

## POSITION DESCRIPTION

Bundaberg Regional Council has a vision 'To Build Australia's best Regional Community'. This position description outlines the values that underpin this vision and an overview of the general duties and responsibilities required in this role.

### Overview

Position Title:	Labourer (Water Services)	Industrial Instrument:	Bundaberg Regional Council Certified Agreement plus Queensland Local Government Industry Stream B Award
Position Number:	6613	Classification Level:	3
Employment Location:	East Depot	Position Status:	Full-time Permanent
Department:	Infrastructure	Document Last Reviewed:	13/04/2022
Branch:	Water Services	Job Dictionary:	MD-7-1136
Accountable To:	Minor Works Team Leader		
Aim of Position:	To be part of a multi-disciplined team that is capable of performing a wide range of maintenance, repair and construction activities along with the operation of light mechanical plant within the Water Services facilities and reticulation infrastructure to provide a safe, efficient and responsive 24/7 service.		

### Council Values

Bundaberg Regional Council's culture is driven by the following values:



### Key Responsibilities

- This position involves maintenance and construction works including but limited to the following:
  - Manual Handling
  - Pipe laying
  - Concrete finishing
  - Working with mobile plant
  - Working with live sewer
  - Working on roads
  - Working in confined space
  - Working within proximity of chlorine systems
  - Ability to comprehend reticulation drawings for Water Services Reticulation Systems.
  - Operate and maintain equipment, plant and machinery in accordance with Council's requirements.
  - Provide verbal and written reports including relevant paperwork.

2. The incumbent will be required to assist with after-hours work and be part of an on-call support roster for the Service Delivery section of Water Services to ensure 24/7 service to customer service.
3. Acquire and follow all safe, environmental and water quality work practices, procedures, policies, instructions and guidelines.

## Position Requirements - Qualifications and Experience:

### Mandatory:

1. Possession of a current Class 'MR' Drivers Licence is essential.
2. Verification of skills to operate light mechanical equipment used in the water industry as per Queensland Local Government Industry Award - State 2017 Division 3 Section 5 Schedule 1 (Classifications - Operational Services).
3. Demonstrated sound level of oral and written communication skills with the ability to liaise with a variety of internal and external parties.
4. Basic computer skills including knowledge of Microsoft Office and Council applications.
5. Demonstrated knowledge of and experience with construction works and maintenance programs in the water services industry or similar field.
6. Possession of (or the ability to obtain) Traffic Management Implementation.
7. Possession of (or the ability to obtain) a Current Construction Induction (White/Blue Card).

### Desired:

1. Water Industry training relevant to construction and maintenance activities of Water Services is highly desirable.

## Organisational Capabilities – Individual Employees (Leading Self):

The capabilities for all roles are obtained from the Capability Framework which describes key behaviours required at all levels and roles across Council. There are four mandatory capabilities that are required in all roles – building relationships, customer focus, safety and professionalism and job requirements.

Capability	Descriptors
Building Relationships (mandatory)	<b>Engage people to build positive relationships:</b> <ol style="list-style-type: none"> <li>1. Puts themselves in other people's shoes to accept and value different thinking</li> <li>2. Uses sound communication skills of active listening, paraphrasing to check for understanding, and appropriate language depending on the audience</li> <li>3. Quickly assesses the emotions of colleagues around them and then adapts words, tone and gestures accordingly</li> </ol>
Customer Focus (mandatory)	<b>Focuses on customers:</b> <ol style="list-style-type: none"> <li>1. Actively works to understand customers and stakeholders</li> <li>2. Engages customers in a friendly and appropriate manner</li> <li>3. Shows respect for customers and stakeholders</li> </ol>
Safety and Professionalism (mandatory)	<b>Models safe, professional and ethical behaviour:</b> <ol style="list-style-type: none"> <li>1. Identifies safety issues and problems, takes and monitors corrective action</li> <li>2. Is consistent in word and actions</li> <li>3. Is viewed as trustworthy, honourable and truthful, and respectful of the view of others</li> <li>4. Able to understand, monitor and channel their own emotions in a positive way whilst staying true to self</li> </ol>
Job Requirements (mandatory)	<b>Applies knowledge and skill:</b> <ol style="list-style-type: none"> <li>1. Able to demonstrate knowledge appropriate for their role</li> <li>2. Demonstrates strong skills in their functional area</li> </ol>

	3. Committed to maintaining a high standard of practice in their role
Cross-Organisational Thinking	<b>Understands how their work makes a difference to Council:</b> <ol style="list-style-type: none"> <li>1. Can describe the vision and purpose for their direct area</li> <li>2. Able to describe how their work contributes to organisational objectives</li> <li>3. Considers wider organisational objectives when making decisions and performing their work</li> </ol>
Leading People	<b>Supporting others:</b> <ol style="list-style-type: none"> <li>1. Provides considered and supportive feedback to other team members and colleagues</li> </ol>
Developing People with a One Team Focus	<b>Supports others' capability development:</b> <ol style="list-style-type: none"> <li>1. Readily shares their knowledge and experience</li> <li>2. Acts as a coach, mentor, role model and sounding board for others</li> </ol>
Driving People's Performance	<b>Focuses on performance:</b> <ol style="list-style-type: none"> <li>1. Seeks to understand tasks, asks questions and knows what is expected of them</li> <li>2. Approaches challenging work situations with positive energy</li> <li>3. Sets priorities and organises self to meet work deadlines</li> <li>4. Reports progress and any potential delays of issues which may impact on others</li> </ol>
Managing Stakeholders	<b>Manages internal and external relationships:</b> <ol style="list-style-type: none"> <li>1. Written and verbal communication is clear and concise</li> <li>2. Listens to others actively and attentively</li> <li>3. Demonstrates a friendly and engaging interpersonal style</li> <li>4. Builds networks with peers</li> <li>5. Works collaboratively with others</li> </ol>
Decision Making	<b>Makes sound decisions:</b> <ol style="list-style-type: none"> <li>1. Demonstrates ability to research, understand and analyze information relevant to work tasks</li> <li>2. Shows judgement in decision making</li> </ol>
Making Improvements	<b>Open to making improvements:</b> <ol style="list-style-type: none"> <li>1. Shows a willingness to try new ways of working</li> <li>2. Generates and shares new ideas and suggestions for improvement</li> </ol>
Progressing Change	<b>Responds flexibly to changes:</b> <ol style="list-style-type: none"> <li>1. Works to embrace and assist change</li> <li>2. Helps to engage others in the change process</li> <li>3. Shows resilience in times of uncertainty</li> </ol>

## Organisational Accountabilities:

The organisational accountabilities are the expected standards of performance all roles and levels in Council

Accountability	Action
<b>1. Workplace Health and Safety</b>	1. Actively participate and promote a health and safety culture that believes all incidents are avoidable and strives to create an environment free from injury or illness, and operate in accordance with Council's Health and Safety Duty Statement and associated safety policies/procedures.
<b>2. Culture</b>	1. Drive a positive and proactive customer service culture and demonstrate an active commitment to the culture, vision and values of Council.

	2. Comply with Council's Code of Conduct and all Council policies and procedures at all times.
<b>3. Information Services and Technology</b>	1. Protect and manage Council's information assets in accordance with legislative, Policy and process requirements. 2. Use Council's technology appropriately and with respect.
<b>4. Disaster Management</b>	1. Assist, support and participate in Council's response to a disaster event, including any exercises and/or any event where the Business Continuity Plan is activated.
<b>5. Customer Service</b>	1. Demonstrate a comprehensive understanding of the customers of Council, creating a culture of customer service excellence.
<b>6. Financial Accountability and Governance</b>	1. Models compliance with Council's procurement Policy. 2. Delegations may be applicable to this position and are detailed in the Delegations Corporate Register. 3. Legislative Sub-Delegations and authorisations may also be applicable.
<b>7. Corporate record keeping</b>	1. Ensure that full and accurate records are made for all business transactions conducted on behalf of Council and that all records are appropriately retained in accordance with Council's recordkeeping requirements.

## Immunisation Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

Vaccination Name	Requirement
<b>COVID-19</b>	Staff are to be fully vaccinated or provide evidence of a medical contraindication.
<b>Tetanus</b>	Staff in job roles which have regular contact with manured soil, work outdoors or work with wood.
<b>Twinrix (Hepatitis A and B)</b>	For staff who are at risk of a needle-stick injury, have regular contact with human tissue, blood or body fluids and / or for staff who work with rural and remote Indigenous communities, child care, carers of people with disabilities, healthcare workers, plumbers or sewage workers.

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## Acknowledgment

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I hereby agree to abide by Council values, policies and the Local Government Act and that this position description clearly outlines the overall responsibilities, physical requirements (through the relevant Job Dictionary) and duties that are to be carried out as part of this role of which I agree to perform at the best of my abilities. I also understand that the position requirements represent the minimum requirements to perform the duties at the current level.

<b>Signature of Employee</b>	
<b>Print Name</b>	
<b>Date</b>	/ /