

GENERAL REQUIREMENTS

Landscape & Maintenance Operative

Salary

The post is graded on an incremental scale, subject to satisfactory performance, as follows;

Grade 2

SCP3	£ 24, 796
SCP4	£ 25, 185
SCP5	£ 25, 583

Hours of Work

37 hours per week, worked flexibly to meet the requirements of the organisation.

Duration of Contract

Permanent Contract

Terms and Conditions

The appointment will be subject to the terms and conditions laid down in the NJC for Local Government Services as supplemented by local agreements and by the rules of the organisation.

Annual Leave

The post attracts an annual leave entitlement of 23 days pro rata per year plus Bank and Public Holidays, rising to 26 days after 5 years' service.

Pensions

Tavistock Town Council is an "Admitted Body" to the Local Government Career Average Pension Scheme.

Location

The post will be based at Tavistock Town Council's Works Department.

Medical Fitness

The person appointed may be required to complete a confidential medical declaration form and the appointment may be dependent on the issue of a satisfactory report from the Organisation's medical adviser if necessary.

Probationary Period

The appointment is subject to a six-month probationary period.

Notice to Terminate Employment

The post holder is required to give 1 month's notice of the termination of their employment. The minimum period of notice to which the post holder

is entitled is one month, increasing after four years' service by one week for every subsequent year up to a maximum of 12 weeks.

Interview Date

Interviews are expected to be held week commencing 15th December 2025.

Equal Opportunities Policy Statement

Tavistock Town Council is fully committed to the development of policies to promote equal opportunity employment. Its equal opportunity policy aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, marriage/civil partnership, pregnancy and maternity, gender reassignment, sexual orientation, race (including ethnic origin, colour, nationality and national origin), religion or belief.

The Council believes that this policy will ensure that the talents and resources of its employees and potential employees will be utilised to the full.