



Gardener Application Package 2024

EMPLOYMENT OPPORTUNITIES

- Leading Hand - Road Construction & Maintenance
 - Plant Operator - Roads Crew
 - Gardener
- **Excellent work-life balance, working 9 days a fortnight.**
 - **Attractive annual remuneration dependent on skills, experience and position, ranging from \$28.84 to \$36.13 per hour**
 - **Generous superannuation contributions**
 - **On the job training opportunities and career development**
 - **Various health and wellbeing programs provided**

The opportunities

We are seeking to appoint enthusiastic people to join various areas of our works teams. Ideally, applicants will be self-motivated, a team player that will contribute positively and productively to a harmonious workplace.

Required knowledge and skills

- Full requirements for each role outlined in the individual position descriptions
- Good communication skills
- Good time management skills
- Commitment to a safe working environment
- Strong work ethics

Employment conditions

- Permanent appointment upon completion of a three-month probation period.
- Conditions in accordance with the Municipal Employees (Western Australia) Award, between Level 4 to level 6 (depending on position and experience), plus 20% over award allowance.
- Generous superannuation options (11% on commencement, plus employee contributions matched by the Shire up to 6%).
- One Rostered Day Off per fortnight.

How to apply

Please provide a written application including a covering letter outlining your suitability for the role, plus a CV detailing your work history and providing two recent work-related referees.

You can post, personally deliver or email your application to:

Post
Shire of Bruce Rock
PO Box 113
BRUCE ROCK WA 6418

In person
Shire of Bruce Rock
54 Johnson Street
BRUCE ROCK WA 6418

Email
shenae.negri@brucerock.wa.gov.au

Applications close at 4.00pm on Thursday, 2nd May 2024.

Application package and more information

An application package and more information can be obtained at the Shire's website (www.bruce-rock.wa.gov.au) or by contacting Shenae Negri (on 9061 1377 or shenae.negri@brucerock.wa.gov.au).

POSITION DESCRIPTION

Position Title	Gardener
Department	Works and Services
Award/Agreement	Municipal Employees (Western Australia) Award 2021
Classification and remuneration	Level 3 to Level 4 (dependent on experience), plus 20% over Award payment (\$28.88 to \$31.42 per hour as at 16 May 2024).
Status and Hours	Full-time/76 hours per fortnight

Position Objective

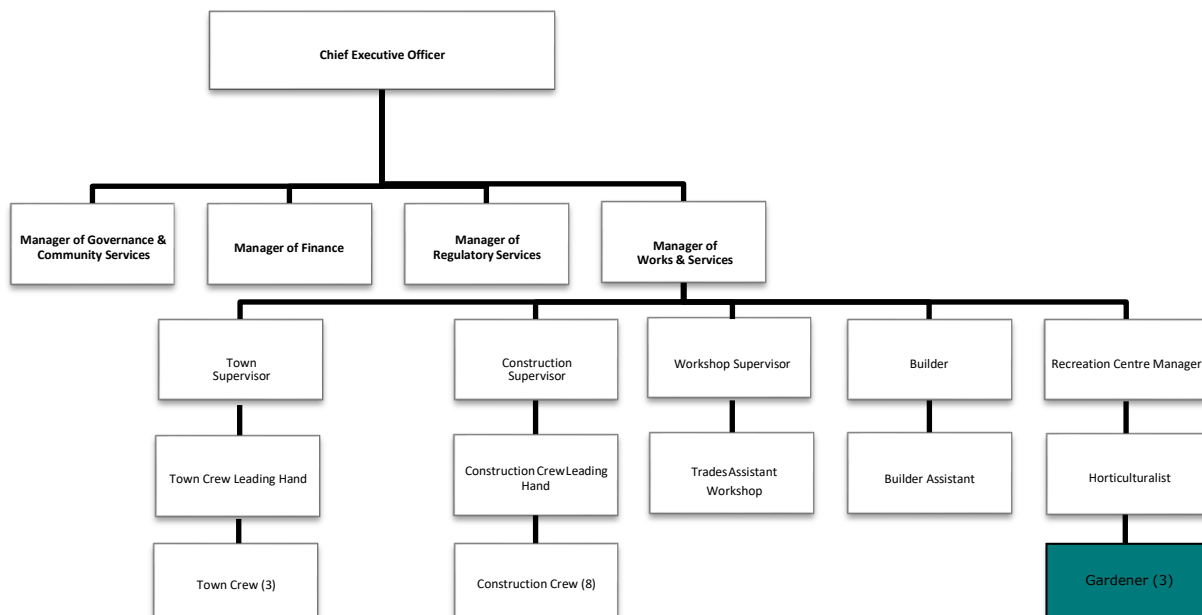
To assist in the maintenance and upkeep of parks and gardens within the district's townsites. Minor town maintenance and control of noxious weeds.

Key Responsibilities and Duties

Key Areas of Accountability

General	<ul style="list-style-type: none"> Maintain parks, gardens and street footpaths/verges. Spray and slash weeds in town blocks and verges. Undertake sundry town maintenance, as required. Maintain and keep tidy work vehicles and small plant. Carry out any other duties as directed by the Recreation Centre Manager or Town Supervisor. Assist other members of the workforce in carrying out their duties when directed by the Manager. Undertake training when necessary and stipulated by the Manager.
Work Health and Safety/Risk Management	<ul style="list-style-type: none"> Demonstrate a strong commitment to Work Health and Safety, including risk management. Must take all reasonable care in the performance of duties to prevent injury to self and others.

Organisational Relationship



Responsible to	Responsible For
Manager of Works and Services	Not Applicable
Recreation Centre Manager	

Internal/External Liaison

Internal	External
Managers	General Public
Chief Executive Officer	
Other Council Staff Members	

Extent of Authority

Works under direct supervision and work outcomes are regularly monitored by the Recreation Centre Manager. Freedom to act is limited by set standards and work procedures.

Position Requirements	Essential	Desirable
Skills		
Developed gardening skills.		✓
Be self-motivated and able to work unsupervised when required.	✓	
Ability to contribute positively and productively to a harmonious workplace.	✓	
Able to complete duties in an efficient and timely manner.	✓	
Act honestly and in good faith.	✓	
Adhere to and promote Work Health and Safety in the workplace.	✓	
Good communication skills.	✓	
Knowledge		
Knowledge of basic lawn management.		✓
Knowledge of chemical handling (training can be provided).		✓
Basic minor plant repair and maintenance.		✓
Knowledge of Work Health and Safety and welfare requirements.	✓	
Knowledge of reticulation system operation and maintenance.		✓
Knowledge of suitability of plants in the local environment.		✓
Experience/Qualifications		
Experience in a similar position.		✓
Experience with reticulation systems and small plant maintenance.		✓
Certificate in Horticulture.		✓
Current "C" Class Driver's Licence (minimum)	✓	
Current "MR" Drivers Licence		✓
White/Blue Card		✓

PREPARING YOUR APPLICATION

When preparing your application (covering letter and CV):

- consider the position requirements for the role, which are listed in the Position Description in this information pack;
- think of examples of your work experience, skills and knowledge that demonstrate you meet the position requirements; and
- provide those examples in your application.

REFEREES

You are required to nominate two work referees in your application. These referees should be able to comment on your work experience, skills and knowledge.

PREPARING FOR THE INTERVIEW

If you are invited to attend an interview, there is no need to hire or buy special clothes for it. Dress as you would usually do for work.

The interview questions will relate to the position requirements in the Position Description. Before you attend the interview, you may want to think of examples of your work experience, skills and knowledge that demonstrate you meet the position requirements.

AFTER THE INTERVIEW

You will be notified of the outcome of your application. If you are advised that your application was unsuccessful, you are encouraged to seek feedback.

If your application is successful, you will be required to undergo a pre-employment medical examination and to provide a current police clearance. The Shire will cover the costs of the medical examination and the police clearance.

CANVASSING OF COUNCILLORS

Canvassing of elected members is prohibited, and any applicant known to have done so may be disqualified.

THE ORGANISATION

The Shire of Bruce Rock is a Local Government organisation governed by an elected Council, consisting of 9 Councillors including the Shire President. The Council currently meets on the third Thursday of every month, with meetings commencing at 3.00pm. Council does not meet in January.

The Shire of Bruce Rock currently employs 49 staff, including administrative and external officers as shown in the table below. Additional external contractors and services include rubbish collection and Ranger Services.



THE STAFF

Chief Executive Officer (CEO)
Manager of Governance and Community
Manager of Finance
Manager of Works and Services
Manager of Regulatory Services
Executive Services Manager (part-time)
Community Development Officer (part-time)
Senior Finance Officer
Administration Staff
Roads Supervisor
Town Supervisor
Depot Manager / Plant Mechanic
Town Maintenance
Outside Workforce
Gardeners
Cleaning Staff
Aquatic Centre Manager
Recreation Centre Manager
Building Staff
Medical Centre Staff

PHYSICAL CHARACTERISTICS

Location

The Shire of Bruce Rock is situated in the Western Australian Central Wheatbelt 245km east of Perth, and includes 3 satellite town sites: Shackleton, Babakin & Ardath, and the Kwolyin locality.

Population

The permanent population of Bruce Rock townsite is approximately 700.
The permanent population of the Shire of Bruce Rock is approximately 1100.

Area

The Shire has a total area of 2,772 km² consisting of agricultural land and some nature reserves.

Soil Types

Good fertile soil suitable for agriculture.

HISTORY

The First Settlers

The first settlers were sandalwood cutters who set up camps in the 1860's, and were closely followed by pastoralists. The land's potential for agriculture was realised and was surveyed for selection in the early 1900's.

Railway

The official opening of the railway from Quairading to Nunagin (later renamed Bruce Rock) was on 29 March 1913 and was linked to Merredin on the 22 December 1913.

Townsite

The town was gazetted as Bruce Rock in June 1913.

PHYSICAL INFRASTRUCTURE

Roads

Total Length in the district	1,258 km
Main roads	72 km
Sealed local	425 km
Unsealed local roads	761 km

PUBLIC UTILITIES

Water

Water Corporation

Sewerage

Leach and Septic Individual Systems. A STED Scheme is currently being constructed for the Bruce Rock townsite.

Electricity

Electricity is supplied by the Western Power electricity grid.

Telephone

Telstra services the entire Shire district. The Shire has a good Next G Mobile telephone service operated by Telstra with a base station at Yarding and a repeater in BruceRock.

BUSINESS AND INDUSTRY

Rural

Mixed farming - wheat and other cereals, wool, sheep, cattle and pigs.

Expanding pulses, lupins, course grains, eucalyptus oil mallees and sandalwood.

Support Industries

Metal fabrication, light industrial, agricultural agencies and transport operations.

Essential Services

Supermarket

Chemist

Post Office

Café

Roadhouse

Two hotels/pubs

District Club

Hairdresser

Agricultural Suppliers

Hardware

Second Hand Shop

Craft Shop

Community Resource Centre

Mechanic

Auto Electrician Tyres



COMMUNITY SERVICES

Health

20 bed Hospital

Medical Centre

Full time resident Doctor

Full Time Dentist

Visiting Allies and Specialist Health Services

Emergency Services

Police Station

St Johns Ambulance

Volunteer Emergency Services

Bush Fire Brigades

Education and Training

Bruce Rock District High School caters for students from Kindergarten through to Year 10. A daily school bus takes students to Merredin for years 11 and 12.

Daycare is conveniently located close to the school and operates weekdays, 8:30am to 5:30pm.

There is also a Playgroup that meets weekly.

The Town and District Halls

Halls have been built at Bruce Rock, Babakin and Shackleton.

Recreation Centre and Facilities

Completed in April 2012, the new recreation centre includes a synthetic bowling green, ovals, tennis and netball courts, providing facilities for cricket, football, synthetic hockey turf, netball, tennis and squash.

A modern Aquatic Centre is located adjacent to the Recreation Grounds and Caravan Park. The shire also consists of 2 golf clubs, one 2km's from Bruce Rock and the other at Ardath as well as a tennis club at Ardath and a bowling club in Shackleton.



Other Services

Bruce Rock Craft Shop with accommodation for workshops, exhibitions and an artist in residence. A recently constructed Men's Shed provides a great place for local men to meet and carry out hobbies.

Bruce Rock Federation Amphitheatre

Officially opened on October 2001, the Amphitheatre seats up to 1200 people. Designed and built by the local community, it is the host for many get-togethers and community events including the annual Vietnam Veterans Reunion and many other shows, concerts and community initiatives.

Bruce Rock Remembrance Park

Officially opened on the 6th November 2021, this park pays tribute to the men and women who served and continue to serve Australia in military conflicts and peacekeeping operations across the globe.

The Park features 11 specific memorials accompanied by information boards outlining the story and meaning behind each memorial. There are also eight sculptures and artworks featured throughout the park.



All of this is set amongst gardens, walk paths, seating, and a gazebo in the centre for people to rest, reflect, and remember those we loved and those who paid the ultimate price to defend our freedom and our way of life.

TOURISM

Granite Way

Tourist drive including free camping at Kwolyin and day facilities at Kokerbin Rock.

Museums

Bruce Rock Museum, which depicts the development of the Shire and incorporates a settler's cottage, blacksmith shop and a one-teacher school. A machinery museum across the road also houses vintage vehicles and machinery used in the Shire.



Wildflowers

During the months of July, August & September there is an abundance of wildflowers on the rural roadsides and nature reserves throughout the Shire which are ideal picnic areas with walk trails.

Other Places of Interest

- Mosaic Pathway & Centenary Path in Bruce Rock
- Museums
- Shackleton Smallest Bank
- Bruce's Rock
- Kumminin Rock



Accommodation

Bruce Rock Hotel Motel, Bruce Rock Roadhouse, Bruce Rock Chalet, Bruce Rock Caravan Park, Ardath Hotel.

Other Information

Should you wish to obtain additional information on the Shire and services available you may contact the Shire office on 9061 1377.

