

# FACT SHEET

## Casual Position Essential Qualifications & Pay

CATEGORY: HUMAN RESOURCE MANAGEMENT  
OWNER: PEOPLE & CULTURE CORPORATE SERVICES  
REFERENCE: D19/23096

### 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.

### PAYRATES

| Work Area | Position                            | Salary Level     | Hourly Rate<br>including Casual<br>Loading |
|-----------|-------------------------------------|------------------|--|
| 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                        | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Programs       | Futsal Referee                          | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Programs       | Netball Umpire                          | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Programs       | Kids Club Leader                        | <b>Level 2.2*</b> | <b>\$32.73</b> |
| Programs       | Sports Experience Leader                | <b>Level 2.2*</b> | <b>\$32.73</b> |
| Programs       | Kids Club Supervisor                    | Level 3.1         | <b>\$35.58</b> |
| Programs       | Kids Gym Instructor                     | Level 3.1         | <b>\$35.58</b> |
| Programs       | Adult Gym Instructor                    | Level 3.2         | <b>\$36.40</b> |
| Programs       | Breakdancing Instructor                 | Level 3.2         | <b>\$36.40</b> |
| Programs       | Sports Coach - Basketball               | Level 3.2         | <b>\$36.40</b> |
| Programs       | Sports Coach - Kids Tri                 | Level 3.2         | <b>\$36.40</b> |
| Programs       | Sports Coach - Netball                  | Level 3.2         | <b>\$36.40</b> |
| Programs       | Sports Coach - Soccer                   | Level 3.2         | <b>\$36.40</b> |
| Programs       | Futsal Referee Qualified                | Level 3.5         | <b>\$38.87</b> |
| Programs       | Netball Umpire Qualified                | Level 3.5         | <b>\$38.87</b> |
| Programs       | Crèche Supervisor                       | Level 4.1         | <b>\$39.70</b> |
| Programs       | Futsal Referee Supervisor               | Level 4.1         | <b>\$39.70</b> |
| Programs       | Netball Umpire Supervisor               | Level 4.1         | <b>\$39.70</b> |
| Programs       | Futsal Referee Qualified Supervisor     | Level 4.3         | <b>\$41.37</b> |
| Programs       | Netball Umpire Qualified Supervisor     | Level 4.3         | <b>\$41.37</b> |
| Programs       | Adult Gym Supervisor (Level 5)          | Level 5.1         | <b>\$43.58</b> |
| Programs       | Breakdancing Supervisor (Level 5)       | Level 5.1         | <b>\$43.58</b> |
| Programs       | Kids Gym Supervisor                     | Level 5.1         | <b>\$43.58</b> |
| Programs       | Adult Gym Supervisor (Level 8)          | Level 8.1         | <b>\$59.74</b> |
| Programs       | Breakdancing Supervisor (Level 8)       | Level 8.1         | <b>\$59.74</b> |
| Programs       | Bike Education Program Instructor       | Level 9.3         | <b>\$72.96</b> |
| Reception      | Aquatic Cashier/Cleaner                 | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Swim School    | Swim Instructor - Learn to Swim         | Level 3.2         | <b>\$36.40</b> |
| Swim School    | Swim Instructor - Adult Private Lessons | Level 3.2         | <b>\$36.40</b> |
| Swim School    | Pool Deck Supervisor                    | Level 4.3         | <b>\$41.37</b> |
| Venue Delivery | Cashier - High Performance Sport        | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Venue Delivery | Stage Hand                              | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Venue Delivery | Usher/Ticket Scanner                    | <b>Level 2.1*</b> | <b>\$32.04</b> |
| Venue Delivery | Audio/Lighting/Video/CCTV Operator (3)  | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | BOH Runner/Stagedoor                    | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | Car Park Supervisor                     | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | First Aid Officer                       | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | FOH Supervisor                          | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | Sign On/Comms/Merchandise Officer       | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | Venue Officer (Level 3)                 | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | Venue Officer (Level 3)                 | Level 3.1         | <b>\$35.58</b> |
| Venue Delivery | Audio/Lighting/Video/CCTV Operator (4)  | Level 4.1         | <b>\$39.70</b> |
| Venue Delivery | Event Support Officer                   | Level 4.1         | <b>\$39.70</b> |
| Venue Delivery | Functions Supervisor                    | Level 4.1         | <b>\$39.70</b> |
| Venue Delivery | Traffic Mgmt. and Car Park Supervisor   | Level 4.1         | <b>\$39.70</b> |
| Venue Delivery | Venue Officer (Level 4)                 | Level 4.1         | <b>\$39.70</b> |
| Venue Delivery | Venue Officer (Level 4)                 | Level 4.1         | <b>\$39.70</b> |
| Venue Delivery | FOH Manager                             | Level 5.1         | <b>\$43.58</b> |

|                |                      |           |                |
|----------------|----------------------|-----------|----------------|
| Venue Delivery | Event Supervisor     | Level 5.1 | <b>\$43.58</b> |
| Venue Delivery | Stage Hand Overnight | Level 5.1 | <b>\$43.58</b> |
| Venue Delivery | Venue Supervisor     | Level 5.1 | <b>\$43.58</b> |
| Venue Delivery | Venue Supervisor     | Level 5.1 | <b>\$43.58</b> |
| Venue Delivery | Duty Manager         | Level 8.1 | <b>\$59.74</b> |

## **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.

| <b>POSITION</b>  | <b>ESSENTIAL QUALIFICATION/CERTIFICATION</b>  |
|--|---|
| <b>GROUNDSKEEPER<br/>GROUNDS BUILDINGS MAINTENANCE OFFICER</b> | Pesticide Operator's Licence  |
| <b>AQUATIC SERVICE OFFICER (LIFEGUARD)</b>                     | Pool Lifeguard Provide First Aid Provide CPR  |
| <b>AQUATIC SUPERVISOR</b>                                      | Pool Operators/Managers Certificate<br>RLSSWA Pool Lifeguard Certificate<br>Provide First Aid Certificate (HLTAID003 or equivalent) Self-Contained Breathing Apparatus Certificate<br>Operate and Control Liquefied Chlorine Gas Disinfection or Work Safely With Liquefied Chlorine Gas Certification; or capacity to complete within 2 months of commencement<br>LIWA Accreditation |

| POSITION   | ESSENTIAL QUALIFICATION/CERTIFICATION  |
|--|--|
| <b>CATERING ATTENDANT (FOR POSTIONS REQUIRED TO SERVE ALCOHOL)</b> | Responsible Service of Alcohol   |
| <b>CHEF/SOUS CHEF</b>  | Chef Qualification   |
| <b>ALL POSITIONS REQUIRED TO OPERATE A FORKLIFT</b>                | Worksafe Licence to Perform High Risk Work for Forklift  |
| <b>FIRST AID OFFICER FIRST AID ATTENDANT</b>                       | Provide First Aid and Provide Cardiopulmonary Resuscitation Certificate  |
| <b>FITNESS INSTRUCTOR</b>  | Certificate III in Fitness (SIS30315) Provide First Aid Certificate<br>Provide CPR   |
| <b>COACH/UMPIRE</b>  | Provide Cardiopulmonary Resuscitation Certificate<br>Coaching Qualification (for Qualified Coach positions) Umpiring Qualification (for Qualified                            |
| <b>PROGRAM INSTRUCTOR</b>  | Provide Cardiopulmonary Resuscitation Certificate<br>Bronze Medallion OR Teacher of Swimming and Water Safety Certificate (for water related programs)                       |
| <b>PROGRAM SUPERVISOR</b>  | Provide First Aid and Provide Cardiopulmonary Resuscitation Certificate<br>Bronze Medallion OR Teacher of Swimming and Water Safety Certificate (for water related programs) |
| <b>KIDS GYMNASTICS INSTRUCTOR</b>                                  | Provide Cardiopulmonary Resuscitation Certificate  |
| <b>LEARN TO SWIM INSTRUCTOR</b>                                    | Provide Cardiopulmonary Resuscitation Certificate<br>AustSwim or RLSSA Swim Instructor Certificate   |
| <b>GROUP FITNESS INSTRUCTOR</b>                                    | First Aid and Resuscitation Certificate<br>Certificate III in Fitness or Les Mills Gel Group Fitness Certification (for specialised classes only)                            |
| <b>PERSONAL TRAINER</b>  | Certificate III in Fitness<br>Certificate IV Personal Training<br>Provide First Aid and Provide Cardiopulmonary Resuscitation Certificate                                    |
| <b>SALES OFFICER</b>   | Provide First Aid<br>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

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