

Position Description



Position Title	Senior Health & Safety Business Partner
Position No	00082451
Delegation Level	006
Job Designation	Adviser
Organisational Unit	South Regional Safety, Risk & Assurance
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	Manager Safety

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

The purpose of the Senior Health and Safety Business Partner role is to be a trusted senior partner within the business supporting the implementation of the Safety and Environment Management Systems (SEMS) and delivering on key outcomes aligned to Regional's Strategic and Operational Plans.

The Senior Health and Safety Business Partner will work with the broader Regional Safety, Risk & Assurance team and closely with other teams across Queensland Rail to achieve excellence in health and safety risk management, increasing worker engagement and promoting excellence in health & safety leadership and cultural improvement.

Position Responsibilities

1. Provide competent risk focused health and safety advice that considers alignment to SEMS and legislation; including leading health and safety risk management processes which encompass the development and monitoring of industry best practice controls and treatment programs.
2. Foster and maintain relationships to become a trusted senior health and safety business partner, coach, and/or guide to operational and senior leaders and workers on all areas of health and safety, whilst aligning to strategic/organisational goals and outcomes.
3. Initiate and lead the development of issue specific and systemic treatment strategies and programs for the management of health and safety risk, including participation in special projects to achieve compliance with legislation and best practice in safety.
4. Monitor the effectiveness of treatment applications by conducting analysis, process review, audits, inspections and safety interactions. Communicate findings and recommendations to leaders and

Position Description



workers to maintain accountability and compliance to Safety and Environmental Management Systems (SEMS).

5. Provide proactive support to the business to enable them to deliver effective incident response, worker support, incident investigations, investigation outcomes and associated communications.
6. Support the promotion and communication of topical health and safety matters and programs, using internal and external resources and consulting with relevant stakeholders.
7. Stay informed of contemporary health and safety information, trends, and methodologies whilst fostering a supportive culture.
8. Provide coaching, mentoring and guidance to team members, promoting psychological safety and collaboration to achieve optimal business outcomes.

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 skill in facilitating risk management encompassing the development and monitoring of controls and treatment programs associated with the disciplines of health and safety.
2. High level of interpersonal and communication skills to establish and maintain relationships, build trust and an inclusive network supportive to the role of health and safety management and deliver health and safety content.
3. High level of investigation, analysis and problem-solving skills relating to the efficiency of systems, controls and practices and a high level of proficiency in documentation and report writing.
4. Extensive knowledge of health, safety and risk frameworks including risk management processes and the development and monitoring of controls and treatment programs.
5. High level of skill in working independently and managing multiple priorities with varying degrees of risk whilst adapting to changing conditions.
6. High level of skill in change management and facilitating the implementation of strategic interventions for positive health and safety outcomes.
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.

Position Description



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.