

Position Description



Position Title	Occupational Health Adviser
Position No	00082577
Delegation Level	007
Job Designation	Adviser
Organisational Unit	Employee Wellbeing Health Safety and Wellbeing
Work Centre	Brisbane
Position Type	Permanent
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	Team Member - PPR
Shiftworker	No
Classification (Range)	AS5 .1 - AS5 .4
Pay Scale Type	ASPT
Reports to Position	Team Leader Health Hub

QUEENSLAND RAIL VALUES:

1 Queensland Rail - We do better together
Treat others with respect - We appreciate everyone's contributions and differences
Empower our people - We have confidence in our people
Act Safely - We work safe, to go home safe
Make a positive difference - We learn from today, to improve tomorrow

Position Purpose

Provide guidance and support on occupational health, fitness-for-duty, and return-to-work programs to ensure compliance with national rail safety health standards and contribute to the overall health and wellbeing of a safe, compliant workforce.

Position Responsibilities

1. Manage complex health-related cases to ensure compliance with the National Standard for Health Assessment of Rail Safety Workers and internal fitness-for-duty requirements, including within a self-insured Workers' Compensation framework.
2. Provide advice and support to leaders and employees on fitness-for-work matters, interpreting relevant legislation, internal policies and rail safety standards to ensure safe and compliant workforce decisions.
3. Deliver comprehensive rehabilitation, return-to-work, and early intervention support for both work-related and non-work-related injuries and illnesses through close collaboration with leaders, employees and relevant internal stakeholders.
4. Coordinate external medical providers to deliver and manage health assessments for both rail safety workers and broader workforce in line with the National Standard for Health Assessment of Rail Safety Workers.
5. Prepare compliance reports that ensure adherence to the National Standard and support organisational assurance against regulatory and internal requirements.
6. Maintain accurate and confidential records of health assessments, case management activities and compliance data in accordance with legal and privacy obligations.
7. Lead and promote workplace health and wellbeing initiatives, such

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as vaccination programs and proactive campaigns to enhance employee wellbeing.

8. Support the organisational health strategy by contributing to the design and implementation of health and wellbeing initiatives in collaboration with the Senior Occupational Health Adviser.

Additional Factors

The appointee will be required to :-

- Comply with Queensland Rail's Code of Conduct;
- Observe all legal and safety obligations of the organisation;
- Work independently and as part of a team;
- Show sound judgment with respect to matters of a sensitive and confidential nature;

What is the key selection criteria

1. High level of skill in case management and leading complex health related workplace investigations.
2. High level of interpersonal, negotiation and communication skills, with the ability to influence and drive outcomes.
3. Substantial level of skill in the provision of specialist advice on workplace health and wellbeing matters, including interpreting health and safety legislation, fitness-for-duty requirements, and the National Standard for Health Assessment of Rail Safety Workers.
4. Substantial level of skill in managing multiple work priorities and projects to achieve desired outcomes including reporting and compliance-related tasks.
5. Substantial level of skill in coaching, research, analytical thinking, and problem-solving, with the ability to support effective decision making and contribute to organisational health initiatives.
6. Knowledge of and willingness to commit to and work within Queensland Rail's Values and Behaviours.

Pre-employment Checks:

Not Applicable

Health, Safety and Environment Responsibilities

Comply with the overarching document called Health, Safety and Environment Responsibilities MD-11-6843 located in the Safety and Environment Management System.

Personal Protective Equipment needs:

Refer to relevant business instructions.

Safety Publications

Refer to relevant business instructions.

Please Note:

Queensland Rail has a random alcohol and other drug testing program.
Testing can occur anywhere, at any time, on any day.