

Chichester Contract Services Staff Grading Structure

Appendix 1

Current Grades / Salaries

	Waste	Streets	Grounds
Grade 2	Loaders -£16,026	Litter pickers - £16,026	
Grade 3	7.5t drivers - £16,476	Non HGV driver - £16,476	Trainees - £15,876
Grade 4			Grounds staff - £16,476
Grade 5	HGV drivers - £21,500 (incl. 2015 supplement)	Sweeper drivers - £19,660 (incl. 2015 supplement)	Specialist staff - £17,072
Supervisor	Supervisor - £23,141	Supervisor - £23,141	Supervisor - £23,141

Proposed Grades/Salaries and Competencies

Grade	Increment	Salary	Waste	Streets	Grounds
1	1 (sp 13)	£16,191	<u>Loader - probationary</u> Induction/probation/basic training	<u>Litter picker - probationary</u> Induction / probation / basic training	<u>Grounds - probationary</u> Induction /probation / basic training
	3 (sp 15)	£16,772	<u>Loader</u> 12 mths/Bartec/risk assessment understanding and compliance / conduct / attendance	<u>Litter picker</u> 12 mths/risk assessment understanding and compliance / conduct / attendance	Not available
	4 (sp 16)	£17,169	Not available	<u>Streets - Driver</u> 12 mths/3.5t driver/risk assessment understanding and compliance/basic equipment and hand tools/highway litter picking/fly tips/dog bins/conduct/attendance	<u>Grounds - Driver</u> 12 mths/3.5t driver/risk assessment understanding and compliance/basic equipment and hand tools/assist with cemetery work/conduct/attendance
	5 (sp 17)	£17,547	<u>Senior loader</u> First aid / team leader training / assist with induction training / act	Not available	Not available

			as staff rep and attend operational meetings / assist with Bartec issues / flexible / conduct / attendance		
Grade	Increment	Salary	Waste	Streets	Grounds
2	1 (sp 18)	£17,891	<u>7.5t driver - probationary</u> Induction /probation / basic training / 7.5t licence / CPC / conduct / attendance	<u>7.5t driver - probationary</u> Induction/probation / basic training / 7.5t licence / CPC/ conduct / attendance	<u>Grounds – Skilled</u> Induction/probation/ basic training/ specialist equipment and tools/ trailer licence/ pesticide application/ routine play area inspector/ conduct/attendance
	2 (sp 19)	£18,560	<u>7.5t driver</u> 12mths / Bartec / risk assessor/conduct / attendance	<u>7.5t driver TM</u> 12mths/ traffic management/ risk assessor/team leader/ conduct/attendance	<u>Not available</u>
	3 (sp 20)	£19,238	Not available	<u>Streets Specialist</u> 7.5t & traffic management/ precinct sweeper training inc. mechanical repairs and maintenance/ risk assessor/ team leader/ conduct/attendance	<u>Grounds Specialist</u> Level 3 qualifications; horticulture/ tree work/mini digger driver/ team leader training/ H&S training/ supervisory cover
Grade	Increment	Salary	Waste	Streets	Grounds
3	1 (sp 23)	£21,057	<u>HGV driver - probationary</u> Induction /probation / basic training / HGV/ CPC / Bartec / team leader / risk assessor/conduct/attendance	<u>Sweeper driver - probationary</u> Induction/probation/basic training/ HGV/CPC/ sweeper training inc. mechanical repairs and maintenance/ schedules, risk assessor/ conduct/attendance/ supervisory cover	Not available
	2 (sp 24)	£21,745	<u>HGV driver -team leader</u> 12mths / enhanced H&S training/ team leader / risk assessor / conduct / attendance	<u>Sweeper driver – traffic management & team leader</u> Sweeper training with traffic management/conduct/attendance/ supervisory cover	Not available

	3 (sp 25)	£22,434	<u>HGV driver -trainer</u> Driver assess / train others / management training / NEBOSH / Bartec / Supervisor cover / conduct / attendance	Not available	Not available
Grade	Increment	Salary	Waste	Streets	Grounds
4	1 (sp 28)	£24,717	<u>Supervisor</u> Deliver induction training / job chats / use all standard computer software (i.e. Lagan/Bartec) / produce monitoring plan/NEBOSH / driver assessment / recruitment / issuing management instructions and assisting with disciplinaries / train the trainer/contract manage agency performance	<u>Supervisor</u> Deliver induction training / job chats / use all standard computer software (i.e. Lagan/Bartec) / produce monitoring plan/ NEBOSH / driver assessment / recruitment / issuing management instructions and assisting with disciplinaries / train the trainer/contract manage agency performance	<u>Supervisor</u> Deliver induction training / job chats / use all standard computer software (i.e. Lagan/Bartec) / produce monitoring plan/ NEBOSH / driver assessment / recruitment / issuing management instructions and assisting with disciplinaries / train the trainer/contract manage agency performance
	2 (sp 29)	£25,694	<u>Senior Supervisor</u> Qualification in leadership (i.e. ILM grade 3) Plus appropriate industry-based qualification	<u>Senior Supervisor</u> Qualification in leadership (i.e. ILM grade 3) Plus appropriate industry-based qualification	<u>Senior Supervisor</u> Qualification in leadership (i.e. ILM grade 3) Plus appropriate industry-based qualification
	3 (sp 30)	£26,694	<u>Lead Supervisor</u> Competent to act up to cover role of Cleansing Manager	Not available	Not available