



# COUNCIL AND THE REGION

## P&C Factsheet

### Working with Council

Council is one of the largest employers in the South Burnett region, maintaining offices and depots in Kingaroy, Nanango, Wondai, Murgon and Blackbutt. Council recognises its role in service provision to ratepayers and the public, and places customer satisfaction at the forefront of all processes. In order to maximise efficiency in its service provision, Council has structured the organisation into four (4) main service areas:

- Executive Services
- Finance & Corporate
- Infrastructure
- Liveability

Meanwhile, with a large array of services to administer over a significant geographical area, Council recognises its workforce as its greatest asset in achieving operational and corporate objectives. With a workforce of approximately 330, Council takes a proactive stance towards the recruitment and retention of high-calibre employees, and to this end has developed generous terms and conditions of employment including:

- A nine (9) day fortnight Rostered Day Off scheme for full-time employees;
- Relocation Assistance (financial reimbursement) may be available for employees required to relocate in order to undertake employment with Council;
- A Learning and Development program to encourage “best practice” in the workforce, and provide employees with a greater depth of skills and knowledge;
- An internal recruiting scheme, to facilitate skilling opportunities and career development;
- Generous salary and superannuation stipulations (the Local Government Superannuation Scheme will apply); and
- Salary sacrificing opportunities.

Despite operating from numerous work sites, Council endeavours to maintain a cohesive, amiable workforce, and promote efficiency by clearly disseminating procedures and processes relating to various Council functions (e.g. records management; recruitment and selection). A modern working environment and exploration of “best management” practices also serve to create a more effective working landscape.

Council has taken care with the establishment of its recruitment and selection procedures, which aim to recruit high-calibre staff and also foster the development of employees through internal employment opportunities. Council’s recruitment and selection procedures are specifically aimed at promoting fair and accurate employment decisions, based on Merit and Equal Employment Opportunity principles and legislation.

Council’s conditions of employment are governed by various industrial instruments, including Certified Agreements, in-house Policy and Procedure documents, the *Queensland Local Government Act 2009* and the *Queensland Local Government Industry Award – State 2017*.

Council views workplace health and safety as an integral component of all work sites and practices. Council has adopted a Zero Harm Safety Strategy to guide workplace health and safety within the organisation, in conjunction with Workplace Health and Safety legislation and policies, and has implemented measures to ensure all employees are aware of their responsibilities.

Conditions of employment specific to an employee and their circumstances will generally be outlined in the Letter of Offer of employment, and the relevant Position Description.

### For Further Information

Please contact our friendly People & Culture Team on (07) 4189 9100.

[www.southburnett.qld.gov.au](http://www.southburnett.qld.gov.au)



## THE SOUTH BURNETT REGION

The South Burnett region is uniquely positioned to offer lifestyle and employment opportunities that other regions can only envy. The South Burnett region covers a geographical area of approximately 8,400 km<sup>2</sup> and is home to over 32,500 people. The close-knit communities, with many towns less than 15 minutes from each other, deliver services normally associated with larger populations. Natural surrounds and rolling landscape give the region a relaxed atmosphere. An array of services, retail and events can be found across the region, along with high quality educational, medical and recreational facilities. All this, while being tantalizingly close to Brisbane and the Sunshine Coast.

South Burnett's economy is diverse, with significant contributions from various industries, including Agriculture, Manufacturing, Health Care and Construction. The largest contributor to the region's economy is Agriculture, which also has a large range. The region is probably best known for pork, peanuts, navy beans and wine, complemented by cropping and grazing. Niche agricultural activity including capers, stone fruit, cotton and dubosia showcase the ideal growing conditions and variety of produce. This diversity creates a strong base for the regional economy, enabling service sector growth as primary employers in the region expand their footprint.

With its varying landscape, the South Burnett offers a myriad of exploration and camping opportunities for the outdoors enthusiast. A walk through the Bunya Mountains National Park is a must-do experience and you can be sure that a wallaby (or ten) will be watching you as they nibble their way around the public areas on top of the world.

The South Burnett Rail Trail enables users to walk, run and cycle in safety on Queensland's longest sealed rail trail. From Kingaroy to Murgon, the South Burnett Rail Trail meanders through farmland, stretches over hills, rolls across bridges reminiscent of yesteryear's rail and provides opportunity for culinary delights in villages along the way.

If you'd prefer to wet a line, the South Burnett region hosts two (2) of the most consistent inland fishing spots in Queensland. You can camp on the water's edge at Lake Boondooma Caravan and Recreation Park and Yallakool Caravan Park on Bjelke-Peterson Dam is just the place to catch up on the things that matter. Both parks offer modern amenities and a variety of accommodation services, from fully self-contained cabins to powered caravan sites. There are also numerous nature trails and bird watching facilities provided.

As well as parks and recreational areas, Council maintains libraries, visitor information centres, galleries, museums, and aquatic centres in most townships. The long-established museums offer a riveting insight into the past, with some museums choosing to focus on the industries established upon initial settlement – namely, the dairy, timber and energy industries. As the region was one of the first to be settled in Queensland, the historical significance of the area is a delight to enthusiasts.

Meanwhile, the Visitor Information Centres are attractions in their own right, with some being situated in buildings of local historical significance. The centres are well-integrated with local tourism providers, accommodation providers and community groups and can provide visitors with a comprehensive snapshot of all that the area has to offer. As over 150 volunteers serve in the Centres, visitors are sure to receive friendly, first-hand knowledge from local residents who are passionate about their region.

Community participation is a focal point of the region, with local groups including musical bands, garden clubs, amateur theatrical groups, a spinners and weavers club, photography clubs, and a soaring club. These community groups, along with all that the townships and rural lifestyle have to offer, help make the South Burnett region a great place to live and visit.

### For Further Information

Websites which may be of interest include:

[www.discoversouthburnett.com.au](http://www.discoversouthburnett.com.au)

[www.southburnett.qld.gov.au](http://www.southburnett.qld.gov.au)

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