

Haul truck operator Job Description

A free job description template for Australian mining operations

Company Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This haul truck operator job description template is designed to reflect Australian workplace standards and mining industry practices at the time of publication. Confirm the applicable modern award and site requirements for your operation and ensure compliance with all relevant employment and work health and safety laws.

1. Position overview

A haul truck operator (also known as a dump truck operator or haulage operator) is a frontline production worker on surface mine sites, responsible for moving ore and overburden safely and efficiently around the operation. The role sits within the surface mining and haulage stream and combines heavy-machinery skill with strict adherence to site safety systems.

Operators drive large rigid or articulated haul trucks — machines such as the Caterpillar 793 or Komatsu 930E — to move ore, waste and overburden between the pit, waste dumps, crushers and stockpiles. Day to day they conduct pre-start inspections, follow haul-road rules, spotting and load procedures, log loads and work continuous 12-hour shifts on a fly-in fly-out (FIFO) or drive-in drive-out (DIDO) roster.

In Australia, haul truck operators on metalliferous sites are typically classified under the Mining Industry Award 2020 (MA000011). A competent operator generally sits around Level 2 to Level 3, progressing with demonstrated competency and additional responsibilities. This template provides a foundation for creating clear, compliant job descriptions that attract quality candidates. Once hired, manage swings and shift coverage efficiently with mining rostering software.

2. Key responsibilities

Haulage operations

Operating rigid or articulated haul trucks to move ore, overburden and waste between the pit, dumps, crushers and stockpiles safely and to production targets.

Pre-start inspections

Completing daily pre-start machine checks, reporting defects and confirming the truck is safe to operate before each shift.

Haul-road procedures

Following haul-road rules, giving way, spotting and correct loading and dumping procedures under the direction of loading units and supervisors.

Load logging and reporting

Logging loads, cycle times and production data accurately, and communicating delays or hazards to the control room and crew.

Shift and roster work

Working continuous 12-hour day and night shifts on a FIFO or DIDO swing, arriving fit for work and managing fatigue between shifts.

Safety and compliance

Following the site safety management plan, work health and safety procedures, PPE requirements and take-5 or JHA processes at all times.

3. Skills and attributes

- Safety focus: A genuine safety-first mindset, awareness of surroundings and consistent compliance with site rules and hazard reporting.
- Machine skill: Confident, smooth control of large haul trucks on uneven haul roads, ramps and in wet or dusty conditions.
- Fatigue management: Ability to self-manage rest, arrive fit for work and stay alert across long continuous day and night shifts.
- Communication: Clear two-way radio communication with the control room, loader operators, spotters and crew.
- Attention to detail: Thorough pre-start inspections, accurate load logging and awareness of changing pit and road conditions.
- Reliability: Punctuality, consistent attendance across swings, flexibility with shift patterns and commitment to remote-site living.

4. Qualifications and requirements

The requirements for haul truck operator positions vary by site and equipment type. Some are mandatory, while others are preferred or provided through site training and verification of competency (VOC).

- Rigid haul-truck competency (required) — Recognised competency such as RIIMPO338 Conduct rigid haul truck operations, or site verification of competency (VOC)
- Site inductions and Standard 11 (required) — General site induction and Standard 11 (or the site-equivalent generic induction)
- Driver's licence (required) — Current driver's licence; an HR (heavy rigid) licence is often preferred
- Working rights (required) — Eligibility to work in Australia
- Previous operating experience — Prior haul-truck or heavy-machinery experience on a mine site is advantageous but not always essential
- Medical and fitness for work — Pre-employment medical, drug and alcohol screening and fitness for FIFO work

5. Working conditions

- FIFO or DIDO rosters with swings away from home (e.g. 2:1, 8:6 or similar patterns)
- Continuous 12-hour day and night shifts
- Remote and regional mine-site locations with camp accommodation
- Strict fatigue management and fitness-for-work requirements

- Mandatory PPE including high-visibility clothing, hard hat, safety glasses and steel-capped boots
- Sitting for long periods operating heavy machinery in dust, heat and vibration

6. Award information

Mining industry award 2020

Most haul truck operators on metalliferous mine sites are covered by the Mining Industry Award 2020 (MA000011), which also covers on-site processing. This modern award sets minimum pay rates, penalty rates, allowances and conditions for mining employees. View current Mining Award pay rates.

For FY2026/27, adult classifications range from Introductory at \$27.53 per hour to Level 7 at \$37.62 per hour, with a competent haul truck operator typically classified around Level 2 to Level 3. Casual employees receive a 25% casual loading. Penalty rates include Saturday at 150% for the first three hours then 200%, Sunday at 200%, public holidays at 250%, afternoon and night loadings of 15%, and a permanent night loading of 30%. An underground allowance of \$2.06 per hour applies where relevant. Use award interpretation software to calculate pay accurately. Note that many large operations pay above the award or under an enterprise agreement.

Tickets and site requirements

Haul truck operators generally need site inductions, Standard 11 (or the site VOC), a current driver's licence and a rigid haul-truck competency such as RIIMPO338 Conduct rigid haul truck operations. Requirements vary between operations, so confirm exactly what your site requires before advertising the role.

Candidates must also have working rights in Australia and will usually complete a pre-employment medical, drug and alcohol screening and a fitness-for-work assessment given the FIFO nature of the role. Set out the roster pattern and swing clearly so candidates understand the overtime and penalty structure that applies.

7. Frequently asked questions

About the role

Q: What does a haul truck operator do?

A haul truck operator drives large rigid or articulated haul trucks on a mine site to move ore, overburden and waste between the pit, dumps, crushers and stockpiles. The role includes daily pre-start inspections, following haul-road and loading procedures, logging loads and communicating with the control room and crew across continuous 12-hour shifts. See the Mining Industry Award guide for how the role is classified and paid.

Q: What award covers haul truck operators in Australia?

Haul truck operators on metalliferous mine sites are typically covered by the Mining Industry Award 2020 (MA000011), which also covers on-site processing. Some large operations instead pay under an enterprise agreement that sits above the award minimum. Always confirm which instrument applies to your operation. See our Mining Award pay rates guide.

Q: What classification level should I use for a haul truck operator?

Under the Mining Industry Award, a competent haul truck operator generally sits around Level 2 to Level 3, progressing with demonstrated competency and additional responsibilities. Adult rates for FY2026/27 range from Introductory at \$27.53 per hour to Level 7 at \$37.62 per hour. Check the current Mining Award rates for each level before advertising.

Q: Is haul truck operating a FIFO role?

Most haul truck operator roles on remote Australian mine sites are fly-in fly-out (FIFO) or drive-in drive-out (DIDO), worked on swings of continuous 12-hour day and night shifts with camp accommodation. Some operations near regional towns are residential. Set out the roster pattern and point of hire clearly in your job description — read more in our guide to FIFO roster patterns.

Qualifications

Q: What tickets does a haul truck operator need?

Operators generally need site inductions, Standard 11 (or the site verification of competency), a current driver's licence and a rigid haul-truck competency such as RIIMPO338 Conduct rigid haul truck operations. An HR (heavy rigid) licence is often preferred. Requirements vary between sites, so confirm exactly what your operation requires.

Q: Do haul truck operators need experience to start?

Prior haul-truck or heavy-machinery experience is advantageous, but some operations run entry pathways and provide training and verification of competency (VOC) on site. Focus on a strong safety mindset, reliability, machine aptitude and willingness to commit to FIFO living. Clear job descriptions help candidates self-select appropriately.

Q: What medical and screening requirements apply?

Because the role is safety-critical and usually FIFO, candidates typically complete a pre-employment medical, drug and alcohol screening and a fitness-for-work assessment before starting. Fatigue management is central to the role given continuous 12-hour day and night shifts — see our guide on managing fatigue on mining FIFO rosters.

Q: What working rights are required?

Candidates must have eligibility to work in Australia. For safety-critical mining roles, employers should verify working rights, licences and tickets before hiring. List mandatory tickets clearly and note which are provided through site training so you attract a wider pool of suitable operators.

Employment

Q: Should I hire casual or permanent haul truck operators?

This depends on your production and roster needs. Casual operators offer flexibility for variable demand but attract a 25% casual loading under the Mining Industry Award. Permanent full-time crews provide consistency across swings and stronger retention. Many operations use a mix, with permanent core crews and casuals to cover peaks and leave.

Q: What penalty rates apply to haul truck operators?

Under the Mining Industry Award, penalty rates include Saturday at 150% for the first three hours then 200%, Sunday at 200%, public holidays at 250%, and afternoon and night loadings of 15% (30% for permanent night shift). Casuals receive a 25% loading. An underground allowance of \$2.06 per hour applies where relevant. Use award interpretation software to calculate pay accurately.

Q: How is overtime handled on a mining roster?

Continuous 12-hour shifts on a FIFO swing often involve significant overtime and penalty entitlements, which depend on the award or enterprise agreement, the roster pattern and ordinary-hours arrangements. Model the true cost of a swing before you advertise using our overtime and penalty rate calculator and shift cost calculator.

Q: What should I include in a haul truck operator employment contract?

Key elements include position title and classification level, employment type (casual, part-time or full-time), hourly rate or salary, applicable award or enterprise agreement, roster and swing pattern, point of hire, required tickets, reporting structure, main duties and site location. Use our digital employment contracts to simplify this process.

Rostering

Q: How do I roster FIFO haul truck operators?

FIFO rosters run on swings of continuous day and night shifts, so you need to balance crew coverage, fatigue rules and flight or transport logistics. Using mining rostering software helps you build compliant swing rosters, track hours and give operators visibility of upcoming shifts. See our how to roster mining staff guide.

Q: How do I manage fatigue across 12-hour shifts?

Fatigue is the primary safety risk for haul truck operators. Build rosters that respect minimum rest between shifts, limit consecutive night shifts and follow the site fatigue management plan. Track actual hours worked with time and attendance tools and read our guide on managing fatigue on mining FIFO rosters.

Q: How far in advance should mining rosters be provided?

Provide swing rosters as far in advance as practicable so operators can plan travel and time at home, and follow any notice requirements in your award or enterprise agreement. Using rostering software makes it easy to publish rosters early and manage changes across crews and swings.

Q: How do I manage operator availability and swaps?

Collect availability and leave preferences during onboarding and keep them current. Use staff availability management tools to track who is on and off swing, and to handle shift swaps and callouts. This simplifies roster creation across large crews and reduces last-minute coverage gaps.