

JOB DESCRIPTION

JOB TITLE:	Plasterer	JE NUMBER: A13568
DIRECTORATE:	Housing Property Services	GRADE: 8
RESPONSIBLE TO:	Technical Team Leader	
RESPONSIBLE FOR:	Apprentices and new starters whilst in your care	
MAIN PURPOSE OF POST:	To carry out works of repairs/maintenance in the above trade discipline, all in accordance with good trade practice.	

DUTIES AND RESPONSIBILITIES:

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

1.	Responsible for carrying out high-quality plastering repairs and maintenance work in council-owned properties and facilities. This includes preparing surfaces, applying various plaster finishes, damp proofing and associated works and ensuring that all work complies with health and safety standards
2.	Complete allocated plastering work across repairs, maintenance and property refurbishments.
3.	Deliver high-quality and compliant work.
4.	Work safely at all times, recognising and adopting the practices outlined in the Department's Codes of Safe Working Practice and risk assessments.
5.	Responsible for the safe working practices and, where required, safe removal and disposal of Category B (non-friable) asbestos materials in compliance with local regulations and industry standards. Tasks include identifying asbestos-containing materials, using appropriate tools and equipment to remove asbestos safely, and ensuring that all work is conducted in accordance with health and safety guidelines, including the proper use of personal protective equipment (PPE) and asbestos waste disposal procedures. Requires completion of approved asbestos non-licensed operative training and asbestos awareness training and adherence to environmental and occupational health regulations.
6.	Report any incidents, personal injury or damage.
7.	Take responsibility for apprentices and new employees whilst they are under your supervision, making sure they are safe and supporting their development.
8.	Perform your duty in a correct and proper manner including assessing the requirements of the job at hand, taking measurements and dimensions, organisation of materials, plant, tools and equipment through recognised practices. There may be instances where work will need to be rescheduled at short notice to respond to a higher priority job.
9.	Assess and identify the most effective solutions, ensuring timely and high-quality completion of tasks

10.	Operate vehicles (including daily vehicle checks), departmental equipment, and machinery, including power tools. Report any breakdowns or malfunctions. Use precision through hand-eye coordination to ensure safe and accurate operation of all equipment, vehicles and machinery.
11.	Ensure vehicles, plant, tools and premises are left secure at all times.
12.	Efficient use of stock and materials, reducing waste wherever possible
13.	Ensure finishing and making good of all work done to a high standard
14.	Attend training courses as required and complete online mandatory training modules
15.	Carry out administrative processes on a computer or hand-held device.
16.	Be flexible in order to achieve wherever possible a single visit completion. This will include making good tasks that may be outside of the individual's core trade activity
17.	The postholder will occasionally experience situations which place emotional demands on them. Safeguarding concerns or customer complaints should be raised to service managers and other specialist colleagues.
18.	Use translation technology such as google translate to interact with tenants or residents of the borough who do not speak English as their 1 st language. Where this is not an appropriate solution, request the use of translators to support communication.
19.	Work in confined areas and safely manage exposure to potential hazards, including biological, chemical and environmental risks.

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.

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, worksite including starting and finishing work from your home address if authorised to do so.	YES	x	NO	
You will be required to use electronic equipment for receiving and documenting your work. This will be via a PDA. Full training will be given to all who work using this system	YES	x		

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

JOB TITLE:	Plasterer	JE NUMBER:	A13568
DIRECTORATE:	Housing Property Services	DATE:	2025

KNOWLEDGE / SKILLS / ABILITIES			Assessment Method
			Application Form, Presentation, Scenario based Exercise, Interview, Qualification / Certificates
Essential			
• Able to carry out high-quality plastering repairs and maintenance work in council-owned properties and facilities. This includes preparing surfaces, applying various plaster finishes, and ensuring that all work complies with health and safety standards			Application Form
• The role will involve interacting with difficult or dissatisfied customers. You must possess strong communication and interpersonal skills to handle challenging situations professionally and calmly, ensuring a positive outcome			Application Form
• Ability to complete relevant documentation, use technology for logging jobs, completing online learning and collaborating with other colleagues.			Application Form
• The role may require working outdoors and in challenging or unpleasant environments, including exposure to various weather conditions and difficult workspaces. Flexibility and resilience are essential			Application Form
• Full driving license			Application Form/License
Desirable			
• Knowledge of damp-proofing: Awareness of techniques to address and prevent damp issues, particularly relevant in older buildings.			Application Form
• Painting and decorating skills: Experience in finishing plastered surfaces with paint or other decorative techniques.			Application Form
EXPERIENCE			
Essential			
• One-year post qualification experience (exemption permissible for ex in house apprentices who have completed a recognised apprenticeship with the Authority.			Application Form

•	Experience in other building trade areas (multi skilled).	
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Desirable

•	Experienced in working in a Local Government environment	Application Form
•	Jobbing maintenance experience an advantage	Application Form

QUALIFICATIONS

Essential

•	Apprentice trained	Application Form
•	City and Guilds Craft Certificate and/or NVQ Level 3	Application Form
•	Cat B qualified or willingness to obtain and maintain qualification	

Desirable

•	City and Guilds Advanced Craft Certificate.	Application Form
•	NVQ qualifications in other trade related disciplines	Application Form
•	Other qualifications achieved following your attendance at training courses relevant to plastering works.	Application Form

OTHER REQUIREMENTS

Essential

•	To display the council's values and behaviours when carrying out the job role	Application Form, Interview
•	A flexible approach, able to use your own initiative and judgement.	Application Form, Interview
•	Must be physically capable of lifting and carrying heavy objects, and able to meet the physical demands of the role, including prolonged periods of standing, bending, and manual labour.	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
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COMPETENCY REQUIREMENT:

Seeing the Big Picture	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. For leaders, it is about scanning the political context and taking account of wider impacts to develop long term implementation strategies that maximise opportunities to add value to the customer and support economic, sustainable growth.	Interview
Changing and Improving	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. For leaders, this is about creating and encouraging a culture of innovation and allowing people to consider and take informed decisions. Doing this well means continuously seeking out ways to improve policy implementation and build a leaner, more flexible and responsive council. It also means making use of alternative delivery models including digital and partnership approaches wherever possible.	Interview
Making Effective Decisions	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. For leaders it's about reaching evidence based strategies, evaluating options, impacts, risks and solutions and creating a security culture around the handling information. They will aim to maximise return while minimising risk and balancing a range of considerations to provide sustainable outcomes.	Interview
Leading & Communicating	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	Interview

	<p>and supporting principles of fairness of opportunity for all. For leaders, it is about being visible, establishing a strong direction and persuasive future vision; managing and engaging with people in a straightforward, truthful, and candid way.</p>	
Collaborating and Partnering	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. For senior leaders, it's about being approachable, delivering business objectives through creating an inclusive environment, welcoming challenge however uncomfortable	Interview
Developing self and others	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. For leaders, it's about investing in the capabilities of our people, to be effective now and in the future as well as giving clear, honest feedback and supporting teams to succeed. It's also about creating a learning and knowledge culture across the organisation to inform future plans and transformational change	Interview
Delivering Value for Money	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. For leaders it's about embedding a culture of value for money within their area/function. They work collaboratively across boundaries to ensure that the council maximises its strategic outcomes within the resources available	Interview
Managing a Quality Service	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

	For leaders, it is about creating an environment to deliver operational excellence and creating the most appropriate and cost effective delivery models for public services	
Delivering at Pace	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. For leaders, it is about building a performance culture where staff are given space, authority and support to deliver outcomes. It's also about keeping a firm focus on priorities and addressing performance issues resolutely, fairly and promptly	Interview
Level: 1		