



INFORMATION FOR APPLICANTS

Municipal Worker SEALED ROADS

Title	Municipal Worker – Sealed Roads
Employment Status	Full Time
Department	Engineering & Regulatory Services
Application Close	9am Wednesday 18 th January 2023

WORK HEALTH & SAFETY

The health and safety of its employees, contractors, volunteers and visitors is a priority for Sorell Council. The Council is committed to providing a safe and healthy work environment and to taking all reasonable steps to ensure that all employees and contractors of the Council are safe from injuries and risks to health whilst they are at work. The Council is also committed to ensuring that volunteers and visitors are safe from harm when in Council workplaces.

The Council makes available the appropriate resources to ensure that it complies with relevant work health and safety legislation and that the workplace is a safe and healthy one.

EMPLOYMENT & GENDER EQUITY

Council provides contemporary conditions of employment and maintains a committed and a proactive approach to the following key areas:

Equity and Discrimination

Sorell Council is committed to the principles of equity and equal employment opportunity, to the elimination of inappropriate and unlawful discrimination, all forms of harassment (including sexual harassment) and bullying in the workplace. The Council aims to create and sustain a work environment which supports mutual trust and respect and will take all reasonable steps to ensure that:

- All employees are able to enjoy a workplace that is free from inappropriate and unlawful discrimination, harassment and bullying;
- Principles of equity and equal employment opportunity are reflected in the Council's policies and procedures in respect of employees and employment; and
- There are effective procedures in place for the resolution of the genuine concerns and grievances of employees.

Family-friendly Policies

Sorell Council has in place flexible working arrangements which will assist both male and female employees in meeting their family obligations.

Opportunities for Women

Sorell Council is committed to gender equity and is an equal opportunity employer. Female candidates are encouraged to apply for vacancies with the Council and selection of the successful candidate in any recruitment is based on merit and suitability for the role without regard for gender.

In employment, the Council's policies and actions will reflect the notions of equal opportunity for both genders, including equal pay for the same work.

CONDITIONS OF EMPLOYMENT

EMPLOYMENT AGREEMENT

Employment in this position will be covered by an individual Employment Agreement. Except for any matters specifically covered in the Agreement, the provisions of Sorell Council Enterprise Agreement 2019 apply to the position.

PRE- EMPLOYMENT MEDICAL ASSESSMENT & NATIONAL POLICE CERTIFICATE:

Employment with Council is subject to undertaking a pre-employment medical examination and a National Police Certificate.

An application form for 'Consent to Check and Release a National Police Certificate' can be obtained from the Tasmania Police website: www.police.tas.gov.au/services-online/police-history-record-checks/how-to-complete-an-application/.

SALARY:

The salary range for this position is \$59 863.32 - \$63 850.09 plus superannuation, the commencing salary to commensurate with the level of experience of the successful applicant.

LEAVE ENTITLEMENTS:**Annual Leave:**

For each full year of service, an employee accrues an entitlement of four (4) weeks annual leave for each year of service (pro rata for part time employees).

Long Service Leave:

An Employee will accrue long service leave based on 65 working days of leave for every 10 years of service in accordance with the Long Service Leave Act 1976.

Personal / Carer's Leave:

An employee is entitled to ten (10) days of Personal/Carer's leave for each year of service. An Employee's entitlement to paid personal / carer's leave accrues progressively during a year of service according to the Employee's ordinary hours of work and accumulates from year to year. Personal leave may be used when the employee is:

- Absent due to personal illness or injury; or
- Required to provide care to a member of the employee's immediate family or household who is ill or injured and requires such care.

Annual Leave Loading:

Annual leave loading will be paid on annual leave loading of 17.5% calculated on the Employee's Ordinary Rate. Annual leave loading will be paid on the same date each year as determined by the Council.

HOURS OF WORK:

The spread of ordinary hours under the Enterprise Agreement is from 7:00am to 7:00pm Monday to Friday for indoor employees and 6:00am – 6:00pm for outdoor employees, Monday to Friday inclusive.

SUPERANNUATION:

Sorell Council will make employer superannuation contributions on the employee's behalf at a level of 10.5% during the six (6) month probationary period and, once employment is confirmed, 14.5% of the employee's ordinary time earnings (as per the Australian Taxation Office definition).

Employer contributions may be directed to any other complying superannuation fund of the employee's choice. If no choice is made by the employee the Council will direct the employer contributions to Spirit Superannuation, as the default fund for Council employees.

Employees may make voluntary personal superannuation contributions to their chosen fund, either by salary sacrifice out of pre-tax income, or out of post-tax income.

REMOVAL AND RELOCATION EXPENSES:

When a person residing interstate or beyond daily commuting distance from Hobart is appointed to a permanent position with the Council, the reimbursement of removal expenses relating to the appointee, partner and any dependent children (if applicable) may be paid subject to the conditions as outlined below.

Payment of relocation expenses will be negotiated on a case by case basis, taking into account the level of the position. This will be at the discretion of the General Manager.

Payment of relocation expenses will be on the condition that, should the employee tender their resignation from, or otherwise cease duty at, (with the exception of retrenchment, death or medical reasons) Council within 3 years of commencing employment, the employee is to refund to Council the relocation costs as follows:

Under 1 year of service	Total relocation costs
1 year to 2 years	Two thirds of relocation costs
2 years to 3 years	One third of relocation costs

The General Manager has the discretion to waive this requirement in exceptional circumstances.

TRAINING AND DEVELOPMENT:

It is the Council's desire that every employee be given the opportunity to develop. The Council's commitment to this aim is seen through:

- a) Provision of training for in-house and external training courses.
- b) Study assistance, for employees undertaking relevant qualifications.

EMPLOYEE ASSISTANCE PROGRAM

Independent counselling services are provided if needed by a Council sponsored "Employee Assistance Program", which is also available to immediate family. This confidential service is available 365 days a year.

ADVICE TO APPLICANTS

Thank you for giving consideration to applying for a position with Sorell Council. Please read the following information before applying.

THE SELECTION PROCESS

Sorell Council positions are filled in accordance with suitability for the position, the relative merits of the candidates and relevant legislative requirements. Merit and suitability are assessed through a selection process that comprises the written application, the applicant's performance at interview, any assessment tools that are utilised and referee reports.

YOUR APPLICATION

Job applications need to be clear and concise as this is the first step in demonstrating your relevant knowledge, skills, qualifications and experience. All applications will be considered based on the essential and desirable requirements of the positions (the selection criteria is sometimes referred to as required attributes). The selection panel reviews all written applications and short-listing for the interview is based upon statements addressing the selection criteria. Many applicants do not proceed past this first stage of assessment due to failing to provide sufficient information in their applications.

Your application should provide information that demonstrates the following:

- Your knowledge and skills against each of the selection criteria citing relevant examples.
- Your experience and qualifications and/or ability to develop the skills required.

THE FORMAT FOR YOUR APPLICATION:

Cover letter

It is recommended that you include a short covering letter that introduces yourself and details the reason that you are applying for the position.

Current resume/curriculum vitae

A resume is a history of your employment and work experience and should cover the following areas:

- Your employment history in reverse chronological order, starting with your current employment.
- Details of the positions that you have held, including employment dates, capacity in which you were employed (e.g.; full-time, part-time, casual), where you were employed and brief outline of the main duties and responsibilities.
- Your educational qualifications. This should include the title of your qualification, the year awarded and the title of the institution attended. Copies of your academic qualification should also be attached.
- Information regarding training courses or developmental programs that you have attended should also be included.

Selection Criteria

A statement addressing the selection criteria must be included with your application. **Please note, applications that do not address the selection criteria will not be considered for interview.**

The selection criteria represent the minimum level of knowledge and skills that individuals will need in order to satisfactorily perform the duties of the position. You must address each criterion in your application citing relevant examples on how you believe you meet or have the potential to meet the requirements. The criteria should also be addressed in terms of the major duties of the position for which you are applying.

Applications are rated against the selection criteria in order to short-list candidates for interview and then to select the most suitable and meritorious applicant from the field of candidates interviewed.

In addressing the selection criteria you should consider the following guidelines:

- Read the selection criteria carefully and identify the major factors in each selection criterion.
- Determine how you meet each criterion.

- When making a statement on how you meet the criteria, cite relevant examples that detail how you were involved in a process, or how you applied a relevant skill or ability. In providing evidence or support your achievements, explain how you were successful.
- Check that you have addressed the major factors.
- It is not sufficient to simply state that you meet the criteria without explaining how.
- The suggested length of response should be approximately half-one page per criteria.
- As a general rule, the more senior the role, the more complex the selection criteria and the more detailed your response should be.

SELECTION CRITERIA

- Demonstrated experience in the provision of road maintenance works and programs.
- A high level of competency in Civil Construction, preferably with 5 years' experience.
- Demonstrated competency in asphalt works and bobcat and roller operation
- Proven ability to work as an effective team member.
- Demonstrated understanding of WHS and commitment to ensuring WHS practices and standards are adhered to.
- Heavy rigid and heavy combination vehicle licenses.

Essential:

- White Card
- Chainsaw
- Traffic Management
- Roller Experience
- Heavy Rigid
- Heavy Combination
- Heavy Plant Competency

Direct enquiries to: Matt Jones, Works Supervisor (Sealed Roads) on (03) 6269 0072.

This is full time position. Salary will be in the range of \$59 863.32 - \$63 850.09 and 14.5% super on completion of 6 months' probation.

Please forward applications to recruitment@sorell.tas.gov.au

Applications close: 9am Wednesday 18th January 2023

Sorell Council

Position description



Position Title	Municipal Worker - Sealed Roads
Work Section	Depot
Department	Engineering & Regulatory Services
Reports to	Works Supervisor Sealed Roads
Classification	Level 3
Employee Status	Full-Time
Location	Depot

Position objectives/ purpose

As a member of the Sealed Roads Crew, the Advanced Municipal Worker will undertake a variety routine works to assist in completing Council's Capital Works and Maintenance programs. Ensuring all work is completed at a level that meets industry, Council and current Workplace Health and Safety Legislation and statutory requirements.

Skill Based Classification Descriptors

The position is classified as a **Level 3**, the following skill descriptors apply to this level.

Authority & Accountability	Responsible for completion of regularly occurring tasks with general guidance on a daily basis. May supervise work or provide on-the-job training, based on their skills and/or experience, to employees of the same or lower levels.
Judgment & Problem Solving	Personal judgment is required to follow predetermined procedures where a choice between more than two options is present. Work performed falls within general guidelines but with scope to exercise discretion in the application of established practices and procedures.
Specialist Skills & Knowledge	Application of developed skills acquired through on-the-job training or accredited external training over a number of months. Positions may require demonstrated competence in administrative areas.
Management Skills	Not required at this level.
Interpersonal Skills	Employees at this level require communication skills to enable them to effectively communicate with clients, other employees and members of the public and in the resolution of minor matters.
Qualifications & Experience	Qualifications or relevant experience in accordance with the requirements of work in this level, which may be acquired through a Certificate II or a non-trades Certificate III, however described.

Core Position Responsibilities

The following **CORE** responsibilities are common to all roles within the Works Department.

Standard Municipal Worker Responsibilities

- Provide work skill instruction
- Maintain site records
- Use hand and power tools
- Read and interpret plans and specifications
- Operate small plant and equipment
- Carry out manual excavation
- Conduct tip truck operations
- Spread and compact materials manually
- Carry out basic levelling
- Handle resources and infrastructure materials and safely dispose of nontoxic materials
- Identify, locate and protect underground services
- Implement traffic management plan
- Control traffic with stop-slow bat
- Participate in environmentally sustainable work practices
- Complete workplace orientation/induction procedures

Communication & Delivery

- Deliver and monitor a service to customers
- Plan and organise work
- Work safely and follow WHS policies and procedures
- Communicate in the workplace
- Work effectively with diversity
- Contribute to team effectiveness
- Deliver and monitor a service to customers
- Support operational plan

Key Responsibilities

Tasks conducted under supervision, with general guidance

- Conduct road maintenance operations
- Respond to site based spills
- Hand spread asphalt
- Safely handle bituminous materials
- Conduct pavement sweeping operations
- Conduct tack coat spraying operations
- Conduct aggregate spreader box operations
- Roll aggregate in sprayed sealing operations
- Conduct profile planer operations using heavy plant
- Conduct paver screening operations using heavy plant
- Conduct materials transfer vehicle operations
- Load aggregate using a purpose built loader using heavy plant
- Conduct self-propelled aggregate spreader operations using heavy plant
- Conduct patching operations
- Produce asphalt products
- Repair potholes
- Work as a safety observer/spotter
- Trim and cut felled trees
- Position and set up a variable message sign
- Position and set up portable traffic signals
- Install signs
- Use communication systems
- Lay pavers
- Maintain sealed roads
- Conduct earthworks using heavy plant
- Conduct road pavement construction
- Conduct road construction

- Escort mobile works
- Set out signs
- Install and maintain roadside fixtures
- Conduct road marking measuring operations
- Compact asphalt with rollers
- Conduct asphalt paver operations

Advanced Licences, Certificates, Tickets &/OR Competencies

- White Card
- Chainsaw
- Traffic Management
- Heavy Rigid
- Heavy Combination
- Heavy Plant Competency

This role requires participation in an on-call roster, reasonable after-hours activities and overtime when required by business needs.

Employees may be required to undertake duties within the limits of their skill, competence and training, consistent with their classification level, in any area of Council, as directed.

Position Dimensions

Key relationships and influences	
Who	Why
Internal	
Customer Services	Work in partnership with Customer Service to ensure delivery of effective customer service.
Engineering and Regulatory Services	Work collaboratively with Engineering and Regulatory Services for advice and assistance on planned and unplanned activities.
External	
People who live, work, or visit Sorell	This position delivers services that directly benefit our customers via Council's various customer contact channels.
Contractors	This position may be required to work in collaboration with Council approved contractors to complete planned and unplanned works.

Resources and Budgets			
Direct Reports	NIL	Financial Delegation & Reporting	In accordance with Council's Delegation Manual
Indirect Reports	NIL	Statutory Appointments	NIL
Total	NIL	Delegations	NIL

Organisational Accountabilities

Be familiar with and follow the **Council's Code of Conduct**. A copy of this is provided with your appointment letter or can be accessed on Council's Intranet.

Be familiar with and undertake all work in accordance with relevant policy and legislation, including:

- Council's Values
- Workplace Health and Safety (WHS) Legislation
- Anti-Discrimination Legislation
- Sorell Council Enterprise Agreements
- Document Management - The incumbent is required to use the TARDIS system to retain records and documents relating to Council business as part of their employment.
- Customer Service Charter - The incumbent is required to commit Council's Customer Service Charter and to consistently deliver all services with a focus on excellent customer service.
- Customer Relationship Management (CRM) systems
- Comply with all Health and Safety legislation.

Work Place Health & Safety

Ensure Health and Safety information is provided to the broader community as required. While at work, a worker must:

- Take reasonable care for his or her own health and safety;
- Take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons;
- Comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act;
- Cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers;
- Avoid, eliminate or minimize hazards within your control, and immediately report;
- Attend and actively participate in training programs provided in the interests of Health and Safety;
- Ensure accidents and near misses are reported as soon as reasonably practicable; and
- Ensure assessment and control of risk is managed in accordance with Council's Risk Management Framework.
- Complete Council's induction requirements

Record Management

Sorell Council uses a record management system, TARDIS (Total Administrative Record and Document Information System). All Council documents and records are a State legislated record controlled by the Tasmanian Archive & Heritage Office and are therefore required to be retained either on a temporary or permanent basis. All employees of Council are required to use the TARDIS system to retain records and documents relating to Council business as part of their employment.

Key selection criteria

- Demonstrated experience in the provision of road maintenance works and programs.
- A high level of competency in Civil Construction, preferably with 5 years' experience.
- Demonstrated competency in asphalt works and bobcat and roller operation.
- Proven ability to work as an effective team member.
- Demonstrated understanding of WHS and commitment to ensuring WHS practices and standards are adhered to.
- Heavy rigid and heavy combination vehicle licenses.

Authorisation

I hereby agree that this position description accurately reflects the work requirements.

Manager name

Manager signature

Date

Employee name

Employee signature

Date

GM Name

GM Signature

Date