# Position Vacant – Roads Labourer

# (Construction & Maintenance)

For full details and requirements of the role – Please refer to the Position Description

## BENEFITS AND CONDITIONS

Employment will be in accordance with the Local Government Industry (Stream B) Award State - 2017 and Balonne Shire Council Certified Agreement

- Full-time, permanent position
- Salary cash component - Level 2 - $64,168 per annum
- Locality allowance of $1,945 per annum
- 9-day fortnight
- 4 weeks Annual Leave with 17.5% loading per annum
- 15 days Sick Leave per annum
- Council staff have access to Employee Assistance Programs (EAP's), free and confidential counselling, coaching and advice
- Council offers employees the ability to salary sacrifice some expenses such as rent through a salary packaging arrangement
- Prior to appointment, the chosen applicant will need to successfully complete a Pre-Employment Medical and a Criminal History check
- Weekend and after-hours work may be required at times
- Superannuation - Council Contribution 13.50% applicable on commencement of employment. Contributions at the rate of 6% (employee) are compulsory after 12 months employment. Personal contributions are able to be salary sacrificed

## HOW TO APPLY

All applications must include:

- A completed Application for Employment Form
- Cover letter
- Resume
- Responses to the selection criteria - found under Position Requirements in the Position Description

Applications may be submitted via email, hand delivered or post as follows:

Email: recruitment@balonne.qld.gov.au

Hand delivered: 118 Victoria Street, St George QLD

Post: PO Box 201, St George QLD 4487

Please quote Council reference – 26-27-034

For enquiries regarding this vacancy and associated selection process, please contact Mark Pain on 4620 8888.

*Note: All information submitted by an applicant for this role is subject to the Right to Information Act 2009. As a result, information submitted by all applicants may be released under the Act if requested.*

**APPLICATIONS CLOSE – 5pm, Sunday 22 November 2026**

# Application for Employment

Please complete this form for each position being applied for.

| | |
|---|---|
| Position: Roads Labourer (Construction & Maintenance) | Reference Number: 26-27-034 |

## Applicant Details

| | |
|---|---|
| First Name: | Last Name: |
| Address: | |
| | |
| Postal Address: | |
| | |
| Mobile: | Alternate Number: |
| Email: | |

## Work History

| | |
|---|---|
| Current Employer: | Started: / / |
| Location: | |
| Main Duties: | |
| | |
| | |
| Past Employer: | Started: / / |
| Location: | Finished: / / |
| Main Duties: | |
| | |
| | |
| Past Employer: | Started: / / |
| Location: | Finished: / / |
| Main Duties: | |
| | |
| | |

## Licences, Certificates and Qualifications

| | | | | |
|---|---|---|---|---|
| ☐ C – Car | ☐ LR – Light Rigid | ☐ MR – Medium Rigid | ☐ HR – Heavy Rigid | ☐ HC – Heavy Combined |
| ☐ Chainsaw | ☐ White Card | ☐ LF – Forklift | ☐ LG – Grader | ☐ LR – Road Roller |
| ☐ LL – Front End Loader | | ☐ LB – Front End Loader Backhoe | | ☐ Traffic Control |
| ☐ LS – Skid Steer Loader | | ☐ Cert 3 Parks & Gardens | | ☐ Cert 3 Civil Construction |
| ☐ Other: | | | | |

# Application for Employment

## Experience

Have you ever done plant operation and/or truck driving duties? ☐ No ☐ Yes - total length of experience (in years):

Please select those which you have experience in: ☐ Front End Loader ☐ Skid-steer Loader ☐ Roller ☐ Forklift ☐ Grader ☐ Backhoe ☐ Truck Driving ☐ Other:

Have you ever done general labouring? ☐ No ☐ Yes - total length of experience (in years):

Please select those which you have experience in:

☐ Rural ☐ Mining ☐ Construction ☐ Other:

Have you ever been in a supervisory role? ☐ No ☐ Yes - total length of experience (in years):

In which industry did you gain most of your experience:

☐ Rural ☐ Mining ☐ Construction ☐ Health Care ☐ Retail ☐ Hospitality ☐ Education & Training ☐ Other:

## Residency Status

What is your current residency status?

☐ Australian Citizen ☐ New Zealand Citizen ☐ Resident of Australia ☐ Other:

Do you have proof of Right to Work in Australia in accordance with the Department of Immigration and Citizenship? ☐ Yes ☐ No ☐ Non-citizen with a valid visa that provides work rights

## Other Questions

Do you require any special arrangements at an interview? ☐ Yes ☐ No

If yes, provide details:

Where did you find this job? ☐ Council Website ☐ Seek ☐ Facebook / Instagram ☐ LinkedIn ☐ Balonne Bulletin ☐ Other:

## References

*Reference No. 1*

| Name: | Contact Number: |
|---|---|
| Company: | Direct Supervisor? ☐ Yes ☐ No |

*Reference No. 2*

| Name: | Contact Number: |
|---|---|
| Company: | Direct Supervisor? ☐ Yes ☐ No |

## Declaration

I confirm that, to the best of my knowledge, the information in this application is accurate. I understand that any false or misleading information may result in my application being rejected or my employment terminated. I also acknowledge that pre-employment checks, including a medical, criminal history, and drug and alcohol test, are required.

I have attached a copy of my resume & cover letter ☐ Yes ☐ No

Applicants Name: _____

Signature: _____ Date: / /

# Position Description – Labourer – Construction Maintenance

| POSITION DETAILS | |
|---|---|
| DEPARTMENT: | Infrastructure Services |
| POSITION: | Labourer – Construction Maintenance |
| REPORTS TO: | Construction Supervisor |
| DIRECT REPORTS: | Nil |
| PRINCIPAL LOCATION: | St George Depot, 193 Grey Street, St George |
| EMPLOYMENT BASIS: | Permanent, full-time |
| POSITION PURPOSE: | The Labourer - Construction Maintenance is responsible for carrying out labouring works on road and street construction and maintenance projects throughout the Shire. Assignment to works crews is at the discretion of the Construction Supervisor, determined by operational requirements. |

| POSITION REQUIREMENTS | | |
|---|---|---|
| TYPE | ESSENTIAL | DESIRABLE |
| QUALIFICATIONS | 1. Current MR class drivers' licence<br>2. White Card - General Safety induction | 1. Plant Operator Certificates for plant classifications (grader, backhoe, loader, skid steer loader, excavator, roller)<br>2. Traffic Control and Traffic Management tickets<br>3. Chainsaw competency licence |
| SKILLS | 3. Ability to meet physical demand of the position.<br>4. Ability to interpret and apply policies and procedures<br>5. Demonstrable ability to work unsupervised, meet demanding deadlines and deliver high quality outcomes<br>6. Demonstrable customer service and communication skills with an ability to liaise effectively with people in a culturally diverse environment | |
| EXPERIENCE | 7. Minimum two (2) years' relevant labouring and manual handling experience in road construction and maintenance, in similar positions | 4. Experience in local authority |

## IMMUNISATION REQUIREMENTS

The ticked boxes indicate the immunisations required for this role in accordance with the *BAL-1044 Immunisation Procedure.*

| | | | |
|---|---|---|---|
| ☐ Influenza | ☐ Hepatitis A | ☐ Varicella (chickenpox) | ☐ Pertussis (whooping cough) |
| ☒ Tetanus | ☐ Hepatitis B | ☐ MMR | ☐ Rabies |
| ☒ Q Fever | ☐ Other: | | |

## POSITION KPI's

Key performance indicators for the position are developed in consultation with the employee as part of their annual performance appraisal.

## AUTHORITY/DELEGATION

Works independently under general guidance, guidelines and objectives provided by the Construction Supervisor. This position has nil delegated purchasing authority in accordance with *Council's Delegation Register*.

## RESPONSIBILITIES

### INHERENT RESPONSIBILITIES

- To work in a competent, professional, and ethical manner at all times, respecting clients and fellow workers.
- Work in a safe manner at all times and report any workplace risks.
- To comply with all Council policies, practices and procedures and fulfill Council reporting functions as required.
- Communicate all health and safety matters to supervisors where applicable.
- To be punctual and reliable
- To report problems or difficulties encountered
- Contribute to the Council with suggestions for improvement
- Monitor personal qualifications and licences to ensure currency
- All council employees are bound by the *Local Government Act 2009* to act with integrity, and in a way that shows a proper concern for the public interest. All employees are responsible for acting in accordance with the Balonne Shire Code of Conduct and relevant policies, procedures and protocols as may be applicable.
- Communicate reliably and regularly, especially when working alone.
- Be environmentally responsible by minimising wastage without compromising safety or effectiveness

### KEY RESPONSIBILITIES

The key responsibilities may be modified from time to time to ensure the expected outcomes are coordinated with Council's operational and corporate plans. The key responsibilities include but are not limited to:

General Labouring and Plant Operation

- Undertake labouring duties as required for general construction and maintenance projects including (but not limited to):
  - road and street maintenance - bitumen patching, gravelling, sign replacement, guidepost replacement, culvert pipe clearing etc
  - traffic control
  - street cleaning
  - waste collection
  - mowing and slashing, herbicide application
  - parks and gardens maintenance, herbicide and pesticide application
  - footpath construction and maintenance
  - kerb and channel construction and maintenance
- Work with herbicides and bituminous products
- Travel throughout the Shire and camp out on weeknights as required
- Perform other duties within your capabilities as directed

### MANAGEMENT SYSTEMS RESPONSIBILITIES

Organisational Continuous Improvement & Quality Management

- Willingness and ability to adapt to challenge and opportunities, for example:
  - changing workforce capabilities through multiskilling, succession planning, knowledge management
  - changing technologies and operational procedures by expanding your knowledge of future trends and required competencies
- Willingness and ability to set the example and live by Council's values
- Willingness and ability to advocate a positive and constructive organisational culture
- Willingness to accept responsibility for your own actions and decisions, and to be held accountable for such
- Willingness and ability to integrate the competing demands of work, home, community and self
- Willingness to actively participate in all training provided
- Willingness to occasionally camp out in other towns as work dictates

Work Health & Safety (WHS) and Risk Management

- Be responsible and accountable for adhering to the WHS Obligation & Responsibility Statements applicable to the position. A copy of the current Obligations and Responsibility Statement will be provided as part of induction. All safety documentation is available in Council's safety management system
- Be responsible for applying WHS to daily tasks performed in the workplace including completion of risk assessments
- Undertake a vaccination risk assessment and ensure required vaccinations are completed
- Maintain knowledge of safe work procedures in relations to maintenance and construction work
- Report all matters beyond your authority promptly
- Take all practical measures to ensure that your workplace is safe and without risk to health or property

## ADMINISTRATION RESPONSIBILITIES

- Completion of time sheets on a daily basis
- Ensure that approved purchasing procedures are adhered to
- Complete relevant documentation as required
- Report general road problems to the Construction & Maintenance Supervisor
- Undertake required training
- Ensure that Council Policies and manuals are fully understood and adhered to
- Keep the Construction Supervisor appropriately and adequately informed on the current state of activities relating to work projects and to highlight in advance any potential issues
- Maintain a personal time management system to ensure deadlines are met
- Assist with the continuing development of a cultural change and continuous improvement within the workforce to ensure departmental services are provided in a competitive, cost-effective manner.

## ORGANISATIONAL STRUCTURE

