

# Position Description

## Plant Operator



Transport  
for NSW

At Transport, we're passionate about making NSW a better place to live, work and visit. Our vision is to give everyone the freedom to choose how and when they get around, no matter where they live. Right now, we're delivering a \$51.2bn program – the largest Australia has ever seen – to keep people and goods moving, connect communities and shape the future of our cities, centres and regions. At Transport, we're also committed to creating a diverse, inclusive and flexible workforce, which reflects the community and the customers we serve.

Our organisation – Transport for NSW – is comprised of nine integrated divisions that focus on achieving community outcomes for the greater good and on putting our customers at the centre and our people at the heart of everything we do.

For more information go to [Transport for NSW](#)

### POSITION DETAILS

Position Title	Plant Operator	Position Number	Various
Division Branch	Regional and Outer Metro Regional and Freight	Grade	Grade 2 WCS Pay Point 5 Grade 3 WCS Pay Point 6
Unit	Regional Maintenance	Location	Various
ANZSCO	721913	PCAT	1112292

### POSITION CONTEXT

#### Primary purpose of this position

#### Plant Operator Grade 1

Plant Operator Grade 1 is primarily a labouring position which undertakes a range of Road Worker Grade 3 duties to support the efficient construction and maintenance of road infrastructure within New South Wales. Plant Operator also occasionally operates plant items that assist in the performance of labouring activities.

The Road Worker Grade 3 duties include: maintenance of established pavements; construction of new or enhanced pavements; establishment and maintenance of roadside fixtures and signage; construction and maintenance of bridges; application of road marking materials; application of bituminous sealing materials; establishment and maintenance of traffic signals and driver aid devices

**Plant Operator Grade 2** is engaged in the operation of major plant items that are used in Civil Construction and Maintenance activities. Plant Operator Grade 2 must be able to operate plant to the competent standards and carry out any of the duties of a Road Worker Grade 3, including: maintenance of established pavements; construction of new or enhanced pavements; establishment and maintenance of roadside fixtures and signage; construction and maintenance of bridges; application of road marking materials; application of bituminous sealing materials; establishment and maintenance of traffic signals and driver aid devices.

**Plant Operator Grade 3** will mainly be engaged on Road Maintenance and Construction activities and must be able to operate plant to the competent standards. They will also be

required to carry out any of the duties of a Road Worker Grade 3. Staff do not qualify for payment as a Plant Operator whilst they are learning to operate machinery. They can only be paid to this classification when fully qualified and appointed to a position.

A Plant Operator Grade 3 must be qualified to operate at least two different types of defined plant which require the operation of hydraulic operated attachments. It is only operation of the plant listed below in the Progression Criteria for a Plant Operator Grade 2 that is recognised for progression purposes.

The operation of 2 Plant Items is the minimum for appointment. Staff may also be required to learn and operate other Plant items; however, the number will be limited by the need to keep staff retrained and competent in accordance with Transport for NSW/ RMS' Safe Plant Operation Policy.

### Position dimensions

Plant Operator Grade 2 or 3 generally reports to a Works Supervisor or a Team Leader.

<b>Direct Reports</b>	Nil
<b>Operational budget</b>	Nil

## KEY ACCOUNTABILITIES

- Work under limited supervision either in a team environment or working independently, perform a wide range of labouring and related tasks which have been acquired through experience or formal training.
- Operate major plant items.
- Undertake routine problems that arise during the course of work without support through application of acquired knowledge and reference to standard guidelines and manuals. Complex problems are identified and resolved with the assistance of others.
- Actively participate in team meetings and processes and pro-actively offer suggestions for improvement.
- Apply interpersonal skills to assist members of the public and other team members to ensure team processes proceed.
- Understand and demonstrate responsibility for determining the legal framework of WHS in the workplace, apply knowledge of WHS legislation, policies and procedures in the workplace; and maintaining knowledge of WHS legislation, industry and organisational requirements.

## KEY CHALLENGES

- Ability to work under limited supervision and provide guidance to other team members.
- Ability to identify and report environmental hazards in the workplace. Rectify simple hazards without direction and report them accordingly. Participate in Environmental Risk management activities. Ability to understand and follow environmental guidelines and understand and comply with the site environmental management plan. Identify where standard guidelines may not be appropriate and suggest appropriate modifications. Ability to understand and apply the correct procedures in relation to disposal of waste materials and equipment and demonstrate knowledge of Transport for NSW's commitment to improving environmental performance.
- Ability to identify and report safety hazards in the workplace. Rectify simple hazards without direction and report them accordingly. Participate in safety risk management activities, including ENSITE Meetings. Ability to understand and follow WHS guidelines and understand and comply with the site WHS management plan. Identify where standard hazard controls may not be appropriate and suggest appropriate modifications. Ability to understand and apply the correct procedures in relation to WHS legislation and policies and demonstrate

knowledge of Transport for NSW's commitment to improving environmental performance.

- Ability to understand the quality requirements of the tasks to be performed and the reasons for those requirements. Perform basic measurements to confirm quality of work and complete relevant documentation correctly. Achieve basic quality standards and follow established quality procedures within the scope of training provided in the role.

## KEY RELATIONSHIPS

### Internal

- Team Leader, Works Supervisors and other team members

### External

- Industry partners including traffic control, construction and maintenance companies
- Members of the public; Police and other emergency services.

## ESSENTIAL REQUIREMENTS

- Demonstrated ability to understand and follow instructions and work procedures.
- It is a prerequisite that applicants possess a current motor vehicle driver licence.
- The successful applicant may be required to work outside normal working hours, attend after hour call-outs, and must be prepared to travel throughout the state and work at locations away from the base station.
- Demonstrated ability to communicate effectively with members of the public, external providers and staff at all levels in both oral and written form.
- Demonstrated ability to work effectively and co-operatively in a team environment.
- Demonstrated responsibility for personal safety and safety of others in the workplace
- Possess all the requirements for Plant Operator Grade 1; and
- Meet 1 of the Plant Operator Grade 2 elective competencies

### Plant Operator Grade 1 Compulsory Competencies (meet all criteria)

UETTDREL04A	Working safely near live electrical apparatus
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### Plant Operator Grade 1 Elective Competencies (meet 1 or more criteria)

RMS RTW	RMS Plant Safety Certificate – Tractor Wheeled
RMS RRC	RMS Plant Safety Certificate – Roller Combinations
RMS RPH	RMS Plant Safety Certificate – Post hole borer
RMS RPR	RMS Plant Safety Certificate – Post rammer
RMS RSM	RMS Plant Safety Certificate – Reach/slope mower
RMS RMT	RMS Plant Safety Certificate – Slasher attachment
RMS RRP	RMS Plant Safety Certificate – Roller Pneumatic (Multi-tyred)

### Plant Operator Grade 2 Elective Competencies (meet 1 criteria)

RMS NWLB	RMS Plant Safety Certificate - Front-end loader/backhoe
RMS RDT	RMS Plant Safety Certificate - Dozer
RMS NWLE	RMS Plant Safety Certificate - Excavator
RMS NWLL	RMS Plant Safety Certificate - Front end loader operation
RMS NWLS	RMS Plant Safety Certificate - Front end loader - skid steer type

RMS RST	RMS Plant Safety Certificate - Soil stabiliser/Pulvi-mixer
RMS RBR	RMS Plant Safety Certificate – Road Broom attachment
NDLC - MR	Medium Rigid – National Driver Licence Class
RMS RLP	RMS Plant Safety Certificate - Scraper
TLILIC108A	Licence to operate a forklift truck (National Licence Class LF)

**Progression from Plant Operator Grade 2 to Plant Operator Grade 3** will be automatic subject to meeting the following criteria:

- Possess the progression criteria for Plant Operator Grade 2 (including Road Worker Grade 3); and
- Be assessed as competent in any 2 of the elective Plant Operator Grade 3 competencies listed below:

**Plant Operator Grade 3 Elective Competencies (meet 2 criteria)**

- A probationary period of 3 months may apply to this position.

RMS NWLB	RMS Plant Safety Certificate - Front-end loader/backhoe
RMS NWLL	RMS Plant Safety Certificate - Front end loader operation
RMS RGR	RMS Plant Safety Certificate - Grader
RMS RTD	RMS Plant Safety Certificate - Dozer
RMS NWLE	RMS Plant Safety Certificate - Excavator
RMS NWLS	RMS Plant Safety Certificate - Front end loader - skid steer
RMS RST	RMS Plant Safety Certificate - Soil stabiliser/Pulvi-mixer
RMS RSP	RMS Plant Safety Certificate - Spreader
RIICBS311A	Produce asphalt products using Batch Plant
RIICBS305A	Conduct asphalt paver operations
RIICBS301A	Conduct profile planer operations
TLILC808A	National Licence Class C2 – Licence to operate a slewing mobile crane (up to 20 tonnes)