

FACT SHEET



Title: Casual Position Essential Qualifications & Pay Rates

CATEGORY: HUMAN RESOURCE MANAGEMENT (HRM)

OWNER: PEOPLE AND CULTURE
CORPORATE SERVICES

INTRODUCTION

This fact sheet is intended to provide a general overview of casual position pay rates and qualifications that are deemed essential for casual positions.

PAY RATES

Work Area	Position	Salary Level	Hourly Rate <i>including Casual Loading</i>
Aquatics	Aquatic Timing Officer	Level 2.1*	\$32.04
Aquatics	Aquatic Service Officer	Level 3.1	\$35.58
Aquatics	Aquatic Supervisor	Level 5.1	\$43.58
Catering	Cafe F&B Attendant	Level 2.1*	\$32.04
Catering	Catering F&B Attendant Casual	Level 2.1*	\$32.04
Catering	Catering Runner/Storeman	Level 2.1*	\$32.04
Catering	Kitchenhand	Level 2.1*	\$32.04
Catering	Cafe Team Leader	Level 3.1	\$35.58
Catering	Catering Supervisor	Level 3.1	\$35.58
Catering	Cook	Level 3.1	\$35.58
Catering	Chef	Level 3.5	\$38.87
Catering	Sous Chef	Level 5.5	\$47.56
Fitness	Fitness Instructor	Level 3.1	\$35.58
Fitness	Life Program Supervisor	Level 3.1	\$35.58
Fitness	Personal Trainer	Level 8.2	\$61.57
Fitness	Group Fitness Trainer	Level 8.4	\$65.39
Fitness	Triathlon Trainer	Level 8.4	\$65.39
Fitness	Exercise Physiologist	Level 9.3	\$72.96
Fitness	Group Fitness Instructor	Level 9.3	\$72.96
Fitness	MetaPOWER Instructor	Level 9.3	\$72.96
HBF Park	Area Supervisor	Level 3.1	\$35.58
HBF Park	Venue Control	Level 4.1	\$39.70
HBF Park	Event Supervisor	Level 5.1	\$43.58
HBF Park	Area Supervisor Stagehand Overnight	Level 5.1	\$43.58

HBF Park	Communications Officer	Level 7.1	\$54.32
Programs	Sales Officer	Level 1.1 PSCSAA	\$36.46
Programs	Customer Service Officer	Level 2.1 PSCSAA	\$43.00
Programs	Crèche Attendant	Level 2.1*	\$32.04
Programs	Futsal Referee	Level 2.1*	\$32.04
Programs	Netball Umpire	Level 2.1*	\$32.04
Programs	Kids Club Leader	Level 2.2*	\$32.73
Programs	Sports Experience Leader	Level 2.2*	\$32.73
Programs	Kids Club Supervisor	Level 3.1	\$35.58
Programs	Kids Gym Instructor	Level 3.1	\$35.58
Programs	Adult Gym Instructor	Level 3.2	\$36.40
Programs	Breakdancing Instructor	Level 3.2	\$36.40
Programs	Sports Coach - Basketball	Level 3.2	\$36.40
Programs	Sports Coach - Kids Tri	Level 3.2	\$36.40
Programs	Sports Coach - Netball	Level 3.2	\$36.40
Programs	Sports Coach - Soccer	Level 3.2	\$36.40
Programs	Futsal Referee Qualified	Level 3.5	\$38.87
Programs	Netball Umpire Qualified	Level 3.5	\$38.87
Programs	Crèche Supervisor	Level 4.1	\$39.70
Programs	Futsal Referee Supervisor	Level 4.1	\$39.70
Programs	Netball Umpire Supervisor	Level 4.1	\$39.70
Programs	Futsal Referee Qualified Supervisor	Level 4.3	\$41.37
Programs	Netball Umpire Qualified Supervisor	Level 4.3	\$41.37
Programs	Adult Gym Supervisor (Level 5)	Level 5.1	\$43.58
Programs	Breakdancing Supervisor (Level 5)	Level 5.1	\$43.58
Programs	Kids Gym Supervisor	Level 5.1	\$43.58
Programs	Adult Gym Supervisor (Level 8)	Level 8.1	\$59.74
Programs	Breakdancing Supervisor (Level 8)	Level 8.1	\$59.74
Programs	Bike Education Program Instructor	Level 9.3	\$72.96
Reception	Aquatic Cashier/Cleaner	Level 2.1*	\$32.04
Swim School	Swim Instructor - Learn to Swim	Level 3.2	\$36.40
Swim School	Swim Instructor - Adult Private Lessons	Level 3.2	\$36.40
Swim School	Pool Deck Supervisor	Level 4.3	\$41.37
Venue Delivery	Cashier - High Performance Sport	Level 2.1*	\$32.04
Venue Delivery	Stage Hand	Level 2.1*	\$32.04
Venue Delivery	Usher/Ticket Scanner	Level 2.1*	\$32.04
Venue Delivery	Audio/Lighting/Video/CCTV Operator (3)	Level 3.1	\$35.58
Venue Delivery	BOH Runner/Stagedoor	Level 3.1	\$35.58
Venue Delivery	Car Park Supervisor	Level 3.1	\$35.58
Venue Delivery	First Aid Officer	Level 3.1	\$35.58
Venue Delivery	FOH Supervisor	Level 3.1	\$35.58
Venue Delivery	Sign On/Comms/Merchandise Officer	Level 3.1	\$35.58



Venue Delivery	Venue Officer (Level 3)	Level 3.1	\$35.58
Venue Delivery	Venue Officer (Level 3)	Level 3.1	\$35.58
Venue Delivery	Audio/Lighting/Video/CCTV Operator (4)	Level 4.1	\$39.70
Venue Delivery	Event Support Officer	Level 4.1	\$39.70
Venue Delivery	Functions Supervisor	Level 4.1	\$39.70
Venue Delivery	Traffic Mgmt. and Car Park Supervisor	Level 4.1	\$39.70
Venue Delivery	Venue Officer (Level 4)	Level 4.1	\$39.70
Venue Delivery	Venue Officer (Level 4)	Level 4.1	\$39.70
Venue Delivery	FOH Manager	Level 5.1	\$43.58
Venue Delivery	Event Supervisor	Level 5.1	\$43.58
Venue Delivery	Stage Hand Overnight	Level 5.1	\$43.58
Venue Delivery	Venue Supervisor	Level 5.1	\$43.58
Venue Delivery	Venue Supervisor	Level 5.1	\$43.58
Venue Delivery	Duty Manager	Level 8.1	\$59.74

AGE RATES

For employees under the age of 21, the following age rates apply for positions classified at Level 2 VWGA:

- 16 years - \$16.02 per hour (including casual loading)
- 17 years - \$19.22 per hour (including casual loading)
- 18 years - \$22.43 per hour (including casual loading)
- 19 years - \$25.63 per hour (including casual loading)
- 20 years – \$28.84 per hour (including casual loading)

QUALIFICATIONS

Essential qualifications for casual positions are detailed in the table below.

Employees commencing in a casual position are required to hold all essential qualifications at the time of commencement (unless otherwise specified) for each position in which they are employed.

POSITION	ESSENTIAL QUALIFICATION/CERTIFICATION
GROUNDSKEEPER GROUNDS BUILDINGS MAINTENANCE OFFICER	Pesticide Operator's Licence
AQUATIC SERVICE OFFICER (LIFEGUARD)	Pool Lifeguard Provide First Aid Provide CPR
AQUATIC SUPERVISOR	Pool Operators/Managers Certificate RLSSWA Pool Lifeguard Certificate Provide First Aid Certificate (HLTAID003 or equivalent)

POSITION	ESSENTIAL QUALIFICATION/CERTIFICATION
	Self-Contained Breathing Apparatus Certificate Operate and Control Liquefied Chlorine Gas Disinfection or Work Safely With Liquefied Chlorine Gas Certification; or capacity to complete within 2 months of commencement LIWA Accreditation
CATERING ATTENDANT (FOR POSTIONS REQUIRED TO SERVE ALCOHOL)	Responsible Service of Alcohol
CHEF/SOUS CHEF	Chef Qualification
ALL POSITIONS REQUIRED TO OPERATE A FORKLIFT	Worksafe Licence to Perform High Risk Work for Forklift
FIRST AID OFFICER FIRST AID ATTENDANT	Provide First Aid and Provide Cardiopulmonary Resuscitation Certificate
FITNESS INSTRUCTOR	Certificate III in Fitness (SIS30315) Provide First Aid Certificate Provide CPR
COACH/UMPIRE	Provide Cardiopulmonary Resuscitation Certificate Coaching Qualification (for Qualified Coach positions) Umpiring Qualification (for Qualified Umpire positions)
PROGRAM INSTRUCTOR	Provide Cardiopulmonary Resuscitation Certificate Bronze Medallion OR Teacher of Swimming and Water Safety Certificate (for water related programs)
PROGRAM SUPERVISOR	Provide First Aid and Provide Cardiopulmonary Resuscitation Certificate Bronze Medallion OR Teacher of Swimming and Water Safety Certificate (for water related programs)
KIDS GYMNASTICS INSTRUCTOR	Provide Cardiopulmonary Resuscitation Certificate
LEARN TO SWIM INSTRUCTOR	Provide Cardiopulmonary Resuscitation Certificate AustSwim or RLSSA Swim Instructor Certificate
GROUP FITNESS INSTRUCTOR	First Aid and Resuscitation Certificate Certificate III in Fitness or Les Mills Gel Group Fitness Certification (for specialised classes only)
PERSONAL TRAINER	Certificate III in Fitness Certificate IV Personal Training Provide First Aid and Provide Cardiopulmonary Resuscitation Certificate



POSITION	ESSENTIAL QUALIFICATION/CERTIFICATION
SALES OFFICER	Provide First Aid Provide CPR

CHILD-RELATED WORK

All positions that engage in child related work (even those not listed in this document) require a Working with Children Check as detailed in the HRM Pre-Employment Screening Procedure. ‘Child related work’ means that the usual duties of the position involve, or are likely to involve, contact with a child, in connection with one of the categories defined in Section 6 of the *Working with Children (Criminal Record Checking) Act 2004*.

DOCUMENTS

Working with Children (Criminal Record Checking) Act 2004

HRM - Learning and Development Policy

HRM - Learning and Development Procedure

HRM - Recruitment, Selection and Appointment Policy

HRM - Pre-Employment Screening Procedure

FURTHER INFORMATION

If you require further information, please contact People and Culture.

The information contained in this document is intended as a ‘guide’ only. Reference should be made to the relevant legislation, Commissioner’s Instructions and policies for more detail.

