

PERSON SPECIFICATION: Casual Refuse Operative

POST REFERENCE: 105649

HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.

REQUIREMENTS	ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
- Educational/vocational/ occupational qualifications and/or training - Specific qualifications (or equivalents)	General Level of Education (F) Health and Safety Awareness (F, I)	Clean Driving Licence (F, I) Customer Care (F, I) Equality Awareness (F, I) Manual Handling (F, I)
- Work or other relevant experience	Able to carry out manual duties involved (F, I)	Able to provide evidence of experience operating Refuse Freighter equipment for a sustained period (F,I,R)

		Working knowledge of Refuse Collection Equipment (F I)
- Skills, abilities, knowledge and competencies	Able to carry out manual duties involved (F, I) Knowledge of the Hartlepool Area (I) Able to demonstrate awareness of Environmental Issues (I)	Demonstrate an awareness of Health and Safety issues (I)
- General competencies	Demonstrate a good understanding of customer complaints and a pro-active approach to resolving such problems (I) Demonstrate a flexible approach, working as part of a team and an understanding of teamwork. (R I)	
ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)		

On-going Training Requirements

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

Mandatory/Essential Training	Frequency
Induction Training	Upon commencement of employment

Lift Hoist Training Level 1 Certificate	Every three years
Reversing Assistant Training	Every three years
Health and Safety Awareness Training	Ongoing

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council's Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.

Date: March 2021