

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Gravedigger	<b>JE NUMBER:</b> D73
<b>DIRECTORATE:</b>	Commercial Services	<b>BAND:</b> 5
<b>RESPONSIBLE TO:</b>	Chargehand Gravedigger	
<b>RESPONSIBLE FOR:</b>	N/A	
<b>MAIN PURPOSE OF POST:</b>	Burial Preparation and General Grounds Maintenance Duties	

### **DUTIES AND RESPONSIBILITIES:**

Duties and responsibilities must be undertaken to comply with Council policies/procedures.

1.	Uphold the Councils values by actively following the competency framework
2.	Locating and preparing a grave space ready for burial
3.	Excavation of a grave using appropriate tools and equipment to the required depth
4.	The safe shoring of graves as required
5.	The back filling and consolidation of graves after burials
6.	Maintenance of cemetery grounds and their surroundings using appropriate machinery including the use of powered hand tools and plant
7.	Giving direction to members of the public
8.	Planting of trees and shrubs, etc. if necessary
9.	To be aware of, and implement, the Council's Equal Opportunities Policy
10.	Any other duties which are equal/like the responsibility level and grade of the post

**GENERAL – To be aware of and implement the following:**

**Equalities** – The council’s Equality and Diversity Policy which sets out the council’s commitment to advancing equality and social inclusion while celebrating the diversity within our communities.

**Code of Conduct** – All employees of Chesterfield Borough Council must comply with the Employees’ Code of Conduct.

**Health & safety** – To comply with the Health and Safety at Work etc. Act (1974) and carry out all duties in accordance with the Council’s Health and Safety policy.

**Staff Development** - The Council's Performance & Development Review is an integral part of Chesterfield Borough Council’s performance management framework as well as a key employee development procedure. You will be required to undertake any training required for the job role.

**Data Protection** – All employees must adhere to the requirements of the General Data Protection Regulations (GDPR) and the Data Protection Act 2018 in respect of confidentiality and disclosure of data.

**Safeguarding Children and Vulnerable Adults** - The council has both a moral and legal obligation to ensure a duty of care for children and vulnerable adults across its services. We are committed to ensuring that all children and vulnerable adults are protected and kept safe from harm, and we have a responsibility to safeguard and promote well-being.

**Climate Change** – The council’s commitment to becoming a carbon neutral organisation by 2030 and to support the wider Borough to become carbon neutral by 2050 in line with the Council’s Climate Change Strategy.

**SPECIAL FEATURES OF POST:**

Political Restriction	YES		NO	X
Vetting Checks e.g., Disclosure and Barring Service (DBS)	YES		NO	X
Flexible approach to time of work, with ability to work evenings and weekends as required by the needs of the service.	YES	X	NO	
You may be required to carry out those duties at your present workplace or at another council venue.	YES	X	NO	

It is the council’s intention that this job description is seen as a guide to the main areas and duties for which the job holder is accountable. However, as the work that the council changes the job holder’s obligations are also bound to vary and develop, so the job description should be seen as a guide and not as a permanent, definitive and exhaustive statement. This job description is non-contractual.

## PERSON SPECIFICATION

<b>JOB TITLE:</b>	Gravedigger	<b>JE NUMBER:</b>	D73
<b>DIRECTORATE:</b>	Commercial Services	<b>DATE:</b>	06.09.2023

<b>KNOWLEDGE / SKILLS / ABILITIES</b>		<b>Assessment Method</b>
		Application Form, Presentation, Scenario based Exercise, Interview, Qualification / Certificates
<b>Essential</b>		
•	Ability to work as part of a team or on own	Application Form
•	Ability to use own initiative	Application Form
•	Ability to work to deadlines	Application Form
•	Understanding of Health and Safety at Work, etc. Act	Interview
<b>Desirable</b>		
•	Knowledge of the use, adjustment and maintenance of mowers and other equipment	Application Form
•	Knowledge of the use of a JCB or equivalent	Application Form
<b>EXPERIENCE</b>		
<b>Essential</b>		
•	Minimum 2 years of experience in cemeteries and/or grounds maintenance	Application Form
<b>Desirable</b>		
•	Horticultural experience	Application Form
•	Experience in the use of a JCB or equivalent	Application Form
<b>QUALIFICATIONS</b>		
<b>Essential</b>		
•	Full driving licence	Application Form
<b>Desirable</b>		
•	NVQ Level 2 Horticulture/Agriculture or equivalent	Application Form

•	Spraying certificate PA6 and/or PA2	Application Form
•	CITB 180° Excavator	Application Form

### OTHER REQUIREMENTS

#### Essential

•	To display the council's values and behaviours when carrying out the job role	Application Form, Interview
•	To perform the job role in accordance with the specified level of the council's Competency Framework	Application Form, Interview
•	Commitment to self-development, service improvement and organisational effectiveness	Application Form, Interview

#### COMPETENCY REQUIREMENT:

<b>Seeing the Big Picture</b>	Seeing the big picture is about having an in-depth understanding and knowledge of how your role fits with and supports the council plan and the wider public needs and the national interest. For all staff, it is about focusing your contribution on the activities which will meet the council goals and deliver the greatest value.	Interview
<b>Level: 1</b>		
<b>Changing and improving</b>	People who are effective in this area take initiative, are innovative and seek out opportunities to create effective change. For all staff, it's about learning from what has worked as well as what has not, being open to change and improvement, and working in 'smarter', more focused ways.	Interview
<b>Level: 1</b>		
<b>Making Effective Decisions</b>	Effectiveness in this area is about using sound judgement, evidence and knowledge to arrive at accurate, expert and professional decisions and advice. For all staff it's being careful and thoughtful about the use and protection of council and public information to ensure it is handled securely and with care.	Interview
<b>Level: 1</b>		

<b>Leading &amp; Communicating</b>	At all levels, effectiveness in this area is about showing our pride and passion for public service, communicating purpose and direction with clarity, integrity, and enthusiasm. It's about championing difference and external experience and supporting principles of fairness of opportunity for all.	Interview
<b>Level: 1</b>		

<b>Collaborating and Partnering</b>	People skilled in this area are team players. At all levels, it requires working collaboratively, sharing information appropriately and building supportive, trusting and professional relationships with colleagues and a wide range of people within and outside the council, whilst having the confidence to challenge assumptions.	Interview
<b>Level: 1</b>		
<b>Developing self and others</b>	Effectiveness in this area is having a strong focus on continuous learning for oneself, others and the organisation. For all staff, it's being open to learning, about keeping one's own knowledge and skill set current and evolving.	Interview
<b>Level: 1</b>		
<b>Delivering Value for Money</b>	Delivering value for money involves the efficient, effective and economic use of taxpayers' money in the delivery of public services. For all staff, it means seeking out and implementing solutions which achieve the best mix of quality, and effectiveness for the least outlay. People who do this well base their decisions on evidenced information and follow agreed processes and policies, challenging these appropriately where they appear to prevent good value for money.	Interview
<b>Level: 1</b>		
<b>Managing a Quality Service</b>	Effectiveness in this area is about valuing and modelling professional excellence and expertise to deliver service objectives, taking account of diverse customer needs and requirements. People who are effective plan, organise and manage their time and activities to deliver a high quality, secure, reliable and efficient service, applying programme, project and risk management approaches to support service delivery.	Interview
<b>Level: 1</b>		
<b>Delivering at Pace</b>	Effectiveness in this area means focusing on delivering timely performance with energy and taking responsibility and accountability for quality outcomes. For all staff, it's about working to agreed goals and activities and dealing with challenges in a responsive and constructive way.	Interview
<b>Level: 1</b>		