

Northern Peninsula Area Regional Council

POSITION DESCRIPTION

Position number	TBA	Date of last review	July 2026
Position Title	Garbage Truck Driver / Labourer		
Award	<i>Northern Peninsula Area Regional Council Certified Agreement (Stream B) Award – State 2023</i>		
Classification	Band 2 Level 1 – 4 (Dependant on Skills and Qualifications)		
Division	Operation		
Section	Works		
Location	Umagico/NPARC		
Employment Type	Full Time, Permanent		
Hours of Duty	38 hours per week		
Supervisor	Manager Works		
Direct Reports	Nil		

ORGANISATIONAL ENVIRONMENT

Mission: Build a sustainable, culturally vibrant, and connected community.

Vision: By growing indigenous and local opportunities, enhancing, preserving, and protecting our unique physical environment and unique Cultural Heritage, prolonging and enriching the lives of our People, promoting unity and leading multi-generational change.

Our Values - What do we believe in?

- Community Focused
- Respect and support for environment, culture, and our people
- Transparency and accountability
- Working with Stakeholders to plan and actively share responsibility for improving sustainable service provision for community.
- Providing a safe and healthy working environment

PRIMARY OBJECTIVE OF POSITION

The Garbage Truck Driver / Labourer is a balanced, multi-skilled role responsible for delivering safe, reliable, and hygienic waste management services across the region. This position splits duties evenly between the precise operation of heavy rigid collection vehicles and the execution of physical, hands-on field labour. The role involves efficiently driving designated domestic and commercial waste routes while actively executing physical tasks, including curb side bin handling, spill cleanups, bin maintenance, and site upkeep. The objective is to maintain community sanitation and public health standards while strictly adhering to workplace safety protocols and working productively within the waste operations team.

KEY ACCOUNTABILITIES

Duties and responsibilities include but are not limited to:

1. Heavy Vehicle Operation & Driving

- Execute precise, scheduled curb side waste collection routes for residential, commercial, and public community bins.

- Safely operate heavy rigid waste collection vehicles, including side-loaders, rear-loading compactors, or hook lifts.
 - Navigate heavy trucks safely through narrow streets, school zones, and around complex obstacles or tight blind spots.
 - Transport collected solid waste safely to designated landfills/transfer stations, adhering to strict site tipping procedures.
2. Physical Ground Labour & Collection Support
- Exit the truck cabin regularly to manually handle, wheel, lift, and empty oversized public or communal bins.
 - Clear immediate curb side spillages, escaped litter, and heavy roadside debris to maintain community neatness and hygiene.
 - Manually handle, lift, and load heavy or bulky items during scheduled regional cleanup events.
 - Assist with general manual upkeep, sorting, and labour-intensive tasks at the local transfer station or landfill site when required.
3. Asset Care & Fleet Hygiene
- Conduct mandatory daily pre-start safety checklists (oil, fluids, brakes, hydraulics) and log fuel usage.
 - Report and log any mechanical vehicle faults, damaged curb side bins, or blocked access routes to the supervisor immediately.
 - Physically repair, swap out, or distribute new wheelie bins along the designated routes.
 - Maintain strict fleet hygiene by thoroughly pressure-washing the interior and exterior of the vehicle at the end of every shift.
4. Workplace Health & Safety (WHS) & Compliance
- Adhere strictly to site safety plans, standard operating procedures (SOPs), and correct manual handling techniques.
 - Wear all required personal protective equipment (PPE), including high-visibility gear, steel-cap boots, and safety gloves at all times.
 - Identify and report route hazards, such as low-hanging power lines, overhanging trees, or hazardous materials placed in domestic bins.

REQUIRED LICENCES & QUALIFICATIONS

Mandatory Requirements:

- Current Australian Heavy Rigid (HR) Driver's Licence (Manual preferred for fleet operational flexibility).
- Current Australian Open Construction Induction Card (White Card).
- Ability to pass a standard pre-employment medical evaluation, physical fitness benchmark, and drug/alcohol screening.

Highly Desirable / Department Assets:

- Traffic Management Implementation (TMI) accreditation.
- Valid Machinery Operator Tickets (e.g., Forklift, Front-End Loader, or Excavator for landfill and transfer station support).
- First Aid and CPR certifications.

Performance Indicators

1. **Route Efficiency:** 100% completion of all assigned waste collection routes within scheduled daily timelines, with zero (0) valid community complaints regarding missed bins due to operator oversight.
2. **Safety & Compliance:** Zero (0) preventable vehicle accidents, property damage incidents, or manual handling injuries recorded per quarter through strict adherence to WHS and council safety policies.

3. **Fleet Care & Compliance:** 100% compliance with submitting heavy vehicle pre-start safety checklists before every shift, and ensuring the truck is pressure-washed internally and externally at the end of every shift.
4. **Balanced Labour Output:** 100% completion of field labour tasks, ensuring all curb side spills are cleared immediately upon occurrence and scheduled bin repairs/replacements are resolved within 48 hours of notification.

CONDITIONS OF EMPLOYMENT

The conditions of employment for this position are in accordance with the *Northern Peninsula Area Regional Council Certified Agreement 2023*, the *Queensland Local Government Industry (Stream A) Award – State 2017*, Council's policies and procedures, Council's Code of Conduct and other legislative requirements.

WORK HEALTH AND SAFETY RESPONSIBILITIES

The employee shall comply, so far as is practicable, with:

- the *Work Health and Safety Act 2011* and associated Regulations and Codes of Practice
- Council's Workplace Health and Safety Policies and Procedures
- instructions given by their manager in respect of the Health and Safety of themselves and the Health and Safety of other persons.

The employee is responsible for ensuring Council's WH&S Systems are implemented within their area of responsibility.

We agree that this Position Description accurately reflects the role.

Employee Name: _____ Signature: _____ Date: _____
(Print)

Manager Name: _____ Signature: _____ Date: _____
(Print)

Exec. Manager Name: _____ Signature: _____ Date: _____
(Print)