



Employment Application Pack

Position Title:	Workplace Relations Specialist
Vacancy Reference Number:	VRN25/26-002
Department:	Executive Services
Location:	Biloela
Employment Status:	Full Time, Permanent
Remuneration:	\$111,107.41 - \$120,539.83 Level 7-8 LGIA Stream A
Recruitment Commences:	10 July 2025

TO APPLY

Submit the following documentation via email or in person:

- Application for Employment
- Cover Letter
- Resume
- Copies of any relevant Qualification/Tickets/Licences **are** required to be submitted (please also include details in the application form)

Your cover letter should outline qualifications, education and licences as well as abilities, skills and knowledge found on page two of the position description. Ensure you provide relevant examples where you have demonstrated your ability to perform the duties and responsibilities required in the position description.

Email: enquiries@banana.qld.gov.au

In person: Banana Shire Council Administration Office, 62 Valentine Plains Road, Biloela

BANANA SHIRE COUNCIL APPLICATION FOR EMPLOYMENT

APPLICANT DETAILS							
POSITION APPLYING FOR: Workplace Relations Specialist					VRN 25/26-002		
FAMILY NAME:					GIVEN NAME(S):		
TITLE: ☐ Mr ☐ Mrs ☐ Miss ☐ Ms ☐ Other _____							
MAILING ADDRESS:					MOBILE NO:		
POSTCODE:					TELEPHONE NO:		
EMAIL ADDRESS:							
IN ORDER FOR BANANA SHIRE COUNCIL TO MONITOR ITS ADVERTISING, COULD YOU PLEASE INDICATE WHERE YOU SAW THIS POSITION ADVERTISED?							
☐ Facebook		☐ SEEK		☐ LinkedIn			
☐ Newspapers _____		☐ Posters/Mail outs		☐ The Australian Local Government Job Directory			
☐ Banana Shire Council Website		☐ On-line (Please specify website) _____					
ELIGIBILITY TO WORK IN AUSTRALIA (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Are you an Australian/New Zealand citizen or Permanent Resident? Yes ☐ No ☐							
If no, do you have a working visa? (Please specify type). Yes ☐ No ☐							
LICENCES (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Class of Licence:	☐ Car (C)	☐ LR	☐ MR	☐ HR	☐ HC	☐ MC	☐ RE/R
☐ Open		☐ Provisional		☐ Learners			
Licence issued in	☐ Queensland		☐ Another State/Territory		☐ Another Nation		
PLANT OPERATOR TICKETS (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Please list the current Plant Operator Tickets you possess (Please provide details on a separate sheet if necessary):							
BLUE CARD (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Do you possess a Blue Card issued by the Commissioner for Children and Young People and Child Guardian? ☐ Yes ☐ No							
WHITE CARD (Originals must be presented upon, or prior to, commencement of employment as requested by Council)							
Do you possess a White Card (QLD General Safety Induction [Construction Industry] Certification)? ☐ Yes ☐ No							
QUALIFICATIONS (Please provide details on separate sheet if more than one qualification is held)							
Level of Qualification: ☐ Masters ☐ Post Graduate ☐ Degree ☐ Diploma ☐ Certificate/Trade ☐ School							
Course Name:					Year qualification obtained:		
Educational institution where qualification attained: ☐ University ☐ TAFE ☐ Other Training Centre ☐ School							
Name of institution: _____ Country (If outside Australia): _____							

REASONABLE ADJUSTMENTS

Should you be shortlisted, are there any considerations that Council needs to be aware of in order to make reasonable adjustments?
Yes ☐ No ☐

If yes, please state details:

WORK RELATED REFEREES

Name: _____ Mobile phone No: _____

Organisation: _____ Business phone No: _____

Name: _____ Mobile phone No: _____

Organisation: _____ Business phone No: _____

EMPLOYMENT HISTORY (Mandatory)

Employer	Length of service	Year service completed	Summary of duties	Business phone no.

I hereby grant Banana Shire Council Human Resource Business Partner permission to contact the payroll department of the above-mentioned Employer to confirm the following:

1. Length of Service
2. Position Title held at time of resignation

PERMISSION/DECLARATIONS

- To avoid any potential conflict of interest in appointing an independent interview panel, please advise if you have an association with or connection to current members of staff. Note: this information is confidential and will only be used to select an independent interview panel.

☐ Yes ☐ No

If yes, please indicate persons you have an association with: _____

- I certify that all answers and statements on this application form and any attachments thereto are true and complete to the best of my knowledge. I understand that, should I provide untruthful or misleading information, this application may be rejected or my employment with Council subsequently terminated.
- I agree to complete the health declaration form and agree to a medical examination with Council's nominated medical practitioner if required.
- I authorise Council to conduct police search checks for any offences that may be recorded against me. I understand that an adverse result may affect my employment or potential employment opportunities with Banana Shire Council.
- I authorise Council to contact my listed referees and the employer's payroll department for employment purposes only.

Name: _____ Signature: _____ Date: _____

PRIVACY COLLECTION NOTICE:

The personal information gathered by Banana Shire Council on this form is for recruiting purposes only and will not be used for any other purpose or given to any other party unless you have consented, or Council is required or authorised by law to do so.

Thank you for applying for this position. Council welcomes copies of supporting documentation and your resume, however original documents and presentation folders will not be returned.

POSITION DETAILS

Position Title:	Workplace Relations Specialist		
Classification:	7-8	Position Status:	Full Time, Permanent
Employment Conditions:	Queensland Local Government Industry Award (Stream A) – State 2017 Banana Shire Council Certified Agreement 2024 (Pending ratification)		
Department:	Executive Services	Location:	Biloela
Reports to:	Manager Human Resources	Number of reports:	0

ABOUT COUNCIL

Our Vision

“Shire of Opportunity”. To improve the quality of life for our communities through the delivery of efficient, effective and sustainable services and facilities.

Our Mission

Our Council is committed to promoting and striving for continuous improvement in all that we do, for the benefit and growth of the whole of our Shire.

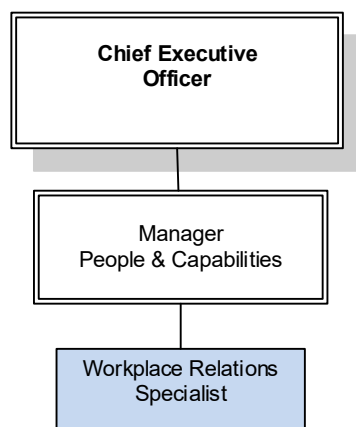
Our Values

- Advocacy for our people
- Effective and responsive leadership
- Integrity and mutual respect
- Honesty, equity and consistency in all aspects of Council’s operations
- Quality of service to our citizens
- Work constructively together, in the spirit of teamwork.
- Sustainable growth and development.

GENERAL POSITION INFORMATION

To lead or assist with employee related case management including investigations, disciplinary matters and complaints and provide expert guidance to Council leaders to ensure business needs and objectives are met.

ORGANISATIONAL REPORTING ARRANGEMENTS



DUTIES AND RESPONSIBILITIES

- Provide technical advice and support to stakeholders on all Employee Relations (ER) and Industrial Relations (IR) matters
- Lead or assist with investigations, disciplinary matters, complaints and manage change
- Support leaders to effectively manage performance, conflict and risk
- Liaise with unions, legal advisors and external investigators
- Coordinate and oversee investigations into disciplinary and other industrial relations matters
- Develop and deliver support to strengthen manager and HR capability in employment practices and risk mitigation strategies
- Regularly review Council's organisational and departmental structures in liaison with key stakeholders
- Develop, implement and monitor ER/IR related training
- Plan, implement, coordinate and maintain Council's Human Resource Management Systems, registers and working documents
- Identify initiatives and make recommendations to the Human Resources Manager regarding ER performance improvements
- Assist in the development and implementation of Council's Human Resources Strategic and Operational Plans and associated reporting requirements
- Assist in the Enterprise Negotiation and related processes as required
- Proactively contribute to strategies for effectively identifying and monitoring continuous improvement regarding employee culture
- Contribute to the promotion Council's brand and the maximise the value of public relations.
- Undertake routine administrative tasks as required by the position
- Continuously improve work processes and develop new practices as required
- Participate in training, exercises and response to disaster management and recovery as required
- Undertake other relevant duties as directed, consistent with skills, competence and training.

QUALIFICATIONS, EDUCATION AND LICENCE REQUIREMENTS

Mandatory

- Formal Qualification in Human Resources Management (e.g. Degree/Diploma) or relevant equivalent experience
- Queensland 'C' class driver's licence (minimum requirement – provisional licence)

ABILITIES, SKILLS AND KNOWLEDGE REQUIRED

Mandatory

- Understanding of HRM practices and principles, including the ability to provide advice and support in relation to HRM policies and issues.
- Proven ability to exercise confidentiality, integrity, initiative and sound judgement
- Highly developed organisation, interpersonal, customer service oral and written communication skills
- High level keyboard and computer skills
- Working knowledge of employment related legislation
- Understanding of and commitment to EEO and WHS principles and practices.

Highly desirable

- Experience in Local Government

Workplace Relations Specialist POSITION DESCRIPTION

CORPORATE OBLIGATIONS

The appointed Employee will need to agree to and comply with the following:

- Workplace Health and Safety policies and procedures
- Customer service standards
- Council's Code of Conduct
- Environmental and Sustainability policy and procedure
- Anti-discrimination legislation, actively promoting its principles in all activities
- Human Resources policies and procedures
- Financial Management policies and procedures
- Records Management policies and procedures
- Disaster Management policies and procedures.

SPECIFIC CONDITIONS/REQUIREMENTS of this position

- This position requires a class 'C' manual drivers' licence. Loss of this licence at any time may jeopardise employment with Council
- The position requires travel to be undertaken within the Shire which may require overnight stays in other towns.

ACKNOWLEDGEMENT

This position description outlines the responsibility level of the role and the general nature of work to be performed in this role. Your Supervisor will facilitate training and provide guidance on the specific requirements of the role. By signing this document you understand this and commit to the corporate obligations and specific conditions/requirements of the role as listed above and understand that failure to comply may jeopardise your employment with Council.

Name:

Signature:

Date: