

Position description

Plant Operator / Labourer

Position code:	178
Division:	Parks and Recreation Services
Location:	Narooma Depot
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

To competently operate mobile items of plant and attachments and assist Parks Supervisor and Assistant Parks Supervisors to achieve safe and well organised projects.

Main duties and key result areas (KRA):

1. Proficiently operate within capabilities and maintain to manufacturers specifications various items of plant and attachments as required.

KRA: Plant items are appropriate to tasks and used to complete works to agreed standard, within capabilities and maintained to manufacturer's specs. Operation is competent and safe with plant item defects requiring workshop repair identified and reported. Well-developed knowledge of plant outputs and uses is demonstrated.

2. Assist in the preparation and completion of work projects for Parks activities in area of responsibility.

KRA: Works well planned to allow for a safe, well-organised allocation and use of resources including plant, materials, sub-contractors and service providers. Agreed level of service is achieved. Programmed works are carried out as scheduled. Individual project documentation is accurate and timely.

3. Support other staff, contractors and sub-contractors involved in Parks projects. Actively partake in work team performance reviews.

KRA: Project outcomes meet quality, safety and environmental obligations. Worker is keenly involved in achieving a willing work team culture. Positive communication is maintained with staff, contractors, public and others. All parties work constructively to achieve project outcomes in accordance with Council Policy and Procedures. Involved in regular team review, to promote service delivery improvement, remedy non-conformance and identify staff training opportunities.

4. Actively undertake physical labouring and other related Parks manual activities.

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

5. Assist in providing customer service with the public in relation to Parks project elements you are involved in.

KRA: Positive communications with all parties is maintained. Eurobodalla Shire Council customer service reputation is maintained or enhanced.

6. Actively participate in the continuous improvement of Council's Parks activities.

KRA: Workplace underperformance and inconsistencies are reported to Supervisor. Suggestions for workplace performance improvement provided to Supervisor. Improvements to focus on safety, performance reporting, productivity gains, quality and value for money aspects related to Council's Parks activities.

7. Follow EEO and diversity principles and practices.

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

8. 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. Certificate III in Horticulture (or willingness and ability to complete with Council assistance).
2. Skills and experience operating plant machinery such as tractors, slashers, ride on mowers and other smaller items.
3. Understanding of relevant plant machinery outputs and capabilities.
4. Skills and experience in a Parks environment including onsite, public ovals and parks, as well as near roads, footpaths and bushland.
5. Experience and ability to work in a team and independently.
6. Ability to complete physical labouring duties related to Council's Parks tasks.
7. Willingness to complete further training opportunities offered by Council.
8. Good verbal and written communication, literacy and numeracy skills.

Desirable

1. Certificate IV in position related work discipline.

Licence and qualification requirements

Mandatory licences and qualifications required prior to commencement

1. Current Class LR Driver Licence.
2. General Induction Construction Card (White Card).

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

1. First Aid Certificate.
2. Traffic - Traffic Controller.
3. Traffic - Implement Traffic Control Plans.
4. Chainsaw - Operate a Pole Saw.
5. Chainsaw - Trim and Cut Felled Trees Manually.
6. Working Safely near Live Electrical Apparatus.
7. Frontend Loader Assessment.
8. Prepare and Apply Chemicals, Transport and Store Chemicals.

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

Supervisor:	Parks Supervisor South
Date:	October 2026

Position Description:
Plant Operator / Labourer

Conditions of employment

Position title:	Plant Operator / Labourer
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 the Narooma Depot (Glasshouse Rocks Road) and required to work at various locations across the Shire.

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.

Organisation chart

