



JOB PROFILE

Post Title:	Plumber
Directorate:	Treasury, Infrastructure and Sustainable Development
Responsible to:	Plumbing Foreman
Responsible for:	<i>None</i>
Grade:	B

Job Purpose

To improve the lives of all within our community and help the island thrive by delivering maintenance tasks in relation to domestic plumbing and general plumbing related maintenance services within the building maintenance section.

Main Duties and Responsibilities

1. Assess plumbing faults and complaints on behalf of the client.
2. Estimate materials and supplies for the work required.
3. Carry out plumbing work according to requests and specifications.
4. Ensure work is carried out in accordance with the required specifications and in accordance with the SHG Health and Safety Policy
5. Manufacture specific items of steel and ironmongery.
6. Reads plans that outlines pipework layout and sets out work accordingly.
7. Install hot and cold water systems.
8. Assist the plumbing team with any gas installations.
9. Maintain direct and in-direct domestic plumbing systems
10. Carry out repairs and blockages on all raw sewer systems & septic tanks, sanitary fixtures and fittings.
11. Erect and work from scaffolding and other working platforms including ladders, both internal and external. This includes ensuring the proper signage is put in place.
12. Provide support to other Tradesmen within the Maintenance Team.
13. Carries out any other building maintenance and repair tasks as detailed by Line Manager.

Special Conditions

- Be on call for out-of-hours working and emergencies
- Required to work unusual and out of hours.
- Carry out repairs and blockages on all raw sewer systems & septic tanks, sanitary fixtures and fittings. Working with sanitary appliances and fixtures in unpleasant situations.
- Required to work in confined spaces.
- Work includes significant elements of inside and outside work involving some exposure to moderate noise, heat, cold and disagreeable or difficult surroundings and conditions.
- Required to work in or on roofs and heights over 25 feet.
- Dealing with sewage and foul smells, can include LP gas.



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- Required to be protected by vaccination against Hepatitis A & B, Tetanus and Typhoid.
- Exposure to hazardous substances, including oils and lubricants and asbestos.
- Requirement for immunisation against waterborne diseases.
- Deal sensitively with awkward customers and clients.
- Work requires normal physical effort with periods of substantial effort.

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.

Core Competency Framework

Competency	Level
Professional Development: Might be required to undergo further training and development. Keep up to date with current methods and materials.	i
Planning & Delivery of Work: <i>Work is delivered on time, efficiently and to the required quality standards with clarification sought when necessary and relevant parties kept up to date on progress.</i>	ii
Analysis and use of Information: <i>Capable of resolving day-to-day problems with own work or refer to manager when necessary. Attentive to detail and capable of interpreting basic written information.</i>	ii
Decision Making: <i>Ability to act on own initiative and confident in making decisions within policy guidelines</i>	i
Working with Others: <i>Builds good working relationships and engages effectively with others to develop appropriate solutions/improvements</i>	ii
Communication: <i>Active listener and communicates clearly and effectively both orally and written</i>	ii
Influencing and Persuading: <i>Team player, receptive to constructive feedback and seeks clarification when necessary. Confident in expressing difference of opinion in a constructive manner.</i>	i
Dealing with Change: <i>Flexible and adaptable to change.</i>	i
Continuous Improvement: <i>Willing to learn and develop self and team in job role to work efficiently.</i>	i
Managing Resources: <i>Works within appropriate guidelines and capable of dealing with varied situations with limited guidance.</i>	i



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Qualifications:			
Functional Skills Level 1 in Literacy and Numeracy	E	✓	
Have a valid driver's license in classes A, B, C and D.	E	✓	
Knowledge & Experience:			
A minimum of 3 years' experience in domestic plumbing to include installation of hot and cold water systems.	E	✓	
Experience in erecting and working from scaffolding and other work platforms.	E	✓	✓
Knowledge of direct and indirect plumbing systems	E		✓
Skills and Abilities:			
Be physically and mentally fit to match the requirements of the post.	E		✓
Good communication skills.	E		✓
Good analytical and problem solving skills.	E		✓
Good organisational & time management skills.	E		✓
Ability to operate required equipment in a safe and responsible manner.	E		✓
Ability to read building specifications.	E		✓
Must maintain strict confidentiality.	E		✓
Ability to work independently.	E		✓
Able to meet deadlines.	E		✓
Ability to apply objective judgement when making an assessment of tasks to be undertaken.	E		✓



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Other:			
Possess a sound knowledge of Health & Safety practises in the workplace.	E		✓
Highly self-motivated	E		✓
Effective team player when working collaboratively with other tradesmen	E		✓
Responsive to change	E		✓
Be honest and trustworthy	E		✓
Be respectful and flexible	E		✓
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E		✓
Contribute to a positive working environment ensuring commitment to equality and diversity.	E		✓

Our Values

FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

INTEGRITY

We communicate openly and we are honest, accountable and ethical.

TEAMWORK

We work together and we support each other.

Professional or Career Progression Cadre Competency Framework

Add in here a Professional or Career Progression Cadre competency framework or reference an Appendix A and append details.