

Dishwasher Job Description

A comprehensive job description template
for Australian hospitality 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 hospitality industry practices at the time of publication. You should review and tailor this template to suit your business, venue 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

Dishwasher / Kitchen Steward / Kitchen Attendant

1.2 Position Summary

The Dishwasher is responsible for maintaining the cleanliness and hygiene of all dishes, utensils, glassware, cookware and kitchen equipment. This essential back-of-house role ensures the smooth operation of the kitchen by providing a continuous supply of clean items during service and maintaining high standards of sanitation.

The position requires physical fitness, reliability, attention to hygiene standards, and the ability to work efficiently in a fast-paced, physically demanding kitchen environment. This is an entry-level role with no formal qualifications required.

1.3 Reporting Structure

This position reports to:

- Head Chef / Executive Chef
- Sous Chef / Kitchen Manager
- Kitchen Supervisor (during service)

1.4 Employment Type

This position is available as:

- Casual (variable hours based on business needs)
- Part-time (regular rostered hours)
- Full-time (38 hours per week)

2. Key Responsibilities

2.1 Dishwashing and Sanitation

- Scrape, rinse and load dishes, glassware, utensils and cookware into commercial dishwasher
- Operate commercial dishwashing equipment safely and efficiently
- Hand wash large pots, pans and delicate items that cannot go through machine
- Ensure all items are thoroughly cleaned and sanitised to food safety standards
- Monitor water temperature and chemical levels in dishwashing equipment
- Dry and polish glassware and cutlery as required
- Return clean items promptly to appropriate storage locations

2.2 Kitchen Cleaning

- Clean and sanitise dishwashing area, sinks and benches throughout shift
- Sweep and mop floors in dishwashing and surrounding areas
- Clean walls, splash backs and equipment surfaces
- Empty and clean grease traps, drain filters and garbage disposals
- Maintain cleanliness of refrigerator and coolroom exteriors
- Perform deep cleaning tasks as scheduled

2.3 Waste Management

- Dispose of food waste in designated bins following venue procedures
- Separate and manage recycling correctly
- Empty rubbish bins regularly throughout service
- Maintain clean and organised bin areas
- Report any issues with waste disposal equipment

2.4 Stock and Equipment

- Receive and unpack dishwashing supplies and chemicals
- Store items safely in designated locations
- Monitor stock levels of dishwashing chemicals and supplies
- Notify supervisor when supplies need reordering
- Organise and maintain storage areas
- Report any damaged or missing items

2.5 Supporting Kitchen Operations

- Assist with basic food preparation tasks when required (peeling, chopping, portioning)
- Help with receiving and storing food deliveries
- Remove rubbish from kitchen work stations during service
- Respond promptly to requests from chefs during busy periods
- Assist with opening and closing procedures

2.6 Safety and Compliance

- Follow all food safety and hygiene requirements
- Use personal protective equipment (gloves, aprons, non-slip shoes)
- Handle cleaning chemicals safely according to instructions
- Report hazards, spills, breakages and maintenance issues immediately
- Maintain personal hygiene and grooming standards
- Follow workplace health and safety procedures

3. Required Skills and Attributes

3.1 Essential Skills

Physical Stamina

Ability to stand for entire shifts, lift heavy items, work in wet conditions, and perform physically demanding tasks. Comfortable working with heat and steam.

Reliability

Punctuality and consistent attendance. Commitment to completing assigned shifts. Dependable work ethic that team members can count on.

Attention to Hygiene

Understanding of cleanliness standards and food safety principles. Commitment to maintaining sanitation procedures. Pride in quality of work.

Speed and Efficiency

Ability to work quickly during peak service periods. Maintain steady workflow under pressure. Keep pace with kitchen demands.

3.2 Personal Attributes

- Strong work ethic and positive attitude
- Ability to work independently with minimal supervision
- Cooperative team player willing to help others
- Flexibility to work varied shifts including weekends and public holidays
- Resilience and ability to work in challenging conditions
- Good time management and ability to prioritise tasks
- Willingness to learn and follow instructions
- Professional appearance and personal presentation

4. Qualifications and Requirements

4.1 Mandatory Requirements

- Eligibility to work in Australia (citizenship, permanent residency or valid work visa)
- Physical ability to perform demanding manual work
- Ability to work a flexible roster including evenings, weekends and public holidays
- Minimum age requirements as per state/territory legislation

4.2 Desirable Qualifications

- Food handling or food safety certificate (training can be provided)
- Previous experience in hospitality or commercial kitchen environment
- Basic understanding of kitchen operations

- Current first aid certificate

4.3 Experience

No prior experience is required. This is an entry-level position and full training will be provided. Candidates with a strong work ethic, reliability and willingness to learn are encouraged to apply.

5. Working Conditions

5.1 Hours of Work

- Shift work including early mornings, late evenings and overnight shifts
- Regular work on weekends and public holidays
- Shift lengths typically range from 4 to 10 hours
- Split shifts may be required based on service patterns
- Roster provided in advance as per award requirements

5.2 Physical Requirements

- Standing and walking throughout entire shifts (up to 10 hours)
- Lifting and carrying heavy items including stacks of plates (up to 20kg)
- Repetitive motions including scrubbing, lifting and bending
- Working in wet, slippery conditions with constant exposure to water
- Exposure to hot water, steam and kitchen heat
- Working in a fast-paced, high-pressure environment during peak periods

5.3 Work Environment

- Back-of-house kitchen environment
- Wet work area with steam and hot water
- Exposure to heat from kitchen equipment and dishwashing machines
- High noise levels from kitchen operations and equipment
- Use of commercial cleaning chemicals and detergents
- Close teamwork with kitchen staff in confined spaces

5.4 Uniform and Presentation

- Uniform provided by the venue (typically apron, shirt or jacket)
- Closed-toe, non-slip footwear mandatory for safety
- Clean and neat personal appearance required
- Hair tied back and secured
- No jewellery on hands (watches, rings, bracelets)
- Short, clean fingernails

6. Award Information

6.1 Modern Award Coverage

This position is typically covered by the Restaurant Industry Award 2020 (MA000119) as Kitchen Attendant Level 1. The award sets minimum pay rates, penalty rates, allowances and conditions for employees in restaurants, cafes, catering and similar hospitality businesses.

6.2 Classification Level

Dishwashers are generally classified as Kitchen Attendant Level 1 under the award:

- Level 1: Entry-level position with no formal qualifications required
- Performs routine tasks under direct supervision
- Duties include dishwashing, cleaning and basic kitchen support tasks

This classification reflects the introductory nature of the role and provides a foundation for career progression in hospitality.

6.3 Penalty Rates and Allowances

Employees are entitled to penalty rates for work performed:

- Saturday: Higher casual loading applies
- Sunday: Premium rate applies
- Public holidays: Premium rate applies
- Late night shifts: Applicable allowances may apply

Refer to the Restaurant Industry Award for current rates and conditions.

6.4 No Special Licences Required

Unlike front-of-house roles, dishwashers working exclusively in the kitchen do not require an RSA (Responsible Service of Alcohol) certificate as they do not serve alcohol to customers. A food handling certificate is recommended but not mandatory in most states.

7. Expected Behaviours

7.1 Professional Conduct

- Treat all colleagues and managers with respect and courtesy
- Maintain confidentiality regarding business information
- Follow all venue policies and procedures
- Arrive on time for scheduled shifts, ready to work
- Notify management of absence or lateness as soon as possible
- Accept feedback constructively and apply improvements

7.2 Work Standards

- Maintain consistently high standards of cleanliness and sanitation
- Work efficiently and maintain steady pace throughout shift
- Complete all assigned tasks thoroughly before end of shift
- Keep work area organised and free from hazards
- Report equipment malfunctions or maintenance issues promptly
- Follow proper procedures for handling chemicals and equipment

7.3 Teamwork Expectations

- Support kitchen team by maintaining efficient workflow
- Respond promptly to requests during busy service periods
- Communicate clearly about shortages or issues
- Assist colleagues when work is completed
- Contribute positively to team environment
- Show initiative in identifying tasks that need attention

8. Application Process

8.1 How to Apply

Interested candidates should submit:

- Current resume/CV
- Brief cover letter outlining availability and work eligibility
- Copies of relevant certificates (food handling if applicable)
- Contact details for two referees

8.2 Selection Process

Shortlisted candidates will be invited to:

- Initial phone interview to discuss availability and role requirements
- In-person interview at the venue
- Trial shift (paid) to assess practical skills and work ethic
- Reference checks

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. We value diversity and are committed to creating an inclusive workplace.

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: ____ / ____ / ____