

Plant Operator/Labourer POSITION DESCRIPTION



Position Number:	1248
Department:	Communities and Lifestyle
Section:	Open Spaces and Recreation
Unit:	Parks Operations
Position Status:	Permanent Full Time
Classification:	Level 5 - Rockhampton Regional Council External Employees Certified Agreement 2022
Reports To:	Supervisor Parks
Revised:	August 2026

General Position Statement

This position supports Council's direction through the safe and efficient operation of tractors, plant and equipment and the delivery of parks, reserves and open space maintenance activities. Working as part of a multi disciplinary team, the role is responsible for maintaining Council's parks, reserves and recreational facilities to high standards of safety, presentation and usability.

Specific Responsibilities

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

- Ability to operate tractors and implements, trucks, ride-on mowers and other plant and equipment associated with the Parks Operations in a safe and efficient manner.
- Undertake tractor slashing, mowing and vegetation maintenance activities across Rockhampton Regional Council's parks, reserves and open spaces.
- Operate a range of tractor mowing implements and attachments to maintain turf, open spaces and recreational areas in line with required service standards.
- Assist with the operations and activities associated with front end loaders, excavators and other plant and equipment where appropriately trained, licensed and authorised.
- Complete daily pre-start inspections including servicing, greasing and safety check of vehicles, tractors, implements and equipment, ensuring compliance with Council procedures and maintaining accurate service records.
- Conduct routine maintenance of plant and equipment associated with the role and promptly report faults, defects and repair requirements.
- Perform general gardening and horticultural duties including ride on mowing, whipper snipping, edging, pruning, planting, mulching, watering and landscape maintenance.
- Assist in updating and maintaining operational records and documentation for specific allocated work areas as required.
- Control weeds, pests and plant diseases including the safe application of pesticides and herbicides within the scope of training, knowledge and legislative requirements.
- Conduct regular visual inspections of park facilities, identifying hazards, maintenance issues and public safety risks and reporting as required.
- Contribute to a safe workplace by complying with Workplace Health and Safety requirements, Council's policies and procedures and environmental standards.

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- 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.

Position Requirements

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

Skills/Competencies

- Demonstrated experience in maintaining parks, reserves and open spaces to industry best practice standards, with a strong focus on safety and presentation.
- Experience in mowing, slashing, turf maintenance, gardening and general horticultural practices.
- Demonstrated experience operating a range of mowing, slashing and turf maintenance equipment, including tractor attachments and implements used for parks and open spaces maintenance.
- Demonstrated ability to undertake routine servicing, maintenance and fault identification of plant and equipment, including the completion of pre start inspections, maintenance records and basic preventative maintenance activities.
- Good working knowledge of workplace health and safety requirements, risk management practices, manual handling techniques, chemical storage and the safe operation of plant and equipment.
- Knowledge of weed, pest and disease management, including the safe handling and application of chemicals in accordance with legislative requirements.
- Strong knowledge of effective pruning techniques and a range of cutting and pruning equipment.
- Working knowledge of the maintenance and installation of irrigation systems.
- 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.
- Time Management – Ability to plan and organise tasks/work to meet objectives of the role.
- Deliver Excellent Customer Service – Ability to meet customers' expectations around safety, time, cost and quality.
- Focus on Continuous Improvement – Ability to identify opportunities to enhance team effectiveness and improve team's customers' experience.

Qualifications and Experience

- Qualifications in Certificate II/III Horticulture or Parks & Gardens (or relevant discipline) and/or demonstrated experience in parks and open space maintenance.
- Ability to legally operate a manual transmission Tractor and associated implements.
- Construction Industry Induction (White Card).

Desirable Qualifications and Experience

- First Aid Certificate.
- Ability to operate variety of plant/machinery including excavator, loader, etc.
- Traffic Management Implementation (formerly referred to as Level 2 Traffic Management).
- Ability to legally operate a motor vehicle with an "MR" Class Licence.

Behaviours



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- *Customer Service* – Ensure service 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* – Act in accordance with Council's Code of Conduct.
- *Council Values* – Demonstrate behaviours aligned to Council's values: *One Team, Accountable, Customer Focused, Continuous Improvement and People Development*.

Additional Requirements

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

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:	