

POSITION TITLE:	GARBAGE ASSISTANT
SECTION	WASTE
DIRECTORATE:	UTILITIES

1. REMUNERATION

Grade 4 of the Griffith City Council Salary System

2. REPORTING STRUCTURE

a) Directly responsible to:

Team Leader – Commercial Collections

b) Positions directly reporting to this position:

NIL

3. PURPOSE

The purpose of the Garbage Assistant is to conduct the essential health service of ensuring that the collection of waste from commercial, street and park bins is efficient with a minimum of disruption to public. Under the direction of the Driver, safely and quickly carry out the duties of Garbage Assistant.

4. RELATIONSHIPS

The following are examples of relationships that it is anticipated the position will have:

Internal

- Managers
- Team Leaders – Landfill
- Weighbridge Operators
- Team Members
- Other staff members

External

- General Public
- Union Officials



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5. CORPORATE ACCOUNTABILITIES AND RESPONSIBILITIES

Policies and Procedures	• Comply with Local Government (State) Award • Comply with Council's Code of Conduct, Policies and Procedures at all times • Maintain organisational confidentiality • Comply with the requirements of Anti-Discrimination legislation, including Equal Employment Opportunity and all legislative requirements relevant to the position
Customer and Community Relations	• Ensure an efficient, courteous and professional service to internal and external customers at all times • Present a positive image of Council at all times
Work, Health and Safety	• Ensure all work is performed in accordance with requirements of Work, Health and Safety policies, procedures and legislation • Report all incidents, hazards and risks to the immediate supervisor • Maintain and use personal protective and safety equipment as applicable to the role • Actively participate in Work, Health and Safety activities
Teamwork	• Actively participate as a member of the relevant Council section and department • Promote and maintain harmonious relationships in the workplace
Yes We Can	• Demonstrate a positive, solution-focused mindset by approaching challenges with confidence, identifying practical solutions and working collaboratively to achieve outcomes • Act in accordance with Council's values through respectful interactions, effective communication, team work and a proactive approach to achieving positive outcomes
Record Keeping	• Ensure accurate and timely record keeping in accordance with Council's requirements
Training and Development	• Actively participate in Council's training and development programs as required
Continuous Improvement and Innovation	• Promote the development of more efficient work practices
Environment	• Consider the protection of the environment when undertaking all Council activities
General	• Perform other duties as required consistent with the level of competencies of the position • Ensure efficient and appropriate use of Council resources when carrying out work • Accomplish tasks while working under limited / minimum supervision



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6. PRINCIPAL ACCOUNTABILITIES

- Work successfully in a small team
- Provide Support to the Team Leader Commercial Collections
- Duties must be carried out in accordance with Council WH&S policies.
- When required relieve as Plant Operator.
- Assist in maintaining plant items in accordance with Councils Fleet Policy.
- Service the bins at the following properties:
 - Council Commercial Customers.
 - Council Facilities
 - Council Parks and Gardens
 - Other facilities/properties as directed.

7. KEY DUTIES

- Report damaged or broken bins daily to the driver.
- Perform minor repairs to bins as required.
- Perform regular Saturday morning collection of the Central Business District.
- Other alternate duties as required consistent with the levels of competency of the position and in line with the principles of multi-skilling.
- Retrieve, empty and return waste bins in a safe and satisfactory manner with a minimum of public disruption.
- Liaise with Team Leader and Parks and Gardens staff to improve collection of park bins

8. COMPULSORY REQUIREMENTS OF THE POSITION

- The successful candidate will be required to undertake a pre-employment functional assessment (including a drug and alcohol test) and achieve a satisfactory outcome.
- It is an inherent requirement of this position the successful candidate be immunised as one form of control in order to minimize workplace illness/disease. The following vaccinations are required Hepatitis A, Hepatitis B, Tetanus, Q-Fever and will be arranged upon commencement.

9. KEY SELECTION CRITERIA

ESSENTIAL

- Hold an OHS General Induction for Construction Card (White Card)
- Knowledge of public relations and the need to maintain a good public image.
- Be fit and able to quickly and safely perform the duties of the Garbage Assistant.
- Ability to undertake regular overtime if required.
- Be available for a normal working shift of 5.00 AM to 1.06 PM

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- Undertake further training and development as required.
- Ability to undertake a course in recognition and handling of asbestos.
- Good record keeping skills.



10. CRITICAL PHYSICAL FACTORS

Described below are the critical physical factors (CPF) associated with this role. The CPF are an indication of the types of duties expected of an employee fulfilling this role. Employees and candidates should be aware that they may be required to perform tasks up to and including these CPF as an inherent requirement of their employment.

KEY

- OOccasional: exposure to the physical factor less than twice a week on average
 FFrequent: exposure to the physical factor 3 - 4 times a week on average
 CConstant: exposure to the physical factor more than 5 times a week on average
 RRepetitive: exposure to the physical factor multiple times in an hour
 N/ANot Applicable
 ≡Winter
 ✱Summer

Demands	Description	Frequency				
		O	F	C	R	NA
Physical Demands of Job Tasks						
Kneeling/Squatting	Tasks involve flexion/bending at the knees and ankle, possibly at the waist in order to work at low levels	X				
Leg/Foot Movement	Tasks involve use of the leg and or foot to operate machinery	X				
Hand/Arm Movement	Tasks involve use of hands/arms - e.g. stacking, reaching, typing, mopping, sweeping, sorting, and inspecting.				X	
Bending/Twisting	Tasks involve forward or backward bending or twisting at the waist.				X	
Standing	Tasks involve standing in an upright position without moving about		X			
Driving	Tasks involve operating any motor-powered vehicle	X				
	Tasks involve driving vehicle on unsealed roads.		X			
Sitting	Tasks involve remaining in a seated position during task performance	X				
Reaching	Tasks involve reaching overhead with arms raised above shoulder height or forward reaching with arms extended.					X
Walking/Running	Tasks involve walking or running on even surfaces				X	
	Tasks involve walking on uneven surfaces				X	
	Tasks involve walking up and / or down slopes				X	
	Tasks involve walking whilst pushing/pulling objects				X	



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Demands	Description	Frequency				
		O	F	C	R	NA
Climbing	Tasks involve climbing up or down stairs, ladders, scaffolding, platforms, trees, onto plant					X
	Tasks involve climbing over or under machinery					X
Working at heights	Tasks involve making use of ladders, foot stools, scaffolding, etc. anything where the person stands on an object other than the ground.					X
Lifting/Carrying	Tasks involve raising/lowering or moving objects from one level/position to another, usually holding an object within the hands/arms	X				
	Tasks involve raising/lowering or moving objects from one level/position to another, usually holding an object within the hands/arms for an extended period - e.g. whipper snipper.					X
	1. Light lifting/carrying (0-9 Kg)				X	
	2. Moderate lifting/carrying (10-15 Kg)				X	
	3. Heavy lifting/carrying (16 Kg and above)				X	
Restraining	Tasks involve restraining animals / objects				X	
Pushing/Pulling	Tasks involve pushing/pulling hand powered objects away from or towards the body. Also includes striking or jerking. - e.g. hammer, hoe.				X	
	Tasks involve pushing/pulling powered objects away from or towards the body. Also includes striking or jerking. - e.g. chainsaw, whipper snipper, jackhammer, drills, grinders.				X	
Grasping	Tasks involve gripping, holding, clasping with fingers or hands.				X	
Manual Dexterity	Tasks involve fine finger movements - i.e. keyboard operation, writing, tightening a nut.				X	
Sensory Demands of Job Tasks						
Sight	Tasks involve use of eyes (sight) as an integral part of task performance - i.e. looking at screen/keyboard in computer operation, working in dark environment, etc.	X				
Hearing	Tasks involve working in a noisy area - e.g. boiler room, kitchen, workshop and/or operation of noisy machinery/equipment				X	
Smell	Tasks involve the use of the smell senses as an integral part of the task performance - e.g. working with chemicals				X	
Exposure to Chemical Hazards						
Dust	Tasks involve working with dust - e.g. sawdust		X			



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Demands	Description	Frequency				
		O	F	C	R	NA
Gases	Tasks involve working with gases					X
Fumes	Tasks involve working with fumes - i.e., which may cause problems to health if inhaled.					X
Liquids	Tasks involve working with liquids which may cause skin irritations if contact is made with skin - e.g. dermatitis					X
Working Environment						
Temperature	Tasks involve working in temperature extremes and exposure to outdoor elements - e.g. working in a cool room, working outdoors, boiler room				X	
Confined Spaces	Tasks involve working in confined spaces which may affect individuals with claustrophobia					X

11. AUTHORITY TO ACT

Delegations set out in the Council's delegation register or made by the General Manager.

12. AMENDMENT TO THIS POSITION DESCRIPTION

This position description may be amended from time-to-time and any changes will be communicated in writing.

Position Description reviewed: January 2024

Job Evaluation Assessment Date: March 2011

ACKNOWLEDGEMENT

This Position Description is a broad description of the accountabilities, duties and required capabilities relating to this Position. The role and position are dynamic and may evolve and change over time in line with changing strategic and operation requirements.

I have signed below in acknowledgement of reading, understanding and accepting the contents of this document. I accept that, with consultation, my duties may be modified by Council from time to time as necessary.

Employee Name:	
Signature:	
Date:	



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