

**Water and Wastewater Labourer (Re-advertised)**

We are currently seeking applications to fill the position of Water and Wastewater Labourer to assist with maintenance and construction of water and sewerage services to enable Council to meet its statutory obligations as a service provider.

**About the role**

This position involves general labouring duties within the Water and Wastewater reticulation and operational areas (as directed) on a daily basis. Other duties for this position in the maintenance of sewerage pump stations and assisting with water meter reading and maintenance. The Labourer also has a responsibility to participate in the On-call Roster and attend to out-of-hours emergencies as required. This position will require the Labourer to use initiative to adapt to change and to take responsibility for the completion of assigned tasks.

**Why work for us?**

- 9-day fortnight (76hr fortnight)
- Up to 12% Employer Superannuation with ability to salary sacrifice employee contribution.
- 5 weeks Annual Leave per year
- 13 weeks Long Service Leave after 10 years' service – pro rata available after 7 years
- Salary Packaging available
- Supportive and motivating team
- Active Social Club
- Fitness Passport Program
- Relaxed lifestyle, boating, fishing, sports facilities, private and public schooling options up to Grade 12, cultural venues and events and all of this situated in a thriving agricultural community only an hour away from Townsville or two hours from the magical Whitsundays.

Applicants should familiarise themselves with the entire position description.

The gross fortnightly wage for this position is \$2,419.59 exclusive of applicable allowances and overtime.

Applications for **24/68 – Water and Wastewater Labourer** should include:

- A cover letter
- A current resume
- Statements addressing the selection criteria
- Copies of relevant qualifications and licences

Applications can be submitted using one of the following methods (Word or PDF format is preferable):

- Email – [employment@burdekin.qld.gov.au](mailto:employment@burdekin.qld.gov.au)
- Mail – Confidential Application No. 24/68, PO Box 974, Ayr Qld 4807

Applications will remain open until the position is filled.

For further information please contact the Supervisor Water and Wastewater – Roger Garner on (07) 4783 9800

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It is essential to respond to each criterion explaining how you have demonstrated each skill or quality, with examples from your work experiences. Short-listing of candidates will be based upon an assessment of how well the following selection criteria are addressed.

**Essential**

1. Physical ability necessary to undertake manual handling and labouring for extended period in direct sunlight.
2. General Construction Induction White Card and Certificate (CPCCWHS1001) Prepare to Work Safely in the Construction Industry.
3. Minimum of a C class Queensland driver's licence.
4. Demonstrated knowledge of plumbing, sanitary and reticulation fittings and their intended applications.

**Desirable**

1. Work Safely at Heights qualification (RIIWHS204E).
2. Enter and Work in Confined Spaces qualification (RIIWHS202E).
3. Traffic Management Implementation certification (RIIWHS302E).
4. MR class driver's licence.

<b>Position Number</b>	30057
<b>Certified Agreement</b>	Burdekin Shire Council Certified Agreement
<b>Award</b>	Queensland Local Government Industry (Stream B) Award – State 2017
<b>Award Section</b>	Section 5 – Operational Services
<b>Award Level</b>	Level 3
<b>Reports To</b>	Supervisor Water and Wastewater
<b>Place of Employment</b>	Council Depot, 25-51 Jones Street, Ayr

### Position Objective

As an enthusiastic, productive and reliable member of the Water and Wastewater team assist with maintenance and construction of water and sewerage services to enable Council to meet its statutory obligations as a service provider.

### Key Responsibilities

Council is committed to a One Team One Council approach where all departments work collaboratively together to achieve value for money for the rate payers of the Burdekin.

Accordingly, the key responsibilities may be modified from time to time to ensure the expected outcomes are coordinated with Council's operational and corporate plans. Without limiting the above, the key responsibilities shall include:

- General labouring duties within the Water and Wastewater reticulation and operational areas as directed on a daily basis.
- Maintenance of sewerage pump stations.
- Assist with water meter reading and maintenance.
- Participate in the On-call Roster and attend to out-of-hours emergencies as required.
- On a day-to-day basis, work efficiently and accurately, exercising initiative in the application of established work procedures.
- Use initiative in catering for short term changes in priorities to, and conditions affecting the works.
- Assist in the establishment of desired outcomes for particular works for which responsibility has been allocated and to ensure their achievement.
- Undertake any training required for the performance of the role.
- Other duties as directed by the Manager, Overseer or Supervisor – Water & Wastewater.

### Award Classification

These classification characteristics are drawn directly from the Queensland Local Government Industry Award (Stream B) and are used as a guide to determine the level of this position, but may not form a specific part of the key responsibilities:

### Characteristics of level 3

Employees perform a broad range of tasks requiring developed industry skills. Employees would exercise a broad knowledge of construction and/or maintenance activities and either individually or as part of a team be able to undertake a substantial proportion of typical projects. The work would be performed under general supervision.

## Position Requirements

### Knowledge

- Sound knowledge of work activities and procedural and operational methods within the work area.
- Sound understanding and appreciation of customer focus in Council operations.
- Sound knowledge of Council Water/Wastewater customer service standards.
- Working knowledge of the Work Health and Safety Act, the Work Health and Safety Regulations, Advisory Standards, Industry Codes and Practice and other associated legislation relative to the position.
- Working knowledge of personal protective equipment necessary to minimise risk of injury and illness.
- Working knowledge of plumbing, sanitary and reticulation fittings and their intended applications.
- Geographic knowledge of Burdekin Shire Council's Water Services areas.

### Skills

- Possess the necessary communication skills to establish and maintain good working relationships with officers of the Council, members of the public and other organisations.
- Competent electronic device utilisation skills.
- Sound literacy and numeracy skills.
- Sound skills in the use of minor plant.
- Sound skills in minor machinery maintenance.

### Abilities

- Ability to manage time effectively and carry out work to a high standard, within set time frames.
- Ability to assess safety risks and complete and understand risk assessments associated with works.
- Capacity to communicate and establish good working relationships with officers of the Council, members of the public and other organisations.
- Established ability to work with minimal or no supervision.

### Other Requirements

- Physical ability necessary to undertake manual handling and labouring for extended period in direct sunlight.
- On appointment, a satisfactory result from a pre-placement medical fitness for driver / operator (Truck, Plant, Labourer, medium to heavy lifting).
- Availability to work overtime when required.
- Immunisation record for Hepatitis A and Hepatitis B.
- Ongoing requirement to maintain facial hair at a sufficient length to successfully pass a Respiratory Personal Protective Equipment fit test for high risk works.

### Experience and Qualifications

- General Construction Induction White Card and Certificate (CPCCWHS1001) Prepare to Work Safely in the Construction Industry.
- Class C or MR (Medium Rigid) driver's licence.
- Enter and Work in Confined Spaces (RIIWHS202E).
- Qldwater Aqua Card.
- Qldwater Brown Card.
- Department of Transport and Main Roads Working in Proximity to Traffic Awareness – Parts 1 & 2 Online Course.
- Traffic Management Implementation certification (RIIWHS302E).
- First Aid Certificate.
- Ergon Energy approved course 4490 Working Safely Near Live Electrical Lines and Apparatus.
- Work Safely at Heights (RIIWHS204E).
- Asbestos Awareness Training
- Authorised Person and Local Government Worker Course

### Core Competencies

These competencies relate to Award Level 3 positions:

#### Teamwork

- Participate in team-based activities.
- Respect other team members.
- Complete the tasks allocated to you.
- Know the team goals, parameters, and major issues.
- Work within the parameters.
- Contribute willingly to team activities.
- Accept decisions, even those with which you disagree.

#### Customer Service

- Treat both internal and external customers with courtesy and respect.
- Work according to agreed customer service standards within your team.
- Contribute towards setting customer service standards within your team.

#### Communication

- Write in a way that your reader can understand.
- Listen and speak clearly to your colleagues and customers.

#### Quality

- Work according to agreed quality standards within your team.
- Contribute towards setting quality standards within your team.
- Monitor your work and identify opportunities for improving quality.
- Suggest improvements through the customer request system.

#### Environment

- Work according to agreed environmental standards within your team.
- Contribute towards setting environmental standards within your team.

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- Monitor your work for opportunities to reduce adverse impacts on the environment.
- Report incidents and suggest improvements through the customer request system.

**Work Health and Safety**

- Work safely and in accordance with the relevant work method statements and procedures.
- Encourage your colleagues to work safely.
- Identify hazards and assess risks in the workplace.
- Use organisational systems, such as customer service requests, to identify and rectify hazards, near misses, and non-compliances with procedures.

**Efficiency**

- Undertake tasks in an efficient and timely manner.
- Suggest improvements through the customer request system.

**General**

1. This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those reporting directly to him or her. Therefore, you will be expected to participate fully in such discussions. It is the Organisation's aim to reach agreement to reasonable changes where identified.
2. Whilst employment is in the position described in this document it is understood that employment is with Burdekin Shire Council. 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.
3. Employees may be required to undertake a variety of duties not related to their substantive role in times of disaster.
4. All employees are responsible for making and keeping records in accordance with legislation, information standards and other relevant guidelines and procedures, and ensuring they are captured in the authorised recordkeeping system, Technology One Enterprise Content Management (ECM).
5. Failure to maintain any licence or certificate, which is a condition of your employment, may result in demotion or termination as Council is unable to guarantee your transfer to a position not requiring the said licence or certificate.
6. All employees are expected to participate in Council's Induction Program and future training opportunities to maintain a current knowledge base and provide excellent service levels for internal and external customers.
7. All employees are to actively participate in the Employee Performance Development Program.
8. All employees must work in accordance with the standards contained within Council's Code of Conduct. Failure to do so may lead to disciplinary action up to and including termination of employment.
9. All employees are encouraged to be a contributing member to the wider Burdekin community and therefore it is highly recommended that you take up permanent residency within three months of the successful completion of your probationary period.

10. Abide by all existing policies, guidelines, and Operational Standards and as amended from time to time.