



## Employment Application Pack

Position Title:	Labourer – Theodore Road Maintenance
Vacancy Reference Number:	VRN24/25-025
Department:	Infrastructure Services
Location:	Theodore
Employment Status:	Full Time, Permanent
Remuneration:	\$62, 047.59 Level 4 LGIA Stream B
Recruitment Commences:	20 September 2024
Recruitment Closes:	4 October 2024

### 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							
POSITION APPLYING FOR: Labourer – Theodore Road Maintenance					VRN 24/25-025		
FAMILY NAME:					GIVEN NAME(S):		
TITLE: <input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Miss <input type="checkbox"/> Ms <input type="checkbox"/> Other _____							
MAILING ADDRESS:					MOBILE NO:		
POSTCODE:					TELEPHONE NO:		
EMAIL ADDRESS:							
IN ORDER FOR BANANA SHIRE COUNCIL TO MONITOR ITS ADVERTISING, COULD YOU PLEASE INDICATE WHERE YOU SAW THIS POSITION ADVERTISED?							
<input type="checkbox"/> Facebook		<input type="checkbox"/> SEEK		<input type="checkbox"/> LinkedIn			
<input type="checkbox"/> Newspapers _____		<input type="checkbox"/> Posters/Mailouts		<input type="checkbox"/> The Australian Local Government Job Directory			
<input type="checkbox"/> Banana Shire Council Website		<input type="checkbox"/> On-Line (Please specify website) _____					
ELIGIBILITY TO WORK IN AUSTRALIA <small>(Originals must be presented upon, or prior to, commencement of employment as requested by Council)</small>							
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"/>							
LICENCES <small>(Originals must be presented upon, or prior to, commencement of employment as requested by Council)</small>							
Class of Licence:	<input type="checkbox"/> Car (C)	<input type="checkbox"/> LR	<input type="checkbox"/> MR	<input type="checkbox"/> HR	<input type="checkbox"/> HC	<input type="checkbox"/> MC	<input type="checkbox"/> RE/R
<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		
PLANT OPERATOR TICKETS <small>(Originals must be presented upon, or prior to, commencement of employment as requested by Council)</small>							
Please list the <b>current</b> Plant Operator Tickets you possess <b>(Please provide details on a separate sheet if necessary):</b>							
BLUE CARD <small>(Originals must be presented upon, or prior to, commencement of employment as requested by Council)</small>							
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							
WHITE CARD <small>(Originals must be presented upon, or prior to, commencement of employment as requested by Council)</small>							
Do you possess a White Card (QLD General Safety Induction [Construction Industry] Certification)? <input type="checkbox"/> Yes <input type="checkbox"/> No							
QUALIFICATIONS <small>(Please provide details on separate sheet if more than one Qualification is held)</small>							
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 needs 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:**

[illegible]

**Please outline your experience performing labouring duties:**

[illegible]

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

[illegible]

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

[illegible]

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


# Labourer – Theodore Road Maintenance

## POSITION DESCRIPTION

### POSITION DETAILS

Position Title:	Labourer – Theodore Road Maintenance		
Classification:	Level 4	Position Status:	Permanent, Full Time
Employment Conditions:	Queensland Local Government Industry Award (Stream B) – State 2017 Banana Shire Council Certified Agreement 2021		
Department:	Infrastructure	Location:	Theodore
Reports to:	Supervisor	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.

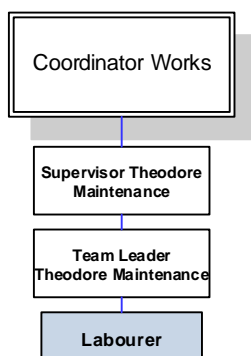
#### Our Values

- 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 in accordance with Council Policies, the requirements of the community and industry standards.

### ORGANISATIONAL REPORTING ARRANGEMENTS



## DUTIES AND RESPONSIBILITIES

- Carry out general labouring duties, including but not limited to; pothole patching, pavement repairs, guidepost maintenance, whipper snipping and mowing
- Install regulatory and other signage in accordance with project documentation and relevant standards
- Undertake basic concrete works, including setup of formwork, for pathways, kerb & channel, gully pits, drainage structures, etc
- Operate and maintain small items of plant
- Read and interpret basic plans and instructions
- Undertake traffic control and implement traffic control plans as required, including lookout person duties
- Maintenance of public amenities
- Report identified weeds
- Operate vehicles, maintaining and servicing as required
- Participate in toolbox and team meetings
- Contribute to the positive promotion of Councils' image and improvement of good public relations within the wider community
- Liaise with clients, other Council staff, the public, consultants, utility and government authorities in the performance of duties including providing and obtaining information
- Undertake routine administrative tasks as required by the position e.g. timesheets
- Assist senior staff to continuously improve work processes and developing new practices as required
- Participate in training, exercises and response 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

- QLD General Safety Induction (white or blue card)
- Current class C manual drivers' licence

### Desirable

- MR manual drivers' licence
- Other plant tickets
- Implement Traffic Management Plans (ITMP) Qualification
- Traffic Controller Competency

## ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

### Compulsory

- Demonstrated experience performing general labouring duties, including road maintenance, and concrete works, and the ability to maintain small plant
- Sound level of literacy, numeracy and oral communication skills
- Demonstrated ability to work effectively in a team environment under minimal supervision
- Sound understanding of and commitment to EEO and WHS principles and practices

## 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
- Human rights 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 incumbent of this position has been identified as a person working in an "at risk work location" or is an "at risk" worker. It is mandatory that the incumbent be protected by the relevant immunisation in accordance with Council's Staff Immunisation Program (Vaccines may include tetanus, Q fever, hepatitis A and B).

## 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: