

**General Information for the Position  
of  
Heavy Plant Operator – Road  
Construction & Maintenance Crew  
(Grader)**

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**Further Information can be obtained from:**

Engineering Department - (02) 6847 6600

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***SCHEDULE 1***

***ADVERTISEMENT FOR THE POSITION***

***Heavy Plant Operator – Road Construction &  
Maintenance Crew  
(Grader)***

## **HEAVY PLANT OPERATOR (Grader Operator) ROAD CONSTRUCTION & MAINTENANCE CREW (ROADS)**

Applications are invited for the position of Heavy Plant Operator (Grader Operator) – Road Construction and Maintenance Crew Applications are invited for the position of Heavy Plant Operator (Grader Operator) – Road Construction and Maintenance Crew within the Warren Shire Council Engineering Operations Department.

### **Essential**

- Class LR Motor Vehicle Driver's Licence - or above
- General Construction Induction Card (White Card)
- Have the ability to undertake extensive overtime and be prepared to participate in the Extended Flexible Working Hours for Road Work Teams and Other Associated Staff Agreement

### **Desirable**

- Plant Operation course
- Supervisor's course
- Civil Construction (Plant) Cert III
- First Aid certificate
- Traffic Control

### **Employment Conditions**

- Full-time position
- Salary Range: \$1237.70 - \$1435.73 per week plus allowances
- 12% superannuation
- 9-day fortnight flexitime system – 38-hour week
- Leave provisions as per the Local Government (State) Award

The successful applicant will be subject to a pre-employment medical assessment prior to confirmation of employment.

### **Applications**

An information package must be obtained by attending the Administration Centre, 115 Dubbo Street, Warren or by visiting Council website [www.warren.nsw.gov.au](http://www.warren.nsw.gov.au).

All applications should include a Resume and the completed 'Employment Application Form' (in the information package) along with two (2) recent references/referees.

Applications can be lodged:

- Via mail – P.O. Box 6, Warren, NSW, 2824
- In person – 115 Dubbo Street, Warren, NSW, 2824
- Via email – [hr@warren.nsw.gov.au](mailto:hr@warren.nsw.gov.au)

For enquiries, contact Councils Engineering Department on (02) 6847 6600.

***SCHEDULE 2***

***POSITION DESCRIPTION***

***Heavy Plant Operator – Road Construction &  
Maintenance Crew  
(Grader)***

# Position Description

<b>Position Title:</b>	Heavy Plant Operator – Road Construction & Maintenance Crew
<b>Department:</b>	Engineering Services
<b>Classification:</b>	Operational Band 1 Level 4
<b>Grading:</b>	Local Government (State) Award Progression between Grades 1-5 is in line with Council's Salary System.
<b>Hours of Duty:</b>	9 day fortnight, 38 hour week 7.15am start 4.30pm finish (Winter), 6.15am start 3.30pm finish (Summer) ½ hour lunch
<b>Annual Leave:</b>	4 weeks per year
<b>Responsible Officer:</b>	Divisional Manager Engineering Services
<b>Immediate Supervisor:</b>	Roads Overseer

## Position Objectives:

The position of Heavy Plant Operator - Road Construction and Maintenance Crew is one within a team of at least two or three people whose principal duty is the maintenance and construction of Council's sealed and unsealed road network.

It is a requirement of the position that the person be able to work together in a team environment and on an individual basis and go about their work with a minimum of problems and the utmost efficiency. Also required of the position is someone who can lead and motivate others of the team and solve problems as they arise. Works include but are not limited to Heavy Plant Operation but may also involve operation of other Council plant at various times and places.

The occupant of the position is required to travel or camp as directed; and must be prepared to work out of hours as required.

## Qualifications and Experience:

### Essential:

General Construction Induction Card (White Card)

Class LR driver's licence

**Desirable:**

School Certificate

Plant Operation Course

Supervision Course

Civil Construction (Plant) Certificate III

First aid certificate

Traffic Control Worksite Planning certificate

Stop/Slow certificate

**Schedule of Duties:**

- Be aware of plant and equipment capabilities
- Ensure plant, equipment and machinery is fully operative and in safe working order and always operated in a safe and legal way in accordance with all relevant Acts
- Ensure that all safety equipment and clothing is used where required in the correct manner
- Liaise with immediate supervisor with regard to daily and weekly works
- Initiate disciplinary action on staff under control of the Heavy Plant Operator - Road Construction and Maintenance Crew as required
- Issue instructions to and supervise staff under direct control of the Heavy Plant Operator - Road Construction and Maintenance Crew
- Organise daily plant and material requirements, organise stores requisitions
- Ensure that all work sites are left in a neat, tidy and safe condition
- Prepare insurance reports as required
- Attend plant schools, seminars, training sessions associated with this position if required
- Ensure that there is no wastage or misuse of resources
- Carry out other duties as required by the Manager Engineering Services and/or Operations Manager/Roads Overseer.

**Customer Service**

- Project and promote the image of Council as both positive and efficient through maintaining professional standards and presentation.
- Attend to enquiries from internal and external customers promptly and professionally.
- Communicate effectively and sensitively with both internal and external customers.
- Objectively solve disputes and/or problems that may arise with internal and external customers.
- Work cooperatively with other organisations

## **Work Health and Safety Responsibilities**

All employees are responsible for WHS at Warren Shire Council and their duties include:

- Working in a safe manner without risk to themselves, others, Council's equipment or the environment;
- Reporting all WHS hazards and incidents to their supervisor;
- Reporting all injuries and illnesses to their supervisor and the Work Health Safety/Risk Officer within 24 hours;
- Providing suggestion, through agreed consultation method, on how to improve WHS issues;
- Seeking assistance if unsure of WHS procedures;
- Reporting any faulty equipment or plant to their supervisor;
- Participate in WHS consultation arrangements in your workplace;
- Complying with any Return to Work Plan if injured;
- Correctly using all personal protective equipment; and
- Complying with emergency and evacuation procedures.

## **Physical Demands**

The position holder is required to be physically fit as they are likely to be exposed to a range of outdoor activities and also prolonged sitting, and close eye work.

## **Key Accountabilities**

- Adherence to authorised working hours
- Adherence to adopted safe working practices
- Adherence to adopted works specifications
- Control of plant and materials under direct control of the Light Plant Operator – Road Construction and Maintenance Crew
- Adherence to adopted policies of Council
- Carry out duties as instructed
- Report any problems with plant and equipment, mechanical or otherwise, to the Plant Foreman
- Demonstration of good driving/operating and low maintenance record for plant operated

- Advise Roads Overseer if unable to attend or complete work
- Ensure all records are maintained
- Ensure harmonious and productive relationships exist with the Council staff
- Promote a positive image of Council
- Processing of time, plant, contractor and maintenance management system sheets

### **Output Measures**

- Standard of workmanship
- Number of work safety incidents
- Record of staff matters
- Attendance record
- Presentation

### **Position Skill Descriptors - Operational Band, Level 4 (B1 L4):**

**Authority and accountability:** Responsible for supervising staff in operational duties or for work requiring independence in the application of skills, subject to routine supervision. Responsible for quality of work function.

**Judgement and problem solving:** Option on how to approach tasks requires interpretation of problems and may involve precise judgement in operational areas.

**Specialist knowledge and skills:** The number of work areas in which the position operates makes the work complicated and a variety of skills are required in its completion. Position may require competence in operation of complex machinery.

**Management skills:** Supervisory skills in the communication of instructions, training and the checking of work may be required.

**Interpersonal skills:** Skills are required to convince and explain specific points of view or information to others and to reconcile differences between parties.

**Qualifications and Experience:** Experience to adapt procedures to suit situations and a thorough knowledge of the most complex operational work procedures to achieve work objectives.

# Warren Shire Council

## Competencies and Skills

**Job Title:** Heavy Plant Operator – Road Construction & Maintenance

**Band:** 1

**Level:** 4

<b><u>Grade 1</u></b>	
LR Licence	<input type="checkbox"/>
Basic record keeping	<input type="checkbox"/>
Basic plant maintenance	<input type="checkbox"/>
Proof that Introduction to New Staff has been read	<input type="checkbox"/>
Understanding of construction and maintenance techniques	<input type="checkbox"/>
Understanding of WH & S	<input type="checkbox"/>
Operation of grader	<input type="checkbox"/>
WorkCover Forklift	<input type="checkbox"/>
WorkCover Loader	<input type="checkbox"/>
WorkCover Backhoe	<input type="checkbox"/>
Basic understanding of traffic control	<input type="checkbox"/>
Operation of heavy plant	<input type="checkbox"/>
Knowledge of Anti-discrimination Act	<input type="checkbox"/>
<b><u>Grade 2</u></b>	
MR Licence	<input type="checkbox"/>
Roadworks Signage & Erection Certificate	<input type="checkbox"/>
Traffic Controllers Certificate	<input type="checkbox"/>
Ability to communicate with public	<input type="checkbox"/>
Knowledge of MMS	<input type="checkbox"/>
Demonstrate ability to co-operate and work as a team	<input type="checkbox"/>
Demonstrate ability to tow trailer safely and effectively	<input type="checkbox"/>
Knowledge of stores issue & ordering procedures	<input type="checkbox"/>
Certificate in Local Government Foundation Studies (or 3 years relevant industry experience)	<input type="checkbox"/>
Working knowledge of construction and maintenance techniques	<input type="checkbox"/>
First Aid Certificate (not more than 5 years old)	<input type="checkbox"/>
Sound working knowledge of WH & S	<input type="checkbox"/>

# Warren Shire Council

## Competencies and Skills

**Job Title:** Heavy Plant Operator – Road Construction & Maintenance  
**Band:** 1  
**Level:** 4

<b><u>Grade 2 Continued</u></b>	
Knowledge of all Council construction plant	<input type="checkbox"/>
Ability to Supervise	<input type="checkbox"/>
WorkCover Excavator	<input type="checkbox"/>
<b><u>Grade 3</u></b>	
Local Government (Operational Works) Certificate III (or 5 years relevant industry experience)	<input type="checkbox"/>
Thorough working knowledge of construction and maintenance techniques	<input type="checkbox"/>
Knowledge of fire fighting	<input type="checkbox"/>
Sound knowledge of crossfalls, drainage and road formation	<input type="checkbox"/>
Knowledge of Landcare practices	<input type="checkbox"/>
Train other staff on one-to-one basis	<input type="checkbox"/>
Final trim operation	<input type="checkbox"/>
Proficiency in understanding MMS & it's outcomes	<input type="checkbox"/>
Job set out	<input type="checkbox"/>
Ability to work to level	<input type="checkbox"/>
Ability to calculate and measure quantity of materials	<input type="checkbox"/>
Plant Operation Course (or 5 years relevant industry experience)	<input type="checkbox"/>
<b><u>Grade 4</u></b>	
Plan interpretation	<input type="checkbox"/>
Ability to understand Landcare practices	<input type="checkbox"/>
Operate automatic survey level	<input type="checkbox"/>
Co-ordinate full road construction and maintenance projects	<input type="checkbox"/>
<b><u>Grade 5</u></b>	
Organise and oversee work of a team	<input type="checkbox"/>
Local Government (Operational Works) Certificate IV (or 10 years relevant industry experience)	<input type="checkbox"/>

***SCHEDULE 3***

**RETURN THIS SECTION ONLY**  
***EMPLOYMENT APPLICATION FORM***

***Heavy Plant Operator – Road Construction &  
Maintenance Crew  
(Grader)***

# **EMPLOYMENT APPLICATION FORM**

## **Privacy Statement:**

As part of the recruitment process Warren Shire Council will be collecting information about you. This information is private information for the Privacy and Personal Information Protection Act. This information will be included in the recruitment file and accessed by Council Human Resources staff and members of the Recruitment Selection Panel. Applicants may request their information be returned to them at the conclusion of the recruitment process.

## **Personal Details \* Required Fields**

<b>First Name*</b>	<b>Last Name*</b>
<b>E-mail*</b>	
<b>Phone*</b>	<b>Mobile</b>
<b>Street Address*</b>	<b>Postal Address*</b>
<b>City, Town, Suburb*</b>	<b>Postcode*</b>
<b>Country*</b>	<b>State*</b>

## **Questions**

<p><b>1. Please indicate your eligibility to work in Australia*</b></p> <p>a. Australian/New Zealand Citizen</p> <p>b. Permanent Resident</p> <p>c. Current Visa including Visa Class and duration (expiry date)</p> <p>d. None of the above</p>
<p><b>2. If you answered Current Visa or None of the above, please provide details of your eligibility to work in Australia including Visa date or issue and any Visa restrictions</b></p>
<p><b>3. Have you read and understood the position description and the requirements for the position that you are applying for? *</b></p> <p>a. Yes</p> <p>b. No</p>
<p><b>4. Have you ever previously been employed by Warren Shire Council? *</b></p> <p>a. Yes</p> <p>b. No</p>

**5. If you answered Yes to the above question, please provide details of your employment (dates of employment and job/position title) \***

**6. Please explain your motivation for applying for this position and why you believe you are a suitable candidate\***

**7. Do you have any trade certificates, university or TAFE certificates or other (traffic control, etc.)? \***

- a. Yes
- b. No

**8. If you answered Yes to the question above, please outline your qualifications and your experience in relation to this position within Local Government\***

**Attach certified copies of all relevant documentation to this application\***

**9. What Class of motor vehicle driving licence do you hold? \***

- a. None
- b. Class C
- c. Class LR
- d. Class MR
- e. Class HR
- f. Class HC
- g. Class MC
- h. Other (please explain)

**State of Issue:**

**Expiry Date:**

<p><b>10. Do you hold a SafeWork Construction Induction (White Card) or equivalent? *</b></p> <p>a. Yes (Number on Card)</p> <p>b. No</p>
<p><b>11. Have you had experience working in a team environment? *</b></p> <p>a. Yes</p> <p>b. No</p>
<p><b>12. If you answered Yes to the above question, please detail your experience including examples*</b></p>
<p><b>13. Excellent Time Management, Customer Service, and Conflict Resolution skills are essential in this role. Provide actual examples of your experience of these skills*</b></p>
<p><b>14. Equal Employment Opportunity - Please note that providing this information is voluntary, any information you provide will remain confidential and will only be used for the gathering of statistical data.</b></p> <p><b>Are you Male or Female?</b></p> <p>a. Male</p> <p>b. Female</p>
<p><b>15. Do you identify as Aboriginal or Torres Strait Islander?</b></p> <p>a. Yes</p> <p>b. No</p>
<p><b>16. Is English the primary language spoken at home?</b></p> <p>a. Yes</p> <p>b. No</p>

**17. Do you have a disability?**

- a. Yes
- b. No

**18. If you answered Yes to the question above, please state what support or assistance you require in order to help through the recruitment process.**

**19. Have you ever been a serving full-time member of the Australian Defence Force, or a reservist on continuous full-time service?**

- a. Yes
- b. No