



Gardener Groundsperson

Position No:	00025517
Classification	Level 2 (GSMGA)
Division:	Heritage and Property Services
Directorate:	Fremantle Prison Built Heritage
Reports to:	Manager Facilities, 00025513, Level 6
Direct reports:	0
Leadership Context:	Personal Leadership

Position Overview

The Gardener Groundsperson provides general gardening and cleaning services for Fremantle Prison, ensuring that it is presented to visitors and the general public to agreed standards.

Responsibilities

Gardening

- Mow all lawn areas as per mowing schedule.
- Regularly remove all weeds from gardens, courtyards and other areas of the precinct.
- Clear, plant and fertilise garden beds as directed.
- Fertilise, prune and remove branches from all trees and plants as directed.
- Clean parking areas, parade grounds and other areas as directed.
- Ensure all equipment, implements and related materials are used appropriately, maintained and stored in a neat and tidy fashion, and kept secured at all times.

Cleaning and Maintenance

- Sweep and clean gatehouse area including visitor centre, offices, tour assembly areas and all display areas.
- Clean and wash down all toilets in Gatehouse, Main Cell Block, East Workshops and Parade Ground.
- Sweep and remove all rubbish from the Main Cell Block and Parade Ground.
- Wash floors in Main Cell Block (subject to function use).
- Ensure that adequate cleaning materials are in stock and advise the Supervisor when additional cleaning materials are required.
- Clean areas as required following functions and events.
- Clean other areas at the precinct as required.
- Carry out minor maintenance as required.

Other

- Perform other duties as directed.
- Demonstrate professional and ethical workplace behaviours in alignment with the Department's Code of Conduct and Values. This includes ensuring work practices and behaviours foster an equitable, diverse, and inclusive work environment and support a safe and healthy workplace in accordance with Work Health and Safety legislation.

Essential Requirements

- Experience in cleaning in a commercial or institutional environment.
- Experience in the safe use and storage of common cleaning consumables in a commercial or institutional environment.
- Experience in maintaining lawns/grounds.
- Experience in the safe operation and care of a variety of gardening machinery (for example, ride-on and standard mowers, edgers, blowers, brush cutters).
- Demonstrate the behaviours within the leadership context as outlined below.

Desirable Requirements

- This position does not have any desirable requirements.

Special Requirements

- Workers must have a baseline audiometric test within three (3) months of commencing employment and then every two (2) years thereafter.
- Possession of a current 'C' Class driver's licence.
- The ability to work outside normal business hours to meet variable work demand.

Mandatory Pre Employment Requirements

- All positions within the Department require the occupant to have a Nationally Coordinated Criminal History Check (NCCHC) conducted with a satisfactory outcome.
- A pre-employment Conflict of Interest will be completed and assessed prior to appointment.

Workplace Behaviours and Expectations

The Department's [Code of Conduct](#) sets out the professional behaviours that we expect of our employees and consistent with our departmental values.

The [Public Sector Commission's Leadership Expectations](#) provide a clear understanding of expected leadership behaviours and associated mindsets for all public sector employees. The expected behaviours (see below) should be demonstrated in the context of [Personal Leadership](#) for this position.

Lead collectively	Seek and build key relationships, work together and focus on the greater good
Think through complexity	Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks
Dynamically sense the environment	Be in tune with the political, social and environmental trends that impact the work, understand and recognise the needs of others and leverage relationships for desired outcomes.
Deliver on high leverage areas	Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
Build capability	Proactively develop others, share learning to promote efficiency and effectiveness, and champion diversity and inclusion
Embody the spirit of public service	Display empathy, compassion, humility and integrity, and a genuine passion for the work, demonstrate a responsibility to Western Australians, and work in the interests of the public good
Lead adaptively	Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts

Further information can be obtained from looking at the [behaviour descriptors](#).

Our Vision and Values

To respect the past, to create opportunities today and to plan for the future.

Our values shape our attitude and actions, guiding us both personally and professionally.

Respect	We respect that our work is personal to our stakeholders and that every piece of land and site has a story.
Collaboration	We engage and collaborate to build prosperous places and connected communities.
Integrity	Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.
Innovation	We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.
Professionalism	Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.
Accountability	We work in the interest of the public and take responsibility for our actions and decisions.

Acknowledgement of Country

The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters, and community. We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.

Registration Date	11 March 2026	Registering Officer	Susan Berkin <i>Susan Berkin</i>
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