



POSITION DESCRIPTION

Plant Operator/Labourer

Position Title	Plant Operator/Labourer – Flo Con Operator
Position Number	3XXX
Directorate	Works and Environmental Services
Reports To	Works Manager
Award Level	1-7 (Dependent upon qualifications and experience)

Position Objective

Undertake various tasks relating to town maintenance, road maintenance and construction or other activities necessary to complete all Council works programs effectively and efficiently.

Key Responsibilities

The following outlines key responsibilities of the position, but is not all encompassing:

General:

- Be actively responsible for maintaining a positive image of Council in the Community by attending the workplace (or notifying unplanned absences) and performing tasks to the best of one's ability;
- Complete allocated work effectively and efficiently within expected timeframes and to minimise the amount of re-work required;
- Actively contribute new ideas that enhance and improve the quality of work delivered to the Community of Cloncurry;
- Identify and report hazards and/or defects within the Shire that can be included in Council's works programs;
- Ensure all Workplace Health & Safety and Environmental practices are adhered to;
- Undertake and complete training and professional development as offered;
- Foster goodwill and cooperation between employees of various departments and work groups within Council;
- Any relevant duty as directed within the scope of the position, level of training and competency.

Labouring Activities:

- Grass cutting and maintenance of town streets, parks, gardens and open spaces;
- Perform septic pump outs;
- Street maintenance such as pothole patching, footpath repairs, kerb & channel repair, linemarking;
- Maintain signs and guideposts adhoc;
- Litter collection;
- General labour – lifting, moving, cleaning;
- Experience using premix and asphalt

Plant Operations

- Operate plant and machinery within the level of competency, licence or tickets held;
- Perform pre-start checks on all equipment prior to use and report any defects;

- Maintain all plant, equipment and assets by using preventative maintenance initiatives;

Key Attributes and Experience

- Possess a high level of competency operating a Flo con truck or experience in road repair;
- Possess a high level of competency and experience in the operation of heavy earthmoving equipment;
- Possess demonstrated competency in the operation of various small plant and equipment (i.e. mowers, whipper snippers, pumps, generators, chainsaws)
- Possess demonstrated ability to complete assigned tasks within allotted timeframes to a high standard;
- Have the ability to work both independently and in a team, environment participating as a team player;
- Have demonstrated knowledge of local government works and/or civil construction industry;
- Have a working knowledge of Workplace Health and Safety Practices and application in the workplace;
- Possess the flexibility to perform work out of ordinary hours, including weekends, as required.

Qualifications

Mandatory:

- Hold and maintain an unrestricted MR class driver's licence as minimum requirement;
- Construction White Card is mandatory prior to commencement;

Desirable:

- Certificate IV Civil Construction is highly desirable;
- Traffic control and traffic management accreditation is highly desirable;
- Plant Operator competencies across a range of machinery is highly desirable:
 - Flo Con Truck
 - Bobcat Operator
 - Backhoe Operator

Workplace Health and Safety Obligations for Employees and Officers

All Cloncurry Shire Council employees have an obligation to uphold workplace health and safety when working for the Council. Under Section 28 of the Work Health and Safety Act 2011("Act") an employee shall:

- take reasonable care for his or her own health and safety; and
- take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and
- comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and
- cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers.

All employees of the Cloncurry Shire Council will be required to uphold the obligations mentioned above. Additionally, any specific workplace health and safety issues that pertain to the type of work being performed including due diligence as outlined under section 27 of the Act.



Remuneration Schedule

Plant Operator/Labourer

REMUNERATION SCHEDULE – SALARY AND CONDITIONS

Plant Operator/Labourer

This schedule commences from _____ and remains in force unless varied in accordance with the provisions of the contract, Certified Agreement, Award or by agreement in writing between the employee and Council.

The remuneration package will be inclusive of the following: -

1. Commencement salary shall be between \$45,746.48 and \$53,389.96 per annum which is based between classification 1 and 7 of the Certified Agreement and is negotiable dependent upon qualifications, experience and tickets held.
2. Remote area housing assistance allowance paid in addition to the salary as per the Certified Agreement (currently \$30 per week).
3. Local Government Industry Allowance paid in addition to the salary, as per the Certified Agreement (currently \$30 per week).
4. Five (5) weeks annual leave per annum (plus 17.5% leave loading) is available subject to sufficient accrual of entitlement and usually becomes available after 12 months of service. Annual leave as provided in accordance with the Certified Agreement.
5. Provision of a Rostered Day Off (RDO) each month, subject to sufficient accrual of entitlement. Accrued RDO's at any one time should not exceed five (5) days. Rostered days off as provided in accordance with the Certified Agreement.
6. Ordinary hours of work are 38 hours (40 hours less 2 hours towards the accrual of a monthly RDO). These are usually worked Monday to Friday, with 20 minutes paid morning tea break and 30 minutes unpaid lunch break. Additional overtime hours to be worked as per roster. Start and finish times may be seasonally adjusted to maximise the use of daylight hours.
7. The Council will make compulsory superannuation contributions on the employee's behalf to the Local Government Superannuation Scheme in accordance with the requirements of the *Local Government Act 2009*. The current rate is 9.5% of ordinary earnings. The employee will be liable to make contributions to the Local Government Superannuation Scheme in accordance with the requirements of the *Local Government Act 2009*. This involves the Council making a further contribution of 2.5% of the value of the employee's salary where the employee contributes 6% of the value of the employee's salary. The extra 6% employee contribution is voluntary at commencement but becomes compulsory after 12 months of employment.
8. Uniforms and protective clothing are to be provided in accordance with the relevant Council policies.
9. Other conditions as per Council's Certified Agreement and the Award.