

## **SOUTH DERBYSHIRE DISTRICT COUNCIL**

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**POST TITLE: Refuse Loader**

**DIRECTORATE: Service Delivery**

**SERVICE: Operational Services**

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### **PRINCIPAL TERMS AND CONDITIONS OF EMPLOYMENT**

1. Salary for this post will be Grade 3 £25,583 - £25,989. In all other respects, the conditions of service laid down by the National Joint Council for Local Authorities Services Employees as supplemented or amended by the Council will apply.
2. The appointment requires ONE months' notice of termination by the employee.
3. The Refuse Collection Service operates on a 'task and finish' basis for the whole District. Crews will be required to assist on other rounds in order to complete the whole workload. Collections may not commence before 6.00 a.m.
4. Annual holiday entitlement is 26 days per year, rising to 31 days after 5 years local government service (this includes 4 former discretionary days once taken after Public/Bank Holidays) plus 7 statutory and 1 day which is taken at the discretion of the Authority. Refuse employees are required to work Good Friday and Bank Holiday Monday's for which double time and 1 day in lieu is granted for every bank holiday worked.
5. The Local Government Superannuation Scheme is available. All employees aged under 75 contracted for a period in excess of three months are eligible to join the Local Government Pension Scheme (LGPS). **Please note that provided you meet these criteria you will automatically be put into the Pension Scheme unless you opt not to join.** Should you wish to opt out of the scheme you can do so on your first day of employment
6. The post will be subject to a six-month probationary period.
7. The appointment will be subject to satisfactory medical clearance.
8. Working Procedures Agreement
  - (a) Statutory Holiday Arrangements

Collection arrangements are as follows:

Good Friday	-	Collect on Good Friday
Easter Monday	-	As normal
May Day	-	As normal
Spring Bank Holiday	-	As normal
Later Summer Bank Holiday	-	As normal
Christmas Day Holiday	-	No Collections
Boxing Day Holiday	-	No Collections

New Year's Day - No Collections

Payment will be made at time and a half for Saturdays. Payment will be at double time for Good Friday.

All employees are required to attend work on Good Friday and the Saturdays preceding Bank Holidays, with the exception of those on approved annual leave or unfit to work and covered by a GP's fit note.

(b) *Holiday rota*

A holiday rota will operate throughout the year based on no more than four loaders being on holiday at the same time. At least five working days' notice will be required for annual leave requests. The rules for annual leave will apply to the Saturdays preceding Bank Holidays.

(c) Working Time

Loaders may be required to work a maximum 11 hours in any given day to accommodate 'task and finish' as such there is no formal daily finishing time. Overtime payments will be made where a driver exceeds 74 hours working time in a two week cycle.

No reductions in pay will be made where a loader completes the allocated work in less than 37 hours working time in any week.

(d) Uniforms & Identification

All employees will be provided with and required to wear the uniforms and identity cards at all times during working hours.

(e) Codes of Practice and Working Practices

All employees will be required to comply with all relevant Codes of Practice and Working Practices at all times during working hours.

(f) Depot

The service will be based at South Derbyshire District Council Depot, Unit 18 Boardman Road Industrial Estate, Boardman Road, Swadlincote. All employees will be required to report to the Depot at the start and the end of the working day.