

# Position Description

## CORPORATE INFORMATION

<b>Position Title</b>	Operator – Spray Herbicides		
<b>Directorate</b>	Planning and Development	<b>Branch/Section/Unit</b>	Lands Protection
<b>Position Number</b>	1324	<b>Award/Level</b>	4
<b>Award</b>	Queensland Local Government Industry (Stream B) Award – State 2017 Division 2, Section 5		
<b>Line Manager</b>	Officer – Lands Protection Manager – Lands Protection		
<b>Direct Reports</b>	Nil		

## SCOPE OF POSITION

### Position Summary

To assist the Lands Protection Branch to achieve and maintain sustainable land use through weeds control work and maintenance-spraying of roadside infrastructure across the region as directed by the supervisor by reducing the economic, social and environmental impacts of invasive plants through appropriate control work on the natural, peri-urban and primary production environments.

To undertake this work in accordance with relevant legislative requirements, including the *Biosecurity Act 2014*, and Council Policy.

To carry out this work in locations including State and Local Government road networks, Council controlled and managed reserves and waterways, Council facilities and private property.

### Key Responsibilities of the Role

- Function as a specialist, operating a spray vehicle and associated equipment and control methods in a safe, competent and efficient manner to deliver Council's Lands Protection vegetation management program.
- Manage vegetation control practices to ensure minimal impacts on environmental values including potential minimal direct negative impacts or side-effects on waterways, air, soil, desirable flora and fauna.
- Store, handle, apply and record appropriate herbicides as legislated by the *Agricultural Chemicals Distribution Control Act 1966*.

# Position Description

- Provide support to deliver the broader objectives of the Lands Protection Branch, including environmental protection.
- Perform labouring tasks in a safe, competent, efficient and timely manner to deliver Council's Lands Protection program to quality standards.
- Assist in improving work practices by participating in Council's continuous improvement programs where required.
- Communicate and work effectively and collaboratively with internal and external stakeholders.
- Proactively maintain currency of industry best practice techniques with regards to vegetation management (chemical and other).
- Ability to utilise a flexible solutions approach to herbicide application ensuring compliance with legal requirements, traffic management plans, weather condition restrictions and work priority commitments.
- Maintain physical fitness and agility to perform the inherent requirements of the role.

## **Mandatory Licence/Competency (Ticket) Requirements**

- Queensland 'C' Class driver's licence or above that is current and maintained.
- A current and maintained Agricultural Chemicals Distribution Control (ACDC) Licence.
- Manual of Uniform Traffic Control Devices (MUTCD) Implementation (or the ability to obtain).
- First Aid certification (or the ability to obtain).

## **Essential Knowledge/Skills/Qualifications Criteria**

- Demonstrated experience and knowledge of integrated best practice vegetation control methods including:
  - Herbicide application e.g. spraying, basal, cut and paint, stem inject
  - Manual control e.g. hand removal/harvest, chipping, cutting, pruning
  - Biological control applications
- Demonstrated experience and knowledge of factors influencing herbicide selection and use to ensure safe, effective and efficient control of target invasive vegetation.
- Demonstrated experience and knowledge of the storage, calibration and data collection requirements of chemicals, in accordance with relevant legislation.
- Knowledge of and the ability to accurately identify and control a variety of invasive plants.
- Demonstrated knowledge of state 'general biosecurity obligations' (GBO) and associated responsibilities under the *Biosecurity Act 2014*.
- Demonstrated ability to work safely in a range of environments and conditions, including remotely, in thick vegetation areas, and/or from a boat.

# Position Description

- Demonstrated ability to work safely and effectively alone or as part of a multi-disciplinary team performing specialised tasks.
- Time and prioritisation skills to facilitate complex planning and scheduling of work tasks.
- Ability to negotiate traffic safely whilst performing spraying tasks (from within a vehicle).

## Desirable Knowledge/Skills/Qualifications Criteria

- Knowledge of and the ability to accurately identify and control invasive plants specific to the Gympie region.
- 4WD driving and recovery training certification.
- Basic vehicle and machinery maintenance knowledge.
- LR QLD Drivers Licence.

## Physical Requirements of the Position

*Note: Applicants with disabilities will be considered on a case by case basis.*

- Ability to frequently exert a force up to 20kg whilst pushing, pulling, lifting or carrying an object or equipment.
- Ability to occasionally lift or carry objects or equipment up to 25kg.
- Ability to frequently stand for periods of two hours and occasionally walk on sloping, uneven or slippery surfaces whilst using equipment or carrying objects up to 20kg.
- Ability to kneel or crawl in a bent position whilst exerting force up to 15kg.
- Ability to clearly hear directions and instructions being provided at normal speech levels.

## Special Requirements

- Occasional out of hours work (including nights).

## ORGANISATIONAL INFORMATION

### Delegation/Authorities requirements of the position

The Delegations and Authorities for this position can be accessed here – [GRC009](#).

## Safety

### Behaviours

Maintain a positive attitude towards acquiring an understanding of work health and safety (WHS) legislation, including council WHS policies and procedures.

Fostering and maintaining a positive attitude towards WHS within the individual work teams.

## Responsibility

Apply council policies and procedures in every day work activities to assist council in ensuring a safe work environment.

To meet the standards imposed by any relevant safety legislation as required by Queensland's *Work Health and Safety Act 2011*.

## Related documents

- WHS Policy statement [WHSPOL004](#).
- Work Health and Safety Responsibility and Accountability Statement WHSPOL008.
- The WHS KPIs are located in the Work Health and Safety Management Plan WHSPOL010 and should be referenced as applicable with this position. It can be found here – [WHSPOL010](#).

## Code of Conduct

As per the Staff Code of Conduct, employees must conduct all business with integrity, honesty and fairness and comply with all relevant laws, regulations, codes, policies and procedures. The Code of Conduct OCPOL001 can be found here – [OCPOL001](#).

## Records Management

Council employees are required to ensure adequate records of actions taken and decisions made whilst undertaking their duties are created and maintained, in accordance with council's Recordkeeping Policy which can be found here – [CGPOL002](#).

## Council's Vision

To be the *natural* choice to live, work and play.

## Council's Values

**Accountable** – We take responsibility for our actions. We will be accessible and fair.

**Consistent** – Our actions will reflect council's guidelines and practices at all times.

**Appreciative** – We value the opportunities we have and that we look for the best in our people, our organisation and our community.

**Communicative** – We will keep people informed, consult with the community and will actively listen to and respond to their input.

**Respectful** – We treat people with dignity and courtesy. We recognise and support the contribution of individuals and respect each other, our customers and the diverse community we serve.

## POSITION APPROVAL AND ACCEPTANCE

PLPD1324

Page 4 of 5

Reviewed: 21/09/2018

Operator – Spray Herbicides

# Position Description

## Approved By

<b>Name</b>		<b>Position</b>	
<b>Signature</b>		<b>Date</b>	

## Accepted By

<b>Name</b>			
<b>Signature</b>		<b>Date</b>	

*The scope and requirements of this position as well as the organisational structure is subject to change by council as required by business needs.*