

(Trades Staff)

CONDITIONS OF SERVICE

Hours: Hours are 39 hours per week where additional hours are worked, overtime will be paid (must exceed full time hours). Employees are required to be part of the out-of-hours on-call rota.

Contract: Fixed Term until 31st August 2020. All posts are subject to a 6 month probationary period. A formal review will take place at 2, 4 and 6 months.

Place of Work: The Hillcrest Maintenance office is in Dundee although staff may be required to work in other geographical areas.

Tracker Data: Tracker data is collected from software fitted within the vehicle's engine management system by the RAC. The RAC collect this data on behalf of Hillcrest. This information can be viewed in real time or viewed on a historical basis e.g. weekly exception reports.

It is used for a variety of purposes:

- ✓ As evidence that the vehicles are business use only for tax and, or auditing purposes
- ✓ For the safety of drivers, particularly when lone working, but also as protection against false claims
- ✓ To track a valuable asset for security purposes
- ✓ For fuel efficiencies as harsh braking and, or acceleration, poor route selection, unnecessary engine idling etc. lead to lower fuel efficiency and higher business costs
- ✓ Work planning, for example knowing which vehicles and, or employees are closest for job assignment and emergency repairs
- ✓ Ensuring staff compliance with working times

Salary: Salaries are paid monthly, directly into a bank account of your choice on the around 25th of each month. The salary for the post is £27,346 per annum. There is a Bonus Scheme in

place.

Pension Scheme:	Hillcrest Maintenance offers a pension under the Governments statutory auto-enrolment scheme, which is a Defined Contribution scheme with a company called NOW Pensions. At present staff contribute 5% with the employer 3% to the scheme as of 1 st April 2019. Further details of the scheme are available from the payroll team.
Health Plan:	Employees are automatically given free admission to the Health Plan Scheme. The cost for this is met by the Employer. Details will be sent out with the Contract of Employment.
Death in Service:	All employees are automatically included in a Death in Service Scheme, payment is 3 times an employee's annual salary.
Annual Leave:	Leave year runs from 1 st January - 31 st December. Annual Leave entitlement is 30 days per annum, rising to 32 days over a 5 year period. You are required to retain 7 annual leave days (or part time equivalent) to cover the shutdown period over Christmas and New Year. Annual leave is calculated on a pro rata basis for part time staff and will be transferred into hours.
Clothing:	Clothing bearing the company logo will be provided and will require to be worn at all times accompanied by an ID Badge.
General:	Hillcrest Maintenance have their own system in place for negotiating annual pay increases. Salary rates are aligned to the industry sector trade bodies, SJIB (Electricians), SNIPEF (Gas Engineers and Plumbers) and CIJC (Joiners, Painters and other craft trades) and SPADAC (Apprentice Painter). Employees have an option to join a Trade Union if they wish although Trade Unions are not currently recognised by Hillcrest Maintenance.
Smoking:	The person appointed will be working in a non-smoking environment. There are no designated smoking areas within the office. Smoking is permitted outside the building and should be out of view of clients and, or customers. This includes the use of E-cigarettes. Employees who are required to carry out their duties in buildings which are out with the control of Hillcrest Maintenance are jointly responsible for minimising their own exposure to risk factors such as passive smoking.

Qualifications: Any offer will be subject to proof of qualifications essential, and where appropriate desirable, to the post.

Rehabilitation of Offenders Act 1974: If you have any unspent convictions you must declare this on your application form.

In relation to 'spent' convictions, there is a list of convictions which must always be declared and a list of convictions that are declared, subject to rules. Failure to disclose relevant information will be regarded as a breach of trust and could lead to dismissal, disciplinary action or withdrawal of offers of employment.

If you are unsure whether or not you need to disclose a conviction and, or caution, please contact our Human Resources Department for further advice, or you can check by accessing Disclosure Scotland's website at www.disclosurescotland.co.uk and check the 'Frequently Asked Questions'.

Please note that all successful applicants will be subject to a Disclosure check through Disclosure Scotland.

HAVING A CRIMINAL RECORD WILL NOT NECESSARILY DEBAR YOU FROM WORKING WITH HILLCREST MAINTENANCE. THIS WILL DEPEND ON THE NATURE OF THE POSITION, TOGETHER WITH THE CIRCUMSTANCES AND BACKGROUND OF YOUR OFFENCES.

Equal Opportunities: Hillcrest Maintenance is striving to be an equal opportunities employer and has adopted a Policy which aims to ensure that no job applicant receives less favourable treatment on grounds of race, colour, ethnic and national origins, marital status, gender, age, religion, disability, political or sexual orientations, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Applications: Please forward applications before the closing date.
C.V.'s will not be considered.



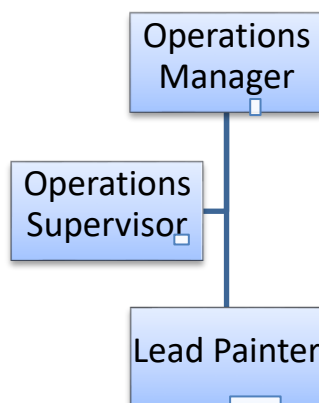
JOB DESCRIPTION

Job Title: Lead Painter

Department: Hillcrest Maintenance

Salary: £27,346 per annum

Responsible to: Operations Supervisor



Main Purpose of Post: To provide an efficient painting service carrying out various types of painter maintenance works ranging from decorating a single element to the total refurbishment of a property internally or externally.

Main Duties and Responsibilities:

1. Take responsibility for coordinating works associated with all painting activities within our properties in conjunction with the supervisor.
2. Ensure you and your team's tools and equipment are maintained in good condition and stocks are replenished as required in line with internal processes.
3. Deliver a high quality, right first time positive customer focused service.

4. Work with and provide information relating to technical matters, to any group as directed by the Operation Supervisor.
5. On occasions providing assistance with additional trades, for example, basic plumbing, tiling, painting.
6. Contribute, as appropriate, to special projects and change programmes in support of Hillcrest's objectives

Customer and Partnership Working:

- Internal: Expected to work effectively with internal teams, for example, Housing Department, Asset Management, Customer Services, Contract Services in order to deliver works in an effective and efficient manner
- External: Expected to work effectively with external stakeholders, for example, tenants and external contractors in order to ensure the effective coordination and completion of works

Professional Standards:

To develop a good level of working knowledge of our policies and procedures, regulatory standards and legal requirements in relation to the service

To attend training as required to effectively carry out the role.

To attend meetings out of hours (where applicable) as required, and carry out any other reasonable duties as required by the organisation



Person Specification – Lead Painter

Attribute	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> Completion of an approved painting apprenticeship (such as City and Guilds or NVQ Level 3 qualification in Painting and Decorating) 	<ul style="list-style-type: none"> Current IPAF, PAL card holder Current PASMA card holder First Aid Certificate. HNC in construction management or working towards this or a similar qualification. Any other Building related certifications. Advanced craft Relevant Health and Safety Qualification 	Application Form Qualification Certificate
Experience	<ul style="list-style-type: none"> Experience covering a wide variety of Internal and External painting works associated with cyclical works and refurbishment of void and 	<ul style="list-style-type: none"> Experience of Housing Associations Working within property maintenance Multi-skilled work such as, ceramic 	Application Form To evidence at Interview References for

	<p>occupied properties</p> <ul style="list-style-type: none"> • Experience of Reactive Maintenance • Proven track record of solving problems and implementing solutions • Experience working at heights from ladders and Scaffold • Working knowledge of the application of Health and Safety legislation • Track record of effectively working to deadlines • Competent user of Microsoft Outlook (emails) 	<p>tiles, elementary plumbing and painting</p> <ul style="list-style-type: none"> • Adopting safe working systems and the use of a dynamic risk assessment system for all works • Strong Fault finding and resolution skills. • Sign Writing experience • Ames Taping Experience 	<p>verification</p>
Proven Competencies	<ul style="list-style-type: none"> • Good communication skills • Ability to lead a team. • Ability to build relationships with both internal and external stake holders • Ability to work as part of a team • Ability to utilise and update bespoke systems (including PDAS/iPhone) • High standard of customer care and personal integrity • Ability to use initiative and follow instruction 	<ul style="list-style-type: none"> • Awareness of GDPR (data protection) 	<p>Application Form To evidence at Interview References for verification Test / Written Exercise</p>

Role Specific Requirements	<ul style="list-style-type: none">• Driving Licence• Willingness to travel as required• Willingness to undertake training as required• Lone working where required		To evidence at Interview References for verification
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