



# Position Description

## Works Operator/Labourer (Signs)

Applications Close:  
5:00pm on Thursday 21 November  
Previous applicants need not apply

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| <p><b>Position Title</b><br/>Works Operator/Labourer (Signs)</p>   |
| <p><b>Position Number</b><br/>WU10302</p>  |
| <p><b>Department</b><br/>Works &amp; Utilities</p>   |
| <p><b>Classification</b><br/>Level 5, Queensland Local Government Industry (Stream B) Award 2017 and<br/>Winton Shire Council Collective Agreement 2023. (\$64,677.08)</p> |
| <p><b>Terms of Employment</b><br/>Full time</p>  |

## Supporting documents

Employee Code of Conduct

Workplace Health & Safety Responsibilities

Winton Shire Council Drug and Alcohol Policy

## Organisational environment

### Winton Shire Council's Mission Statement is:

"Through meaningful engagement, implement a range of strategies that cater to people from all walks of life, our community needs and aim to enrich our lifestyle and preserve our heritage".

### Winton Shire Council's Vision is:

"To grow our community and explore exciting, new and innovative opportunities which will retain existing and attract new people with whom we can share our unique lifestyle and rich heritage".

### Winton Shire Council's Corporate Values are:

#### **Accountability:**

The ethical concept associated with responsibility, enforcement, blameworthiness, transparent process, liability, and other terms associated with being answerable for the trust that is bestowed by those whom we serve.

#### **Effectiveness:**

The idea of carrying out a program or process that is entirely adequate to accomplish the purpose that has been identified as a goal or aspiration.

#### **Efficiency:**

The concept that in the process of pursuing or effecting any program, procedures, or task where all wastage is minimised.

#### **Sustainability:**

Is the capacity to maintain a certain process or state indefinitely? When applied in an economic context, a business is sustainable if it has accepted its practices for the use of renewable resources and is accountable for the environmental impact of its activities.

#### **Meaningful Community Engagement:**

Encompasses the principle of seeking the views and opinions of the Community. This is to be through an effective committee system and public consultation process as part of Council's decision making methodology.

#### **Good Governance:**

This describes the process of decision-making and the process by which decisions are implemented (or not implemented), hereby, public institutions conduct public affairs, manage public resources, and guarantee the realisation of human rights. Good governance accomplishes this in a manner essentially free of abuse and corruption and with due regard for the rule of law.

#### **Ethical and Legal Behaviour:**

Ethical behaviour is characterised by honesty, fairness, and equity in all interpersonal relationships. Ethical behaviour respects the dignity, diversity and rights of individuals and groups of people. When coupled with legal behaviours there is an expectation that there will be a penalty for conduct that breaches any law statute or regulation.

## Organisational relationships

### Reports to:

Maintenance Supervisor

### Supervision of:

No supervision applicable

### Internal Liaisons

Works Department

### External liaisons

Customers, Winton Shire Community at large and visitors to Winton as required.

## Position objectives

The position of Works Operator Labourer (Signs) Level 5 will be to:

- Deliver a signs replacement program subject to further direction, plant and material availability.
- Function independently with minimal supervision. Coordinate with stores to ensure adequate signage for the replacement program.
- At other times function as a plant operator or other labourer, as directed, within the capabilities of the employee.

## Organisational commitment

### Corporate

All Local Government employees are required to comply with relevant Acts and regulations, Council's policies and procedures as amended from time to time.

### Confidentiality and improper use of information

All Council documents and information are treated with complete confidentiality. Information gained during employment with Local Government must not be used to gain advantage, or to cause detriment to the Local Government.

### Continuous quality improvement

All employees are encouraged to embrace the concept of Continuous Quality Improvement (CQI) within the workplace. This will encourage creativity and innovation and identify and implement improved ways of doing things through this structured process.

### Workplace Health and Safety

All employees have a duty under the *Workplace Health and Safety Act 2011* Section 28.

Workers and any other person includes Council employees as well as contractors, sub-contractors, labour hire workers, trainees, apprentices, work experience students, volunteers and visitors. Workers and any "Other Person" who enters Council workplace must apply the WHS Duty of reasonable care.

### Reasonable care

This includes:

- Taking reasonable care for his or her own health and safety
- Taking reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons
- Complying, so far as the worker is reasonably able, with any reasonable instruction that is given by an authorised officer of Council to allow the person to comply with a WHS requirement
- Cooperating with any reasonable policy or procedure of Council relating to health or safety at the workplace

Worker Responsibilities include:

1. Attending and participating in pre-start meetings as required, to identify any potential WHS issues and implementing control options to eliminate or minimise any risks before commencing work.
2. Inspecting plant and equipment before using it to ensure that it is safe for use.
3. Reporting any defective or damaged plant, tools and equipment to the Supervisor as required.
4. Taking personal responsibility for the safety of themselves and others that may be affected by work conducted by themselves as a worker of Council.
5. Complying with any Policies or Procedures and complying with any work directions and/or instructions that are provided.
6. Monitoring and assessing WHS hazards and risks while conducting any work, and reporting any issues to the relevant supervisor as required.
7. Consulting with the supervisor and WHS Safety Representative for their designated work group on any safety issues as required.
8. Monitoring the safety conduct of co-workers including Contractors and reporting any concerns immediately to the contractor or the Supervisor.
9. Stopping work and notifying the Supervisor if there is imminent risk of injury.

## Qualifications/Licences/Tickets required

The following qualifications and licences are desired:

### Mandatory

- MR Class Drivers Licence.
- Construction White Card.
- Ability to operate required hand tools, ladders and mix ready-mix concrete.
- Participate in all other WHS training as directed.

### Desirable

- HR Licence.
- Level 2 Traffic Management Training qualifications.
- Various civil construction plant tickets/certification.

*There is considerable emphasis on multiskilling and any applicants are encouraged to apply. Council may be able to provide on the job training to meet mandatory or desirable qualifications.*

## **Additional requirements and working conditions**

The following requirements and working conditions are desired:

- Ability to work as a team member and contribute to team outcomes.
- Work within this area may involve manual labour and work in extreme heat.
- The Council Employee Code of Conduct applies to this position; and
- Travel within the shire area may be required for work and training purposes.

## **Statement of key responsibilities and duties**

The following key responsibilities may be modified from time to time to ensure the expected outcomes are coordinated with Council's operational and corporate plans.

Specific task allocation will be at the discretion of the manager/supervisor in accordance with work activities being performed.

The key responsibilities of the position are:

- Ability to be given minimal guidance (be given a list of all signs required for several roads at once), liaise with stores to procure signs and deliver the sign replacement in an efficient / optimised manner with minimal 'multiple trips'.
- Provide basic reporting back to supervisors on progress made on a weekly basis.
- Install signage including cutting and ready mix concreting posts, installing brackets and signs. Drilling and screwing as required.
- Ability to independently identify signs required and install guideposts.
- In a labouring capacity assist in a variety of ways – temporary or permanent signage, plant operation (in accordance with ability and certification), manual work as directed.
- Operate plant in accordance with ability, certification or tickets. Keep plant tidy, clean and in good condition, reporting any issues to a supervisor or workshop manager as soon as practicable.
- Participate in skill training for various items of construction plant (multiskilling program)
- Participate in skill training for dogging and crane work when requested.
- Complete prestart checks on plant operated.
- Participate in Daily Prestart meetings and tool box talks if requested, plus any other meetings called by senior staff.
- Demonstrated sound oral and written communication skills.
- A good understanding of how to maintain a safe workplace using appropriate protective clothing & equipment.
- Ability to manage time efficiently and prioritise work as required to ensure that work items are finished within the allotted timeframes and to the quality level required.

## Key selection criteria

The applicant's suitability for this role will be assessed against the following competencies:

### Selection Criteria 1

Ability to understand and follow workplace health & safety procedures and policies

### Selection Criteria 2

Demonstrated ability to work unsupervised and manage priorities in order to complete allocated tasks within agreed timeframes and to the required standards.

### Selection Criteria 3

Demonstrated ability to work effectively as part of a team and contribute to team outcomes in the workforce.

### Selection Criteria 4

Possession of a current "MR" class driver's licence and a recognised construction induction white card.

### Selection Criteria 5

Demonstrated ability to cope with physical labour in extreme heat. Includes mixing concrete for sign posts, installing signs, climbing ladders etc.

## Other relevant information

- The selected applicant will be subject to a criminal history check – undertaken and paid for by Council.
- The selected applicant will be required to undertake a pre-medical assessment to prove that they are medically fit to carry out the duties and responsibilities of the position with Council covering the cost.
- This position will be subject to a minimum probationary period of three (3) months. The applicant's employment will undergo a review at the end of the probationary period and a recommendation will be made to the Chief Executive Officer regarding permanent employment in the position.
- The selected applicant may be required to provide Winton Shire Council with a recent photograph of the person, at the time of the person's induction, for the purpose of creating a Winton Shire Council Employee Identity Card. Under (s138A) of the Queensland Local Government Act 2009 the employee has a legal obligation to hand any such identity card/s back to the employer within twenty-one days of termination of employment, unless the employee has a reasonable excuse.

In the event of organisational change or restructure, Council may require employees to undertake other roles for which they are qualified and capable of performing.

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## Authorisation

(This section to be completed with the successful applicant upon completion of the recruitment process)

By signing this authorisation, the successful applicant acknowledges that they have read this Position Description and understand the responsibilities associated with the position.

I,

accept the position of **Works Operator/Labourer (Signs)** with the Winton Shire Council and the details as outlined in the Position Description.

I have been given an opportunity to ask questions about the contents and I understand the terms and conditions outlined in this document.

Signature:

Date

## Recruitment process

Candidates should lodge their applications in accordance with the directions outlined in “How to Apply for the Position” below.

## How to apply for the position

We invite you to lodge a formal application which MUST include a:

- **Resume,**
- **Cover letter, and**
- **Response to the Selection Criteria**

Completed applications are to be forwarded to: [jobs@winton.qld.gov.au](mailto:jobs@winton.qld.gov.au)

## Shortlisting and interviews

The Shortlisting of all applicants will be undertaken by a Selection Panel within five (5) working days after receipt of a completed suitable application. Interviews may be conducted face to face, or via video-conferencing or tele-conferencing, depending on the location of candidates and the technology available at the time.

## Further information

For further information in relation to this position please contact Winton Shire Council, on 07 4657 2666.