

# Skip bin driver Job Description

A free job description template for the Waste management industry

Company Name: \_\_\_\_\_

Location: \_\_\_\_\_

Employment Type: \_\_\_\_\_

Reports To: \_\_\_\_\_

Date: \_\_\_\_\_

## DISCLAIMER

This skip bin driver job description template reflects Australian workplace standards and waste industry practice at the time of publication. It is a general guide only and does not constitute legal advice. Confirm the applicable classification, licence requirements and pay rate against the Waste Management Award 2020 (MA000043) and the actual duties of the role before advertising. For complex coverage questions, seek independent legal or HR advice.

## 1. Position overview

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A skip bin driver delivers, exchanges and collects skips on demand rather than on a fixed route. The day is built from a booking sheet that changes as jobs are added, so the work suits a driver who can re-plan a run and still meet the commitments made to customers.

Placement is the skill that separates a good skip driver from an average one — dropping a bin on a narrow construction site or a suburban driveway without damaging surfaces or blocking access. Under the Waste Management Award skip-lift drivers sit at Level 5.

## 2. Key responsibilities

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### Deliver and collect skips to schedule

Work a changing booking sheet, delivering, exchanging and retrieving skips across commercial and residential customers.

### Operate hook-lift and chain-lift equipment

Load and unload bins safely using the vehicle's lifting system on uneven and confined ground.

### Place bins safely on customer sites

Assess the ground, overhead hazards and access before placing, and avoid damage to driveways and services.

### Check and restrain loads

Confirm the load is within limits, is not overfilled, and is covered or restrained before travel.

### Assess loads for prohibited material

Identify asbestos, chemicals and other material that cannot be carried or tipped, and escalate rather than load it.

### Weigh in and tip at the correct facility

Present at the weighbridge, record against the correct customer and stream, and tip only where licensed.

## 3. Skills and attributes

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- Precision vehicle handling: Places and retrieves bins in tight driveways, laneways and active construction sites.
- Route re-planning: Adjusts the run through the day as bookings change without missing commitments.
- Load restraint discipline: Applies restraint and covering requirements every trip.
- Customer handling: Deals directly with builders and householders, often about access and overfilling.
- Site assessment: Reads ground conditions, overhead lines and services before committing to a placement.

- Equipment awareness: Recognises hydraulic and chain faults that mean the vehicle should not continue.

## 4. Qualifications and requirements

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Requirements for skip bin driver positions vary by operator and vehicle class. These are the credentials Australian waste employers ask for most often.

- Heavy Rigid (HR) licence (required) — Standard for hook-lift and chain-lift skip vehicles. Larger configurations may require HC.
- Load restraint knowledge (required) — Drivers must understand and apply the load restraint requirements for open bins.
- Pre-employment medical and drug screen — Commonly required. Standard for heavy vehicle roles.
- White Card — Commonly required. Needed for delivery and collection on active construction sites.
- Asbestos awareness — Desirable. Valuable for recognising loads that cannot be accepted.
- Certificate III in Driving Operations — Desirable. Supports progression to larger vehicle classes.

## 5. Working conditions

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- On-demand schedule that changes through the day
- Frequent site access on active construction sites
- Physically demanding, including chain handling and covering loads
- Outdoor work in all weather
- Customer contact at every job, sometimes about overfilled or contaminated bins
- Fatigue management obligations under heavy vehicle law

## 6. Award information

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### Waste Management Award 2020 (MA000043)

Most skip bin driver positions in Australia are covered by the Waste Management Award 2020 (MA000043). This role generally sits at Level 5, which pays \$1,212.58 a week or \$31.91 an hour for full-time and part-time employees, and \$39.89 an hour for casuals, from 1 July 2026. See the full Waste Management Award pay guide for every classification, penalty rate and allowance.

### The rates include the industry allowance

Fair Work publishes these rates with the \$3.24 per hour industry allowance already included, because clause 16.2(b) makes it an all-purpose allowance — payable for all purposes including overtime and shift rates. Rate sites that strip it out quote a Level 1 rate around \$26.63 instead of \$30.11, and every penalty calculated from that lower base is understated.

## 7. Frequently asked questions

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### About the role

Q: What does a skip bin driver do?

A skip bin driver delivers, exchanges and collects skips on demand using hook-lift or chain-lift equipment. The role includes assessing each site before placement, checking loads for prohibited material and overfilling, restraining and covering the load, and tipping at a licensed facility.

Q: What licence does a skip bin driver need?

A Heavy Rigid (HR) licence is standard for hook-lift and chain-lift skip trucks, with a Heavy Combination (HC) licence needed for larger configurations. A White Card is commonly required because much of the work is on active construction sites.

Q: How is skip work different from kerbside collection?

Kerbside runs a fixed route on a set day. Skip work runs from a booking sheet that changes through the day, so the driver re-plans the run continuously. Placement skill matters more, because bins go onto driveways and confined sites rather than being lifted from a kerb.

Q: What award level is a skip bin driver?

Level 5 under the Waste Management Award, which covers drivers of vehicles over 14 and up to 30 tonnes including skip-lift, rear-end loading, roll-on/roll-off and side-lift configurations.

### Pay and award

Q: How much does a skip bin driver earn in Australia?

Under the Waste Management Award 2020, a skip bin driver at Level 5 earns a minimum of \$1,212.58 a week or \$31.91 an hour as a full-time or part-time employee, and \$39.89 an hour as a casual, from 1 July 2026. These are legal minimums — many operators pay above them, and penalties apply for weekend, shift and overtime work.

Q: Do early starts attract a penalty rate?

Not inside the ordinary-hours span. The award opens ordinary hours at 4.00am, so a pre-dawn start is ordinary time at 100%. Paying a penalty for every early start is the most common overpayment in waste payroll. See the award guide for the full span.

Q: What are the weekend and public holiday rates?

Saturday is 150% for the first two hours then 200%, Sunday is 200%, and a public holiday is 250% — with Good Friday and Christmas Day higher again at 300%. Casual rates add 25 percentage points to each, except overtime, which adds 10.

Q: What is the minimum shift length?

Four hours. Casual employees have a minimum daily engagement of 4 hours and part-time employees must be paid a minimum of 4 hours for each day worked.

## Hiring and rostering

Q: How do I write a skip bin driver job ad?

Start from this template, then add the specific vehicle class, site and start time. Candidates for waste roles self-select strongly on start time and equipment, so being vague costs you good applicants. Our guide to writing a job description covers the structure.

Q: How do I keep licences current across a crew?

Store each licence and endorsement against the employee with its expiry date and get warned in advance — see licence and certification management. Rostering someone onto a task they are no longer certified for is the employer's exposure.

Q: How do I roster around early starts fairly?

Publish rosters with enough notice, rotate the earliest starts across the crew, and track actual versus rostered hours so the load is visible. Our guide to rostering waste collection staff walks through it.

Q: Can RosterElf track depot clock-ins?

Yes. GPS geofences around each depot or transfer station record where and when a shift actually started against what was rostered — the comparison an early-start or overtime question turns on months later.