

# Employment Information Package



## Mechanic

**Position number:** POS1845

**Enquiries:**

**Name:** Greg Oliver

**Position:** Team Leader Road Services

**Phone:** 0418 520 177

**Email:** [greg.oliver@launceston.tas.gov.au](mailto:greg.oliver@launceston.tas.gov.au)

**Application closing date:** 3.00PM, WEDNESDAY, 22 JANUARY 2025



City of  
**LAUNCESTON**

Town Hall, 18-28 St John Street Launceston

T 03 6323 3000

E [contactus@launceston.tas.gov.au](mailto:contactus@launceston.tas.gov.au)

[www.launceston.tas.gov.au](http://www.launceston.tas.gov.au)

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**Address all correspondence to:**

Manager People and Culture  
City of Launceston  
PO Box 396  
LAUNCESTON TAS 7250

**Email address:** [contactus@launceston.tas.gov.au](mailto:contactus@launceston.tas.gov.au)

When emailing your application, attachments should be sent in either Word (.doc/.docx), PDF (.pdf), TIFF (.tiff), JPEG (.jpg) or Excel (.xls/xlsx) formats.



## Introduction

Launceston is the regional hub of Northern Tasmania and enjoys a rich natural and social history. Located at the head of the picturesque Tamar Valley, the Launceston region is renowned for its award-winning wines, gourmet dining experiences, magnificent natural features and friendly residents. Our city is human scale. A series of green and wild spaces linked by heritage streetscapes and thoughtful adaptations. A real blend of old-world and new, tradition and innovation.

The City of Launceston municipal area covers an area of 1,405 square kilometres with a population of around 71,000 residents.

The City of Launceston is Tasmania's largest municipal council in terms of population and revenue. Launceston boasts all the major facilities of a much larger city, many of which are owned and operated by the City of Launceston.

The City of Launceston is served by 12 Councillors, including the Mayor and Deputy Mayor.

Click [here](#) to view City of Launceston's strategic and annual reporting.

# City of Launceston organisational chart

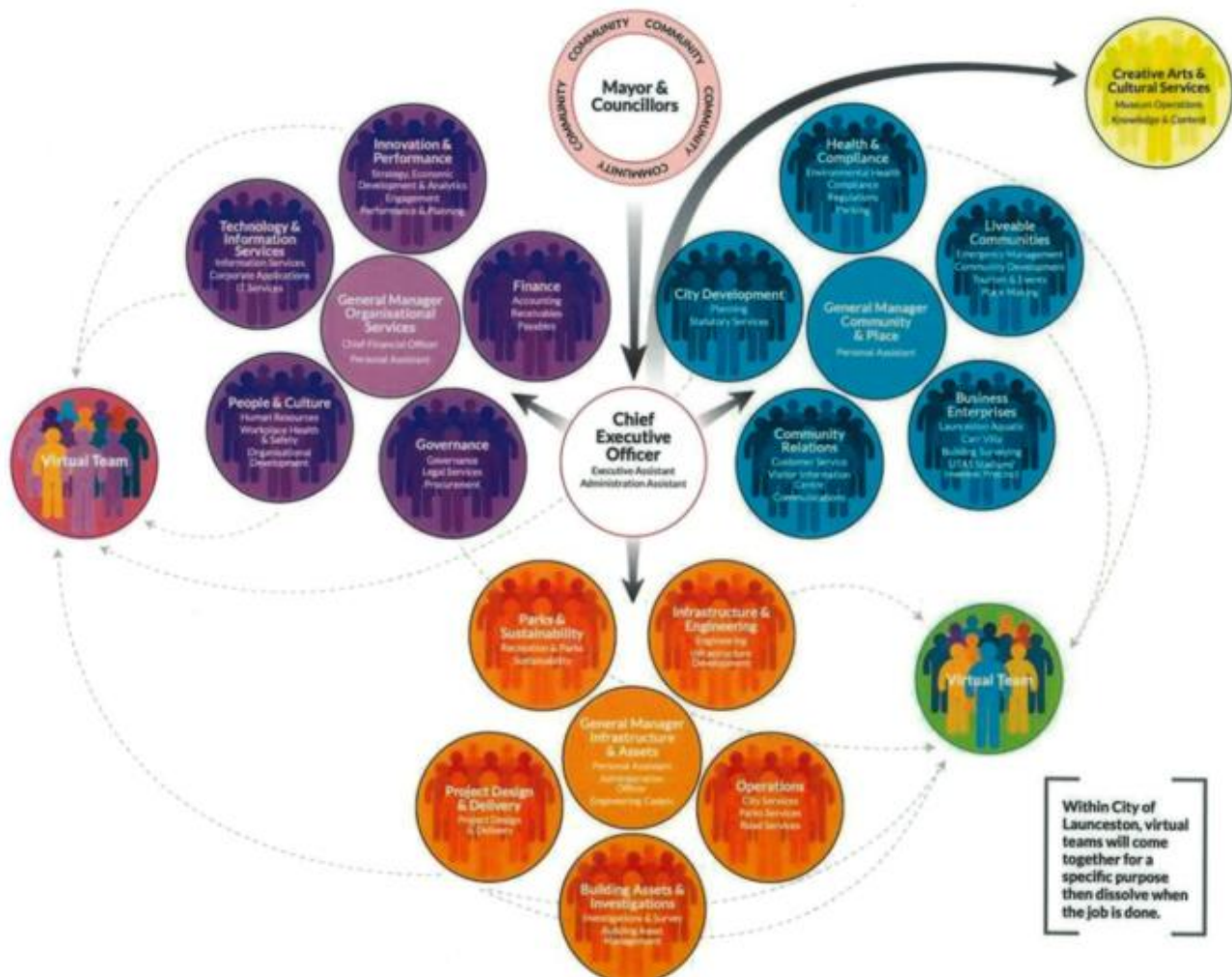
The City of Launceston is recognised as an Employer of Choice by the Tasmanian Government.

An Employer of Choice is a workplace that demonstrates contemporary workplace practices and provides outstanding support for its staff.

The Council employs around 570 employees across a range of responsibilities.



At City of Launceston we are an agile organisation, with teams being more empowered and self-managing



# Organisational values

**At the heart of our organisation are our four organisational values. Our employees are expected to adhere to, support and promote our values at all times.**

Our aim is to attract and retain people who share our values and want be a part of our positive workplace culture. Before submitting your application please review our values and decide if they are a good fit for you.



## OUR PEOPLE MATTER

- We value clear and open communication
- We support and encourage each other
- We respect diversity
- We recognise individual needs, experience and strengths



## WE CARE ABOUT OUR COMMUNITY

- We take pride in our work and pursue a standard of excellence
- We genuinely listen, and value collaborative relationships
- We strive towards the best outcome for our community
- We make responsible and sustainable decisions



## WE BRING AN OPEN MIND

- We actively seek opportunities to continuously improve
- We respect and explore different ideas and perspectives
- We embrace change that leads to positive outcomes
- We value innovation and creativity



## WE GO HOME SAFE AND WELL

- We show care for people and look out for one another
- We speak up and support others to be healthy and safe
- We take personal responsibility for our own health and wellbeing
- We value work-life fit

# Information for applicants

**City of Launceston is an equal opportunity employer. Our workforce is diverse, inclusive, flexible and family-friendly.**

We value the different backgrounds, skills and contributions of all employees and treat each other and our community with respect.

We want opportunities at City of Launceston to be accessible and attainable to all candidates. If you are interested in this role but have concerns about your suitability, please talk to us before submitting your application.

Please read this information carefully, as it will help you with the preparation of your employment application.

**When applying for this position, you must provide the following documentation:**

1. Covering letter
2. Statement addressing the selection criteria (**highlighted criteria only**)
3. Resume

**The online Application for Employment can be [accessed here](#)** (you will be asked to attach your supporting documentation)

1. Your covering letter should introduce you and explain why you are applying for the role.
2. All recruitment and selection decisions are based on merit. The most suitable person in terms of skills, knowledge, qualifications, relevant experience, alignment with organisational values and work attitudes is selected for the position. Selection is based on the assessment of each application in relation to the selection criteria identified in the position description. The position description is included later in this information kit.

The selection criteria consists of the qualifications, knowledge, skills, attitudes and abilities required to successfully perform the role. You must provide a statement that addresses each highlighted selection criterion for the role. Your statement should include examples that demonstrate how you meet each criterion.

Please see information here on how to address the [Selection Criteria](#).

3. Your resume should provide details of your qualifications, work history, special skills, training and competency details and referees, plus any other information that may support your application. Be clear and informative. Include the names, position titles, addresses and telephone numbers of at least two work referees.

**If we can assist you with any reasonable adjustments in order to submit your application for this role, please contact the People and Culture Team via email at [contactus@launceston.tas.gov.au](mailto:contactus@launceston.tas.gov.au), noting your preferred method of communication and contact details and a member of the team will be in touch.**

# Recruitment steps

1. Application received
2. Shortlisting
  - Shortlisted applicants will be contacted by telephone or email to arrange an interview.
  - Unsuccessful candidates will be advised by email.
3. Interview
4. Pre-Employment Checks:
  - Reference Check
  - Police Check
  - Medical Assessment
  - Drug and Alcohol screening

*All costs covered by City of Launceston*
5. Suitability determination and preferred candidate identified
6. Letter of Offer

## Employee benefits

- Our employees have access to discounted health insurance options through St Luke's Health and BUPA.
- Employees have access to a free EAP service, which provides support and counselling for personal and work related issues, coaching and advice for leaders and counselling assistance for immediate family members.
- We are committed to providing a working environment that is sufficiently flexible to meet the operational requirement and workload demands of the City of Launceston while accommodating, where possible, the needs of our employees.
- Discounted membership at Launceston Aquatic.
- Discounts at the Museum Gift shop.
- Additional leave: employees may request to purchase an additional two or four week's additional leave per year to help manage family/carer responsibilities or other special circumstances.

# General conditions of employment

<b>Position title</b>	Mechanic
<b>Employment terms</b>	Permanent full-time
<b>Working pattern</b>	9-day fortnight
<b>Total remuneration</b>	\$76,513 - \$83,497 <i>*Total remuneration includes superannuation, as detailed below</i>
	<b>Base salary</b> \$66,389 - \$72,448
<b>Superannuation</b>	Employer contribution of 15.25%

- **Annual leave:** employees are entitled to 4 weeks (pro-rata for part-time employees) annual leave per year, plus leave loading.
- **Personal leave (for sick and carer's leave):** employees are entitled to two weeks (pro-rata for part-time employees) personal leave per year, if they are unable to attend work due to personal illness/injury or to provide care for a spouse/partner or immediate family member.
- **Paid parental leave:** employees are entitled to fourteen weeks paid (or twenty eight weeks at half-pay) parental/adoption leave for the primary carer; two weeks paid leave for the secondary carer.
- **Long Service Leave:** Long service leave applies after 7 years continuous service.

The City of Launceston Enterprise Agreement 2021 is available [here](#)

The City of Launceston Leisure and Aquatic Centre Enterprise Agreement 2022 is available [here](#)



# Position Description

## Position Description Form - Officer

PF NUMBER:	PFO	POS NUMBER:	POS1845
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POSITION TITLE:	Mechanic
AWARD CLASSIFICATION:	Grade 3
EMPLOYEE:	VACANT
TEAM:	Operations - Mechanical Workshop
NETWORK:	Infrastructure & Assets Network
REPORTS TO:	Coordinator Mechanical Workshop
PREPARED BY:	Greg Oliver
DATE:	July 2024

APPROVED BY:	
NAME:	Lynda Robins
POSITION:	Acting Manager Operations
SIGNATURE:	

### POSITION PURPOSE (Why does this position exist)

The primary role of this position is to ensure that fixed and mobile plant and equipment owned and operated by Council are maintained in a safe, cost effective and operational manner. This position will be responsible for ensuring that services, repairs and maintenance are carried out in a safe and efficient manner and that all plant and equipment be safe and fit for operational purposes.

This position will be responsible for conducting routine and scheduled maintenance as well as conducting repairs as required on breakdowns, both in the workshop and on site.

City of Launceston is a values-based organisation, which means that we employ people who share and display our values



### **Our people matter**

- we value clear and open communication
- we support and encourage each other
- we respect diversity
- we recognise individual needs, experience and strengths



### **We care about our community**

- we take pride in our work and pursue a standard of excellence
- we genuinely listen, and value collaborative relationships
- we strive towards the best outcome for our community
- we make responsible and sustainable decisions



### **We bring an open mind**

- we actively seek opportunities to continuously improve
- we respect and explore different ideas and perspectives
- we embrace change that leads to positive outcomes
- we value innovation and creativity



### **We go home safe and well**

- we show care for people and look out for one another
- we speak up and support others to be healthy and safe
- we take personal responsibility for our own health and wellbeing
- we value work-life fit

Accountabilities	Activities/Tasks include:	Success looks like ...
<b>General</b>		
City of Launceston's Values	Behave in a way that supports the City of Launceston's values. <ul style="list-style-type: none"> <li>• Our people matter</li> <li>• We care about our community</li> <li>• We bring an open mind</li> <li>• We go home safe and well</li> </ul>	Demonstrates, through behaviour, an alignment to and an understanding of our values
Technology	Use technology and information to maximise efficiency and effectiveness.	New and existing technologies are utilised effectively.
Collaborate	Work collaboratively within your team and across networks. Support delivery of the Network's strategic and annual plan actions.  Work with horizontal teams as relevant to technical role accountabilities.	Actively participating in team meetings/tool box meetings, by offering ideas and suggestions and providing feedback  Collaborative opportunities are sought across Networks
Innovation	Encourage and be proactive in developing a culture of introducing new and improved work practices and projects within your team and your network.	Improved work practices and projects.
<b>Technical</b>		
To assist with municipal emergencies as required	Assists with emergency response in regard to mechanical activities.  Participate on-site as required in emergency response.  Work outside normal working hours as required, usually when responding to an emergency	Availability, participation and usefulness in responding to emergencies
Mechanical Maintenance	Perform preventative maintenance and mechanical repairs to Council's assets including equipment, plant, vehicle fleets, minor plant and metal fabrication.  Demonstrated ability to work well under pressure and meet deadlines	Reliability and safety for Council and the public as agreed with Team Leader Roads
Field Service Repair	Perform service and repairs to equipment, plant, vehicle fleets, minor plant and metal fabrication in the field in difficult external conditions.	Reliability and safety for Council and the public as agreed with Team Leader Roads
Maintain Workshop	Ensuring adequate resources are maintained for the efficient and effective safe operation of the mechanical workshop.	As per direction

Accountabilities	Activities/Tasks include:	Success looks like ...
Documentation	<p>Document service and repair information through scheduled services of equipment, order and procure parts as requested.</p> <p>Submit accurately completed daily time / service sheets accounting for all work performed. Submit leave applications for approval.</p>	<p>All paperwork is accurate, correct and given to Coordinator / Team leader when required</p> <p>Daily compliance</p>
Stormwater Work	Work in contact with raw sewage and stormwater when required.	Stormwater Work
Other Work	Undertake other maintenance and repair work for Council as directed.	Reliability and safety for Council and the public.
Participate in Training Courses	Attending Training Courses as Directed	Attend and participate in training courses
Operation and maintenance of Council vehicles and plant	Maintain allocated Council vehicles or items of plant in a safe, satisfactory and clean state of repair	<p>Vehicle/plant is kept clean and is maintained in a safe working condition</p> <p>Undergo competency assessments as required</p>
Report all incidents, accidents and hazards as per CoL Incident Notification procedure	<p>Reporting incidents, accidents and hazards</p> <p>Participating in the analysis of incidents</p>	All incidents, accidents and hazards reported immediately through the required system
Procedural Compliance	Compliance with all City of Launceston procedures required of this position.	Complies with procedures
Work Safely with a Duty of Care for fellow employees and ensure procedural compliance	<p>Perform all work in a safe manner in accordance with the City of Launceston's Occupational Health and Safety Policy and Procedures</p> <p>While at work, a worker must –</p> <p>(a) take reasonable care for his or her own health and safety; and</p> <p>(b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and</p> <p>(c) comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and</p>	

Accountabilities	Activities/Tasks include:	Success looks like ...
	(d) cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers. (Section 28 Work Health & Safety Act 2012)	

**Note:** Whilst the key functions and responsibilities for the role are set out above, the Council may direct an employee to carry out such duties or tasks that are within the limits of the employee's skill, competence and training.

#### WORKING WITH VULNERABLE PEOPLE CHECK

	Yes/No
Working with Vulnerable People Check required?	No
<i>If yes, include in Selection Criteria table below</i>	

#### SELECTION CRITERIA

##### POSITION REQUIREMENTS/COMPETENCIES

##### Organisational

- Community Focussed: considers community/customers in decision making
- Communicate and Engage: demonstrates self-awareness & encourages open discussions & contributions from others
- Create and Innovate: displays initiative & considers different ideas and perspectives
- Safety Focussed: takes responsibility for own and team's health, well-being and self-care

##### Position Specific

- Basic computer skills or ability and willingness to acquire
- Ability to understand technical aspects of large machinery, welding and metal fabrication, rigging and craneage.

##### QUALIFICATIONS AND EXPERIENCE

- Hold and maintain a Car licence as a minimum requirement.  
*(Failure to retain licence may result in the termination of employment.)*
- Hold and maintain a Heavy Rigid Vehicle Class (HR) licence preferred
- Indentured Trade Person (Diesel Fitter or Automotive Mechanic).
- Competent Welder (Oxy Acetylene, Mig and Electric Arc).

#### REPORTING STRUCTURE

Manager	Coordinator Mechanical Workshop
Direct Reports	Nil

#### KEY RELATIONSHIPS

(External and Internal Customers, Supplier, Colleagues, etc)

Internal	Nature of Relationships
Operations	Crew / Teamwork
City of Launceston	Working with all Directorates as part of the team
External	Nature of Relationships
Members of the Public	Consideration for public

Contractors and Suppliers	Working with, as part of a team
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<b>DELEGATIONS &amp; AUTHORISATIONS</b> (Local Government Act, By-Laws etc)	
Purchasing Approvals	Limit \$ 0.00

**Confidentiality**

Staff are

- a) Able to access; or
- b) May be exposed in the course of performing their duties to information that may be related to individuals, organisations or the general dealings of the City of Launceston. Some of this information will be of a sensitive nature – either within or external to the organisation.

By accepting this position the employee undertakes:

- a) To keep all information that they are exposed to confidential during and after their period of employment with City of Launceston. Information should never be disclosed outside of the organisation and only be disclosed to other employees if there is a need within the context of the task being performed.
- b) To not access any information within the organisation's systems that is not directly relevant to their work.
- c) To abide by the requirements of the Confidentiality and Privacy clause of the relevant Enterprise Agreement.

<b>OTHER RELEVANT INFORMATION</b>
<p>Expectations of a City of Launceston employee:</p> <ul style="list-style-type: none"> <li>• Have strategies in place to enhance their own health and well-being, manage stress and maintain professionalism;</li> <li>• Seeks feedback broadly and asks others for help with own development areas; and</li> <li>• Translates feedback into an opportunity to develop.</li> </ul>

