



Southern Grampians
SHIRE COUNCIL

Private and Confidential

General Labourer - Casuals

About the Southern Grampians Shire Council

Southern Grampians Shire Council, located in South West Victoria has a landscape dominated by the spectacular Grampians mountain range, ancient volcanoes, tranquil rivers and waterfalls and undulating pastoral land dotted with majestic red gums, the Southern Grampians spans the heart of Victoria's renowned 'Western District' with the Shire located 290 kilometres west of Melbourne and 500 kilometres south east of Adelaide.

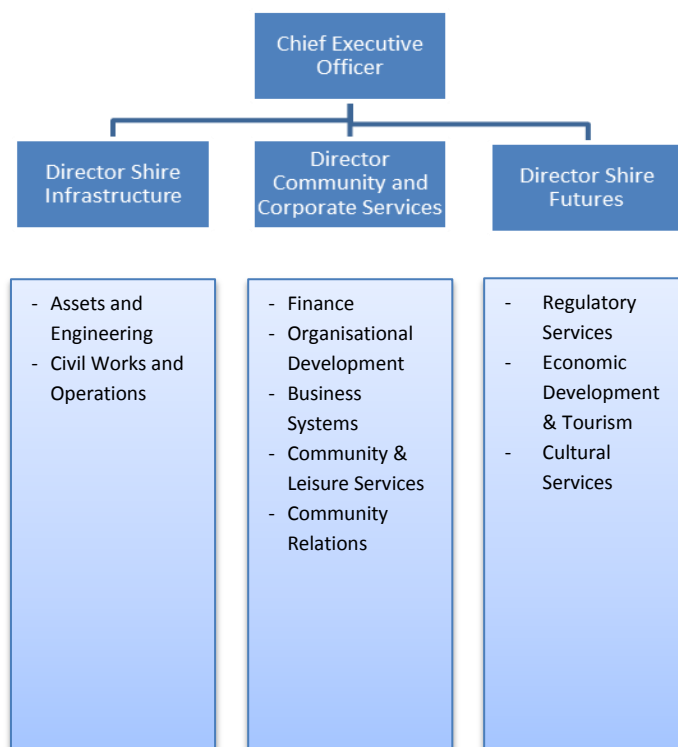
Southern Grampians with an area of 6,652 square kilometres with a population of over 17,000 residents, is a progressive and vibrant community with outstanding recreation facilities, highly regarded schools, excellent medical facilities and a safe family friendly environment. The Council as an organization promotes leadership, innovation and working together and is committed to delivering quality services.

Hamilton which is the main retail and service centre is approximately one hours drive from the coastal areas of Port Fairy, Warrnambool and Portland and is supported by the smaller towns of Balmoral, Branxholme, Byaduk, Cavendish, Coleraine, Dunkeld, Glenhompson, Penshurst and Tarrington. Seven elected members, including the Mayor represent the community of Southern Grampians. For further information visit www.visitgreaterhamilton.com.au
Bus and Rail services are available to Melbourne, via Ararat and Warrnambool.

Organisational Structure

Southern Grampians Shire Council is committed to a culture of strong, positive leadership, respect & integrity and aims to attract and retain skilled, loyal and dedicated people by offering work-based training opportunities, flexible working arrangements and providing a great work / life balance.

Council's workforce is organized into three directorates and the office of the Chief Executive Officer with more than 400 staff covering all types of professions – from lifeguards to community support workers, grader operators to customer service officers and librarians to building inspectors. Council's main offices are located in Hamilton and numerous other worksites are spread across the Shire, including Depots, Swimming pools and the Hamilton Art Gallery.



Our Values

Innovative

We will be open to new ideas, will welcome creativity and embrace change.

Collaborative

Together we will work smarter to achieve agreed common goals

Respectful

We will be caring, accept differences and value diversity

Trusting

Will be open, honest and brave

Empowering

We will provide opportunities, and deliver and inspire success

INSTRUCTIONS FOR APPLICANTS

Southern Grampians Shire Council offer jobs to people on the basis of competencies and experience. The applicant considered to be the best fit for doing the job is selected. To decide this we look at your qualifications, experience, skills, work practice, personal qualities, attitude and organisational fit. Choosing the best person for the job is part of our policy of Equal Employment opportunity. The Position Description (PD) provides the **selection criteria**. You need to show how you meet the selection criteria otherwise your application will not be considered any further.

COMPLETING YOUR APPLICATION

- ☒ Follow instructions in the Candidate Briefing Pack.
- ☒ Provide a covering or application letter.
- ☒ Write a statement about how you meet each **Selection Criteria** (essential & desirable) for the position. If this is not completed you will not advance any further in the selection process.
- ☒ Include a current **Resume**. This should include employment history, including voluntary work, you have done in the past, what organisations you have worked for, the period of employment, the kind of work you did, relevant to the job description.
- ☒ Provide the names and phone numbers of **Three Referees** (at least one referee should be current supervisor, if possible). Also add the nature of your relationship i.e. supervisory.
- ☒ Ensure you submit your application by the closing date. Applications received after the closing time and date will not be accepted.

ADDRESSING THE SELECTION CRITERIA

To address the above, you need to demonstrate how you possess each competency by relating it to your experience, skills, knowledge and personal qualities. Use examples, if appropriate, and include any formal qualifications and industry experience.

SUBMITTING YOUR APPLICATION

Your application can be submitted via email to jobs@sthgrampians.vic.gov.au

or via post to:

Manager Organisational Development
'Private and Confidential'
Locked Bag 685
Hamilton 3300

Applications must be addressed to the above email address, applications sent directly to staff will not be accepted. Applications must be received by the closing time and date, or they will not be accepted.

Applications submitted via email will receive an electronic acknowledgement, however applications submitted via post will not receive a receipt of acknowledgement.

Please also note that due to a number of factors, our shortlisting process may take up to four weeks thus it may be four weeks before we make contact with you.

ATTENDING AN INTERVIEW

If you are selected for an interview, you will be contacted by phone or email and told when and where the interview will be. Prior to the interview you will be required to complete the following forms:

- A Consent to an employment screening check and
- A Relevant Factual information - Applicant Declaration.

In addition to the interview, you may be asked to demonstrate your skills, knowledge and experience through alternative selection techniques, such as demonstration, presentation or an alternative option.

Council reserves the right to hold a second interview with the preferred candidates.

AFTER INTERVIEW

If you are selected to move to the second stage of the interview process, you will be requested to complete

- A Medical Declaration, and
- A Criminal History Record Check Consent Form.

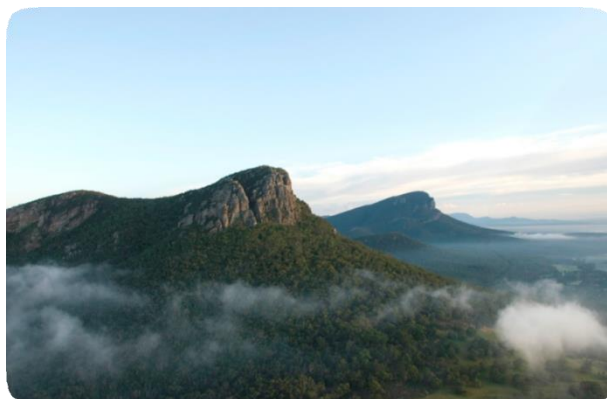
You will also be asked to provide 100 points in Identification check.

You may be asked to undertake a full medical including a drug test and you may also be required to complete a psychological test.

ALL INFORMATION PROVIDED WILL BE STRICTLY CONFIDENTIAL.

You should note the following:

- Any false or misleading information when completing your application pack may result in not being selected for employment, or, if already employed, dismissal.
- Where a criminal record check proves positive, i.e. where the search of criminal records reveals a conviction, the information will be treated confidentially. A positive result from a criminal record check will not necessarily preclude a person from being employed. Each particular case will be determined on its merits and relevance to the position applied for. Disclosure of any pending charges is also mandatory.
- Where an applicant refuses to provide sufficient detail for a criminal record check, the applicant will not be considered for employment.



CONFIDENTIALITY AND DECLARATION OF INTEREST FORM

CONFIDENTIALITY *(Each panel member to sign this section.)*

Panel members are reminded of their obligation to treat both the selection process and the information contained in the relevant files with the utmost regard for confidentiality. It is only the panel convenor who is authorised to provide feedback to applicants unless another panel member is specially authorised to do so by the panel convenor. Disciplinary action may be taken in the case of any breach of confidentiality.

As a member of the selection panel for

_____,
(name of position)

I understand and agree to abide by the confidentiality requirements of this selection process.

Name: _____ Signature: _____ Date: _____
(please print)

DECLARATION OF INTEREST *(to be completed if applicable)*

Panel members are also reminded that the Recruitment, Selection and Appointment Standard requires selection methods and their application to be free from bias, patronage and nepotism.

Each panel member is required to declare if he or she has any family, marital or personal relationship with any of the applicants in this selection process that may compromise the panel member's ability to undertake this role.

DECLARATION

Name of Panel Member: _____
(please print name)

Nature of Declared Interest: _____

Signature: _____ Date: _____

The above matter has been discussed with me (_____)
as panel convenor and the following determination made:

Position Details

| | |
|------------------|--|
| Title: | General Labourer |
| Classification: | Band 2 Casual |
| Position Number: | 501 |
| Business Unit: | Works - Hamilton Depot |
| Reports to: | Works Supervisor & HR and Training Coordinator |

Position Summary:

To temporarily replace permanent staff in all areas of Works, Parks and Gardens, Livestock Exchange and or Home & Community Care.

Key Responsibilities

Road Maintenance & Construction

- Assisting in road patrol duties as directed including carrying out all types of routine maintenance works to roads and streets as required and/or directed;
- Assisting in road construction works as directed including traffic management and plant operation if appropriately qualified.

Parks and Gardens

- Assist with the maintenance of parks and streetscapes including mowing, slashing, brush-cutting, gardening, and tree maintenance.

Hamilton and Region Livestock Exchange

- Assist in the maintaining the effluent treatment plant;
- General maintenance of the facility, including concreting, carpentry, painting, welding etc. if appropriately qualified;
- General cleaning duties including hosing of yards;
- Droving, drafting and relocation of stock as required;
- Removal of dead stock.

Home and Community Care (HACC)

- Installing rails, ramps and performing minor basic household maintenance as required;
- Assisting in maintaining clients' gardens to a satisfactory standard as per HACC guidelines, as directed within timeframes and according to a roster;
- Carrying out tasks in a friendly and cooperative manner, demonstrating a caring attitude towards clients;
- Reporting to the HACC Coordinator, any unhealthy or dangerous aspects of the home or client's activities which may be considered to be of a risk to the client or worker.

Other Works

- Operating plant and equipment, and carrying out other duties as directed, depending upon level of skill and experience.

Public Relations

- Perform all tasks/duties in a manner which promotes effective teamwork and good public relations.

Extent of Authority

- Working under general supervision or as part of a team;
- Identifying and attending to issues within the scope of daily work as directed;
- Attending to minor plant maintenance issues;
- Commit to and adhere with Councils Child Safe Requirements.

Judgement and Decision Making

- May require the use of some personal judgement in the completion of tasks;
- Jobs are generally clearly defined, well understood or clearly documented;
- Expected to resolve minor problems.

Specialist Skills and Knowledge

- Depending upon the area being worked in:
- An understanding of road and street maintenance procedures and techniques;
- An understanding of parks and gardens maintenance procedures and techniques;
- A knowledge of stock handling procedures;
- Knowledge and understanding of the needs of older people, and those with disabilities, and their families;

Generally:

- Ability to operate and maintain a variety of small and medium plant;
- A knowledge and appreciation of Occupational Health and Safety issues.

Management Skills

- Ability to manage own time, and plan and organise work to achieve specific outcomes within specific timeframes;
- Will comply with systems and policies to ensure a safe work environment by:

- Taking reasonable care for his or her own health and safety and the health and safety of others within the workplace and co-operate with Council with respect to any action taken to comply with a requirement of the OHS Act;
- Not intentionally or recklessly interfere with or misuse anything provided at the workplace in the interests of health, safety or welfare;
- Contribute to OHS consultation processes;
- Prompt reporting of hazards and incidents

Inter-personal skills

- Verbal communication skills to resolve problems with other employees and members of the public;
- Written communication skills to enable the completion of appropriate documentation as required.
- Ability to manage own time under general direction;
- Ability to discuss and resolve problems;
- Ability to work as part of a team.

Compliance with Legislation and Policies;

Adhere to all current relevant codes of conduct and legislative requirements including:

- Southern Grampians Shire Council Policies and Procedures;
 - Southern Grampians Shire Council Staff Code of Conduct;
 - Privacy and Data Protection Act 2014 (Vic);
 - Equal Opportunity Act 2010 (Vic);
 - Occupational Health and Safety Act 2004 (Vic);
 - Government/Industry Codes of Conduct;
 - The Southern Grampians Shire Council Enterprise Agreement; and
 - The Municipal Emergency Management Plan.
- Demonstrate a commitment to risk management principles and practices, and also maintain a safe environment for staff and the community;
 - Responsible for ensuring the security of Council's assets under the Officer's control;
 - Responsible for ensuring compliance with the requirements of the Occupational Health and Safety Act 2004 (Vic), Council's Health and Safety management programs and for ensuring, as far as practicable, safe working practices for all staff.

Key Selection Criteria

The employee will demonstrate the following:

- ✓ Essential - Victorian Drivers Licence;
- ✓ May require current working with Children Check.
- ✓ Demonstrated relevant experience;
- ✓ Demonstrated ability to operate a variety of plant and equipment (including licenses);
- ✓ Demonstrated ability to abide by Occupational Health and Safety Regulations/Codes and safety policies;
- ✓ Demonstrated ability to manage own time and complete set tasks within timeframes;
- ✓ Satisfactory level of physical fitness to undertake manual work.
- ✓ Specific plant operators licences;
- ✓ Experience in road maintenance;
- ✓ Experience in parks & gardens work;
- ✓ Experience in handling stock;
- ✓ Experience in working in Home & Community Care.

Agreement

I, _____ have read and understand the objectives and conditions of the above mentioned role.

Employee: _____

SGSC: _____

Signature: _____

Signature: _____

Date: _____

Date: _____