Plant Operator/Labourer
POSITION DESCRIPTION

Position Number:	2916	**Position Status:**	Permanent Full Time
Portfolio:	Infrastructure	**Classification:**	QLGIA (Stream B) Level 5
Business Unit:	Construction and Maintenance	**Reports To:**	Supervisor Urban Operations
Team:	Urban Operations	**Revised:**	May 2026

Human Resource Delegation:	Band Nil	**Financial Delegation:**	Band Nil

General Position Statement:

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

Specific Responsibilities:

This position has the following responsibilities:

1. Operate, conduct servicing, and basic maintenance of various types of Council's heavy earthmoving equipment and trucks.
2. Undertake all maintenance and construction tasks associated with Council's infrastructure assets.
3. Undertake general labouring duties including pipe laying and concreting.
4. Read and carry out basic instructions and make simple reports.
5. Operate and maintain small plant, machines and hand tools.
6. Report any defects or problems to supervisor, e.g. equipment or safety concerns.
7. Maintain clear and accurate records that supports service delivery, transparency, and good governance.
8. Always act as a role model for Council's Values and Behaviours and display an elevated level high level of professional and ethical conduct.
9. Ensure a safe, healthy, and inclusive work environment by complying with workplace health and safety legislation, Council's WHS Responsibility Statements, and relevant policies and procedures.
10. Refer matters that may impact upon the business, Council and employees to the relevant Supervisor or Manager.

11. Undertake other relevant duties as directed, consistent with skills, competence and training.

Position Requirements:

Skills/Competencies

1. Possess appropriate licences and extensive experience in the operation and maintenance of plant, preferably in the civil construction industry.
2. Ability to undertake a range of construction and maintenance tasks with general supervision.
3. An understanding of the basic requirements of civil construction and maintenance.
4. A working knowledge of the requirements for small plant, machinery and hand tool operation and maintenance, including two-way radios.
5. Good general knowledge of the methods of concrete construction, pavement construction and pipe laying.
6. Must have a reasonable level of numeracy and literacy in order to read and carry out basic instruction and make simple reports.
7. Sound skills in safe work practices including risk assessments and the ability to follow WH&S procedures and policies.
8. Must be capable of and committed to working harmoniously and productively in a diverse and multi skilled work team.

Mandatory Qualifications, Licences and Experience

1. Ability to competently and safely operate a Backhoe with supporting relevant documentation of competency (e.g. RII qualifications or other recognised evidence of training and experience).
2. Hold or have the ability to successfully obtain ‘Load and Unload Plant’ competency.
3. Construction Industry Induction (White Card).
4. Possess and maintain a current MR class motor vehicle licence.

Desirable Qualifications, Licences and Experience

1. Experience in a local government environment.
2. Appropriate licences and experience in other plant operations in addition to your primary plant or truck.
3. Possess and maintain a current Queensland Traffic Controller licence.
4. Traffic Management Implementation (formerly Traffic Management Level 2).
5. First Aid Certificate.
6. Confined Space Certificate.
7. Certificate III in Construction
8. Authorised Person for Safe Work Near Exposed Live Parts (SWNELP).

Actions

1. **Values and Behaviours** – Behaviour aligned with Council's Values and Behaviours.
2. **Customer Service** – Focus on our customer/s needs.
3. **Code of Conduct** – Behaviour aligned with Council's Code of Conduct.
4. **Safety** – Carry out your duties in a safe manner.
5. **Project Management** – Commit to Council's Project Management ethos.
6. **Human Rights** - Respect, protect and promote human rights in your decision-making and actions.

Physical Requirements

1. Ability to work in an outdoor environment.
2. Ability to legally operate a motor vehicle under a "HR" Class Licence.
3. Ability to complete a satisfactory Functional Capacity Evaluation.
4. Must be available to work on-call if required.
5. Provision of a satisfactory Criminal History Check - Police Certificate (Australia Wide Name Only Police Check).
6. Ability to undertake an assessment to verify competency to operate plant, vehicles and/or machinery relevant to the role.
7. Ability to be immunised against Hepatitis A&B and Tetanus.
8. The work is intermittently heavy, with periods of prolonged standing, stooping and crouching. The tasks must be performed meticulously and accurately.

   While all attempts of mechanisation have been implemented to limit manual handling, awkward work postures do exist whilst performing the inherent tasks of this position.

   This position is classified as medium work. The Dictionary of Occupational Titles defines medium work as: "exerting 9 kilograms to 23 kilograms of force occasionally, or 4.5 kilograms to 11 kilograms of force frequently, or greater than negligible up to 4.5 kilograms of force constantly to move objects. Physical demand requirements are in excess of those for light work".

   During the course of normal duties incumbent may be required to perform:

   - Constant dynamic standing/walking;
   - Walking uneven ground;
   - Climbing ladders; climbing in and out of trenches; climbing in and out of vehicles and plant machinery;
   - Frequent bilateral forward reaching;
   - Carrying and handling items up to 25kg occasionally and 35 kg rarely in the case of the whacker packer;
   - Repetitive and sustained bending and stooped positions;
   - Working in awkward postures, and occasionally in confined spaces;
   - Constant handling of equipment, tools and materials;

- Constant static and dynamic balance.

Delegations and Authorisations:

Financial, Administrative and HRM 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 knowledge library.