



City of
Norwood
Payneham
& St Peters

TEAM MEMBER, ARBORICULTURE

POSITION & PERSON DESCRIPTION

September 2021

GENERAL

Position & Person Descriptions form an important part of an integrated planning process to ensure that individual performance, and the required outputs and outcomes of each position within the organisation, align with the strategic and corporate directions of the Council as set out in the *City Plan 2030: Shaping Our Future*. The *Organisational Values* are an integral component of the organisational culture and all staff are expected to perform their duties within the framework of the *Organisational Values*.

The Position & Person Description also provides the basis upon which selection criteria for the position are determined.

DEPARTMENT: Urban Services

UNIT: City Services

SECTION: Arboriculture

ORGANISATIONAL RELATIONSHIP: The position reports to the Leading Worker, Arboriculture

The position is also expected to work in collaboration with other Team Members, Apprentices and Temporary (Agency) Staff.

NO. OF DIRECT REPORTS: Nil

AWARD & CLASSIFICATION: Local Government Employees Award and the City of Norwood Payneham & St Peters Local Government Employees' Enterprise Agreement, Municipal Employee, Grade 4
Grade 5 requires Certificate III in Arboriculture

OVERVIEW

Working within a small team, the Team Member undertakes a range of tasks associated with the maintenance of the City's park and street trees.

Typical tasks undertaken by the Team include proactive maintenance works, such as formative pruning, shaping and dead-wooding, as well as reactive tasks, such as removing trees, clearing fallen limbs and responding to storm damage.

Typical machinery required to be used in the execution of works, includes chainsaws, power pruners, hand and pole saws, chippers, elevated work platforms and leaf blowers. The Team Member is expected to undertake the safe and efficient use of the available plant and tools.

Team Members are required to follow the instructions provided by the Leading Worker, Arboriculture in the execution of assigned works and are expected to be able to work with minimal supervision.

Works are often carried out in close proximity to traffic and, as such, Team Members are required to be familiar with appropriate work zone traffic management practices and implement appropriate measures at each work site.

Team Members are expected to work co-operatively with all City Service Field Staff and may be reassigned between Teams from time to time as required. Due to seasonal factors and staff leave, it may be necessary for the Team Member, Arboriculture, to work in general Parks & Gardens Teams, undertaking a range of horticultural duties from time to time as required.

Team Members are expected to work closely with Team Leaders, Leading Workers and other staff in determining work plans, goals and targets which will deliver the various organisational plans, strategies and corporate directions. They are expected to have and promote an ethos of continuous improvement and be prepared to develop themselves.

The ability to use self-initiative is critical in the small team environment, as is the need to be reliable and trustworthy.

ORGANISATIONAL VALUES

At the City of Norwood Payneham & St Peters, all staff are committed to improving the quality of services which are provided to the community. In order to ensure that we achieve this, we have embraced the Business Excellence Framework as a mechanism for implementing continuous improvement and as part of this we have adopted a set of Organisational Values and Community Well-Being Model.

The Organisational Values (which are summarised below and attached to this document) form an integral part of the Position & Person Description.

The Organisational Values are a shared set of values to assist in guiding staff behaviour in terms of how we interact with each other and the Elected Members, as well as how we treat people in our community as part of our day-to-day operations and service delivery.

Our Values are:

<i>Our People</i>	We are passionate, committed, empowered and accountable and we recognise the contribution of others.
<i>Working Together</i>	A positive team, we work collaboratively in an open, honest and transparent environment, supporting each other to get things done.
<i>Leadership</i>	Leading by example, we all live our values, inspire each other and deliver clear and consistent direction.
<i>Excellence</i>	We strive for excellence in everything we do and we encourage innovation and quality.
<i>Integrity</i>	We demonstrate respect and honesty in everything we do and always act in the best interests of our citizens and our community.
<i>Service</i>	We seek to improve quality of life for our citizens and our community and we treat all stakeholders with respect.

POSITION OBJECTIVES

- To undertake various tasks involved in proactive maintenance of the City's park and street trees as well as from time to time, maintenance of the City's gardens, reserves, creek lines, sports fields, streetscape and associated infrastructure.
- To undertake reactive works and respond to emergency situations involving street trees, including the collection and removal of fallen trees and limbs.

KEY RESULT AREAS

- *Operational Responsibilities*
 1. Execution of Works
 2. Reporting on Works
 3. Customer Service
- *Organisational Responsibilities*
 1. Corporate Governance
 2. Environmental Sustainability
 3. Work Health & Safety and Injury Management
 4. Organisational Values

OPERATIONAL RESPONSIBILITIES

Key Responsibilities & Key Tasks

1. Execution of Works

- Undertake all necessary activities associated with the pruning and felling of park and street trees, including chainsaw work, hand pruning, pole pruning, chipping, clearing, hazard spotting and guiding other staff.
- Utilise appropriate plan, machinery and tools in the execution of works, but only when competent to do so, and with any necessary licence.
- Set up and maintain appropriate work zone traffic control devices and undertake direct control of traffic through work zones where necessary.
- Undertake general horticultural work within other Parks & Gardens teams as may be required from time to time.

Performance Indicators

- Tree pruning, tree felling and other maintenance works are completed to accepted arboriculture industry standard, and the Australian Standards for amenity pruning, in a timely and accurate manner.
- Proper work zone traffic management signs and devices are installed at all work sites where traffic management is required.
- Plant, machinery and tools are maintained in good condition and are used in accordance with operational procedures.

2. Reporting on Works

- Records appropriate to assigned responsibilities are kept, including records of minor purchases made (for example, submission of dockets), erection of traffic control devices, injuries and incidents, etc.

Performance Indicators

- Petty cash records are entered in a timely and accurate manner.
- Dockets and receipts are submitted in a timely manner.
- Records of all regulatory traffic control devices used in the execution of works are kept.
- Plan checks are undertaken in accordance with adopted standards.
- All other records are kept in an accurate and timely manner.

3. Customer Service

- Deal with citizens and customers in a courteous and professional manner.

Performance Indicators

- Citizen and customer enquiries are dealt with in a courteous and professional manner and referred on appropriately where necessary.

ORGANISATIONAL RESPONSIBILITIES

Key Responsibilities & Key Tasks

1. CORPORATE GOVERNANCE

- Contribute to the development of Corporate & Departmental Business Unit Plans.
- Promote and develop the Council's image, standing and role in the community as and where the opportunity presents itself.
- Demonstrate and promote a "customer first" approach when dealing with the community.
- Contribute to the delivery of quality services and identify areas for service delivery improvement.
- Demonstrate and promote Fair Treatment and Equal Employment Opportunity Principles in the workplace.
- Contribute to the organisation's continuous improvement program and the Organisational Strategy.
- Observe and uphold the Organisational Strategy in accordance with the Council's *CityPlan 2030: Shaping Our Future*.
- Pursuant to *Section 110* of the *Local Government Act*, observe and uphold the *Code of Conduct for Council Employees* and the Council's relevant Policies.
- Attend any training required in the position.

Performance Indicators

- Positive participation in the Corporate & Departmental Business Unit planning processes.
- Positive image of Council is portrayed at all times.
- Increase in community satisfaction with regard to the delivery of quality services.
- Increased awareness of and compliance with Fair Treatment and Equal Employment Opportunity Principles.
- Positive participation in the organisation's continuous improvement program, Organisational Strategy and required training courses.

2. ENVIRONMENTAL SUSTAINABILITY

- Consider and ensure best environmental sustainability practices in line with *Outcome 4: Environmental Sustainability*, of the Council's *CityPlan 2030: Shaping Our Future*, when undertaking duties and in the delivery of services.

Performance Indicators

- Demonstrated commitment to environmental sustainability when undertaking work-related duties.
- Timely reporting of environmental incidents as per the *Accident / Incident Report Form (WHS-02680)*.

3. WORK HEALTH & SAFETY and INJURY MANAGEMENT

- In accordance with *Section 28* of the *Work Health and Safety (WHS) Act 2012*, while at work you must:
 - take reasonable care of your own health and safety; and
 - take reasonable care that your acts or omissions do not adversely affect the health and safety of other persons; and
 - comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the Council; and
 - cooperate with any reasonable policy or procedure of the Council.
- As part of the Council's safety management system, all workers are required to:
 - report any hazards, near misses, incidents, accidents, injury or ill-health which arise in the course of, or as a result of, their work;
 - correctly use, and maintain, any clothing and equipment provided for the purposes of WHS;
 - maintain their workplace in a tidy and safe condition;
 - ensure that their safety, and that of others, is not affected by the consumption of alcohol or other drugs;
 - not interfere with, remove or displace any safety devices, guards or protective equipment unless it is part of an approved maintenance or repair procedure; and
 - actively participate in consultation and consideration of all WHS issues that are pertinent to their workplace.

Performance Indicators

- Increased awareness of, and compliance with, WHS legislation.
- Safe working practices utilised which are WHS compliant.
- Competency levels maintained and kept up-dated as required.
- Timely reporting of hazards and risks to ensure prevention is attempted at all times.
- Immediate reporting of all accidents and incidences.

4. ORGANISATIONAL VALUES

- Observe and uphold the Organisational Values and conduct all affairs in accordance with *Our Values* at all times in the discharge of all responsibilities, accountabilities and outcomes.

Performance Indicators

- Compliance, observance and adherence to Organisational Values (Our Values) at all times.

PERSON SPECIFICATION

QUALIFICATIONS AND/OR EXPERIENCE

- Certificate III in Arboriculture, Horticulture or significant demonstrated vocational experience.
- Current Motor Vehicle Driver's Licence (Class MR or greater).
- Chainsaw competency ticket and elevated work platform competency ticket.
- Work Zone Traffic Management Certificate.

KNOWLEDGE

- High level of knowledge of best practice tree pruning and felling techniques.
- General knowledge of the principles of Work Health & Safety.
- Sound knowledge of good customer service principles.
- Sound knowledge of Fair Treatment principles.
- Sound knowledge of best practices relating to traffic management at work zones & road signage.

SKILLS

- Skilled in all aspects of tree maintenance, including formative pruning, maintenance pruning and safe tree felling, and the use of associated machinery.
- Skilled in general horticultural work, including the maintenance of reserves, tree planting, tree pruning, irrigation repairs and installation, and the use of associated machinery.
- Good time management and organisational skills.
- High level of communication and interpersonal skills in order to communicate effectively with a wide range of people.
- Good level of numeracy and accuracy.

EXPERIENCE

- Proven experience in tree pruning and tree felling.
- Experience in horticultural practice, involving or relating to the maintenance of open space.
- Broad experience in the operation of plant, machinery and tools.
- Experience working in a close team environment.

PERSONAL ATTRIBUTES

- Willingness and ability to participate as a team member as well as to work alone.
- A commitment to implementing Workplace Agreement initiatives.
- A commitment to achieving best practice processes.
- Demonstrate initiative and self-motivation whilst working under minimal supervision.
- Good work ethics including the ability to take direction from the Leading Pruner, Team Leader, Parks & Gardens and all other relevant staff members.
- Ability to develop new technical skills and embrace new technology and techniques.
- Commitment to provide a high level of customer service.
- Willingness to be innovative and flexible.
- Willingness to work under various weather conditions, often away from conveniences.
- Willingness to work with and assist lesser skilled employees, including apprentices.

DELEGATION & AUTHORITY

- As set out in the relevant Delegations Schedule as approved and varied from time to time by the Council.

JOB REQUIREMENTS

- Australian Criminal History (Police) Clearance.
- Department of Human Services (DHS) Working With Children Clearance.
- Completion of training & attainment of skills applicable to Award Classification.
- Attend training courses and other relevant staff development and maintain competency levels.
- Work Health & Safety (WHS) competencies and training requirements include:
 - *Sun Smart UVS* Awareness (induction and annual awareness)
 - Personal Protective Equipment (induction and every five (5) years)
 - Prevention of Falls General Awareness (induction and every two (2) years)
 - High Risk Work (height more than eleven (11) metres) Licence (every five (5) years)
 - Elevated Work Platform (height less than eleven (11) metres) Licence (every five (5) years)
 - Hazardous Chemicals Awareness (induction and every five (5) years)
 - Electrical Safety Awareness (induction and every five (5) years)
 - Drugs & Alcohol Awareness (induction)
 - Environmental Hazards General Awareness (induction)
 - Heat Stress Awareness (every three (3) years)
 - Working With Wildlife (every three (3) years)
 - Canine Behaviour (every five (5) years)
 - Confined Spaces Awareness (every five (5) years)
 - Asbestos Containing Material (every five (5) years)
 - Hazardous Manual Tasks Awareness (every three (3) years)
 - Fatigue Awareness (every five (5) years)
 - Chainsaw Operating Licence (every five (5) years)
 - Work Zone Traffic Management Ticket (every three (3) years)
 - Medium Rigid (MR) Licence (every ten (10) years)
 - i-Responda Basics (every five (5) years)
- Be fit to undertake the inherent job requirements and the physical demands of the position and remain so during employment in accordance with reasonable work, health and safety expectations, and relevant policies and procedures.
- Complete duties as requested by a more senior officer than yourself.
- Complete duties within the timeframes allocated.
- Some work outside of normal hours may be required.

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DATE POSITION REVIEWED:

DATE CURRENT INCUMBENT APPOINTED:

DATE CURRENT INCUMBENT TO COMMENCE:

EMPOWER REVIEW SCHEDULED FOR:

AGREEMENT:

This Position & Person Description accurately reflects and describes the responsibilities, accountabilities, duties, skill requirement and the expected outputs and outcomes for the position of Team Member, Arboriculture.

APPROVED BY:

Mario Barone PSM
Chief Executive Officer

Date

Peter Perilli
General Manager, Urban Services

Date

Chris McDermott
Manager, City Services

Date

Wayne Bambrick
Works Coordinator, Parks & Gardens

Date

This Position & Person Description which reflects and describes the responsibilities, duties, skill requirements and the expected outputs and outcomes for the position of Team Member, Arboriculture has been read and agreed to by

Team Member, Arboriculture

Date

Our Values Behaviour Statements

Individual Behaviour

Organisational Behaviour

Our People

We are passionate, committed, empowered and accountable and we recognise the contribution of others.

Our People

- I take responsibility for my own actions.
- I commit to being approachable, positive and contributing 100%.
- I am thoughtful, respectful and interested in others.

Our People

- We engage with and have confidence in the ability of Our People.
- We appreciate differing work/life balance requirements.
- We encourage Our People to seek career-relevant opportunities for personal and professional development.

Working Together

A positive team, we work collaboratively in an open, honest and transparent environment, supporting each other to get things done.

Working Together

- I offer praise and encouragement to my peers.
- I pull my own weight and willingly contribute to share the load.
- I commit to listening and being open to new ideas.

Working Together

- We are aware and respectful of individual skills, needs and abilities.
- We are committed to removing barriers and silos.
- Communication is a key element of effectively working together.

Leadership

Leading by example, we all live our values, inspire each other and deliver clear and consistent direction.

Leadership

- I am a role model and I demonstrate this in my daily behaviour.
- I make time for all others.
- I provide and am receptive to constructive feedback.

Leadership

- We offer support and encouragement.
- We are consistent in our leadership and sustainable decision-making.
- Our expectations are reasonable and we provide clear direction.

Excellence

We strive for excellence in everything we do and we encourage innovation and quality.

Excellence

- I take pride and ownership in my work.
- I aim to be the best I can be.
- I am willing to go above and beyond.

Excellence

- We recognise and celebrate high achievement and innovation.
- We are committed to the Australian Business Excellence Framework (ABEF).
- We seek and foster the best in Our People.

Integrity

We demonstrate respect and honesty in everything we do and always act in the best interests of our citizens and our community.

Integrity

- I am open, honest and reliable.
- I am respectful of others opinions.
- I am efficient, effective and outcome focused.

Integrity

- We offer a safe and supportive working environment.
- We are open, honest and transparent in all our business endeavours.
- We are the role model for our community.

Service

We seek to improve quality of life for our citizens and our community and we treat all stakeholders with respect.

Service

- I understand and uphold the 'big picture' service of our organisation.
- I am empathetic and adaptable to customer needs.
- I am willing to assist wherever possible.

Service

- We have the right people in the right jobs.
- We engage with our community to understand their needs.
- We are committed to best quality customer service.



City of
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Service Behaviours and Capabilities

Our People demonstrate the following service behaviours and use the capabilities to train, develop and focus our skills to ensure we are equipped to provide excellent service

	Behaviours	Capabilities
One Council working together We believe that by working together seamlessly we provide an outstanding experience	<ul style="list-style-type: none"> I will collaborate to get better outcomes I will deliver in a mutually agreed timeframe I will reflect on how my actions contribute to the whole experience 	<ul style="list-style-type: none"> Understanding of Systems Thinking and the impact of your actions and decisions Role clarity and understanding your role and the role of others
Own the experience We know that service we provide is outstanding because each of us owns the whole experience from initiation to the outcome	<ul style="list-style-type: none"> I will put myself in the customer's shoes which will guide my actions I will be courageous to give the customer the best experience I can I will follow up and follow through 	<ul style="list-style-type: none"> Ability to be courageous in addressing customers' needs and trying new solutions Emotional intelligence Ability to follow up the service through the system Active listening skills
Bring my best We know that we impact the people we are serving so we choose a positive impact every time	<ul style="list-style-type: none"> I will be professional and positive I will ask for feedback and reflect on my service to improve I will practice self-regulation, self-care and know when to ask for help 	<ul style="list-style-type: none"> Skilled in giving and receiving constructive feedback A commitment to stay up to date in technical skills and knowledge Employs strategies to maintain personal and professional resilience
Be adaptable We know who we are serving and adapt our style to deliver what they need	<ul style="list-style-type: none"> I will ask enough questions to understand what service is needed I will adjust my approach to suit the situation I will be proactive, consider alternatives and creative solutions 	<ul style="list-style-type: none"> Skilled in being agile and adaptable Ability to look for alternatives for best outcomes
Keep it simple We remove barriers and blockers that get in the way of outstanding service	<ul style="list-style-type: none"> I will use language that is easy to understand I will actively listen and stay focused on the situation at hand I will offer relevant answers and solutions 	<ul style="list-style-type: none"> Ability to communicate well and use positive and constructive language