

Public Realm Skilled Operative (Parks)

- Service area: **Greener More Active**
- Grade: **Scale 5 - SCP 24**
- Reports to: **Juan Carlos Patino**
- Your team: **Ground Maintenance Team (Parks)**

Our mission

We are determined to create a more equal Islington, where everyone who lives here has an equal chance to thrive.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

[Watch our video](#) to hear more about our mission and how you can help us achieve it from the Leader of the Council, Cllr Kaya Comer-Schwartz.

Key responsibilities

1. To work on the basis of fair pay for a fair days work. In accordance with the Council's Fairer Islington Policy all Staff shall be paid a minimum of the London Living Wage and staff will support apprenticeship schemes for local people and to promote and develop careers.
2. To assist in the implementation of productivity increases to bring the operation in line with industry productivity norms. To co-operate with the design and implementation of changes to services or methods of working to meet changes in customer requirements or to improve efficiency or reduce cost or environmental burdens. In order for a full service to be delivered as economically as possible there will need to be change to some start and finish times. If this is the case consultation with the individual and their trade union representative will commence before implementation.
3. To give full cooperation in the implementation and operation of the latest information and communication technology which will be designed to enhance efficiency, safety and rapid communication. This may include live GPS tracking of all operations, in-cab and handheld devices, 360 degree cameras on all vehicles, on-board weighing, RFID chips, systems to improve fuel economy and routing software.
4. To give total commitment to developing and maintaining an excellent health and safety culture within the organisation and a high level of awareness amongst all staff working together towards zero accidents and work related ill health. To report any potential dangerous hazards or occurrences identified during the working day to line supervisor.

5. To ensure high levels of service, staff will be required to work all Public Holidays excluding Christmas Day and there will need to be staff on standby to deal with emergencies. This will not prevent individual staff members from not working on any particular public holiday, provided adequate cover is available to meet the needs of the service on that day.
6. To work agreed overtime after Public Holidays or other disruptions to the normal service as required.
7. To support ways of working to improve recycling and waste minimisation, including recording and reporting waste collection problems such as contamination or incorrectly stored waste through the established reporting system. Also to record and report properties where there is a potential for waste reduction and increased recycling.
8. To drive a range of specialist large goods vehicles ensuring that driving techniques promote safe operation and minimise maintenance cost and fuel usage.
9. To undertake the appropriate checks and inspections as required and maintain vehicles, plant and equipment in a clean and safe condition.
10. To undertake safely the collection of all types of waste; cleansing of streets or other areas and grounds maintenance work individually or as part of a team and ensure that segregated waste streams are not obviously contaminated with non-conforming material or waste.
11. To take care in undertaking duties not to cause damage to Council or third party vehicles, plant, equipment, property etc. and where damage is caused to report any incident to your supervisor at the earliest opportunity.
12. To ensure that all staff wears the correct uniform and personal protective equipment appropriate for the task while on duty and that it is in a clean and safe condition.
13. To monitor the quality of the service to ensure it meets the service specification and procedures and to ensure consistent high standard. To work with supervisors and managers to raise standards and seek excellence across all services and to ensure that services are integrated at point of delivery.
14. To work flexibly and undertake a range of Public Realm duties as required, including undertaking loading duties as required and where directed work on Winter Service duties if your particular service is suspended due to adverse weather conditions. To work to an agreed winter service plan when you will be expected to work for reasonable periods of time in winter conditions. You will be provided with the appropriate warm PPE for working in cold weather conditions.

15. To liaise with the public and be an ambassador on behalf of the Council and the Environment & Regeneration Department, responding positively and sensitively to customer enquiries or complaints as they arise and where necessary reporting and making recommendations to the Supervisor.
16. To ensure all complaints, missed collections or defective work are rectified promptly within specified timescales and to accept reasonable instructions from managers.
17. To record and report Public Realm defects, potential offences and problems through the established reporting system.
18. To be responsible for the keys of gates and doors required to give access to waste storage and other areas and ensure premises are left secure. And ensure that Assisted Collections are undertaken as required and that any specific collection requirements are identified and complied with in accordance with the agreed protocol for assisted collections.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial Management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Work style

Flexible/Frontline Role

Person specification

You should demonstrate on your application form how you meet the criteria. Please ensure you address all the criteria as this will be used to assess your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
E1	Hold and maintain a valid Drivers Certificate of Professional Competence and undertake regular training as required or have a demonstrable level of High Horticultural Maintenance Skills and Knowledge (Essential)	Application/Interview/Test
E2	To be in possession of a full current driving licence, and to drive the Council's vehicles. To accept responsibility for the use and condition of the vehicles used by the depot and take responsibility for completion of the vehicle logs and servicing requirements.	Application

Experience

Essential criteria	Criteria description	Assessed by
E3	Ability to achieve a nationally recognised qualification, in either cleansing, waste management, grounds maintenance. (NVQ Level 1 or similar) (Desirable to have already)	Application
E4	Undertake First Aid Training (Desirable to have qualification already)	Application
E5	Willing to work outside in all weathers providing it is deemed safe to do so and the appropriate PPE is provided.	Application

E6	Competent in the operation of an extensive range of vehicles and equipment after training if necessary.	Application/Interview/Test
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Skills

Essential criteria	Criteria description	Assessed by
E7	Be competent in the operation of computer hardware and software and communications equipment whether within the vehicle or handheld.	Application/Interview/Test
Essential criteria	Criteria description	Assessed by
E8	Take pride in work and apply customer care behaviour in all aspects of the working day	Interview
E9	To have the ability to provide detailed verbal reports, and the ability to report in writing.	Application/Interview
E10	Ability to use computer terminals (including hand held terminals) and mobile phones.	Application/Interview/Test
E11	To be able to work as part of a team or own initiative.	Application/Interview
E12	To have the ability to adopt safe working practices, and to have a working knowledge of health and safety regulations. To be able to comply with safe practices in the provision of the service.	Application/Interview

Essential criteria	Criteria description	Assessed by
E13	Ability to adhere to the Council's Equal Opportunities and other relevant policies to ensure that services are developed and delivered within this framework and according to the Council's standards.	Application/Interview
E14	This post needs to meet the requirement of the Baseline Personal Security Standard	Application

Our accreditations

Our accreditations include: the Healthy Workplace award; Timewise; London Living Wage Employer; Disability Confident Committed; The Mayor's Good Work Standard; Stonewall Diversity Champion; and Time to Change.

