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**Plant Operator/**

**General Labourer**

***Position Summary***

**Department:** Engineering

**Job Title:** Plant Operator/General Labourer

**Reports to:** Coordinator Roads and Drainage

**Objective:** This position undertakes road construction and/or maintenance; this can include concreting and/or bitumen finishing work, pipe laying, material selection and compaction techniques. This role is responsible for the safe operation and user maintenance of mechanical plant, heavy vehicles and precision tools.

**Work Location:** Northam Depot

**Award/Level:** Local Government Industry Award 2020, Level 6/1

**Date Revised:** December 2021

**Responsibilities and Duties**

**Position**

* Work in a team environment on a range of road maintenance and road construction projects.
* Operate *(can include two axles or greater; Hiab, Small Loader, Skid Steer, Backhoe, Street Sweeper)* plant and machinery safely and with a high level of accuracy and efficiency.
* Undertake day to day maintenance/monitoring of plant and machinery.
* Perform trade and non- trade tasks within the employee’s skill, competence and training. Solve problems as required.
* Ensure the safe direction of traffic as required.
* Ensure quality and quantity of work undertaken is of a high standard.
* Ensure all materials, tools, equipment, vehicles and mechanical plant are used safely and maintained appropriately.
* Any other duties consistent with the level of the position as directed.

**Organisational**

* Embrace, support and participate in change to assist in achieving the Shire’s goals and objectives.
* The ability to maintain strict confidentiality is an essential requirement of all employees of the Shire.
* Actively participate in the ongoing development, compliance and promotion of professional customer service standards.
* Recommend changes or strategies which promote a ‘Continual Improvement’ and ‘Best Practice’ approach to service delivery.
* Promote, maintain, and improve the working environment and practices to ensure compliance with Industrial Awards, Work Health and Safety, Diversity Equal Employment Opportunities (EEO) legislation and Council’s Policies and Procedures.

**Work Health and Safety, Employee Requirements**

Employees are responsible and accountable for:

* Complying with workplace procedures for risk identification, risk assessment & risk control
* Participation in activities associated with the management of workplace health & safety.
* Identification and reporting of health and safety risks, accidents, incidents, injuries, property damage and mishaps at the workplace
* Correct utilization of appropriate personal protective equipment
* Promote, maintain, and improve the working environment and practices to ensure compliance with Industrial Awards, Workplace Health & Safety, EEO legislation and Council’s Policies and Procedures
* Ensure that safety inspections are carried out at all events, and that events are conducted in line with relevant risk management plans and guidelines.

**Authority and Accountability**

Problems at this level require employees to use some originality in approach with solutions usually attributable to application of previously encountered solutions or experience. More complex problems or issues can be referred to the Coordinator Roads & Drainage.

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|  **POSITION REQUIREMENTS** |  |  |
| **Documents** | **Essential** | **Desirable** |
| * Hold a current unrestricted C Class national drivers licence
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| * Provision of a current National Police Clearance
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| * Hold a WA Construction White Card
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| **Skills and Abilities** |  |  |
| * Willingness to operate plant and equipment as required within the scope of the incumbent’s drivers licence.
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| * Willingness to undertake training in the operation of plant and equipment as required.
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| * Ability to communicate successfully with others and work successfully within a team environment.
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| * Written literacy and numeracy skills to provide information and advice to other employees, senior staff and members of the public.
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| * Basic understanding of quality control techniques.
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| * Experienced plant operation and maintenance skills, including significant experience in the use of multi-function equipment.
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| * Experience using a range of heavy duty plant and equipment which may include three axles or greater such as; Hiab, Small Loader, Skid Steer, Backhoe and Street Sweepers.
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| * Experience in road construction and/or maintenance including concreting and/or bitumen finishing work, pipe laying, material selection and compaction techniques.
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| * Ability to read plans (single dimensional).
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| * Hold a current unrestricted HR class national drivers licence
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 **GENERAL PHYSICAL REQUIREMENTS**

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| **Task** | **Mainly** | **Frequently** | **Occasionally** | **N/A** |
| Stand | A black check mark on a white background  Description automatically generated |  |  |  |
| Walk | A black check mark on a white background  Description automatically generated |  |  |  |
| Sit |  |  | A black check mark on a white background  Description automatically generated |  |
| Handle | A black check mark on a white background  Description automatically generated |  |  |  |
| Reach | A black check mark on a white background  Description automatically generated |  |  |  |
| Climb/Balance |  | A black check mark on a white background  Description automatically generated |  |  |
| Crouch/Kneel |  | A black check mark on a white background  Description automatically generated |  |  |
| Talk/Hear |  | A black check mark on a white background  Description automatically generated |  |  |
| Taste/Smell |  |  | A black check mark on a white background  Description automatically generated |  |
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 **Authorisation and Acknowledgement**

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| I acknowledge that I have read and understood the key objectives, duties, responsibilities and other requirements as outlined in this position description.I understand that this position description provides general guidance regarding the purpose of the position and my responsibilities.Furthermore, I acknowledge that this position description may be amended from time to time to reflect changes to the position or Shire requirements. |
| Employee Signature: Date: |

