

BARKLY REGIONAL COUNCIL



HC Truck Driver (TRU001)

1. Position Objectives

The position of the HC Truck Driver is to ensure safe and efficient transport of Council's fleet assets to support projects, maintenance, and operations across the Barkly Region.

It is a requirement of this position that the position holder be willing and able to travel and work in remote communities located within the Barkly Regional Council area, and that the position holder agrees that this requirement may, from time to time, require the position holder to stay overnight.

2. Our Vision, Purpose and Values

VISION

"We will strive to be innovative and sustainable Council that listens to our communities and empowers future generations of the Barkly".

PURPOSE

"Our commitment is to serve and support our communities by delivering strong local leadership, purposeful advocacy, and impactful services".

VALUES

- | | |
|------------------------|--|
| Integrity: | Upholding honesty and transparency in everything we do. |
| Diversity: | Embracing and celebrating the unique identities, traditions, and strengths of every community. |
| Empathy: | Understanding and valuing the needs and experiences of others. |
| Accountability: | Taking ownership of our actions through commitment to BRC and our communities. |
| Service: | Dedicating ourselves to excellence, putting people first, and creating a positive impact. |

3. Key Responsibilities

Duties:

- Support daily operations within the Council's workshop by transporting fleet assets to and from communities as required.
- Conduct daily pre-start inspections of the Council's prime mover (TacToe and trailer) to ensure it is safe and roadworthy prior to each trip.
- Safely load, secure, and transport vehicles and equipment in accordance with safety requirements.
- Maintain an interstate driver logbook where interstate travel is required.
- Exercise sound judgement when travelling on unsealed and remote roads, including assessing road conditions to determine whether it is safe to proceed.

Other

- You will be required to perform your duties within the Barkly Regional Council authority area as reasonably directed by the Council.
- Ensure that the highest professional standards and Barkly Regional Council values are upheld at all times.
- Demonstrate commitment and enthusiasm to promote the principle of Diversity, Equity, Inclusion, and Belonging (DEIB) in employment and service delivery.
- Work safely and promote a safe working environment in accordance with Work Health Safety (WHS) legislation and Barkly Regional Council's policies and procedures.
- The duties listed are not exhaustive and may be varied from time to time as dictated by the changing needs of the Barkly Regional Council. The position holder will be expected to undertake other duties as appropriate to the position classification and as requested by his/her/their manager.

4. Key Accountabilities

- To operate as a support service to the works team to ensure productivity and quality results are achieved in plant and vehicle maintenance.
- To liaise with supervisors and staff to ensure that the Council provides quality service to the community.
- Demonstrates and actively promotes Council's values in all interactions and decision-making.
- Contribute to the effective implementation and achievement of the objectives outlined in the Regional Plan.

5. Organisational Relationship

Position Title: HC Truck Driver (TRU001)

Reports to: Manager Fleet (MWS001)

Department: Infrastructure and Fleet

Supervises: N/A

Internal Liaison: Chief Executive Officer
Director of Infrastructure/Fleet
Manager Fleet
Fleet Administration Officer
Mechanics
Trades Assistant
Other Council Staff

External Liaison: Government and Non-Government Departments, Organisations and Representatives
Ratepayers, Residents, and Visitors

6. Wages and Allowances

Classification: Level 4–6, commensurate with experience, knowledge and qualifications

Barkly Regional Council Enterprise Agreement 2024

Status:	Casual (up to 38 hours per week)
Hourly Rate:	\$34.37–\$40.89 per hour (including 25% casual loading), commensurate with experience, knowledge and qualifications
SCG:	12%
Roster:	The Supervisor will set a roster that is no more than 38 hours within a given week and/or 7.6 hours within a given day. The roster will be, within the span of ordinary hours of work, currently 6:00 am to 6:00 pm, Monday to Friday.

7. Knowledge and Skills

Organisational:

- Demonstrated knowledge and understanding of Aboriginal culture.
- Excellent time management and organisational skills.
- Ability to work within a team environment while also achieving results independently.
- Ability to manage multiple tasks effectively, with flexibility in a changing work environment.

Interpersonal:

- Willingness to work in a remote and sometimes demanding environment.
- Demonstrated ability to meet tight deadlines and regularly monitor deliverables.
- Ability to successfully interact with people at all levels.

Change Management:

- Ability to recognise issues, use initiative to identify and propose effective solutions.
- Ability to respond promptly to changing circumstances and make sound decisions to ensure the efficient delivery of key responsibilities in the best interests of Barkly Regional Council.
- Always ensure compliance with all legislative requirements and best practice standards.

Commitment, Attitude, and Application to Duties:

- Provide courteous and timely attention to requests for information.
- Demonstrate a positive, proactive attitude with strong initiative.
- Always Promote Barkly Regional Council in a professional and positive manner.
- Encourage continuous quality improvement in the delivery of accurate and timely documentation.
- Take responsible care to ensure personal safety and the safety of other staff in the workplace.

8. Essential Criteria – Qualifications, Skills, and Experience

1. Demonstrated experience operating heavy vehicles, including prime movers and trailers.
2. Proven ability to safely load, secure, and transport vehicles and equipment.
3. Experience conducting vehicle pre-start inspections and identifying mechanical or safety issues.
4. Ability to maintain accurate driver logbooks, including for interstate travel.
5. Strong understanding of road safety requirements, particularly in remote and unsealed road conditions.
6. Ability to exercise sound judgement and make safe decisions in challenging environments.
7. Willingness and capacity to travel to remote communities, including extended trips as required.

8. Basic mechanical knowledge and ability to identify faults or maintenance needs

9. Desirable Criteria – Qualifications, Skills, and Experience

1. Knowledge of the Barkly region, including cultural awareness and the ability to engage respectfully with Aboriginal communities.
2. Previous experience working in Local Government.

10. Compliance, Training and Development

Mandatory

- Certification in the safe operation of grader, excavator, front end loader, backhoe, etc.
- Heavy Combination (HC) Licence

Desirable

- VTP414 4WD Operations on Unsealed Roads Course
- CPCWHSS1001 Work Safely in the Construction Industry (White Card)
- Corporate Induction
- Site Induction
- Work Health and Safety (WHS) Induction

11. Inherent Requirements / Job Fitness Requirements

This position has inherent physical requirements that must be met to perform the role safely and effectively. These requirements have been identified in accordance with Work Health and Safety obligations and reflect the actual duties of the position.

Physical Demand Classification:

This role is classified as **Medium Work**, involving a combination of driving, manual handling, and loading activities.

- This role involves manual handling tasks, including lifting, carrying, loading, and securing vehicles and equipment.
- Manual lifting is generally up to 20kg.
- Where loads exceed 20kg, mechanical aids or team handling are to be used
- The role requires the ability to:
 - Climb in and out of heavy vehicles and trailers;
 - Bend, kneel, and squat during loading and securing tasks;
 - Work on uneven and remote road conditions;
 - Safely secure loads using appropriate restraints and equipment.

Inherent Physical Requirements:

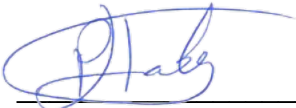
- Ability to sit for extended periods while driving.
- Ability to climb, step, and access heavy vehicles and trailers.
- Ability to lift and carry equipment and materials.
- Ability to bend, kneel, squat, and perform manual handling tasks.
- Ability to use load restraint equipment safely.
- Ability to maintain sustained grip strength when securing loads.

- Ability to work in outdoor and remote environments.

Physical Requirements of Job Role							
Job Role	HC Truck Driver						
Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing				X			
Sitting					X		
Forward Reaching					X		
Neck flexion / extension / rotation					X		
Reaching above shoulder height				X			
Stooping & bending forward from standing position					X		
Kneeling / squatting				X			
Trunk rotation					X		
Mobility	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Climbing step / platform					X		
Walking				X			
Walking over uneven surfaces				X			
Ladder climbing		X					
Manual Handling	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Unilateral lifting				X			
Bilateral carrying					X		
Lifting with weight away from body <10kg					X		
Lifting with weight away from body >10kg				X			
Lowering a vertical distance > 25cm from waist to floor				X			
Lowering a vertical distance > 25cm from waist to shoulder height				X			
Lifting 0kg - 4.5kg					X		
Lifting 4.5kg - 9kg					X		
Lifting 9kg - 22kg				X			
Lifting 22kg - 45kg		X					
Lifting 45kg+	X						
Handling unstable objects				X			
Carrying					X		
Pushing / pulling					X		
Sustained / repetitive hand grip					X		
Tool use					X		
Exposure to vibration					X		

12. Certification

The details contained in this document are an accurate statement of the responsibilities, accountabilities, and other requirements of the position.



Peter Harder

Chief Executive Officer

Date

16 / 04 / 2026

13. Acceptance

I, _____, have read and understood the requirements of this position and hereby agree to the responsibilities as outlined above.

Signature _____

Date

_____/_____/_____