

Waste driver instructor Job Description

A free job description template for the Waste management industry

Company Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This waste driver instructor 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

A waste driver instructor trains and assesses collection drivers across every vehicle system the fleet runs — side lift, rear loader, front lift, skip and hook lift. They take new drivers through route familiarisation, assess competency before a driver is released to run solo, and re-assess after an incident or a long absence.

It is a senior operational role rather than a classroom one: most of the assessment happens in the cab on a live run. The Waste Management Award recognises it at Level 7 — "driver/instructor, all systems" — above every standard driving classification.

2. Key responsibilities

Train drivers across all vehicle systems

Deliver practical instruction on side lift, rear loader, front lift, skip and hook lift equipment.

Assess competency before solo operation

Verify that a driver can run a route safely and correctly before releasing them to work alone.

Deliver route familiarisation

Take drivers through new routes, access constraints and disposal facility procedures.

Re-assess after incidents or absence

Conduct return-to-duty and post-incident assessments and document the outcome.

Maintain training records

Keep verifiable records of what was assessed, when and by whom, so competency can be evidenced.

Coach on safety and fatigue

Reinforce pre-start checks, reversing procedures, load restraint and fatigue management in the field.

3. Skills and attributes

- Instructional ability: Explains and demonstrates clearly to drivers with a wide range of experience.
- Multi-system expertise: Competent and current across every collection system the fleet operates.
- Assessment rigour: Applies consistent standards and does not pass a driver who is not ready.
- Record keeping: Documents assessments so competency can be evidenced later.
- Constructive feedback: Corrects technique without undermining confidence.
- Safety leadership: Sets the standard other drivers are measured against.

4. Qualifications and requirements

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

- Heavy Rigid (HR) licence, HC preferred (required) — Must hold and maintain the licence classes covering the fleet being instructed on.
- Extensive collection driving experience (required) — Instructors are drawn from experienced drivers competent across multiple systems.
- Certificate IV in Training and Assessment — Commonly required. Frequently required where the instructor signs off formal competency.
- Clean driving record (required) — Expected of anyone setting the standard for other drivers.
- Fatigue management training (required) — Needed to coach drivers credibly on heavy vehicle fatigue obligations.
- First aid certificate — Desirable. Valued in a field-based training role.

5. Working conditions

- In-cab instruction on live collection runs, including early starts
- Split between field assessment and depot-based training and records
- Outdoor and in-vehicle work in all weather
- Accountability for competency sign-off before drivers run solo
- Occasional weekend work to assess drivers on weekend rounds
- Fatigue management obligations under heavy vehicle law

6. Award information

Waste Management Award 2020 (MA000043)

Most waste driver instructor positions in Australia are covered by the Waste Management Award 2020 (MA000043). This role generally sits at Level 7, which pays \$1,321.78 a week or \$34.79 an hour for full-time and part-time employees, and \$43.49 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

About the role

Q: What does a waste driver instructor do?

A waste driver instructor trains and assesses collection drivers across every vehicle system a fleet runs, delivers route familiarisation, verifies competency before a driver operates solo, re-assesses after incidents or long absences, and maintains the training records that evidence competency.

Q: What award level is a driver instructor?

Level 7 under the Waste Management Award — the classification is literally "driver/instructor, all systems". It sits above every standard driving classification, including Level 6 articulated and front lift drivers.

Q: Does a waste driver instructor need a training qualification?

Frequently, yes. A Certificate IV in Training and Assessment is commonly required where the instructor signs off formal competency, though the core requirement is extensive practical experience and current licences across the fleet's vehicle systems.

Q: Is instruction classroom-based?

Mostly not. The majority of assessment happens in the cab on a live collection run, because that is the only place route access, public interaction and equipment handling can genuinely be assessed.

Pay and award

Q: How much does a waste driver instructor earn in Australia?

Under the Waste Management Award 2020, a waste driver instructor at Level 7 earns a minimum of \$1,321.78 a week or \$34.79 an hour as a full-time or part-time employee, and \$43.49 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 waste driver instructor 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.