



City of
Norwood
Payneham
& St Peters

ACCOUNTS OFFICER

POSITION & PERSON DESCRIPTION

November 2022

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:	Corporate & Community Services
UNIT:	Finance
SECTION:	Finance
ORGANISATIONAL RELATIONSHIP:	<p>This position reports to the Manager, Finance</p> <p>The Position is also expected to work in collaboration with all positions across the organisation.</p>
DIRECT REPORTS:	Nil.
AWARD & CLASSIFICATION:	<p><i>South Australian Municipal Salaried Officers Award and the City of Norwood Payneham & St Peters' Municipal Officers Enterprise Agreement</i></p> <p>General Officer, Level 2 (0.6 FTE)</p>

OVERVIEW

The Accounts Officer Reports to the Manager, Finance Unit and is responsible for ensuring the Council's financial payments are recorded in a timely manner and payments are made in accordance with the Council's payment policy.

The Accounts Officer will support the Finance Unit by assisting in general accounting tasks, including but not limited to, processing day-to-day financial transactions, reconciling balance sheet accounts relating to creditor control.

From time-to-time the Accounts Officer may also support other staff in the Finance Unit and undertake additional administration duties related to their skills and knowledge, such as processing rates, accounts receivable, data entry, reporting and provision of service and advice.

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

- The Accounts Officer will be responsible for ensuring the Council's financial payments are recorded in a timely manner and payments are made in accordance with the Council's Expenditure Delegations and Payments Policy.
- The Accounts Officer will support the Finance Unit by assisting in general accounting tasks, including but not limited to processing day to day financial transactions, reconciling balance sheet accounts relating to creditor control and preparing monthly close.

KEY RESULT AREAS

- *Operational Responsibilities*
 1. Accounts Payable
 2. Petty Cash
 3. Reporting
 4. Continuous Improvement
 5. 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
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1. ACCOUNTS PAYABLE

- Ensure that supplier invoices are forwarded to responsible officers for authorisation on a timely basis
- Ensure that supplier invoice details are processed in a timely and accurate manner into the Council's creditors system
- Ensure that all supplier payments are authorised in line with the Council's Expenditure delegations
- Ensure that supplier Masterfile details are up to date, with changes made in accordance with the relevant Council policies
- Liaise with staff and suppliers for the prompt resolution of discrepancies and disputes
- Process payment runs in accordance with the Council's Payment Policy

2. PETTY CASH

- Manage reimbursements, recording and reconciliation of petty cash
- Manage the ordering of cash for reimbursement of petty cash for remote sites
- Undertake the end of year petty cash reconciliation for all sites

3. REPORTING

- Ensure Accounts Payable End of Month is processed in accordance with the End of Month Timetable
- Ensure financial information from peripheral information systems are accurate and posted to the general ledger
- Reconcile balance sheet accounts relating to creditor control and associated suspense accounts in line with Account Reconciliation Timetable and follow up any differences in a timely manner

4. CONTINUOUS IMPROVEMENT

- Assist other members in the Finance Unit by undertaking general accounting activities and administration duties, as required
- Key processes and procedure documentation is kept up to date
- Identify and implement system, policy, process and service improvements to increase the capability, effectiveness and efficiency of the Accounts Payable function
- In absence of Financial Accounting Officer; undertake the following activities:
 - Raise customer invoices and process trust refunds and retentions in a timely manner
 - Ensure that End of Month is processed for Accounts Receivable in line with End of Month Timetable
 - Reconcile balance sheet accounts relating to debtor control and associated suspense accounts in line with Account Reconciliation Timetable and follow up any differences in a timely manner

5. CUSTOMER SERVICE

- Enquiries received from staff, management and external parties are handled and resolved in a friendly, helpful and timely manner

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Performance Indicators:

- Payments are processed in a timely and accurate manner in accordance with the relevant Council Policies and requirements and within thirty (30) days of the date of the invoice or request.
- Corporate records and data are entered into systems in an accurate and timely manner and are maintained in accordance to the State Records Act 1997 and the Council's expectations.
- Data extraction and reporting for payments and petty cash is undertaken in an accurate and timely manner.
- Enquires are addressed and resolved in a friendly, helpful and timely manner.

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

- A minimum of two (2) years' work experience (Desirable)
- Certificate level qualifications in accounting, finance, business or administration. (Desirable)

SKILLS AND KNOWLEDGE

- Knowledge the fundamentals of accounts payable principles. (Desirable)
- Proficient in Microsoft Office suite of products, especially Microsoft Excel.
- Exceptional alphanumerical accuracy and attention to detail.
- Sound knowledge of service quality principles.

PERSONAL ATTRIBUTES

- Committed to continuous improvement.
- Ability to manage time, set priorities, plan and organise own work to provide an efficient and effective service.
- Friendly, approachable and amicable demeanour.

DELEGATION & AUTHORITY

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

JOB REQUIREMENTS

- National Police Check with no adverse findings.
- Work Health & Safety WHS Competencies and training requirements include:
 - SunSmart UVR Awareness (induction)
 - Hazardous Chemicals Awareness (induction)
 - Drugs & Alcohol Awareness (induction)
 - Environmental Hazards General Awareness (induction)
 - Hazardous Manual Tasks Awareness (induction)
 - Fatigue Awareness (annual)
- 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.
- Attend training and relevant staff development courses and maintain competency levels.
- Complete duties as requested by a more senior officer than yourself.
- Complete duties within the timeframes allocated.
- Some out-of-hours work may be required.



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 Accounts Officer.

APPROVED BY:

Mario Barone PSM
CHIEF EXECUTIVE OFFICER

Date

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

ACCOUNTS OFFICER

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.

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