

**Job Class Profile: Highway Maintenance Equipment Operator****Pay Level: CG-26 Point Band: 490-533**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	3	2	5	6	2	3	4	1	5	
Points	140	33	32	29	60	65	83	21	54	517

**JOB SUMMARY**

The Highway Maintenance Equipment Operator operates a variety of heavy equipment used in the construction and maintenance of public roads and highways.

**Key and Periodic Activities:**

- Operates a variety of heavy equipment including tandem truck, backhoe, grader, loader, excavator, snow clearing and line painting equipment to perform:
  - snow clearing and ice control
  - pothole patching
  - line painting
  - road maintenance which includes road/shoulder repair, sign maintenance, culvert installation, gravel road grading, flagperson duties and brush cutting.
- Performs preventative maintenance on equipment which includes greasing, changing tires and cutting edges. Refuels vehicles.
- Performs pre and post trip inspections of equipment.
- Completes operator log reports and requests for service.
- Participates in training for new equipment, as required.
- Trains new staff in the safe operation of equipment.

**SKILL****Knowledge****General and Specific Knowledge:**

- Safe Work Practices
- Policies and Procedures
- Occupational Health and Safety Act
- First Aid
- Flagperson Duties
- Power Line Hazards
- Dangerous Goods

**Formal Education and/or Certification(s):**

— Minimum: High School Diploma. Completion of 6 month Heavy Equipment Operator Training Course. Possession of appropriate operator licenses as issued by the Province of Newfoundland and Labrador.

— **Years of Experience:**

— Minimum: 2 to 3 years

**Competencies:**

- Ability to follow basic instructions and work processes
- Ability to apply established techniques to the completion of activities
- Ability to coordinate a range of related work or project activities
- Ability to provide advice to others on how to solve a problem or address an issue
- Ability to write straightforward text
- Ability to repair or calibrate machinery
- Ability to operate computer on equipment to perform calculations
- Ability to operate heavy equipment.

**Interpersonal Skills**

- A range of interpersonal skills used include listening to information from supervisor and co-workers and asking questions to get information on how to complete a task; providing routine information and direction to other employees; and gaining the cooperation of co-workers to complete work, address issues and/or solve problems.
- The most significant contacts are with the supervisor for daily work assignment and advice/guidance; co-workers in the completion of daily tasks and other employees within the department such as welders and mechanics for equipment repairs.

## **EFFORT**

**Physical Effort**

- The demands of the job regularly results in fatigue, requiring periods of rest.
- Lifting or moving objects over 50 lbs such as tires, cutting edges, wear blocks, sign posts, positioning culverts in ditches, shovelling/raking asphalt, etc is performed on an occasional basis.
- Drives heavy equipment in the performance of daily activities which requires sitting for extended periods. Climbing in and out of equipment is also required. When servicing equipment, works in awkward or cramped positions or body movements such as bending and kneeling.
- Manual or physical activities include using hand tools that requires accurate control and steadiness; using gross motor skills when performing activities such as shovelling, raking and servicing equipment; using machinery or equipment such as an excavator that requires controlled movements in tight spaces and operating a variety of heavy equipment.

**Concentration**

- **Visual** concentration is required when performing line painting activities; snow clearing and ice control; conducting pre and post equipment inspections; installing new signage; and operating all heavy equipment.

- **Auditory** concentration includes being able to communicate with employees in a noisy environment; listening for different sounds that may indicate trouble with equipment; using headsets to talk to other paint operators; and when using equipment such as a jackhammer, milling machine and airgun.
- **Other sensory demands** include the ability to detect the smell of an oil leak or burning wires in a machine.
- Alertness and concentration are required when performing **repetitive** tasks such as operating heavy equipment and higher than normal levels of attentiveness or alertness for the health and safety of others is required when operating a snow clearing equipment around parked vehicles, pedestrians and in adverse weather conditions.
- **Time pressures and deadlines** are experienced when performing ice control activities and to open roads after a snow fall. **Interruptions and lack of control over work pace** can occur with equipment breakdown, adverse weather conditions, traffic accidents, and equipment availability.
- **Exact results and precision** are required when performing tasks such as grading roads; operating snow clearing equipment in adverse weather conditions and in areas with parked cars, bridges, guard rails and pedestrians; and when performing line painting work.

### Complexity

- Work involves operating a variety of heavy equipment used in the construction and maintenance of public roads and highways involves performing tasks that are different but allow the use of similar skills and knowledge.
- A typical problem is performing snow clearing operations during adverse weather conditions in an effort to keep roads open to ensure a safe transportation route for the general public and emergency vehicles.
- Reference material to assist in addressing problems, challenges and issues include policies and procedures; safe work practices; specification books; traffic control manual; Occupational Health and Safety Regulations; consultation with other depots; advice and guidance from supervisor and/or co-workers.

## RESPONSIBILITY

### Accountability and Decision-Making

- Receive direction from a supervisor related to work assignments and are expected to perform duties under limited supervision in accordance with accepted practices and precautions of machine operation.
- Have authority to perform activities such as refuelling vehicles; determining the amount of ice control materials to be applied to road surface in accordance with existing weather conditions; and servicing of equipment.
- Supervisory approval is required to purchase parts for machinery; make changes to safe work practices and procedures; or to perform any work outside of Government Policy.
- Discretion and independence of action may be exercised when determining if it is too stormy to operate snow clearing equipment; if additional ice control materials should be applied to the road surface or if additional snow clearing runs need to be made to ensure roads are clear and safe.

Impact
<ul style="list-style-type: none"> <li>– Work results can have a positive impact within the immediate work area, department, organization and on general public as well as on resources such as equipment, finances, material resources, health and safety and corporate image if snow and ice control, general road maintenance, line painting and equipment maintenance are performed to ensure safe transportation routes for the general public and emergency vehicles.</li> <li>– Mistakes or errors can negatively impact the health and safety of the general public if roads are not clearly marked and safe for travelling; increase financial costs and impact the availability of supplies if excessive ice control materials are applied to roads; result in equipment breakdown if vehicles are not properly serviced which can cause delays in road maintenance activities and employees can be injured if safe work practices are not followed.</li> <li>– Errors are typically identified and resolved within hours of problem identification. Specific guidelines and procedures related to Occupational Health and Safety Regulations and safe work practices must be followed in all situations.</li> </ul>
Development and Leadership of Others
<ul style="list-style-type: none"> <li>– There is no supervision of staff.</li> <li>– May provide advice and guidance to new employees.</li> </ul>

## WORKING CONDITIONS

Environmental Working Conditions
<ul style="list-style-type: none"> <li>– There is a requirement to wear safety equipment such as safety boots; vest; hard hat; safety glasses, ear protection, high visibility coveralls and respirators.</li> <li>– The likelihood of minor cuts, bruises, abrasions or minor illnesses resulting from hazards in the job is moderate. Fractures, partial and total disability is limited.</li> <li>– Exposed to unusual/distracting noise when operating heavy equipment; dirt, dust, filth or garbage when working with salt and sand; fumes from asphalt; vibration when operating equipment; hazardous chemicals when working with paint thinners, oils, etc; toxic or poisonous substances and odours when working on sewers; sharp objects when working with cutting edges, chainsaw, brush cutter; drill bits, etc; heavy machinery and adverse weather conditions, etc.</li> </ul>