

Department of Natural Resources and Environment Tasmania

Field Officer

Statement of Duties

Position number:	708135
Award/Agreement:	Tasmanian State Service Award, Parks & Wildlife Service Industrial Agreement 2009
Classification level:	General Stream, Band 3
Division/branch/section:	Parks and Wildlife Service (PWS), Operations
Full Time Equivalent (FTE):	1.0 FTE (minimum 0.80 FTE, by negotiation)
Location:	North West Region
Field Centre:	The position is within the West Coast Field Centre, Queenstown. (See special employment conditions for further information on other field centres within the Region)
Employment status:	Permanent
Ordinary hours per week:	38 hours (minimum 30.4 hours, by negotiation) - in accordance with an approved roster
Supervisor:	B4 Ranger / Ranger in Charge

Position Objective

Implement the Field Centre operational plans, carry out works to maintain field centre infrastructure and facilities for the conservation and sustainable use of natural and cultural resources.

Major Duties

- Plan and implement minor construction and maintenance of infrastructure, buildings and equipment in accordance with maintenance schedules and standards. Update maintenance records on the PWS Asset Management System as required.
- Undertake reserve operational and maintenance tasks in accordance with field centre operational plans and specific activity plans. Includes the operation of plant and machinery.
- On-the-job control of employees and volunteers engaged in minor construction, maintenance, project work, routine maintenance, and operational tasks. Including allocating tasks and explaining and/or demonstrating work methods to inexperienced employees and volunteers.
- Provide information and feedback to assist with the preparation and implementation of field centre operational plans, works programs and budgets.

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- Undertake risk assessments and identify and implement procedures and actions to ensure safe workplaces and public safety.
- Provide information, advice, and assistance to visitors.
- Undertake fire operations including fuel management and wildfire suppression. Planning and implementation of planned burns.
- Undertake enforcement procedures dealing principally with minor offences involving the issuing verbal cautions and park infringement notices.
- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Responsibility, Decision-Making and Direction Received

The occupant of the position is responsible for:

- Undertakes development, maintenance, operational and monitoring tasks in accordance with Field Centre operational plans, maintenance schedules, and Departmental policy and procedures;
- Maintains and operates plant and equipment in accordance with maintenance schedules, operating guidelines and safe working procedures;
- Provides reliable advice and information to visitors and community members referring any difficult issues to the supervisor or other more experienced employees;
- Maintains good working relationships and works effectively as a team member; and
- Ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department's WHS Management System.

The decision making and direction received in relation to the role are:

Following successful completion of law enforcement training the Field Officer will be appointed as an authorised officer and is expected to deal effectively with minor offences while referring and assisting experienced staff with more complex offences.

- The Field Officer will perform the duties under limited supervision, reporting directly to the Ranger in Charge who will establish priorities for the works program. Additional guidance is available from departmental policies, management plans and the PWS Strategic Plan.
- The Field Officer will often be required to use initiative and make judgements remote from sources of advice. Choices are made based on established procedures, guidelines and instructions written or verbal.

Knowledge, Skills and Experience (Selection Criteria) (in relation to the Major Duties)

- Experienced in minor construction works and maintenance of a variety of buildings, infrastructure and recreational facilities.
- Ability to work with others and maintain good working relationships; together with a knowledge of diversity principles and occupational health and safety requirements.

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- Experienced in the safe operation and maintenance of machinery, plant and equipment typically associated with the management of natural and cultural resources.
- Knowledge of building regulations and standards as they apply to minor building construction and maintenance.
- Sound organisational skills combined with an understanding of budget management principles or the ability to acquire the knowledge.
- Good interpersonal, written and verbal communication skills and ability to communicate with a wide range of people.
- Knowledge of fire behaviour, and fire operational experience at a level appropriate to this role. Ability to actively participate in fire suppression operations.

Position Requirements

Essential Requirements

- A person is to provide evidence that they are vaccinated against COVID-19 or have an approved exemption.

A person is vaccinated against COVID-19 if the person has received all doses of a vaccine for COVID-19, necessary for the person to be issued with a vaccination certificate in respect of COVID-19 by the Australian Immunisation Register, or an equivalent document from a jurisdiction outside of Australia.

A person may be granted an exemption from providing evidence that they are vaccinated against the disease where the person demonstrates –

1. Medical contraindication

A person is unable to be vaccinated against the disease due to a medical contraindication if they:

- a) provide evidence in a form provided and accepted by the Head of Agency from a medical practitioner (as defined by the Australian Immunisation Register as a medical practitioner who can grant a medical exemption) which certifies that the person has a medical contraindication that prevents them from being vaccinated against the disease.

Or

- b) have a medical exemption, that applies to the vaccinations for the disease, that has been recorded on the Australian Immunisation Register, operated by or on behalf of the Commonwealth Government.

2. Exceptional circumstances

Demonstrated to the satisfaction of the Head of Agency.

Desirable Qualifications and Requirements

- Experience on Macquarie Harbour waterways, coxswains qualifications (or the ability to acquire).
- Knowledge and experience of local West Coast conditions and community issues.
- A current motor vehicle driver's licence and 4WD experience.

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- Workplace Level II First Aid Certificate.
- A Trade Certificate in a discipline relevant to the duties.

About Us

The Department of Natural Resources and Environment Tasmania (NRE Tas) is responsible for the sustainable management and protection of Tasmania's natural and cultural assets for the benefit of Tasmanian communities and the economy. The Department's activities guide and support the use and management of Tasmania's land and water resources and protect its natural and cultural environment. The Department is also responsible for delivering the services that support primary industry development and the protection of the State's relative disease and pest-free status.

Under Tasmania's emergency management arrangements NRE Tas is the management authority (lead agency) for various aspects of the management of biosecurity emergencies (includes exotic animal, plant and marine disease and pest emergencies), environmental emergencies (includes marine pollution spills), fire in national parks and other reserves, floods from dam failure and sea inundation from storm surge. In regard to those types of emergency prevention, preparedness and response activities are core business of this agency and potentially may involve all staff in some way.

The Department's website at www.nre.tas.gov.au provides more information.

Working Environment

Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our customers with respect. We do not tolerate discrimination, harassment or bullying in the workplace.

NRE Tas has a culture of zero tolerance towards violence, including any form of family violence. We will take an active role to support employees and their families by providing a workplace environment that promotes their safety and provides the flexibility to support employees to live free from violence.

There is a strong emphasis on building leadership capacity throughout NRE Tas.

The expected behaviours and performance of the Department's employees and managers are enshrined in the *State Service Act 2000* through the State Service Principles and Code of Conduct. These can be located at www.dpac.tas.gov.au/divisions/ssmo.

The **Parks & Wildlife Service Division** acts as both Tasmania's biggest land manager and one of the most significant tourism operators, contributing significant to the state's brand and capacity to deliver experiences. The PWS is responsible for managing Tasmania's parks and reserves and for protecting the State's unique natural heritage while at the same time providing for the sustainable use and economic opportunities for the Tasmanian community.

The role of the Operations Branch is to manage Tasmania's parks and reserves, providing high level strategic and policy advice to ensure the natural and cultural values of the parks and reserves system are strategically managed and enhanced in line with government policy and legislative requirements.

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The **Operations Branch** includes the following sections

- **Three Regional Areas - Northern, North-Western, and Southern**
Each region is responsible for the planning and direction of operational activities and programs for that particular area, ensuring quality service delivery, effective risk management and the most efficient use of available resources and budgetary provisions.
- **Property Services** represents the Crown as an owner of property through pro-active Crown property development, facilitating public and private sector use of Crown and reserve land property and providing an authoritative and specialist source of advice direct to Government and the private sector. The Unit undertakes a significant number of Crown property transactions including sales, leases, tenancies, exchanges.

Special Employment Conditions

Medical examination

Often work is outdoors and sometimes in remote locations which may involve periods of rough camping. Participation in fire management activities is a requirement of the role.

To meet remote working and fire management responsibilities, in line with agency standard policies and procedures, the Field Officer will be required to complete an approved medical disclosure and contact information form and participate in an annual medical examination and fire fighter fitness assessment.

Availability and Recall

The Field Officer will be subject to fire duties availability, which imposes some restrictions on movement on days off and the taking of recreation leave during the fire season.

Fire suppression operations may involve work outside normal working hours for which payment will be made in accordance with the Tasmanian State Service Award. The Field Officer must return to work for fire duties if requested when off duty.

The duties may require the Field Officer to:

- work weekends and public holidays in accordance with a roster work pattern of 10 days on and 4 days off for part of the year, working 8 hours, which enables you to have an accrued day off every month.
- work overtime, which includes after hours work and responding to afterhours disturbances;
- be rostered or directed to be available to return to work at short notice to deal with unforeseen circumstances or emergencies (e.g. wildfire);
- obtain and maintain a First Aid Certificate and perform first aid duties.

Location

The position is within the North West Region, initially located at West Coast Field Centre. The occupant maybe required to work at the following Field Centres, within the Region.

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North West Region:

Highfield House Field Centre, King Island Field Centre, Leven Field Centre, Stanley Field Centre, Cradle Field Centre, Cradle Enterprise, Overland Track, Lake St Clair Field Centre, Arthur River Field Centre, West Coast Field Centre.

In accordance with the Parks and Wildlife Service Industrial Agreement 2009 the following salary loadings will be paid for the expected level of work as follows:

Work	Level	Salary Loading
Weekend days and public holidays	(42-52) weekend days and public holidays	17%
Availability	(657-820 hours)	3%
First Aid	(Workplace Level 2)	1%
Overtime	Claim or toil	
TOTAL SALARY LOADING PAID:		21%

The salary loading is the percentage of annual base salary paid. Work arrangements and salary loading may be changed in accordance with the Parks and Wildlife Service Industrial Agreement 2009.
