



## General Hand Road Construction and Maintenance

Southern Cross/Permanent Full Time

The Shire of Yilgarn is seeking applications from suitably qualified persons for the position of General Hand Road Construction and Maintenance. The successful applicant must be self-motivated and work well in a team environment, primary responsibilities of the position are maintaining Councils Road network within the Shire.

The applicant must be physically fit as this position requires work outdoors in all kinds of weather. Some of the work is physically demanding as it involves bending, lifting and handling various types of tools and equipment and the operation of road maintenance equipment, a HR manual drivers' licence is required.

Benefits including up to 19%\* superannuation contribution, housing allowance, adverse working conditions allowance, relocation expenses in accordance with Shire Policy, uniform allowance, service pay, a Rostered Day Off every 19 days and overtime.

Located along the Great Eastern Highway, 380km from Perth the Shire of Yilgarn is known as the gateway to the Wheatbelt and the Goldfields with Southern Cross being the major town centre. Working with the Shire of Yilgarn will offer the successful applicant an exceptional base from which to enjoy the best of regional living.

This position operates out of the works depot located in Arcturus Street, Southern Cross under the supervision of the Executive Manager Infrastructure.

An information package is available at [www.yilgarn.wa.gov.au](http://www.yilgarn.wa.gov.au) or by contacting Laura Della Bosca on 08 90491 001 or [ea@yilgarn.wa.gov.au](mailto:ea@yilgarn.wa.gov.au).

Written applications, addressed to the CEO and marked confidential, will be received up to **4:00pm** on **12 July 2024**. Refer to the application pack for further information on how to apply.

**Nic Warren**  
**Chief Executive Officer**

Shire of Yilgarn  
PO Box 86  
SOUTHERN CROSS WA 6426

**PLEASE NOTE:** Canvassing of Councillors will disqualify. The successful applicant is required to obtain relevant police checks, and to provide evidence of all claimed qualifications prior to commencing employment. This position is subject to a Pre-Employment Medical and a National Police Clearance.

\*As of 1 July 2024

## YILGARN PROFILE

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The Shire of Yilgarn is 30,720 square km in area and has a population of approx 1,500. The Yilgarn is known by many as the 'Gateway to the Wheatbelt and the Goldfields'. The name "Yilgarn" is aboriginal for 'white stone' or 'quartz'.

Southern Cross is the major town centre of the Shire of Yilgarn and is 370km east of Perth along the Great Eastern Highway. Other town sites in the Shire include Bodallin, Bullfinch, Ghooli, Koolyanobbing, Marvel Loch, Moorine Rock, Mt Hampton and Yellowdine.

The two major industries in the area are Mining and Rural/Agricultural. Gold, Gypsum, Lithium, Salt and Iron Ore are mined, while grain, wool, sheep, cattle and pigs are the focus of the rural industry. The co-existence of mining and agriculture has balanced the Yilgarn economy, with the two activities supplementing and complementing each other through their respective boom and bust cycles.

There are many wonderful places of attraction throughout the Shire including Baladjie Rock, Frog Rock, Karalee Dam, Hunts Soak, Yilgarn History Museum, just to name a few. The wildflower season is an excellent time to visit the Yilgarn to see the many beautiful colours of the area.

The people and places make the Yilgarn a place to remember. The long history surrounding the Shire is famous to many throughout the State and complements the existing beauty and adventure of the Shire of Yilgarn. For more information on any tourist attractions in the area, as well as booking train tickets and tourist brochures visit the Shire Office, the tourism information centre.

The Shire of Yilgarn has the following facilities on offer:

- Yilgarn Bowling Club
- Southern Cross Tennis Club
- Southern Cross Recreation Complex
- Southern Cross Senior Citizen's Centre
- Southern Cross Community Centre
- New Aquatic Centre
- Regular Train Services (Prospector) to and from Perth and Kalgoorlie
- Southern Cross Airfield
- Southern Cross Golf Club
- Moorine Rock Primary School
- St Joseph's Catholic Primary School
- Southern Cross District High School
- Child Care Centre

Further information on these facilities can be found here:

<http://www.yilgarn.wa.gov.au/facilities/>

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# CONDITIONS, BENEFITS AND REMUNERATION

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The following Conditions of Employment are as per:

- Shire of Yilgarn Enterprise Agreement 2021 and/or
- Local Government Industry Award 2020 (LGIA) and/or
- National Employment Standards (NES)

and the below mentioned conditions should not be construed to be the limitations of conditions.

## **STANDARD CONDITIONS:**

### Equal Employment Opportunity

The Shire of Yilgarn is an equal opportunity employer and has adopted an EEO policy in accordance with legislation. A copy of the policy is available for all staff to read and is provided in the 'Council Staff Policy Manual'.

### Working Hours

- The Administration Staff  
Office hours are from 8:00am until 5:00pm each day from Monday to Friday, with a fifteen (15) minute morning tea break and a one (1) hour unpaid lunch break. Full-time employees - 0.4 of the ordinary hours worked contribute towards one rostered day off per month.
- Operational Works Crew  
Shall work a minimum 76 ordinary hours plus 15 hours overtime per fortnight spread over 10 days - Monday to Friday working between 6.00am to 6.00pm. By mutual Agreement, variation to hour's arrangements, including shift lengths and start and finish times, may be entered into by the Executive Manager Infrastructure or his appointed officer and affected employees. On occasions the successful applicant will be required to work on Saturdays. Full-time employees work and extra 0.4 ordinary hours contributed towards one rostered day off per month.

A thirty (30) minute unpaid meal break for operational works crew will be taken between the hours of 11.00am and 2.00pm as dictated by operational requirements. A fifteen (15) minute rest period can be taken any time between the start time and the lunch break in accordance with operational requirements. Other times may be negotiated between the employer and employee to suit the work at hand and the individual employees' needs. Full-time employees - 0.4 of the ordinary hours worked contribute towards one rostered day off per month.

- Other Operational Staff  
Not all operational staff work full time hours or work under conditions that have a component of guaranteed overtime. Employees who work irregular hours or prescribed seasonal work, refer to their letter of engagement for their spread of hours.

### Overtime/Time in Lieu

No overtime or time in lieu is to be worked without prior authorisation of the employee's Manager/Supervisor or as per contract.

### Annual Leave

- Annual Leave is as per the NES, being four (4) weeks accrued progressively during a year of service, including 17.5% leave loading. Manager's Annual Leave will be as per their contract.
- Pro-rata equivalent for part-time employees.
- Annual leave is not applicable to employees employed on a casual basis.

### Personal/Carer/Bereavement Leave

- Each full-time employee is entitled to Sick, Carer's and Bereavement Leave as per the *Shire of Yilgarn Enterprise Agreement 2021*.
- Part-time employees receive a pro-rata entitlement to sick leave based on the number of hours they work.
- A certificate from a registered health practitioner or statutory declaration must be produced for sickness absence two (2) days or more. Absence without necessary documentation when required will result in the employee not being paid.
- Three (3) days bereavement leave is available on the death of a member of the employee's immediate family. Bereavement leave is non-cumulative. Refer to *Shire of Yilgarn Enterprise Agreement 2021* for eligibility.

### Long Service Leave

- Full-time employees are entitled to thirteen (13) weeks of Long Service Leave after ten (10) years of continuous Local Government Service, transferrable between all Local Government Authorities in Western Australia. Long Service Leave starts accruing pro rata after seven (7) years of continuous Local Government Service.
- Part-time employees receive a pro-rata entitlement based on the number of hours they work.

### Superannuation

Currently the Shire of Yilgarn contributes compulsory superannuation of an employee's gross pay at 11% as per the Superannuation Guarantee.

### Probationary Period

A probationary period of three (3) months is applicable to this position (unless otherwise specified). During the period performance will be assessed and managed against the requirements set out on the Position Description. The probation period can be extended if initial performance is unsatisfactory.

### Annual Performance Review

If the appointee is granted permanency, a Staff Development Performance Review will take place at least once in every calendar year. The annual review will include an assessment of achievement of the key duties and responsibilities and will be used to identify training and development needs.

### Code of Conduct

All staff are to be familiar with and abide by the adopted Staff Code of Conduct. A copy of the Code is available for all staff to read.

## **ADDITIONAL BENEFITS:**

The following additional benefits are applicable to the Shire of Yilgarn employees and are above the requirements of the Local Government Industry Award 2020 and the National Employment Standards.

### Superannuation

In addition to employer compulsory superannuation, permanent Full-Time or Part-Time employees may make their own voluntary contributions to the superannuation fund of their choice. Employee superannuation contributions may be a fixed amount per pay or a percentage of the pay value, with a minimum being 1%. Council will contribute a percentage as per the current 'Council Staff Policy Manual'.

### Uniform Allowance

- **Administration Staff**  
To maintain Council's corporate image administration staff are encouraged to wear a uniform. To support wearing of uniforms, Council will contribute an allowance per employee (pro-rata for part-time employees) per year. Allowance is only to be used to buy Council's adopted uniform. This allowance is not applicable for casual employees.
- **Operational Works Crew**  
Clothing and protective equipment (safety jacket, boots, etc) is supplied by Council as per *Shire of Yilgarn Enterprise Agreement 2021*. Not all positions in the operational staff are entitled to the above clothing requirements.

### Tea Breaks

Tea Breaks are not catered for under the Local Government Industry Award 2020. Council permits its employees a fifteen (15) minute allocation for a morning tea break.

### Housing Incentive

Refer to 'Council Staff Policy Manual' for the current rate or as per the Individual Flexibility Agreement.

### Staff Training

Council allows appropriate accommodation (including meals) and travel expenses to be incurred by Staff when attending approved Training Seminars and Courses. Accommodation is to be arranged only by the relevant Department Manager. Payment for private accommodation will not be granted unless approved by the Chief Executive Officer.

### Flu Vaccinations

Staff will be reimbursed for the gap portion of receiving a flu injection, upon receipt of appropriate paid account as long as prior authorisation of the employee's Manager/Supervisor has been received.

### Rostered Day Off (Full-Time employees only)

If applicable to your position, full-time employees are entitled to one (1) Rostered Day Off after every nineteen (19) working days. Rostered Days Off cannot be accumulated or as per contract.

### Service Pay

Refer to 'Council Staff Policy Manual' for the current rates/years of service.

### Removal/Relocation Expenses

Refer to 'Council Staff Policy Manual' for the current information.

### Retirement Seminars

Refer to 'Council Staff Policy Manual' for the current information.

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# INFORMATION FOR PROSPECTIVE APPLICANTS

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Thank you for your interest in the advertised position. These guidelines are presented to assist your application process, please read the following information.

## **Eligibility**

Check the requirements (skills, qualifications, experience) for the position as described in the advertisement and position description to assess your suitability for the role. The successful applicant is required to provide evidence of all claimed qualifications prior to commencing employment.

As an Equal Employment Opportunity employer, the Shire of Yilgarn encourages applications from individuals of diverse backgrounds to apply, to join us in servicing our community.

*Note:* Canvassing of Councillors will disqualify.

## **Preparing your Application**

In order to be considered for a position, you must be able to demonstrate your suitability for the position advertised. Applications will be assessed against the requirements (skills, qualifications, experience) outlined in the position description.

The decision to shortlist applicants will be based on the information provided in the application against the requirements described in the position description.

If at all possible, your application should be typed. If this is not possible, ensure that your writing is clear and easy to read. Your application should include:

- Application for Employment Form
  - ✓ Please complete the application form included in this information.
  - ✓ Include a covering letter addressing your suitability for the role.
  - ✓ Reference the position you are applying for, and your desire and suitability, together with any relevant information on your availability for an interview.
  - ✓ You may wish to summarise your application and emphasise your strongest points and achievements.
- Current Resume/Curriculum Vitae
  - ✓ Personal Details – Name, address and telephone number.
  - ✓ A summary of your work history starting with the most recent. Information should include employment dates and details of duties, performance and your achievements in each job. Don't forget to add any experience you may have of acting/relieving in this role or similar.
  - ✓ Any activities you have undertaken outside of work which are relevant to the application.
  - ✓ Your qualifications, education and training achievements (be sure to include any education you are currently undertaking).
  - ✓ Photocopies of relevant formal qualifications (if available).
- Referees

Two referees plus their contact phone numbers must be nominated in your application – they must be able to comment on your work performance (e.g. your direct supervisor/manager). Referees should be contacted for approval before listing them in your application.

*Note:* An application for one position will not be held over to be used for another position.

### **Closing Date**

Check the closing date for the application. Ensure your application is received at the Administration Office before the closing date and time.

### **Lodgement of Application**

You should provide us with only one copy of your complete application. Please do not submit your application in plastic sleeves, cardboard folders, binders, files or spiral bound. Please do not submit originals of documents, as applications for employment are not normally returned. All applications may be submitted in any of the following ways:

#### *Written submissions*

Please address your application to:

Chief Executive Officer  
Shire of Yilgarn  
PO Box 86  
SOUTHERN CROSS WA 6426  
(Mark envelope "Confidential" and title of the position applying for)

#### *Hand delivery*

You can hand deliver your application to:

Shire of Yilgarn – Administration Office  
23 Antares Street  
Southern Cross WA 6426  
Between 8:30am and 4:30pm – Monday to Friday.

#### *Electronic (Emailed) submissions*

Please ensure that your application is submitted in Microsoft Word compatible format. Send applications to [ea@yilgarn.wa.gov.au](mailto:ea@yilgarn.wa.gov.au)

### **Post Application Process**

- Short listed applicants will be notified by email or telephone.
- All unsuccessful applicants will be notified once an offer of employment has been accepted.

### **Interviews**

If you are shortlisted, you will be invited to attend an interview which may be with 2 or 3 interviewers (i.e. HR, Supervisor, and Manager). The interview questions are designed to assess your suitability to the position you are applying for, and will consistently be asked of every applicant. Some of the questions will be asking you to describe specific examples of your past work experiences. The interviewers will take note of your responses to the questions to assist with the selection process.

The interview is also your opportunity to ask questions to assess the position's suitability for you! Feel free to prepare a few questions you may wish to ask the interviewers.

At the completion of the process, all applicants will be notified of the outcome of their application.

### **Records**

Your application and any information gathered on your application throughout the recruitment process will be kept confidential for a period no longer than six (6) months and disposed of securely.

### **Offer of Employment**

If offered the position, and prior to appointment, prospective employees shall be required to undertake the following:

- Pre-Employment Medical Examination

Appointment to the position is not confirmed until a pre-employment medical examination is completed and accepted. This may also include a Drug & Alcohol Screening Test.

The cost of the Pre-Employment Medical Examination will be met by the Shire of Yilgarn after appointment.

Also provision of:

- Police Clearance

The successful applicant will be required to obtain a National Police Clearance Certificate not more than three months old.

- Right to Work in Australia Verification

Australian Passport or Birth Certificate.

If prospective employee is not an Australian citizen, a Visa Entitlement Verification.

### **Queries?**

If you require any further information or have any questions regarding the position, your application or the selection process, please contact Human Resources on 9049 1001.



<b>POSITION TITLE:</b>	<b>General Hand Road Construction and Maintenance – HR-PDW-052</b>
<b>DEPARTMENT:</b>	Works
<b>LEVEL:</b>	Level 5.4
<b>AWARD:</b>	Shire of Yilgarn Enterprise Agreement 2021
<b>STATUS:</b>	Full Time
<b>LOCATION:</b>	Southern Cross

### 1. POSITION OBJECTIVES:

- 1.1. Carry out the full range of works undertaken by the Shire of Yilgarn including, civil construction programs, maintenance on all council's road reserves/verges, maintenance of kerbing, road furniture i.e. signage/white posts.

### 2. GENERAL JOB RELATED INFORMATION:

- 2.1. The person must be physically fit as this position requires work outdoors and in all kinds of weather. Some of the work is physically demanding as it involves bending, lifting and handling various types of tools and equipment;
- 2.2. Protective clothing will be supplied and must be used when required;
- 2.3. This position operates out of the works depot located in Arcturus Street, Southern Cross under the supervision of Council's Executive Manager Infrastructure and Leading Hand.

### 3. KEY DUTIES AND RESPONSIBILITIES:

- 3.1. Works with minimal supervision and is subjected to limited directions from senior personnel;
- 3.2. Responsible for materials, tools, equipment, vehicles and plant utilised by employees to carry out required duties;
- 3.3. Assist in the construction and maintenance of all civil works as required, including, but not limited to, storm water drainage works, installation of signage, road construction and maintenance of council's road network;
- 3.4. If and when required, assist parks and gardens with mowing, tree pruning, manual weed chipping, gardening and other horticultural activities;
- 3.5. Assist with the maintenance and installation of playground equipment and street furniture and park barbecues as required. Also litter collection;
- 3.6. Ensure all duties are carried out with a high regards for the safety to yourself, coworkers and the public;
- 3.7. Where trained and licensed, drive and operate Council's full range of plant and equipment including, but not limited to rollers, loaders and trucks;
- 3.8. Other duties as directed by the Executive Manager Infrastructure, Leading Hand or Chief Executive Officer.

#### 4. ORGANISATIONAL RELATIONSHIPS:

- 4.1. Responsible to  
Executive Manager Infrastructure Works Supervisor
- 4.2. Supervision of  
nil
- 4.3. Liaison  
Internal External  
Chief Executive Officer General Public  
Management Staff  
Other staff

#### 5. OCCUPATIONAL SAFETY AND HEALTH:

The following are your responsibilities to ensure that a safe and health work environment is maintained:

- There is an obligation to take reasonable care to ensure personal safety and health at work and that of other persons in the workplace;
- To observe all safe working practices as directed by the supervisor and use of personal protective equipment as provided;
- Report ALL accidents, incidents, near misses and hazardous situations arising in the course of work.

#### 6. EXTENT OF AUTHORITY:

6.1. Operates under general direction of the Executive Manager Infrastructure within established guidelines, procedures and policies of Council as well as statutory provision of the Local Government Act and other relevant legislation.

6.2. Responsible for assuring quality of own work.

#### 7. SELECTION CRITERIA:

- 7.1. Essential
- 7.1.1. Previous experience using plant or equipment relevant to road construction and maintenance operations;
- 7.1.2. Ability to work cooperatively and effectively in a team based environment;
- 7.1.3. Well-developed interpersonal skills, self-motivation, and reliability in completing assigned tasks;
- 7.1.4. Hold a current WA "HR" Class Drivers Licence;
- 7.1.5. Hold a "Prepare to Work Safely in the Construction Industry (White Card)";
- 7.1.6. Provision of a National Police Clearance (no older than 3 months);
- 7.2. Desirable
- 7.2.1. Traffic Management accreditation;
- 7.2.2. Knowledge of the Shire of Yilgarn district; and
- 7.2.3. Senior/Basic First Aid Certificate.

### **8. TRAINING:**

The Shire of Yilgarn will provide occupational training and development opportunities to the successful applicant including the costs of attending appropriate training.

### **9. PERFORMANCE REVIEWS:**

9.1. Reviews shall be conducted annually on the following Key Performance Indicators;

- 9.1.1. Attendance Record
- 9.1.2. Time Management
- 9.1.3. Work Behaviour Record
- 9.1.4. Care of Council Property or Equipment
- 9.1.5. Team or Individual Performance
- 9.1.6. Public Relations Attitude
- 9.1.7. Initiative
- 9.1.8. Work Performance and Productivity

## APPLICATION FOR EMPLOYMENT

Thank you for your interest in this position with the Shire of Yilgarn. Please complete the following questions and attach with your application.

VACANCY DETAILS			
<b>Position Title:</b>			
PERSONAL DETAILS			
<b>Surname:</b>		<b>Title:</b>	<input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss
<b>Given Names:</b>		<b>Date of Birth:</b>	
<b>Address:</b>			
<b>Suburb:</b>		<b>Postcode:</b>	
<b>Email:</b>			
<b>Daytime Contact No:</b>		<b>Mobile:</b>	
Are you an Australian Citizen or permanent resident of Australia?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If no, do you currently hold a Visa allowing you to work in Australia? (If yes, please attach a copy.)		<input type="checkbox"/> Yes <input type="checkbox"/> No	
Do you hold a current Motor Vehicle Driver's Licence? If yes, please provide details:		<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>State:</b>	<b>Class(es):</b>	<b>Number:</b>	<b>Expiry:</b>
Do you hold a current: <input type="checkbox"/> National Police Clearance <input type="checkbox"/> Working with Children Check OR <input type="checkbox"/> willing to obtain clearance/s.			
RECRUITMENT SOURCE			
How did you <b>first</b> become aware of this vacancy?			
<input type="checkbox"/> Shire of Yilgarn website	<input type="checkbox"/> Other website		
<input type="checkbox"/> Local Government Jobs website	<input type="checkbox"/> Local newspaper		
<input type="checkbox"/> WA Govt Jobs website	<input type="checkbox"/> West Australian		
<input type="checkbox"/> Word of mouth	<input type="checkbox"/> Other		
ATTACHMENTS			
Please ensure you have attached all the required documents (see <i>Information for Prospective Applicants</i> for details).			
<input type="checkbox"/> Cover Letter	<input type="checkbox"/> Resume / Curriculum Vitae		
<input type="checkbox"/> Referees (2 contactable work referees, preferably Supervisors or Managers)			
<input type="checkbox"/> Copies of relevant qualifications			
AVAILABILITY			
How soon would you be available to commence work: (If currently employed, what is the minimum period of notice required?)			

## Declarations

The following declarations are NOT a barrier to being considered for employment, but will assist us to take due care in assessing placement should you be the successful applicant.

<b>HEALTH</b>			
To the best of your knowledge, do you have a medical condition, injury or disability that would impact your ability to undertake the duties of the position you applied for? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>If "yes", please provide details of condition:</b>			
<b>WORKER'S COMPENSATION CLAIM</b>			
Have you ever made a Worker's Compensation Claim? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>If "yes", please describe claim details (e.g. year of injury, what type of injury, company worked for, period of time off work, etc.):</b>			
Year of Injury	Type of Injury	Name of Company	Period of time off work
Are any claims still current? <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>If "yes", please provide details of current claims:</b>			
<b>CRIMINAL CONVICTIONS</b>			
Have you ever been convicted of any offence in any court, or are you currently subject to any charges pending before court, or the subject of an investigation before a tribunal? (You do not need to give details of any conviction which you have had declared spent under the "Spent Convictions Act 1988".) <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>If "yes", please provide details:</b>			
<b>APPLICANT DECLARATION</b>			
I declare that all the above statements and attached supporting information are true in all respects and consent that this information will be stored and used for the purposes of assessing suitability for employment. I understand that in providing referees I consent to them being contacted. I acknowledge that any statement which is found to be false or deliberately misleading will make me, if employed, liable for dismissal. (If submitting a hard copy, please sign and date. If emailing, please enter your name and date, we will consider this consent as described above.)			
<b>Applicant's signature:</b>		<b>Date:</b>	