



SHIRE OF THREE SPRINGS

Plant Operator/General Hand

INFORMATION FOR CANDIDATES

May 2019

Shire of Three Springs – Plant Operator/General Hand

TABLE OF CONTENTS

1. ADVERTISEMENT (FULL).....	3
2. INFORMATION FOR CANDIDATES	4
3. ABOUT THE SHIRE OF THREE SPRINGS	6
4. REMUNERATION AND OTHER EMPLOYMENT CONDITIONS.....	6
5. POSITION DESCRIPTION.....	7

Shire of Three Springs – Plant Operator/General Hand

1. ADVERTISEMENT (FULL)

SHIRE OF THREE SPRINGS



SHIRE OF THREE SPRINGS

PLANT OPERATOR/GENERAL HAND

We are seeking an enthusiastic person to join our works team at the shire.

Applicants should possess developed skills in the operation of plant & machinery used in the maintenance and construction of roads. Previous experience in a similar position will be well regarded.

Salary will be in accordance with the Municipal Employees Award dependant on experience and qualifications.

Enquiries can be directed to Works Supervisor Marc Bennett on 0427 541 202. A Position Description and Selection Criteria are available on the Shire Website www.threesprings.wa.gov.au or email enquiries can be made to mws@threesprings.wa.gov.au

Applications including the names of two referees must be received by the undersigned by 4.00pm Tuesday 4th June 2019 and should be addressed to:

'PRIVATE AND CONFIDENTIAL'

The Chief Executive Officer
Shire of Three Springs
PO Box 117
THREE SPRINGS WA 6519

Alternatively email to ceo@threesprings.wa.gov.au

Sylvia Yandle
Chief Executive Officer

Shire of Three Springs – Plant Operator/General Hand

2. INFORMATION FOR CANDIDATES

Selection on the Basis of Merit

The Shire of Three Springs is an equal opportunity employer. All applications for a position will be assessed against the same criteria included in the position description.

No application will be considered until after the advertised closing date at which time it will be assessed by a Selection Panel. Selection will be based on which applicant demonstrates the highest merit for the position, their past experience, qualifications and ability to perform the advertised position.

What to include in your application

Your application should include the following information:

- A statement addressing each of the selection criteria
- A copy of your current Resume
- Contact details of two employment referees.

Applications should not be submitted in plastic sleeves, binders or files. Please do not submit originals of important documents such as qualifications and references. Submit photocopies only.

Statement Addressing Selection Criteria

The selection criteria are the most important part of your application. They are the essential skills, knowledge, experience, qualifications and training stated in the position description.

Your application should contain a statement specifically addressing each of the **SELECTION CRITERIA** with examples, which demonstrate how you meet the requirements of each objective.

Resume

You should also attach a copy of your current resume, listing academic achievement, professional training, memberships and relevant employment experience.

Referees

You should include the names and contact details of two referees we can contact to provide information on your past work performance.

One copy only

You should provide us with only one copy of your complete application.

Shire of Three Springs – Plant Operator/General Hand

Late Applications

Ensure your application is received prior to the closing date and time, as late applications will not be considered.

Post Application Process

Short listed applicants will be contacted by telephone to arrange an interview. Unsuccessful applicants will be advised in writing.

Pre-employment Medical and Police Clearance

The successful applicant will be required to undertake a pre-employment medical examination prior to commencement at the Council's expense. The successful applicant will be required to provide a Police Clearance (Council will reimburse the cost of this).

Address for Applications

Applications should be marked CONFIDENTIAL, and addressed to:

Chief Executive Officer

Shire of Three Springs

PO Box 117

THREE SPRINGS WA 6519

Further Information

Should you require further information about the position, please contact the Chief Executive Officer on 9954 1001 or ceo@threesprings.wa.gov.au

Shire of Three Springs – Plant Operator/General Hand

3. ABOUT THE SHIRE OF THREE SPRINGS

Three Springs is a small country town in the mid west of Western Australia, with a unique mix of grain and grazing, mining and government industries within the Shire. The town is situated 313km north-east of Perth, and encompasses an area of 2,629 sq/km.

The Three Springs community offers all the benefits of country living, and the town provides for a variety of sporting and recreational interests. The local sporting club offers lawn bowls, tennis and squash. There is an Olympic sized swimming pool, football, netball, hockey and badminton courts available at the Shire Hall.

The town has a resident Doctor operating from the Shire's fully equipped Medical Centre plus a state of the art Dental Surgery and local Dentist. There is a small hospital and the main street includes a Pharmacy, Hotel, Supermarket, Butcher, Service Stations and rural suppliers plus other local industries.

With the abundance of gorgeous wildflowers in season, close proximity to the beautiful central coastline, and its idyllic bush setting, Three Springs is enjoyed by both residents and visitors alike. Our Shire is also renowned for a variety of rare flora and one of these species is the Eucalyptus Rhodantha (Rose Mallee). It is also the town and shire emblem.

Pre and Primary Schooling is available at Three Springs with secondary Schooling to year 10 (and year 11 and 12 non TEE) at Carnamah and Morawa. The Three Springs Child Care Centre operates from Monday to Friday.

Offering all the services and amenities that people have come to expect in recent years with high standard medical, educational and recreational facilities the Three Springs community continues to thrive.

4. REMUNERATION AND OTHER EMPLOYMENT CONDITIONS

Shire of Three Springs – Plant Operator/General Hand

Conditions will be in accordance with the current Municipal Employees (WA) interim award 2011. Council outside staff currently work a 9 day 76 hour fortnight.

Hours of Work	7.00 am to 4.00pm (8.5 hours x 8 days). 7.00 am to 3.30pm (8 hours x 1 day) which equates to 76 hours nine day fortnight. 30 minute lunch break each day.
Term	A three month probationary period applies.
Wages	Municipal Employees (WA) Interim Award 2011 Level 4A, Council currently pays above award payment with the current hourly rate of \$24.1693 per hour.
Allowances	Industry Allowance \$44.00 per fortnight.
Overtime	To be authorised by the Chief Executive Officer.
Superannuation	Council pays the compulsory superannuation of 9.5% with a further 3% Council contribution available subject to a minimum of 5% personal contribution.
Annual Leave	Four (4) weeks per annum.
Uniforms	Work uniforms will be provided in accordance with Council policy.
Performance Review	A Staff performance review will be undertaken each year.



5. POSITION DESCRIPTION

1. POSITION IDENTIFICATION

Position Title:	Plant Operator/General Hand
Tenure:	Commence with 3 month probation
Award:	Municipal Employees (WA) interim award 2011
Department/section:	Works and Services

2. POSITION OBJECTIVES

The Primary objective of this position is to:

- Undertake plant operator duties, in a relief capacity, as part of a multi-skilled team executing the maintenance and construction of roads, paved areas, drainage facilities; and
- Undertake general labouring duties associated with the maintenance and construction of roads, paved areas, drainage facilities

3. KEY RESPONSIBILITY AREAS

1. Undertake plant operator duties for allocated plant including:
 - Operation of allocated plant under supervision and/or instruction, in accordance with Council policies, procedures and guidelines.
 - Conduct pre-start checks of plant or equipment at commencement of each day and reporting of any defects found to supervisor.
2. Undertake general labouring duties including
 - Manual handling of materials, e.g. excavation and spreading of material, pipe laying, concrete works, erection of roadside furniture and roadside cleaning.
 - General concreting works including erection of formwork, fixing of reinforcement, placement and finishing of concrete.

Shire of Three Springs – Plant Operator/General Hand

- General asphalt and bituminous sealing works, e.g. pothole patching, asphalt works and sealing operations.
 - Landscaping work such as spreading of topsoil, laying turf, planting of trees and shrubs, hand watering and minor civil works.
3. Operate and maintain small plant and equipment such as chainsaws, plate compactors, hand mowers, hand tools, brush cutters, small fuel driven roller and concrete vibrators
 4. Undertake works in accordance with all relevant quality, environmental and OHS requirements.
 5. Maintain the health and safety of the general public and Council staff during the execution of works by ensuring safe work practices and adopted and adhered to in accordance with Council's OHS policy and procedures.
 6. Ensure a positive image of Council is promoted throughout the community through courteous, responsive and efficient service.

4. POSITION SELECTION CRITERIA

- Demonstrated experience and competence in the safe operation, servicing and maintenance of plant and vehicles.
- Demonstrated experience and competency operating at least one of the following items of plant:
 - Grader
 - Side tipping truck
 - Skid Steer Loader
 - Backhoe Loader
 - Excavator
- Demonstrated experience and competency in undertaking labouring duties for civil projects
- Demonstrated experience and knowledge of road and drainage construction and maintenance requirements.
- Demonstrated ability to plan and coordinate own work tasks on a daily basis and work with minimal supervision.
- Demonstrated experience in the safe operation of minor plant and equipment.
- Demonstrated ability to work cooperatively in a team environment.

Shire of Three Springs – Plant Operator/General Hand

- Demonstrated basic literacy, numeracy, verbal and written communication skills.
- Demonstrated knowledge and understanding of Workplace Health and Safety requirements.

Desirable

Possession of an “HC” class Motor Driver’s License.

Drainage experience.

Senior First Aid Certificate

Current Traffic Management Certificates – Basic Work Traffic Management and Traffic Controller

5. KNOWLEDGE, SKILLS & EXPERIENCE

Team development skills

Verbal and written communication skills

Basic public relations and Interpersonal skills

Basic skills in the use of chainsaws, jack hammers, posthole diggers, cement mixers, etc.

Sound skills in the operation of major plant

Knowledge:

Working knowledge of the Occupational Health, Safety and Welfare regulations, Equal Opportunities legislation and Council’s policies.

Basic knowledge of award conditions and dispute procedures.

Sound knowledge of the operation of heavy plant machinery.

Experience:

Current Class HR driver’s licence;

Demonstrated experience and competence in the safe operation, servicing and maintenance of plant and vehicles;

Demonstrated experience and competency in undertaking labouring duties for civil projects construction; and

Shire of Three Springs – Plant Operator/General Hand

Experience in working in a multipurpose maintenance role, operating a variety of light and heavy machinery.

Qualifications and/or Training:

Hold a current “HR” class Motor Driver’s License.

Certificate of Competency or 2 years’ experience in operations of Major Plant.

Hold a Senior First Aid Certificate. (Desirable)

• **ORGANISATIONAL RELATIONSHIPS**

Reports to: Works Supervisor
 Leading Hand

Internal Liaisons: Chief Executive Officer
 Works Supervisor
 Leading Hand
 Mechanic
 Other employees

External Liaisons: General Public

EXTENT OF AUTHORITY

Operates under the direction of the Works Supervisor and/or the Leading Hand within the Shires established guidelines, procedures and policies.

Condition of Employment

I acknowledge acceptance of the above conditions of employment for the position of Plant Operator/General Hand with the Shire of Three Springs.

Name

Sign

Date ____/____/____