



Post title	Painter (Road Services)
Division / Section	Road Services
Department	Place
Responsible To	Workshop Team Leader
Number of Posts	

Purpose of Job

To work, either as an individual or as part of a team of operatives carrying out painting work, sign and street furniture installation and maintenance and emergency winter weather working across the Council.

Contribute to delivering the Council's core values.

Major Tasks

Dependant on the operational needs of the service the major tasks undertaken may include any of the following:

During 6 months of the summer

Repair, renew, maintain and renovate any work requiring painting skills. 95%

Carry out a range of tasks associated with the installation and maintenance of signs and street furniture. 5%

During 6 months of the winter

When not gritting:

Repair, renew, maintain and renovate any work requiring painting skills. 95%

Carry out a range of tasks associated with the installation and maintenance of signs and street furniture. 5%

When gritting:

Gritting can vary from up to 4 – 6 months of the period depending on the severity of the weather conditions.

Job Activities

Painting Duties:

Identify and use specialist paint and materials e.g. ornamental lighting columns and crests etc.

Erect and dismantle scaffolding.

Report all non painting faults to Management.

Estimate time and materials to complete job.

Signs and Street Furniture:

The post holder may be asked to carry out a range of job activities associated with the installation and maintenance of signs and street furniture which generally will include:

Installing parking restriction signs, correct signs (temporary notices) and Temporary Traffic Regulation Orders for special events and road maintenance works.

The erection and removal of appropriate traffic management equipment (signs, cones and barriers) in accordance with Chapter 8 of the Traffic Signs Manual e.g. Setting up road closures including removing signs, legal notices and barriers.

Erection of Advance Direction Signs on high speed roads and of standard and wide based sign poles.

Responding to emergencies i.e. damaged signs, storm damages etc.

Place out/remove temporary 900kg concrete bases.

Utilise HIAB (lifting crane) for various Workshop tasks.

Routine maintenance and cleaning of all items of plant and transport under the post holder's control, including the reporting of defects.

Daily maintenance of depot including garage and storage areas, ensuring that they are tidy and clear of obstructions and safe at all times.

Winter Maintenance Duties:

Drive vehicles, including gritter vehicle with plough attachment, during periods of severe adverse weather.

Other Requirements:

Ensure all operations are carried out in a cost effective manner consistent with the requirements to achieve best value.

Complete jobs within the required timescale.

Comply with H&S policies and carry out on site risk assessments for jobs undertaken.

Organise and order materials via stores and external suppliers.

Ensure site of job is left clean and safe.

Where required undertake any complimentary duties and training in support of the craft operations as instructed by management.

Liaise with customers to provide a customer focussed service.

Keep records of work undertaken, including maintenance & repairs work.

Communicate with Supervisor and other colleagues via appropriate method.

Where required participate in 'out of hours' emergency rota

Attend team meeting, performance reviews, training etc as required.

Undertake any other reasonable duties as directed by the Supervisor.

Supervision and Management of People

When responsible for work experience placements the post holder will carry out on the job training and regular assessment and provide feedback to the Supervisor

Allocates and inspects work given to work experience and agency workers.

Creativity and Innovation

The post holder requires skills to solve on the job problems which arise when carrying out repair, maintenance, renovation or installation work to ensure the work is completed to an acceptable standard.

Required to modify plans to suit the customer's needs and where required suggest more suitable materials to complete the work and meet the customers expectations.

Match and source specialist heritage materials and paints for ornate objects.

They are also required to ensure that all sites are a safe place to work, this requires problem solving skills / risk assessments to ensure work is able to progress safely.

Required to identify specialised equipment/tools/materials for each job.

Monitor local conditions and assess requirement for work methods, equipment, tools and materials to be amended in line with work requirements and recommend changes if required.

Have the ability to read, understand and interpret Plans and Public Utility drawings.

Monitor the performance of vehicles, tools and equipment and recommend solutions if problems arise.

Contacts and Relationships

The post holder will be required to assess requirements and inform customers of:

- Work to be carried out.
- Any further work still to be completed.
- Health and Safety information about the work to be carried out.
- Advise upon completion of work and resolve any issues the customer may have.

The post holder will be required to develop and maintain effective relationships with a diverse range of people and organisations, including:

- Daily contact with Senior Contract Engineer/Workshops Supervisor re specification of new equipment and maintenance of equipment.
- Internal and external clients to co-ordinate on changes and alterations on site.
- The public. To pass on information and deal with complaints.
- Fleet Services in relation to vehicle checks.

- Supervisors in relation to operational provision, health and safety, performance, change, and resolving complex technical issues.
- Colleagues in relation to completing painting work and co-ordinating the manufacture and erection of signs.
- May be required to carry out tasks alongside Sign Shop Operatives, Blacksmiths, Joiners, PLO's and Electricians.
- External and internal suppliers in relation to sourcing and taking delivery of materials, including specialist heritage materials.
- Police for the co-ordination of traffic control measures for Events and emergencies.
- The post holder may also be required to carry out tasks alongside Public Utility companies i.e. Scottish Power.

Decisions (Discretion)

The post holder will be required to make the following decisions:

- The best way to carry out the work required.
- Estimate materials and time required to complete job.
- Decides whether specialist equipment is required.
- Decide when it is appropriate to apply salt to roads and pavements (spot treatment).
- Decide when it is appropriate to use sandbags during adverse weather conditions.
- If further work required or the job will take longer than expected the post holder must decide the best course of action to ensure customers receive the best possible service.
- Decides on competency of Work Experience placement before allocating tasks.
- Decide if there is a need to change order of work to ensure a better job.
- Identify and progress any follow on work if required.
- Inform supervisor of any extended work periods which may impact on meeting future deadlines.
- When on standby, how best to prioritise work.

Decisions (Consequences)

The decisions made in the course of the job will impact on the health and safety of themselves, customers and colleagues, customer satisfaction, performance against targets and the financial success of Road Services.

Resources

The post holder is responsible for the safe use, safekeeping and cleanliness of 7.5 tonne vehicle with lifting crane, 3 tonne tipper vehicle, a van mounted vehicle access platform and MEWP and when required 7.5 tonne and 3 tonne gritting vehicles. Plant includes Mobile Elevated Working Platform (MEWP), lifting crane (HIAB), forklifts etc. tools including hammer drills, Stihl saws, hammer breakers, Cable Avoidance Tool (CAT) etc. PPE and where required IT equipment including mobile communications equipment. Vehicles provided are for the sole use of Council Business only.

The post holder will carry up to £1k of plant equipment and up to £1k of stock within the vehicle allocated to them. They are fully responsible for the safe keeping, monitoring and replenishment of these resources. The value of IT equipment is approximately £500.

The post holder is required to complete vehicle check sheets, driver record book and job sheets and complete HAVS recording.

Environment – Work Demands

The post holder is fully responsible for completing the work once a full assessment has been carried out by them and in line with the set designated timescales. They are expected to make the assessment on site and where required, inform the customer. If they are unable to complete the work they must inform the Supervisor.

The post holder is required to reprioritise their workload to accommodate emergency calls.

When responsible for a Work Experience placement, will assess competency, then allocate and check work on completion.

Environment – Physical

This is an operational post and physical demands such as manual handling, carrying, bending, kneeling and generally working in small awkward spaces are required as part of the job.

During the course of the day the post holder will be standing, stretching, working with hands above head. Bending and stretching getting in and out of tower buckets while working on access platforms.

During excavations will be digging, spreading and levelling with hand tools.

Works in a confined and noisy space in shot blasting unit.

The post holder is required to manoeuvre, lift and carry heavy items such as, 900kg concrete bases, street furniture and signage, cast iron railings/gates etc, also carrying materials/ tools/ladders up and down flights of stairs where there are no lifts and in awkward stairwells.

Environment – Working conditions

The post may require the painter to work in conditions for long periods of time which could be:

- Extremely dusty and dirty due to the use of power tools and vibrating machinery in the workshop and outside e.g. noise and dust from shot blasting unit.
- Work outside in all weather conditions erecting and dismantling traffic management equipment, street furniture etc.
- Will be required to work adjacent to live traffic/busy pedestrian areas and alongside fast flowing waters.

Environment – Work Context

Care should be exercised with the following:

- While working at height on ladders, working on, erecting and dismantling scaffolding and working on MEWP.
- With tools such as saws, drills etc. and with mechanical lifting equipment e.g. HIAB, chains and slings.
- When working close to gas, electricity and water supplies.
- When using COSHH material
- Can be exposed to abuse and challenging behaviour from the public.

Knowledge and Skills

The post holder must have:

- An approved recognised trade qualification e.g. City & Guilds, SVQ level 3 or equivalent.
- A full UK driving licence (preferably a minimum of Category C1).
- A CSCS Card
- Trained to current regulations
- IPAF certificate for working on Mobile Elevated Working Platform
- Use of cable avoidance tools
- Traffic Management to Chapter 8
- Safe use of ladders
- Skills to drive in hazardous or adverse conditions during severe weather conditions

The post holder should have a working knowledge of all current Health and Safety legislation and best practice.

Ability to effectively plan workloads, identify areas of potential failure and take preventative action.

Be able to communicate information to customers and colleagues which is meaningful.

Be able to use a range of communication skills when dealing with challenging customers.

Flexibility is essential, together with excellent communication skills and the ability to communicate effectively with people.

Health and Safety

The Council must abide by relevant health & safety and employment law, as well as the common law duty of care. All members of staff are required take care for their personal health and safety and that of others who may be affected by their actions or inactions. You are therefore required to carry out your duties in a safe manner in accordance with instructions and in compliance with safety rules/procedures, regulations and codes of practice. You are required to advise your line manager if you become aware of any unsafe practice or condition or if you have any other safety concerns and should comply with accident and near-miss reporting procedures.

If you supervise, manage or lead other staff, you are also responsible for ensuring that the Council's operations are carried out in such a way that ensures, so far as is reasonably practicable, the health, safety and welfare of those staff and that of any others who may be affected. You will therefore conduct relevant risk assessments and assign duties with appropriate instructions, in compliance with safety rules/procedures, regulations and codes of practice. You will address and/or escalate any issues of any unsafe practice, condition or any other safety concerns you identify or that are brought to your attention, taking appropriate advice as necessary and will ensure that accident and near-miss reporting procedures are understood and complied with.

Organisation Structure