**Lancashire County Council**

**Operational Context Form**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Post title:** CHARGEHAND | | | | | | | | | | |
| **Directorate:** Community Services | | | | | | **Location:** | Highways | | | |
| **Establishment or team:** | | | Highways | | | | **Post number:** | | |  |
| **Grade:** | Grade 5 | | | **Staff**  **responsibility:** | Yes | | **Essential Car user:** | | | No |
| **Scope of Work – appropriate for this post**  With guidance and /or instruction be responsible for undertaking a skilled activity and/or be responsible for supervisiong other staff. This could typically include providing craftsman skills such as masonry and joinery, being the main operator of highly technical construction plant, the manufacture process of signs or leading a team of grade 3 and 4 operatives carrying out schemes or other activities etc.  The purpose of this job is to lead a team assisting with the provision of maintenance and construction of roads and sewers within the guidelines of a safe working environment. | | | | | | | | | | |
|  | | | | | | | | | | |
| **Accountabilities/Responsibilities - appropriate for this post** | | | | | | | | | | |
| The postholder will be responsible for carrying out a range of duties which will include but is not limited to the following;   1. Mixing, application, laying, levelling, spreading, compaction, protection of rocks, soils, and or granular, bituminous, cement or water bound materials and undertaking kerbing operations. 2. Erection, fixing, dismantling of roadstuds, posts, signs, barriers, fencing, walling, guard rails, traffic counters, and highway ironwork and undertaking drainage operations including trench supports. 3. Operation of powered light plant such as concrete mixers, portable pumps, portable traffic lights, air compressors and tools, road breakers, poker vibrators, pedestrian-operated rollers, hand propelled road burners, all ancillary equipment and tools and operation of powered hand tools. 4. General assistance to meet out of hours emergencies resulting from adverse weather conditions e.g. snow, wind etc by carrying out snow clearing and gritting operations etc. 5. Driving vehicles including LGV. 6. Completion of appropriate documentation eg. Job attendance records. 7. Setting out work 8. Planning & organising on site activities and reading / working from plans 9. Supervision of a team of highways operatives 10. To carry out any other duties and responsibilities as requested. Drainage works are the primary work activity. | | | | | | | | | | |
| **Additional Supporting Information – specific to this post** | | | | | | | | | | |
| This post is physically demanding and exposed to seasonal temperature variances | | | | | | | | | | |
| **Prepared by:** | | Phil Durnell | | | | | | **Date:** | 1st February 2011 | |

**The above form** sets out the area of work in which duties will generally be focused, and gives an example of the type of duties that the postholder could be asked to carry out. **PLEASE NOTE** that this is for guidance only. Postholders are expected to be flexible and to operate in different areas of work/carry out different duties as required.

**Equal opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

**Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Customer Focus

We put our customers’ needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and /or numeracy if they do not have one already.

Lancashire County Council

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| **Person specification** | | | | |
| **Post title:** CHARGEHAND | | | **Grade:** Grade 5 | |
| **Directorate:** LCC Highways | | | **Post number:** | |
| **Establishment or team:** Highways | | | | |
| **Requirements** | | **Essential (E)**  **or**  **Desirable (D)** | | **To be identified by: application form (AF),**  **interview (I),**  **test (T), or**  **other (give details)** |
| **Qualifications** | |  | |  |
| Full driving licence, including LGV class 2 or a commitment to obtain an LGV and complete an NVQ in Winter Maintenance within 12 months of appointment | | E | | AF |
| CSCS Card | | E | | AF |
| Traffic management card | | E | | AF |
| NVQ Level 2 Highway Maintenance or equivalent | | D | | AF |
| **Experience** | |  | |  |
| Operation of plant | | E | | AF, I |
| General highways maintenance | | E | | AF, I |
| Supervision of a team of operatives | | E | | AF, I |
| **Knowledge and skills** | |  | |  |
| Appreciation of health & safety legislation | | E | | AF, I |
| Appreciation of traffic management layouts | | E | | AF, I |
| Ability to communicate at all levels | | E | | AF, I |
| Ability to plan/organise work and read/work from plans | | E | | AF, I |
| Ability to carry out the following skills to an acceptable level of output and quality: **Highways Maintainance Works**  Drainage work, excavation and support, concreting and reinforcement, tarmac, kerbing/edging, ironwork, fencing, walling, sign erection, gully emtying operations, road markings, traffic management.  **Bridges Structures Works**  In addition to the above: Miscellaneous joinery works including trench support & shuttering, steel fixing and working at heights. | | E | | AF, I |
| **Other (including special requirements)**   1. Commitment to equality and diversity 2. Commitment to health and safety 3. Commitment to attendance at work | | E  E  E | | I  I  I |
| **Date:** 10/2/11 |  |  | |  |
| **Note: We will always consider your references before confirming a job offer in writing**. | | | | |

**LANCASHIRE COUNTY COUNCIL - HIGHWAYS**

**PRE-EMPLOYMENT RISK IDENTIFICATION FORM (R.I.F.)**

(NB Completion of this form does not fulfill the requirement to undertake a general risk assessment under the Management Health and Safety at Work Regulations 1999)

A Pre-employment Risk Identification Form must be completed by the Head of Service/ Line Manager.

Information covered in this document is part of the General Data Protection Regulations (2016/679 EU)

**CONFIDENTIAL**

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| Team/Establishment | Highways |
| Post title | Specialist Skilled |
| Description of main activities the employee will be required to undertake:   Profile as above | |
| Form completed by: S Bucknell | |

1. **Activities that require a pre-employment assessment by Occupational Health and subsequent Health Surveillance.**

**If the post undertakes activities indicate YES and if the post does not undertake the activity indicate NO.**

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **YES** | **NO** |
| 1 | *Work at height e.g. using ladders, platforms and scaffolding* |  | **N** |
| 2 | *Work in noisy environments (Audiometry)* |  | **N** |
| 3 | *Work in confined spaces* | **Y** |  |
| 4 | *Work with vibrating tools, plant or equipment (HAVS, Carpal Tunnel)* | **Y** |  |
| 5 | *Work with airborne particles, chemicals, fumes, dust and biological agents (Respiratory)* | **Y** |  |
| 6 | *Work with hazardous substances known to be skin irritants/sensitisers (Skin surveillance)* | **Y** |  |
| 7 | *Work requiring good eyesight (Vision)* | **Y** |  |
| 8 | *Work requiring good colour identification (Colour blindness)* | **Y** |  |
| 9 | *Work driving or operating plant e.g.forklifts, loadalls (Driver health assessment)* | **Y** |  |
| 10 | *Manual handling involving muscular skeletal movements (other than routine office/administrative lifting and carrying) e.g. lifting, pulling and pushing of materials, plant and equipment. (Tendonitis and Tenosynovitis)* | **Y** |  |

**B. Activities that do not require a pre-employment assessment by Occupational Health and subsequent Health Surveillance.**

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| --- | --- | --- | --- | --- |
|  |  | **YES** | | **NO** |
| 11 | *Face to face contact with the public/service users e.g. at sensitive front line posts re abuse, aggression, assault.* | **Y** |  | |
| 12 | *Lone working.* | **Y** |  | |
| 13 | *Work where there may be an increased risk of needlestick injuries or blood borne infections HIV; Hepatitis B; Hepatitis C: e.g site work, grounds or buildings maintenance, gully cleaning, drainage, litter pickers, environmental, waste).* | **Y** |  | |
| 14 | *Work that may bring the employee into contact with rats, rat contaminated ground or other animals or livestock (e.g. risk of weils disease, other animal borne diseases, zoonoses).* | **Y** |  | |
| 15 | *Working with vulnerable service users e.g. children with disabilities; the elderly; children/adults with learning difficulties; alcohol/drug abusers.* |  | **N** | |
| 16 | *Work involving repetitive movements or forced posture e.g. twisting, screwing, movements of the hands wrists, arms and/or shoulders awkward body and limb posture or excessive force, bending, kneeling.* | **Y** |  | |
| 17 | *Work as a regular display screen user (where more than 1/3 of a person's time is spent using DSE continuously over any 1 month period).* |  | **N** | |
| 18 | *Occupational fieldwork or work in extreme conditions e.g. involving excessive heat or cold or frequent prolonged work over rough terrain in all weather conditions, forestry/countryside work* | **Y** |  | |

Any other occupational hazards/comments that you consider to be relevant to the post which are not included above:

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| **Head of Service/Line Manager *(please print)*** | | J Davies | |
| **Telephone Number:** | 01772 538500 | **Date:** | 20/01/20 |

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| V1.3 |
| 20/01/20 |