

<b>Position Title</b>	Street Cleaner
<b>Department</b>	Community Services
<b>Unit</b>	Waste and Cleansing
<b>Team</b>	City Clean
<b>Supervises</b>	Nil
<b>Reports To</b>	Team Leader City Clean
<b>Grade</b>	A
<b>Date Prepared</b>	30/04/2024
<b>Date Last Updated</b>	6/12/2024

## Our Vision & Values: A leading organisation that collaborates & innovates



We are committed to **safety**



We work as **one team**



We act with **integrity**



We care about our **customers**



We **continuously improve**

## Primary purpose of position

Maintain a high standard of cleanliness and hygiene in public spaces. Ensure streets and town centres are free of litter, debris and other waste materials. It involves regularly litter picking, sweeping, collecting rubbish and washing pavements to create a pleasant and safe environment for residents and visitors.

## Accountabilities

- Follow all health and safety protocols to ensure the safety of oneself and the public during cleaning operations
- Regularly remove litter from streets, sidewalks, and public areas to maintain cleanliness
- Bill poster removal
- Dispose of collected waste and recycling materials appropriately
- Adhere to the requirements of relevant safe operation procedures and safe work procedures
- Conduct routine checks and minor maintenance on cleaning equipment to ensure they function effectively
- Ensure tasks and schedules are completed to appropriate timeframes and standards
- Document and report any significant issues such as large debris, vandalism or hazardous waste that require further attention
- Document and report any issues that arise in day to day operations
- Report any maintenance tasks and issues that are identified within our city
- Perform cleansing activities that may be beyond the scope of the task given to enhance the city's appearance
- Conduct litter picking tasks and duties with appropriate plant
- Assist with clean up before, during and after public events to ensure the area remains presentable and welcoming
- Removal of dead animals and hazardous waste
- Engage with residents and visitors when necessary to answer questions or address concerns about cleanliness and public hygiene
- Other tasks and duties as required

## Position capabilities and level

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.

### Capability Profile – Trades/ Operational

Capability Group	Capability Name	Level
<b>Personal Character</b>	<b>Lead Self</b>	Intermediate
	Display Resilience	Foundational
	Act with Integrity	Intermediate
	Safety and Accountability	Intermediate
<b>Relationships</b>	Communicate and Engage	Foundational
	<b>Customer and Community Focus</b>	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Foundational
<b>Results</b>	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Innovate and Improve	Foundational
	<b>Deliver Results</b>	Foundational
<b>Resources</b>	Finance	Foundational
	<b>Assets and Tools</b>	Intermediate
	Technology and Information	Foundational
	Procurement and Contracts	Foundational
<b>People Leadership</b>	Manage and Develop People	N/A
	Inspire Direction and Purpose	N/A
	Optimise Workforce Contribution	N/A
	Lead and Manage Change	N/A

## Focus Capabilities

The focus capabilities for the position are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least satisfactory level for a candidate to be suitable for appointment.

### CBCCity Capability Framework - Focus Capabilities

Group & Capability	Level	Behavioural Indicators
<b>Personal Character</b>		
Lead Self	Intermediate	<ul style="list-style-type: none"> <li>Understands what needs to be done and steps up to do it</li> <li>Pursues own and team goals with drive and commitment</li> <li>Shows awareness of own strengths and weaknesses</li> <li>Asks for feedback from colleagues and stakeholders</li> <li>Makes the most of opportunities to learn and apply new skills</li> </ul>
<b>Relationships</b>		
Customer and Community Focus	Intermediate	<ul style="list-style-type: none"> <li>Identifies and responds quickly to customer needs</li> <li>Demonstrates a thorough knowledge of services provided</li> <li>Puts the customer and community at the heart of work activities</li> <li>Takes responsibility for resolving customer issues and needs</li> </ul>
<b>Results</b>		
Deliver Results	Foundational	<ul style="list-style-type: none"> <li>Takes the initiative to progress work tasks</li> <li>Clarifies work required and timeframe available</li> <li>Identifies what information/ resources are needed to complete work tasks</li> <li>Checks own work for accuracy, quality and completeness</li> <li>Completes tasks under guidance, on time and to the required standard</li> </ul>
<b>Resources</b>		

Assets and Tools	Intermediate	<ul style="list-style-type: none"> <li>• Uses a variety of work tools and resources to enhance work products and expand own skill set</li> <li>• Ensures others understand their obligations to use and maintain work tools and equipment appropriately</li> <li>• Contributes to the allocation of work tools and resources to optimise team outcomes</li> </ul>
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\* Focus Capabilities are those judged to be the most important at the time of recruiting to the position. The mix of “focus” capabilities can change over time, reflecting changing work priorities and current team strengths.

### **Delegations**

Decisions associated with this position are to be made in accordance with the Delegations of Authority (Policy186) approved by the Chief Executive Officer.

### **Code of Conduct**

All staff are required to adhere to the Code of Conduct (CP25).

### **Work Health & Safety**

All staff are required to adhere to Council's WHS&E Responsibilities and Authorities document (REF229) and associated policies and procedures.

### **Records Management**

All staff are required to comply with Council's Records and Information Management policies, procedures and guidelines.

### **Qualifications and Experience**

#### **Essential Qualifications**

- Class C Licence

#### **Essential Experience**

- Adherence to safety protocols, including the use of personal protective equipment (PPE) and safe handling of chemicals
- Ability to perform pre and post-operation checks and routine maintenance on the sweeper vehicle
- Experience in following set schedules to ensure tasks are completed within designated timeframes
- Keen eye for ensuring all areas are thoroughly cleaned, free of debris, litter, and leaves
- Ability to respond promptly to emergency cleaning requests
- Competence in documenting and reporting significant issues such as large debris, vandalism, or hazardous waste
- Ability to work both independently and as part of a team, coordinating with other team members to ensure comprehensive coverage

- Skills in engaging with residents and visitors to address their concerns about cleanliness and public hygiene
- Quick thinking to address any operational challenges that arise during the cleaning process

**Desirable Qualifications and or Experience**

- Medium Rigid or Heavy Rigid Licence
- First Aid Certificate
- Traffic Control Certification

<b>HUMAN RESOURCES USE (SELECT YES OR NO)</b>	<b>YES</b>	<b>NO</b>
Does this position fall under the definition of child related employment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to undergo criminal reference check?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to demonstrate good driving Licence class required: C Class Drivers Licence	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Will incumbent need to make disclosure of pecuniary interest?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Could there be a conflict of interest with secondary employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>