

Position Description



Position Title	Team Leader Self Insurance
Position No	00068562
Delegation Level	005
Job Designation	Team Leader
Organisational Unit	Health Services 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)	AS7 .1 - AS7 .4
Pay Scale Type	ASPT
Reports to Position	Manager Employee Wellbeing

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 lead and manage a team of professionals in line with Queensland Rail's Self Insurance function including overseeing all aspects of work related injuries, workers compensation, rehabilitation ensuring compliance with regulatory and legislative conformance and high performance outcomes.

Position Responsibilities

1. Provide leadership, coaching and mentoring to a high performing Self Insurance team to ensure legislative and regulatory compliance, customer service to both claimant and business stakeholders, business engagement, efficient practices and implementation of business focussed solutions.
2. Review, develop and implement metrics and reporting systems to measure the performance of the Self Insurance team, identifying areas for improvement and risks of non compliance against relevant legislation and regulations.
3. Lead the application and adherence to the ongoing requirements of the self-insurer licence for Queensland Rail workers compensation and ensure the licence is maintained together with monitoring and managing identified risk to our license as a self-insurer.
4. Establish and maintain effective relationships and manage significant contracts through auditing of service level agreements with all key stakeholders/third party service providers including the Workers' Compensation Regulator, industry bodies, self-insurance bodies, Legal panel, business managers.
5. Work with other leads across the People and Culture and the broader Queensland rail business to ensure Queensland Rail meets its obligations both as an insurer and an employer.

Position Description



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 leading and managing a team in a dynamic, complex, diverse and changing environment.
2. Extensive knowledge of contemporary workers compensation and injury management practices and associated legislation relevant to workers compensation, rehabilitation case management, injury management and health and wellbeing initiatives.
3. High level of skill managing complex people matters, claims and cases related to health in a practical way and developing and implementing business focused people strategies and initiatives to achieve business goals.
4. High level of skill in positively contributing as a key member of the leadership team to achieve commercially sustainable results on time, on budget and to scope.
5. High level of contract and stakeholder management skills including strong influencing, interpersonal, communication and negotiation skills which deliver business focused outcomes.
6. High level of skill in project management in accordance with risk/liability management and change management principles.
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.