



## Employment Application Pack

Position Title:	Labourer (Routine Maintenance)
Vacancy Reference Number:	VRN2122-024
Department:	Infrastructure Services
Location:	Biloela
Employment Status:	Full Time, Maximum Term (1 year)
Recruitment Commences	1 March 2022
Recruitment Closes:	15 March 2022

### TO APPLY

Submit the following documentation via email or in person:

- Application for Employment
- Cover Letter
- Resume
- Copies of any relevant Qualification/Tickets/Licences are not required – please include details in the application form.

*Your Cover Letter should outline qualifications, education and licences as well as abilities, skills and knowledge found on page two of the Position Description. Ensure you provide relevant examples where you have demonstrated your ability to perform the duties and responsibilities required in the Position Description.*

Email: [enquiries@banana.qld.gov.au](mailto:enquiries@banana.qld.gov.au)

In person: Banana Shire Council Admin Office, 62 Valentine Plains Road, Biloela

### BANANA SHIRE COUNCIL APPLICATION FOR EMPLOYMENT

#### APPLICANT DETAILS

<b>POSITION APPLYING FOR: Labourer (Routine Maintenance)</b>		<b>VRN2122-024</b>	
<b>FAMILY NAME:</b>		<b>GIVEN NAME(S):</b>	
<b>TITLE:</b> <input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Miss <input type="checkbox"/> Ms <input type="checkbox"/> Other _____			
<b>MAILING ADDRESS:</b>		<b>MOBILE NO:</b>	
<b>POSTCODE:</b>		<b>TELEPHONE NO:</b>	
<b>EMAIL ADDRESS:</b>			
<b>IN ORDER FOR BANANA SHIRE COUNCIL TO MONITOR ITS ADVERTISING, COULD YOU PLEASE INDICATE WHERE YOU SAW THIS POSITION ADVERTISED?</b>			
<input type="checkbox"/> Facebook	<input type="checkbox"/> SEEK	<input type="checkbox"/> LinkedIn	
<input type="checkbox"/> Newspapers _____	<input type="checkbox"/> Posters/Mail outs	<input type="checkbox"/> The Australian LG Job Directory	
<input type="checkbox"/> Banana Shire Council Website	<input type="checkbox"/> On-Line (Please specify website) _____		
<b>ELIGIBILITY TO WORK IN AUSTRALIA</b> (Originals must be presented upon, or prior to, commencement of employment as requested by Council)			
Are you an Australian/New Zealand citizen or Permanent Resident? Yes <input type="checkbox"/> No <input type="checkbox"/>			
If no, do you have a working visa? (Please specify type) Yes <input type="checkbox"/> No <input type="checkbox"/>			
<b>LICENCES</b> (Originals must be presented upon, or prior to, commencement of employment as requested by Council)			
Class of Licence:	<input type="checkbox"/> Car (C)	<input type="checkbox"/> LR	<input type="checkbox"/> MR
	<input type="checkbox"/> Open	<input type="checkbox"/> Provisional	<input type="checkbox"/> Learners
Licence issued in	<input type="checkbox"/> Queensland	<input type="checkbox"/> Another State/Territory	<input type="checkbox"/> Another Nation
<b>PLANT OPERATOR TICKETS</b> (Originals must be presented upon, or prior to, commencement of employment as requested by Council)			
Please list the <b>current</b> Plant Operator Tickets you possess ( <b>Please provide details on a separate sheet if necessary</b> ):			
<b>BLUE CARD</b> (Originals must be presented upon, or prior to, commencement of employment as requested by Council)			
Do you possess a Blue Card issued by the Commissioner for Children and Young People and Child Guardian? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>WHITE CARD</b> (Originals must be presented upon, or prior to, commencement of employment as requested by Council)			
Do you possess a White Card (QLD General Safety Induction [Construction Industry] Certification)? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>QUALIFICATIONS</b> (Please provide details on separate sheet if more than one Qualification is held)			
Level of Qualification:	<input type="checkbox"/> Masters	<input type="checkbox"/> Post Graduate	<input type="checkbox"/> Degree
	<input type="checkbox"/> Diploma	<input type="checkbox"/> Certificate/Trade	<input type="checkbox"/> School
Course Name:	Year Qualification Obtained:		
Educational establishment where qualification attained: <input type="checkbox"/> University <input type="checkbox"/> TAFE <input type="checkbox"/> Other Training Centre <input type="checkbox"/> School			
Name of Establishment: _____ Country (If outside Australia): _____			

**REASONABLE ADJUSTMENTS**

Should you be shortlisted, are there any considerations that Council need to be aware of to make reasonable adjustments? Yes  No

If yes, please state details:

**WORK RELATED REFEREES**

Name: \_\_\_\_\_ Mobile phone No : \_\_\_\_\_

Organisation: \_\_\_\_\_ Business phone No: \_\_\_\_\_

Name: \_\_\_\_\_ Mobile phone No : \_\_\_\_\_

Organisation: \_\_\_\_\_ Business phone No: \_\_\_\_\_

**EMPLOYMENT HISTORY (Mandatory)**

Employer	Length of Service	Year Completed Service	Summary of duties	Business phone no.

I hereby grant Banana Shire Council Human Resource Business Partner permission to contact the Payroll department of the above mentioned Employer to confirm the following;

1. Length of Service
2. Position Title held at time of resignation

**PERMISSION/DECLARATIONS**

- To avoid any potential conflict of interest in appointing an independent interview panel, please advise if you have an association with or connection to current members of staff. Note: this information is confidential and will only be used to select an independent interview panel.

Yes  No

If yes, please indicate persons you have an association with: \_\_\_\_\_

- I certify that all answers and statements on this Application Form and any attachments thereto are true and complete to the best of my knowledge. I understand that, should I provide untruthful or misleading information, this application may be rejected or my employment with Council subsequently terminated.
- I agree to complete the Health Declaration Form and agree to a medical examination with Council's medical practitioner if required by Council.
- I authorise Council to conduct Police Search checks for any offences that may be recorded against me. I understand that an adverse result may affect my employment or potential employment opportunities with Banana Shire Council.
- I authorise Council to contact my listed referees and the Employer's Payroll Department for employment purposes only.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**PRIVACY COLLECTION NOTICE:**

**The personal information gathered by Banana Shire Council on this form is for recruiting purposes only and will not be used for any other purpose or given to any other party unless you have consented or Council is required or authorised by law to do so.**

*Thank you for applying for this position. Council welcomes copies of supporting documentation and your resume, however original documents and presentation folders will not be returned*

**Please outline your licences tickets and qualifications that relate to this position:**


**What is your experience performing labouring duties?**


**Please outline your experience working in a team environment under minimal supervision.**


**Please explain how you have participated in workplace training in the past.**


Please outline the WH&S and Equal Employment Opportunity practices that you believe would be relevant to this position.




# Labourer (Routine Maintenance) POSITION DESCRIPTION

## POSITION DETAILS

Position Title:	Labourer (Routine Maintenance)		
Classification:	4	Position Status:	Maximum Term, Full Time
Employment Conditions:	Qld Local Government Industry (Stream B) Award State 2017 Banana Shire Council Certified Agreement 2018		
Department:	Infrastructure Services	Location:	Biloela
Reports to:	Works Coordinator	Number of reports:	0

## ABOUT COUNCIL

### Our Vision

“Shire of Opportunity”

To improve the quality of life for our communities through the delivery of efficient, effective and sustainable services and facilities.

### Our Mission

Our Council is committed to promoting and striving for continuous improvement in all that we do, for the benefit and growth of the whole of our Shire.

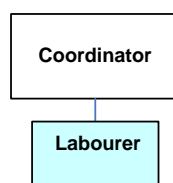
### Our Values

- Advocacy for our people
- Effective and responsive leadership
- Integrity and mutual respect
- Honesty, equity and consistency in all aspects of Council’s operations
- Quality of service to our citizens
- Work constructively together, in the spirit of teamwork
- Sustainable growth and development

## GENERAL POSITION INFORMATION

To assist with the day-to-day operations of Council’s Infrastructure Services Department and to undertake labouring tasks and efficiently operate and maintain various items of plant, in accordance with Council Policies, the requirements of the community and industry standards.

## ORGANISATIONAL REPORTING ARRANGEMENTS



## DUTIES AND RESPONSIBILITIES

- Undertake concrete labouring duties including, form setting, steel fixing, pipe laying, concrete spreading, manual excavation, plant maintenance and operation, and other associated concreting tasks.
- Undertake sign and guidepost labouring duties including, manual excavation, post installation and setting, sign fixing, sign adjustment and removal, and other associated sign tasks.
- Undertake line marking and raised pavement marker labouring duties including, sweeping roads and footpaths, reading and following plans, spotting for line marking, preparing, operating and cleaning small plant and equipment, and other associated tasks.
- Undertake vegetation maintenance duties including, mowing, whipper snipping, sweeping, Herbiciding, cleaning, and other associated tasks.
- Undertake traffic control duties including, sign installation and removal, operating stop/slow bat, completion of paperwork, and other associated tasks.
- Comply with Council safety requirements including operating procedures and site-specific work plans.
- Read and interpret basic plans and instructions
- Complete and maintain electronic and written records, e.g., timesheets, take 5's, hazard inspections etc.
- Maintain the daily pre starts for plant and vehicles (as required).
- Actively contribute to continuous improvement and undertake best practice in all tasks undertaken.
- Participate in training, exercises and responses to Disaster Management and Recovery as required
- Undertake other relevant duties as directed, consistent with skills, competence, and training.

## QUALIFICATIONS, EDUCATION AND LICENCE REQUIREMENTS

### Compulsory

- Queensland C class *manual* drivers' licence (minimum requirement – provisional licence)
- Current Implement Traffic Management Plan (ITMP) Qualification or ability and willingness to obtain.
- Current Traffic Control Qualification or ability and willingness to obtain.

### Desirable

- MR licence

## ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

### Compulsory

- *Sound* understanding of and commitment to EEO and WHS principles and practices.
- Demonstrated ability and experience performing labouring duties associated with various tasks (such as concreting, signs & guideposts, line marking, vegetation maintenance, and traffic control) and experience in the use of various items of plant.
- Demonstrated ability to work effectively in a team environment under minimal supervision.
- Basic literacy, numeracy and communication skills as well as willingness to undertake training as nominated by Council.



## CORPORATE OBLIGATIONS

The Employee agrees to comply with the following:

- Workplace Health and Safety policies and procedures
- Customer service standards
- Council's Code of Conduct
- Council's Environmental Policy
- Anti-discrimination legislation, actively promoting its principles in all activities
- Human Resources policies and procedures
- Financial Management policies and procedures
- Records Management policies and procedures
- Disaster Management policies and procedures

## SPECIFIC CONDITIONS/REQUIREMENTS

- *The employee acknowledges that this role requires them to hold and maintain a class 'C' manual drivers licence and that the loss of licence may jeopardise employment with Council*
- *The employee acknowledges this role is physically demanding and requires an adequate level of fitness to be held and maintained in order to successfully undertake manual labouring tasks.*

## ACKNOWLEDGEMENT

This position description outlines the responsibility level of the role and the general nature of work to be performed in this role. Your Supervisor will facilitate training and provide guidance on the specific requirements of the role. By signing this document you understand this and commit to the corporate obligations and specific conditions/requirements of the role as listed above and understand that failure to comply may jeopardise your employment with Council.

Name:

Signature:

Date: