



Post Title: Waste and Cleansing driver
Grade: GLPC D

Job Purpose

To promote the Council's vision, values, aims, objectives, and priorities actively and effectively, putting our citizens first through the delivery of best value services.

To provide a range of cleansing duties throughout the city. This will include duties such as (but not limited to) emptying street litter bins, litter picking, clearing fly tips, road sweeping, cleaning graffiti and general street cleansing duties.

To operate flexibly across a range of frontline services depending on service needs. This will include refuse collection loading duties (domestic and commercial) and other services such as gritting support to highways services during inclement weather to achieve our public realm duties.

To deliver a safe, efficient and effective operational service to create a clean, safe and green environment delivered through Resident Services.

Individual Leadership Expectations

As an Officer of the Council, you will be expected to demonstrate our core behaviours, linked to the following four themes:

- **Individual Leadership:** by putting our citizens and customers first, delivering against your objectives, helping to set direction, and putting forward ideas for improvements.
- **Equality Diversity & Inclusion:** by ensuring we consider the needs of all NCC citizens in our work, show respect for others, upholding and adhering to the Council's Code of Conduct.
- **Change & Innovation:** by being creative, delivering change when needed, sharing problems, and helping to bring forward suggestions for improvements.
- **Collaboration:** by working well with others, identifying the needs of colleagues and others to deliver great services and by being a good communicator who works well with a range of audiences.

Specific Duties

1. Actively promote and embed Equality, Diversity, and Inclusion through all actions and in accordance with the organisation's EDI strategy and objectives.
2. Contribute to our corporate responsibility in relation to climate change by taking action and limiting the carbon impact of activities within your role and championing this work.



3. To operate and maintain a range of hand tools, light power tools, plant and equipment in a safe and effective manner, carrying out daily checks as prescribed.
4. To drive and maintain vehicles up to and including 3.5 tonnes gross weight. Where a licence contains C1 entitlement, the requirement to drive up to and including 7.5 tonnes gross weight. Undertake vehicle checks, maintenance and the completion of driving records on a daily basis. To keep vehicles, premises and sites where work is being undertaken clean, safe and tidy.
5. To transport collected materials including hazardous waste where required to designated disposal outlets within and outside of the city, making sure full compliance with the facility operating conditions and returning documentation for central processing.
6. The postholder will be responsible for recording performance and data using a range of handheld devices and NCC systems and to report repeat issues to the Line Manager.
7. The postholder will be required to work Bank holidays and some weekends in line with service delivery / operational needs.
8. To engage with your Line Manager to make recommendations or improvements to the service.
9. To wear uniform, personal protective equipment and any lone working devices issued to you.
10. To be able to undertake a range of physically demanding duties, outside and in all weather conditions.

Numbers and grades of any staff supervised by the post holder:

May have day to day responsibility for up to 5 Waste and Cleansing non-driving operatives.

All staff are expected to abide by the obligations set out in the Information Security Policy, IT Acceptable Use Policy and Code of Conduct to uphold Nottingham City Council standards in relation to the creation, management, storage and transmission of information. Information must be treated in confidence and only be used for the purposes for which it has been gathered and should not be shared except where authorised to do so. It must not be used for personal gain or benefit, nor should it be passed on to third parties who might use it in such a way. All staff are expected to uphold the City Council obligations in relation to current legislation including the Data Protection Act and Freedom of Information Act.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer; the responsibility level of any other duties should not exceed those outlined above.

***This template is to be used for grades NCC-A1 up to NCC-H2 inclusively**



Date: 07/07/2025



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AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT		
		A	AC	D
Individual Leadership	Takes personal accountability for own development.		✓	
	Drive and motivation, ability to deliver against challenging objectives.	✓	✓	
Change and Innovation	Confidence and ability to put forward ideas for change.		✓	
	Ability to be creative, to be able to identify problems and work to create solutions.	✓	✓	
Collaboration	Evidence of working successfully in partnership across different sectors, building and maintaining good working relationships.		✓	
	Evidence of actively working with others to improve collaboration internally and externally.	✓	✓	
	Ability to work alone or as part of a team, using own initiative and with minimal supervision	✓	✓	
	The ability to lead a small team effectively and provide clear instructions based on the tasks assigned each day	✓	✓	
	Ability to communicate effectively with members of the public to defuse frustrations and manage difficult situations calmly and professionally.	✓	✓	
	To provide a good customer care service and be committed to providing a high standard of customer care.	✓	✓	
Equality, Diversity, and Inclusion	An understanding of why it's important to consider equality, diversity, and inclusion in all that we do.	✓	✓	
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.	✓	✓	
Technical Skills and Knowledge	Ability to carry out vehicle driver inspections and maintenance including regular oil and water checks	✓	✓	
	Understanding of Health & Safety and the ability to comply with Nottingham City Council's policies & procedures	✓	✓	
	Ability to learn the safe operation of a range of hand and powered tools	✓	✓	



	To have a full driving licence for vehicles up to and including 3.5 tonnes gross weight. Where a licence contains C1 entitlement, the requirement to drive up to and including 7.5 tonnes gross weight.		✓	✓	
	Ability to demonstrate the correct lifting and carrying methods.		✓	✓	
	Ability to work with and carry materials of an unpleasant nature.		✓	✓	
Work related circumstances	Ability to walk up to 15 miles per day and maintain a long period of physical effort and willingness to maintain a high fitness level in line with the duties of the job		✓	✓	
	Be prepared to work outside in all weather conditions, in any area of the city		✓	✓	
	Have a flexible attitude to work and be prepared to work shifts, including early mornings, evenings, weekends, and public bank holidays		✓	✓	
	Willingness to undergo all training including applying chemical and cleaning products in a range of circumstances, Certificate of professional competency (CPC) and Carriage of dangerous goods by road (ADR)		✓	✓	
	Willingness to work on own for long periods		✓	✓	
	Willingness to comply with the City Council's non-smoking policy		✓	✓	
Qualification requirement	Full Drivers Licence		✓	✓	✓
A - Application	AC – Assessment Centre	D – Documentary			