

APPLICANT INFORMATION PACKAGE  
**CLEANER/TEAPERSON (CT)**

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## A. Background Information on SPREP

SPREP is the regional organisation established by the Governments and Administrations of the Pacific charged with protecting and managing the environment and natural resources of the Pacific. The head office is based in Apia, Samoa with over 100 staff. There are SPREP offices in Fiji and Vanuatu as well as SPREP Officers stationed in the Republic of the Marshall Islands and Solomon Islands. SPREP has an annual budget of USD \$33 million in 2019.

The establishment of SPREP sends a clear signal to the global community of the deep commitment of Pacific island Governments and Administrations for better management of the environment within the context of sustainable development.

The strategic direction for SPREP is clearly set out in the 2017-2026 SPREP Strategic Plan. The Plan outlines the mandate, vision and programmes for the organisation, and places strong emphasis on effective delivery of services to SPREP Member countries and territories.

### Mandate

SPREP's **mandate** is to promote cooperation in the Pacific region and provide assistance in order to protect and improve its environment and to ensure sustainable development for present and future generations.

### Vision

SPREP is guided by its **vision for the future**: "A resilient Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures".

### Members

SPREP has 21 Pacific island member countries and territories (American Samoa, Cook Islands, Federated States of Micronesia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Nauru, New Caledonia, Niue, Northern Marianas, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu and Wallis & Futuna) and 5 developed countries (Australia, France, New Zealand, United Kingdom and United States of America) with direct interests in the region.

### Four regional goals to achieving resilience and sustainable Pacific communities:

- **Regional Goal 1:** Pacific people benefit from strengthened resilience to climate change
- **Regional Goal 2:** Pacific people benefit from healthy and resilient island and ocean ecosystems
- **Regional Goal 3:** Pacific people benefit from improved waste management and pollution control
- **Regional Goal 4:** Pacific people and their environment benefit from commitment to and best practice of environmental governance

### These define the core priorities and focus of SPREP in the areas of:

1. Climate change resilience
2. Ecosystem and Biodiversity Protection
3. Effective Waste Management and Pollution Control
4. Environmental Governance

SPREP approaches the environmental challenges faced by the Pacific guided by four simple **Values**. These values guide all aspects of our work.

- We value the **Environment**

- We value our **People**
- We value high quality and targeted **Service Delivery**
- We value **Integrity**

The SPREP Secretariat continues to strengthen and realign its institutional capacities, competencies, and systems to best support its Members by delivering more integrated, responsive, and cost-effective services to Members and partners and by better coordinating regional efforts.

**Organisation Goal 1:** SPREP has information, knowledge, and communications systems that get the right information to the right people at the right time and influence positive organisational, behavioural and environmental change.

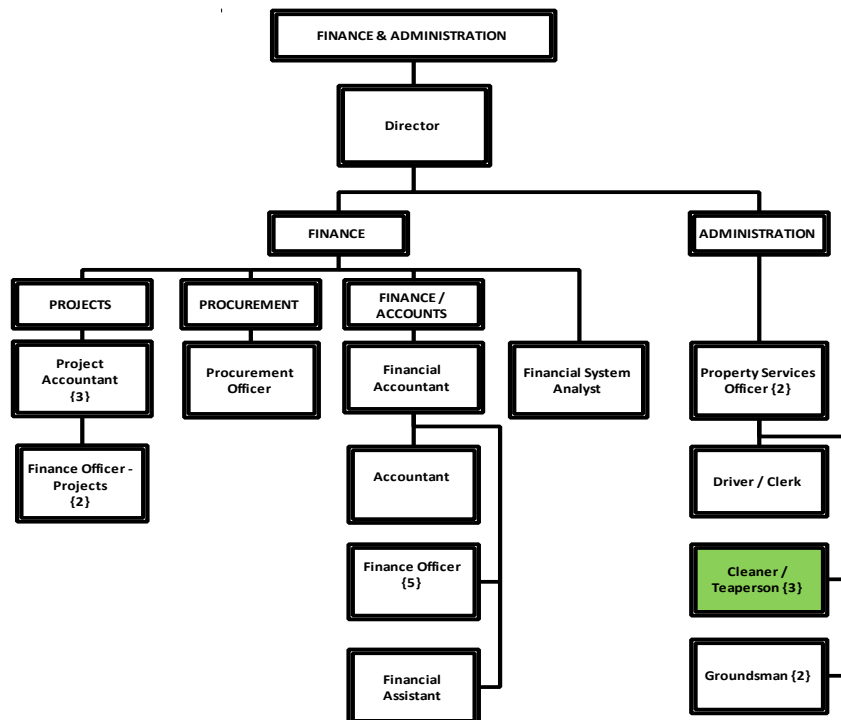
**Organisation Goal 2:** SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies.

**Organisation Goal 3:** SPREP has a reliable and sustainable funding base to achieve environmental outcomes for the benefit of the Pacific islands region and manages its programmes and operations to stay within its agreed budget.

## B. JOB DESCRIPTION

<b>Job Title:</b>	Cleaner/Teaperson (CT)
<b>Department:</b>	Finance and Administration
<b>Team:</b>	Administration
<b>Responsible To:</b>	Property Services Officer
<b>Responsible For: (Total number of staff)</b>	N/A
<b>Job Purpose:</b>	<b>This job exists to:</b> <ul style="list-style-type: none"> <li>Provide cleaning and office maintenance services and support</li> </ul>
<b>Date:</b>	April 2019

### Organisation Context



## Key Result Areas

The position of **Cleaner/ Teaperson (CT)** addresses the following Key Result Areas:

1. Cleaning services
2. Office maintenance and general housekeeping

***The requirements in the above Key Result Areas are broadly identified below.***

Jobholder is accountable for	Jobholder is successful when
<b>1. Cleaning services;</b> <ol style="list-style-type: none"> <li>a) Carry out daily cleaning duties of work and common areas as well as assets and machinery as rostered;</li> <li>b) Keep note and provide timely advice on all cleaning supply needs;</li> <li>c) Collect and remove rubbish from assigned work areas.</li> </ol>	<ul style="list-style-type: none"> <li>• Workplace and office buildings are clean and hygienic</li> <li>• Positive feedback from staff</li> <li>• Supply of cleaning materials are in line with Green Committee guidelines and are available at all times</li> <li>• Rubbish is collected and cleared on a timely basis</li> </ul>
<b>2. Office maintenance and general housekeeping;</b> <ol style="list-style-type: none"> <li>a) Ensure all office materials and equipment are maintained and kept clean at all times;</li> <li>b) Provide staff morning tea services and other refreshments whenever required including servicing of official conferences and functions;</li> <li>c) Provide assistance in the following areas: <ul style="list-style-type: none"> <li>• Movement and/or distribution of office equipment and supplies;</li> <li>• Photocopying and other clerical duties</li> </ul> </li> <li>d) General properties maintenance</li> </ol>	<ul style="list-style-type: none"> <li>• Office tools and cleaning equipment and materials are accounted for and maintained in good condition</li> <li>• Morning tea is provided daily on time</li> <li>• Refreshment services are carried out in a professional and healthy manner</li> </ul>

### **Note**

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the Jobholder and Director/Supervisor as part of the Performance Development System.

This section may be copied directly into the Performance Development Plan.

## Work Complexity

### Most challenging duties typically undertaken:

- Assist during official meetings and workshops.
- Assist with administration work

## Functional Relationships & Related Skills

Key internal and/or external contacts	Nature of the contact most typical
<b>External</b> <ul style="list-style-type: none"><li>• Cleaning service providers</li><li>• Wholesalers / suppliers</li><li>• Guests and visitors to SPREP</li></ul>	<ul style="list-style-type: none"><li>• Monitoring</li><li>• Purchasing of goods</li><li>• Refreshment services</li></ul>
<b>Internal</b> <ul style="list-style-type: none"><li>• Executive Management</li><li>• All Staff</li><li>• Finance &amp; Administration team</li></ul>	<ul style="list-style-type: none"><li>• Cleaning</li><li>• Office maintenance services and assistance</li><li>• Morning tea</li></ul>

## Level of Delegation

<b>The position holder:</b>
<ul style="list-style-type: none"><li>▪ Has no delegation of authority</li></ul>

## Person Specification

*This section is designed to capture the expertise required for the role at the 100% fully effective level (this does not necessarily reflect what the current jobholder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.*

## Qualifications

<b>Essential</b>
1. Secondary school or equivalent

## Knowledge / Experience

<b>Essential</b>
2. At least 2 years relevant experience
3. Experience and knowledge good cleaning and office maintenance practices
4. Excellent communication and interpersonal skills with a good command of spoken English

## Key Skills / Attributes / Job Specific Competencies

*The following levels would typically be expected for the 100% fully effective level:*

<b>Expert level</b>	<ul style="list-style-type: none"> <li>• Office maintenance</li> <li>• Cleaning</li> <li>• Health practices</li> </ul>
<b>Advanced level</b>	<ul style="list-style-type: none"> <li>• Cleaning chemicals and materials</li> </ul>
<b>Working Knowledge</b>	<ul style="list-style-type: none"> <li>• Green and environmental friendly practices</li> </ul>
<b>Awareness</b>	<ul style="list-style-type: none"> <li>• SPREP's work and values</li> </ul>

## Key Behaviours

All staff are expected to uphold SPREP's Organisational Values and Code of Conduct which are Key Behaviours forming part of the Performance Development:

- Environmental Leadership
- Service Delivery
- Valuing our People
- Integrity

## Change to Job Description

*From time to time it may be necessary to consider changes in the Job Description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.*



## C. REMUNERATION PACKAGE – TERMS & CONDITIONS

**Duty Station:** Apia, Samoa.

**Duration:** Appointment is for a term of three years and may be renewable for a further term(s) based on the needs of SPREP at the time, its funding situation and proven merit and work performance.

**Salary:** Remuneration is at Band 2 of SPREP's salary scale for locally recruited staff. Starting salary will be at SAT\$11, 920 per annum. All positions have been evaluated to reflect the level of responsibilities and level of experience and qualifications required. Progress in the salary scale will be based on annual performance reviews.

**Term:** Appointment is subject to a satisfactory medical examination, as well as a 6 months probationary period.

An appointment is terminated by (i) completion of term of contract (ii) one month's notice by either party (iii) without notice by either party paying one month salary in lieu of notice or (iv) dismissed with or without notice as a disciplinary measure.

**Performance Reviews:** Annual performance assessments and performance rewards will be based on the Secretariat's Performance Development System.

**Education Allowance:** Education expenses may be reimbursed against actual receipts for dependent children, to cover up to 75% of the actual costs. Currently the annual allowance is up to a maximum of Samoan Tala \$1,000.

**Annual Leave:** 15 working days a year (up to a maximum accumulation of 50 days).

**Sick Leave:** 30 working days a year (up to a maximum accumulation of 90 days).

**Other Leave:** Provisions also exist for maternity, compassionate, paternity, examination and special leave (without pay).

**Duty Travel:** SPREP meets travelling expenses at prescribed rates necessarily incurred by staff required to travel away from Apia on official business.

**Life and Accidental Death and Disability Insurance:** All employees are covered by SPREP's 24 hour Life and Accidental Death and Disability Insurance Policy.

**Medical Benefits:** All employees and their dependants are entitled to have all reasonable medical, dental and optical expenses met, under the terms and conditions of the SPREP in-house Medical Treatment Scheme.

**Superannuation:** SPREP will pay 7% of basic salary to the Samoa National Provident Fund.

**Overtime:** Locally recruited staff at Band 8 and below may claim overtime or time off in lieu of overtime for the hours they are required to work in excess of their normal working hours. A meal allowance and transport assistance are also available subject to terms and conditions set out by the Staff Regulations.

**Gratuity Payment:** The appointee is entitled to a gratuity payment equivalent to two week's salary, upon successful completion of 2 consecutive 3-year contracts, provided the contract is not extended or renewed.

**Learning and Development:** Learning and development opportunities will be based on the approved SPREP Performance Development System and individual Performance Development Plans.

**Transport:** Transport from and to central Apia before and after work is provided.

**Definitions:**

'Dependant' means the financially dependent spouse or dependent child of an employee.

'Dependent child' means an employee's unmarried, financially dependent, natural or legally adopted child who is:

- under the age of 16 years; or
- under the age of 19 years if undertaking full-time study at a secondary school; or
- under the age of 25 years if enrolled and undertaking full-time study at a university or other tertiary institution; or
- mentally or physically incapacitated.

**Equal Opportunities:** SPREP is an Equal Opportunity Employer. Men and women are equally eligible for all posts in SPREP.

**General:** Appointment will be under the terms and conditions of SPREP's Staff Regulations, a copy of which will be made available to the successful applicant.

## 4. ADMINISTRATIVE INFORMATION

**ESSENTIAL:** Applications should include:

1. Completed Application Form – can be downloaded from the Employment Section of our website (***you are required to complete in full all areas requested in the Form rather than referring us to your CV***);
2. A detailed Curriculum Vitae.

***Applications that do not complete the correct SPREP Application Form and submit all the requirements stated above will not be considered.***

**Submitting applications:**

- a) **BY EMAIL (MOST PREFERRED OPTION):** Subject matter to be clearly marked “Application for Cleaner/Teaperson (CT)” and send to [recruitment@sprep.org](mailto:recruitment@sprep.org) OR
- b) **BY POST OR FAX:** Application to be addressed and sent to: The Director General, SPREP, P.O. Box 240, Apia or fax number (685)20231 and clearly marked “**Application for Cleaner/Teaperson (CT)**”

More information on SPREP and its work in the region can be found on the SPREP website [www.sprep.org](http://www.sprep.org)

For further enquiries, contact Ms Marion Tuipulotu-Chan Chui on telephone (685) 21929 ext 328 or Email: [marionc@sprep.org](mailto:marionc@sprep.org)

**Closing date: Friday, 10<sup>th</sup> May 2019:** Late applications will not be considered.

<b>SPREP is an Equal Opportunity Employer</b>
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