

POSITION TITLE:	PAYROLL OFFICER
SECTION	HUMAN RESOURCES
DIRECTORATE:	ECONOMIC & ORGANISATIONAL DEVELOPMENT

1. REMUNERATION

Grade 13 of the Griffith City Council Salary System

2. REPORTING STRUCTURE

a) Directly responsible to:

Payroll Coordinator

b) Positions directly reporting to this position:

Nil

3. PURPOSE

To process timely and accurate payroll functions for Griffith City Council in accordance with Council policies and procedures and statutory requirements.

4. RELATIONSHIPS

The following are examples of relationships that it is anticipated the position will have:

Internal

- General Manager
- Senior Management Team
- All staff

External

- Department of Local Government
- Australian Taxation Office
- Office of State Revenue
- Child Support Agency
- Centrelink
- Australian Bureau of Statistics
- Other Government Departments and Agencies as related to Payroll functions
- Superannuation Authorities and Funds
- Financial Institutions
- Other Councils



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5. CORPORATE ACCOUNTABILITIES AND RESPONSIBILITIES

Policies and Procedures	• Comply with Local Government State Award • Comply with Council's Code of Conduct, Policies and Procedures at all times • Maintain organisational confidentiality • Comply with the requirements of Anti-Discrimination legislation, including Equal Employment Opportunity and all legislative requirements relevant to the position
Customer and Community Relations	• Ensure an efficient, courteous and professional service to internal and external customers at all times • Present a positive image of Council at all times
Work, Health and Safety	• Ensure all work is performed in accordance with requirements of Work, Health and Safety policies, procedures and legislation • Report all incidents, hazards and risks to the immediate supervisor • Maintain and use personal protective and safety equipment as applicable to the role • Actively participate in Work, Health and Safety activities
Teamwork	• Actively participate as a member of the relevant Council section and department • Promote and maintain harmonious relationships in the workplace
Yes We Can	• Demonstrate a positive, solution-focused mindset by approaching challenges with confidence, identifying practical solutions, and working collaboratively to achieve outcomes • Act in accordance with Council's values through respectful interactions, effective communication, team work and a proactive approach to achieving positive outcomes
Record Keeping	• Ensure accurate and timely record keeping in accordance with Council's requirements
Training and Development	• Actively participate in Council's training and development programs as required
Continuous Improvement and Innovation	• Promote the development of more efficient work practices
Environment	• Consider the protection of the environment when undertaking all Council activities



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General	• Perform other duties as required consistent with the level of competencies of the position • Ensure efficient and appropriate use of Council resources when carrying out work • Accomplish tasks while working under limited / minimum supervision
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6. PRINCIPAL ACCOUNTABILITIES

- Timely preparation and processing of the Council Payroll, ensuring all payments are made in accordance with the current Local Government State Award ("the Award") and any other applicable Award entitlements and Council agreed policies and procedures.
- Ensure proper compliance to employer paid benefits under the relevant legislation with all relevant agencies (taxation, superannuation, workers compensation, childcare etc.)
- Act in the role of Payroll Manager when required

7. KEY DUTIES

- Maintain up to date knowledge of Awards relevant to local Government
- Maintain up to date knowledge of payroll and taxation legislation
- Process pays in accordance Award entitlements, Council policies and procedures
- Provide advice and guidance to management and employees on payroll, superannuation and award enquiries.
- Create and update Payroll master files, ensuring that all amendments to employee records are appropriately updated and authorised and filing is maintained.
- Maintain appropriate audit trails for all payments.
- Ensure all employee leave records are updated as leave is granted and taken to maintain accurate attendance records and report on Employee Leave Entitlements as required.
- Process monthly payroll tax remittance in accordance with NSW Office of State Revenue procedures.
- Carry out end of year reconciliation for payroll tax, pay summaries, statement of earnings, and leave history in accordance with NSW Office of State Revenue procedures.
- Calculate employee termination payments, ensuring salary and outstanding leave entitlement payments are made in accordance with Award entitlements, legislative requirements and employment contracts.
- Process superannuation payments to all superannuation funds
- Provide regular and ad-hoc Payroll reports.
- Provide training and education to employees and managers on payroll time and attendance programs
- Ensure that strict confidentiality is maintained and privacy principles are adhered to in regard to the use or disclosure of all information of a confidential, private personal nature.



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8. COMPULSORY REQUIREMENTS OF THE POSITION

- The successful candidate may be required to undertake a pre-employment drug and alcohol test and achieve a satisfactory outcome.

9. KEY SELECTION CRITERIA

ESSENTIAL

- Certificate IV in Payroll Administration or Demonstrated relevant experience in payroll processing and computerised payroll systems
- Knowledge of legislative requirements in area relevant to the position including Modern Awards, Taxation and Superannuation.
- Demonstrated ability to calculate complex termination pays
- Demonstrated computer literacy in Microsoft Office
- Demonstrated accurate record keeping skills and attention to detail
- Demonstrated effective time management and organisational skills
- Demonstrated ability to provide one on one training and coaching

DESIRABLE

- Knowledge of the Local Government (State) Award and Local Government Electricians Award.
- Demonstrated high level of computer literacy in Microsoft Office and Payroll software.

10. CRITICAL PHYSICAL FACTORS

Described below are the critical physical factors (CPF) associated with this role. The CPF are an indication of the types of duties expected of an employee fulfilling this role. Employees and candidates should be aware that they may be required to perform tasks up to and including these CPF as an inherent requirement of their employment.

KEY

- OOccasional: exposure to the physical factor less than twice a week on average
FFrequent: exposure to the physical factor 3 - 4 times a week on average
CConstant: exposure to the physical factor more than 5 times a week on average
RRepetitive: exposure to the physical factor multiple times in an hour
N/ANot Applicable
≡ Winter
✱ Summer



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Demands	Description	Frequency				
		O	F	C	R	NA
Physical Demands of Job Tasks						
Kneeling/Squatting	Tasks involve flexion/bending at the knees and ankle, possibly at the waist in order to work at low levels					X
Leg/Foot Movement	Tasks involve use of the leg and or foot to operate machinery					X
Hand/Arm Movement	Tasks involve use of hands/arms - e.g. stacking, reaching, typing, mopping, sweeping, sorting, and inspecting.				X	
Bending/Twisting	Tasks involve forward or backward bending or twisting at the waist.					X
Standing	Tasks involve standing in an upright position without moving about					X
Driving	Tasks involve operating any motor powered vehicle					X
	Tasks involve driving vehicle on unsealed roads.					X
Sitting	Tasks involve remaining in a seated position during task performance				X	
Reaching	Tasks involve reaching overhead with arms raised above shoulder height or forward reaching with arms extended.					X
Walking/Running	Tasks involve walking or running on even surfaces				X	
	Tasks involve walking on uneven surfaces					X
	Tasks involve walking up and / or down slopes					X
	Tasks involve walking whilst pushing/pulling objects	X				
Climbing	Tasks involve climbing up or down stairs, ladders, scaffolding, platforms, trees, onto plant					X
	Tasks involve climbing over or under machinery					X
Working at heights	Tasks involve making use of ladders, foot stools, scaffolding, etc. anything where the person stands on an object other than the ground.					X
Lifting/Carrying	Tasks involve raising/lowering or moving objects from one level/position to another, usually holding an object within the hands/arms	X				
	Tasks involve raising/lowering or moving objects from one level/position to another, usually holding an object within the hands/arms for more than one hour at a time - e.g. whipper snipper.					X
	1. Light lifting/carrying (0-9 Kg)	X				
	2. Moderate lifting/carrying (10-15 Kg)	X				



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Demands	Description	Frequency				
		O	F	C	R	NA
	3. Heavy lifting/carrying (16 Kg and above)					X
Restraining	Tasks involve restraining animals / objects					X
Pushing/Pulling	Tasks involve pushing/pulling hand powered objects away from or towards the body. Also includes striking or jerking. - e.g. hammer, hoe.					X
	Tasks involve pushing/pulling powered objects away from or towards the body. Also includes striking or jerking. - e.g. chainsaw, whipper snipper, jackhammer, drills, grinders.					X
Grasping	Tasks involve gripping, holding, clasping with fingers or hands.					X
Manual Dexterity	Tasks involve fine finger movements - i.e. keyboard operation, writing, tightening a nut.				X	
Sensory Demands of Job Tasks						
Sight	Tasks involve use of eyes (sight) as an integral part of task performance - i.e. looking at screen/keyboard in computer operation, working in dark environment, etc.				X	
Hearing	Tasks involve working in a noisy area - e.g. boiler room, kitchen, workshop and/or operation of noisy machinery/equipment					X
Smell	Tasks involve the use of the smell senses as an integral part of the task performance - e.g. working with chemicals					X
Exposure to Chemical Hazards						
Dust	Tasks involve working with dust - e.g. sawdust					X
Gases	Tasks involve working with gases					X
Fumes	Tasks involve working with fumes - i.e., which may cause problems to health if inhaled.					X
Liquids	Tasks involve working with liquids which may cause skin irritations if contact is made with skin - e.g. dermatitis					X
Working Environment						
Temperature	Tasks involve working in temperature extremes and exposure to outdoor elements - e.g. working in a cool room, working outdoors, boiler room					X
Confined Spaces	Tasks involve working in confined spaces which may affect individuals with claustrophobia					X



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11. AUTHORITY TO ACT

Delegations set out in the Council's delegation register or made by the General Manager.

12. AMENDMENT TO THIS POSITION DESCRIPTION

This position description may be amended from time-to-time and any changes will be communicated in writing.

Position Description Reviewed: March 2023

Job Evaluation Assessment Date: 18/03/2024

ACKNOWLEDGEMENT

This Position Description is a broad description of the accountabilities, duties and required capabilities relating to this Position. The role and position are dynamic and may evolve and change over time in line with changing strategic and operation requirements.

I have signed below in acknowledgement of reading, understanding and accepting the contents of this document. I accept that, with consultation, my duties may be modified by Council from time to time as necessary.

Employee Name:	
Signature:	
Date:	



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