

Plant Operator/Labourer

POSITION DESCRIPTION

Position Number:	1972	Position Status:	Permanent Full Time
Portfolio:	Infrastructure	Classification:	QLGIA (Stream B) Level 5
Business Unit:	Construction and Maintenance	Reports To:	Team Leader Urban Operations
Team:	Urban Operations	Revised:	June 2026

Human Resource Delegation:	Band NIL	Financial Delegation:	Band NIL
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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. Act as a role model for Council's values and behaviours at all times and display a high level of professional and ethical conduct.
8. 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.
9. Maintain clear and accurate records that support effective service delivery and reflect Council's commitment to transparency and good governance.
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 perform a range of construction and maintenance tasks with general supervision, supported by a sound understanding of fundamental civil construction and maintenance requirements.
3. Practical knowledge of operating and maintaining small plant, machinery, hand tools and communication equipment, including two-way radios.
4. Good general knowledge of the methods of concrete construction, pavement construction and pipe laying.
5. Sound level of numeracy and literacy skills, with the ability to read and follow basic instructions and prepare simple reports.
6. Sound understanding of safe work practices, including risk assessment and adherence to WH&S procedures and policies, with the ability to work harmoniously and productively within a diverse, multi-skilled team.

Mandatory Qualifications, Licences and Experiences

1. Ability to competently and safely operate a Skid Steer, Excavator and Backhoe with supporting relevant documentation of competency (e.g. RII qualifications or other recognised evidence of training and experience).
2. Construction Industry Induction (White Card).
3. Possess and maintain a current Medium Rigid (MR) vehicle licence.

Desirable Qualifications, Licences, and Experiences

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.
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 office environment.
2. Ability to legally operate a motor vehicle under a "C" Class Licence.
3. Ability to complete a satisfactory Functional Capacity Evaluation, if required.
4. Provision of a satisfactory Criminal History Check – Police Certificate (Australia Wide Name Only Police Check), if required.

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.

