

CFMEU

CONSTRUCTION

IN THE FAIR WORK COMMISSION
Matter Number: AM2021/54

Fair Work Act 2009

Clause 48 of Schedule 1

Casual terms award review 2021
(AM2021/54)

**ADDITIONAL SUBMISSION OF THE CONSTRUCTION, FORESTRY,
MARITIME, MINING AND ENERGY UNION (CONSTRUCTION & GENERAL
DIVISION) ON STAGE 2, GROUP 1 AWARDS**

24th August 2021

Construction, Forestry, Maritime, Mining and Energy Union (Construction and General Division) ABN 46 243 168 565	Contact Person: Stuart Maxwell, Senior National Industrial Officer	Address for Service: Level 1, 1 Miller Lane Pyrmont NSW 2009	T: F: E:	(02) 8524 5800 (02) 8524 5801 smaxwell@cfmeu.org
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Introduction

1. On 27th March 2021, the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021* amended the *Fair Work Act 2009 (Cth)* (**the Act**) in relation to casual employment. New clause 48 of Schedule 1 to the Act requires the Commission to review certain casual terms in modern awards and vary the awards as required to resolve difficulties in their interaction with the Act as amended (**Casual terms review**).
2. On 19th April 2021 the Full Bench established to conduct the first stage of the Casual terms review issued a Statement and Directions ([2021] FWCFB 2143) which confirmed the two stage process. That Full Bench issued a decision ([2021] FWCFB 4144) in relation to Stage 1 on 16th July 2021 (July 2021 decision).
3. On 3rd August 2021 the Full Bench established to conduct stage 2 of the Casual terms review issued a Statement ([2021] FWCFB 4714) (**the August Statement**), which included at Attachment A an amended list of awards organised by grouping. The August Statement identified at paragraph [8] the awards to be included in group 1 of the stage 2 review. The list of awards included the *Building and Construction General On-site Award 2020*, *Joinery and Building Trades Award 2020* and the *Mobile Crane Hiring Award 2020* (**the construction awards**). The Construction, Forestry, Maritime, Mining and Energy Union (Construction and General Division) (**CFMMEU C&G**) has members covered by these awards and therefore has an interest in these proceedings.
4. In the August Statement the Full Bench said that they had reviewed the July 2021 decision and adopted the reasoning of the Full Bench in relation to those 'relevant terms' that can be subject of the Review. Taking into account the reasoning and conclusions in the July 2021 decision, the Full Bench had formed provisional views in relation to the Group 1 awards which were set out in the Attachment B to the August Statement.
5. The August Statement also identified a number of specific issues contained within the Group 1 awards, and directed that interested parties provide any responses in relation to the provisional views concerning the Group 1 awards, except in relation to the Meat Award, by 4pm (AEST) Tuesday, 10th August 2021. The CFMMEU C&G made a submission¹ in accordance with those directions.

¹ <https://www.fwc.gov.au/sites/casual-terms-review/submissions/am202154-sub-cfmmeu-100821.pdf>

6. Following a directions hearing before Vice President Hatcher held on 16th August 2021, directions were issued on 17th August 2021² which, in regard to the construction awards, required any party opposing the provisional views concerning the casual conversion provisions of the awards expressed in the Statement to file any additional submissions or evidence by 5.00pm on Tuesday 24 August 2021. This additional submission of the CFMMEU C&G is made in accordance with those directions.

Casual Employment in the Building and Construction Industry

7. In its 10th August 2021 submission the CFMMEU C&G, at paragraphs 53 to 55, identified the growth of casual employment in the building and construction industry and that between 2014 and 2020 the level of casual employment ranged between 23-27%. The CFMMEU has further identified that the level of casual employment in the building and construction industry in 2013 was much lower at only 21.8%.³
8. Attached to this submission (at Appendix 1) is a witness statement of Mark Cross, an Organiser for the NSW Branch of the CFMMEU C&G. According to the statement in crane yards without a union EBA, casual employment is rife. In his opinion, based on his experience in the mobile crane hire industry, the majority of workers want to be employed as permanent employees and only accept casual employment because it is the only work being offered.
9. Attached to this submission (at Appendix 2) is a witness statement of Nigel Davies, an Assistant National Secretary of the CFMMEU C&G. Mr. Davies has worked in the construction industry in different positions in Australia since 1989. He has worked for labour hire companies and been employed at different times on both a full-time and casual basis. According to the statement daily hire and casual employment are both heavily relied on in the construction industry with the duration of a worker's employment being tied to the completion of a particular project. Based on his experience Mr Davies says that construction workers only take on casual employment jobs because they are the only jobs being offered at a particular time, and that construction workers would prefer to be employed on a daily hire or weekly hire basis which entitles them to paid leave and redundancy benefits. He further states that these days it is rare to find construction labourers who are not employed as casuals, particularly in the civil construction industry, and the trend is spreading to plant operators and tradespeople
10. The CFMMEU C&G has searched the casual constructions jobs advertised on the online websites Indeed and Seek. Attached at Appendix 3 is a selection of the jobs that were

² <https://www.fwc.gov.au/sites/casual-terms-review/listings-directions/am202154-dirs-170821.pdf>

³ [2017] FWCFB 3541 at paragraph [359]

advertised between 16th to 18th August 2021. What these job ads show is that casual workers in the building and construction industry are used for project based work, that in many cases the work is ongoing, that casuals are used in a range of occupations, and are mainly used for skilled work.

11. Significantly the way in which casuals are being used in the building and construction industry is clearly different to the way in which the Full Bench, dealing with the common issue of casuals and part-time employment in the 4 yearly review of modern awards, thought they were being used. In its consideration of the ordinary rate to which the 25% casual loading should be applied, the Full Bench in its 5th July 2017 decision ([2017] FWCFB 3541) stated:

“[858] We accept that the Building Award does not currently state with clarity the method by which casual hourly rates are to be calculated, and this uncertainty means that it does not achieve the modern awards objective in this respect. The long-established method of calculating the casual hourly rate for a particular classification is to add the 25% casual loading to the ordinary hourly rate for weekly hire employees. We see no reason to take a different approach in relation to the Building Award. We reject the CFMEU position that the casual hourly rate should be calculated by reference to the daily hire hourly rate, since this will have the effect of incorporating the “follow the job” loading into the casual rate. This loading was specifically developed for daily hire employees to compensate them for a notional period of unemployment in between working on particular projects. It is not relevant to casuals who are engaged by the day and not for a project.” (Underlining added)

12. The CFMMEU C&G submits that the project nature of construction work and the way in which employees are usually engaged for the duration of projects is an important consideration for the safety net to apply to building and construction workers, especially where the so-called flexibilities of casual employment can easily be achieved through engaging employees on daily hire.
13. The CFMMEU C&G further submits that the changes to the Act which inserted the new definition of casual employment, coupled with the High Court’s recent decision in *Workpac v Rossato & Ors* [2021] HCA 23, require the Commission to exercise its powers in a way which protects the safety net of building and construction workers and not diminish it.

Casual Employment and Casual Terms in Awards Should Not Undercut the Safety Net

14. It has been well recognised by the Commission that the award modernisation proceedings did not involve a review of existing conditions:

“[71] The award modernisation process conducted in 2008–09 by the AIRC pursuant to Part 10A of the WR Act involved a wholesale consolidation of the terms of pre-existing federal and State awards (as contained in NAPSAAs) into 122 modern awards. However this approach did not involve any re-analysis of the conceptual underpinnings of casual employment.”⁴

And that in some awards a simple substitution exercise was undertaken:

“[344] As part of the award modernisation process, casual conversion clauses were, in a small number of cases, placed in modern awards the predecessor awards of which had not contained such clauses. These included the Textile, Clothing, Footwear and Allied Industries Award 2010 (referred to in the above passage), the Cotton Ginning Award 2010, the Mobile Crane Hiring Award 2010, the Building and Construction Industry General On-site Award 2010, the Electrical, Electronic and Communications Contracting Industry Award 2010 and the Plumbing and Fire Sprinklers Contracting Industry and Occupational Award 2010 where the clauses were added in substitution for pre-existing temporal restrictions upon the engagement of casuals.”⁵

15. It should also be noted that since award modernisation there has not been any detailed consideration of the duration and method of casual employment in the building and construction industry.
16. The Commission has however since award modernisation recognised the importance of the NES standards dealing with annual leave, sick leave and other entitlements afforded to full-time employees, whether employed on a weekly hire or daily hire basis. In the 4 yearly review a Full Bench stated,

“[363] A second major proposition advanced by the ACTU, namely that the unrestricted use of casual employment without the safeguard of a casual conversion clause may operate to undermine the fairness and relevance of the safety net, has more substantial merit. The modern awards objective as stated in the chapeau to s.134(1) requires the Commission to ensure that “...modern awards, together with the National Employment Standards, provide a fair and relevant minimum safety net of terms and conditions...” (underlining added). It is apparent from the reference to the NES that the “fair and relevant” safety net which the objective requires consists of both modern awards and the NES. Thus although the substantive content of the NES is beyond the

⁴ [2017] FWCFB 3541

⁵ Ibid

purview of the Commission, it is necessary in order to ensure that the objective is met for the Commission to give consideration to the way in which the modern awards it makes interact with the NES. As earlier discussed, this interaction is in no respect more critical than the way in which the application of many of the NES entitlements is dependent upon whether a person is engaged and paid as a casual for the purpose of the applicable modern award.

.....

[365] The permanent denial to the casual employee of the relevant NES entitlements at the election of the employer in those circumstances may, we consider, operate to deprive the NES element of the safety net of its relevance and thereby give rise to unfairness. If the casual employment turns out to be long-term in nature, and to be of sufficient regularity that it may be accommodated as permanent full-time or part-time employment under the relevant modern award, then we consider it to be fair and necessary for the employee to have access to a mechanism by which the casual employment may be converted to an appropriate form of permanent employment. As our earlier findings have made clear, there exists a significant proportion of casual employees who:

- have worked for their current employer for long periods of time as a casual;*
- have a regular working pattern, which in some cases may consist of full-time hours; and*
- are dissatisfied with their casual status and would prefer permanent to casual employment.*

[366] That the majority of casual employees do not have these 3 characteristics does not operate to deny the proposition that the significant minority who do should not be permanently denied access to permanent employment and the NES entitlements that come with it on the basis of the employer's preference for casual employment at the point of engagement. Although the casual loading for which modern awards provide notionally compensates for the financial benefits of those NES entitlements which are not applicable to casuals, this does not take into account the detriments which the evidence has demonstrated may attach to the absence of such benefits, particularly for adult long-term casuals who are financially dependent on their casual employment. These include, as earlier stated, attending work while sick and not taking recreational leave because of concerns about whether any absence from work will endanger future employment, the incapacity to properly balance work and attending to personal and

caring responsibilities and commitments, changes in working hours without notice, and potential for the sudden loss of what had been regular work without any proper notice or adjustment payment. Additionally, as we have found, there are other detriments associated with casual employment of this nature, including the lack of a career path, diminished access to training and workplace participation, poorer health and safety outcomes and the inability to obtain loans from financial institutions.

[367] Because, under most modern awards, the applicability of most NES entitlements depends on whether the employer chooses to engage and pay an employee as a casual, the employer notionally has the capacity to deny NES entitlements to anybody it employs, regardless of the incidents of the employment. There is no constraint on the employer choosing to engage as casuals persons who equally might readily be engaged as permanent full-time or part-time employees under the terms of the modern award. The lack of any such constraint creates the potential to render the NES irrelevant to a significant proportion of the workforce. Such a result is difficult to reconcile with that part of the object in s.3(b) of the FW Act which refers to “ensuring a guaranteed safety net of fair, relevant and enforceable minimum terms and conditions through the National Employment Standards, modern awards and national minimum wage orders”, and s.61 which provides (in relation to Part 2-2, The National Employment Standards) “This Part sets minimum standards that apply to the employment of employees which cannot be displaced, even if an enterprise agreement includes terms of the kind referred to in subsection 55(5)”.

17. The above reasoning of that Full Bench was consistent with decisions of earlier tribunals as to why casual employment should not be unfettered. The AIRC Full Bench in the *Metal, Engineering and Associated Industries Award, 1998 Casuals Case*⁶ said that:

“[106] We consider that there is considerable force in the considerations raised by the AMWU in support of some time limit being put on engagement as a casual. We have rejected in Sections 7 and 8 of this decision the contentions that the Award should be read or should now be converted to minimise free access to casual employment. However, those conclusions do not extend to justify a unilateral extension of a casual engagement nominally based on hourly employment over indefinite periods, in some cases for years. The notion of permanent casual employment, if not a contradiction in

⁶ Print T4991

terms, detracts from the integrity of an award safety net in which standards for annual leave, paid public holidays, sick leave and personal leave are fundamentals.

[107] The main point made in the passage quoted from Mr Buchanan's evidence was to the effect that the category of the permanent casual is founded upon an entrenched diminution of workers' rights. That construction was supportable from other evidence and constitutes a strongly persuasive consideration. In relation to that emerging phenomenon in Australian patterns of employment, Creighton and Stewart have observed:

'[7.28] ... the term 'casual' really embraces two different classes of worker. The first - 'true' casuals - work under arrangements characterised by 'informality, uncertainty and irregularity'. The second category consists of persons who may be treated as casuals for some purposes (notably the application of a relevant award or agreement), yet in fact have quite regular and stable employment. The prevalence of this latter kind of worker helps to explain the remarkable statistic, drawn from AWIRS 95 data, that the average job tenure of a casual is over three years (Wooden 1998a: ...). It is especially important to bear this consideration in mind when looking at figures that appear to show that Australia has an abnormally high incidence of 'temporary' employment by international standards. Many casuals do indeed have temporary jobs; but there are a lot of others for whom the application 'permanent casual' is far from a contradiction in terms.

[7.29] The phenomenon of casual employment has important implications for regulatory policy, especially in light of the ease with which workers can come to be classified as casuals. In theory, the loading is meant to discourage employers from hiring casuals. However, even if the loading does constitute adequate compensation for the full value of the non-wage benefits foregone, most employers seem happy to pay the additional amount in return for what they perceive as the flexibility of being able to hire and fire at will. For some workers too, the loading may seem an attractive substitute for benefits they are unlikely to access, or whose true value they do not appreciate. For many though, the question of choice is simply irrelevant when the only alternative to accepting casual work is unemployment. In light of these factors, it should hardly be surprising that the number of people in casual employment has increased dramatically in recent years. According to ABS data, casuals now make up around 27% of the workforce, up from 19% in 1988 9ABS (1999b).

While it is possible that these figures overstate the incidence of casual employment, the trend is clear.’ ”

18. Similar observations were made by a Full Bench of the Industrial Relations Commission of NSW in the Secure Employment Test Case in 2006.⁷
19. The CFMMEU C&G submits that removing the existing casual conversion after 6 months provision in the construction awards, without re-inserting the previous temporal limits would reduce the integrity of an award safety net in which standards for annual leave, paid public holidays, sick leave and personal leave are fundamentals. This would clearly not be in accordance with the objects of the Act and the modern awards objective.

Definition of Casual Employee in the Building and Construction General On-site Award 2020

20. The AiG has proposed a variation to the provisional view regarding the clause which defines a ‘casual employee’ in the *Building and Construction General On-site Award 2020*, and suggested that it should be worded as follows to clarify that a daily hire employee is not a casual employee:

“casual employee has the meaning given by section 15A of the Act. A daily hire employee is not a casual employee.”

21. The CFMMEU C&G does not support the proposed variation as it is unnecessary. Clause 8 of the award already provides as follows:

8. Types of employment

8.1 Employees under this award will be employed in one of the following categories:

- (a) daily hire employees;
- (b) full-time weekly hire employees;
- (c) part-time weekly hire employees; or
- (d) casual employees.

8.2 At the time of engagement an employer will inform each employee, in writing, of the terms of their engagement and, in particular, whether they are to be daily hire, full-time, part-time or casual employees.

⁷ [2017] FWCFB 3541 at [341]

22. It is clear from clause 8.1 that an employee who is engaged as a daily hire employee is not a casual employee, as an employee can only be engaged in one of the categories. Further as the award (clause 8.2) requires an employer to inform the employee in writing of the category no confusion can arise. The CFMMEU C&G would further add that the Full Bench in the July Decision found that this type of clause is not inconsistent with s.15A(1), provided that the definition of casual employment in the award is consistent with s.15A(1).⁸

⁸ [2021] FWCFB 4144 at [120] to [121]

Appendix 1

IN THE FAIR WORK COMMISSION

Matter Number: AM2021/54

Fair Work Act 2009

Clause 48 of Schedule 1

Casual terms award review 2021 (AM2021/54)

Witness Statement of Mark Cross

I, Mark Cross, c/o Newcastle Trades Hall, 406-408 King St, Newcastle NSW , Organiser for the CFMMEU Construction and General Division NSW Branch (the NSW Branch), say as follows:

1. I have been employed as an Organiser for the NSW Branch since May 2018. Prior to that I worked for the AMWU NSW branch as an Organiser for a period of seven months. Previous to that I was employed in the mining construction, mining & power generation, maintenance and manufacturing industries as a first class Welder/Pipe Fitter.
2. I have the following qualifications and licenses:
 - Cert 7 Coded Welder,
 - Dogman,
 - EWP,
 - Working at heights, and
 - Confined Space.
3. In my role as Organiser I am based in Newcastle and cover the Hunter region of NSW. This area includes the cities of Newcastle, Maitland and Lake Macquarie and the surrounding regional centres which include Cessnock, Muswellbrook, Port Stephens, Scone, Singleton and Taree.
4. The main work area that I look after as an Organiser is the mobile crane hiring industry. Part of my role is to assist members in getting better wages and conditions through enterprise agreements. In the current round we have achieved union

endorsed enterprise agreements (EBA's) with Boom Logistics, Wheeler Cranes, Freo Cranes and Borger Cranes.

5. The mobile crane industry in the Hunter prior to the current round of EBA'S was rife with casuals and labour hire companies like Aitkin Cranes, Redi, and DC Resourcing who were supplying labour to these major crane yards.
6. Most of our yards are covered by our current EBA which has the casual loading at 180% which usually places the onus on the company to convert casuals to permanent part-time or permanent full-time.
7. In crane yards without a union EBA, casual employment is rife. One example is Muswellbrook Crane Services Pty Ltd T/A Tutt Bryant Heavy Lift & Shift (Hunter Region). This crane company has a non-union EBA which excludes the casual employees clause of the Mobile Crane Hiring Award. A copy of the EBA is attached to this Statement (Attachment 1). The EBA has no casual conversion clause.
8. Traditionally the employees of Tutt Bryant were mostly permanent but over the past 4-5 years I have seen a sharp increase in the use of casual labour, with the yard now having a workforce made up of 19 permanent employees and 18 casual employees. Many of these casual employees have been employed at the yard whilst doing regular hours for years on end. The ratio was closer to 80% permanent to 20% casual previously.
9. In recent months a few casual employees have recently been made permanent but this has been due to one of Tutt's major competitors Freo cranes signing an EBA with the CFMEU and Tutts employees moving across to permanent jobs with Freo. I am strongly of the belief that the only reason the company put those on permanent was to stem the flow of more employees leaving the business for Freo cranes.
10. In my opinion, based on my experience in the mobile crane hire industry, the majority of workers want to be employed as permanents and only accept casual employment because it is the only work being offered.

Signed: _____

Date: 24th August 2021



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

**Muswellbrook Crane Services Pty Ltd T/A Tutt Bryant Heavy Lift & Shift
(Hunter Region)**
(AG2019/2964)

MUSWELLBROOK CRANE SERVICES PTY LTD ENTERPRISE AGREEMENT 2019

Building, metal and civil construction industries

COMMISSIONER GREGORY

MELBOURNE, 20 NOVEMBER 2019

Application for approval of the Muswellbrook Crane Services Pty Ltd Enterprise Agreement 2019.

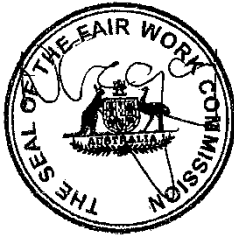
[1] An application has been made for approval of an enterprise agreement known as the *Muswellbrook Crane Services Pty Ltd Enterprise Agreement 2019* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by Muswellbrook Crane Services Pty Ltd T/A Tutt Bryant Heavy Lift & Shift (Hunter Region). The Agreement is a single enterprise agreement.

[2] The Employer has provided written undertakings. A copy of the undertakings is attached in Annexure A. I am satisfied that the undertakings will not cause financial detriment to any employee covered by the Agreement and that the undertakings will not result in substantial changes to the Agreement. The undertakings are taken to be a term of the agreement.

[3] Subject to the undertakings referred to above, I am satisfied that each of the requirements of ss.186, 187, 188 and 190 as are relevant to this application for approval have been met.

[4] Pursuant to s.202(4) of the Act, the model flexibility term prescribed by the *Fair Work Regulations 2009* is taken to be a term of the Agreement.

[5] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 27 November 2019. The nominal expiry date of the Agreement is 31 March 2020.



COMMISSIONER

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Annexure A

**IN THE FAIR WORK
COMMISSION**

Fair Work Act 2009 (Cth) ("FW Act")

Matter number:

AG2019/2964

Applicant:

Muswellbrook Crane Services Pty Ltd
(**Employer**)

Application:

Section 185 – Application for approval of a
single enterprise agreement, namely the
Muswellbrook Crane Services Pty Ltd
Enterprise Agreement 2019 (**Agreement**)

Authorised representative:

██████████
Executive Manager - Corporate

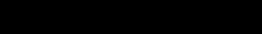
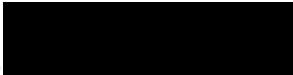
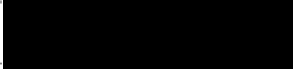
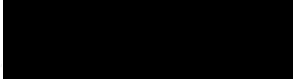
Undertaking- Section 190

For and on behalf of the Employer I ██████████:

1. declare that I have:
 - a. authority to give this undertaking on behalf of the Employer,
 - b. sought the views of all bargaining representatives for this undertaking pursuant to s 190(4) of the FW Act,
2. understand that each undertaking is to be taken to be a term of the Agreement,
3. give the following undertaking/s with respect to the Agreement:
 - a. A new paragraph will be inserted into the Agreement at the end of clause 6 to include the following:

"This Agreement will be read and be interpreted in conjunction with the National Employment Standards (**NES**). If there is any inconsistency between this Agreement and the NES, the more beneficial provision to an employee prevails.

Where this Agreement includes terms that have the same effect as terms of the NES or Award, or terms that are ancillary or supplementary to the NES or Award, the Agreement terms operate subject to the same qualifications, limitations and exclusions as the relevant NES entitlement unless otherwise specified"
 - b. The Model Flexibility Clause will be applied.

Date signed:	18 November, 2019
For and on behalf of the Employer by: [In accordance with s.190(5) of the FW Act]	
Signature:	
Witness name:	
Witness signature:	

**MUSWELLBROOK CRANE SERVICES PTY LTD Trading as TUTT
BRYANT HEAVY LIFT & SHIFT HUNTER REGION
ENTERPRISE AGREEMENT 2019 – 2020**

1) TITLE

This Agreement shall be known as the “MUSWELLBROOK CRANE SERVICES PTY LTD ENTERPRISE AGREEMENT 2019”.

This Agreement is made pursuant to the Fair Work Act 2009, between the Company and its Employees.

2) ARRANGEMENT

This Agreement is arranged as follows:

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3)	INTENTION	2
4)	INCIDENCE	2
5)	OPERATION OF AGREEMENT	3
6)	INCORPORATION OF AWARD PROVISIONS	3
7)	NO EXTRA CLAIMS.....	3
8)	NOT TO BE USED AS A PRECEDENT	3
9)	CONTRACT OF EMPLOYMENT	3
10)	WAGES.....	5
11)	MINE AND CONSTRUCTION SITE RATES.....	6
12)	MIXED FUNCTION	6
13)	ALLOWANCES	6
14)	CONTINUITY OF EMPLOYMENT	7
15)	TRAINING / JOB ORGANISATION	8
16)	PROTECTIVE CLOTHING AND EQUIPMENT	8
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32)	CHANGE TO HOURS OF WORK	20

Note - the model flexibility term is taken to be a term of this agreement. This agreement is to be read together with an undertaking given by the employer. The undertaking is also taken to be a term of this agreement. A copy of these terms can be found at the end of the agreement.

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3) INTENTION

This Agreement, which has been developed through a process of consultation, reflects a commitment to achieving a flexible, consultative and more competitive enterprise.

It is the parties' intention to create an environment, which will encourage and support a highly skilled and committed workforce where participation and development of employees will be a priority for the betterment of the individual and the business.

Management and employee representatives will review the content of the Agreement during its currency and oversee its implementation.

4) INCIDENCE

This Agreement shall be binding upon;

- (a) The operations of Muswellbrook Crane Services Pty Ltd Trading as Tutt Bryant Heavy Lift & Shift Hunter Region(hereinafter referred to as the "**Company**") located at Denman Road, MUSWELLBROOK NSW 2333 in respect of employees covered by the classifications contained within this Agreement; and
- (b) The employees of Muswellbrook Crane Services Pty Ltd (hereinafter referred to as the "**Employees**") employed at Denman Road MUSWELLBROOK, Magpie Street SINGLETON and at various locations for which the Company has a contract to provide a service.

5) OPERATION OF AGREEMENT

This Agreement shall operate from the date of lodgement with Fair Work Australia (“FWA”). The nominal expiry date of the Agreement is 31 March 2020.

6) INCORPORATION OF AWARD PROVISIONS

This Agreement is supplementary to, and shall be read and interpreted wholly in conjunction with the Mobile Crane Hiring Award 2010 [MA000032] first made on 3 April 2009 and incorporating variations made from time to time (“MCHA”). The terms and conditions of the MCHA (except clauses 9, 10.3, 11, 13, 14, 15, 16, 17, 18, 19, 22, 23, 24, 25 and Schedules A to D of the Award) and such terms and conditions as are by operation of law, incapable of forming part of this Agreement are expressly preserved as if the same were set out in full herein and shall be binding upon the parties during the currency of the Agreement, by operation of this Agreement.

In the event of any inconsistency between the terms and conditions of the MCHA which are incorporated into this Agreement by operation of this clause 6 above and any other express provision of this Agreement, the express provision/s of this Agreement shall prevail to the extent of such inconsistency, unless the express provision of the Agreement provides otherwise or unless contrary to law.

7) NO EXTRA CLAIMS

No extra claims including wage or allowance increases shall be granted or claimed other than those contained or provided herein for the duration of this Agreement.

8) NOT TO BE USED AS A PRECEDENT

This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other organisation or enterprise.

9) CONTRACT OF EMPLOYMENT

Permanent Full-time Employees

A Permanent Full-time Employee is an Employee who works a thirty six (36) hour week.

Casual Employees

A Casual Employee is an Employee employed on an occasional basis and whose work pattern is not regular and systematic. When a person is engaged for casual employment the Employee will be informed in writing that the

Employee is to be employed as a Casual Employee, the job to be performed, the classification level, the actual or likely number of hours to be worked, and the relevant rate of pay.

A Casual Employee shall be entitled to all the applicable rates and conditions of employment prescribed in this Agreement except Annual Leave, Personal Leave, parental leave, jury service, notice of termination, redundancy and public holidays.

On each occasion a Casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of four hours work plus the relevant Fares and Travel Allowance in this Agreement.

A Casual Employee working ordinary hours shall be paid 125 percent of the hourly rate prescribed in this Agreement for the Employee's classification. A Casual Employee required to work overtime, or on a Saturday, or on a Sunday, or on a Public Holiday, shall be paid 200 percent of the ordinary hourly rate prescribed in this Agreement for the Employee's classification.

Termination of all casual employment shall require one hour's notice on either party, or the payment or forfeiture of one hour's pay, as the case may be.

The hours of work and any applicable starting location requirements of this Agreement also applies to Casual Employees.

Probationary Period

All new Permanent Full-time Employees shall initially be placed on a six (6) month period of probation, this period may be lessened by consultation and agreement with management. During this period if either party is not satisfied with the relationship either of the parties can terminate the employment by giving one (1) week's notice or the payment or forfeiture of one week's pay. In the final week of the probation period the Company will conduct a review of the Employee's performance and will determine whether the Employee should be offered permanent employment.

Termination of Employment

In order to terminate the employment of a Permanent Full-time Employee the Company shall give to the Employee the following notice:

Period of Continuous Service	Period of Notice
Not more than 1 year	One week
More than 1 year but not more than 3 years	Two weeks
More than 3 years but not more than 5 years	Three weeks

More than 5 years

Four weeks

The period of notice is increased by one week if the Employee is over 45 years of age and has completed at least 2 years continuous service.

The notice of termination required to be given by an Employee shall be the same as that required of the Company, except that there shall be no additional notice based on the age of the Employee concerned.

By mutual arrangement between the parties, Employees after having been given or have given notice, may leave their employment before the expiration of the notice period and receive wages up to the last day worked.

The Company reserves the right to recover, from an Employee's termination payment with written justification, the costs of any training courses that resulted in the increasing of an Employee's qualifications that were supplied and/or organised and paid for by the Company. The calculation of this will be as follows;

100%	Training courses paid for by the Company < 3 months prior to termination
75%	Training courses paid for by the Company < 6 months prior to termination
50%	Training courses paid for by the Company < 12 months prior to termination
25%	Training courses paid for by the Company < 18 months prior to termination

10) WAGES

The intention of this Agreement is to provide a wage structure, which will allow for Employees to receive on average greater wage outcomes than they would have received prior to the approval of the Agreement and pursuant to the MCHA provisions.

An Employee shall be paid at the classification designated by the Company.

The wage rates for Employees covered by this Agreement are set out in attachment **SCHEDULE "A"** and are inclusive of any allowances normally provided for in the relevant award but exclusive of any allowances provided for in this Agreement.

11) MINE AND CONSTRUCTION SITE RATES

The provisions of this Agreement will regulate the terms and conditions of employment of Employees of the Company while the Employees are working on a Mine Site, Construction Site or a Power Station.

12) MIXED FUNCTION

Where an Employee is required to work in a classification that attracts a higher level of pay and the employee is deemed proficient by the Skills Development & Recognition Committee & Management, the employee will be paid at:

1. The higher rate of pay for 4 hours, for docketed hours worked up to but not exceeding 4 hours; or
2. The higher rate of pay for the entire day if the required work exceeds 4 hours.

At the completion of the higher duties the Employee will return to their ordinary rate and classification.

For Employees deemed to be training at higher duties by Management or the Skills Development & Recognition Committee, the Employee will remain at their ordinary rate and classification.

13) ALLOWANCES

Fares and Travel Allowance

Fares and Travel Allowance shall be paid by the Company in accordance with the provisions of *Clause 14.3(c) Fares and travel allowance* of the MCHA at the rate contained in **SCHEDULE "A"**.

This clause shall not apply to a General Hand or Trainee classification.

Car Allowance

An Employee directed by the Company to use a private vehicle during working time shall be:

- (a) Paid at the rate contained in **SCHEDULE "A"** per km measured to and from respective sites (other than for induction purposes within the town limits of Muswellbrook and its industrial estates in relation to Employees based in the Muswellbrook depot, and the town limits of Singleton and its industrial estates in relation to Employees based in the Singleton depot), or otherwise as agreed between the Company and the Employee; and
- (b) Reimbursed the cost of road tolls or similar (on receipt by the Company of proof of expenditure) relating to travel covered by (a).

Unless agreed to by the Company beforehand, this clause will not apply to any travel between an Employee's depot and their home in a private vehicle. For clarification, this travel is covered for by the Fares and Travel Allowance.

Tool Allowance

A Workshop Trades Person shall be paid a tool allowance at the rate contained in **SCHEDULE "A"** to keep and maintain a tool kit.

Living Away From Home Allowance

Where an Employee is required by the Company to live away from his/her place of residence on Company business the Company shall provide, and pay for reasonable accommodation and meals (excluding alcohol). In addition the Employee shall be paid a Living Away from Home Allowance at the rate contained in **SCHEDULE "A"** for each night he/she is required to live away from his/her place of residence on Company business. The payment of this allowance does not exclude the Employee from the payment of a meal allowance if the Employee is working overtime and meets the criteria for such a payment.

Overnight Travel Allowance (Sleeper Cab)

An Employee who is required to sleep in the sleeper cab of his/her vehicle overnight while on Company business shall be paid an Overnight Travel Allowance at the rate contained in **SCHEDULE "A"** for each night spent in the sleeper cab. The allowance is to cover for meals and refreshment costs. The payment of this allowance does not exclude the Employee from the payment of a meal allowance if the Employee is working overtime and meets the criteria for such a payment.

In no circumstance will an Employee be paid both Living Away From Home Allowance and Overnight Travel Allowance (Sleeper Cab) for the same night he/she is required to live away from his/her place of residence on Company business.

14) CONTINUITY OF EMPLOYMENT

All aspects of employment will be conducted on the basis of the requirements of the business and the merit and performance of Employees.

The Company recognises that people are its most important asset and its future success will be directly related to the performance of its people at all levels. To succeed the Company will endeavour to maintain a positive high trust environment and a commitment to maintaining the current manning levels.

However, if it becomes necessary for the Company to downsize its workforce and retrenchments are required, Employees shall be retained on merit and performance as determined by the Company.

15) TRAINING / JOB ORGANISATION

The Company and Employees recognise that appropriate training and development is critical for all Employees. Training will be directed towards developing a highly skilled and productive workforce, and a supportive working environment designed to broaden the Employee's skill base.

Every Employee will be encouraged and given the opportunity to undertake training, subject to the requirements to maintain productivity levels, the skills needed within the organisation and the financial constraints of the Company.

Training will be directed towards:

- Advancing Employee operating skills
- Advancing Employee technical knowledge
- Improving customer relations
- Advancing industry knowledge
- Advancing Occupational Health & Safety

The Company will endeavour to provide Employees with career opportunities through appropriate training and education. Training programs will be structured to meet all current legislative requirements and where practicable, training, learning outcomes, assessment and certification will comply with the standards determined by the National Training Framework Committee.

Progression through the levels will be determined by competency as assessed by the Company. In developing an Employee's competency, he/she must gain necessary experience and/or undertake training at the Employee's ordinary rate of pay (i.e. Single Time). The use of a training log book will assist an Employee to gain the necessary experience to be proficient.

If the Company requires an Employee to undertake training which the Company determines is necessary for the Employee to meet the requirements of his/her employment the Employee shall undertake such training.

16) PROTECTIVE CLOTHING AND EQUIPMENT

It is important that Employees are provided with protective clothing and equipment to ensure personal safety, and to meet legislative requirements. The Company shall provide, free of charge, such protective equipment.

Upon commencement of employment, each Permanent Full-time Employee shall be entitled to receive the following items of protective clothing:

- Three (3) hi-visibility shirts;
- Three (3) pairs of trousers;
- One (1) hi-visibility jumper or one (1) Company issued jacket;
- One (1) hi-visibility 4-in-1 all-weather jacket;
- One (1) safety helmet;
- One (1) pair of safety boots, in accordance with all site requirements (to Australian Standard quality); and
- Safety glasses or prescription safety spectacles (both to Australian Standard AS/NZS 1337 quality).

On expiry of probation period, each Permanent Full-time Employee shall be entitled to receive:

- Two (2) hi-visibility shirts; and
- Two (2) pairs of trousers.

Every year following commencement of employment, each Permanent Full-time Employee shall be entitled to receive:

- Three (3) hi-visibility shirts;
- Two (2) pairs of trousers;
- One (1) hi-visibility jumper or one (1) Company issued jacket; and
- Workshop Employees shall receive an additional one (1) hi-visibility shirt and one (1) pair of trousers or (1) pair of hi-visibility overalls.

An Employee may elect to be supplied with 1 set of Hi Visibility Overalls in lieu of 1 hi-visibility shirt and 1 pair of trousers.

Every second year following commencement of employment, each Permanent Full-time Employee shall be entitled to receive:

- One (1) hi-visibility 4-in-1 all-weather jacket.

All protective clothing will be replaced on a fair wear and tear basis following approval by the Company and provided they are handed in to the Company for replacement.

Employees engaged in carrying out work for which protective equipment and/or clothing is required shall be obliged to use or wear such equipment as supplied. If an Employee forgets or fails to have the appropriate supplied protective equipment and/or clothing may be required to, at the discretion of the company, return to their home or depot to collect the equipment/clothing, without pay.

All protective safety equipment issued shall remain the property of the Company and shall be returned where required on termination of employment.

17) CONTRIBUTION TO REDUNDANCY SCHEME

The Company will make contributions into the Australian Construction Industry Redundancy Trust (“**ACIRT**”) or an equivalent or more beneficial redundancy scheme for each Permanent Full-time Employee covered by this Agreement.

The Company shall contribute an amount at the rate contained in **SCHEDULE “A”** for each Permanent Full-time Employee during the nominal term of this Agreement. The limit for Company contribution to an Employee’s ACIRT account will be capped at \$40,000.

All contributions will accrue weekly but will be paid monthly by the Company to the scheme.

If an Employee leaves their employment for any reason other than being made redundant (a bone-fide redundancy), the said Employee shall be entitled to the balance of their redundancy scheme account only. However, if the Employee is made redundant, the Employee shall be entitled to a severance payment in accordance with *Clause 12 Redundancy* of the MCHA, provided the total payment to the Employee is reduced by the balance of the Employee’s redundancy scheme account. (NO DOUBLE DIPPING)

The Company contribution to ACIRT shall not apply to a General Hand or Trainee classification.

18) 24 – HOUR INCOME ACCIDENT PROTECTION INSURANCE

The Company shall provide a Top-Up/Worker’s Compensation 24 hour Income Protection Insurance policy for Employees covered by this Agreement. The policy may be provided by “U-Plus”. The cost of this policy is \$80.00 per Employee per month and the cost will not exceed \$95.00 per Employee per month during the nominal term of this Agreement. Parties agreed that they will continue to monitor income protection insurance options available should better value options become available to employees.

This clause shall not apply to a General Hand or Trainee classification.

19) HOURS OF WORK

The Company has always had flexible arrangements with the workforce in relation to working hours. The provisions of this clause are designed to provide Employees and the Company with options to make flexible time a benefit to all parties and not just a selected minority. The Company’s great strength has been the flexible work arrangements with Employees and this is encouraged to increase and improve productivity.

The ordinary hours of work of Employees shall be thirty six (36) hours per week to be worked continuously, except for meal breaks, Monday to Friday with no more than seven point two (7.2) ordinary hours worked on any one day.

The normal (or "Default") start and finish time of an Employee under this Agreement shall be 7.00am and 3.30pm respectively.

An Employee who has commenced work before the default starting time may choose to complete working day early and receive ordinary rates of pay for 8 hours in place of overtime payment that would have normally have been applicable. This clause will be subject to work load requirements of the Employer.

20)SHIFT WORK

From time to time it may be necessary for the Company to operate on a twenty-four (24) hour basis. In this situation an Employee required to work ordinary hours outside the spread of hours on a shift work arrangement shall in consultation with the Employee be paid as follows:

- (a) if notice is provided to the Employee at least seven days from the shift work, the Company will pay a thirty five percent (35%) loading for all ordinary hours so worked outside the spread of hours.
- (b) if notice is provided to the Employee less than seven days from the shift work, the Company will pay a fifty percent (50%) loading for all ordinary hours so worked outside the spread of hours.

On the third consecutive shift, an Employee will be deemed to be on shift work arrangement for those three shifts and any subsequent shifts.

21)CRIB BREAK

A twenty (20) minute crib break will be provided without loss of pay at a time mutually agreed between the Company and the Employees. The crib break may be taken after three (3) hours of the Employee's normal/default starting time. When taking the break consideration must be given to work requirements and the service provided to customers. It is understood by all parties that flexibility may be required from time to time to fit in with customers needs.

Meal Breaks

An unpaid meal break of thirty (30) minutes duration applies Monday – Friday and will be taken according to work requirements. The default meal break commencement Monday to Friday is 1.00pm, however due to work / client commitments the meal break may commence between 12.00pm and 1.30pm

22) MEAL ALLOWANCE DURING OVERTIME

Where an Employee is required to work overtime commencing at or before 5am and completion at or later than 5.30pm on any day, he/she shall be paid a Meal Allowance at the rate contained in **SCHEDULE “A”** per occurrence. At the completion of every four (4) hours overtime worked after the first two (2) hours of overtime, an additional Meal Allowance at the rate contained in **SCHEDULE “A”** will be payable per occurrence. Provided that where an Employee has been paid a Meal Allowance for overtime prior to starting time and is required to work after default ceasing time, the second Meal Allowance for the day will be payable two (2) hours after default ceasing time. Where the Company provides a suitable meal, equal to the value of the allowance for the Employee(s), no allowance shall be payable.

Where Employees are working shift work as defined under Clause 20 Meal Allowance shall be paid at the completion of a 10 hour shift and at 4 hour intervals thereafter.

Meal Allowance will not be payable for Call-Outs.

23) OVERTIME

It is agreed that the hours of work may vary subject to seasonal trends and contractual requirements. Any hours worked in addition to ordinary hours of work shall be deemed to be overtime and paid as such.

The Company may require Employees to work a reasonable amount of overtime which may include Saturday and Sunday.

The amount of overtime worked may vary according to operational needs and shall not be limited to one specific job. An Employee may be required to work overtime on tasks, which are not specific to the Employee’s classification, provided the Employee has been trained and is qualified to carry out the task.

Employees are to advise the Company on the “Weekend Overtime Roster Form” of their availability/non availability to work overtime on a Saturday, Sunday or Public Holiday by Thursday 12.00 noon prior to the weekend or public holiday. An Employee not available to work overtime on any day Monday to Friday shall notify the Company twenty four (24) hours prior to the requirement to work such overtime of his/her inability to work.

Overtime shall apply after the Employee has worked eight (8) ordinary hours on any day or forty (40) ordinary hours in any week.

All overtime worked shall be paid at the rate of double time. The payment of overtime shall be at the appropriate rate of pay contained in **SCHEDULE "A"**.

All time worked on a Gazetted Public Holiday shall be deemed to be overtime and paid at the rate of double time, with the exclusion of those Public Holidays deemed as "Special Public Holidays", these are to be paid as per the MCHA. The payment of overtime shall be at the appropriate rate of pay contained in **SCHEDULE "A"** and shall be in addition to Public Holiday entitlements contained in this Agreement.

An Employee required to work overtime on a Saturday, Sunday or Public Holiday shall be paid a minimum of four hours for each occasion they are recalled to work and shall not be limited to one job only.

Where an Employee is required to work overtime before his/her default starting time, notification must be provided by the Company prior to 8.00pm on the day before. Time of notification is defined as the time of the first attempt of the company to contact the employee.

Where notification is provided after 8pm the employee shall be entitled to receive payment at double time for the duration of the specific work task / job.

24)STAND-BY

To meet a specific need of a customer an Employee by mutual agreement with the Company may be required to stand-by awaiting instruction and times to commence overtime work.

Employees officially placed on Standby by the Company, will be paid @ single time for all hours left on Standby, including weekends and public holidays. However Employees can only be placed on Standby for a maximum of a 2 hour block at any one time. This can be extended in a maximum of 2 hour blocks where necessary by the Company. It is understood that an Employee placed on Standby, that is not contacted by the Company within a 2 hour period, will automatically be deemed released from Standby. However the company should make every effort to contact any employee that has been placed on Standby to release them from Standby when it is made aware of a job being cancelled.

25)CALL-OUTS

Call-out is defined as job undertaken where immediate (within 2 hours) attendance of the Employee is required. At the time of the call-out being notified the Employee remains entitled to 4 hours call out in the event of cancellation.

Where an Employee is recalled to work overtime after leaving the place of work (whether notified before or after leaving the premises) and is not a Pre-shift Overtime ("**Call-Out**"), he/she shall be paid a minimum of four hours work at double time for each occasion the Employee is so recalled.

At the discretion of the Company an Employee so recalled may be required to work the full four (4) hours or greater if more than one job is required to be completed during the Call-Out.

Call-Out hours worked shall be calculated from the time the Employee commences work at the depot to the time the Employee ceases work at the depot.

26)TEN (10) HOUR BREAK

When overtime is necessary it shall, wherever reasonably practical, be so arranged that the Employee has at least ten (10) consecutive hours off duty between the finish of the overtime work and the commencement of their next ordinary shift.

An Employee including a casual worker, who works so much overtime between the finish of the ordinary work on one day and the commencement of ordinary work on the next day that they have not had the required hours off duty between those times shall subject to this clause, be released after completion of such overtime until the Employee has had ten (10) consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the request of the Company such Employee resumes or continues work without having ten (10) consecutive hours off duty, the Employee shall be paid at the appropriate overtime rate until the Employee is released from duty.

When calculating ten (10) consecutive hours break, only actual time worked shall be used for such calculations

Employees working on without a 10 hour break must have this authorised by the Operations Manager / Operations Co-ordinator.

27) SUPERANNUATION

The subject of superannuation is dealt with extensively by legislation including the *Superannuation Guarantee (Administration) Act 1992*, the *Superannuation Guarantee Charge Act 1992*, the *Superannuation Industry (Supervision) Act 1993*, and the *Superannuation (Resolution of Complaints) Act 1993*.

The Company shall provide a superannuation contribution on behalf of each Employee to an amount required by the relevant legislation, and contributions shall be paid into a complying fund of the Employees' choice.

The Employees' default fund will be CBus or the Employee can nominate an alternative complying fund of their choice.

Employees may elect if they so wish, to transfer from one fund to another, however such transfer must be instigated by the Employee and all documentation must be sought and completed by the Employee.

Employees may elect to salary sacrifice a fixed weekly dollar amount of their wages for the purpose of superannuation only, to make provision for their retirement benefits with the amount sacrificed being deemed to be part of the Employees' weekly wages.

Subject to taxation laws, Employees if they so wish may also elect to salary sacrifice earnings from Annual Leave or RDO entitlements the Employee elects to cash out in accordance with this Agreement.

28) CANCELLATION OF JOBS OUTSIDE OF ORDINARY HOURS

In the event that a job which is scheduled outside of ordinary hours is cancelled, the Employee that is allocated that job shall be paid the following:

- (a) If notification of the job cancellation is received by the Employee whilst in transit to work and prior to having arrived at the depot at the nominated start time as advised by operations, then the Employee/s will be entitled to a payment of \$60
- (b) If notification of the job cancellation is received by the Employee after having arrived at the depot at the nominated start time as advised by operations and having breathalysed (and a negative reading is given), then the following will apply;
 - (i) If the Employee does not wish to remain and work at the depot for the minimum four (4) hours, then the Employee will be paid a minimum of two (2) hours at single time plus travel, together with payment for any additional time worked that exceeds the first hour.

29) LEAVE PROVISIONS

Personal Leave (Sick Leave and Carer's Leave)

Employees are entitled to Personal Leave in accordance with the National Employment Standards ("NES").

The Standard provides for ten (10) days paid Personal Leave per year, for a Permanent Full-time Employee. Personal Leave is cumulative from year to year. To be eligible for paid Personal Leave an Employee must have a sufficient Personal Leave entitlement (credit) available.

A day off on Personal Leave is one-fifth of a week or 7.2 hours.

(a) Personal Sick Leave

An Employee may use his/her entitlement to Personal Leave in circumstances where the Employee is unable to attend for work due to personal illness or injury.

(b) Personal Carers Leave

An Employee is entitled to paid carer's leave where the Employee is required to provide care or support to a member of the Employee's immediate family or household, who requires care or support because of personal illness or injury of the member or an unexpected emergency affecting the member.

An Employee may not take as paid carer's leave more than the amount of paid Personal Leave accrued by the Employee in the preceding 12 month period.

An immediate family member is as per the definition in the NES.

Leave granted in accordance with this clause shall be deducted from the Employee's Personal Leave entitlement.

(c) Notification of Absence

As a matter of courtesy, Employees shall inform the Company, by positive contact to the main office phone, of their inability to present for duty and, as far as practicable, state the nature of the illness or injury, and the estimated duration of absence, at least one hour prior to the Employees scheduled commencement time.

With the exception of paid Personal Leave for 5 single (ie. not consecutive) days only in each year of employment, an application for paid Personal Leave shall be supported by documentary evidence as required by the Company.

Documentary evidence shall be in the form of a certificate from a qualified medical practitioner or a statutory declaration stating that the Employee was unable to attend for duty on account of personal illness or injury.

In the case of application for paid carer's leave, the medical certificate or statutory declaration must be for the person in the care of the Employee and relate to the personal illness or injury of the member of the Employee's family.

Compassionate Leave

An Employee is entitled to compassionate leave in accordance with NES.

Public Holidays

An Employee (other than a Casual Employee) will be granted all Public Holidays that fall on a Monday to Friday without loss of pay. Public Holidays are those gazetted as a public holiday throughout the State of New South Wales and include: New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day and Boxing Day.

Employees will be entitled to one additional day in substitution of the traditional picnic day or any day (or part thereof), that may be proclaimed as a public holiday within the Local Government area of the Employee's work location. The additional day shall be taken on a day nominated by the Company or on such other day as agreed between an individual Employee and the Company.

In the case of the Muswellbrook Cup Day, where from Midday a gazetted Public Holiday exists, this will apply to all employees at either the Muswellbrook or Singleton depots

The Company may require an Employee to work a Public Holiday to meet operational requirements.

An Employee absent without leave on the day before or the day after any Public Holiday without reasonable cause shall forfeit wages for the day of the absence as well as for the Public Holiday unless the Company is satisfied the Employee's absence was caused through illness or another valid reason. The Company may be satisfied through the production of a medical certificate or other evidence satisfactory to the Company.

A Public Holiday will be one-fifth of a week or 7.2 hours.

Annual Leave

Employees are entitled to Annual Leave in accordance with the MCHA. A Permanent Full-time Employee is entitled to twenty (20) days or (four (4) weeks) per year of employment.

Leave entitlement untaken in any year will cumulate from year to year.

An application to take Annual Leave shall be submitted by the Employee using the Company's Application for Leave Form, and the Company must formally respond to the Employee submitting the application within three (3) working days of the application being submitted.

During the period of Annual Leave, an Employee shall be entitled to receive a loading of 17.5 per cent, calculated on the weekly ordinary rate of pay for the Employee. Leave loading will be payable on all Annual Leave payments (calculated on the relevant weekly wage rate).

If an Employee's service is terminated by the Company the said Employee shall be entitled to payment of Annual Leave Loading on all leave entitlements including accrued leave except where the Employee's employment is terminated due to serious misconduct.

An Employee may elect with the approval of the Company, to "cash out" a portion of the Employee's accumulated Annual Leave entitlement provided that the cashing-out of such Annual Leave is in accordance with the NES.

No Annual Leave Loading will be paid on "cashed out" Annual Leave.

For the purposes of this clause a day shall mean seven point two (7.2) hours.

Long Service Leave

Upon commencement of employment, the Company shall register each eligible Employee if not already registered, with the Building and Construction Industry Long Service Payments Corporation. The Company will strictly comply with all requirements of the relevant long service legislation. An Employee will be entitled to payment of long service where applicable calculated on the hourly rate and company productivity allowance stipulated in this Agreement.

In certain circumstances Long Service Leave shall be in accordance with the New South Wales Long Service Leave Act 1955.

The *Long Service Leave Act 1955 NSW* provides the following entitlements:

- a) Two (2) months or (8.33) weeks after ten (10) years of continuous service; and
- b) One (1) month or (4.16) weeks for each subsequent five (5) years of continuous service.

Parental Leave

Employees are entitled to parental leave in accordance with the NES.

30) ROSTERED DAYS OFF

The Company shall operate a Rostered Day Off (“**RDO**”) system for Employees. To be eligible for a RDO, an Employee must work eight (8) ordinary hours per day or forty (40) ordinary hours per week with the additional time in excess of 7 hours 12 minutes per day or thirty six (36) ordinary hours per week being aggregated for accrued RDO time which shall fall due after nine (9) ordinary work days or seventy two (72) ordinary hours. The payment for the day off will be on the basis of 0.8 hours for each day worked.

For payment purposes “a day worked” shall include paid Personal Leave, Public Holidays, and Annual Leave but excludes absences due to Workers Compensation, Long Service Leave or any other unpaid leave.

An individual Employee must make application to the Company for the day the Employee wishes to take as an RDO. The Company must advise the Employee of approval or non-approval of the application within three working days of the application being submitted. Where practicable, the Company will accommodate requests from Employees to take particular days as RDOs to meet family responsibilities or other special requirements.

Employees shall be entitled to four (4) “Golden” RDO’s each year (not cumulative) to facilitate fixed appointments. These RDO’s shall not be subject to the above clause. Employees wishing to use “Golden” RDO’s must advise the Company at least three (3) working days prior.

The Company, with the agreement of the relevant Employee may substitute the day an Employee is to take an RDO for another day to meet operational requirements, in the case of a breakdown in machinery, due to shortage of work, in the event of an emergency situation, and/or to meet other requirements of the Company.

In the event of illness/injury of an Employee occurring on a rostered RDO, no Personal Leave deduction or payment will be made. The Employee shall be paid the RDO for the day(s).

Saturday RDO Option

An Employee that has placed their name on the weekend Roster and is not required to work on the Saturday will be entitled, at the Employee’s discretion, to be paid two (2) RDO’s in recognition of offering their availability to work.

Cashing-Out RDOs

An Employee with the approval of the Company may “cash-out” accrued RDOs not taken.

The Company will on the last pay period before the 31st of March each year cash-out excess accrued RDO’s above:

- a. 15 Bankable RDO’s.

Employees with accruals at the time of Agreement of in excess of 50 days will work with Management to find appropriate methods of cashout which may include staged cashout over a longer period.

31) EMPLOYEE RETENTION

The Company recognises the importance and contribution its Employees make to the success of the Company.

In recognition of Loyalty and Contribution an Employee Retention Scheme will apply to Employees that are party to this agreement.

Employees, excluding Workshop Employees and Supervisors, will accumulate a bank of \$1 per hour correctly recorded, completed and signed on work docket.

Workshop Employees shall be paid an amount of \$1,500 per annum in recognition of their contribution and loyalty.

The retention monies will accumulate over a 12 month period and be paid to Employees in a lump sum on the Anniversary of this Agreement.

Should an Employee leave the Company, either by means of termination or resignation, during the 12 Month period of accumulation, they will not be entitled to and forfeit the lump sum payment of retention monies.

32)CHANGE TO HOURS OF WORK

The hours of work and the way in which work is scheduled may be changed by mutual agreement between the Employee(s) concerned and the Company during the life of the Agreement provided such arrangements are agreed to in writing.

33)INCLEMENT WEATHER

Inclement weather means the existence of abnormal climatic conditions (i.e., excessive rain hail, snow high winds, cold, heat or any combination thereof) by virtue of which it is not reasonable or safe under the provision of the WHSE legislation to continue working at the location whilst such conditions prevail.

Employees not making themselves available for work, shall not be entitled to payment for time lost due to inclement weather unless work has ceased by arrangement with the Company, provided that Employees are not required to work in unsafe conditions.

Employees unable to work at a site due to inclement weather may be required to:

- i. Remain on site or at the job location
- ii. Transfer the crane to an alternate site or location
- iii. Return to depot

Until such inclement weather ceases or abates to allow safe work to continue.

During the period of inclement weather Employees may be required to carry out routine maintenance on cranes or plant.

34)“HOT SEAT” CHANGEOVER

An Employee may be required from time to time to effect a “Hot Seat” changeover to satisfy customer needs and the needs of the Company.

An Employee who is to be replaced in a “Hot Seat” changeover situation shall:

- (a) continue to operate the plant until the replacement is on-site and ready to take over; and
- (b) consult with the replacement, prior to ceasing their shift, to ensure the replacement Employee is familiar with all aspects of the job, I.e a proper “Hand Over” **MUST** occur.

35)ACTIVITIES WHEN NOT ON A JOB

An Employee not actively engaged on a specific job will be required to carry out the following activities:

- minor preventative maintenance, including cleaning and servicing on their allocated item of plant or other plant;
- assist in mechanical repairs to cranes, trucks and/or associated equipment provided the Employee has been trained and has the skills to undertake such work;
- general cleaning and housekeeping in the depot; or
- any other basic activities that can be performed by the Employee as requested by the Company.

36) GENERAL HOUSEKEEPING

Employee Presentation

All Employees are expected to report to work neatly dressed and in Company uniforms at all times.

Paperwork

Hire docket, time sheets, logbooks and other documentation of the Company are to be submitted on time with particular attention to detail, accuracy, neatness and honesty.

Equipment

Any Company-owned equipment issued to Employees during the course of their employment is to be returned to their allocated position in good working order and cleaned. If an item of equipment has been damaged it must be reported to the Company on the relevant notification form and taken out of service if necessary.

Reporting Requirements

All Employees are to follow the correct procedure for the reporting of all mechanical faults pre-starts, shut-downs, accidents, incidents or near misses.

Communication

To ensure Employees are adequately informed of work requirements, policies and procedures, Employees and the Company are to maintain open communication dialog at all times.

37) CONSULTATION

Consultation and participation are essential to improved industrial relations. The Employees shall be fully informed and have input into decision making and appropriate consultative mechanisms shall be established within the Company.

It is the express intention of the parties to this Agreement to maintain effective consultation on matters of mutual interest and concern. It is intended to provide orderly procedures for the examination and negotiation of matters relating to training, productivity, technological change and any other matter as determined appropriate.

To this extent the Company agrees to maintain during the course of the agreement the EBA Consultative Committee.

The committee shall have a suitable mix of representatives and will be made up of Employees who are elected representatives of all Employees of the Company.

The appointment of management representatives will be determined by management and the election/appointment of Employee representatives will be determined by the Employees.

The committees, once established, may invite persons with expertise related to particular issues to be discussed to attend specific meetings.

The following matters shall form the basis for the work of the committees, which shall seek to reach agreement on the matters and make recommendations to senior management/Employees who will take account of the views and the deliberations of the committee;

- (a) Report on and review issues of concern to Employees and management, including work related concerns, business matters and other emerging issues.
- (b) To report on the committees deliberations to the Employees through regular toolbox meetings.

A reasonable time limit shall be placed on the length of meetings. Enough time shall be provided to adequately deal with agenda items. Meetings shall operate on a consensus basis.

The minutes of the meeting shall be circulated at the following Employee toolbox meeting. The minutes shall also be placed on the Company notice board for the information of those Employees who choose not to attend the toolbox meeting.

The recommendations made by the committees will assist management in the decision making process.

38) OCCUPATIONAL HEALTH AND SAFETY

The parties to this Agreement agree to recognise the importance of safe working practices. To maintain a safe place of work and to encourage continued improvement in safe systems of work, policies will be established by the Company through consultation with Employees for the health and safety at work of all Employees and visitors.

It is agreed that all Employees use and care for any equipment provided for health and safety purposes. This includes personnel protective clothing, hearing protection, and eye protection, where required.

Employees agree to assist the Company to ensure that increased effort is made to improve the understanding and awareness of safety issues.

39) COMPANY POLICY

Employees covered by this Agreement agree to conform and abide by Company policies or directions as issued and amended from time to time.

All Company Policies are displayed in prominent locations throughout the Depot Locations. Should an Employee not have fully understand or feel that a Policy is not relevant or correct, the Employee is to report this to Management or a Committee Member for action.

A list of the relevant Company Policies is outlined below:

- a) Code of Employee Conduct
- b) Drugs and Alcohol
- c) Security
- d) Company Motor Vehicles

40) DISCIPLINARY PROCEDURES

The Company recognises the importance of clear and concise counselling and disciplinary procedures. The procedure are dictated by the *Fair Work Act 2009* and are agreed and understood by all Employees.

Copies of the Disciplinary Procedures are available for all Employees.

41) AVOIDANCE OF DISPUTES POLICY AND PROCEDURE

- a) If a dispute arises about any matter under or in a any way related to this Agreement, the NES (including subsections 65(5) or 76(4) of the Act), or any other work-related matter (including a dispute about whether a workplace right has been breached) the parties to the dispute will attempt to resolve the dispute at the workplace level. Where such discussions do not resolve the dispute the parties will attempt to resolve the dispute by further discussion with more senior levels of management.
- b) A party may refer the dispute to FWC to settle the dispute where:
 - i) The dispute cannot be resolved at the workplace level; or
 - ii) the dispute is not being progressed in a timely manner; or

- iii) there are aspects of the nature of the dispute which require the dispute to be dealt with urgently; or
 - iv) the Employer and the other party in dispute otherwise agree to refer the dispute.
- c) FWC may deal with the dispute using all the procedures available to it under the Act and may attempt to settle the dispute by conciliation or mediation or, where the parties agree, a recommendation or expression of opinion by FWC. If the dispute remains unresolved, FWC may settle the dispute by arbitration.
- d) Subject to clause 29.5 below, a decision of FWC under this dispute resolution procedure will bind the parties.
- e) Notwithstanding clause 29.4, either party may exercise a right of appeal against the decision to a Full Bench.
- f) Parties to a dispute may appoint a person or organisation of their choosing to represent them in the dispute settlement process. In the absence of any express appointment to the contrary, Union Members shall be represented by their Union at all stages of the dispute settlement process. The Employer agrees to engage with the union in good faith for the purpose of dispute resolution including by allowing the relevant Union Official to enter the workplace to assist with representing Employees to deal with a dispute under the terms of this dispute resolution procedure.
- g) Provided however this clause shall not be construed as providing any rights which are inconsistent with s.194(f) or (g) of the Act.
- h) A Union Delegate shall have the right to:
- i) be treated fairly and to perform their role as Union Delegate without any discrimination in their employment
 - ii) formal recognition by the Employer that endorsed Union Delegates speak on behalf of Union Members in the workplace;
 - iii) bargain collectively on behalf of only those they represent;
 - iv) consultation, and access to reasonable information about the workplace and the business; (Reasonable Information is what would be normally available in the Public Domain and not in conflict with Privacy Legislation)
 - v) unpaid time off work to represent the interests of Union Members to the Employer and FWC;
 - vi) reasonable unpaid time off to attend accredited Union education;

- vii) reasonable access to telephone, facsimile, photocopying, internet and e-mail facilities for the purpose of carrying out work as a Union Delegate and consulting with Employees and the Union;
- viii) place Union information on a notice board in a prominent location in the workplace;
- ix) reasonable paid time during normal working hours being between 7.30am and 4.00pm to consult with Union Members.
- x) reasonable unpaid time off to participate in the operation of the Union;

42) CONSULTATION FOR PURPOSES OF S 205 OF THE FAIR WORK ACT 2009

Clause 8 'Consultation regarding major workplace change' of the MCHA applies.

43) FLEXIBILITY FOR THE PURPOSES OF S 202 OF THE FAIR WORK ACT 2009

Clause 7 'Award flexibility' of the MCHA applies.

44) SEVERABILITY

It is the intention of those covered by this Agreement that the Agreement contains only permitted matters under the *Fair Work Act 2009*.

The severance of any term of this Agreement that is, in whole, or in part, of no effect by virtue of the operation of s 253 of the Act shall not be taken to affect the binding force and effect of the remainder of the Agreement.

To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

45) SIGNATORIES TO AGREEMENT

SIGNED FOR AND ON BEHALF OF

**Muswellbrook Crane Services Pty Ltd T/as Tutt Bryant Heavy Lift & Shift
(Hunter Region):**

Signature (Employer Representative): _____

Print name and position held: _____, Executive Manager - Corporate

Dated this 12th day of August 2019.

Signature (Employer Representative): _____

Print name and position held: _____ General Manager

Dated this 12th day of August 2019.

Signature (Employer Representative): _____

Print name and position held: _____

Dated this _____ day of _____ 2019.

SIGNED FOR AND ON BEHALF OF

**The employees of Muswellbrook Crane Services Pty Ltd T/as Tutt Bryant
Heavy Lift & Shift (Hunter Region):**

Signature (Employee Representative): _____

Print name: _____

Dated this 12 day of August 2019.

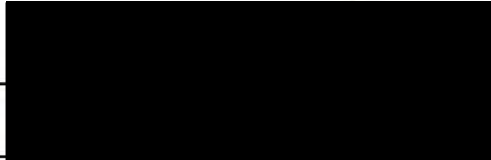
Signature (Employee Representative): _____

Print name: _____

Dated this 12 day of AUGUST 2019.

Signature (Employee Representative):

Print name:



Dated this *12th* day of *AUGUST* 2019.

Signature (Employee Representative):

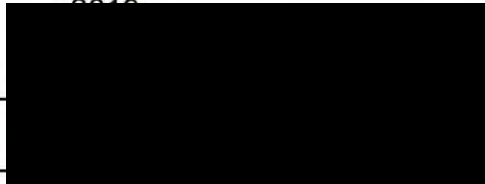
Print name:



Dated this *12th* day of *Aug* 2019.

Signature (Employee Representative):

Print name:



Dated this *12th* day of *AUGUST* 2019.

Signature (Employee Representative):

Print name:

Dated this day of 2019.

SCHEDULE "A"

WAGE AND CLASSIFICATION STRUCTURE

Crane Operators Classification	Truck Drivers Classification	Dogman Classification
Crane Operator Level 1 0-40 ton	Truck Driver Level 1	Dogman Level 1
Crane Operator Level 2 41-79 ton	Truck Driver Level 2	Dogman Level 2
Crane Operator Level 3 80-180 ton	Truck Driver Level 3	Dogman Level 3
Crane Operator Level 4 181-300 ton	Truck Driver Level 4	

Travel Tower Operator Classification	Workshop Trades Classification	Misc. Classification
Travel Tower Operator Level 1	Workshop Trades Person Level 1	General Hand
Travel Tower Operator Level 2	Workshop Trades Person Level 2	Trainee
Travel Tower Operator Level 3	Workshop Trades Person Level 3	

WAGES	
	Hourly Rates Ordinary From Date of Agreement
Level 1	\$39.68
Level 2	\$41.51
Level 3	\$44.42
Level 3a (Crane Op Only 80t +)	\$46.04
Level 4	\$49.18
Level 4a (Crane Op Only 180t+)	\$50.80
General Hand	\$28.15
Trainee	\$31.90

The rates contained in the above table shall apply to all Employees, covered by the Agreement and shall include all other allowances (eg. Dirt Money, Wet Work etc.) normally paid as an Award provision but excludes any allowances specifically provided for in the Agreement (as set out in the table below) as at the date this Agreement is made.

ALLOWANCES		
Fares and Travel Allowance (only paid once per day for each day worked)	\$40.00	per day
Meal Allowance	\$26.00	per occurrence
Living Away from Home Allowance	\$50.00	per occurrence
Overnight Travel Allowance (Sleeper Cab)	\$115.00	per occurrence
Tool Allowance (only paid to Workshop Trades Persons required to provide and maintain a tool kit)	\$30.00	per week
Car Allowance	\$0.90	per km
Leading Hand Allowance	\$25.00	per day

CONTRIBUTIONS		
ACIRT	\$68.00	per week
Top-Up/Worker's Compensation 24 hour Income Protection Insurance policy	\$95.00	per month

Definitions

Crane Driver Shall mean an employee classified as such, is duly qualified and ticketed to operate a crane and meets the Company operating standards.

Truck Driver Shall mean an employee classified as such and duly licenced to drive his/her allocated motor lorry and meets the Company operating standards.

Dogman Shall mean an Employee classified as such, is duly qualified and ticketed as a Dogman and meets the Company operating standards.

Truck Mounted Travel Tower Operator

Shall mean an Employee classified as such and duly ticketed to operate a travel tower and meets the Company operating standards.

Workshop Trades Person

Shall mean an Employee duly qualified and employed to undertake maintenance and repairs on any item of plant or equipment.

General Hand

Shall mean an Employee with the skills of a trades assistant or a general labourer.

Trainee

Shall mean an Employee who has skills and qualification necessary to be classified under the Award but is undergoing assessment for formal recognition by the Company of those skills and qualification to a standard required by the Company. A Trainee shall be on a 12 month program, the program timeframe may be lessened at the discretion of Management.

CLASSIFICATIONS

Crane Operators

CLASSIFICATION LEVEL	SKILL REQUIREMENT
Level One Crane Operator	Nominated operator of a mobile hydraulic crane 0 to 40 tonnes capacity inclusive. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Two Crane Operator	Nominated operator of a mobile hydraulic crane between 41 tonnes and up to 79 tonnes capacity inclusive. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Three Crane Operator	Nominated operator of a mobile hydraulic crane between 80 tonnes and up to 180 tonnes capacity inclusive. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Four Crane Operator	Nominated operator of a mobile hydraulic crane between 181 tonnes and up to 300 tonnes capacity inclusive or performing the role of supervisor. Sufficient mix of skills, experience and attitude to justify inclusion.

Requirements for Crane Operator Levels.

<u>LEVEL 1</u>	<u>LEVEL 2</u>	<u>LEVEL 3</u>	<u>LEVEL 4</u>
<ul style="list-style-type: none"> - Non-Slew / min. - MR Licence - Dogman Ticket - Fork lift 	<ul style="list-style-type: none"> - 60T Slew Crane - HR Licence - Dogman Ticket - Fork lift - EWP 	<ul style="list-style-type: none"> - Open Slew Crane - HC or MC Licence - Dogman Ticket - Fork lift - EWP 	<ul style="list-style-type: none"> - Open Slew Crane - HC or MC Licence - Dogman Ticket - Control and supervise of multi-crane lifts including formulating lift studies - Fork lift - EWP - First Aid Certificate
<p>The Company may (in consultation with the Workplace Consultative Committee) classify an Employee at a certain level even though he/she has not yet attained all of the prerequisites set out above provided that the Employee agrees to gaining the prerequisites within a reasonable period of time.</p>			

Dogman / Rigger

CLASSIFICATION LEVEL	SKILL REQUIREMENT
Level One Dogman/Rigger	Skill and ability level as determined by management. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Two Dogman/Rigger	Skill and ability level as determined by management. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Three Dogman/Rigger	Skill and ability level as determined by management. Sufficient mix of skills, experience and attitude to justify inclusion.

Requirements for Dogman / Rigger Levels.

LEVEL 1	LEVEL 2	LEVEL 3
<ul style="list-style-type: none"> - Dogman/Basic Rigging - C Licence - Fork lift - Personnel Box 	<ul style="list-style-type: none"> - Intermediate Rigging - HR Licence - Fork lift - Personnel Box - EWP (truck mounted) - Non-Slew Crane 	<ul style="list-style-type: none"> - Advanced Rigging - HC or MC Licence - Fork lift - Personnel Box - EWP (truck mounted) - Slew Crane - First Aid Certificate
<p>The Company may (in consultation with the Workplace Consultative Committee) classify an Employee at a certain level even though he/she has not yet attained all of the prerequisites set out above provided that the Employee agrees to gaining the prerequisites within a reasonable period of time.</p>		

Truck Mounted Travel Tower Operators

CLASSIFICATION LEVEL	SKILL REQUIREMENT
Level One Travel Tower Operator	Nominated operator of a truck mounted travel tower up to 20 metre platform height inclusive. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Two Travel Tower Operator	Nominated operator of a truck mounted travel tower from 21 metre to a 30 metre platform height inclusive. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Three Travel Tower Operator	Nominated operator of a truck mounted travel tower from 31 metre to a 50 metre platform height inclusive. Sufficient mix of skills, experience and attitude to justify inclusion.

Requirements for Truck Mounted Travel Tower Levels.

<u>LEVEL 1</u>	<u>LEVEL 2</u>	<u>LEVEL 3</u>
<ul style="list-style-type: none"> - MR Licence - EWP - Fork lift 	<ul style="list-style-type: none"> - HR Licence - EWP - Fork lift - Non Slew Crane - Dogman Ticket 	<ul style="list-style-type: none"> - HC or MC Licence - EWP - Fork lift - Slew Crane - Dogman - First Aid Certificate
<p>The Company may (in consultation with the Workplace Consultative Committee) classify an Employee at a certain level even though he/she has not yet attained all of the prerequisites set out above provided that the Employee agrees to gaining the prerequisites within a reasonable period of time.</p>		

Truck Drivers

CLASSIFICATION LEVEL	SKILLS REQUIREMENT
Level One Truck Driver	Nominated operators of a rigid truck, tilt tray, semi trailer or tri axle low loader. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Two Truck Driver	Nominated operators of 4x8, 3x8 and 4x4 combinations. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Three Truck Driver	Nominated operators of steering platform trailers up to 8 axles and onsite dozer and drill movements with fixed 5x8 low loader. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Four Truck Driver	The Company has the discretion to classify a Truck Driver as a Level Four Truck Driver while operating steering platform trailers exceeding 8 axles. Sufficient mix of skills, experience and attitude to justify inclusion.

Requirements for Truck Driver.

LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
<ul style="list-style-type: none"> - HC Licence - Fork lift - EWP (truck mounted) - Dogman 	<ul style="list-style-type: none"> - HC Licence - Fork lift - EWP (truck mounted) - Dogman - Slew Crane 	<ul style="list-style-type: none"> - HC or MC Licence - Fork lift - EWP (truck mounted) - Dogman - Slew Crane - First Aid Certificate 	<ul style="list-style-type: none"> - HC or MC Licence - Fork lift - EWP (truck mounted) - Dogman - Slew Crane - First Aid Certificate
<p>The Company may (in consultation with the Workplace Consultative Committee) classify an Employee at a certain level even though he/she has not yet attained all of the prerequisites set out above provided that the Employee agrees to gaining the prerequisites within a reasonable period of time.</p>			

Workshop Trades Person

CLASSIFICATION LEVEL	SKILLS REQUIREMENT
Level One Workshop Trades Person	Skill and ability level as determined by management. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Two Workshop Trades Person	Skill and ability level as determined by management. Sufficient mix of skills, experience and attitude to justify inclusion.
Level Three Workshop Trades Person	Skill and ability level as determined by management. Sufficient mix of skills, experience and attitude to justify inclusion.

Requirements for Workshop Trades Person Levels.

LEVEL 1	LEVEL 2	LEVEL 3
<ul style="list-style-type: none"> - Trade Certificate - Car Licence - Fork lift - EWP 	<ul style="list-style-type: none"> - Trade Certificate - HR Licence - Fork lift - EWP - Non Slew Crane - Dogman 	<ul style="list-style-type: none"> - Trade Certificate - HC Licence - Fork lift - EWP - Slew Crane - Dogman - First Aid Certificate
<p>The Company may (in consultation with the Workplace Consultative Committee) classify an Employee at a certain level even though he/she has not yet attained all of the prerequisites set out above provided that the Employee agrees to gaining the prerequisites within a reasonable period of time.</p>		

Matter number:

AG2019/2964


Applicant:

Muswellbrook Crane Services Pty Ltd
(Employer)


Application:

Section 185 – Application for approval of a single enterprise agreement, namely the Muswellbrook Crane Services Pty Ltd Enterprise Agreement 2019 (**Agreement**)

Authorised representative:


Executive Manager - Corporate

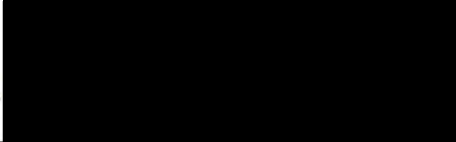
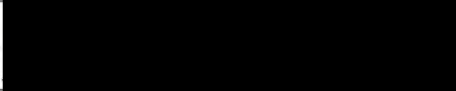
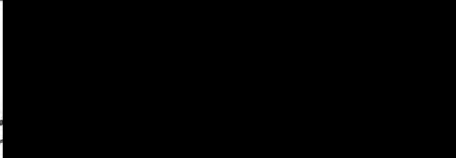
Undertaking- Section 190

For and on behalf of the Employer I, :

1. declare that I have:
 - a. authority to give this undertaking on behalf of the Employer,
 - b. sought the views of all bargaining representatives for this undertaking pursuant to s 190(4) of the FW Act,
2. understand that each undertaking is to be taken to be a term of the Agreement,
3. give the following undertaking/s with respect to the Agreement:
 - a. A new paragraph will be inserted into the Agreement at the end of clause 6 to include the following:

"This Agreement will be read and be interpreted in conjunction with the National Employment Standards (**NES**). If there is any inconsistency between this Agreement and the NES, the more beneficial provision to an employee prevails.

Where this Agreement includes terms that have the same effect as terms of the NES or Award, or terms that are ancillary or supplementary to the NES or Award, the Agreement terms operate subject to the same qualifications, limitations and exclusions as the relevant NES entitlement unless otherwise specified"
 - b. The Model Flexibility Clause will be applied.

Date signed:	18 November, 2019
For and on behalf of the Employer by: [In accordance with s.190(5) of the FW Act]	Paul Anthony Roberts
Signature:	
Witness name:	G 
Witness signature:	

Schedule 2.2—Model flexibility term

(regulation 2.08)

Model flexibility term

- (1) An employer and employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:
 - (a) the agreement deals with 1 or more of the following matters:
 - (i) arrangements about when work is performed;
 - (ii) overtime rates;
 - (iii) penalty rates;
 - (iv) allowances;
 - (v) leave loading; and
 - (b) the arrangement meets the genuine needs of the employer and employee in relation to 1 or more of the matters mentioned in paragraph (a); and
 - (c) the arrangement is genuinely agreed to by the employer and employee.
- (2) The employer must ensure that the terms of the individual flexibility arrangement:
 - (a) are about permitted matters under section 172 of the *Fair Work Act 2009*; and
 - (b) are not unlawful terms under section 194 of the *Fair Work Act 2009*; and
 - (c) result in the employee being better off overall than the employee would be if no arrangement was made.
- (3) The employer must ensure that the individual flexibility arrangement:
 - (a) is in writing; and
 - (b) includes the name of the employer and employee; and
 - (c) is signed by the employer and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and
 - (d) includes details of:

- (i) the terms of the enterprise agreement that will be varied by the arrangement; and
 - (ii) how the arrangement will vary the effect of the terms; and
 - (iii) how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
- (e) states the day on which the arrangement commences.
- (4) The employer must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- (5) The employer or employee may terminate the individual flexibility arrangement:
 - (a) by giving no more than 28 days written notice to the other party to the arrangement; or
 - (b) if the employer and employee agree in writing—at any time.

Appendix 2

IN THE FAIR WORK COMMISSION

Matter Number: AM2021/54

Fair Work Act 2009

Clause 48 of Schedule 1

Casual terms award review 2021 (AM2021/54)

Witness Statement of Nigel Davies

I, Nigel Davies c/o 540 Elizabeth Street, Melbourne in the State of Victoria, Assistant National Secretary, say as follows:

1. I am an Assistant National Secretary of the Construction & General Division of the Construction, Forestry, Maritime, Mining and Energy Union (**the Division**). I was elected to this position on 29 September 2017 and have held this position since 15 October 2017.
2. Prior to this I was employed as an Organiser in the Victorian Branch of the Division from on or about 19 November 2013. During my time as an Organiser I was responsible for representing the industrial interests of members in the North West region of Victoria.

Employment history prior to the CFMMEU

3. Before commencing a position as an Organise in 2013, I had worked in the construction industry for over 24 years and during this time I obtained the following licenses and qualifications:
 - a. Crane Licence;
 - b. Dogging licence;
 - c. Working at Heights
 - d. Licence to Operate a Personnel and Materials Hoist;
 - e. Forklift Licence;
 - f. Rigging Licence; and

g. Certificate IV in Occupational Health and Safety.

4. Between 1989 and 2004, I was employed predominantly by labour hire companies and during this period I was engaged on both a full-time and casual basis. My duties varied from general labouring, operating plant, rigging and post-construction cleaning.
5. In the early to mid 1990's, I supplemented my work in construction with casual employment in an abattoir in North West Victoria.
6. I continued working for a variety of builders and contractors via a labour hire agency until 2007, from which time I became a Union Delegate on a number of different projects across metropolitan Melbourne.
7. My work as Assistant National Secretary includes responsibility for co-ordinating the Division's activities relating to occupational health and safety (OHS), including educating and training delegates and organisers in OHS related issues and by co-ordinating campaigns. An example is our ongoing campaign regarding the dangers of exposure to respirable crystalline silica.
8. I educate and train delegates and organisers by assisting them in attending workplaces to deal with OHS issues, including by assisting in the investigation of suspected contraventions of State or Territory OHS legislation, and by holding discussions with members of the CFMMEU and other workers who are eligible to be members of the CFMMEU on site. I also assist workers and CFMMEU officials in working with occupiers and employers to resolve workplace disputes about safety.

Employment of construction workers

9. As mentioned at the outset of this statement, I have worked in the construction industry in different positions (but predominantly in labouring roles) in Australia since 1989.
10. The workforce in the industry is comprised of a large number of contractors who trade as sole traders via ABN's, in addition to employees covered by enterprise agreements or the Award. Individuals covered by an enterprise agreement or the Award are predominately engaged as daily hire or casual employees and less often as full-time weekly hire employees.
11. Daily hire and casual employment are both heavily relied on as work in the construction industry is inherently insecure and transient, with the duration of a worker's employment being tied to the completion of a particular project.
12. In my experience construction workers usually take on casual employment jobs because they are the only jobs being offered at a particular time.

13. Construction workers would prefer to be employed on a daily hire or weekly hire basis which entitles them to paid leave and redundancy benefits. This preference has come into stark focus in the current Covid-19 pandemic and periods of lockdown.
14. Over recent years the increase in subcontracting in the industry and transfer of risk through pyramid contracting has seen a reduction in direct employment by major contractors and an increase in the use of casual employees usually sourced through labour hire companies. These days it is rare to find construction labourers who are not employed as casuals, particularly in the civil construction industry, and the trend is spreading to plant operators and tradespeople.

Signed: _____

Date: 24^h August 2021

Appendix 3 - Casual Jobs Advertised on Internet 16 August -18 August 2021

Indeed Web site

TRADE ASSISTANTS - EXPRESSION OF INTEREST - MAJOR SHUTDOWN

Job ID: 578430

Job type: Casual

Location: Adelaide, Roxby Downs

Categories: Trades, Maintenance, Construction

WHO WE ARE

Downer is the leading provider of integrated services in Australia and New Zealand. Through trusted relationships and world leading insight we work closely with our customers to design, build and sustain assets, infrastructure and facilities.

Our Mining, Energy and Industrial division provides engineering and construction, contract mining and asset services to customers in the resources, energy, power generation and industrial sectors. As part of this team, you'll join a group of innovative thinkers who work together to deliver market-leading, safe, cost effective and environmentally friendly outcomes that exceed customer expectations.

POSITION SUMMARY

POSITION SUMMARY

The Asset Services Industrial business provides maintenance, turnaround, shutdown and sustaining capital programs for industrial operations and power generation across Australia and operate across industries including minerals and metals, iron ore, petrochemical and refining, bulk materials handling and processing.

Due to continued growth and expansion we are seeking Expressions of Interest from Trade Assistants who are highly motivated and driven with proven experience within a shutdown environment. Understand maintenance strategies and have a strong commitment to work with the highest regard for safety standards.

Join our team to be part of a major shutdown:

- FIFO opportunity
- Work located in South Australia
- 3/1 roster
- 12 hour shifts
- Day & Night Shift available
- Camp Accommodation and Flights provided
- Non-smoking and clean-shaven site
- Commencement 3rd quarter of 2021

ABOUT YOU

To be successful in this role you must provide evidence of the following:

- Proven experience in a similar role within maintenance and shutdown environment
- Knowledge in the safe use of hand tools and equipment required to perform tasks
- An ability to work effectively within a team with well-developed communication skills

- Commitment to safety and perform duties with best practice to safety processes and guidelines
- Valid tickets / licenses / training, including Working at Heights, Confined Space, Basic Fire and Gas Testing
- HR driver's license and High Risk Work License with LF, DG, EWP desirable
- An Industry White Card
- Previous experience at Olympic Dam will be highly regarded

WHAT WE OFFER

- Highly competitive package
- A dynamic and exciting work environment
- Highly supportive, team orientated organisation

HOW TO APPLY

We encourage applicants from all States and Territories to apply!

To apply for this great opportunity please click the " button below.

Employment is subject to satisfying the minimum project requirements and a pre-employment medical including drug & alcohol screen and evidence to work rights in Australia

For more information contact: 

NOTE: Applications submitted through direct email will not be accepted.

HOW TO APPLY

To apply for this great opportunity please click the button

Closing Date:

12 days ago
Report job

Job Posting End Date

August 1,2021

Job Location

Rutherford

Job Description

Benefits

- Opportunity to join multi-national civil contractor
- Work in a fantastic team
- Casual position

The Opportunity

Fulton Hogan is currently looking for Traffic Controllers to supplement our existing Traffic Control Team based out of Rutherford NSW.

You will be responsible for

The core duty of these roles will be to work as part of a team responsible for traffic management for major road works, maintenance works and civil construction projects.

What we need from you?

- A strong focus on Traffic Management, with current relevant tickets
- Relevant industry experience
- A construction induction card (Red/White Card)
- Availability for emergency call-outs and overtime during peak maintenance periods
- Self-motivation with the ability to plan the day's works unsupervised
- A strong commitment to safety

In return we offer:

- Training and development opportunities
- The opportunity to work for a civil construction market leader

The successful candidate will be a community minded, hardworking, reliable team player.

The pre-employment process will involve a medical check including drug and alcohol screening and a pre-employment medical .

Fulton Hogan Philosophy

We build and maintain critical infrastructure that connects and enhances communities across Australia, New Zealand and the Pacific. Everything from roads and bridges, to airports and utilities. We're committed to ensuring the Good Work we do will make a positive difference to the quality of life for our people, our customers and the communities we all call home. Our continued success relies on generating new and diverse ideas, which is why our 'Good Work' culture encourages ownership and empowerment, while never forgetting the importance of balancing life's priorities.

IMMEDIATE START!

Opportunities for projects across Brisbane, South East Qld and Central Qld Coast

To keep up with growing work demands we have a number of immediate start positions available for casual labourers and ABN contractors in carpentry/ roofing keen to work with our energetic, professional team in a secure, well-established company.

Labourers and Contractors will need:

- Current manual Drivers Licence and Construction White Card.
- Working at Heights.
- Several years' previous experience in construction.
- A strong interest and desire to produce exceptional work.
- Demonstrated commitment and reliability to those with whom you work.
- Pride in your work and safety first and foremost.

Contractors will also need:

- Over 11m EWP & Basic Scaffold Ticket an advantage.
- Carpentry/ roofing ticket.
- Several years' experience in carpentry/ roofing.

About Us

Kelly Group is a privately-owned, family business based in Queensland. Our small, dynamic team specialize in the provision of large-scale roof and wall cladding packages. With an impressive portfolio of work over 20 years in the industry, we value our close-knit, professional team as an ongoing reason for our long-term success in safety, service and delivery. We are committed to looking after our staff, promote a positive, collaborative team approach and offer competitive remuneration packages.

The roles require some travel working with Kelly Group for a broad range of reputable clients. If you have a can-do attitude, committed to producing exceptional work and like the idea of working with our team please email your cover letter and resume. Contact us on [REDACTED] for more information.

Job Type: Casual

Schedule:

10 hour shift

Licence/Certification:

Australian driver's licence (Required)
Construction White Card (Required)
Working at Heights Ticket (Preferred)
Over 11m EWP Ticket (Preferred)

Skilled Construction Labourer

Now Careers - Huntingwood NSW

\$35 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Incorporated in Sydney in 2002, Now Careers is an Australian owned and operated recruitment specialist, providing technical, managerial and labour hire solutions to the building, construction and manufacturing industries.

SKILLED CONSTRUCTION LABOURER REQUIRED FOR AN IMMEDIATE START

ABOUT THE COMPANY

Our client are an Australian owned and operated concrete product manufacturer.

ABOUT THE ROLE

We are looking for a SKILLED CONSTRUCTION LABOURER to assist with precast panel installation labouring in a data centre in Huntingwood.

- Monday to Friday, Saturday's starting soon
- 10-12 hour shifts
- Great company to work for
- Ongoing project
- Plenty of opportunities beyond this job

- **Ord \$35 plus overtime**

- **TO BE SUCCESSFUL**

- Must have EWP ticket
- Experience working on construction sites
- Experience working with precast panels is advantageous
- **MUST BE AVAILABLE FOR OVERTIME**
- Fit and healthy
- Be able to pass onsite, random drug and alcohol tests
- Good communication skills and team work

Job Types: Full-time, Casual

Salary: \$35.00 per hour

Schedule:

- 10 hour shift
- 12 hour shift
- 8 hour shift

Tower Crane Operator/Dogman

Kraneworx Australia - Sydney NSW

\$33 - \$35 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Kraneworx Australia is a specialised tower crane company and are currently looking for a **Tower Crane Operator / Dogman** to join our team. Positions available in Sydney Region.

To be successful for the role of Tower Crane Operator / Dogman you must:

Be available to work 6 days per week (Monday - Saturday)

- Understanding of Workplace Health & Safety Legislation
- Construction white card
- CT (Tower crane), DG (Dogging) tickets
- Proven experience working on a busy construction site
- Able to work alongside and communicate with all members of project team from construction manager through to sub-contractors
- Able to operate Tower crane via remote
- Minimum 2 years experience in a similar role
- Punctual and professional
- Have a high care factor & safety factor

You will be alternating as operator and dogman with other crew member throughout the week.

We are seeking strong & reliable candidates to join our growing team. This is a great opportunity to join an expanding company.

Job Types: Full-time, Casual

Salary: \$33.00 – \$35.00 per hour

Schedule:

- Monday to Friday
- Overtime
- Weekend

Supplementary Pay:

- Overtime pay
- Penalty rates

Work Remotely:

- No

Civil Labourers/Pipe Layers, HC Driver and Operators

Cadifern Civil - Russell Vale NSW

Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

We are an Illawarra based Civil Construction Company with upcoming works in the region. We are looking to expand our team with suitably experienced personnel with a positive attitude.

We are looking for experienced workers in the following:

- HC truck driver who must be experienced with driving a truck and dog, have a good attitude and be willing to jump out and help the rest of the crew if need be.
- Operators who are hard working, competent in trenching , final trim digging to grade and bulk excavation.
- Civil workers who are experienced with pipe laying, concreting and other aspects of civil construction work

.The right candidates must have the following:

- HR or HC truck Licence, can operate excavator as well as general civil labouring skills
- Extensive pipe laying experience, Sydney Water experience preferred, experience with big diameters, competent in laying pipe degrade
- Have a minimum of 1 year experience as a civil laborer
- Be an all rounder with skills in all aspects of civil works, concreting, pipelaying, etc
- Experience operating excavators and skid steers
- Have a strong work ethic and a positive attitude willing to do overtime
- Be a fast learner and fit in with our team dynamics

Job Type: Casual

Work Remotely:

- No

Construction Labourers (casual)

360 Personnel - Mascot NSW

\$28 - \$32 an hour - Full-time, Part-time, Casual

Responded to 51%-74% of applications in the past 30 days, typically within 8 days.

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

360 Personnel are currently seeking reliable and hard Workers. The successful candidate will be reliable and hardworking. This position is ongoing and ready for immediate start.

- Day shift - 7 am start
- 8-10 hours shift
- Immediate start
- Great Hourly Rate
- Travel Allowance
- entry level to highly experienced

What you will need:

- White Card
- Relevant tickets Highly Desirable
- Healthy and hardworking
- Full PPE
- Drivers License & Own Vehicle
- Can do attitude

Job Types: Full-time, Part-time, Casual

Salary: \$28.00 – \$32.00 per hour

Schedule:

- 8 hour shift
- Monday to Friday

Experience:

- Construction: 1 year (Required)

Licence/Certification:

- White Card (Required)
- Drivers License (Preferred)

Work Remotely:

- No

Demolition and Strip-out Labourers

[Advanced Group Services7 reviews](#) - Sydney NSW

Casual

You must create an Indeed account before continuing to the company website to apply

Apply On Company Site

Advanced Group are currently seeking experienced Demolition and Strip-out Labourers for work on various projects across Sydney CBD and surrounding suburbs.

- Must have a White Card
- At least 12 months experience working on large construction sites
- Jackhammer experience is essential
- Ability to use a range of power tools (confidently)
- Be physically fit
- Good understanding of OHS
- Own transport is preferred
- PPE required, Hi Vis, Steel Cap boots, Hard hat etc
- Must be reliable and punctual

On offer to the successful candidate

- Attractive rates of pay
- On-going casual work
- Opportunity to work for a reputable construction company who have a strong pipeline of work
- Immediate start
- Weekly pay

If you are interested in applying for this position, please apply or send through an up to date copy of your CV through to [REDACTED]

Dogman/rigger

San Marcos Infrastructure Pty Ltd - Winmalee NSW

\$40 - \$50 an hour - Contract, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Job Summary

assist crane lifting loads on site

Required Experience, Skills and Qualifications

Dogman/rigger ticket

Telehandler ticket and advantage

Working at Heights ticket an advantage

Job Type and Category

Construction of Waste Water Treatment Plant

Company Profile

Formwork Rebar Concrete

Job Types: Contract, Casual

Salary: \$40.00 – \$50.00 per hour

Schedule:

- 8 hour shift

COVID-19 considerations:

If you live in an LGA of concern you need not apply.

All workers must wear masks and must have had a Covid test before initial start on site

Location:

- Winmalee NSW 2777 (Preferred)

Licence:

- Drivers Licence (Preferred)

Work Remotely:

- No

Asbestos removal labourer

Kontro - Sydney NSW

\$35 - \$40 an hour - Part-time, Contract, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Asbestos Removal Labourer

Kontro Group is a well-respected Demolition/Excavation, Hazmat removal and Traffic Management company located in Wetherill Park. We are known for delivering high quality projects throughout Sydney and surrounds within the construction industry.

We are looking for hard working Asbestos removal labourers to join our team. Primary duties will include asbestos removal and demolition.

Experience:

- Construction industry or labouring: 1 year (Preferred)

License/Certification:

- Drivers license and vehicle (Required)
- White card (Required)
- Class A (Friable) asbestos removal training certificate (Required)
- At least 3 months experience removing Bonded or Friable Asbestos
- Class A (Friable) or Class B (Bonded) Asbestos ticket
- OHS White Card
- PPE
- A hardworking attitude! You will be in a team so you need to be as hardworking as they are!

Please note, only shortlisted candidates will be contacted.

APPLY NOW!!

Apply by submitting your CV

Expected Start Date: 02/08/2021

Job Types: Part-time, Temporary, Casual

Salary: \$35.00 – \$40.00 per hour

Schedule:

- 10 hour shift
- 8 hour shift

Supplementary Pay:

- Overtime pay
- Penalty rates

COVID-19 considerations:

Applicants must live outside Fairfield, Canterbury-Bankstown, Liverpool, Blacktown, Parramatta, Georges River, Cumberland and Campbelltown LGAs

White card labourers / EWP & Forklift operators with White card s

Momentum Consulting Group - Erskine Park NSW

\$28 - \$30 an hour - Full-time, Contract

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Must be Vaccinated from Covid either 1st Dose or Fully Vaccinated or Live in a non affected LGA

We have several positions for both Skilled labourers with EWP, Forklift and white card tickets and general White card labourers in the Eastern Creek. Benefits for You * Ongoing position * No weekends * Good location * \$28.50 plus super, plus OT, plus site allowance * Shift times 8-4 Mon-Fri About the Role * Constructing racking inside a warehouse * Use of power tools * General labouring * Manual handling of heavy goods * Following all WHS guidelines * Maintaining and clean and safe workspace Ideal candidates will have: * Strong work ethic * Punctual and reliable * Construction labouring background * Experience with the use of power tools * Physically fit * Strong WHS knowledge * White card /EWP / Forklift tickets If you would be interested in further conversation about this position, then please apply using the link below or contact our [REDACTED] from our Building and Construction team [REDACTED].

All shortlisted applicants will be contacted. Momentum is extremely passionate about providing equal employment opportunities for all. We are committed to diversity and an inclusive workforce. Aboriginal and Torres Strait Islander People are encouraged to apply.

Expected Start Date: ASAP

Job Types: Full-time, Casual

Salary: \$28.00 – \$29.50 per hour

COVID-19 considerations:

Non affected LGA candidates only at this stage due to covid regulations

Expected Start Date: 16/08/2021

Job Types: Full-time, Temporary

Salary: \$28.00 – \$30.00 per hour

Benefits:

- Referral program

Schedule:

- 8 hour shift

COVID-19 considerations:

Must be fully or had the 1st does of Vaccine against COVID 19

Work Remotely:

- No

Skilled Labourers

[Trojan Recruitment](#) 30 reviews - Sydney NSW

\$30 - \$35 an hour - Contract

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

- ASAP Start
- Short and Long Term Assignments
- Great Rates + Travel Allowance

We are currently seeking **Skilled labourers and Trades assistants** that have experience on civil, residential and commercial construction sites. We are looking for reliable people for casual work on both long and short term projects across Sydney and Western Sydney locations.

Duties include (but not limited to):

- Labouring tasks include digging/trenching, demolition and moving materials, assisting on-site in general
- Performing tasks involving physical labour at building, heavy construction and demolition sites
- Operation of hand and power tools of all types and a variety of other equipment and instruments
- Clean and prepare sites
- Assist Tradesmen on site
- Operating of machinery
- General housekeeping

Along with the following experience and qualifications:

- Current WHS Construction Induction / White-card (Essential)
- Working at heights
- Confined space
- EWP
- RIW card
- 1+ years civil, commercial or residential construction experience(Essential)
- Experience operating power tools, assisting tradesman etc (Essential)
- Forklift (LF), Hoist ticket (HP or HM), Scaffolding ticket, concrete finishing, steel fixing experience is highly regarded
- Non-friable and Friable Asbestos removal ticket
- **Current Drivers licence and own reliable transport (Essential)**
- Flexible and easy-going attitude (Essential)
- Ability to work as part of a team, with direction and autonomously (Essential)
- Must have full working rights in Australia
- Be able to provide two recent work references (Essential)

Trojan Recruitment Group is working in partnership with a number of reputable construction based companies and manufacturing/Maintenance companies across **Sydney and Western Sydney locations**.

The successful candidate **MUST** have previous experience working on a construction or in a manufacturing/heavy industrial environment and have the ability to perform heavy and physical work.

If you feel you have the experience and skills we are looking submit your application, and APPLY ONLINE using the appropriate link below.

Please note; that only successful candidates will be shortlisted and contacted.

Asbestos Removal Labourer

[Flexiforce Labour Hire](#) reviews - Brisbane QLD

\$33 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

EIR are the leading labour hire company for asbestos removal works throughout NSW and QLD. With a great pipeline of works coming up we are looking for more asbestos removal labourers to join our team on sites across Brisbane.

What is on offer?

- Location: Brisbane Wide
- Duration: Ongoing work - Work for you EVERY DAY!
- Lots of hours - OT and weekend work available!

About The Job -

- Demolition will be involved for nearly all of our jobs so being able to use a jackhammer or grinder should be easy for you!
- Using your extensive asbestos removal experience, you will be identifying hazardous material and using the correct methods to safely remove.
- Must be physically strong and able to conduct heavy lifting
- Previous experience working on either Residential, Commercial or Civil works.
- Health Monitoring program conducted on our workers

What do we need from you?

- At least 3 months experience removing Bonded or Friable Asbestos
- You MUST know your way around a site and know how to work safely in construction
- Class A (Friable) or Class B (Bonded) Asbestos ticket
- OHS White Card
- PPE
- A hardworking attitude! You will be in a team so you need to be as hardworking as they are!

If you are looking for steady work and good hours hit '**APPLY NOW**'

Job Types: Full-time, Casual

Salary: From \$33.00 per hour

Schedule:

- 8 hour shift

Licence/Certification:

- Australian driver's licence (Preferred)
- White Card (Preferred)
- Bonded or Friable Asbestos Removal License (Required)

Work Remotely:

- No

Civil Labourer with Concrete Experience

Main Constructions Pty Ltd - Brisbane QLD

\$26 - \$33 an hour - Full-time, Part-time, Casual

Responded to 75% or more applications in the past 30 days, typically within 1 day.

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

We are looking for Civil Labourer's with Concrete Experience to join our highly diversified company.

Our ideal applicant will -

- Be able to function through the working hours without a personal mobile phone or social media
- Have a current Construction white card
- Have prior experience laboring in the Civil Construction industry

- Have experience working with Concrete
- Be able to work both independently and as a part of our diverse team
- Have a can do attitude and be able to multi task in a busy work environment
- Be able to work a 5.5 day work week Monday to Saturday
- HR Licence and advantage
- Other plant tickets an advantage
- Please send a cover letter detailing relevant experience along with your resume to be considered for interview

Job Types: Full-time, Part-time, Casual

Salary: \$26.00 – \$33.00 per hour

Schedule:

- 10 hour shift

COVID-19 considerations:

Our company has implemented Covid Safe procedures.

Licence/Certification:

- Australian driver's licence (Required)
- White Card (Required)

Work Remotely:

- No

Traffic Controller

Downer Group - Brisbane QLD

\$29 - \$31 an hour - Full-time, Part-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Immediate start | Ongoing work | Very competitive rates | All equipment provided

Downer's Road Services business is one of the largest non-government owned road services businesses in Australia. We operate from a network of over 50 depots and maintain more than 40,000 km of road. Our Business is involved in many exciting ventures within the civil road industry throughout the country.

Due to project acquisition and in the increase in workload, we are currently seeking casual Traffic Controllers for an immediate start for work across the South East of Queensland. Depot is based at Brisbane Airport.

ABOUT YOU

- Traffic Controller ticket Stop/Slow bat or above (mandatory 20 hours completed)
- Safety Construction Induction Card
- Drivers licence (manual) & own transport
- Good concentration and the ability to prioritise tasks
- Well-developed communication skills
- Ability to work in a team environment
- A strong commitment to a Zero Harm culture

WHAT WE OFFER

- Highly supportive, team orientated organisation
- A strong commitment to Zero Harm environment for all our employees and visitors
- Competitive remuneration with on-going training and support
- A long-term career opportunity for working with an ASX listed company

Successful candidates will be required to attend one of our assessment centres at our depot at Brisbane Airport. All social distancing protocols will be adhered to. Downer's pre employment process will include reference checking & medical (including drug and alcohol testing)

Part-time hours: 20-40 per week

Job Types: Full-time, Part-time, Casual

Salary: \$29.00 – \$31.00 per hour

Benefits:

- Referral program
- Travel reimbursement

Schedule:

- 8 hour shift
- Flexible hours

Supplementary Pay:

- Penalty rates

COVID-19 considerations:

All Covid19 restrictions are adhered to in our workplace and onsite. We require masks to be worn where social distancing is not possible and our offices are equipped with sanitation stations

Licence/Certification:

- Traffic Control ticket (Stop/Slow bat) (Preferred)

Work Remotely:

- No

Multi - Skilled Civil Operators and Civil Labourers

[Maxima46 reviews](#) - Brendale QLD

Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Maxima are looking for qualified and experienced Multi skilled operators and experienced civil labourers for work on the North side of Brisbane.

Civil experience is a necessity.

These are casual assignments with an hourly rate dependent on role + overtime + daily travel allowance.

Please apply if you have several of the below licenses and experience - require Multi- skilled Operators:

- Excavator
- Loader
- Moxy
- Skid steer
- Scraper
- Grader
- Dozer
- Water Truck (standpipe ticket required or happy to obtain)
- Tipper trucks
- Compactor/ Roller

Skilled Labourers will have experience in storm water and drainage, asphalt, concreting, paving, pits and other utilities

To be successful you must:

- Have a current minimum driver's license
- White card
- Have previous civil construction experience
- Be physically fit (must be able to work 10+ hour days without any problems) and able to pass a pre- employment medical
- Be available to work Monday to Saturday
- Have a hard working attitude

If you fit the above criteria and are available for an interview please apply now with your current resume including 2 recent working references.

Maxima are committed to advancing workforce diversity and inclusion for all.

Aboriginal Torres Strait Islander and People Living With Disability are encouraged to apply.

To apply online, please click on the appropriate link below. Note that if you haven't received a reply within 2 weeks please regard your application as being unsuccessful in this instance.

Civil Labourer

[Sydney Services Group4 reviews](#) - Mckellar ACT

\$30 - \$35 an hour - Full-time, Casual

Responded to 51%-74% of applications in the past 30 days, typically within 8 days.

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

360 Personnel are currently seeking reliable and experienced Construction Labourers to help work on a project in Conder. It is preferred to have a valid drivers licence and own transport.

What you will need:

- Previous Construction experience
- White Card
- Previous use of power tools
- Fit, healthy and hardworking
- Full P.P.E.
- Drivers Licence & Own Transport
- Can do attitude and team player

If you meet the criteria for the Construction Labourers Role and would like to be considered for an immediate interview, please APPLY ONLINE NOW with an up to date copy of your resume.

Job Types: Full-time, Casual

Job Types: Full-time, Casual

Salary: \$30.00 – \$35.00 per hour

Experience:

- civil construction: 2 years (Required)

Licence:

- Australian driver's licence (Required)
- White Card (Required)

Rigger

[Downer Group407 reviews](#) - Brisbane QLD

Casual

You must create an Indeed account before continuing to the company website to apply

[Apply On Company Site](#)

Job ID: 582564

Job type: Casual

Categories: Construction

Who we are

Downer is the leading provider of integrated services in Australia and New Zealand. Through trusted relationships and world leading insight we work closely with our customers to design, build and sustain assets, infrastructure and facilities.

Our Mining, Energy and Industrial division provides engineering and construction, contract mining and asset services to customers in the resources, energy, power generation and industrial sectors. As part of this team, you'll join a group of innovative thinkers who work together to deliver market-leading, safe, cost effective and environmentally friendly outcomes that exceed customer expectations.

Position summary

Our Power & Energy business has new opportunities for multi-ticketed Riggers on a Fuel Terminal Extension Project located in Pinkenba, East Brisbane.

ABOUT YOU

Experience in working on heavy industrial projects

Current High Risk Licence with relevant competencies

Previous experience in operating 25t Franna preferred, but not essential

Have an ability to work effectively within a team with well-developed communication skills and a commitment to safety

An Industry White Card is mandatory, Working at Heights and Confined Space tickets desirable

WHAT WE OFFER

Brisbane East location (Pinkenba)

3 – 4 months casual work with attractive rates and casual loading

Residential role, Monday to Friday roster (6:30am – 5pm)

All offers of employment are subject to satisfying the project minimum requirements, a pre-employment medical and evidence of your right to work in Australia.

PLEASE NOTE – We do not accept applications via email, please submit your online application via the advertisement. For technical queries, please contact [REDACTED]

How to apply

To apply for this great opportunity please click the button

Labourer and assistant to trades

Nightcap Orchards Construction - Clontarf NSW

\$25 an hour - Full-time, Casual

Responded to 75% or more applications in the past 30 days, typically within 2 days.

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Intelligent, determined, and motivated person required for 6 months work on house build overlooking Sydney harbour, near Manly NSW.

Can be flexible on days per week for the right candidate - would suit Uni student in engineering/architecture or the like.

The project includes building an additional storey, swimming pool, fencing, and new driveway on to an existing house.

Work will include assisting the builder with everything from bricklaying to roofing to plastering. Other aspects include keeping site clean, painting, etc. and will be full time Monday to Friday with the option to work weekends when required.

Assisting various teams of skilled tradespeople, you will learn about all aspects of a house build, from excavation, concreting, and framework, through to finishes such as tiles, render, and plastering.

You will require a white card, and be physically fit. A driving license would be ideal but not essential.

You will require a practical aptitude, but mainly just a can-do mentality.

Must speak and understand english

Expected Start Date: 28 the June 2021

Job Types: Full-time, Casual

Salary: \$25.00 per hour

Benefits:

- Employee mentoring program

Schedule:

- Monday to Friday

Supplementary Pay:

- Performance bonus

Licence/Certification:

- Australian driver's licence (Preferred)
- White Card (Preferred)

Work Remotely:

- No

Construction Labourer

Construct Personnel - Kilsyth VIC

\$30 - \$35 an hour - Full-time, Part-time, Casual

Responded to 51%-74% of applications in the past 30 days, typically within 4 days.

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

We are looking for talented individuals that have a can-do attitude to work with our client in the building of a new construction project. The right people with the right skills may look to get themselves long-term work.

From dewatering, raking, emptying bins, shoveling, assisting trades on site, to general site clean of the job will be a part of your daily duties.

You will have a civil or construction background with a can-do attitude to completing your tasks.

Free thinking people are highly advantageous especially those that have multiple tickets for rollers, traffic, etc.

For immediate consideration don't just click apply give us a call on [REDACTED]

Current Drivers License

Full PPE, Hard Hat, Boots, Gloves, Glasses, etc

About Us

At Construct Personnel we create workforce solutions specific to our client's requirements. By understanding your needs, we can then develop outcomes that create a value-added Labour Hire partnership. Our Team has over 80 years of collective experience in providing Industrial, Business Support Labour Hire and Permanent Recruitment services to various industries.

At the heart of our business are our employees, we are committed to helping them and our clients find the right fit.

Job Types: Full-time, Part-time, Casual

Salary: \$30.00 – \$35.00 per hour

Experience:

- Construction: 2 years (Required)

Licence/Certification:

- white card (Required)
- drivers license (Required)

Concrete Labourer

Active Concrete Constructions - Adelaide CBD SA

\$28.13 an hour - Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

About Us

We are an established family owned and operated concrete company specialising in residential house foundations.

We pride ourselves on quality workmanship and service all metropolitan areas of Adelaide and its surrounding suburbs.

We are currently seeking Concrete Labourers, to join our growing team.

Tasks & Responsibilities

The successful candidates will be assisting the concrete team with general labouring duties.

No experience required, all training provided!!!

Qualifications & Experience

The successful candidate must have:

- Current drivers licence with reliable transport to & from work
- White Card
- A can do attitude with the ability to work efficiently in a team environment

Benefits

The successful candidate will be rewarded with:

- Competitive pay rates
- Job security and stability with ongoing work
- Immediate start available for the right candidate

Please only apply if you are honest, hardworking and reliable.

Job Type: Casual

Salary: From \$28.13 per hour

Schedule:

- Monday to Friday
- Overtime
- Weekend

Application Question(s):

- Are you willing to undergo a pre-employment medical check including a drug and alcohol screening?

Licence/Certification:

- Australian driver's licence (Required)
- White Card (Required)

Work Remotely:

- No

Landscape Labourer

Australian Environmental Landscapes - Brisbane QLD

\$25.45 - \$26.00 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

About AEL:

We are a landscape construction business based in Redbank Plains, with projects across south east Queensland. Our employees work in teams, focusing on either Rehabilitation, landscape construction, landscape maintenance or fencing works. We are looking for people to fill positions in all areas.

About the Role:

- Casual rate with full time hours!
- Long term opportunity, with ongoing training and career development.
- We have been growing exponentially in recent years, expanding our project complexity and employee base.
- Quality tools, equipment and PPE supplied to all staff.
- Work in the bush planting, spraying and rehabilitation natural areas!

About you:

- No Experience Needed but experience with herbicides and chainsaws is highly regarded!
- Love the great outdoors and getting your hands dirty!
- Positive, proactive with a can-do attitude
- Self-motivated and display initiative readily.
- Exhibit high personal and professional work standards, and a willingness to learn.
- Current driver's license (manual preferred)
- White card.

Job Types: Full-time, Casual

Salary: \$25.45 – \$26.00 per hour

Schedule:

- 8 hour shift
- Monday to Friday
- No weekends

COVID-19 considerations:

Masks are provided to all employees and due to works being completed outside social distancing is always followed.

Licence:

- Australian driver's licence (Preferred)
- Drivers (Required)
- forklift truck (LF Class) (Preferred)

Work Remotely:

- No

Walking Track Construction Crew Member

Track & Trail Management Services (TTMS) - Blue Mountains NSW

Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

Apply On Company Site

Title:

Walking Track Construction Crew Member

Advertiser:

Track & Trail Management Services (TTMS)

Location:

Blue Mountains and Sydney (North & South), NSW

TTMS is a specialist walking track construction business that undertakes challenging construction projects on walking tracks in national parks around Australia.

We have vacancies for fit, hard-working, and self-motivated people to join our walking track construction crews in the Blue Mountains and across Sydney.

You will be trained on how to build stone and timber walking track structures. Employment is on a full-time ongoing casual basis of around 38hours per week.

Working with TTMS is fun, but seriously challenging, it is not a bushwalking holiday. We are looking for individuals who are interested in a long-term commitment to this exciting niche employment opportunity, if that's you please consider if you match the following selection criteria.

To work with TTMS you will need to submit a cover letter discussing how you meet the following Selection Criteria:

- You prefer working with your hands, doing manual labour, and building.
- You have the ability, personal responsibility, and passion to learn new skills.
- You work professionally with a high work ethic, taking pride in what you build.
- You contribute to creating a positive work culture of high morale and safety.
- You have a high level of environmental awareness.
- You would deeply enjoy working in Australia's best national parks.
- You have a high level of fitness and are comfortable in the outdoors in all types of weather.
- You have both a WHS Construction Industry Induction Card (White Card) and a current Workplace First Aid certificate.
- You have your own transport.

Pool Construction Labourer

Havana Pools - Brisbane QLD

\$25 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Swimming Pool and Landscape Construction Company seeking experienced Construction Labourer for residential projects in Brisbane and South-East Queensland. Working 7am-4pm Monday-Friday, this position is best suited to someone who is committed, reliable and eager to learn and grow within the company.

Suitable person needs to be physically fit and strong, hardworking, able to take direction, show own initiative, work quickly and efficiently and have a great attitude.

Position will involve a variety of tasks such as -

- Cleaning sites and pools
- Digging trenches
- Picking up materials and dropping off to various sites
- Some heavy lifting
- Rubbish tip runs
- Assisting other trades such as tiling, concreting, formwork, landscaping

This position is ideal for you if you -

- Have experience building swimming pools, landscaping or concreting (construction experience is REQUIRED for this role)
- Have a valid Australian driver's license and own your own reliable vehicle that can carry tools and equipment where needed
- Enjoy variety in the workplace and the possibilities of learning a range of trades within the company
- Are reliable, hardworking and motivated to work to a high standard

Please send your resume and cover letter demonstrating how you are suitable for this position from your previous experience. Please include 2 contactable references.

Please only apply for this position if you have a minimum of 1 year experience in the Construction Industry.

Job Types: Full-time, Casual

Salary: \$25.00 per hour

Schedule:

- Monday to Friday

Application Question(s):

- Do you have a valid drivers licence and your own reliable vehicle to drive to and from work each day and in between job sites?
- If you are the successful applicant, when can you start?

Experience:

- Construction: 1 year (Required)

Work Remotely:

- No

Traffic Controllers

Agile Group (Global) Pty Ltd - Adelaide CBD SA

\$29 - \$35 an hour - Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Who We Are:

Agile Group is an indigenous owned and operated, integrated services provider founded in 2014. Our aim is to provide professional, cost effective solutions to our clientele, whilst enriching the local communities in which we operate.

Based in Adelaide, with offices in every capital city, Agile maintain a national footprint and workforce. Agile Group currently deliver services across a broad range of industries including government, health care, entertainment, logistics, manufacturing and resources.

The Role:

Due to project acquisition and an increase in workload we have an exciting opportunity for experienced Traffic Controllers to join our Traffic Management and Safety division.

We offer our employees competitive pay rates, training and development opportunities, clear management expectation/direction.

Certificates and Experience

The following are essential in order to progress your application:

- Valid SA Drivers License and reliable transport
- Safety construction Induction Card (white card)
- Traffic Controller Ticket (stop/slow bat or above)
- Ability to work autonomously or within a team environment
- Current First Aid Certificate
- Ability to work a 7 day roster
- minimum 12 months experience

For the right applicants, Agile can provide clear pathways to enable you to progress your career in a professional, inclusive and safe working environment.

If you feel you have the skills we are looking for, please send us your resume.

Job Type: Casual

Salary: \$29.00 – \$35.00 per hour

Schedule:

- Flexible hours
- Shift work

Work Remotely:

- No

Pipe Layer/Labourer

Coleman Drainage - Narangba QLD

\$85,000 - \$95,000 a year - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Wanted for immediate start experienced Pipelayers and Labourers interested in learning Pipelaying. Coleman Drainage has been working in SE Qld since 1993 and prides themselves on completing quality work in the subdivisional drainage area and Infrastructure field.

We are interested in employees who are easy to get along with and pride themselves on their workmanship. We pay award rates which include overtime rates and travel allowance to get to the job site.

Whilst these positions are casual, fulltime hours are worked.

Availabilities Mon - Fri 6.30am - 5pm

Application Deadline: 30/07/2021

Expected Start Date: 22/07/2021

Job Types: Full-time, Casual

Salary: \$85,000.00 – \$95,000.00 per year

Schedule:

- Day shift
- Weekend

Supplementary Pay:

- Penalty rates

Experience:

- civil construction: 1 year (Preferred)
- pipelaying: 2 years (Preferred)

Licence/Certification:

- current drivers licence (Preferred)
- own transport (Preferred)
- white card (Preferred)

Work Remotely:

- No

Chippy Form Worker

One Solution People Matter - Sydney NSW

\$53 - \$57 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

One Solution are proud to engage with our client and assist in the recruitment of experienced Formworkers to commence on Project in Glebe.

- Formwork Chippy
- Inner City Location
- Pay Rate \$53-\$57 per hour

One Solution are proud to engage with our client and assist in the recruitment of experienced Form workers & Formwork Carpenters to commence on projects located in Glebe and other inner city Sydney.

The role offers great hourly rate including penalties and allowances.

To be successful we are seeking the following must haves from you:

- Australian Trade Certificate or demonstrated Formwork experience on civil construction
- Footpath formwork experience a MUST
- Ability to meet deadlines
- You are required to hold a current construction White card for all construction site works you must be able to present this card at the interview and have it on you at ALL TIMES whilst working onsite
- You must be able to communicate clearly, take & follow directions and be proactive in the workplace
- You must be very OH&S aware and willing to commit to quality and safety procedures and work instructions
- Have full PPE including steel capped boots, Hi Vis shirts and long pants
- Motivation is a key factor in the position as these positions could lead to permanent work
- Own reliable vehicle and valid license please note that due to some of job locations public transport may not be available
- Be physically fit and capable to complete manual tasks the role may involve manual lifting, bending, squatting and kneeling

If you can also tick the below, we would love to hear from you:

- Ability to pass Pre-Employment Medicals
- Produce a clean Drug & Alcohol test
- Most importantly if you reside in an LGA that is considered a hot spot you must comply with NSW Covid 19 rules and regulations prior to commencement.

One Solution will keep all applications confidential and encourage & promote a diverse workforce. Whilst we appreciate the time it takes to apply for a position, and would love to contact every applicant, please note that on this occasion only successfully shortlisted individuals will be reached Please click "Apply"

Job Types: Full-time, Casual

Salary: \$53.00 – \$57.00 per hour

Schedule:

- 10 hour shift
- 8 hour shift

Supplementary Pay:

- Overtime pay

Work Remotely:

- No

Concrete Labourer

Harlow Civil - Rockhampton QLD

\$35 an hour - Full-time, Casual

Responded to 75% or more applications in the past 30 days, typically within 6 days.

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Harlow Civil is a civil construction contractor specialising in small to medium civil and infrastructure projects. We deliver projects across various sectors throughout Queensland, New South Wales and the Northern Territory – primarily in regional and remote locations – with our main offices in Blackwater and Townsville. Our team has a wealth of experience in the planning and delivery of civil, concrete and infrastructure projects. We currently have an opportunity for **Civil Labourers** to join our valued team at the Anglo-American **German Creek mine in Middlemount, QLD**.

This hands-on support role involves:

- Working a 9-days on, 5-days off roster (drive in-drive out)
- 10.5 hour work days
- Being part of a 3-4 person team on each work front
- A weekly paid, casual flat pay rate of \$35.00 per hour
- Accommodation and meals provided during work roster/ shifts

Applicants must:

- Possess previous work experience performing concreting work within a civil construction environment
- Be safety focused and comfortable working around heavy machinery
- Have physical fitness and strength for general labouring, including lifting, digging, site preparation and cleaning
- Enjoy working within a team environment, with professionalism and dedication
- Possess a Standard II and current Coal Board Medical
- Certificates for Working at Heights and Elevated Work Platforms is an advantage
- Preferably reside within the local region for a drive in – drive out work arrangement

This role has great potential for career progression and upskilling within a safety focused, dedicated, and experienced team.

Job Types: Full-time, Fly-In/Fly-Out, Casual

Salary: \$35.00 per hour

Ability to commute/relocate:

- Rockhampton QLD: Reliably commute or planning to relocate before starting work (Preferred)

Licence/Certification:

- Australian driver's licence (Required)
- Standard 11 (Required)
- Coal Board Medical (Preferred)

Concrete Finisher/Laborer

One Solution People Matter - Sydney NSW

\$53 - \$57 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

We are currently seeking to employ CIVIL STEEL FIXER/CONCRETORS for a project in Inner City Sydney working for a reputable civil construction team.

Concretor/Steel Fixer

Pay Rate \$53-\$57 per hour

On Site Parking

We are currently seeking to employ CIVIL STEEL FIXER/CONCRETORS for a project in Inner City Sydney working for a reputable civil construction team.

To be considered for this role, you must meet the following selection criteria:

Must have experience in civil construction

- Experienced in concreting & steel fixing essential
- You are required to hold a current construction White card for all construction site works you must be able to present this card at the interview and have it on you at ALL TIMES whilst working onsite
- You must be able to communicate clearly, take & follow directions and be proactive in the workplace
- You must be very OH&S aware and willing to commit to quality and safety procedures and work instructions
- Have full PPE including steel capped boots, Hi Vis shirts and long pants
- Motivation is a key factor in the position as these positions could lead to permanent work
- Own reliable vehicle and valid license please note that due to some of job locations public transport may not be available
- Be physically fit and capable to complete manual tasks the role may involve manual lifting, bending, squatting and kneeling
- Be willing and able to pass a pre-employment & random drug and alcohol testing during the placement period

Please ensure your resume includes at least 2 past employer referees including current contact names and phone numbers.

Most importantly if you reside in an LGA that is considered a hot spot you must comply with NSW Covid 19 rules and regulations prior to commencement.

You must have NSW experience and be able to work in Australia to apply for this job.

Phone enquiries will not be taken and as the positions could start at short notice, please do not apply if you are currently employed and are required to give notice.

If you meet the selection criteria please "Apply For This Job Now" to submit your resume.

Job Types: Full-time, Casual

Salary: \$53.00 – \$57.00 per hour

Schedule:

- 10 hour shift

Work Remotely:

- No

Carpenters Shopfitters and Joiners – Design + Construct

Base Building & Maintenance Services - East Brisbane QLD

\$30 - \$50 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

All About that Base

We formed Base to provide an honest, quality and value-adding design+construct service to the commercial market. Our positive team culture and a client focused approach along with our in house build team are the cornerstones of our continued growth. The Base service comprises design, building, fit out and maintenance for commercial buildings including complete project management throughout Queensland. As the number of satisfied customers has grown, so has our team, with a diverse range of skills and expertise, to cater to the varied needs of our clients. The Base team provides a comprehensive service with integrated design for outcomes that are as innovative as they are functional, all while upholding the company values that we represent – trust, respect, inclusion, and gratitude.

The Roles

We have multiple new, long term positions available for carpenters and shopfitters. Working alongside our happy close knit Base crew, you will work on a variety of assignments from design + construct projects, turn-key office and shop fit outs, commercial building refurbishments and upgrades, de-fit and make good works, tenancy alterations and maintenance works and repairs. All of our work is referred, and we work with an awesome group of engaged, repeat clients with a very strong pipeline of work.

Much of our work is in the Brisbane CBD and surrounds, with some occasional regional projects.

This role includes all aspects of carpentry, commercial building and maintenance/repairs.

For example, you will: -

- Construct partition walls and suspended ceilings. Hang doors, fit locks, skirtings
- Install various types of decorative feature wall cladding and feature ceilings
- Install custom joinery and furniture

You

You will be an experienced carpenter, joiner or shopfitter with a background in commercial building and maintenance. We are seeking relationships driven, collaborative tradesmen with a great sense of humour. You may be a contractor seeking better work conditions, or you might be a sole trader who wants to join a happy and positive team with a consistent pipeline of work.

A trade background with QBCC licence, your own tools, drivers licence and suitable vehicle will be essential. Experience in design+construct projects would be an advantage.

With an organised, practical approach, you will be willing to work out of regular business hours as required. Weekend work is available for those seeking additional overtime hours.

Your Future With Us

When you join the Base team, you are joining the Base family. We are on an incredible journey together and your contribution will be appreciated and valued. At Base, relationships thrive as we grow and develop together, sharing ideas, sharing successes and solving challenges with optimism and enthusiasm.

Our services are in great demand and the workspace landscape is evolving. We have an enviable pipeline of work and we are committed to further expanding our offerings. You will gain exposure to adjacent industry areas in the commercial construction sector. For those interested, you will also have the opportunity to identify and introduce ideas for the ongoing development, improvement and growth of the business.

This is a long term, stable full time employed position with negotiable and flexible work hours, competitive rates and of course, superannuation. Parking is available onsite at Base HQ at Woolloongabba and a Secure Parking card will be provided.

If this sounds like something you would like to be part of, please submit your CV and a cover letter outlining your interest in this role.

We thank recruitment agencies for their interest however, Base and Susan Leon do not wish to be contacted regarding this campaign. All enquiries will be directed to Susan Leon.

Expected Start Date: 23/08/2021

Job Types: Full-time, Casual, Permanent

Salary: \$30.00 – \$50.00 per hour

Schedule:

- Flexible hours

Supplementary Pay:

- Overtime pay

COVID-19 considerations:

All COVID precautions are implemented.

Experience:

- Carpentry: 5 years (Preferred)

Licence/Certification:

- Australian driver's licence (Required)
- White Card (Required)

Work Remotely:

- No

Expressions of Interest for Utilities Outages in 2021

[UGL Limited339 reviews](#) - Australia

Casual

You must create an Indeed account before continuing to the company website to apply

Apply On Company Site

Join our Utilities Outage Team in 2021!

We are seeking expressions of interest across the following roles and locations for our upcoming outages next year.

Roles

- Alimak Operators
- Boilermakers
- Crane Drivers
- Ladders
- Mechanical Fitters
- Peggys
- Plant Cleaners
- Riggers
- Scaffolders
- Sentries
- Sheet Metal Workers
- Site Administrators
- Storepersons
- Trades Assistants
- Valve Fitters
- Pressure Welders/Tube Welders

Locations

- Hunter Valley, New South Wales
- Newcastle, New South Wales
- Lithgow, New South Wales
- Adelaide, South Australia
- Collie, Western Australia
- Rockhampton, Queensland
- Kingaroy, Queensland

To express your interest in one or more of these outages, click 'Apply Online' now!

What makes you right for UGL

- Ability to provide a safe, supportive and positive workplace
- Empower a united and collaborative culture
- Deliver technical excellence and create efficient, innovative solutions
- Build an enviable reputation and the trust of employees, clients and other stakeholders
- Genuine concern for safety

About Us

UGL is well-known and respected for providing end-to-end engineering, construction and maintenance services within; rail and transport, communications and technology systems, oil and gas,

power, renewables and resources, water and defence markets. UGL partners with some of the world's largest blue-chip companies and government agencies, private enterprises and public institutions. We are a member of the CIMIC Group of companies.

At UGL, we value diversity – in the backgrounds, ideas, work styles and perspectives of our team. We are an Equal Opportunity Employer and strongly encourage people with disability, Aboriginal & Torres Strait Islander people, mature aged workers and people from culturally diverse backgrounds to apply.

Please note that relevant screening checks will be conducted as part of the recruitment process. These may include a national criminal history check and for you to undergo pre-employment medical assessment including drug and alcohol screen.

Ref: 241063

Discipline: Supervisor

Primary Location: Australia-NSW-Newcastle, Maitland & Hunter

Other Locations: Australia-SA-Adelaide, Australia-QLD-Brisbane - Western Suburbs & Ipswich, Australia-QLD-Toowoomba & Darling Downs, Australia-NSW-Blue Mountains & Central West, Australia-NSW-Central Coast & Gosford, Australia-QLD-Rockhampton & Capricorn Coast

Work Type: Casual

Construction Labourer

BriX Projects - Waterloo NSW

\$28 - \$30 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Brix Projects are currently looking for skilled labourers for large construction, civil and demolition sites across Sydney and surrounding suburbs. This is a genuine opportunity to work with leading contractors in the industry , learn new skills whilst being kept in regular work.

Your duties will include but not limited to:

- Required to use a vast array of power tools on site including: jackhammers, grinders, drills, saws, etc (it is vital that you have experience using these)
- Assisting other trades and carpenters
- General site cleaning
- Arranging materials

To be successful for this role you must possess the following skills and attributes:

- Must have a White Card
- Additional tickets are beneficial but not essential
- Construction experience - 2 years minimum recent experience
- Must have experience with operating hand and power tools
- Must be physically fit and ok with heavy lifting
- Excellent work ethic
- Reliable, hardworking, and punctual
- Must have good communication skills
- Basic skills, able to count, read and measure

On offer to the successful candidate:

- Paid above the award rate
- On-going regular work
- Long term positions
- Progression opportunities and opportunity to develop skills
- Exciting projects
- Great working environment

Ongoing work for the right candidates. Plenty of OT, travel and good rates paid.

If you're looking for a new opportunity to broaden your skill set and give you a solid foundation to progress within the construction industry register with brix projects today

<https://brixprojects.com.au/reg/register/BriX>

Job Types: Full-time, Casual

Salary: \$28.00 – \$30.00 per hour

Schedule:

- 8 hour shift
- Afternoon shift
- Day shift
- Monday to Friday
- Morning shift

- Night shift
- Weekend

Work Remotely:

- No

Civil Labourer

BriX Projects - Pyrmont NSW

\$25 - \$30 an hour - Full-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Urgently hiring

Brix Projects are seeking Civil Labourers for on-going work in Sydney.

Our Client is a market leader in civil engineering covering a range projects including roads and bridges, remediation, demolition, land clearing, concreting and infrastructure.

Due to consistently high volume of work and new projects, they're looking for experienced, reliable and motivated individuals with strong work ethics and a positive attitude to join their team. About the Role:

- Machine operations (training provided)
- Communicating with tunnel crew
- Handling of shotcrete bags (up to 20 kg)
- Use of other power tools
- Concreting
- Other labouring duties.

To be successful for this role you must possess the following skills and attributes:

- Must have a White Card
- Additional tickets are beneficial but not essential
- Civil construction experience - 2 years minimum recent experience
- Must be physically fit and ok with heavy lifting
- Excellent work ethic
- Reliable, hardworking, and punctual
- Must have good communication skills
- Basic skills, able to count, read and measure

On offer to the successful candidate

- Great rates of pay
- On-going regular work
- Chance to work for a large civil construction contractor

Job Types: Full-time, Casual

Salary: \$25.00 – \$30.00 per hour

Schedule:

- 8 hour shift
- Afternoon shift
- Day shift
- Monday to Friday
- Morning shift
- Night shift
- Weekend

Licence/Certification:

- Order Picking Forklift Licence (Preferred)
- forklift truck (LF Class) (Preferred)
- Australian driver's licence (Preferred)
- White Card (Preferred)

Construction Labourers - Ongoing work

[DSC Personnel3 reviews](#) - Bathurst NSW

\$30 - \$32 an hour - Contract, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

DSC has ongoing work for Construction Labourers in Bathurst NSW - Starting ASAP

Great weekly pay, Travel allowances and OT

Must Have:

- White Card
- Full PPE
- Australian Work Rights
- 6 months experience

If you are looking for work, please apply now, we have plenty available.

Job Types: Contract, Casual

Salary: \$30.00 – \$32.00 per hour

Schedule:

- 10 hour shift
- 8 hour shift
- Shift work

Supplementary Pay:

- Overtime pay

Licence:

- forklift truck (LF Class) (Preferred)

Work Remotely:

- No

COVID-19 Precaution(s):

- Personal protective equipment provided or required

Construction Labourers - Brisbane

Globe Group - Brisbane QLD

\$29 - \$35 an hour - Contract, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Globe Group is a Labour Hire company working exclusively with several builders on some great projects.

Our clients are some of Australia's largest privately-owned building, construction and landscape companies.

They undertake projects ranging from commercial and residential high-rise, sporting, health, government, retail, education, hotels and many more.

We have multiple casual roles around Brisbane and surrounding suburbs.

Skills/Experience Required:

- Minimum 6 months experience on a commercial construction or landscaping site
- MUST have construction white card
- Ability to work in fast paced environments whilst not compromising quality of work

Job requirements:

- Strong work ethic and ability to work autonomously
- White card and full PPE
- Willing to take direction and work well within small teams
- Demonstrated knowledge of safe work practices
- Flexible and ability to work overtime when needed

Advantageous but not essential tickets:

- Working at Heights
- Confined Space
- EWP / Scissor Lift
- Forklift

What can we offer?

- Ongoing support from our office throughout your employment
- Immediate starts available
- Wages paid weekly

If you fit the above criteria, please Click the APPLY for this JOB button , attach your resume and we will be in touch.

Alternatively please call the Globe Group office on 07 3625 9999 to discuss this and other roles.

Job Types: Contract, Casual

Salary: \$29.00 – \$35.00 per hour

Benefits:

- Travel reimbursement

Schedule:

- Flexible hours
- On call
- Rotating roster

Supplementary Pay:

- Overtime pay
- Penalty rates

Work Remotely:

- No

Formwork & Construction Labourers

[Chambers Recruiting Group2 reviews](#) - Adelaide Region SA

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

CRGroup is on the search for skilled formwork and construction labourers that are experienced in various works such as concrete pour/finish, formwork carpentry, and steel fixing. This is an Adelaide based role with an immediate start. Labourers with construction experience are also needed to assist with works on site. The works will look to start asap, and could be ongoing for the right workers.

Requirements:

- > White Card
- > Minimum 2 years formwork or construction experience
- > Own vehicle and driver's licence
- > Availability for an immediate start

Work Conditions:

- > Casual Fulltime contract (wages + super + overtime penalties)
- > Potential for ongoing work
- > On-time Weekly pay

Ticketed Labourers

Buildability Group - Sydney NSW

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

- Minimum of 2+ years experience on construction sites
- Construction tickets
- Up to date references

We currently have available great opportunities for **Skilled Construction Labourers with tickets** to work on several major construction projects throughout Sydney and Surrounding Suburbs.

What are we looking for in a labourer?

- Minimum 2+years of experience in construction labouring.
- Contactable references.
- Must be Reliable and punctual.
- Clear communication skills.
- Sound commitment to OH&S.
- White card and own PPE - Steel capped boots, hi-vis top, Hardhat.

What's on offer?

- Long-term opportunities for the right person.
- Excellent hourly rates with all allowances included.
- Casual Ongoing work - some part-time opportunities available
- Overtime and weekend work available.

Desired Tickets:

- EWP - 11 +11
- Forklift
- Goldcard (telehandler)
- Traffic Controller
- Dogman
- Hoist Operator
- RIW (Cat 3)

What do you need to do?

Call [REDACTED] for an immediate interview or E-mail your CV to

[REDACTED]

COVID-19 PLEASE READ

Applicants in the current Sydney LGA hotspots will only be considered if they have had at least one dose of the vaccine minimum and be able to provide evidence of the fact.

General Labourer

Multilevel Maintenance - Port Melbourne VIC

\$42,601 - \$71,915 a year - Full-time, Part-time, Casual

You must create an Indeed account before continuing to the company website to apply

[Apply Now](#)

Job Description

We have been contracted to conduct a number of ongoing projects in large apartment complexes. We are looking for skilled trades assistants with experience. The work is varied and can involve working at heights and the use of a wide range power tools. The apartments are lived in so polite communication is a must! Being physically fit and bringing a great attitude to the team is what we are looking for.

WHAT'S ON OFFER?

Ongoing work at same location

Essential work

Team environment

Tools provided

Lunches provided

WHAT WE NEED FROM YOU?

White card

Experience in construction

Current ABN

A great attitude

Job Types: Full-time, Part-time, Casual

Salary: \$42,601.00 – \$71,915.00 per year

Schedule:

- Day shift
- No weekends

Licence/Certification:

- White Card (Preferred)

Work Remotely:

- No

Ticketed Labourer - Construction

Amrick - Melbourne VIC

Casual

You must create an Indeed account before continuing to the company website to apply

Apply On Company Site

Please note: this vacancy is for those with additional construction tickets – NOT for applicants who have white card only. If you are looking for general labouring work please refer to our “Construction Labourers – Basic and Experienced” ad.

Amrick currently has job opportunities for Ticketed Construction Labourers to assist on multiple projects ranging from structure to nearing handover stages.

Requirements:

- Valid Construction Induction Card (Red/White Card)
- Full PPE
- Strong Communication Skills
- Punctual
- Own transport is beneficial but not essential

Tickets may include:

- Electrical Spotter
- Dogman
- Rigger
- EWP (both below and above 11 metres)
- Working at heights
- Confined Space
- Traffic Control
- Forklift
- Crane Operator
- Material/Personnel Hoist

Job/Package:

- Immediate Start Available
- Weekly Pay Cycles
- Hourly Rate + Super + Allowances
- Rates in-line with Award
- Flexible Hours
- Overtime Penalty Rates

If you are interested and meet the requirements above, please apply by responding to this job ad with your resume and you'll be contacted soon after.

Job Type: Casual

Salary: \$30.00 – \$40.00 per hour

Schedule:

- 8 hour shift
- Day shift
- Flexible hours
- Monday to Friday

Supplementary Pay:

- Penalty rates

Work Remotely:

- No

SEEK Website

Formwork labourers | Formwork Stripping and Erection

Hammers Workforce

Brisbane

Construction

Other

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Formwork labourers | Formwork Stripping and Erection at Hammers Workforce
[Apply](#)

Save Formwork labourers | Formwork Stripping and Erection at Hammers Workforce **Join the Construction Boom**

Due to the rapid growth in construction projects in SE QLD, we need skilled and experienced Formworkers for a range of new projects. Most of our clients are long-term partners, so we are hiring people who would prefer ongoing work.

- **Why You Should Join Hammers Workforce**

We know that you're working to earn a good living. That only happens if you can get enough reliable hours, and you stay injury-free so you can continue to work.

- **We want you to stay with us for the long term, so we are committed to providing:**

Ongoing hours for strong earnings, and A safe working environment and work practices to keep you injury-free.

Available Roles

- **We are currently hiring:**

Formwork labourers

Formwork Stripping and Erection

Job Locations

- **We have multiple sites in:**

Brisbane

Gold Coast

Sunshine Coast

- **What You Must Have**

White Card

Tool belt, your own hand tools, and safety boots

Reliable transport and current Driver's Licence

Good level of physical fitness

We'll also expect high quality workmanship, strong safety awareness, and a positive attitude.

Apply Now

Positions are filling fast.

Click the "Apply for this job" button to upload your resume and work history.

Labourer/ Trainee Mobile Plant Civil Construction

Private Advertiser

Perth

Eastern Suburbs

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 13d ago

Apply for Labourer/ Trainee Mobile Plant Civil Construction at Private Advertiser

[Apply](#)

Save Labourer/ Trainee Mobile Plant Civil Construction at Private Advertiser Save
A Perth based earthmoving/civil company, with work in Perth and all over Western Australia, requires a self-motivated, hard working labourer with the intention of training up and working as a plant operator.

Advertised as a casual position, this position is fulltime work, with a lot of hours.

Would suit somebody who does not mind doing the hard work but also wants training and work as a plant operator on various civil construction machines.

Must be willing to do away work at times, with good conditions and roster.

Must have a unrestricted HR licence, at a minimum, or be willing to get one asap.

Civil Operators

Red Appointments

Alice Springs & Central Australia

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 6d ago

[More jobs from this company](#)

Apply for Civil Operators at Red Appointments

[Apply](#)

Save Civil Operators at Red Appointments

About the company

Our client is a leading Civil Construction business based in Darwin, who have worked on major Defence, Industrial, Community, Commercial and remote project across the NT. Applications are now open for the following positions on a road upgrade project due to commence in January 2021.

About the roles

The successful Candidates will be able to demonstrate prior operating experience and must be available to stay on camp, which is approx. 1 hour from Alice Springs, during their swing.

Interviews are being held in Alice Springs on the 25th, 26th and 27th of August. You will have the opportunity to speak directly to our client about the positions.

The positions available are as follows:

- MC Road Train Operators with experience operating double side tippers.
- HR and HC Watercart Operator.
- Roller Operators.
- Bomag Operators.
- Grader Operators.
- Excavator Operators.
- Loader Operators.
- Traffic Controllers (WZ2 & WZ3).
- Experienced Serviceman.

Positions are open to all applicants and Indigenous Australians are strongly encouraged to apply as some of these positions are Indigenous Identified roles.

Skills & Experience

The successful candidate for this role must be able to demonstrate ...

- Prior operating experience - Machine tickets are not required as long as you are able to demonstrate your operating experience.
- Hold a current Drivers Licence, have transport to site and able to supply a copy of your white card.
- Ability to pass pre-employment and ongoing D&A screening.

Benefits & Culture

In return, our client offers ...

- Weekly pays, penalty rates and plenty of hours.
- Roster of 4 weeks on, 1 weeks off.
- Meals and accommodation are provided for you.

PLEASE NOTE To be considered for these positions' applicants must have the right to work in Australia. These are Darwin positions and only applicants already in Alice Springs or willing to relocate at their own expense will be considered. Only short-listed applicants will be contacted for interviews.

Every employee of RED Appointments has access to our Employee Benefits Program. This includes discounts at over 300 retailers, insurance comparison services, discount on phone services and much more!

The filling of these positions is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and / s 57 of the Anti-Discrimination Act 1996 (NT). The positions are therefore open to Aboriginal or Torres Strait Islander applicants.

To apply for this position please select the **Apply Now** button and forward your resume in MS Word format only. To have a confidential discussion regarding this role, please contact [REDACTED] on ...

To view all of our job vacancies visit www.redappointments.com

Labourers with white card

AWX Gold Coast

Gold Coast

Construction

Other

Casual/Vacation

Posted 2d ago

[More jobs from this company](#)

Apply for Labourers with white card at AWX Gold Coast

[Apply](#)

Save Labourers with white card at AWX Gold Coast

Labourers with White Card

- Immediate starts
- Must be physically fit
- Various roles across the Gold Coast

ABOUT THE ROLE

AWX are currently recruiting labourers for manufacturing, civil and construction sectors. Must be physically fit as all of the roles involve heavy labouring.

Any additional tickets such as forklift, white card, confined space, EWP all welcome as it opens up more avenues for you.

WORK PERKS

- Competitive hourly rate in line with experience
- Opportunity to develop skills
- Possibility of permanent opportunities for the right person

WHAT YOU WILL BRING TO THE TABLE

We are looking for personnel with previous experience in a labouring capacity from manufacturing civil or construction backgrounds:

- High level of fitness and good core strength
- Previous experience in a physically demanding position
- Drivers licence and reliable transport
- Have work rights to work in Australia
- Commit to work between the hours of 06:00 - 18:00

To be considered, you must be suitably qualified and have proven experience in a labouring capacity.

ABOUT US

We are a large Australian recruitment company who are proud of our company culture and truly believe our people are our biggest assets. AWX are well regarded across many industries and constantly have new and exciting roles available for the right people to grow within our business. Whether you are looking for short term roles or to work on long term projects then joining the AWX Team is the right move for you.

HOW TO APPLY

So, have you got what it takes to join the AWX Team? Click apply now to send through your resume for immediate interview at our Gold Coast office.

DUE TO HIGH VOLUMES ONLY SUCCESSFUL APPLICANTS WILL BE CONTACTED

Skilled Labourers

AWX Sunshine Coast
Rockhampton & Capricorn Coast
Construction/Other
\$40 - \$44 p.h.Casual/Vacation
Posted 2d ago

[More jobs from this company](#)

About the company

AWX services Australia with the supply of contract staff, permanent recruitment and total workforce solutions.

About the role

We are seeking skilled labourers for an immediate start on the ASMTI project at Shoalwater Bay.

This is your chance to secure long term work on a major infrastructure project working with a tier 1 developer.

These roles will initially be DIDO from Rockhampton - with the ability to car pool in a company vehicle. Candidates MUST be located in Rockhampton or surrounds or willing to relocate. These roles will transition later in the year to camp based accommodation on site and a 10/4 roster, so you must be willing to move to this once complete.

We are looking for jack-of-all-trades ticketed labourers who can bounce around between various roles as needed. You may operating machinery, installing a fence, helping to clean up, delivery personnel or supplies between precincts or anything in between!

An MR licence or above is mandatory, and other tickets such as Traffic Control, Telehandler RII, Forklift Licence will be highly regarded. There will be a major labouring component to these roles so applicants must be fit and willing to labour as necessary.

Additionally you will need to be very reliable, with a solid work ethic, attention to detail and be safety conscious.

This is a major project with a long timeframe and above market rates so an exciting opportunity for the right candidate.

Aboriginal or Torres Strait Islander applicants are encouraged to apply.

Culture

People love working with AWX because we provide a safe and flexible working environment.

Benefits

A team environment that will allow you room to grow and develop new skills. The client is a great company that will have permanent roles for great workers who want to impress.

How to Apply

Click APPLY to send your resume, being sure to outline your relevant experience.

Successful applicants only will be contacted.

AWX Sunshine Coast 

Site Supervisor and Carpenters - High End Residential

McGarry Constructions Pty Limited

Sydney

CBD, Inner West & Eastern Suburbs

Construction

Foreperson/Supervisors

Casual/Vacation

Posted 6d ago

[More jobs from this company](#)

[Apply for Site Supervisor and Carpenters - High End Residential at McGarry Constructions Pty Limited](#)
[Apply](#)

Save Site Supervisor and Carpenters - High End Residential at McGarry Constructions Pty Limited

SITE SUPERVISOR/ FOREMAN AND CARPENTERS

We have an exciting opportunity for a Site Supervisor/ Foreman and Carpenters to join our boutique building company in Sydney.

About the company

McGarry Constructions is a Sydney based building company specialising in residential renovations, extensions and complete design and build service. We offer a high end service with an emphasis on quality workmanship and client satisfaction. We are a growing company and have gathered a highly skilled team of carpenters and labourers and have established long term relationships with our team of tradespeople, suppliers, designers and architects. Our projects are mainly in Sydney's inner west, lower north shore and eastern suburbs.

SITE SUPERVISOR/ FOREMAN

We are looking for an experienced site supervisor/ foreman to plan and supervise a wide range of building projects from start to finish. You will organise and oversee the day to day operations of the building sites and ensure projects are completed in a timely and efficient manner.

The ideal site supervisor must be well-versed in all building methodologies and procedures and able to co-ordinate a team of trades people and various suppliers to achieve the best possible results. The goal will be to ensure all projects are delivered to a high standard on time according to requirements.

Duties and Responsibilities

Pre-dominantly a site based role, with a split between on the tools and off the tools work.

Responsibility includes but is not limited to:

- Take ownership and responsibility for the successful and safe delivery of projects from start to finish
- Work on all aspects of carpentry on high end architectural construction
- Oversee the day to day running of the site as well as being a leading hand on the tools when required
- Scheduling, coordinating and supervising trades and subcontractors on site along side the project manager
- Scheduling and ordering materials according to project timeline to ensure smooth running of the site

- Read and interpret plans and specifications including structural, architectural and all service disciplines, and liaising with all consultants along side the project manager
- Take ownership of site safety management, ensuring WHS compliance and on site administration, record keeping and quality control along side the project manager
- Leading and mentoring a team of carpenters, apprentices and labourers

Skills and Experience

- Trade qualification including Cert III Carpentry and Builder's Licence preferably
- Demonstrated experience supervising high end **residential** home builds, high end architectural residential renovations and construction
- A thorough understanding of Australian building regulations, WHS Regulations and QA Systems
- Solid project management skills, including experience in managing and developing a trade network
- Ability to effectively communicate with a diverse group of consultants and clients and ability to deliver excellent customer service
- Must hold a General Construction Induction White Card
- Must have own tools and transportation (valid Australian driver's licence mandatory)

CARPENTERS

We are looking for experienced carpenters who have worked on high end architectural residential building and renovation. You will be working on all aspects of residential (and some commercial) construction including general and finished carpentry, framing, cladding, general fit-outs and demolition work. You must be suitably skilled and demonstrate professionalism, high workmanship standards, excellent attention to detail, take pride in your work and can work to deadlines.

Duties and Responsibilities

Pre-dominantly a site based role and will be varied across various projects, responsibility includes but is not limited to:

- Work on all aspects of carpentry on high end architectural construction (new builds, renovations and remedial)
- Actively work on the tools whilst taking responsibility for the progress and quality of work being produced by apprentices and labourers
- Co-ordinating with and taking direction from the project manager and site supervisor
- Carry out set out of works, plan and organise work to meet project requirements and timeline
- Read and interpret plans and specifications to fully grasp project requirements
- Assign tasks, calculate and manage material requirements, liaise with subcontractors and suppliers and support a positive safety culture
- Proficient use of power tools and operate tools, machinery and other equipment safely
- Ensure compliance with building codes, and health and safety regulations, and raise safety concerns at the appropriate level


Skills and Experience

- Trade qualification, Cert III or equivalent
- Minimum 6 years proven experience in high end architectural renovation and new builds
- Excellent knowledge of carpentry, building maintenance and Australian building regulations
- Sound knowledge of WHS Regulations and QA Systems
- Ability to take direction along with using your own initiative

- Ability to supervise apprentices and labourers
- Ability to effectively communicate with project manager, site foreman, trades and subcontractors and deliver excellent customer service
- Must hold a General Construction Induction White Card
- Must have own tools and transportation (valid Australian driver's licence mandatory)

We take pride in our work, are committed to delivering high standards to clients and love our friendly team atmosphere.

If you feel like the above sounds like you, please click the “Apply” link to start your application.

Alternatively email your CV to: 

Please note that only successful candidates will be contacted, and all applications will be treated as strictly confidential.

Netting Structure Construction Labour

Greenlife Structures Pty Ltd

Mildura & Murray

Construction

Other

\$25 - \$34.99 per hour

Casual/Vacation

Posted 3d ago

[More jobs from this company](#)

Apply for Netting Structure Construction Labour at Greenlife Structures Pty Ltd

[Apply](#)

Save Netting Structure Construction Labour at Greenlife Structures Pty Ltd

About the business

GreenLife Structures is part of the TAPEX Group of companies in the construction and agriculture sectors. As an employee of GreenLife Structures you will enjoy the many benefits that working for an industry leading and fast growing reputable organisation offers. We believe in developing our employees and enabling them to reach their full potential.

About the role

Netting Structure Construction Crews are responsible for the construction and installation of our netting structures across regional Victoria. These vary from a couple of hectares to a massive 70 hectare project we are currently working on. This includes marking out and installing posts, cable grid installation, netting installation and any other general labouring roles required to get the job done. Efficiency, accuracy, and attention to detail are just some of the traits you will need to bring with you to ensure the finished quality of our projects are the benchmark of workmanship and value for money.

Netting is a specialty trade, which means you will learn trade-specific skills on-the-job from some of our experienced installers while bringing your thirst for knowledge and keen eye for detail into the workplace.

Work tasks for a new employee start out basic in nature, but will quickly progress into skilled tasks where we aim for a fully rounded installer with skills and knowledge in every aspect of netting structure construction. A lot of what we do is done from an EWP or Boom Lift, physically demanding and takes place in rural and regional Victoria. This is where previous experience at heights comes in handy. If you don't already have a Boom Lift ticket, we can organise this for you. Your ability to produce the highest quality work is a must. In return you will be rewarded with the opportunity for a long-term career in a rapidly growing company.

You will be physically fit and be a fast learner with the ability to work manually in the outdoors. Applicants must have a current drivers license, their own vehicle, be flexible, committed to learning new skills and be willing to travel to onsite locations in Mildura and across regional Victoria. Previous experience with building netting structures is a major advantage, but as training will be provided, not necessary.

Benefits and perks

GLS has a great culture and a new major shareholder. The company is part of the much larger TAPEX Group of companies servicing the agriculture, horticulture and construction industries in Australia and New Zealand. We have an ongoing pipeline of work upcoming in Victoria, and therefore have a need for dedicated people to become part of the team for ongoing work.

You will be rewarded by weekly pays, being part of a expanding company and team on the ground, and ongoing support.

Skills and experience

Netting structures construction a major advantage, but on the job training provided.

Current Drivers License and reliable transport.

EWP Experience and or competency/licence an advantage.

Fencing experience an advantage.

Experience working with chainsaws an advantage.

Occupation First Aid & Skilled Labourers

Lack Group

Lismore & Far North Coast

Construction

Other

Casual/Vacation

Posted 8d ago

[More jobs from this company](#)

Apply for Occupation First Aid & Skilled Labourers at Lack Group

[Apply](#)

Save Occupation First Aid & Skilled Labourers at Lack Group

About the company:

Lack Group is a 100% Australian family owned and privately-operated company who provide People, Traffic Planning, Traffic Management and Traffic Execution Solutions for our Project Partners in the Civil, Infrastructure, Building, Medium Density & High-Rise Construction, Commercial Construction and Mining Industries.

To support our continued growth, we are currently seeking Experienced and Qualified Labourers with Construction and Civil work experience for projects in Southern Gold Coast & Tweed Heads/Coolangatta areas.

We are seeking the below qualified and experienced candidates:

- Occupational First Aid Skill (HLTSS00068)
- Construction/Skilled Labourers;

To be successful in this role you must have experience on Construction and Civil work projects and must also have the following:

- General Safety Induction (White) card;
- Valid Drivers Licence;
- Any other relevant tickets/licences;
- Own transport; and
- A positive "Can Do" attitude.

Become an integral member of Australia's Best Labour Hire Company and work for a family orientated organisation that continually inspires and invests in its most valuable asset..... YOU!

If you are interested, please hit the "**Apply Now**" button and follow the steps to submit your application.

Labourer

Grande Constructions

Brisbane

CBD & Inner Suburbs

Construction

Other

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Labourer at Grande Constructions

[Apply](#)

Save Labourer at Grande Constructions

Grande Constructions is looking for Construction Labourers to join our hardworking team.

Experience in Construction and Demolition work is not necessary but will help.

You will be required to take part in and complete all stages of demolition and construction. Manual handling skills are a must.

Work has the potential to be on going for the right applicant.

Requirements -

Current construction white card is Mandatory

Drivers Licence and own transport

Willingness to work hard and long hours

Appropriate PPE (Hi-vis clothing, steel cap boots)

Current seasonal flu vaccination - Most of our work is in functioning aged care facilities and is a government requirement that anyone entering a facility is vaccinated against the seasonal flu.

Plant Operator / Truck Driver

Private Advertiser

Wagga Wagga & Riverina

Construction

Plant & Machinery Operators

\$35 per hour

Casual/Vacation

Posted 7d ago

[Apply for Plant Operator / Truck Driver at Private Advertiser](#)
[Apply](#)

[Save Plant Operator / Truck Driver at Private Advertiser](#)[Save](#)

PLANT OPERATOR / TRUCK DRIVER

Griffith / Leeton / Wagga Wagga and surrounding areas

Long Term Casual - Road Stabilising and Construction

You will be responsible for operating plant machinery, driving trucks and prime movers and working in a team environment.

Road Construction experience preferable, but not essential. Willing to train an enthusiastic applicant.

Future promotion opportunities to Team Leader for high achievers.

Casual work nearly all year round.

Key Requirements:

- HR - HC Driver licence (Essential)
- Experience operating relevant plant
- White Card (Essential)
- WHS conscious
- MUST be available to travel, at times working away from home
- Strong work ethic, good attitude, reliable

Benefits:

- \$35.00 per hour, plus superannuation
- Accommodation and meals provided (when working away from home)

Enquiries email

Plant Operators Required - Excavators, Dump Trucks, Rollers, Dozer etc

Private Advertiser

Melbourne

CBD & Inner Suburbs

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 15h ago

Apply for Plant Operators Required - Excavators, Dump Trucks, Rollers, Dozer etc at Private Advertiser

[Apply](#)

Save Plant Operators Required - Excavators, Dump Trucks, Rollers, Dozer etc at Private AdvertiserSave

Experienced Plant Operators Required,

Excavators / Dozers / Dump Trucks

Northern/Western Suburbs of Melbourne

Family owned and operated Earthmoving Business, Excavators from 14ton - 50ton, D6 Dozers, 30ton Dump Trucks.

Ongoing work available, must be experienced in Civil Construction, own reliable transport, able to pass drug/alcohol test.

No Training will be offered for this role Experienced Operators only

Plant Operators

HEH Civil

Cairns & Far North

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 1d ago

[More jobs from this company](#)

Apply for Plant Operators at HEH Civil

[Apply](#)

Save Plant Operators at HEH Civil

About the business

HEH Civil is a growing company providing a diverse range of civil construction services to local councils and state government clients in Far North Queensland and South East Queensland.

About the role

HEH is currently looking for experienced plant operators to join our team in North Queensland (Cairns and surrounding areas). Indigenous and female candidates are encouraged to apply.

Benefits and perks

At HEH Civil you will be working in small teams with other top level experienced staff. Regular overtime is available when required. There is potential for ongoing training and promotion for the right person.

Skills and experience

Applicants will be required to have all mandatory tickets to work on government infrastructure sites. *At least 2 years* final trim experience and be able to work to grade.

Civil & Construction - FIFO Supervisors, Operators, Concreters and Labourers

Novar Group Pty Ltd

Brisbane

CBD & Inner Suburbs

Construction

Plant & Machinery Operators

\$48 - \$55 per hour

Casual/Vacation

Posted 13d ago

[More jobs from this company](#)

Apply for Civil & Construction - FIFO Supervisors, Operators, Concreters and Labourers at Novar Group Pty Ltd

[Apply](#)

Save Civil & Construction - FIFO Supervisors, Operators, Concreters and Labourers at Novar Group Pty LtdSave

Civil & Construction – FIFO Supervisors, Operators, Concreters and Labourers

FIFO (2/1 roster – 12hr days) civil and construction workers on a mine in West Queensland, candidates fly from Brisbane and Townsville.

Novar Group is a highly successful civil construction company operating out of Mt Isa and Brisbane. There are ongoing opportunities for the right candidates. Our clients specialise in medium to large size light civil and infrastructure projects.

Novar Group are seeking experienced operators, concreters and labourers for immediate start, FIFO from Brisbane and Townsville, 2/1 Roster.

We are seeking highly experienced operators, concreters and labourers who have skills in:

- Forming, steel fixing, placing, and finishing concrete
- Construction of footpaths and culverts
- Trenching and backfill for service installations
- Patio construction
- Excavator, telehandler and bobcat (Pozi Track) operation

Benefits

- Attractive salary
- Immediate start
- Paid flights and accommodation
- Paid onsite inductions and medicals
- Two weeks on and one week off roster

Skills and experience

- Trade qualification
- White / Blue card
- First Aid and CPR
- Available for an Immediate start
- Civil Construction experience essential

To be successful for the role you will need the following;

- Immediate availability
- Able to pass a fit for work medical, drug and alcohol test

If this is the job for you, please click the Apply button, attaching your resume and two recent work references

Construction Labourers starts available next week.

Hunter Labour Hire

Sydney

CBD, Inner West & Eastern Suburbs

Construction

Other

30.00 per hour

Casual/Vacation

Posted 20d ago

[More jobs from this company](#)

Apply for Construction Labourers starts available next week. at Hunter Labour Hire

[Apply](#)

Save Construction Labourers starts available next week. at Hunter Labour HireSave

Construction Labourers

HLH Group is seeking construction labourers for current and future projects located throughout Sydney. If you are physically fit and willing to commit to 5 days a week with overtime and weekends available send us your resume.

What do I need?

- Minimum 6 months construction experience
- Valid white card
- Personal Protective Equipment (PPE) - Safety boots, Hard hat, Hi-vis top.
- Hard-working attitude and willingness to learn.
- Own transport beneficial

What will you be doing?

- Assisting trades, carrying materials, site clean up, etc.
- Using power tools on occasion such as jackhammers, grinders, etc.
- Working on high-end residential properties and commercial buildings.
- Remedial, demolition, manufacturing, and landscaping work.

What's on offer?

- Top rates of pay with overtime available.
- Career progression, gain more skills and tickets.
- Ongoing work with NSW's best builders and contractors
- Work all over Sydney to suit you.

Please email your resume and details to

Multi - Skilled Civil Operators and Civil Labourers

Maxima Tempskill

Brisbane

Northern Suburbs

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 8d ago

[More jobs from this company](#)

Apply for Multi - Skilled Civil Operators and Civil Labourers at Maxima Tempskill
[Apply](#)

Save Multi - Skilled Civil Operators and Civil Labourers at Maxima Tempskill
Maxima are looking for qualified and experienced Multi skilled operators and experienced civil labourers for work on the North side of Brisbane.

Civil experience is a necessity.

These are casual assignments with an hourly rate dependent on role + overtime + daily travel allowance.

Please apply if you have several of the below licenses and experience - require Multi- skilled Operators:

- Excavator
- Loader
- Moxo
- Skid steer
- Scraper
- Grader
- Dozer
- Water Truck (standpipe ticket required or happy to obtain)
- Tipper trucks
- Compactor/ Roller

Skilled Labourers will have experience in storm water and drainage, asphalt, concreting, paving, pits and other utilities

To be successful you must:

- Have a current minimum driver's license
- White card
- Have previous civil construction experience
- Be physically fit (must be able to work 10+ hour days without any problems) and able to pass a pre- employment medical
- Be available to work Monday to Saturday
- Have a hard working attitude

If you fit the above criteria and are available for an interview please apply now with your current resume including 2 recent working references.

Maxima are committed to advancing workforce diversity and inclusion for all.

Aboriginal Torres Strait Islander and People Living With Disability are encouraged to apply.

To apply online, please click on the appropriate link below. Note that if you haven't received a reply within 2 weeks please regard your application as being unsuccessful in this instance.

OUTDOOR LABOURERS

Workforce International Pty Ltd
Melbourne
Bayside & South Eastern Suburbs
Construction
Other
Casual/Vacation
Posted 9d ago
[More jobs from this company](#)

Apply for OUTDOOR LABOURERS at Workforce International Pty Ltd
[Apply](#)

Save OUTDOOR LABOURERS at Workforce International Pty Ltd
Workforce International is one of Australia's leading Recruitment Providers. We support a large number of government, civil infrastructure & utility service contractors throughout Victoria.

Due to business growth in our Infrastructure Services division, and Open Space contracts we are seeking Outdoor Labourers to work on ongoing projects in the South Eastern & Northern Suburbs of Melbourne.

Requirements:

- White card
- Previous use of hand tools- Highly regarded
- Ability to work well in a team
- Ability to work in all weather conditions
- Reliable and pro-active
- HR/MR license- Highly regarded
- Outdoor labouring experience is a must
- Plant machine tickets - Highly regarded
- Traffic Tickets- Highly regarded

Some Locations Include:

- Dandenong
- Moorabbin
- Notting Hill
- Bayswater
- Port Melbourne
- Epping
- Pakenham

This is a great opportunity to gain exposure working within a well known reputable company that operates throughout Australia servicing infrastructure & Open Space contracts.

WORKFORCE INTERNATIONAL as an Employer

Workforce International is a wholly Australian-owned company with 30 branches throughout Australia. We offer a comprehensive range of industrial recruitment, labour hire and human resource solutions to clients within numerous industries.

Our Commitment to Safety in the Workplace is our single greatest concern and central to our business philosophy. We invest heavily in safety to ensure the environment in which you work in empowers our people to place their personal safety and that of their work mates above all other priorities. If this sounds like the next challenge for you please apply now.

To apply, please click on the link below or call

Excavator Operator - Bowral & Moss Vale

Private Advertiser

Southern Highlands & Tablelands

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 1d ago

Apply for Excavator Operator - Bowral & Moss Vale at Private Advertiser

[Apply](#)

Save Excavator Operator - Bowral & Moss Vale at Private Advertiser

We are currently looking for experienced Excavator Operators for our construction project in Bowral & Moss Vale NSW.

We are offering Top rates plus OT plus daily travel

Work will be located in Bowral & Mossvale.

Must Have the Following:

- Minimum 2 years experience on a 26t excavator
- Experience in Loading Trucks
- Experience in Civil
- Experience around Civil & Building sites
- Current Excavator RII or Ticket
- White Card
- FULL PPE
- Driver License & own Transport

If you meet the above requirements please apply via the link

Labourer

JWM Contracting Pty Ltd
Toowoomba & Darling Downs
Construction
Plant & Machinery Operators
Casual/Vacation
Posted 16d ago

[More jobs from this company](#)

Apply for Labourer at JWM Contracting Pty Ltd

[Apply](#)

Save Labourer at JWM Contracting Pty LtdSave

JWM Contracting are looking for a crew of efficient, safety-minded Labourers and a site administration person for to work at the Columboola Solar Farm located near Miles QLD.

Applicants should have construction industry experience and access to reliable transportation and be available for immediate start.

The ideal candidates will be capable of working with minimal oversight but willing to follow directions closely. Additionally, he or she should be familiar with construction industry safety standards and procedures to ensure project security.

Key responsibilities:

- Help equipment operators and other skilled labour where necessary
- Load or unload materials
- Follow instructions from supervisors
- Perform site clean up

Successful applicants **must** have the following:

- Ability to carry out physical labour and other strenuous tasks
- Must be punctual and reliable
- Must have experience as a general labourer in the construction industry
- Must hold a Construction Industry White Card
- A current Drug and alcohol screening will need to be supplied
- Must have the right to work in Australia

Civil Labourers

ZANCOTT Recruitment

Adelaide

Construction

Other

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Civil Labourers at ZANCOTT Recruitment

[Apply](#)

Save Civil Labourers at ZANCOTT Recruitment

Are you an experienced **Civil Labourer**? Whether you're seeking an **attractive hourly rate** or **long-term security**, Zancott have the **RIGHT** role for you.

Zancott have **MULTIPLE** roles on offer - ad hoc/short-term roles to fit in with your other commitments or lock yourself into your next long-term role working on a Major Project.

As an experienced **Civil Labourer** you will have considerable experience working on civil sites. You will have knowledge of trenching/pipe laying and backfilling techniques, be familiar with the different types of machines and what they do. You will be confident in spotting for machinery, in the use of leg rammers and pipe lasers.

If you hold your Construction Industry White Card, have your own transport, consider yourself fit and healthy with the ability to maintain the requirements of a labouring role - Zancott would love to hear from you today!

Applicants meeting the above criteria will be contacted immediately for a confidential discussion. Apply today by clicking the **APPLY NOW** button and attach your resume in word format.

Indigenous and Torres Strait Islander candidates are encouraged to apply.

To keep up to date with what's happening at Zancott, please like our Facebook & follow us on LinkedIn.

Supervisor (Casual) - Laing O'Rourke - Lilydale, VIC

[Laing O'Rourke Australia Construction Pty Limited](#)

4.0

•

[235 reviews](#)

Yarra Valley & High Country

Construction

Foreperson/Supervisors

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Supervisor (Casual) - Laing O'Rourke - Lilydale, VIC at Laing O'Rourke Australia Construction Pty Limited

[Apply](#)

Save Supervisor (Casual) - Laing O'Rourke - Lilydale, VIC at Laing O'Rourke Australia Construction Pty Limited

About Laing O'Rourke

Laing O'Rourke is a \$6 billion international operation with over 50 years of involvement in Australian construction and infrastructure including more than a decade under the Laing O'Rourke banner. We are currently delivering some of Australia's most exciting projects across the transport, building construction, defence, airports, mining, civil and social infrastructure sectors. Laing O'Rourke is committed to becoming the recognised leader for innovation and excellence in the construction industry.

About the role

We are seeking immediately available Supervisors to join our South Eastern Program Alliance team, based in Lilydale.

The role will be responsible in supervising a subcontract workforce to ensure work meets quality and time requirements, and stays within planned milestones and budget, whilst at all times adhering to Laing O'Rourke's safety policies and procedures.

These positions are offered as casual and will require flexible availability including days, nights, weekends and during rail occupations.

About you

Ideally, you'll have at least 5 years' experience in a similar supervisory role delivering on high profile projects, and high-level skills in client-interface, coordination, time management and safety leadership. Rail experience is preferable.

Benefits

We work hard to create an environment that brings out the best in our people. We believe in building careers through providing a safe, connected and innovative culture that supports ongoing growth and development. We offer industry-leading benefits such as specialised learning and development programs, a mental health and wellbeing program, industry leading paid parental leave policy, family friendly work practices, additional purchased leave option and coaching programs for staff on parental leave.

Diversity & Inclusion

We are committed to building a workforce that reflects the diverse society in which we live and work. We recognise the increasing importance of flexible work arrangements and family friendly work practices to enable and maintain a diverse, adaptive and high performing workforce.

Laing O'Rourke is committed to achieving a diverse workforce and strongly encourages applications from Aboriginal and Torres Strait Islanders and people from culturally diverse backgrounds.

Applications from recruitment agencies will not be considered.

Excavator Operator

Brockcon Pty Ltd

Wagga Wagga & Riverina

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 2d ago

[More jobs from this company](#)

Apply for Excavator Operator at Brockcon Pty Ltd

[Apply](#)

Save Excavator Operator at Brockcon Pty Ltd
Save Brockcon Pty Ltd are a Plant Hire company operating in NSW, QLD & Vic.

We are seeking an experienced Excavator Operators to join our experienced team and have an exciting role for our works at Narranderra NSW-

This is an ongoing position on a 10 and 4 roster

Our ideal applicant will possess the following skills -

- Experience operating excavator on infrastructure projects
- GPS experience essential
- RII Tickets essential
- White card essential
- Final trim experience
- Mechanically minded to carry out daily pre-starts on plant
- Other plant tickets an advantage
- Required to have experience in all areas of Civil Construction
- Accommodation provided

Should you be interested in the position or require further information, please apply below and we can discuss further

Multiple Operators Wanted

Shoey's Contracting

Melbourne

Northern Suburbs

Construction

Plant & Machinery Operators

\$35 - \$44.99 per hour

Casual/Vacation

Posted 26d ago

[More jobs from this company](#)

Apply for Multiple Operators Wanted at Shoey's Contracting

[Apply](#)

Save Multiple Operators Wanted at Shoey's Contracting

Our client is currently seeking **Operators** for civil works in **Bulla** Victoria

About the Roles

Immediate Starts

- 12 Month contract
- Super paid on all hours
- Potential for ongoing opportunities

Required Skills

Must have previous experience in large scale earthworks

- Minimum 4 years prior experience in any of the following; GPS Compactor, Final Trim Grader, Excavator, Dozer, Water Truck Operations, Moxy and Scraper Operations.
- Must have relevant Tickets/RII's

Candidate Advantages

Multiple Operating Tickets/RII's

- Ability to work apart of a team in a growing environment
- Production and safety orientated

DON'T MISS OUT APPLY NOW!

Leading Hand Carpenter

Orenshaw Designer Homes

Sunshine Coast

Construction

Foreperson/Supervisors

\$50 - \$60 per hour

Casual/Vacation

Posted 8d ago

[More jobs from this company](#)

Apply for Leading Hand Carpenter at Orenshaw Designer Homes

[Apply](#)

Save Leading Hand Carpenter at Orenshaw Designer Homes

Orenshaw Designer Homes designs and builds high-quality, custom homes that are built to suit our client's land and needs. We build custom homes, acreage homes, waterfront homes, eco-friendly builds, and homes on sloping blocks and terraces in all areas of the Sunshine Coast.

Over the years ODH has established **an excellent reputation for building quality custom homes** in the Sunshine Coast Region. This has been achieved through our personalised approach in working with our clients to achieve their ultimate custom designed home.

Job Role:

Due to our current demand and our upcoming pipeline, Orenshaw Designer Homes are looking for a qualified Leading Hand Carpenter. The candidate **must** be self-motivated and competent working autonomously.

Requirements of this role:

- 10+ years' experience as a fully qualified Carpenter
- Broad knowledge base working on high-end multilevel residential homes
- Cert III Carpentry (minimum)
- Trade Licence - Carpenter
- White Card
- A full set of carpentry tools and equipment
- High quality work and attention to detail
- Experience managing apprentice(s) and labourer(s)
- High level of professionalism communicating with clients
- A genuine interest in construction
- Be an experienced and resilient trades person

What to expect:

- Working to task specific goals on a weekly basis
- Keep to a general construction program timeline
- Work to minimal tolerances
- Taking direction from the business owner and make action to achieve the desired results
- Read and interpret plans
- Managing, training, and directing an apprentice and labourer
- Site setout, building frames, cladding, eaves, fix outs, fit offs, decks, maintenance

What you receive in return:

- A generous hourly rate \$50-\$60 per hour (dependent on experience) + Super + Work Cover
- A work vehicle

- The opportunity to build new skills with a reputable custom home builder
- Job Type:** Casual ongoing work, potential to go permanent for the right candidate

Salary: \$50.00 – \$60.00 per hour

PLEASE DO NOT APPLY: if you do not meet the criteria listed in requirements of this role.

Traffic controllers /Teamleaders and TMA operators

Evolution Group Holdings

Wollongong, Illawarra & South Coast

Construction

Contracts Management

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for Traffic controllers /Teamleaders and TMA operators at Evolution Group Holdings
[Apply](#)

Save Traffic controllers /Teamleaders and TMA operators at Evolution Group Holdings
Save
With over 1,000 staff, the Evolution Group is a market leader across Australia and New Zealand in the provision of road infrastructure support services including traffic control, traffic management, civil infrastructure maintenance, fleet management and ancillary training.

We are currently seeking Team leaders , Traffic Controllers and TMA operators to join our new Nowra team!

What We Offer:

- A chance to grow your skills in all areas of the workforce for both new entrants and experienced TC's , including an opportunity to develop and become Team Leaders , Supervisors and Mentors!
- 24/7 active supervision
- Consistent and regular work around Nowra
- Travel Allowances and Increased Overtime Rates
- Interstate and 'Away' jobs with paid travel, accommodation, and meal allowances

What Is Required:

- Resume with details of previous work experience and all other necessary information
- Valid and current Implement and Traffic Controller tickets-desired but not essential
- Valid and current Construction Induction Card (White Card)
- Drivers License or Passport
- PPE
- Enthusiasm and good work ethic

If you are ready to join a great team and are looking for your next opportunity, please click "apply now".

Pipelayer/Drainer

Environmental Vegetation Management Australia Pty Ltd

Ballarat & Central Highlands

Construction

Other

Casual/Vacation

Posted 8d ago

[More jobs from this company](#)

Apply for Pipelayer/Drainer at Environmental Vegetation Management Australia Pty Ltd

[Apply](#)

Save Pipelayer/Drainer at Environmental Vegetation Management Australia Pty Ltd Save Berne Fleming Civil Pty Ltd (BFC) is a locally owned and operated civil construction company based in Ballarat and working across Western Victoria. We are seeking a Pipelayer/Drainer with approximately five years of experience to fill a casual position in an expanding company with a pipeline of work secured into 2022 including road rehabilitations and constructions, major drainage works and streetscape constructions.

Requirements:

- 5 years experience in laying sewer, water and stormwater pipes.
- Be able to read and understand plans.
- Have good communication skills.
- Hold a current driver's licence.
- Have White Card, other tickets advantageous.
- Strong attention to detail.
- Driven and self-motivated.

Benefits and perks:

- Rates negotiable to experience, to be discussed at interview.
- Great working conditions and no two days are ever the same.
- Friendly co-workers.

How to Apply:

- Click APPLY to send your resume. Only short list candidates will be contacted.

Civil Mobile Plant Operators

Silverstone Recruitment

Port Hedland, Karratha & Pilbara

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 1d ago

[More jobs from this company](#)

Apply for Civil Mobile Plant Operators at Silverstone Recruitment

[Apply](#)

Save Civil Mobile Plant Operators at Silverstone Recruitment

Save Silverstone Recruitment are a Perth based recruitment and labour hire company that is made up of a highly experienced team of consultants that are committed to achieving the best outcomes for our candidates and clients.

- **3:1 or 2:1 Rosters FIFO ex Perth**
- **New Projects Awarded Across BHP Sites**
- **Excellent rates up to \$70p/h + Super on all hours**

We are currently on the hunt for experienced and ticketed Mobile Plant Operators for a 2:1 and 3:1 rosters in the Pilbara. Positions on offer include:

- Loader Operators
- Grader Operators
- Excavator Operators

To be considered for these opportunities you must meet the below requirements:

- Be available for an immediate start
- Hold current RII Qualifications
- Have relevant Civil Construction experience within FIFO environments
- Ideally be BHP Inducted or willing to obtain
- Successful applicants would be required to provide 2 x contactable reference's
- Meet Pre-employment medical and drug screen criteria prior to commencement.

APPLY NOW

To apply for this role please click the Apply button and SEEK will take you through the process.

Only suitable candidates will be contacted for the roles on offer.

Concreters / Form workers / Steel fixers / Machine operators / HC truck drivers

seamercivil

Cooper Pedy & Outback SA

Construction

Other

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Concreters / Form workers / Steel fixers / Machine operators / HC truck drivers at seamercivil

[Apply](#)

Save Concreters / Form workers / Steel fixers / Machine operators / HC truck drivers at seamercivilSave

WE'RE LOOKING FOR PEOPLE TO JOIN OUR TEAM

Due to covid 19 , we encourage SA based personnel to apply

An opportunity exists for experienced Steel Fixers, Concreters, Formwork Carpenters, Machine operators, HC truck drivers and general construction Laborer's to join our Civil Construction team. We have a number of Jobs up coming in the Olympic Dam area.

Flights and camp will be provided (ex Adelaide) all other travel will be at own expense.

Specific to this role, you will:

Steel Fixers - Minimum 3 years experience on large infrastructure projects & the ability to read and understand drawings

Formwork Carpenters - Minimum 3 years experience on large scale construction projects preferred, & the ability to read and understand drawings

Concreters - Minimum 3 years experience , including all aspects of concreting.

Civil Labourers - 12 months experience would be preferred, but not essential.

Machine operators- 3 references

To be considered you must have / be willing to obtain:

- OHS Construction Card (White or Blue)
- Valid Driver's License HC recommended

Seamer Civil is a local based company providing concrete and construction services to the Olympic Dam mine site and local area. We are 100% committed to delivering high standard work to our clients, and working with a ZERO HARM attitude.

Mobile Plant Operators

Techforce Personnel Pty.

Bunbury & South West

Construction

Plant & Machinery Operators

Above market rates plus pens, allowances and PIP

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for Mobile Plant Operators at Techforce Personnel Pty.

[Apply](#)

Save Mobile Plant Operators at Techforce Personnel Pty.[Save](#)

Who are we?

Techforce Personnel are a proud partner of PeopleIN – Australia’s biggest ASX listed family of staffing brands with 22 offices across Australia and over 300 internal staff. Our specialist business harnesses the extraordinary impact of talented people across Mining and Resources, Shutdowns, Facilities Maintenance, Healthcare, Industrial Services, Civil Construction, Residential/Commercial Construction, and the Oil and Gas Industries.

The Opportunity:

We are looking for a range of mobile plant operators for a long term maintenance project in the Collie region.

This is mainly a bulk earthworks project, there will also be some detailed work to be completed as well within this project, so it wont just be load and dumping works.

The work is to be completed at South32 Refinery, with the work to kick off immediately and go through until June next year.

Current requirements for the project include:

- 17 x DTO
- 3 x Watercart
- 2 x Roller/Compactor
- 1 Dozer
- 1 x Grader
- 2 x Service Trucks
- 4 x Labourers
- 2 Excavator (FT)

There is above market pay rates on offer including penalties for overtime worked, site and meal allowances and a PIP accrual of \$150 for every week worked on the project.

To be considered you must have / be willing to obtain:

- *Mobile plant operator tickets*
- *Experience with bulk earthworks/civil projects*
- *Ability to commit to the project long term*
- *Living or willing to relocate to the Bunbury region*

The Process

All shortlisted personnel must be able to attend a face to face interview at our WA office, and pass a

full pre-employment medical as well as drug & alcohol testing prior to employment.

Benefits of working for Techforce:

- *Weekly Pay & competitive rates*
- *To work for and be inducted with Australia's biggest Engineering & Mining companies*
- *Opportunity to upskill and move in to ongoing or permanent rostered work for the right candidate.*

To Apply:

If you are interested and would like to be considered for any of the above positions, please forward an updated current CV to or call the office on.....

Note, your CV should include what sites you are inducted for, and your current list of valid tickets with detailed experience.

PLANT OPERATORS

Maki Plant Hire Pty Ltd

Northern QLD

Construction

Plant & Machinery Operators

\$40 - \$54.99 per hour

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for PLANT OPERATORS at Maki Plant Hire Pty Ltd

[Apply](#)

Save PLANT OPERATORS at Maki Plant Hire Pty Ltd

MAKI PLANT HIRE PTY LTD

Wanted Skilled Operator for Townsville Civil Project

List of Machinery that we require operators for:

Excavator Final Trim

Applicant must be competent in operating Excavator with G.P.S

Shifts:

5 days on 2 days off Roster.

Day shift only

Pay rate:

Casual employment

\$45.00 - \$50.00 per hour

Required Tickets / Certificates:

Relevant RRI

Truck Driver/Operator MC/HC License

Aurum Contracting

Brisbane

CBD & Inner Suburbs

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 4d ago

[More jobs from this company](#)

Apply for Truck Driver/Operator MC/HC License at Aurum Contracting

[Apply](#)

Save Truck Driver/Operator MC/HC License at Aurum Contracting

About the business

Aurum Contracting is an established Civil Contractor, Infrastructure and site maintenance company with offices in Townsville. We are committed to providing our clients and our staff with value, quality and a safe work place. We are currently seeking a **FIFO Casual Full-time Truck Driver/ Operator with a MC or HC License**, to join our team on civil construction projects in **Central QLD**. Role to start immediately on completion of all pre-employment inductions and screening by the successful candidate.

About the role

Perform truck driving and other duties as directed by the site supervisor e.g.:

- Operating various Trucks on site e.g. semi tankers, water carts, tippers
- Assisting with other construction tasks within scope of experience and skills

Benefits and perks

Long term work all meals and accommodation paid for. Fuel & travel allowance included for travel to and from camp to mobilise to and from swings. Excellent hourly rate

Essential Skills and Experience

- **Must have a current MC1/HC Driver's License**
- **Ability/Willingness to work rosters 14/7 including weekends & FIFO to site**
- **Construction White Card**
- Knowledge and experience in the CSG, oil, solar construction or rail or similar industries
- Ability to complete all tasks relating to operating and maintaining trucks
- Ability and willingness to follow direction from the Site Supervisor
- Ability to pass Drug and Alcohol testing and health screening including COVID safe declarations
- Ability and willingness to undertake online and face to face training and inductions
- Must have a 'smart phone'
- Ability and willingness to download/install safety and other apps for use on site
- Ability and willingness to complete daily project documentation
- Strong safety awareness
- Ability to provide documented proof of right to work in Australia

Desirable:

- Other tickets and licenses e.g. Back-hoe, Loader, Skid steer, Excavator
- RTO qualification to operate a 4WD

To apply please submit a Resume with details of tickets, skills and experience. **Note; Resumes MUST be current and up to date with details of positions up to 2021. Resumes which do not list any positions from 2019 -2021 will be rejected.** Aboriginal and Torres Strait Islanders and ex-defence force personnel encouraged to apply. Please note: due to the large volume of applicants, it is not possible to respond to each candidate. If you are short listed you will be contacted directly.

TMA Operators

GAME Traffic & Contracting
Shepparton & Goulburn Valley
Construction

Other

Casual/Vacation

Posted 12d ago

[More jobs from this company](#)

Apply for TMA Operators at GAME Traffic & Contracting

[Apply](#)

Save TMA Operators at GAME Traffic & Contracting
GAME Traffic & Contracting are experiencing high demand for TMA Operators and are looking for experienced TMA Drivers to work across Central, North and North East Victoria.

Skills, qualifications and industry experience needed to fulfil this position:

- A Medium or Heavy Rigid Licence
- Valid Victorian Traffic Tickets
- 6-12 months experience in Traffic Management
- White Card (or equivalent)
- Effective communication skills on 2 way radio

TMA experience working on Freeways/Highways will guarantee you an interview!

Personal qualities we are looking for in our new TMA drivers:

- Safety is your number one priority
- Looks out for your team and others on the worksite
- Enjoy providing great customer service
- Hard working, team player
- Alert and always on the ball
- Can solve problems on the job as needed and confident to seek guidance from others if needed
- Trustworthy and respectful towards all others.

The opportunity to complete your TMA Operator qualifications will be available to staff who successfully complete 12 months employment with GAME.

For more information about these positions please contacton or email.....

All applications must be submitted via our website at www.game.org.au/working-at-game/
Please submit your resume including copies of current drivers licence and all relevant qualifications.

Please note: Employment will be subject to a Pre-Employment Medical including a Drug and Alcohol Screen.

We may also require candidates to complete a National Police Check.

EWP Operator

RPM Contracting & Labour Hire Pty Ltd

Brisbane

CBD & Inner Suburbs

Construction

Plant & Machinery Operators

\$35 - \$39.99 per hour

Casual/Vacation

Posted 4h ago

[More jobs from this company](#)

Apply for EWP Operator at RPM Contracting & Labour Hire Pty Ltd

[Apply](#)

Save EWP Operator at RPM Contracting & Labour Hire Pty Ltd
A leading construction company has ongoing work at a project in Acacia Ridge.

The duties include operating an EWP and installing cladding on the sides of buildings.

Applicants with carpentry experience would be particularly suitable, but candidates from any skilled labouring or construction background are encouraged to apply.

You must have:

- * EWP (11 metres)
- * Working at heights
- * White card
- * Own tools, harness and dot/line laser
- * Ability to work independently, read drawings and have an eye for quality work

On offer is ongoing work, full time hours and great conditions.

This is a long-established, family owned company with a stellar reputation. They have secured long term projects, and need good people to join the team.

If you are interested, please apply right away.

Multi-Skilled Operators and Water Truck Drivers

CMK Contractors

Mackay & Coalfields

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 8d ago

[More jobs from this company](#)

Apply for Multi-Skilled Operators and Water Truck Drivers at CMK Contractors

[Apply](#)

Save Multi-Skilled Operators and Water Truck Drivers at CMK Contractors
Multi-Skilled Operators and Water Truck Drivers

- Positions available for Mackay/Rockhampton and Moranbah
- Water Truck/Semi Tanker Drivers - must have HR Licence - essential that it is Unconditional and open for driving road ranger gearboxes, etc
- Excavator / Grader operators - GPS experience would be beneficial
- Moxy Operators
- Combo Operators
- Minimum 2-3 years experience is essential
- Must have Construction Card (white/blue)
- DIDO for non-locals
- Coal board medical would be advantageous
- BMA Core Induction/Standard 11 would be advantageous
- Casual position
- Rewarding hourly rate depending on experience.
- Must be able to work in with a good crew and have a good attitude.
- Good pay and conditions with long term work/ endless opportunities for right candidates.

Please apply with current CV and references, outlining experience and attributes

Please note - referees may be contacted initially before candidate interview

Construction 16T Forklift Driver FIFO \$42hr, Pipeline Logistics, Pt Hedland

Workfast

Port Hedland, Karratha & Pilbara

Construction

Plant & Machinery Operators

\$40 - \$49.99 per hour

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for Construction 16T Forklift Driver FIFO \$42hr, Pipeline Logistics, Pt Hedland at Workfast
[Apply](#)

Save Construction 16T Forklift Driver FIFO \$42hr, Pipeline Logistics, Pt Hedland at Workfast
Workfast is seeking experienced **Forklift Drivers** to join their team in **Port Hedland** for a **Pipeline Infrastructure** supplier commencing ASAP. The role requires availability for **day shift Monday to Friday and 3 days of night shift per month.**

Flights Paid from Perth to Port Hedland

Summary:

- **Day Shift \$42 per hour + Super**
- **5 month project**
- 3&1 Roster
- FIFO from Perth
- 12-hour shifts, 1x RDO, no more than 14 consecutive shifts
- 12-hour shifts, ½ RDO once a week (x2), 21 consecutive shifts
- 10.5-hour shifts, ½ RDO once a week (x2), 21 consecutive shifts

The Role:

- Unload trucks using an **16T forklift**.
- Pipe handling
- General labouring and yard work
- Working in a team
- Working to tight timeframes and deadlines

The Requirements:

- Experience using 16T Forklifts
- **White card**
- **Current Forklift Licence**
- Pipe handling experience (advantage)
- Experience unloading trucks
- Experience with Kalmar forklifts (advantage)
- **Drug and Alcohol test**
- **Pre-employment Medical Assessment**

About us

Workfast is a labour hire company working with some of Australia's largest and leading building companies. We operate in all states of Australia and our employees work in all industries. Workfast provides all PPE. When you join our team we make sure that you're looked after, paid well and that we follow all Australian Fair Work standards.

Workfast embraces diversity and encourages applications from people with disability. If you have any support or access requirements, we encourage you to advise us at any time of application.

All personal information will be kept confidential in compliance with the Privacy Act 1988.

To register your interest in the **16T Forklift Operator** position in **Port Hedland**, follow the link below, attach your resume and we will respond immediately if you are suitable for the role.

Formwork Carpenters and Concreters

Hully

Adelaide

Construction

Other

\$40 - \$49.99 per hour

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Formwork Carpenters and Concreters at Hully

[Apply](#)

Save Formwork Carpenters and Concreters at HullySave

HULLY are currently working on 3 bridge constructions and looking for experienced Formwork Carpenters and Concreters for immediate start.

All candidates need to be team players and willing to help as part of a multi-skilled crew, with everyone assisting in all aspects of our works.

Candidate requirements

- Must have a good work ethic
- Demonstrated civil background in Formwork carpentry, steel fixing, or concreting
- Be punctual
- Be willing to work as part of a team
- Have a valid drivers licence and a means to and from work
- Have a construction white card
- Proof of right to work in Australia
- Commitment to work in a safe and efficient manner
- Provide all hand tools required to do your trade
- Must have minimum of 2 references from previous employers
- Preferred to have experience on tier one infrastructure civil jobs but not essential
- EWP, Working at Heights, scissor lift, telehandler ticket, RIW card preferred

What you will get

- Above award rates
- Hours 50+ per week

Please note a current police clearance will be required and you will be required to undertake a pre work medical with drug and alcohol screening.

All applications will be treated with the strictest of confidentiality and only successful candidates will be contacted for interview.

HULLY is an equal opportunity employer.

Crane Operators

Morgan's Cranes

Adelaide

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 2d ago

[More jobs from this company](#)

Apply for Crane Operators at Morgan's Cranes

[Apply](#)

Save Crane Operators at Morgan's Cranes

Morgan's Cranes are looking for experienced Crane Operators. Prospect for long term employment for the right applicant

Minimum requirements:

- C1 (CO Highly Desirable)
- RI
- HR
- White Card
- Own Tools Preferred
- Working at Heights
- Minimum 5 years experience in General Crane Hire

Attractive Hourly Rate

Must be willing to be subjected to drug and alcohol tests and full medical and National Police Check. Must also be willing to work away when necessary.

SA residents only - not suitable for interstate applicants

PROTECTIVE COATING/PAINTING APPLICATORS/LABOURERS

AIM Contracting Australia Pty Ltd

Brisbane

CBD & Inner Suburbs

Construction

Other

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for PROTECTIVE COATING/PAINTING APPLICATORS/LABOURERS at AIM Contracting Australia Pty Ltd

[Apply](#)

Save PROTECTIVE COATING/PAINTING APPLICATORS/LABOURERS at AIM Contracting Australia Pty Ltd
Painting/Protective Coating Applicators/Labourers required

Major Projects Located in both Sydney and Brisbane

Must have the following attributes;

- Construction White Card
- Working at height training certificate
- EWP and Scissor lift ticket
- Current drivers licence and vehicle to get to work
- Willingness to work 50-60 hours per week mainly night shift
- Experience on large scale construction projects desirable.
- Potential to Travel Interstate

Wages negotiable dependant on experience

Water Truck Drivers/Roller Drivers

Mascott

Western QLD

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 15d ago

[More jobs from this company](#)

Apply for Water Truck Drivers/Roller Drivers at Mascott

[Apply](#)

Save Water Truck Drivers/Roller Drivers at Mascott

Water Truck Drivers/Roller Operators

Located in SW QLD, we require HC drivers & roller operators to operate a water truck/roller on a road construction crew.

- HC Licence required for truck drivers
- Roller ticket required for roller drivers
- Previous experience preferred
- Remote area experience preferred
- Mobile camp set up
- Ability to operate without close supervision
- Must be able to pass drug and alcohol test
- Min of 3 previous work references
- On going work for the right person

Traffic Controllers, Team Leaders, TMA Driver's

[Altus Traffic](#)

2.9

•

[72 reviews](#)

Newcastle, Maitland & Hunter

Construction

Other

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for Traffic Controllers, Team Leaders, TMA Driver's at Altus Traffic

[Apply](#)

Save Traffic Controllers, Team Leaders, TMA Driver's at Altus Traffic

About the company

At Altus Traffic, we share a commitment to enhancing safety by expertly managing traffic. Working with main road authorities, councils and both public and private entities, Altus Traffic currently provides and delivers more than 2 million hours of traffic management services annually through a resource base exceeding 1,800 staff, 1000 vehicles and 1000's of ancillary traffic devices.

We live and breathe our corporate values - Safe, Team, Positive Attitude, Respect, Communicate, and Honest.

About the role

We are currently working on multiple major projects, new and existing, throughout Hunter / Newcastle NSW.

We are looking for reliable and experienced Traffic Controllers, Team Leaders, TMA Drivers with a commitment to safety and teamwork for shifts across Hunter, Newcastle, Central Coast areas.

Duties

- **Perform all tasks associated with traffic management for works or events**
- **Use of Stop/Slow Bat to control traffic**
- **Implement and monitor operational Traffic Management Plans**
- **Complete vehicle pre-start checks**
- **Load and unload vehicles with signage and equipment**
- **Complete required paperwork**
- **Complete site hazard assessments and implement control measures to suit the site**
- **Report on site hazards and near misses**
- **Monitor traffic behaviour and or flow to ensure safety is maintained at all times**
- **Obey instructions from team leaders, foremen, or inspectors and auditors**
- **Control traffic, pedestrians and cyclists to protect maintenance workers, work crews and members of the public**

Skills & Experience

- **Current TC Licence, OH&S White, Blue and Yellow Cards or Equivalent**
- **MANUAL/Auto Driver's licence and own reliable transport to attend work**
- **Drivers Licence, Medium Rigid (M.R) or Heavy Rigid (H.R) TMA Drivers only**
- **Availability to work, days, nights and weekends**

- **A minimum of 6 months Traffic Control experience**
- **People who can work individually and in teams**
- **Safety focused people with excellent communication skills**

Culture & Benefits

- **PPE and company branded uniform provided**
- **A commitment to safety in all we do - an industry leader**
- **Fun and engaging safety and wellbeing initiatives for everyone to be involved in**
- **Birthday and anniversary recognition**
- **Active contributor to the SARAH Group and National Road Safety Week**
- **Development program for Traffic Controllers to become Team Leaders and Advanced Team Leaders with remuneration incentive**
- **Weekly pay cycle with penalty rates**

How to apply

To apply click “APPLY NOW”

Driller Offsider

WorkPac

Adelaide

Construction

Other

\$32 per hour + penalties + allowances

Casual/Vacation

Posted 5d ago

[More jobs from this company](#)

Apply for Driller Offsider at WorkPac

[Apply](#)

Save Driller Offsider at WorkPacSave

- **Driller Offsider**
- **Ongoing work available**
- **\$32 per hour + penalty rates**

About the role

Our Client is looking for a Geotech Driller Offsider to join their team on the Torrens to Darlington Project. The ideal candidate would have experience in Offsider Work and/or a HR License.

Duties and Responsibilities

- Assisting the Driller
- Plant Spotting
- General Labouring
- Keeping a hazard-free work space for the machinery

Skills/Experience

- Civil Labouring experience
- Experience working around Mobile Plant
- HR License (preferred)
- White Card
- High regard for safety
- Must be physically fit and reliable

About WorkPac

WorkPac is Australia's leading, privately owned recruitment provider to the mining, construction, engineering, light industrial and healthcare sectors. We are proud to partner with some of the country's leading companies to deliver rewarding permanent, contract, temporary and traineeship recruitment opportunities.

Labourers

Protech SEQ

Gold Coast

Construction

Other

RDOs Available, Above Award Rates

Casual/Vacation

Posted 20d ago

[More jobs from this company](#)

Apply for Labourers at Protech SEQ

[Apply](#)

Save Labourers at Protech SEQ

LABOURERS REQUIRED FOR ONGOING POSITIONS WITH PROTECH BETWEEN TWEED HEADS & BEENLEIGH

- Multiple positions available in Civil, Quarry, Building & Construction & Manufacturing
- Clients based between the Tweed Border and Brisbane - Work Close To Home!
- Get your foot in the door and have the potential to move into a Full-time, Permanent Role

About the roles -

- Monday - Friday with most clients working on Saturdays (Extra Overtime!)
- Pay rates vary between \$28-\$34 / hour based on work type & experience
- Civil Labourers for the M1 Upgrade and other upgrades around the Gold Coast
- General Labourers for Building & Construction work
- Gatekeepers & Cleaners
- General Labourers for Manufacturing work - Indoor and Outside Environments
- Labourers to work in Quarries throughout the Gold Coast Region - various locations

Skills & Qualifications -

- Previous experience in a Manual Labouring Role
- OH&S White Card
- Driver's Licence - If you hold a truck licence this is highly desirable

Successful Applicants will be contacted for a phone screen and a COVID-Safe Induction.

You must have the **right to live and work** in this location to apply for this job.

40T Excavator / 30T Front End Loader - Eastern Suburbs

Resource Labour Hire

Melbourne

Eastern Suburbs

Construction

Plant & Machinery Operators

\$35 - \$39.99 per hour

Casual/Vacation

Posted 3d ago

[More jobs from this company](#)

Apply for 40T Excavator / 30T Front End Loader - Eastern Suburbs at Resource Labour Hire

[Apply](#)

Save 40T Excavator / 30T Front End Loader - Eastern Suburbs at Resource Labour Hire
Resource Labour Hire is seeking **Skilled & Ticketed Excavator & Front End Loaders for several big jobs in the Eastern Suburbs**

- *Immediate Start once Registered & Inducted*
- *Good Rates of Pay plus Allowances & Overtime*
- *Ongoing Contracts*
- *TFN & ABN options available*

Our Clients are based & sites throughout Melbourne - Construction, Civil, Infrastructure, Mining and much more

Required:

- *Excavator / FEL Operators that can walk the walk and not just talk - Operators that are ticketed, skilled and reliable - **MUST BE SKILLED ON EXCAVATOR & FEL***
- *Excavator / FEL Operators that can communicate with our clients, follow instructions and complete jobs on time*
- *Excavator / FEL Operators that understand working on a variety of sites, starting on time and rocking up through rain or shine*
- *Excavator / FEL Operators that have an eye on safety for themselves and colleagues - prechecks, look after the machines and looking for ongoing work*

Salary:

- *Minimum \$35ph TFN / Minimum \$39ph ABN plus Super*
- *Allowances paid on all jobs when Applicable*
- *Overtime - Penalty Rates 8 / 38 hours & Weekends*
- *Immediate Start once Registered*
- *Ongoing Contracts - Temp to Perm Opportunities*

If available to start immediately please send your resume to the consultants at Resource Labour Hire by clicking on “apply now”

Semi Water Tanker Operator
Green Acres Group QLD Pty Ltd
Western QLD
Construction
Plant & Machinery Operators
\$45p/hr
Casual/Vacation
Posted 5d ago
[More jobs from this company](#)

[Apply for Semi Water Tanker Operator at Green Acres Group QLD Pty Ltd](#)
[Apply](#)

Save Semi Water Tanker Operator at Green Acres Group QLD Pty Ltd
Semi Water Tanker Operators

- **7/7 Roster - \$45p/hr**
- **Camp & Meals Included**
- **DIDO - Wandoan**

About the company:

Green Acres Group is a family owned company that has been in business for over 10 years. We offer both Revegetation and Plant Hire services to the Civil, Mining and Government Sectors.

About the role:

We are looking for multiple experienced **Semi Water Tanker Operators** to work in the Westerns Downs Region on a gas project located near Wandoan.

Requirements:

- HC Licence
- Blue / White construction card
- TLIF0005 Apply a Fatigue Management System
- Minimum five years Civil experience on Water Trucks
- Safely operate and maintain machinery
- Ability to complete and pass a Company Medical and DAS

Apply:

If you meet the above criteria, **APPLY NOW**

TMA / IPV Drivers - Melbourne

[Altus Traffic](#)

2.9

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[72 reviews](#)

Melbourne

Construction

Other

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for TMA / IPV Drivers - Melbourne at Altus Traffic

[Apply](#)

Save TMA / IPV Drivers - Melbourne at Altus Traffic

The Altus Traffic team shares a commitment to enhancing safety by expertly managing traffic. We are currently working on multiple major projects throughout VIC. New and existing ongoing contracts.

We are looking for reliable and experienced Traffic Controllers to work across Melbourne west and surrounding suburbs. Successful candidates must have a HR Licence.

Essential requirements:

- **Minimum of 2 years Traffic Control experience**
- **Traffic Control Tickets (RIIWH5205D and RIIWH5302D)**
- **White Card**
- **Manual Driver's licence**
- **HR Licence**
- **TMA Accreditation**

We offer our employees:

- **A commitment to safety and fatigue management**
- **A great team to work with**
- **Opportunities to increase your pay**
- **Penalty rates, allowances, superannuation and weekly pay – get paid for the hours you work!**

Altus Traffic we live and breathe our corporate values - **Safe, Team, Positive Attitude, Respect, Communicate, and Honest.**

If you have under 2 years traffic control experience or no HR licence, please apply through the Altus Traffic website: www.altustraffic.com.au

How to apply

To apply click “APPLY NOW”

Labourers

Industrial People Pty Ltd

Perth

CBD, Inner & Western Suburbs

Construction

Other

\$29.94 per hour + \$17.88 Travel

Casual/Vacation

Posted 21d ago

[More jobs from this company](#)

Apply for Labourers at Industrial People Pty Ltd

[Apply](#)

Save Labourers at Industrial People Pty Ltd

- Immediate Starts
- Hammond Park
- Iluka
- Yanchep

IP Recruitment are currently recruiting entry level & experienced Civil Labourers available for immediate starts. This work will require you to be safety focused, able to follow instructions and function both in a team environment or autonomously. These positions will start off as temporary assignments but may lead to long term opportunities. Successful applicants will be working Monday to Friday & must have the ability to work overtime & or night shift when required. Work sites can be located north & south of the river or in the CBD. You will be required to carry out basic labouring duties, shoveling, digging trenches, using compactors hand & power tools along with site clean ups.

All applicants must have:

- Current & Valid Driver's License (HR Preferred)
- Own reliable transport as sites are not accessible by public transport
- White Card
- Pass DAS
- Unlimited Work rights
- Be able to work 40+ hours per week
- Have previous drainage & roadworks experience
- Be physically fit as work is labour intensive

On Offer:

- \$29.94 p/hr
- Penalties
- \$17.88 P/day travel allowance

Trade Assistant / Labourer

MK2 RECRUITMENT

Perth

Construction

Other

Casual/Vacation

Posted 20d ago

[More jobs from this company](#)

Apply for Trade Assistant / Labourer at MK2 RECRUITMENT

[Apply](#)

Save Trade Assistant / Labourer at MK2 RECRUITMENTS
Mk2 Recruitment have multiple positions available for Trade Assistants / Labourers with Construction or demolition experience for a FIFO project based in Onslow.

It is ESSENTIAL that you are Perth based for this position due Current Border Closures

The Roles:

- General Trade Assistant / Labouring duties
- Setting up temporary fencing
- Manual Handling
- Working with hand & power tools
- Forklift Operating
- Working at Heights
- 3/1 Roster
- FIFO from Perth

Requirements:

- Be available for training and fly out first week of August
- Be fit & healthy due to physical demands of position
- Have labouring / trade assistant experience in construction and / or demolition **ESSENTIAL**
- Hand & Power Tool experience **ESSENTIAL**
- White Card
- Working at Heights Ticket Preferred
- Forklift Ticket Preferred
- Be able to pass a pre-employment medical and Drug & Alcohol Screen

We are Offering:

- Immediate Start
- FIFO from Perth
- Food & Accommodation Provided
- Weekly Pay
- Pay Rate: \$45/HR

Plant Operators (Dozer, Scraper, Water Scraper)

Salmon Earthmoving Holdings Pty Ltd

Brisbane

CBD & Inner Suburbs

Construction

Plant & Machinery Operators

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Plant Operators (Dozer, Scraper, Water Scraper) at Salmon Earthmoving Holdings Pty Ltd
[Apply](#)

Save Plant Operators (Dozer, Scraper, Water Scraper) at Salmon Earthmoving Holdings Pty Ltd
Salmon Earthmoving is a leading supplier of equipment to the mining and construction industries.

We have immediate opportunities available for a variety of operators for upcoming major projects in the civil industry in the Brisbane Region.

Applicants with extensive experience are required for the following equipment:

- D10 Dozers
- 651E Scrapers
- 637G Scrapers
- 631 Water Scrapers

Successful applicants must have the following pre-requisites:

- Minimum 12 months operating experience
- Previous experience in the civil construction industry
- GPS experience (Dozer)
- White Card
- RII Relevant Licences and/or Tickets
- Drivers Licence
- Ability to pass a pre-employment Drug & Alcohol test
- Immediate start required.

Long-term work for the right applicant!

If you are an experienced operator and interested in becoming part of the Salmon team, click **APPLY** now or send your resume to

Please note that due to the high volume of applications expected, only shortlisted candidates will be contacted

Pipelayers - Civil Construction

Celotti Workforce

Brisbane

Southern Suburbs & Logan

Construction

Other

Casual/Vacation

Posted 7d ago

[More jobs from this company](#)

Apply for Pipelayers - Civil Construction at Celotti Workforce

[Apply](#)

Save Pipelayers - Civil Construction at Celotti Workforce

Our client is currently seeking experienced civil pipe layers to join their team on a major civil roads project in Logan region with an immediate start. The position will be Monday - Friday doing 10 - 12 hour days + Saturdays. There is 3 - 4 years of work on offer for the right candidates.

Our ideal candidate will have the following experience and qualities:

Work experience and abilities that are required include but are not limited to:

- Civil Pipe Laying Experience (Sub-divisional, road, urban development)
- Previous Experience in a Drainage Crew
- Pit building experience
- Current White / Blue Card
- Ability to read and interpret plans
- Ability to utilize pipe lasers and dumpy levels
- Ability to lay storm water lines and drainage/sewer main
- Ability to work autonomously as well as in a team
- Driver's License with own reliable transport
- Strong Work ethic
- Reliable
- Fit and able
- Current resume with 2 x work related references

To Apply:

If you believe you're the right person for this role, please click *APPLY*, or contact CELOTTI WORKFORCE on

About Us:

CELOTTI WORKFORCE is a specialist provider of temporary and permanent blue and white collar staff to the building, infrastructure and resources sectors across Australia. We seek the highest calibre candidates for our assignments which span small to major engineering and construction projects and mainstream operations in our select sectors.

Supporting Diversity:

CELOTTI WORKFORCE is an Equal Opportunity Employer. We believe in strength through diversity. We are committed to providing an inclusive, respectful and fair working environment; encouraging applications from women, Aboriginal Australians and Torres Strait Islanders, and people of all backgrounds and beliefs to apply for our positions.