



# Applicant Information Pack

Position: Municipal Employee  
Permanent Full-time

Construction Worker  
(based at Swansea)

*Applications close: 5.00pm – Wednesday 22<sup>nd</sup> May 2019*

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## Application Form – Construction Worker

<b>Surname</b>	<b>Given Names</b>
<b>Residential and Postal Address</b>	
<b>Email</b>	<b>Preferred Phone</b>
<b>Working Rights:</b> Australian Resident Y or N	
<b>Drivers Licence Information:</b> Licence No. _____ Class _____ Exp date _____ <i>** Attach photocopy of current licence/s with application</i>	
<b>Previous Employment</b> <i>List previous relevant employers</i>	
1. Current	
2. Previous	
3. Previous	
<b>Referees</b> <i>I hereby give consent to the below referees being contacted.</i>	
1. Name	Position
Contact Number	Relationship
2. Name	Position
Contact Number	Relationship

<b>Application Checklist</b>	
This Application Form completed	Yes / No
Application Cover Letter responding to Position Description requirements	Yes / No
Resume	Yes / No
Pre-employment Health Disclosure Form Completed	Yes / No
Photocopy of licences	Yes / No
<p><b>Declaration by Applicant</b></p> <p><i>I hereby declare that all information contained in this application is true and accurate and has been prepared directly by me and not another party on my behalf.</i></p> <p>_____</p> <p style="text-align: center;">Signature</p> <p style="text-align: center;">_____</p> <p style="text-align: center;">Print Name</p> <p>_____</p> <p style="text-align: center;">Date</p>	

# Pre-Employment Health Disclosure Form



Construction Worker

Department - Works  
May 2019

## Purpose

Glamorgan Spring Bay Council is committed to ensuring it provides a safe place of work as required under the *Work Health and Safety Act 2012*. As part of fulfilling this commitment, Glamorgan Spring Bay Council requires that people disclose any real or potential health illness or injury or medication which may impact upon performing the above mentioned role.

In addition, Glamorgan Spring Bay Council also has a range of other safety practices to ensure a safe place of work such as testing for alcohol and drugs, monitoring fatigue and similar.

## Position Risks

The below risks have been identified for the above mentioned role.

- |  |  |
|--|--|
| <input type="checkbox"/> Use of visual display unit (IPad and Laptop)          | <input type="checkbox"/> Repetitive use of mouse/keyboard          |
| <input checked="" type="checkbox"/> Working under pressure                     | <input type="checkbox"/> Sitting for extended period (1.5 + hours) |
| <input checked="" type="checkbox"/> Standing for extended period (1.5 + hours) | <input checked="" type="checkbox"/> Driving                        |
| <input checked="" type="checkbox"/> Lifting less than 20kg                     | <input type="checkbox"/> Lifting 20-35kg                           |
| <input type="checkbox"/> Lifting more than 35kg                                | <input checked="" type="checkbox"/> Climbing ladders               |
| <input checked="" type="checkbox"/> Working at heights (greater than 2 metres) | <input checked="" type="checkbox"/> Sun exposure                   |
| <input checked="" type="checkbox"/> Dust exposure                              | <input checked="" type="checkbox"/> Noise exposure                 |
| <input checked="" type="checkbox"/> Walking uneven surfaces                    |  |

## Disclosure

(Do not leave blank – either enter details or write 'NIL' if appropriate)

<b>Print Name</b>	
<b>Date Completed</b>	

Item	Date	Details <i>(Name injury/illness/medication, impact, treatment)</i>
<b>Illnesses</b> <i>Disclose any past or current illness that may re occur, be triggered or exacerbated by the risks identified.</i>		

<p><b>Injuries</b>  <i>Disclose any past or current injuries that may re occur, be triggered or exacerbated by the risks identified.</i></p>		
<p><b>Current Medications</b>  <i>Disclose any medications that may impact upon the performance of the role as per the risks identified.</i></p>		
<p><b>Past Workers Compensation</b>  <i>Disclose any current or past workers compensation that may impact upon the performance of the role as per the risks identified.</i></p>		

Note: add additional pages to this if required.

**Declaration and Authorisation**

I declare that the information provided in this Pre-Employment Health Disclosure Information Form is true and accurate at the time of completion and acknowledge that failure to provide true and accurate information could later result in termination of employment in the event I was appointed to the above mentioned position.

I authorise for this information to be passed on to a medical professional as part of any pre-employment medical I may be required to undertake during the recruitment and selection process.

<p><b>Print Name</b></p>	
<p><b>Signature</b></p>	

# Position Description

## Construction Worker



Works Department  
Permanent Full-time Position  
Municipal Employee  
Remuneration Band 3  
May 2019

### PRIMARY OBJECTIVE

Perform duties relating to civil construction and maintenance of Council assets within the municipal area.

### ORGANISATIONAL RELATIONSHIPS

The position has the following direct reports:

- Northern Team Leader
- Works Supervisor

### KEY ACCOUNTABILITIES/CHALLENGES

Undertake construction projects in all townships and rural areas including the road network and associated infrastructure in the municipal area.

### PRIMARY RESPONSIBILITIES

1. To carry out general construction activities to a high standard.
2. A sound knowledge / working experience in civil plant operations.
3. Operate other plant and equipment, when required.
4. Ability to undertake routine maintenance of assigned earthmoving equipment.
5. Undertake manual handling/labouring duties as directed.
6. To assist with general day to day maintenance activities of Council.
7. To show initiative in relation to problem solving and general reporting of issues.
8. Assist with identification and implementation of workplace improvements.
9. Undertake other duties as directed by the Team Leader and/or Council's Works Supervisor.

### ALL STAFF RESPONSIBILITIES

1. Ensure that safety is considered and practised in all aspects of role performance and that it is effectively managed in accordance with Council's safe system of work.
2. Comply with all Council policy and procedures which may be varied from time to time in consultation with appropriate staff.
3. Carry out all responsibilities of the role in accordance with Council's code of conduct.
4. Adhere at all times to the Local Government Act 1993 Tas. or any other specific legislation or professional standard that relates to the role.

## QUALIFICATIONS, EXPERIENCE AND ABILITY (SELECTION CRITERIA)

### Essential

- Heavy vehicle licence (MR) minimum
- Sound knowledge and experience relating to civil operations
- Relevant plant competency certificates
- Physically fit to carryout labouring duties
- Ability to make on-site decisions with regard to maintenance problems.
- Ability to manage own time and to meet set objectives.

### Desirable

- White card
- Traffic Management Certificate
- First Aid Certificate
- Chainsaw and/or fallers licence

### Personal Attributes

- Enthusiastic with a 'can-do' work ethic.
- Self-motivated with excellent time management skills.
- Ability to co-operate with other staff and to work within a small team environment.
- Good oral and written communication skills.

### **INCUMBENT:**

Name: \_\_\_\_\_

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

**GENERAL MANAGER:** \_\_\_\_\_ Date: \_\_\_\_\_

# Recruitment and Selection Information

May 2019



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Glamorgan Spring Bay Council is committed to employment via merit selection which is based on ensuring the best person for the job will be hired. Discriminatory attributes such as gender, age, religion, political beliefs and so forth as covered by Tasmanian anti-discrimination legislation will not be considered or influence recruitment and selection decisions.

After applications are received they will normally be shortlisted against the selection criteria as outlined in the last section of the position description. Assessment of these criteria is carried out by reviewing all information provided by the applicant in their application.

An interview process will typically involve a panel of people that may include people outside of Council. Depending on the content to be covered interviews can range from 20 minutes to two hours and conducted face to face, via video links or over the phone. Applicants will be tested against the same criteria and the interviewee may be asked to elaborate further on information provided in their application.

A process may involve more than one interview with the same or different people, aptitude testing, psychometric analysis and referee checking. Preferred applicants may also be required to undertake a medical as per the risks identified for the position, their health disclosure and general compliance with Council's safety requirements.

Successful applicants will be advised verbally in the first instance of Council's offer and subsequently provided with a contract of employment for consideration. Generally people have up to 14 days to consider an offer made.

Recruitment processes can take anywhere between two to 12 weeks to carry out depending on the components involve, applicant availability and location. During this time questions on progress should be directed to the person listed in the advertisement for specific position being filled.

Glamorgan Spring Bay Council does not provide for an appeal process with respect of recruitment and selection decisions.