

## Employee Benefits

Some of the rewarding benefits of working with the Shire are detailed below:

**\$10,000 bonus after 6 months of employment which is paid on a pro-rata basis with the fortnightly payroll. This bonus remains with the employee subject to continued performance, ongoing employment and at the discretion of the Chief Executive Officer. The bonus is not available to casual employees.**

**Superannuation Contributions up to 14.5%**

**Health and Wellbeing Programme which includes but is not limited to health assessments, skin cancer checks, manual tasks training, massages, tailored fitness programs, online tools to track your health and wellbeing.**

**\$2500.00 annual electricity subsidy for permanent employees**

**Rostered Days Off for permanent employees**

**An allowance towards the Shire's Corporate uniform for employees working in the Administration Department.**

**Where available and at the discretion of the Chief Executive Officer, Shire housing will be supplied to permanent, full-time employees at a reduced rate. Water Rates (within reason) for the rental property will also be paid for by the Shire but within reason**

**If Shire housing is unavailable, rental assistance is given to permanent employees required to rent elsewhere.**

**We are Safety and Health conscience and have Safety Audit's completed by an external Assessor every two years. We care about our employees and want them to return home in the same condition they came to work in.**

**We pay above Award rates**

**We offer flexible working arrangements**

**An allowance towards the Shire's Works & Services Personal Protective Work Wear.**

# Employment with the Shire of Cue

## 🌞 Living in Cue

There are far fewer recreational activities and facilities than what you would expect in a larger town or a city. However, we are currently underway with a number of projects which will lead to more facilities and activities for the community. Most people love what Cue has to offer but some may find living in Cue a little isolating and quiet especially if they have never visited a small country town or who are very much city people.

## 🌞 Climate, Location and Background

Cue is located approximately 650 kilometres north-east of Perth and is renowned as being a clean, safe and quiet town in the Murchison region. We are in the middle of the beautiful outback so the climate is made up of cold winters and very hot summers with the occasional tropical type storm. The landscape is not as flat and arid as people might imagine. The dark red backdrop is scattered with striking wildflowers, native animals, huge breakaways and bright white salt lakes.

Cue is also known as the “Queen of Murchison” because of its importance in the production of large quantities of gold in the region. Cue once boasted a population of over 10,000 however this was at the height of the gold rush in the early 1900’s so the population has significantly declined since then to around 200. Regardless of this there is still a significant number of operating mining companies within the Shire of Cue and common stories of people kicking a rock only to find out that it isn’t a rock and is in fact a large nugget of gold.

## 🌞 Pre-employment Requirements

Employees will need to be medically fit for the work they are employed to carry out so the Shire requests that a pre-employment medical examination (examination form provided by the Shire) is completed prior to commencement of duties. A national police clearance certificate is also a pre-employment requirement and is organised through Human Resources. All employees will have at least a C-A class driver’s licence and be able to drive safely on isolated roads both sealed and unsealed.

## 🌞 Working for the Shire

Shire employees, as in most Shires, are the public face of the community and should reflect community expectations during and outside of work hours. Employees must demonstrate and maintain high standards of work ethic and professionalism. Employees are expected to be highly motivated and honest workers with a love of community and a willingness to help others. The Shire’s workforce isn’t large and as a result most employees get the opportunity to be trained in a number of different areas.

# Employment with the Shire of Cue

## ☉ Our Works & Services Employees

Employees within the Works & Services department may require specialised vehicle and plant licences and those with more than the required minimum will be recompensed for those licenses as determined by the Council Policy. However, having multiple licenses does not prevent any employee from being assigned to a variety of tasks, not limited to vehicle or plant operation. It may include gardening, mowing, operating the whipper snipper or cleaning public toilets. Personal protection equipment will be provided as needed and will be worn for the purposes supplied. During summer months Works & Services employees commence work at 6.00am to 2.30pm in order to beat the summer's heat and during winter months will commence at 6.30am and finish at 3.00pm.

## ☉ Our Administration Employees

Employees within the Administration department are also expected to be able to carry out multiple tasks and relieve in other positions. In a small workforce no one is excluded from carrying out simple tasks like the collection of visitors from the airport, cleaning the office, preparing the hall for functions, participating in community functions, attending and participating in Council meetings. Office employees will wear corporate uniforms and name badges. Administration employees commence work at 8.00am and generally finish at 4.30pm with the office being open to the public from 8.30am to 4.00pm.

## ☉ Our Commitment to Safety

All new employees must attend our Induction Program which is mainly aimed towards your safety and health which is vitally important to us at the Shire of Cue. It is our duty of care to provide and maintain a safe working environment for you so that you can return to your family in the same condition that you went to work. We are also responsible for complying with relevant health and safety legislation and to provide you with information, instruction and training. It is the employees' duty of care to ensure their own safety and the safety of those around them, to have an understanding of the Shire's safety policies and procedures and reporting requirements

We also have a drug and alcohol policy which involves daily breath testing and random alcohol and drug testing. The Policy clearly states what the unacceptable standards are and what remedial or disciplinary action is to be taken should there be breaches of the Policy. The Shire of Cue is also a smoke-free work environment.

## ☉ Christmas Closedown

The Shire closes between Christmas and New Year each year other than maintaining a rubbish collection service. In emergencies such as severe floods or bushfires employees may be recalled to work and the appropriate award conditions would be applied.