

<b>POSITION TITLE:</b>	Plant Operator Labourer Parks and Gardens
<b>POSITION NUMBER:</b>	10265
<b>AWARD:</b>	Queensland Local Government Industry (Stream B) Award – State 2017
<b>AWARD CLASSIFICATION:</b>	Banded 3-4 <i>Movement between these classifications is dependent on skills and qualifications.</i>
<b>REPORTS TO:</b>	Supervisor Parks and Gardens Tieri/Capella/Gemfields
<b>DEPARTMENT:</b>	Communities

## ABOUT US

### Our vision

A progressive region creating opportunities for all.

### Our mission

We are a council committed to continuous improvement, a sustainable future and efficient investment in our communities.

### Our values

- Respect and integrity.
- Accountability and transparency.
- Providing value.
- Commitment and teamwork.

## OBJECTIVE OF THIS ROLE

The Plant Operator/Labourer will be required to undertake a range of duties as directed by the Supervisor Parks and Gardens, or Coordinator Parks & Facilities, including maintenance to Council's parks and garden assets and the operation of various plant and equipment in a safe manner.

## KEY RESPONSIBILITIES IN THIS ROLE

1. **Decision making.** Daily responsibilities/tasks including resolving on the job issues to be carried out efficiently and effectively using education, experience, expertise and previous training, when deciding on the appropriate equipment and council procedure to use.

2. **Operation and Maintenance.** Ensure safe and competent operation of all Council equipment, including carrying out regular maintenance checks.
3. **Environmental awareness.** Awareness and preparation of a safe work area including all plant and equipment must be maintained at all times, ensuring the safety of employees and the public.
4. **Customer Service.** When required to interact with members of the community do so in a polite and courteous manner.
5. **Safety and training.** Work according to safe work procedures and undertake necessary training to ensure regulatory compliance is met and zero harm is achieved.

Additionally, this position may be required to conduct other duties as lawfully directed by the reporting manager.

## ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

### Mandatory:

- Demonstrated ability to undertake physical tasks associated with the position.
- Sound standard of communication skills, including responding to routine enquires from the general public and fellow employees, and recording activities and standard information.

### Desirable:

- Demonstrated ability to operate chainsaw, light plant, equipment and machinery and capable of carrying out routine maintenance activities. Ability to operate and instruct others in the operation of plant and equipment.

## QUALIFICATIONS, EDUCATION AND LICENCES REQUIRED

### Mandatory:

- Minimum of Queensland C class provisional drivers' licence (manual).
- General Construction Induction Card.
- ACDC Statement of Attainment and Commercial Operators licence (or ability to obtain).
- Working in Proximity to Traffic modules (or ability to obtain).

### Desirable:

- Queensland Medium Rigid (MR) drivers' licence.
- Chainsaw.
- Pole Saw.
- Tractor Operations.
- Traffic Management Implementation.
- Playground Inspection.

## WORK ENVIRONMENT, PHYSICAL AND PSYCHOSOCIAL DEMANDS

This position requires the employee to work outdoors carrying out physical tasks which may include constant forward reaching, constant hand function, constant standing/walking, frequent squatting/kneeling postures, occasional seated postures, occasional forward bent postures, occasional static neck postures, lifting up to 15kg, carrying up to 15kg.

This position will be required to perform work where environmental factors may include heat/cold, wind, rain, sun, noise, wildlife, effluent.

### CORPORATE REQUIREMENTS YOU MUST MEET

1. Commitment to council's vision, mission and values.
2. Compliance with council's code of conduct.
3. Adherence to all relevant Council policies and procedures, certified agreement, your contract of employment and relevant legislation, including *the Queensland Local Government Act, 2009* and *Queensland Work Health and Safety Act, 2011*.
4. Commitment and adherence to council's customer service charter.
5. Compliance with all relevant and necessary pre-employment checks required for this role.
6. Commitment to council's corporate plan.
7. Commitment to equal employment opportunity, diversity and merit principles.
8. Commitment to ensuring a workplace free from bullying, harassment and discrimination.
9. Efficient and effective utilisation of resources as allocated under the level of responsibility for the position.
10. Commitment to change management.

### ELIGIBILITY AND PRE-EMPLOYMENT CHECKS

To be appointed to a permanent position, you must be an Australian citizen, or have permanent residency status, or a visa permitting you to work in Australia permanently. If you have a visa permitting you to work temporarily in Australia, you may be appointed to a position on a temporary basis, providing the work complies with the conditions of your visa.

The pre-employment checks relevant to this position include:

- Right to work in Australia.
- Medical Assessment
- Reference checks.

### CORE COMPETENCIES WE NEED FROM YOU

Competency	Definition	Level
Delivering Results	Having the ability to set objectives for yourself and others, taking a forward looking perspective, and delivering successful outcomes within agreed parameters.	1
Communication	Identifying and using appropriate communication styles and methods, taking into consideration the audience and the desired outcome. Building and maintaining effective working relationships with key stakeholders, both internal and external.	2
Initiative and innovation	Anticipating situations and problems, finding appropriate solutions, grasping opportunities for improvements and taking ownership for continuous improvement that goes above and beyond the call of duty.	1

Flexibility	Being able to adapt your thinking and behaviour to suit different situations and changing circumstances. Taking other people's views on board, accepting new and different ways of working and encouraging others to embrace change.	1
Teamwork	Having the ability to work as part of a team, actively encouraging team work and recognising the role you play as part of the council team.	2
Commitment to Council	Being willing and able to align your own behaviours with the objectives, goals and values of council; acting as a role model and promoting the values to others.	1
Customer service	Aligning your behaviour with the customer service charter to ensure both internal and external customer needs are met; taking a positive attitude, showing commitment and having a can-do approach.	1
Workplace Health & Safety	Taking reasonable care for the health and safety of yourself and others, complying with reasonable instruction and co-operating with council policy and procedure.	1

**A copy of the Competency Handbook is available on the Central Highlands Regional Council website under 'Careers with Council'.**

#### GENERAL OBLIGATIONS

1. This is a description of the job as it is presently constituted. Council will regularly review position descriptions and appropriately update them to ensure that they relate to the job being performed, or to incorporate whatever changes are being proposed. Where appropriate, employees will be consulted on the changes and employees are expected to participate in consultation.
2. Whilst employment is in the position described in this document it is understood that employment is with Central Highlands Regional Council. In the event of organisational change or restructure, council may require employees to undertake other roles for which they are qualified and capable of performing.
3. Employees may be required to undertake a variety of duties not related to their substantive role in the times of disaster or significant exceptional operational circumstances.
4. All employees are responsible for making and keeping records in accordance with legislation, information standards and other relevant guidelines and procedures.
5. Failure to maintain any competency, licence or qualification, which are a condition of your employment, may result in demotion or termination as council is unable to guarantee your transfer to a position not requiring said competency/licence/qualification.

**Please sign below if you have read, understood and accepted the responsibilities of this position as outlined in this position description.**

**Name**

**Signature**

**Date**