

The North Central CMA Flood Recovery Employment Program

Questions and Answers

Who is funding the program?

The Victorian Government, through the Department of Sustainability and Environment, is funding this program as part of its flood recovery funding package.

Who is managing the program?

Victorian Catchment Management Authorities (CMAs) will use their local connections to the community and knowledge of flood impacts to manage the delivery of the program in each region.

What are the programs objectives?

To build resilience of rural communities in the wake of recent flooding by:

- 1) Offering Flexible employment opportunities to flood affected individuals
- 2) Assisting regional flood recovery by undertaking a range of natural resource management works addressing threats to priority public assets such as rivers and streams, wetlands, threatened species or other biodiversity assets.

How will staff be employed and who is responsible for managing this process for the life of the program?

The North Central CMA will engage an appropriate recruitment agency to undertake all aspects of recruitment and associated management for the life of the project including payroll. North Central CMA will be directly involved in the selection of candidates and in some cases may provide details of preferred candidates.

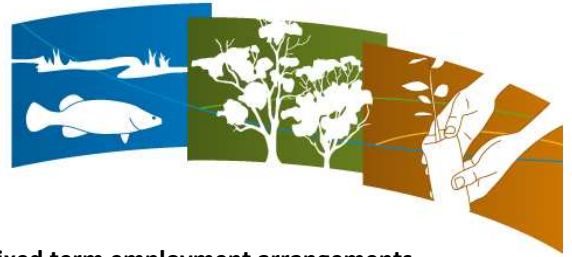
How can I express my interest to participate?

If you interested in participating in the Flood Recovery Employment program contact Simpson Personnel on (03) 5382 5801 or via email nccma@simpsons.net.au

If you want to discuss any specific detail about the program e.g. type of work, location of work then contact North Central CMA on 03 5448 7124 or via email info@nccma.vic.gov.au

Do I need to live close to Bendigo to take part?

No. This program will run right across the North Central region. Depending on the location of works projects we will establish works crews in various locations. However you may need to travel some distance to join your nearest crew.



Connecting Rivers, Landscapes, People

Will the program have the facility to take on people under fixed term employment arrangements, e.g. for a 12 month period?

Employment will be casual, with flexible arrangements offered to allow participants to fit this in with other farm or work commitments. It is unlikely that we will be able to provide consistent and ongoing employment for a fixed period. Projects to be undertaken will be located right across the North Central region and our aim will be to employ locally. Additionally, different projects will require different skills and experience.

Who is responsible for supervising work teams?

Each crew will have a specified Crew Leader who will ensure that the work crew understands each project, does their work safely and completes the project to a good standard. The Crew Leader will report directly to the North Central CMA but may also receive guidance from a partnering agency representative depending on the type of project and work activity.

Who will manage the performance of employees throughout the program?

The recruitment agency, together with input from the North Central CMA and partnering agencies.

What types of work/activities can be undertaken in the program?

Works will focus on the repair of environmental assets damaged by the recent flooding. This could include fence repair, track and public facility maintenance, pest, plant and animal control, minor erosion control (e.g. revegetation) and monitoring and evaluation of environmental assets. However, similar activities may also occur at sites not necessarily impacted directly by flooding but where it provides an opportunity for a work crew to deliver an environmental outcome that is consistent with the objective of employing individuals who have been flood affected.

When will the work crews start?

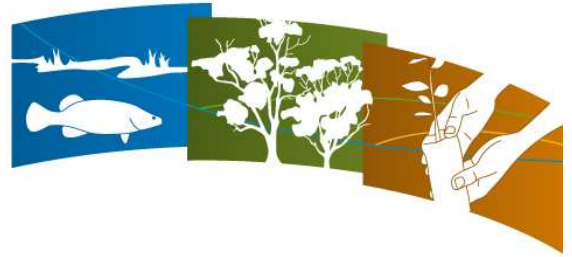
It is expected that works crews will be in place towards the end of June or early July. This will be determined by the number of suitable applicants, availability of work projects and seasonal constraints e.g. weather conditions.

What about training requirements?

All individuals employed on the program will be required to undertake basic OH&S training and induction and Level 1 first Aid before beginning a works project. Exceptions for first aid training will be considered if prior training certificates are current and valid. Other specific training requirements will be delivered if and when required e.g. chainsaw operation, fencing etc.

Am I required to have a driver's licence and my own vehicle?

No. Each work crew will be equipped with an appropriate 4WD vehicle and mobile telephone. It would be an advantage to hold a valid drivers licence but not absolutely necessary.



Will there be access to office facilities?

In some circumstances this may be provided but most work will be outdoors. All employees will be employed on a casual basis so there may be times when weather conditions prevent works from occurring and no work will be available. Appropriate facilities (e.g. hand washing and toilets) will be identified as part of OH&S site safety planning prior to commencement at each work site.

What about Occupational Health and Safety?

All staff will be provided with OHS and First Aid training, personal protective equipment (PPE) and supplementary training will be provided to individuals where required e.g. chainsaw, chemical handling, fencing, etc. The North Central CMA strictly adheres to all OHS requirements when undertaking its work.

Are partner agencies required to oversee and manage any OHS conditions and issues?

The North Central CMA is responsible for ensuring all OHS issues are managed appropriately. Crew leaders will be responsible for ensuring OH&S compliance is adhered to and any other stakeholder involved in the delivery of a project activity including partner agencies will be required to conform to the CMA's OH&S protocols.

For further information please contact

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