

Position Description



Position Title	Senior Health and Wellbeing Adviser
Position No	00082579
Delegation Level	006
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	Lead Others
Shiftworker	No
Classification (Range)	AS6 .1 - AS6 .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

To develop and execute Queensland Rail's strategic organisational health psychology interventions and initiatives which contribute to the overarching Organisational Health and Wellbeing Program and promote psychological wellness for all employees.

Position Responsibilities

1. Lead the analysis, benchmarking, consultation and identification of current internal and external trends and best practices relevant to promoting a culture of psychological wellbeing.
2. Develop implement and evaluate strategic organisational psychological health interventions and initiatives relevant for all employees which meet and address business needs, industry trends, commercial imperatives and where relevant legislative requirements.
3. Provide professional advice, coaching, training and support to all employees including managers, safety practitioners and human resource practitioners on best practice organisational health psychology interventions.
4. Develop and implement policies, specifications, supporting guidelines, systems and training programs which support the identified strategic organisational health psychology initiatives.
5. Develop early intervention strategies and ongoing support frameworks for people involved in workplace investigations as people who are experiencing work related trauma and occupational violence.
6. Implement appropriate tracking metrics and reporting systems to measure the effectiveness of the implemented organisational health psychology interventions and initiatives.
7. Build and maintain effective relationships and networks with external providers, industry leaders and other relevant stakeholders.
8. Assist with workplace investigations and the development of complex

Position Description



reports for use in the assessment and evaluation of workplace factors which lead to a psychological injury.

9. Assist the Organisational Health and Wellbeing Manager by providing input into strategic initiatives and other related projects.

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;

What is the key selection criteria

1. High level of skill in project managing strategic people focused programs in a complex and diverse operational environment.
2. Extensive knowledge of contemporary organisational health psychology practices and principles including primary, secondary and tertiary interventions.
3. High level of interpersonal, communication and consultation skills necessary to build and sustain productive relationships and partnerships.
4. High level of skill in developing and delivering coaching and health psychology programs.
5. High level of research, analytical and problem solving skills to respond changing business needs and priorities.
6. Knowledge of or experience in mediation and/or counselling.
7. 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.