



HM Prison & Probation Service

Job Description (JD)

Band 3

Group Profile - Skilled Delivery (SD)

Job Description - SD : Grounds Maintenance

Document Ref.	OR-JES-420-JD-B3 : SD : Grounds Maintenance
Document Type	Management
Version	8.0
Classification	Official
Date of Issue	17/04/2025
Status	Baselined
Produced by	Job Evaluation Assurance and Support Team
Authorised by	Reward Team
JD Evidence	

Job Description

Job Title	SD : Grounds Maintenance
Group Profile	Skilled Delivery
Organisation Level	Delivery
Band	3

Overview of the job	<p>This is a delivery role within an establishment requiring an appropriate trade.</p> <p>All staff have a responsibility to safeguard and promote the welfare of children. The post holder must undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.</p>
Summary	<p>The job holder will be responsible for the day-to-day maintenance of the grounds and amenity areas within the estate.</p> <p>This is a non-operational job with no line management or supervisory responsibilities.</p>
Responsibilities, Activities and Duties	<p>The job holder will be required to carry out the following responsibilities, activities and duties:</p> <ul style="list-style-type: none"> • Carry out soft landscaping - turf laying and hard landscaping – laying patio stones • Maintain establishment's grounds and amenity areas including maintenance of lawns, ponds, water features and external grounds to the establishment including woodland • Work inside/outside establishment grounds: cutting, mowing and maintaining areas in accordance with accepted practice • Maintain sports fields, as per agreed plan, with both the Land based Activities Manager and PE Department • Carry out pest control preventative measures across area of responsibility • Undertake small project work as advised/requested: including soft and hard landscape development and erection of horticultural support structures where the situation warrants • Maintain correct soil husbandry, ensuring all stages of crop development are followed in accordance with good horticultural practice • Maintain the growing plant/crop to ensure optimum development and/or cropping, ensuring that the plants needs are fully met • Provide safe access and exits to the estate • Supervise prisoners parties and undertake quality control over their work, as agreed within the Service Delivery Agreement (SDA) <p>Undertake other trades tasks to:</p> <ul style="list-style-type: none"> • Ensure allocated planned maintenance and small repairs are carried out, undertaking service requests raised by computer aided facilities management system • Undertake survey inspections in confined spaces and at height, recording all work and completing associated registers/logs • Carry out project work as required • Advise on sufficient levels of stock and request procurement of goods and services, and ensure all materials used are logged and are fit for purpose.

	<ul style="list-style-type: none"> • Escort technical contractors as required, working with and supervising them in accordance with Local Security Strategy (LSS) • Maintain regular communications via radio net in accordance with the LSS. • Undertake the role of banksman, directing the operation of plant equipment and/or machinery • Be responsible for all tools and plant machinery, carrying out checks at regular intervals and completing all relevant documentation in accordance with the LSS and National Security Framework (NSF) • Comply with all Health and Safety policies, procedures and legislation to ensure statutory and mandatory compliance. • Drive estates vehicles and operate plant equipment • Carry out locking duties as required • Operate within command mode in line with local contingency plans • Undertake incidental and emergency or urgent tasks and assignments as per Service Delivery Agreement timescales, in a safe manner • Assemble products on site as required • Contribute to prisoner reports, including parole and sentence planning. <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.</p> <p>An ability to fulfil all spoken aspects of the role with confidence through the medium of English or (where specified in Wales) Welsh.</p>
--	--

Behaviours	<ul style="list-style-type: none"> • Delivering at Pace • Managing a Quality Service • Communicating and Influencing • Leadership
Strengths	It is advised strengths are chosen locally, recommended 4-8.
Essential Experience	<ul style="list-style-type: none"> • Competent in relevant skill.
Technical Requirements	<ul style="list-style-type: none"> • Must have a Vocational Qualification at Level 3, or be willing to work towards gaining this qualification within an agreed timescale
Ability	

Minimum Eligibility	<ul style="list-style-type: none"> • All candidates are subject to security and identity checks prior to taking up post. • All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS. • All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist.
----------------------------	--

Hours of Work (Unsocial Hours) Allowances	<p>37 hour working week (standard).</p> <p>HMPPS Staff on closed pay structures only:</p> <p>Additional Conditioned Hours Pensionable (ACHP) Staff moving from a closed 39 hour pay structure will be eligible for the two protected pensionable additional committed hours (ACHP). They will work a 39 hour week consisting of the standard 37 hour week and a further 2 additional hours (ACHP) paid at plain time pensionable rate.</p> <p>Unsocial Hours Working will be confirmed by the Recruiting Manager and only paid where applicable:</p> <p>Unsocial Hours Working This role requires working regular unsocial hours and a 17% payment will be paid in addition to your basic pay to recognise this. Unsocial hours are those hours outside 0700 - 1900hrs Monday to Friday and include working evenings, nights, weekends and Bank / Public holidays.</p>
--	--

Success Profile

Behaviours	Strengths It is advised strengths are chosen locally, recommended 4-8	Ability	Experience	Technical
------------	--	---------	------------	-----------

Delivering at Pace			Competent in relevant skill.	Must have a Vocational Qualification at Level 3, or be willing to work towards gaining this qualification within an agreed timescale
Managing a Quality Service				
Communicating and Influencing				
Leadership				