

This should be read in conjunction with the FAQ document (as previously agreed with Trade Unions as part of the joint Terms of Reference for the Refuse Service Review). The key principles are:

- These are new posts/roles with additional responsibilities to the current Refuse Driver role.
- There will be a Crew Chargehand post created for every refuse vehicle we operate with a crew. Currently that's 70 vehicles/crews (inc garden and medi-waste) – which is 105 Crew Chargehands.
- Part of the duties of the post is to drive RCVs – and so in that respect these posts will replace the existing Refuse Driver roles. The posts will therefore be ringfenced to existing permanent Drivers.
- No existing Refuse Driver will be at risk as part of this process. If a driver chooses not to move to one of the new Crew Chargehand posts, they will remain on their existing JD/grade. Only when they leave would that post then be deleted and replaced by a Crew Chargehand post.
- The process to recruit to the new posts will not require a formal interview as such; but instead there will be a noted discussion where the focus will be on the interested member of staff's understanding of the new role and talking through any concerns they have (such as elements they would want training/development/support with).
- The key additional duties are set out in the Crew Chargehand FAQ sheet.
- Anyone who chooses to move to the new role will be able to change their mind within a reasonable period (6 months) and return back to their previous role as a Refuse Driver (B3 grade).
- A Crew Chargehand development programme will be provided during the first 6 months – similar to that run for Cleaner Neighbourhoods Team Chargehands when that role was first introduced.
- Once the above process is completed, we will look to establish a minimum of 10 permanent "pool" Crew Chargehands. This will be a recruitment process ringfenced to existing temporary drivers and loaders with a HGV/Class 2 licence.

