

TRACTOR/ROLLER DRIVER

DOCUMENT TYPE:	Position Description
POSITION:	Tractor/Roller Driver (On Commencement) – Loddon Plains
POSITION SUPERVISOR:	Team Leader – Loddon Plains
POSITION DIRECTORATE:	Operations
POSITION DEPARTMENT:	Works
POSITION TERM:	Permanent
POSITION STATUS:	Full time
POSITION AWARD CLASSIFICATION:	TOCOM
POSITION DESCRIPTION VERSION NUMBER:	3
POSITION DESCRIPTION DATE ADOPTED:	September 2019
POSITION DESCRIPTION REVIEWED BY	Manager Works
INCUMBENT:	Vacant
FILE LOCATION:	All position descriptions are held on a secure network by the Human Resources Department.
<p>Position descriptions are amended from time to time, therefore you should not rely on a printed copy being the current version. Please consult the Human Resources Department to ensure that the version you are using is up to date.</p> <p>This document is available in alternative formats (e.g. larger font) if requested.</p>	

1 POSITION OBJECTIVES

To assist in the maintenance and construction of Council's sealed, graveled and formed road network.

2 KEY RESPONSIBILITIES AND DUTIES

2.1 Tractor/Roller

The incumbent must:

- undertake maintenance and construction duties associated with Council's road network
- operate Council's tractor and associated equipment to assist with the maintenance and construction of Council's road network
- ensure that all work is carried out in a safe manner, and takes into consideration the natural environment
- work as part of a larger team and ensure that all work carried out by the Works Department is to an excellent standard.

2.2 Safety aspects of the position

The incumbent must operate in a safe manner by:

- ensuring all daily pre-start checks are completed for the tractor and other relevant plant and equipment where required
- reporting to supervisor, or prepare basic report, on maintenance, or safety issues, that you become aware of through the normal course of your duties
- carrying out all maintenance and construction activities so as to comply with all safety requirements.

2.3 Other duties

The incumbent will perform other duties as directed by the Team Leader and/or Works Coordinator in accordance with resource needs of the team, these include but are not limited to:

- completing other duties in accordance with the resource needs of the Works department
- attending and participating in team and other meetings as required.

3 ACCOUNTABILITY AND EXTENT OF AUTHORITY

The incumbent must:

- answer or refer to the appropriate officer queries from the general public whilst at work
- be accountable for following instructions and procedures as directed by the Team Leader, Works Coordinator or Grader Operator
- be accountable for providing assistance to the Team Leader, Works Coordinator or Grader Operator on road maintenance and construction jobs when required.

4 JUDGEMENT AND DECISION MAKING

The incumbent will be:

- responsible for reporting, to appropriate Team Leader, Works Coordinator or Grader Operator, any problem noticed that couldn't be immediately treated. This especially relates to any safety issue
- responsible for the quality of the work performed, including safe work practices.

5 SPECIALIST SKILLS AND KNOWLEDGE

The incumbent must have the:

- ability to safely operate and maintain equipment used in daily works, specifically Council's tractor
- ability to gather basic information on the state of the road and drainage network
- ability to work effectively in both a team environment, and individually.

6 MANAGEMENT SKILLS

The incumbent will have the ability to complete tasks within the prescribed timeframe advised by the Team Leader or Works Coordinator.

7 INTERPERSONAL SKILLS

The incumbent will have the ability to effectively communicate with the public and work colleagues.

8 EXPERIENCE

The incumbent will have:

- experience in the operation of a tractor and roller
- the ability to effectively utilise skills and knowledge in maintenance and construction.
- the ability to follow, as well as assist in the updating of works programs.

9 QUALIFICATIONS

Qualifications	Mandatory or Desirable
Current Victorian HR Truck Licence	Mandatory
Certificate III in Civil Construction	Desirable
Victorian HC Truck Licence	Desirable

10 ORGANISATIONAL QUALIFYING PERIOD

An Organisational Qualifying period of six months applies to the position.

11 ANNUAL PERFORMANCE DEVELOPMENT REVIEW

A Performance Development Review will be conducted each year. Every staff member is required to actively participate in the annual Performance Development Review process with his or her immediate supervisor.

12 ORGANISATIONAL RELATIONSHIPS

Relationship	Stakeholders
Reports to	<ul style="list-style-type: none"> • Team Leader • Works Coordinator •
Internal liaisons	<ul style="list-style-type: none"> • All Council staff
External liaisons	<ul style="list-style-type: none"> • Contractors • General public

13 KEY SELECTION CRITERIA

The key selection criteria for this position are:

1. experienced, competent and appropriately qualified in the operation of a tractor and roller
2. experience working in a road maintenance or construction setting
3. proven ability to follow written and verbal instructions
4. ability to effectively communicate with members of staff, contractors and general public

5. knowledge of Loddon Shire Council road network
6. ability to work in a team environment as well as on an individual basis
7. a current Construction Induction Card (formally known as Red Card) or willingness to obtain one
8. a current Victorian HR Truck driver's licence (HC desirable).

14 REVIEW

The supervisor and incumbent will review this Position Description for any necessary amendments during the annual Performance Development Review process.

15 GENERAL RESPONSIBILITIES AND DUTIES OF EVERY LODDON SHIRE COUNCIL EMPLOYEE

Every employee of the Loddon Shire Council is bound to adhere to legislation, regulations, and codes of conduct. Specific responsibilities are:

15.1 Council values

All Employees are required to uphold the Values of the Council as set out in the Council Plan and Staff and Contractors' Code of Conduct.

15.2 Equal opportunity and bullying and harassment

Loddon Shire Council offers a work environment free of discrimination, sexual or other harassment, victimisation, and vilification and bullying.

All Employees are required to:

- respect the rights of all other employees, customers and clients
- adhere to Council's equal opportunity and bullying and harassment policies and procedures
- not get involved in, support, assist or encourage any form of discrimination, harassment, sexual harassment, bullying, vilification or victimisation.

In addition, employees with supervisory responsibilities must also:

- take appropriate actions to prevent discrimination, harassment, sexual harassment, bullying, vilification or victimisation from occurring in their work area; and
- take appropriate steps to remedy the situation if discrimination, harassment, sexual harassment, bullying, vilification or victimisation has occurred.

15.3 Occupational Health & Safety

An employee, while at work, shall:

- take the care of which the employee is capable for the employee's own health and safety and for the health and safety of any other person who may be affected by the employee's acts or omissions at the workplace
- adhere to and assist in the continuous improvement of Council's occupational health and safety systems.

15.4 Risk Management

An employee, while at work, shall:

- ensure any issues identified as a risk to the public, contractor or members of staff are reported in accordance with Council's incident reporting procedure
- adhere to and assist in the continuous improvement of Council's risk management system.

15.5 Staff and Contractors Code of Conduct

The Staff and Contractors Code of Conduct applies to all employees and contractors of the Loddon Shire Council. All staff must:

- adhere to the Staff and Contractors Code of Conduct at all times
- familiarise themselves with the Code to ensure compliance with its principles.

15.6 Privacy

The Loddon Shire is committed to complying with the Information Privacy and Data Protection Act and the Health Records Act. All employees are required to:

- adhere to the Information Privacy and Data Protection Act and the Health Records Act
- at all times ensure that the personal information collected and held by the Council is protected from misuse, loss, unauthorised access, modification or disclosure
- ensure that personal information is appropriately stored and managed
- collect information only directly relating to the services being provided to clients
- not disclose personal information to any person or organisation without written consent or unless prescribed by a lawful instruction.

15.7 Records management

Loddon Shire Council employees, as public officers under the Public Records Act 1973, have responsibilities for ensuring that records created and received are captured, managed, stored, and destroyed in accordance with Public Records Office of Victoria standards and policies and procedures adopted by the Council.

Managers have an additional responsibility to ensure that departmental Council staff understand and comply with the requirements of the Public Records Act 1973 and Council records management policies and procedures.

15.8 Confidentiality

All employees of the Loddon Shire Council have a duty:

- to serve the Council with loyalty and in good faith
- not to disclose or use any information obtained in the course of employment for any purpose other than carrying out duties of employment
- not to source Council information, or information relating to Council's ratepayers and clients, for any purpose other than carrying out duties of employment.



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15.9 Compliance

The Loddon Shire is committed to implementing a compliance framework to encourage organisational-wide compliance with legislation, policy and procedures.

This position is required to manage responsibilities under legislation, policy and procedures.

Where relevant the incumbent must use Council's approved Advent Manager Compliance Software by:

- ensuring obligations and actions in Management Action Plans are attended to within the timeframes allocated
- signing-off obligations and actions in the system once they reach practical completion.

15.10 Child Safe Standards

The Loddon Shire is committed to the safety of children and young people and operates within the child wellbeing and safety amendment (Child Safety Standards) Act 2015.

Staff are expected to be aware of all policies and procedures regarding the safety of children and young people at all times.

16 AGREEMENT

The manager and incumbent, by signing this section of the Position Description, agree that it reflects the current duties and responsibilities of the position.

Incumbent's name: (Please print).....

Incumbent's signature: Date:

Manager's signature:

Manager's title:Date: