

Position description

Labourer / Plant Operator

Position code:	40, 359 and 735
Division:	Maintenance
Location:	Batemans Bay, Moruya and Narooma Depots
Band/Grade:	Operational Band 1 Level 3 – Grade 5

Council values

At Eurobodalla Shire Council we embrace diversity and inclusion and value the contribution and experience of all our people. We are proud to work on Yuin Country.

Our Council Values represent “the way we do things around here.” We value collaboration, respect, teamwork, professionalism, openness and trust. Our values guide our decision-making and behaviour and underpin the interactions and professional relationships we have with others in our day-to-day work.

Values also contribute to our organisation's strategic direction and reinforce our commitment to creating a safe and mentally and physically healthy workplace. We strive to build a workforce culture that embraces work-life balance, wellbeing, and flexibility.

We encourage applications from people of all backgrounds and abilities.



We are collaborative

We ask for and share ideas, insights and knowledge.
We find strength and reward in working together.

We are respectful

We show respect and compassion to each other and our community. When there are issues, we go to the sources.

We show team spirit

We nurture and value our relationships, bringing out the best in each other.

We are professional

We act with integrity, take pride in our work and always think first of our community. We aim for excellence in all that we do.

We are open and trusting

We are upfront and sincere and trust our colleagues to respect our honesty and vulnerability. We look for the best in people and expect that in return.

Primary purpose of the position

Undertake labouring activities and operation of mobile plant items to assist in preparing and completing work as part of a maintenance or renewal activity or project for transport assets (roads, bridges, pathways, drainage, and marine infrastructure) to achieve a safe and well-organised outcome.

Main duties and key result areas (KRA):

1. Actively undertake physical labouring and other related manual activities.

KRA: Tasks are proactively carried out safely using the correct tools, equipment, and resources, and completed in a timely manner to an acceptable industry standard with minimal guidance.

2. Safely operate and maintain a range of plant, equipment, and attachments.

KRA: Uses appropriate plant and equipment to complete work to the required standard, demonstrating sound knowledge of plant capabilities, applications and outputs.

KRA: Proactively operates plant safely and within competency levels, in accordance with manufacturer specifications and operational requirements.

KRA: Identifies and reports defects requiring repair to Workshop.

3. Assist in preparing and completing work for a maintenance or renewal activity or project.

KRA: Works are well planned to enable the safe and efficient allocation and use of resources including plant, materials, and contractors.

KRA: Programmed works are undertaken in accordance with approved schedules.

KRA: Documentation is accurate and completed in a timely manner.

KRA: Project outcomes are achieved in accordance with quality, safety, environmental, and legislative requirements, while complying with Council policies and procedures.

4. Assist in providing customer service to the public in relation to enquires that relate to work area.

KRA: Positive communication is maintained with all stakeholders.

KRA: Council's customer service reputation is maintained and/or enhanced, and enquiries are responded to within Council Standards.

5. Contribute to a positive team environment and actively participate in continuous improvement initiatives within work area.

KRA: Workplace expectations are met, and opportunities for improvement are identified and reported to Team Leader or Coordinator/s. Improvements may include,

but are not limited to; safety, performance reporting, productivity, quality, value for money, and service delivery outcomes.

KRA: Actively supports a positive and collaborative team environment.

KRA: Effective communication is maintained with staff, contractors, the public, and other stakeholders.

KRA: Regular involvement in team reviews to support service delivery improvement, address non-conformance, and identify training and development opportunities.

6. Follow EEO and diversity principles and practices.

KRA: Work practices are compliant with EEO and diversity policies and procedures.

7. Maintain own health and safety and that of other people at the workplace or those who may be affected by the work being carried out.

KRA: Council's WHS Policy and procedures complied with.

Qualifications/experience (selection criteria)

Essential

1. Demonstrated relevant experience in the maintenance and renewal of transport assets, including roads, bridges, pathways, drainage, and marine infrastructure.
2. Sound understanding and practical experience with plant and equipment used in civil maintenance and construction, and their capabilities.
3. Willingness and ability to successfully undertake physical labouring tasks.
4. Sound verbal and written communication and numeracy skills, with the ability to use workplace technology and tablet-based systems.
5. Ability to work effectively as part of a team to achieve work goals.

Desirable

1. Higher qualifications and/or experience in a discipline related to the position.
2. Knowledge of Transport for NSW M3 Specification.

Licence and qualification requirements

Mandatory licences and qualifications required prior to commencement

1. Current NSW Class LR Driver Licence (or current Class C Driver Licence and willingness and ability to obtain LR within three months of commencement).
2. SafeWork General Construction Induction Card (White Card).

Mandatory licences and qualifications required to obtain with Council assistance (if not currently held)

1. Certificate III in Civil Construction or equivalent qualification (or willingness and ability to obtain within 24 months of commencement).
2. Traffic Controller (TCR).
3. Implement Traffic Control Plans (IMP).
4. Transport for NSW M3 Specification Certification.
5. Worker on Foot.
6. Front Loader Assessment (on Council Site only).
7. First Aid Certificate.
8. Chainsaw – Operate a Pole Saw.
9. Chainsaw – Trim and Cut Felled Trees Manually.
10. Quick Cut Saw Operations.
11. Working Safely near Live Electrical Apparatus.
12. Handle Dangerous Goods.

The requirements outlined in Eurobodalla Shire Council's Policies and Codes of Practice apply to all employees of Council.

Supervisor:

Maintenance Team Leader

Date:

August 2026

Conditions of employment

Position title:	Labourer / Plant Operator
Grading:	Grade 5 of Council's salary system
Salary range:	In the range of \$2,790.18 to \$3,007.46 gross per fortnight comprising: • \$2,450.65 to \$2,644.65 base salary • \$40.58 Adverse Working Conditions allowance • \$298.95 to \$322.23 superannuation (calculated at 12% of the base salary and industry allowance)
Award:	Local Government (State) Award 2026
Probation:	A probationary period of three months applies to new staff members. Ongoing employment is subject to successful completion of the probationary period.
Pre-employment medical:	An offer of employment for this position is subject to medical clearance to verify that you are safely able to undertake the duties of the position. Pre-employment medical examinations are at Council's expense.
Hearing test:	A hearing test must be completed within eight weeks from the date of offer. A copy of the report must be provided to WHS for review in order for probation to be signed off.
Vaccinations:	As part of Council's duty of care, it is essential the successful applicant for this position be vaccinated against hepatitis and other diseases. Where not currently immunised they must be willing to complete a course of vaccinations provided by Council.
Hours of work:	Full time, 76 hours per fortnight with hours currently arranged: Monday to Thursday 6:55am to 4:05pm Fri – Week 1 6:55am to 2:05pm Fri – Week 2 RDO with variations from time to time to meet work requirements. Eurobodalla Shire Council has a Council Agreement which provides for flexibility in working hours by individual agreement between employees and managers.

- Location: Based from either the Batemans Bay, Moruya or Narooma Depots and required to work at various locations across the Shire.
- Training: If an equivalent is not held, you will complete a Certificate III in Civil Construction. It is anticipated that delivery of the training will be through a combination of on-the-job and off-the job training and required study through a Registered Training Organisation. This may involve travel to attend weekly or block release training.
- Leave entitlements: 4 weeks of annual leave per full year of service. Annual leave accrues progressively over a 12 month service period and accumulates from year to year.
- Upon commencement, employees are credited two weeks of Sick Leave and one week My Leave.
- On each anniversary of employment, employees will be credited with an additional 2 weeks of Sick Leave and 1 week of My Leave.
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Organisation chart

