Plant Operator/Labourer
POSITION DESCRIPTION



Position Number:	Various
Department:	Regional Services
Section:	Fitzroy River Water
Unit:	Network Operations
Position Status:	Permanent Full Time
Classification:	Level 5 - Rockhampton Regional Council External Employees Certified Agreement 2022
Reports To:	Supervisor – Network Construction
Revised:	January 2025

General Position Statement

This position supports Council's direction by undertaking of plant operating, truck driving and labouring tasks as part of a multi-disciplined team that is responsible for the construction and maintenance of the Council's water and sewerage infrastructure assets in accordance with recognised standards.

Specific Responsibilities

The successful candidate must be able to fulfil the following position responsibilities.

- Operate and conduct servicing and basic maintenance of trucks and various types of Council's heavy earthmoving equipment operation.
- Undertake all maintenance and construction of water and sewerage infrastructure as required.
- Undertake general labouring duties including pipe laying and concreting.
- Read and carry out basic instructions and make simple reports.
- Operate and maintain small machines and hand tools.
- Report any defects or problems to supervisor, e.g. equipment or safety concerns.
- Refer matters that may impact upon the business, Council and employees to the relevant Supervisor or Manager.
- Undertake other relevant duties as directed, consistent with skills, competence and training.

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Position Requirements

Your suitability for this role will be assessed against the following competencies.

Skills/Competencies

- Appropriate licences and extensive experience in the operation and maintenance of plant preferably in the civil construction industry.
- Ability to undertake a range of construction and maintenance tasks with general supervision.
- An understanding of the basic requirements of civil construction and maintenance.
- A working knowledge of the requirements for small machinery and hand tool operation and maintenance including two-way radios.
- Must have a reasonable level of numeracy and literacy in order to read and carry out basic instruction and make simple reports.
- Skills in safe work practices including risk assessments and the ability to follow WH&S procedures and policies.
- Must be capable of working harmoniously and productively in a diverse and multi skilled work team.
- Communicate Effectively – Ability to communicate with others verbally and in writing to meet requirements of the role.
- Teamwork and Collaboration – Ability to work together with others to achieve common goals both within immediate team and teams across Council.
- Deliver Excellent Customer Service – Ability to meet customers' expectations around safety, time, cost and quality.
- Adaptable to change – Ability to adapt to changing work environments, technology, work priorities and organisational needs.

Qualifications

- Ability to legally operate under an "MR" Class Licence.
- Ability to legally operate an excavator, backhoe and skid steer.
- Hold a Construction Industry Induction (White Card).

Desirable Qualifications and Experience

- Traffic Management Implementation.
- Certificate III in Construction.
- First Aid and CPR Certificates.
- Enter Confined Space Certificate and operate breathing apparatus.
- Safe Work Near Exposed Live Parts Training

Behaviours

- *Customer Service* – Ensure services delivery and advice remain focused on Council's customers and community outcomes
- *Safety* – Carry out your duties in a safe manner whilst ensuring the safety of your team members and customers, in accordance with Council's Health and Safety Duty Statements and associated safety policies / procedures.
- *Code of Conduct* – Ensure that your behaviour is aligned with the Code of Conduct.
- *Council Values* – Ensure that your behaviour is aligned with the values statement adopted by Council. *One Team, Accountable, Customer Focused, Continuous Improvement and People Development*

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Work Environment and Physical Demands

- This position is an outdoor role and will require the employee to carry out physical tasks which may include manual handling of up to 30kg, repetitive bending, kneeling, twisting and/or squatting.
- For plant operations there is a maximum seat rating for tip trucks of 120kg and Semi tippers of 150kg.

Additional Requirements

- Ability to work in an outdoor environment.
- Ability to legally operate a motor vehicle under a "MR" Class Licence.
- A willingness to undertake a Functional Capacity Evaluation to satisfy the inherent physical requirements of the position.
- Ability to be immunised in accordance with Council's Occupational Risks and Immunisation Register.
- Provision of a satisfactory Criminal History Check - Police Certificate (Australia Wide Name Only Police Check).

Delegations and Authorisations

Financial, Administrative and Corporate Delegations may be applicable to this position and are detailed in the Delegations Corporate Register.

Legislative Sub-Delegations and Authorisations may also be applicable to this position and are detailed in the external public registers. Both registers are available on Council's Intranet.

Acknowledgement

This job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the role.

Authorised By:	Manager
Signature:	
Date:	
Employee Name:	
Employee Signature:	
Date:	