

Position Description

Road Worker



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	Road Worker	Position Number	Various
Division Branch	Regional and Outer Metro Regional and Freight	Grade	Grade 1-2-3 WCS Pay Point 1-2-3
Unit	Regional Maintenance	Location	Various
ANZSCO	821511	PCAT	1112292

POSITION CONTEXT

Primary purpose of this position

The Road Worker undertakes a range of duties to support the efficient construction and maintenance of road infrastructure within New South Wales.

The duties will 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.

Position dimensions

Road Worker generally forms part of a team that reports to a Works Supervisor or Team Leader. Staff appointed to the position of a Road Worker will be graded within the range of Grades 1 to 3 in accordance with the achieved level of competency.

Direct Reports	Nil
Operational budget	Nil

KEY ACCOUNTABILITIES

- Work under close supervision, perform routine labouring/ manual tasks under clear direction.
- Use hand tools and equipment.
- Participate in team meetings and processes including planning, review of progress and process improvement to the extent of training and knowledge required for this role.
- Understand and demonstrate responsibility for personal safety, hazard reporting and

implementation of workplace safety requirements.

- Actively participate and contribute to the WHS consultative processes and follow workplace safety procedures.

KEY CHALLENGES

- Ability to understand instructions and seek clarification where appropriate.
- Ability to develop and learn on the job.
- 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 RMS'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 RMS's commitment to improving environmental performance.
- Achieve basic quality standards and follow established quality procedures.

KEY INTERNAL AND EXTERNAL 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
- 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
- Demonstrated ability to perform routine labouring/ manual tasks
- 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.

The Road Worker position is multi-graded and progression between the grades is automatic provided that the progression criteria for each grade are met. There is no restriction on the number of staff who can progress between Grades 1 and Grade 3 within this position, nor is there any minimum time requirement in any grade. Progression to Grades 2 and 3 will be based

upon the proven acquisition of the required a specified number of Compulsory, Specialist and Elective Competencies. The criteria for progression are detailed in the description for each Position.

Applicants must be able to demonstrate their ability to perform the duties of the position but it may not be possible for a formal assessment to take place prior to employment. However, it is a requirement that the successful applicant achieve the appropriate competencies that apply to their position as soon as practical. If a new employee is unable to demonstrate these competencies within a reasonable period, continuing employment will be reviewed.

Competency and progression criteria for Road Workers

Road Worker 1 is an entry level position and there are no pre-requisite competencies for this position. Initially there will be a priority placed on safety training and the basic competencies of the position. Applicants should be able to demonstrate their ability to perform tasks. The following competencies would be confirmed as soon as practical.

BSBWOR203A	Work effectively with others
RIICOM201A	Communicate in the workplace
RIIBEF201A	Plan and organise work
CPCCOHS1001A	Work safely in the construction Industry (White Card)
RMS TC Blue	RMS Traffic Controller (RMS Blue Card)
RMS TC Yellow	Apply traffic control plans (RMS Yellow Card)
TDTD197B	Shift materials safely using manual handling methods

Road Worker 2 possesses a variety of labouring skills and knowledge of work process. The staff member is competent in a number of specific activities and can perform them with a degree of autonomy, requiring less direct supervision than at Level 1. Staff member performs tasks that require development of specific competencies above those of routine labouring.

Progression to Grade 2 requires the staff member to:

- Possess all the compulsory competencies for Road Worker Grade 1
- Meet all the Road Worker Grade 2 compulsory competencies
- Meet 5 of the Road Worker Grade 2 elective competencies

Grade 2 Compulsory Competencies (meet all competencies)

RIISAM203A	Use hand and power tools
RIICCM207A	Spread and compact materials manually

Grade 2 Elective Competencies (meet 5 competencies)

RIICCM205A	Carry out manual excavation
RIICCM209A	Carry out concrete work
RIIWMG203A	Drain and dewater civil construction site
RIICCM201A	Carry out measurements and calculations
RMS RSPE	RMS Plant Safety Cert – small plant electrical
RMS RSPHP	RMS Plant Safety Cert- small plant hydraulic/pneumatic
RMS RSPD	RMS plant Safety Cert – small plant diesel/petrol
RIICCM208A	Carry out basic levelling
RIICCM206A	Support plant operations
RIICCM203A	Read and interpret plans and specifications

RIISAM205A	Cut, weld and bend materials
RIICCM210A	Install trench support
RIICRC208A	Lay pipes
RIICRC201A	Repair potholes
RMS REP	RMS Plant Safety Certificate – Elevated Work Platform (<11 metres)
CPCCCM2007A	Use explosive power tools
RTF2215A	Assist with landscape construction work

Road Worker 3 is able to carry out a broad range of labouring and related tasks. The staff member can operate a range of small plant and powered and non-powered hand tools and perform accurate measurements and basic calculations using measuring tapes and standard non-surveying equipment. The staff member would also possess a sound knowledge of the procedures and work processes in which they have been formally trained making the staff member multi-skilled and an effective member of a flexible workforce. Staff members at this level are capable of working under limited supervision either in a team environment or independently and perform a wide range of tasks individually or with other team members.

Progression to Grade 3 requires the staff member to:

- Possess all the requirements for Road Worker Grade 2;
- Meet all of the Grade 3 Compulsory Competencies; and
- Meet 6 of the Grade 3 Elective Competencies.

Grade 3 Compulsory Competencies (meet all competencies)

RIIIMG301A	Maintain site records
BSBCUS201A	Deliver a service to customers

Grade 3 Elective Competencies (meet 6 competencies)

RIICCM209A	Carry out concrete work
RIICBS202A	Hand spread asphalt
RIICBS304A	Compact asphalt with rollers (Footpath Roller less than 2 Tonne)
RIICRC203A	Install sub-soil drainage
RIICRC204A	Install and maintain roadside fixtures
RIICRC205A	Install utility poles
RIICRC206A	Install concrete crash barriers
RIICBM301A	Maintain concrete bridges
RIICRC301A	Maintain drainage systems
BSBINM301A	Organise workplace information
RIICCM205A	Carry out manual excavation
RIIWMG203A	Drain and dewater civil construction site
RIICCM201A	Carry out measurements and calculations
RIICCM208A	Carry out basic levelling
RIICCM206A	Support plant operations
RIICCM203A	Read and interpret plans and specifications
RIISAM205A	Cut, weld and bend materials
RIICCM210A	Install trench support
RMS REP	RMS Plant Safety Certificate – Elevated Work Platform (<11 metres)
CPCCCM2007A	Use explosive power tools
RMS RTL	RMS Plant Safety Certificate Truck – Light Utility
RIICRC304A	Maintain sealed roads
RIISAM201A	Handle resources and infrastructure materials and safely dispose of non-

	toxic materials
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*Note: the competencies for carrying out concrete work are yet to be finalised.