

Position Title	Truck and Heavy Plant Washer and Operator
Department	City Assets
Unit	Fleet
Team	Fleet Workshop Anzac Street Depot
Supervises	Nil
Reports To	Team Leader Fleet Workshop Anzac Depot
Grade	A
Date Prepared	7/12/2023
Date Last Updated	24/02/2026

Our Vision & Values: A leading organisation that collaborates & innovates



We are committed to **safety**



We work as one **team**



We act with **integrity**



We care about our **customers**



We **continuously improve**

Primary purpose of position

To perform day to day heavy duty cleaning of Council waste fleet and wash bay facilities to current industry and Environmental Protection Agency (EPA) standards, whilst also ensuring and providing support to the overall cleanliness of the depot.

Accountabilities

- Prepare and implement programmed cleaning schedule and required works, in conjunction with the Team Leader Workshop and team members, ensuring timely and efficient delivery.
- Operation of plant and equipment associated with waste and street cleaning activities including but not limited to rear load garbage compactors and side loaders and other heavy vehicles and plant in accordance with safe operating procedures.
- Clean waste trucks and heavy plant to current industry standards and best practice, ensuring compliance with the Protection of the Environment Operations Act 1997 (NSW) (EPA) and associated EPA requirements.
- Maintain and complete accurate workshop records of works undertaken as directed by Team Leader Workshop Operations.
- Identify and promptly report any defects, faults, or safety risks observed during the washing, operation, or movement of trucks and plant.
- Operate Heavy Rigid (HR) vehicles as directed, including the movement of trucks and plant within depots and on public roads.
- Safely transport heavy vehicles to and from external inspection facilities (including Heavy Vehicle Inspection Scheme – HVIS sites), workshops, and other locations, ensuring compliance with all road rules and organisational procedures.
- Demonstrate a high standard of safe driving behaviour at all times, particularly when operating heavy vehicles on busy public roads, including adherence to speed limits, fatigue management requirements, and safe load practices; Maintaining situational awareness and defensive driving principles; Ensuring vehicle stability and safe manoeuvring in urban and constrained environments.
- Comply fully with the Heavy Vehicle National Law (HVNL) and Regulations, including Chain of Responsibility (CoR) obligations, ensuring legal compliance in relation to vehicle condition, load restraint, fatigue, and safe operation.

- Conduct and document daily pre-start and post-operational inspections, ensuring vehicles are roadworthy prior to use and that any issues are reported and addressed in line with Council procedures.
- Maintain the cleanliness and operational condition of the wash bay facility, tools, and equipment in accordance with workplace standards and regulatory requirements.
- Provide support with general labouring duties when vehicles and plant are in use or as directed by the Team Leader Workshop Operations.
- Assist with general yard duties to ensure a safe, clean, and efficient working environment.
- Participate in on-the-job training and undertake additional duties as required to support operational outcomes

Position capabilities and level

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.

Capability Profile – Trades/ Operational

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Intermediate
	Display Resilience	Foundational
	Act with Integrity	Intermediate
	Safety and Accountability	Intermediate
 Relationships	Communicate and Engage	Foundational
	Customer and Community Focus	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Foundational
 Results	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Innovate and Improve	Foundational
	Deliver Results	Foundational
 Resources	Finance	Foundational
	Assets and Tools	Intermediate
	Technology and Information	Foundational
	Procurement and Contracts	Foundational
 People Leadership	Manage and Develop People	N/A
	Inspire Direction and Purpose	N/A
	Optimise Workforce Contribution	N/A
	Lead and Manage Change	N/A

Focus Capabilities

The focus capabilities for the position are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least satisfactory level for a candidate to be suitable for appointment.

CBCity Capability Framework - Focus Capabilities

Group & Capability	Level	Behavioural Indicators
Personal Character		
Safety and Accountability	Intermediate	• Follows through reliably and openly takes responsibility for own actions • Understands delegations and acts within authority level • Is vigilant about the use of safe work practices by self and others • Is alert to risks in the workplace and raises them to the appropriate level
Relationships		
Work Collaboratively	Intermediate	• Encourages an inclusive, supportive and co-operative team environment • Shares information and learning within and across teams • Works well with other teams on shared problems and initiatives • Looks out for the wellbeing of team members and other colleagues • Encourages input from people with different experiences, perspectives and beliefs
Personal Character		
Act with Integrity	Intermediate	• Maintains confidentiality of customer and organisational information • Is open, honest and consistent in words and • Takes steps to clarify ethical issues and seeks advice when unsure what to do • Helps others to understand their obligations to follow the code of conduct, legislation and

* Focus Capabilities are those judged to be the most important at the time of recruiting to the position. The mix of “focus” capabilities can change over time, reflecting changing work priorities and current team strengths.

Delegations

Decisions associated with this position are to be made in accordance with the Delegations of Authority (Policy186) approved by the Chief Executive Officer.

Code of Conduct

All staff are required to adhere to the Code of Conduct (CP25).

Work Health & Safety

All staff are required to adhere to Council's WHS&E Responsibilities and Authorities document (REF229) and associated policies and procedures.

Records Management

All staff are required to comply with Council's Records and Information Management policies, procedures and guidelines.

Qualifications and Experience

Essential Qualifications

- Class HR Drivers licence

Essential Experience

- High attention to detail with ability to work autonomously
- Experience with cleaning vehicles and plant using equipment and power tools
- Experience operating heavy waste vehicles including rear loaders and side loaders
- Knowledge and experience in the operations of waste and street cleansing activities and in equipment used to perform such activities
- Ability to identify and report heavy vehicle body defects and faults such as rust corrosion and seal leaks.

Desirable Qualifications and or Experience

- Traffic control certification
- Fork lift licence

HUMAN RESOURCES USE (SELECT YES OR NO)	YES	NO
Does this position fall under the definition of child related employment?	☐	☒
Does this position require incumbent to undergo criminal reference check?	☐	☒
Does this position require incumbent to demonstrate good driving Licence class required: HR Class Drivers Licence	☒	☐
Will incumbent need to make disclosure of pecuniary interest?	☐	☒
Could there be a conflict of interest with secondary employment?	☒	☐