



Waste Site Attendant (Part Time)



Information Package



Waste Site Attendant

The Shire of Corrigin is seeking a reliable and safety-conscious Waste Site Attendant to operate the Corrigin Waste Facility during opening hours. This position is ideal for someone who enjoys working outdoors, has good customer service skills, takes pride in keeping things clean and organised, and is confident working independently.

This is a permanent part-time position with the following regular weekly schedule:

- Monday: 10.00am - 2.00pm
- Wednesday: 10.00am - 2.00pm
- Friday: 10.00am - 3.00pm
- Saturday: 10.00am - 3.00pm
- Sunday: 9.00am - 12.00pm

This position is classified at Level 2.1 of the Shire of Corrigin Enterprise Agreement 2022 with a new Agreement currently under negotiation. Generous additional benefits are provided including shift loading for weekend work, additional matching superannuation contributions, housing allowance, uniform allowance, phone allowance, and plenty of training opportunities.

Key Responsibilities:

- Open and operate the waste site during scheduled hours
- Greet and assist customers, and direct them to appropriate disposal areas
- Check loads for hazardous materials (e.g. batteries, asbestos, oil) and manage appropriately
- Maintain site tidiness and ensure rubbish is disposed of correctly
- Operate machinery such as loaders and forklifts
- Record waste received and report any safety or environmental concerns
- Support recycling efforts and ensure compliance with safety and environmental procedures

Desirable Skills and Experience / Selection Criteria:

- Experience in waste operations, outdoor work, or similar roles
- Ability to work independently and manage site operations unsupervised
- Sound understanding of workplace health and safety practices
- Experience operating heavy plant and machinery (e.g. loaders, forklifts)
- Good communication and customer service skills
- Basic record-keeping and reporting abilities
- Current WA "C" class driver's licence, "HR" class is desirable
- Construction White Card and First Aid Certificate (or willingness to obtain)
- A strong work ethic and sound judgment when dealing with unexpected situations.

How to Apply:

Applications including a resume, cover letter addressing the selection criteria, and two recent work-related referees are to be submitted to Tanya Ludlow by email at hr@corrigin.wa.gov.au by **4pm Friday 7 November 2025**.

As an equal opportunity employer, we encourage applications from individuals of all backgrounds and experiences to join our diverse and inclusive workforce.

Employment Conditions

Location	Shire of Corrigin Waste Disposal Facility Brookton Highway, Corrigin.
Industrial Agreement	Shire of Corrigin Enterprise Agreement 2022, Level 2.1 (a new Agreement is currently under negotiation) 50% shift loading on Saturdays, 75% shift loading on Sundays.
Employment Type	This is a permanent part-time position.
Hours of Work	Mondays and Wednesdays: 10am to 2pm Fridays and Saturdays: 10am to 3pm Sundays: 9am to 12pm.
Annual Leave	Four weeks annual leave for each 12 months of service, including 17.5% leave loading.
Long Service Leave	13 weeks after 10 years continuous local government service, transferable between local authorities within Western Australia.
Public Holidays	In addition to WA gazetted public holidays, two additional Local Government public holidays on 2 January and Easter Tuesday of each year if the day falls on your ordinary day of work, as per Council policy.
Other Leave	Sick, carer's and compassionate leave as per the Shire of Corrigin Enterprise Agreement 2022.
Superannuation	12% superannuation guarantee contributions with additional matching contributions available subject to the employee's own contributions, in accordance with the Shire of Corrigin Enterprise Agreement. Salary sacrifice arrangements are available for employee contributions.
Clothing Allowance	Uniform allowance of \$600 per annum (pro-rata for part-time employees) for the purchase of corporate uniform plus personal protective clothing and equipment including safety boots.
Health and Wellbeing	Annual reimbursement of up to \$250 as per policy.
Additional Benefits	Mobile phone allowance of \$10 per month. Housing allowance of \$100 per fortnight (pro-rata for part-time employees) after 12 months of continuous service.
Probationary Period	This position is subject to a three-month probationary period which may be extended if performance is not satisfactory.



Submitting Your Application – Guidelines:

These guidelines have been developed to assist you in preparing your application and to ensure all required information and documentation is submitted with your application.

Only photocopies of your qualifications, certificates and the like should be attached to your application. Please do NOT send originals. If you are applying for more than one position then separate applications must be submitted, one application for each position.

Preparing your application:

Applicants who meet the essential criteria and who from their application appear to be competitive will be short listed for an interview. This decision will be based on the information that is relevant to the position that you provide in your application. Your application should include the information listed in the following checklist:

☐ **Covering Letter**

The covering letter introduces yourself to the selection panel and should include the title of the position that you are applying for. You should explain why you are applying for the position and how you may be contacted during normal business hours.

☐ **Curriculum Vitae (Resume)**

This should provide personal details (including name, current address and telephone number), relevant work history and education, training courses attended, qualifications and professional memberships.

Relevant work history should commence with the most recent position you have held as well as the dates / periods of employment. In the description of your work history give a brief summary of the duties and responsibilities for each of the positions.

☐ **Selection Criteria**

Consideration for an interview is based upon clear demonstration of your ability to meet each of the selection criteria. Your application should contain information to address all of the selection criteria in a structured format, a short paragraph for each of the criteria will be sufficient.

☐ **Referees**

You will need to include the names and contact numbers of at least two referees, you should contact referees for approval prior to including them in your curriculum vitae. It is desirable that one referee is your current or recent supervisor / manager. During the application process, referees may be contacted to verify your claims in relation to the selection criteria.

Additional Information:

National Police Clearance

This position will require the successful applicant to provide a recent National Police Clearance. The police clearance should have been obtained within the three months prior to applying for or obtaining the position. Council will reimburse the expense of the successful applicant.

Pre-employment Medical / Physical Assessment

Preferred applicants will be required to undertake a pre-employment medical to determine the applicant's suitability to carry out the requirements of the position. Council will nominate an approved doctor and pay for the cost of the appointment for the successful applicant.

Pre-employment Drug and Alcohol Screening

This position will require the successful applicant to undergo a pre-employment drug and alcohol screening. Council will nominate an approved testing agent and pay for the cost of the drug and alcohol screening.

Fit for Work Policy

Council has a Fit for Work Policy which includes drug and alcohol testing. By accepting employment with the Shire of Corrigin employees must agree to abide by this policy which may include undergoing random drug and alcohol tests.

Forwarding Applications for the Position:

Applications will not be accepted after the closing date unless there are valid reasons and these have been communicated to the Shire prior to the closing date.

Your application can be submitted via:

- Post: Addressed as follows:
 "Private and Confidential – Waste Site Attendant"
 Human Resources Officer
 Shire of Corrigin
 PO Box 221
 CORRIGIN WA 6375
- Email: hr@corrigin.wa.gov.au
 Please ensure that the subject line is marked as follows:
 "Private and Confidential – Waste Site Attendant"



Working at the Shire of Corrigin

The Shire of Corrigin has a friendly, team-orientated, and highly motivated workforce providing quality services and facilities to residents and visitors to Corrigin. Working with a small, dedicated team provides an opportunity to work on a diverse range of areas and staff are encouraged to develop skills and knowledge based on areas of interests.

Vision

A welcoming, growing and healthy community to live and work.

Mission

We provide leadership to our local community and the delivery of services and facilities to make Corrigin a healthy, happy, growing and inclusive community.

Our Commitments

Staff work together to ensure the Shire of Corrigin is financially stable, is well resourced and has excellent planning. We pride ourselves on our safe workplaces for employees, contractors, visitors, elected members and residents.

The employees are our greatest asset in working toward our vision. The success of our daily operations and delivery of major capital projects relies on the contribution of the dedicated and loyal employees.

The employees of the Shire of Corrigin have made the following commitments:

- We will be professional and have a strong work ethic
- We will work together as a team to achieve our goals
- We will take pride in our work and strive to continually improve the way we do things
- We will communicate with each other and to our community in a positive and respectful manner
- We will provide a safe, healthy and inclusive work environment
- We will support local businesses when possible
- We will be a leader in local government governance and operations



Employee Benefits

Individual conditions of employment are outlined in the Letter of Appointment and/or Employment Contract. The following additional benefits are available when joining the team at the Shire of Corrigin.

Flexible Work Arrangements

The Shire understands that flexible work arrangements help employees achieve a work-life balance and create a positive work environment. Employees can negotiate flexible working arrangements, depending on the individual circumstances and requirements of the position. The Shire supports family friendly or part time employment options.

Competitive Salary

The Shire of Corrigin Enterprise Agreement and contract salary packages provide for competitive salaries that are above the award wages.

Salary Packaging

Salary packaging is available for permanent employees for items such as vehicles or laptop computers.

Hours of Work

Most full time office staff work Monday to Friday from 8.30am to 5.00pm with half an hour for lunch and a Rostered Day Off each month. Part time and contract staff may have different negotiated arrangements.

The outside staff generally work Monday to Friday, from 7.00am to 4.00pm with a Rostered Day Off each fortnight. Additional overtime maybe be required during busy times.

Full time staff work a minimum of 76 hours per fortnight.

Additional Superannuation

In addition to the 12% superannuation guarantee amount the Shire of Corrigin will match employee superannuation contributions up to a maximum of 3.5%, or 5% for contract positions.

Annual Leave

Annual leave is able to be taken as soon as it is accrued rather than wait for the 12 month anniversary of employment.

Leave loading of 17.5% is paid on annual leave taken with the exception of contract positions.

Long Service Leave

All permanent full-time employees of the Shire are entitled to 13 weeks long service leave after completing 10 years of continuous service in Local Government. Permanent part time and casual employees are entitled to a pro rata long service leave accrual after completing 10 continuous years of service. Long service leave accruals are transferable between all local government authorities in Western Australia

Personal Leave

Personal / carer's and bereavement leave is paid as per the Shire of Corrigin Enterprise Agreement or Minimum Conditions of Employment Act.

Parental Leave

Parental leave arrangements are included in the Shire of Corrigin Enterprise Agreement or National Employment Standards.

Professional Development and Training Opportunities

Ongoing professional development is encouraged and the Shire of Corrigin supports employees to gain new knowledge and skills. Study leave and financial support is available to employees wishing to gain TAFE or university qualifications.

Internal Promotion and Higher Duties

Opportunities are provided for employees to perform higher duties and act in senior roles from time to time. Existing employees are encouraged to apply for internally advertised positions when vacancies arise.

Corporate Uniform

All permanent employees are entitled to an annual uniform allowance of \$600 and personal protective clothing to ensure the safety of employees. Part time employees receive a pro rata allowance.

Smoke Free Workplace

The Shire Administration office, Community Resource Centre, Pool and Depot, as well as all shire vehicles are smoke-free.



Health and Wellbeing Program

The Shire is committed to providing employees with a safe, healthy and supportive work environment. The shire recognises the importance of a supportive workplace culture where healthy lifestyle choices are valued and encouraged.

The health and wellbeing of employees and maintaining a good work life balance enables employees to fulfil their work and personal responsibilities effectively and efficiently which benefits both the employee and employer.

The health and wellbeing support services and incentives aim to improve the general health of employees, assist with retention and attraction of staff and assist in the reduction of workers compensation claims.

Employee Support Services

The Shire of Corrigin provides a range of opportunities and support services to create a healthy workplace, improve awareness of health issues, lower risk factors and improve employee safety.

All employees are offered access to the following services:

- Skin cancer screening.
- Hearing testing.
- Flu vaccinations.
- Injury prevention such as manual task training and ergonomic assessments.
- Health and wellbeing assessments.
- Healthy lifestyle programs.
- Mental health awareness.
- First Aid training

Additional health and wellbeing programs are promoted throughout the year depending on topical issues, demand, funding and work arrangements.

Health and Wellbeing Incentives

To encourage fitness and general wellbeing, all permanent full time and part time employees are offered an incentive up a maximum value of \$250 per financial year and may be used for the following:

- Season pass for individuals or families (immediate family and dependent children under 16).
- Heated pool entry passes or aqua aerobics classes.

- Reimbursement of local Corrigin sporting team membership fees for active participation eg football, netball, hockey, cricket, tennis, bowls, etc.
- Reimbursement of local personal training or fitness programs or classes.
- Massage, physiotherapy, chiropractor, or any other therapy to assist health and wellbeing.
- Gym membership.
- Other options considered

Employee Assistance Program

Employees can access free and confidential counselling sessions over the telephone or face to face. Employees requiring longer term counselling are encouraged to discuss alternative support which may require a medical referral.

Recognition of Service

The long and loyal service of employees is highly valued and recognized with length of service awards.

Equal Opportunity Employer

The Shire of Corrigin treats all employees equally and ensures that the best person is hired for a position based on positive attitude, qualifications, experience and knowledge.

Employees from a diverse range of cultures, race, religion, age, gender or disabilities are welcome at the Shire of Corrigin and add valuable skills, knowledge and experiences.

Modern Office Facilities

The Administration Office, Community Resource Centre, Works Depot and Pool are all modern, spacious, air-conditioned buildings with kitchen facilities and a range of individual and shared office spaces.

Employee Social Activities

Working at the Shire of Corrigin is more than just a job. Taking a break from work to get to know fellow employees and socialise is important in maintaining a great team culture. Staff are encouraged to attend breakfast, lunchtime or after work social events.

Employees support a range of voluntary and charitable activities including delivering weekly Meals on Wheels, Containers for Change donations, appeals and fundraising events.

The Shire provides an annual Christmas function for elected members, employees and families.

**For further information about the Shire of Corrigin visit our website.
www.corrigin.wa.gov.au**

