

Position Description



Position Title	Team Leader Health Hub
Position No	00082576
Delegation Level	005
Job Designation	Manager
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)	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 the execution of 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. To lead the execution of health compliance programs and wellness initiatives.

Position Responsibilities

1. Provide leadership, coaching and mentoring to a high performing Health Hub team to ensure focus on building leader capability, customer service, efficient practices and business focussed solutions.
2. Review, develop and implement metrics and reporting systems to measure the performance of the Health Hub, identifying areas for improvement and risks of non compliance against relevant legislation.
3. Lead the application of and adherence to the National Health Standards against all applicable roles within Queensland Rail through sound risk management and change management principles.
4. Review, develop and implement best practice health promotion and wellbeing initiatives and programs that deliver enhanced organisational wellbeing and health outcomes, responding to the particular needs of Queensland Rail's workforce within the broader People and Culture program of work.
5. Drive organisational wide awareness and capability to manage psychosocial risk across roles and people processes.
6. Establish and maintain effective relationships and manage significant contracts through auditing of service level agreements with all key stakeholders/third party service providers, industry bodies, health care providers and business managers.

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 health practices and associated legislation and National Health Standards, health and injury management, psychosocial risk management and health and wellbeing initiatives.
3. High level of skill guiding the management of complex people matters related to health in a practical way that builds organisational capability and balances support with accountability 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 and people focussed 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.