

Role Statement



ROLE TITLE: HR/IR Consultant
CLASSIFICATION LEVEL: ASO4

Organisation Overview

The Department of Planning, Transport and Infrastructure (DPTI) serves the South Australian community by providing safe, effective and efficient planning, transport and infrastructure networks across the state and facilitating development of the State's Infrastructure.

DPTI is a values based organisation and relies on its people to live the values through positive behaviours to improve outcomes for employees and all South Australians.

By working together we capitalise on a unique and powerful opportunity – to connect with every part of our community and deliver positive outcomes every day.

Division

People and Business Division comprises eight directorates: Capital Initiatives, Customer and Information Services, Finance and Risk, Procurement and Contracting, People and Performance, Commercial and Legal, Infrastructure Delivery and Enterprise Information Management.

People and Performance directorate focuses upon maximising employee engagement and performance across the Department.

Role Overview

The HR/IR Consultant is responsible for providing and coordinating advisory and consultancy services on a diverse range of complex and sensitive human resource and industrial relations matters. This work contributes to the provision of a flexible and adaptable workforce within the relevant legislation, industrial instruments and across-government policies and priorities, as well as the effective and efficient implementation of best human resource practice in the Department.

Duties involve the provision of advice, interpretation of various industrial instruments and legislation, leading less complex case management matters, and supporting complex case management matters; including misconduct, medical incapacity, performance management, change management, and classification assessments. The role will be responsible for drafting formal documentation, including recommendations for senior management's consideration.

The HR/IR Consultant works extensively on a day-to-day basis with other Unit team members and senior management across the Department and liaises with other agencies and the Commissioner for Public Sector Employment on specific matters.

Directorate: People and Performance
Position Number: New
ANZSCO Code: 2231
Location: Adelaide CBD
Knet No: #11150621



Government of South Australia
Department of Planning,
Transport and Infrastructure

Key Outcomes of the Role

The HR/IR Consultant is required to undertake a wide range of activities which may include all or any of the following:

- a. Coordinating, or undertaking a range of complex functions associated with, assigned discrete programs, projects, systems and/or services that are consistent with agency strategies, policies and priorities and deliver the Section's objectives.
- b. Supervising and training staff where required, coordinating resources and ensuring the standard of work quality, service delivery and/or compliance with regulations, codes, and specifications meets the Section's objectives.
- c. Undertaking investigations, preparing reports with recommendations, maintaining records and systems and contributing to the development of programs, services and projects and performance benchmarking.
- d. Liaising and negotiating with internal and external stakeholders and service providers to address concerns associated with, and to progress and provide input into, assigned programs, projects, systems and/or services.
- e. Undertaking a broad range of research and analysis to provide advice, information and correspondence that supports the delivery of assigned agency programs, projects, systems, policies and/or services.
- f. Supporting and/or contributing to the development and implementation of relevant and effective policies, strategies, standards, guidelines and procedures to meet program or Section goals and objectives.
- g. Contributing to a safe, diverse and healthy work environment free from discrimination and harassment by working in accordance with legislative requirements, the [Code of Ethics for the South Australian Public Sector](#), equal employment opportunity and departmental human resource policies, including Work Health Safety and Wellbeing requirements.
- h. Contributing to a high standard of customer service for internal and external clients and quality management and risk.

Special Conditions and Essential Requirements

Some out-of-hours work will be required. Intra/interstate travel necessitating overnight absences may be required. Relevant discipline experience is essential.

Qualifications / Licences

- a. Nil

Person Capabilities

- a. Demonstrated ability to work respectfully and effectively with Aboriginal and Torres Strait Islander people and an understanding of Aboriginal cultural values and social issues and ensuring programs and services are accessible and meet Aboriginal community needs.
- b. Demonstrates a commitment to communicating and facilitating cultural change by influencing the workforce to actively engage and exhibit behaviours reflecting the DPTI values including:

- i. **Collaboration** – “At DPTI we work collaboratively as one team to serve the South Australian Community. This means our diversified teams work together to achieve our shared goals.”
 - ii. **Honesty** – “At DPTI we are honest, open and act with integrity. This means we are truthful, sincere and transparent in our decision making and act at all times in such a way as to uphold the trust of the people we work with.”
 - iii. **Excellence** – “At DPTI we are committed to excellence in everything we do. This means we use our energy, skills and resources to make whatever we’re doing the best. We are committed to ensuring the Health and Safety of our employees and customers.”
 - iv. **Enjoyment** – “At DPTI we enjoy our work and recognise our success. This means we have fun at work, celebrate our achievements and foster an environment where our people can thrive”.
 - v. **Respect** – “At DPTI we respect, understand and value ourselves and every person in our business. This means we listen, embrace diversity in others and have a consistent application in our approach to one another.”
- c. Facilitates a culture of integrity, professional accountability and diversity across the department and across government, and through community interactions in line with the SA Government's Code of Ethics and the *Equal Employment Opportunity Act 1987*.
 - d. Demonstrates commitment and accountability to the implementation of the Premier's Safety and Wellbeing Declaration and requirements of the *Work Health and Safety Act 2012*, utilising AS/NZS ISO31000:2009 Risk Management or equivalent.
 - e. Has well-developed communication skills, including the ability to liaise effectively at all levels, listen to staff, service providers and customers, resolve conflict, contribute to successful and positive negotiations, and formulate solutions to problems.
 - f. Ability to work under limited direction, with experience in coordinating and/or implementing a broad range of complex functions associated with assigned programs, projects, systems, policies and/or services.
 - g. Sound analytical and research skills to evaluate information, provide advice and communications, and develop clear correspondence and reports with recommendations that meet deadlines.
 - h. Demonstrated ability to consistently perform high volumes of work with close attention to accuracy and detail.

Delegate Approval

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Name

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Signature

Date: / /