



POSITION VACANCY- PLANT OPERATOR (SEMI DRIVER)

An excellent opportunity exists for a person with plant operation experience to join Council's outside work force.

Requirements for the position include:

- Previous Plant Operation Experience
- Hold a current 'HC' Drivers License (minimum) 'MC' desirable but not essential
- Police Clearance, and
- Pass a pre-placement Driver medical examination.

Attractive conditions of employment are offered including salary in the range of \$55,000-\$61,000, inclusive of guaranteed overtime, service payments, with matching superannuation contributions and other benefits. Suitable housing can be arranged if required.

Westonia is a dynamic rural community situated 316km east of the Perth in the Wheatbelt. The town is well serviced with shopping, medical, swimming pool, excellent sporting facilities with schooling available in nearby Merredin. The community is currently experiencing substantial development through mining and lifestyle growth.

Further details including a position package may be made by contacting Judd Hobson, Works Supervisor on 9046 7063 or 0427 467 082. An information package can also be obtained on the council website www.westonia.wa.gov.au.

Applications should be sent to the undersigned at Shire of Westonia, 41 Wolfram St, Westonia 6423, by 5.00pm Friday 2nd September 2016 and should be marked "Confidential Application – Plant Operator (Semi Driver)"

Jamie Criddle
CHIEF EXECUTIVE OFFICER



POSITION TITLE:	Plant Operator
STATUS:	Permanent
DEPARTMENT:	Works
LEVEL:	Level 3 (4) Local Government Employees Award 2010 (MEU)
LOCATION:	Westonia
REPORTING TO:	Works Supervisor

1. COUNCIL AIM:

The aim of creating this position is to have an employee with skills in more than one area. The position is designed this way to offer the employee greater diversity in the work they carry out, whilst giving the employer flexibility in undertaking tasks in a fast, efficient and safe manner. It is expected that an employee be sufficiently trained and capable of carrying out the full range of duties and responsibilities as required by their Supervisor.

The applicant must be medically fit as this position requires manual work.

2. POSITION OBJECTIVES:

- To operate prime mover & trailer combinations, plant and equipment in a competent manner, to ensure that the road construction and maintenance programs are completed to the required standards.
- Energetic, reliable, good communicator, a team player, as well as having a strong sense of pride in their work.
- Where required, to work independently with the minimum of supervision.
- Where required, to work as an efficient member of a team.
- Provide an efficient and courteous service to other Shire employees, the public and customers of the Shire.
- *Participation within the Department*
To operate as part of a team to ensure productivity and quality results are achieved in road construction and maintenance under the direction of the Works Supervisor.
- *Participation within the Organisation*
 - To liaise with supervisors and staff to ensure that the Council provides quality service and roads to the community.



3. REQUIREMENTS OF THE JOB:

- *Skills:*
 - Basic written and verbal communication skills.
 - Developing interpersonal and customer service skills.
 - Basic problem solving, conflict resolution and decision making skills.
 - Developing skills in the operation of construction equipment including trucks, rollers, graders, loaders, etc.
 - Developed skills in the operation of truck and trailer combination vehicles.

- *Knowledge:*
 - Basic knowledge of Council's organization structure and function.
 - Working knowledge of occupational safety and health practices in a road construction/maintenance environment.
 - Developing knowledge of traffic management standards and procedures.

- *Experience:*
 - Demonstrated experience in the operation of construction equipment including rollers, loaders, backhoes, trucks, etc.
 - Demonstrated experience in the operation of truck and trailer combination vehicles.

- *Qualifications and Training:*
 - Current Certificate of Competency for relevant plant operation would be advantageous, but not essential.
 - A current "HC" (Heavy Combination) license under new national licence classifications. Hold a current "MC" (Multi Combination) would be advantageous, but not essential.



4. KEY DUTIES AND RESPONSIBILITIES:

- *Plant Operation:*
 - Operate prime mover and side tipper trailer combinations (semi-trailer) in a competent manner.
 - Operate loaders, trucks, plant and equipment in a competent manner.
 - Maintain a high standard of plant and machinery operation and maintenance and ensure that regular maintenance is carried out.
 - Report any damage or faults in relation to the plant and machinery to the Works Supervisor as soon as possible.

- *Occupational Safety and Health:*
 - 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.

- *Other Duties:*
 - All employees are required to undertake manual labouring duties as required.
 - Attend bush fires, as directed, to operate machinery to assist in fire suppression.
 - Any other duties consistent with the level of this position and the principles of multi-skilling.

5. ORGANISATIONAL RELATIONSHIPS:

- *Responsible to:*
 - Works Supervisor

Internal Liaison

Chief Executive Officer.

Other Council staff.

External Liaison

Contractors.

Suppliers.



6. EXTENT OF AUTHORITY:

Works within confines of policy and procedures, under the general supervision of the Works Supervisor.

7. SELECTION CRITERIA:

- *Essential:*

- Basic written and verbal communication skills.
- Developing interpersonal and customer service skills.
- Basic problem solving, conflict resolution and decision making skills.
- Developed skills in the operation of construction equipment including loaders, backhoes, trucks, rollers etc.
- Developed skills in the operation of prime mover and trailer combination (semi-trailer) vehicles.
- Working knowledge of occupational safety and health practices in a road construction / maintenance environment.
- Demonstrated experience in the operation of construction equipment including loaders, backhoes, trucks, rollers etc.
- Demonstrated experience in the operation of prime mover and trailer combination (semi-trailer) vehicles.
- Hold a current "MC" (Multi Combination) license under new national licence classifications.

- *Desirable:*

- Developed skills in the operation of truck and trailer combination vehicles.
- Basic knowledge of Council's organization structure and function.
- Developing knowledge of traffic management standards and procedures.
- Current Certificate of Competency for relevant plant operation.
- A current "HC" (Heavy Combination) license under new national licence classifications. Hold a current "MC" (Multi Combination) would be advantageous, but not essential.

8. TRAINING:

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



9. PERFORMANCE MEASUREMENT CRITERIA:

Assessed annually on the following Key Performance Indicators:

- a) Attendance Record
- b) Time Management
- c) Work Behaviour Record
- d) Care of Council Property or Equipment
- e) Team or Individual Performance
- f) Public Relations Attitude
- g) Initiative
- h) Work Performance and Productivity

10. CONDITIONS OF EMPLOYMENT

1. Wages – Level 3 Local Govt Officers Award 2010 (4 MEU Award) - \$25.16 per hour plus \$1.259/hour in allowances.
2. Service Pay -

\$10	-	3-5 years.
\$20	-	5-7 years.
\$30	-	7-10 years.
\$50	-	10 + years.
3. Council have adopted a bonus pay scheme \$800/annum which is paid to employees on an incentive basis and is based on performance.
4. Housing Incentive Scheme: \$500 per year paid at the end of the year if you own & occupy your house.
5. A probationary period of 3 months will apply, which may be extended a further 3 months if necessary. Appointment as a permanent employee will be subject to the satisfactory completion of the probationary period.
6. A uniform will be supplied and should be worn during working hours.
7. Superannuation will be paid in accordance with Council Policy. Presently this provides for 9.5% Superannuation Guarantee Levy and Council 5% - provided the employee contributes 5%.
8. Hours of duty are currently 85 hours per fortnight (including 76 ordinary hours and 9 hours guaranteed overtime), over a nine day fortnight.
9. All new permanent employees are required to undertake a pre-placement medical examination and obtain a Police Clearance prior to confirmation of appointment. Costs will be paid by Council after appointment.

PREPARED BY: Chief Executive Officer

PRESENT OCCUPANT: Vacant

DATE APPOINTED:

REVIEW DATE: August 2016



Council Information

Shire of Westonia Council:

President Cr K M (Karin) Day

Deputy President D (Doug) Hermon

Councillors

Cr J J (John) Jefferys

W J (Bill) Huxtable

R S (Renaë) Corsini

Cr M L (Louis) Geier

Ordinary Council Meetings

Meets third Thursday of each month except January.

Website: www.westonia.wa.gov.au

Council Statistics

Population:	285
Area:	3,268 (sq km)
Distance from Perth:	316 (km)
Number of Electors	197
Number of Dwellings	128
Number of Employees	20

Main Office: Wolfram Street, Westonia WA 6423

Office Hours: Monday to Friday, 8.30am to 5.00pm

Telephone: 9046 7063 **Facsimile:** 9046 7001

Chief Executive Officer: Jamie Criddle



Located behind historic facades in Wolfram Street, the Westonia Admin Offices provide a variety of Council services including:

Library

Books, videos and audio tapes are available. Special requests can be ordered from anywhere in the state.

Visitor Information

A wide range of information on the local and surrounding areas is available including brochures and maps. Our staff are always willing to chat with visitors about the best places to see and visit.

Transport Licensing

Pay your motor vehicle and driver's licences at our on-line agency at the Shire Offices.

Rates and Council Payments

Staff are available to assist you with your rates enquires and payments.

Dog Registrations

All dogs over three months of age should be registered. Dog registrations can be paid at the Shire Offices.

Natural Resource Management

The Shire of Westonia is dedicated to the management of natural resources. A Natural Resource Management Facilitator is employed by the Shire of Westonia and provides a strategic approach to the management of natural resources on public and private land.



Ant Orchid

Council Meetings

Council meetings are held on the third Thursday of each month (except January) commencing at 3.30pm. Members of the public are welcome to attend.



About Westonia

Westonia is a small country town in the Wheatbelt of Western Australia, with a unique mix of broad acre wheat and sheep farming and mining industries within the Shire. The town is situated 316km east of Perth, and 52km east of Merredin the Shire of Westonia is renowned for its stunning natural woodlands, breathtaking granite rocks, beautiful wildflowers and vast open skies. The shire population consists of approximately 300 people spread across an area of 3,268 square kilometres and includes the towns of Walgoolan, Carrabin, Warralakin and the main centre Westonia.

The Westonia community offers all the benefits of country living, and the town provides for a variety of sporting and recreational interests.

Recreation Facilities

Westonia boasts comprehensive sporting facilities and has numerous recreational areas including picnic spots, parks and gardens.

Wanderers Stadium & Bowling Green

Wanderers Stadium and bowling green was completed in late 2008. The bowling green utilises state of the art artificial sports turf. The Sports Stadium boasts a fully air conditioned function room, a barbecue area, shaded deck and fully equipped bar. This community facility is utilised by Westonia's tennis and bowls clubs, as well as other community groups.



Wanderers Stadium & Bowling Green



Cement St Streetscape

Tennis Courts

The Westonia Tennis Club has 4 supergrass tennis courts with quality lights for evening games. Tennis season generally runs from October to March. The courts are available for hire and are located in Diorite Street near the playground and swimming pool.

Recreation Complex and Oval

Located near the centre of town the Westonia Recreation Complex has a grassed oval and artificial cricket pitch, function hall with kitchen facilities and meeting room all available for hire.



Playground

Recently upgraded, the children's playground is a pleasant place to stop and let the kids have a run around. The playground has a grassed area under shady trees, play equipment and well serviced public conveniences. Located on the corner of Diorite and Cement Streets Westonia.

Swimming Pool

Open November to March. The pool has a 25m eight lane pool and wading pool for younger children. A kiosk and barbecue facilities are available. Located in Diorite Street, Westonia.

Gymnasium

The Recreation complex also houses a state of the art gymnasium with enough commercial grade equipment to satisfy any prospective body builder or fitness junkie.



Westonia's Swimming Pool



Golf Club

Golf Course

The Westonia Golf Course is a short 5 minute drive east of the town on Della Bosca Road. The course has 18 holes with sand greens and recently installed synthetic tee boxes. Members of the public are welcome to play, green fees are \$5.00. Golf season is April to October.

Education

Primary School

A bus travels daily to Merredin College and St Marys PS which provides primary education from 4 year olds to year 7. For further information contact the school (08) 9041 0900.

Merredin Senior High School

A bus travels daily to Merredin Senior High School which provides secondary education for Year 8 to year 12. For further information contact the school (08) 9041 0900.

TAFE

TAFE courses can be arranged through the Westonia Community Resource Centre and the CY O'Connor TAFE in Northam.

Pre and Primary Schooling is available at Westonia with secondary Schooling to year 12 at the Merredin College.



Community Resource Centre



Open Monday to Friday, 9.00am to 5.00pm

Situated in the old shire building opposite the Westonia Tavern, the Community Resource Centre provides a range of facilities including internet access, lifestyle courses, occupational training and secretarial services. For further information contact the Westonia Community Resource Centre on (08) 9046 7077.

Other Facilities

Public Halls

The Shire of Westonia has two historic halls available for hire in Warralakin and Westonia.



Old Miner's Hall - Westonia

Airstrip

Westonia has an unsealed airstrip located near to town which is regularly used by the visiting Royal Flying Doctor Service and is available for public use. For information about the airstrip contact the Shire Office on (08) 9046 7063.

Sporting Clubs

Wessy Wanderers Bowling Club
Westonia Golf Club
Westonia Tennis Club
Burracoppin Football Club
Burracoppin Hockey Club

For further information about local sporting clubs please contact the Shire Office on 9046 7063.

Medical Services

Royal Flying Doctor Service



Westonia is serviced by the visiting Royal Flying Doctor Service on a six weekly cycle. For information and appointments contact the Shire Office (08) 9046 7063.

Laura Black, Nurse Practitioner attends the Shire Office Surgery once a week. For information and appointments contact the Shire Office (08) 9046 7063.

Hospitals

Merredin District Hospital (08) 9081 3222
Southern Cross District Hospital (08) 9049 1101

Doctors

Merredin (08) 9041 2900
Southern Cross (08) 9049 1152

Dentist

Merredin (08) 9041 1735

Places to Visit

Westonia Historic Town site

Westonia has a unique charm, nestled amongst 4,000ha of salmon gum, morrell and gimlet woodland interspersed with granite outcrops and remnants of the town's gold mining past. The town has been preserved to reflect its days as a booming gold mining town, old buildings have been restored and new buildings constructed in a style that represents the past.

Wolfram Street Facades

The bright red doors on Westonia's Fire Station are part of the town's plan to step back in time. The colourful exteriors of the Façade Shop Front Project aim to recreate the look of the main street during the 1900's mining boom.

Down the street, the facades of the town's original bank, café and green grocer store have been recreated. The doors on these facades are real and open to the library and Shire Offices.



Wolfram Street, Westonia



Hood-Penn Museum



The Hood-Penn Museum is located on the corner of Wolfram St and Cement St (look for the Club Hotel signs). The museum is the result of an extremely generous donation of a large historical collection by the Hood-Penn family who previously owned the Burracoppin Store.

A small entry fee applies. Please also note that nothing larger than a camera or a wallet can be taken into the museum. Lockers are available in the shire office foyer for secure storage of handbags. The museum features a variety of scenes showcasing early life in the shire. These include a pub scene, a blacksmith/farm workshop scene & a

shop/hardware store scene, amongst others. Each scene also includes a realistic lifelike mannequin, complete with wrinkles and blemishes. The museum also includes a vibrating mine tunnel that replicates life in an early Westonian gold mine. Visitors press a button upon entering & then experience a three minute sequence of sound effects and physical vibrations simulating blasts going off in the vicinity. The sound effects also include a conversation between miners working in the mine.



Westonia Caravan Park

The caravan park is neat and tidy with grassed area for campers and powered sites for vans. The ablutions are clean and well serviced. Barbeque facilities are also available.

Westonia Nature Heritage Trail

Just outside the entrance to the caravan park you will find the start of the Westonia Nature Heritage Trail. This 4km walk trail will take you through the Westonia Common woodland and back to town past historic points of interest. Keep an eye out for wildflowers in season.

Elachbutting Rock



Elachbutting Rock is a spectacular natural rock formation with similar features to Wave Rock. The rock has a number of large cavern areas and is surrounded by natural bushland.

Elachbutting has a reputation for being bigger, better and more pristine than any Wheatbelt granite rock formation that you may have seen before.

The name Elachbutting is thought to mean "that large thing standing" which is quite feasible as the large granite rock formation is a prominent landmark standing out from the surrounding countryside. The rock is around 100km north of Westonia and is easily accessed via well maintained gravel roads. With the exception of a chemical toilet, there are no facilities at Elachbutting so visitors are encourage to take all they need for a day trip and then take all they took home with them again.



Yanneymoon Reserve

Located on the corner of Elachbutting and Echo Valley Roads 75kms north of Westonia, Yanneymoon is a 513ha reserve comprising granite rock formations and bushland. The abundant, ornate dragon lizard (*Ctenophorus Ornatus*) is an entertaining feature of the

Yanneymoon Rock.

Yanneymoon is on the road to Elachbutting and is ideally situated to visit on a day trip to Elachbutting Rock.

Baladjie Rock

A popular picnic spot for locals and visitors, Baladjie Rock is located on the Koorda-Bullfinch Road 42kms north east of Westonia.

The extensive granite outcrops are situated in an attractive woodland adjacent to Baladjie Lake. A climb up the main rock provides a spectacular view of the nearby lake system and surrounding landscape.



Sandford Rocks Picnic Area

Sandford Rocks

Sandford Rocks Nature Reserve is situated 10km north east of Westonia along the Boodarockin road. It protects 806ha of granite outcrop, pools, wildflowers, scrub and woodland. It has many diverse species of flora and fauna which can be viewed by the recently installed "Bird Hide". The Sandford Rocks Discovery Trail guide booklet is available from the Shire Office.

Chidarcooping Reserve

A CALM nature reserve, Chidarcooping is 5,262ha of bushland abundant with unique flora and fauna. The reserve is located 50km north of the Westonia Town site. Further information is available from CALM Merredin (08) 9041 2488.



Edna May Gold Mine

In 1911, Edmund John Annear a prospector applied for the first mining lease at a strike 1km north of the Westonia Townsite. He quickly established a mine at the claim which he named the Edna May after his aunt.

The Edna May mine produced 171,000 ounces of gold but by 1922 the mine was forced to close due to problems with underground water and the exhaustion of the high grade ore supply.

In 1935 mining resumed with around 355,000 ounces produced before the mine closed in 1947. Water was again a problem as well as labour supply shortages created by the war.

New mining techniques saw the Edna May reopened as an open pit operation by ACM Gold in 1985. The mine produced 274,000 ounces at an average grade of 1.97 grams of gold per tonne of ore. Underground water and low ore quality were again factors resulting in the closure of the mine in 1991.

Catalpa Resources Ltd (previously known as Westonia Mines Ltd) then took over ownership of the Edna May. After completing extensive drilling at the site, the company purchased a process plant from the Big Bell mine near Cue in Western Australia's north and transported it to the Edna May site in 2007. Catalpa Resources then commenced the process of re-building the Edna May mine and processing plant. This process is now complete and Catalpa poured the first gold from the Edna May in 2010. This signals the Edna May's movement into full mining production for the fourth time culminating in over 1,000,000 ounces of gold poured since original operation. Since purchased from Evolution Mining the company are forecasting an effective mine life on the Edna May exceeding nine years.

More information is available from Evolution Mining's website at

www.evolutionmining.com.au/projectsEdnaMay.html



The Edna May Gold Mine – operated by Evolution Mining