

POSITION TITLE:	Plant Operator / Labourer
POSITION NUMBER:	10271
AWARD:	Queensland Local Government Industry (Stream B) Award – State 2017
AWARD CLASSIFICATION:	3 – 4
REPORTS TO:	Provisions of appointment pay level and progression to be in accordance with the applicable award
DEPARTMENT:	Supervisor Maintenance Rural Capella Infrastructure and Utilities

ABOUT US

Our vision

A progressive region creating opportunities for all.

Our mission

We are a council committed to continuous improvement, a sustainable future and efficient investment in our communities.

Our values

- Respect and integrity.
- Accountability and transparency.
- Providing value.
- Commitment and teamwork.

OBJECTIVE OF THIS ROLE

The Plant Operator / Labourer will be required to undertake plant operation and labouring duties across the Central Highlands Regional Council area as directed by the Supervisor.

The position may at times be required to undertake duties such as traffic control, operation of small plant (i.e. chainsaw, dingo type digger, cherry picker, excavator less than 0.5m³ etc.), medium plant (i.e. skid steer, backhoe, job truck etc.)

KEY RESPONSIBILITIES IN THIS ROLE

- 1. Plant Operation and Maintenance.** Ensure safe and competent operation of assigned plant to Council and TMR Standards on road networks and Civil Construction/Maintenance projects. Adopt best practice in relation to road maintenance and construction activities. Undertake regular maintenance checks on any assigned plant.

2. **Labouring Duties.** Carry out a variety of manual tasks associated with Council's undertakings which may include but not limited to; pot hole patching, concrete and drainage works, site mark out, operation of hand held and mechanical power tools etc.
3. **Training and Development.** To actively participate in ongoing training and self-development to achieve continuous improvement for yourself and council.

Additionally, this position may be required to conduct other duties as lawfully directed by the reporting manager.

ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

Desirable:

- Ability to operate within a remote camp environment
- Demonstrated knowledge of the National Heavy Vehicle Regulator regulations and requirements
- Road construction and maintenance experience and knowledge.

QUALIFICATIONS, EDUCATION AND LICENCES REQUIRED

Mandatory:

- Minimum of Queensland C class provisional drivers licence.
- General Construction Induction Card.

Desirable:

- Statement of Attainment or Ticket for various construction plant.
- Heavy Vehicle Licence.
- Current First Aid or CPR Certificates.
- Minimum Level 2 certification in Manual of Uniform Traffic Control Devices (MUTCD)
- Current Traffic Control certification
- Chainsaw/pole saw Operation Ticket

KEY SELECTION CRITERIA

1. Ability to operate and maintain tools and equipment relevant to the functions of the position.
2. Flexible, team player with strong communication skills.
3. Willingness to operate within a remote camp environment (as required).

CORPORATE REQUIREMENTS YOU MUST MEET

1. Commitment to council's vision, mission and values.
2. Compliance with council's code of conduct.

3. Adherence to all relevant council policies and procedures, certified agreement, your contract of employment and relevant legislation, including the *Local Government Act, 2009* and *Work Health and Safety Act, 2011*.
4. Commitment and adherence to council's customer service charter.
5. Compliance with all relevant and necessary pre-employment checks required for this role.
6. Commitment to council's corporate plan.
7. Commitment to equal employment opportunity, diversity and merit principles.
8. Commitment to ensuring a workplace free from bullying, harassment and discrimination.
9. Efficient and effective utilisation of resources as allocated under the level of responsibility for the position.
10. Commitment to change management.

ELIGIBILITY AND PRE-EMPLOYMENT CHECKS

To be appointed to a permanent position, you must be an Australian citizen, or have permanent residency status, or a visa permitting you to work in Australia permanently. If you have a visa permitting you to work temporarily in Australia, you may be appointed to a temporary or casual position, providing the work complies with the conditions of your visa.

The pre-employment checks relevant to this position include:

- Right to work in Australia.
- Medical and functional assessment including drug & alcohol testing.
- Reference checks.

CORE COMPETENCIES WE NEED FROM YOU

Competency	Definition	Level
Delivering Results	Having the ability to set objectives for yourself and others, taking a forward looking perspective, and delivering successful outcomes within agreed parameters.	1
Communication	Identifying and using appropriate communication styles and methods, taking into consideration the audience and the desired outcome. Building and maintaining effective working relationships with key stakeholders, both internal and external.	1
Initiative and innovation	Anticipating situations and problems, finding appropriate solutions, grasping opportunities for improvements and taking ownership for continuous improvement that goes above and beyond the call of duty.	1
Flexibility	Being able to adapt your thinking and behaviour to suit different situations and changing circumstances. Taking other people's views on board, accepting new and different ways of working and encouraging others to embrace change.	1
Teamwork	Having the ability to work as part of a team, actively encouraging team working and recognising the role you play as part of the CHRC team.	1

Commitment to Council	Being willing and able to align your own behaviours with the objectives, goals and values of council; acting as a role model and promoting the values to others.	1
Customer service	Aligning your behaviour with the customer service charter to ensure both internal and external customer needs are met; taking a positive attitude, showing commitment and having a can do approach.	1
Workplace Health & Safety	Taking reasonable care for the health and safety of yourself and others, complying with reasonable instruction and co-operating with council policy and procedure.	1

A copy of the Competency Handbook is available on the Central Highlands Regional Council website under 'Careers with Council'.

GENERAL OBLIGATIONS

1. This is a description of the job as it is presently constituted. Council will regularly review position descriptions and appropriately update them to ensure that they relate to the job being performed, or to incorporate whatever changes are being proposed. Where appropriate, employees will be consulted on the changes and employees are expected to participate in consultation.
2. Whilst employment is in the position described in this document it is understood that employment is with Central Highlands Regional Council. In the event of organisational change or restructure, council may require employees to undertake other roles for which they are qualified and capable of performing.
3. Employees may be required to undertake a variety of duties not related to their substantive role in the times of disaster or significant exceptional operational circumstances.
4. All employees are responsible for making and keeping records in accordance with legislation, information standards and other relevant guidelines and procedures.
5. Failure to maintain any licence or qualification, which are a condition of your employment, may result in demotion or termination as council is unable to guarantee your transfer to a position not requiring said licence/qualification.

Please sign below if you have read, understood and accepted the responsibilities of this position as outlined in this position description.

Name

Signature

Date
