

Plant Operator

Position Details

Location	Alpha Jericho, Barcaldine, or Aramac Muttaborra District Regional work and travel as required
Status	Full time, Ongoing Subject to Councils capacity to pay, funding, and employee performance
Industrial Instruments	Queensland Local Government Industry (Stream B) Award – State 2017 Barcaldine Regional Council Certified Agreement 2025
Classification	Minimum level 5
Reports to	Works Supervisor
Direct Reports	N/A

About Council

Barcaldine Regional Council, located in the heart of the Central West of Queensland, is committed to providing exceptional services to the Barcaldine region, which includes the communities of Alpha, Jericho, Barcaldine, Aramac, and Muttaborra. With a wealth of talent within the organisation, and amazing facilities, we have created a vibrant workplace that blends old-fashioned, small-town charm with a rich indigenous history. We honour the Iningai and Bidjara peoples, the Traditional Custodians of this land, and embrace the diversity of Elders and community members.

Barcaldine Regional Council strives to provide our employees with a safe, secure, and supportive environment, where employees are encouraged to live by our values and reach their full potential. Our vision is to have a positive, sustainable, and innovative workplace, ensuring a bright future for all.

Our Values



HONESTY

WE ALWAYS TELL THE TRUTH



EMPATHY

WE WILL SEEK TO LISTEN AND UNDERSTAND THE PERSPECTIVES OF OTHERS. WE WILL TREAT ALL WITH KINDNESS



ACCOUNTABILITY

WE WILL TAKE RESPONSIBILITY FOR OUR CHOICES, ACTIONS, BEHAVIOURS, PERFORMANCE AND DECISIONS



RESPECT

WE WILL BE PRESENT, VALUE OTHERS AND WELCOME DIVERSITY



TRUST

WE WILL GAIN THE TRUST OF OTHERS BY LIVING OUR VALUES

Key Responsibilities

General Responsibilities:

- Contribute to the successful delivery of construction and maintenance activities, as directed by the Senior Works Supervisor, Maintenance Supervisor, or Construction Supervisor, ensuring Council and community infrastructure is maintained and improved.
- Accurately complete timesheets and plant sheets as required.

Vehicle and Equipment Operation and Maintenance:

- Operate and maintain vehicles/plant safely and efficiently in compliance with legislated transport requirements, operator manuals, and Council workshop guidelines.
- Conduct daily inspections of vehicles/plant (pre-start checks) and complete fault sheets and incident reports accurately, as required.
- Perform routine maintenance checks to the standard directed by the Workshop Supervisor.
- Promptly report and faults or maintenance needs to the Workshop Supervisor.
- Ensure that vehicles, plant, and tools are kept in good working conditions, clean, and tidy, and are used properly and competently.

Road Maintenance and Construction Support:

- Actively participate in road maintenance and construction activities, including roles such as:
 - Traffic control: Placement of signs and barricades as required to ensure the safety of the worksite and road users
 - Manual handling tasks: Performing tasks such as lifting, digging, shovelling, and using powered tools safely and efficiently
 - Performing general labouring duties associated with the maintenance and construction of Councils Road network

Fundamental Responsibilities

- Comply with all Council policies, practices, and procedures and fulfill Council reporting functions as required.
- Be aware of and comply with all statutory workplace safety legislation and Council's Work Health and Safety Management System, Work Health and Safety policies, procedures, and duty statements.
- Promote safe working practices and maintain a safe, neat and tidy work environment.
- Minimise wastage in all activities while ensuring safety and effectiveness remain uncompromised, adhering to environmentally responsible practices.
- Ensure the security and appropriate use of Council information at all times.
- Monitor personal qualifications and licences to ensure currency, and participate in formal and on the job training to assist in ensuring a satisfactory knowledge and skill base.
- Work cooperatively and effectively in a team environment, communicating reliably and regularly.
- Deliver high quality customer service within the organisation and to the public.
- Uphold high standards of ethical conduct and integrity in all activities.
- Actively engage with Council and community to identify needs and opportunities, and provide suggestions for improvement to enhance community well-being and foster sustainable development.

NOTE: Employees may be required to undertake additional duties within the limits of their skill, competence and training, consistent with their band level, and in any area of Council.

Physical Demands and Work Environment

- In this role, you will occasionally be required to lift and carry heavy objects (weighing up to 10kg), with occasional repetitive tasks (bending, squatting, climbing, twisting, and reaching) and motions (simple grasping, fine manipulation, pushing and pulling, finger dexterity, and foot movement).
- Incumbents must possess adequate peripheral vision, hearing, depth perception, and colour discrimination to effectively perform the duties of this position.
- Incumbents will encounter occasional exposure to risks in the workplace which will require you to follow relevant site processes and wear the appropriate identified personal protective equipment (PPE) to ensure the safety of all employees.

Essential Criteria

Licensing:

- Current Queensland class MR/HR/HC/C Driver Licence (dependent on plant requirements).
- Current General Construction Induction Card (White/Blue Card) or equivalent.
- Certificate(s) of Competency (or licenses) for operation of relevant mechanical plant and successful completion of all Verification of Competency (VOC) tests with Council.
- Queensland Traffic Controller Licence or ability to obtain.
- Traffic Management Implementation Qualification or ability to obtain.

Experience and Knowledge:

- Minimum two (2) years' experience operating plant at an MR/HR/HC/C licence class level (depending on plant requirements), with demonstrated knowledge and experience of traffic regulations and operator guidelines.
- Proven ability to safely and effectively perform hazardous manual tasks, such as lifting, digging, shovelling, and using powered tools.
- Strong problem-solving skills with the ability to think strategically and develop practical solutions.
- Proven ability to work independently, using initiative and sound judgement, while also contributing positively in a team environment.
- Well-developed interpersonal and communication skills (both written and verbal) with a demonstrated ability to provide a high level of customer service.

Acknowledgement

This position description is subject to change from time to time as Council's operational needs change and/or the organisation may be developed or restructured. Any such change shall be the subject of consultation with the position incumbent and others as may be deemed necessary or desirable. Further, it has been designed to indicate the general nature and level of work performed by employees within this classification and is not to be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the role.

Approving Manager:	
Signature:	
Date:	
Employee Name:	
Employee Signature:	
Date:	