

Construction Labourer Job Description

A comprehensive job description template
for Australian construction businesses

Business Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This template is provided for general informational purposes only and does not constitute legal advice. It is designed to reflect Australian workplace standards and construction industry practices at the time of publication. You should review and tailor this template to suit your business, project type, applicable modern award and specific requirements. For complex situations, independent legal or HR advice should be sought. RosterElf Pty Ltd accepts no liability for any loss arising from reliance on this document.

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1. Position Overview

1.1 Position Title

Construction Labourer / General Labourer / Site Labourer

1.2 Position Summary

The Construction Labourer performs general manual labour and assists trades workers on construction sites. This role requires physical fitness, reliability and the ability to follow safety procedures while working across residential, commercial or civil construction projects.

The position involves site preparation and cleanup, materials handling and storage, assisting trades with various tasks, operating basic hand and power tools, maintaining equipment and work areas, and following workplace health and safety requirements. Construction labourers must be physically capable, safety conscious, willing to learn and able to work effectively as part of a construction team.

1.3 Reporting Structure

This position reports to:

- Site Supervisor / Site Foreman
- Leading Hand / Charge Hand
- Project Manager / Construction Manager

1.4 Employment Type

This position is available as:

- Casual (day-to-day or week-to-week engagement)
- Full-time (38 hours per week plus reasonable overtime)
- Labour hire or direct employment

2. Key Responsibilities

2.1 Site Preparation and Cleanup

- Clear and prepare work areas for trades and operations
- Set up safety barriers, fencing and signage
- Remove debris, rubbish and excess materials
- Sweep, clean and maintain work areas
- Load waste into skips and arrange site disposal
- Keep site tidy and organized for safe access
- Assist with site establishment and demobilization

2.2 Materials Handling and Storage

- Unload and receive deliveries of materials and equipment
- Move, carry and stack materials to designated areas
- Store materials safely and protect from weather
- Organize materials for efficient access by trades
- Assist with stocktaking and inventory management
- Operate hand trolleys, pallet jacks and wheelbarrows
- Load and secure materials on vehicles when required

2.3 Assisting Trades Workers

- Assist carpenters with formwork, framing and concrete work
- Support bricklayers and blocklayers with materials and mixing
- Help plumbers and electricians with trenching and preparation
- Fetch tools, materials and equipment as required
- Hold materials in position during installation
- Mix concrete, mortar and other construction materials
- Carry out cutting, drilling and basic preparation tasks

2.4 Manual Labour and Physical Tasks

- Dig trenches, footings and service locations by hand
- Shift earth, gravel, sand and other bulk materials
- Break up concrete and remove unwanted structures
- Spread and compact fill materials
- Lift and carry heavy materials and equipment
- Perform repetitive physical tasks for extended periods
- Work at heights on scaffolding and elevated work platforms

2.5 Tools and Equipment

- Use hand tools including shovels, picks, rakes and hammers
- Operate basic power tools such as drills, saws and grinders
- Clean, maintain and store tools and equipment properly
- Conduct pre-start checks on equipment
- Report damaged or faulty tools to supervisors
- Operate concrete mixers, vibrators and compaction equipment

2.6 Health, Safety and Compliance

- Follow all site safety rules, procedures and signage

- Wear and maintain required PPE at all times
- Attend and participate in toolbox talks and safety meetings
- Report hazards, near misses and incidents immediately
- Work safely around plant, equipment and other workers
- Keep work areas clear of trip hazards and obstructions
- Follow environmental controls for dust, noise and waste

3. Required Skills and Attributes

3.1 Essential Skills

Physical Fitness and Stamina

Strong physical fitness for manual labour including lifting, carrying, digging and working in various positions. Ability to perform repetitive physical tasks throughout the workday. Stamina for full shifts in outdoor conditions including heat, cold and varied weather.

Safety Awareness

Understanding of construction site hazards and safety requirements. Commitment to following safety procedures and wearing PPE. Ability to identify and report unsafe conditions. Awareness of risks when working around plant, equipment and other trades.

Reliability and Work Ethic

Excellent attendance and punctuality as site operations depend on labour resources. Strong work ethic and willingness to undertake physical tasks. Self-motivated approach to completing assigned work. Ability to maintain effort throughout shifts.

Following Instructions

Ability to listen to and follow verbal instructions from supervisors and trades workers. Understanding of basic construction terminology and practices. Willingness to ask questions when unsure. Ability to follow site plans, drawings and specifications under guidance.

3.2 Personal Attributes

- Strong physical fitness and manual handling capability
- Reliable and punctual with excellent attendance
- Positive attitude and willingness to learn
- Team player who works well with trades and other labourers
- Safety conscious and follows procedures
- Adaptable and flexible with changing tasks
- Hardworking with strong work ethic
- Ability to take direction and feedback
- Common sense approach to site work
- Willing to work outdoors in all weather conditions

4. Qualifications and Requirements

4.1 Mandatory Requirements

- White Card (General Construction Induction Card)
- Physical fitness for manual labour and heavy lifting
- Eligibility to work in Australia (visa or citizenship)
- Steel-capped safety boots and appropriate work clothing
- Ability to pass drug and alcohol testing
- Reliable transport to various site locations
- Clear criminal history (some sites require police checks)

4.2 Desirable Qualifications

- Current First Aid certificate
- Driver's licence (Manual or Automatic)
- Elevated Work Platform (EWP) Yellow Card
- Confined Space Entry ticket
- Asbestos Awareness training
- Forklift licence (LF class)
- Working at Heights training
- Traffic Management (Implement Traffic Management Plans)

4.3 Experience

Entry-level positions are available for workers new to construction with White Card and willingness to learn. Previous experience as a construction labourer, in warehousing, landscaping or other physical work is valued. Experienced labourers should demonstrate reliability, understanding of construction processes, ability to work independently and familiarity with various trade requirements.

5. Working Conditions

5.1 Hours of Work

- Standard hours typically 7:00am to 3:30pm or 7:30am to 4:00pm
- Monday to Friday with Saturday work as required
- Overtime and weekend work available depending on project demands
- 38-hour week for full-time employees
- Early starts common on construction sites
- Weather-dependent work may result in lost time

5.2 Physical Requirements

- Heavy lifting and carrying throughout the day (up to 25kg regularly)
- Bending, kneeling, squatting and working in confined positions
- Working at heights on scaffolding and platforms
- Standing and walking on uneven surfaces for extended periods
- Digging, shoveling and manual excavation work
- Exposure to dust, noise, vibration and weather conditions

5.3 Work Environment

- Outdoor work on construction sites in all weather conditions
- Exposure to sun, heat, cold, rain and wind
- Working around heavy machinery, plant and vehicles
- Noisy and dusty environments
- Sites may include residential, commercial and civil projects
- Travel between multiple sites may be required

5.4 Safety Equipment and PPE

- Hard hat (safety helmet) mandatory at all times
- Steel-capped safety boots (lace-up, ankle support)
- High-visibility shirt or vest
- Safety glasses or face shields when required
- Hearing protection in high noise areas
- Gloves, dust masks and sun protection as needed

6. Award Information

6.1 Modern Award Coverage

This position is covered by the Building and Construction General On-site Award 2020 (MA000020). The award sets minimum pay rates, penalty rates, allowances and conditions for employees working in the building and construction industry.

6.2 Classification Level

Construction labourers are generally classified under the award as:

- CW1: Construction Worker Level 1 - Labourer performing basic manual tasks
- CW2: Construction Worker Level 2 - Labourer with some skills or experience
- CW3: Construction Worker Level 3 - Experienced labourer or operator of basic plant

The specific classification level will be determined based on skills, experience and duties performed.

6.3 Penalty Rates and Allowances

Employees are entitled to penalty rates for work performed:

- Saturday: 150% of ordinary rate
- Sunday: 200% of ordinary rate
- Public holidays: 250% of ordinary rate
- Overtime: 150% for first 2 hours, 200% thereafter
- Various allowances apply (height, confined space, wet work, etc.)

Casual employees receive a 25% casual loading instead of paid leave entitlements. Refer to the Building and Construction General On-site Award 2020 for current rates and conditions.

7. Expected Behaviours

7.1 Professional Conduct

- Arrive on time ready to work at designated start time
- Notify supervisor immediately if unable to attend work
- Follow all site rules, procedures and instructions
- Respect other workers, trades and site personnel
- Maintain professional language and behavior on site
- Keep site information and client details confidential

7.2 Work Standards

- Complete assigned tasks to required standard
- Maintain consistent work effort throughout shifts
- Ask questions when unsure about tasks or requirements
- Clean up and organize work areas after tasks
- Return tools and equipment to proper storage
- Be proactive in assisting trades and identifying next tasks

7.3 Safety and Compliance

- Wear all required PPE correctly at all times
- Follow safe work method statements (SWMS)
- Attend and participate in toolbox talks
- Report all hazards, incidents and near misses immediately
- Never work under influence of drugs or alcohol
- Stop work if unsafe conditions are present

7.4 Communication and Teamwork

- Listen to and follow instructions from supervisors
- Communicate clearly with trades and other workers
- Work cooperatively as part of the site team
- Raise concerns or issues through proper channels
- Accept feedback and direction positively
- Assist other labourers and trades when required

8. Application Process

8.1 How to Apply

Interested candidates should submit:

- Current resume/CV including work history
- Copy of White Card (Construction Induction Card)
- Copies of relevant tickets and certificates
- Contact details for at least two referees
- Cover letter outlining experience and availability (optional)

8.2 Selection Process

Shortlisted candidates will be invited to:

- Phone interview to discuss experience and availability
- Face-to-face interview with site supervisor or project manager
- Verification of White Card and qualifications
- Reference checks with previous employers
- Drug and alcohol screening
- Site induction and safety orientation

8.3 Equal Opportunity

We are an equal opportunity employer and welcome applications from all qualified candidates regardless of age, gender, cultural background, disability or other characteristics protected by law.

Position Acknowledgement

I have read and understood this job description. I understand that my duties may be varied from time to time to meet the operational needs of the business.

Employee Name: _____

Employee Signature: _____

Date: ____ / ____ / ____

For Manager Use Only

Manager Name: _____

Manager Signature: _____

Date: ____ / ____ / ____