

Position Description



Position Title	Health and Wellbeing Adviser
Position No	00082175
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 to the business to ensure compliance with Work Health and Safety (WHS) laws in regard to psychosocial safety.

Position Responsibilities

1. Provide professional advice, coaching, training and support to senior managers, line managers and employees on best practice organisational health psychology interventions.
2. Provide guidance and early intervention to people experiencing work related trauma and occupational violence, as well as to people involved in workplace investigations.
3. Undertake best practice research into psychosocial issues and keep abreast of trends to improve organisational health service planning and outcomes and contribute to evidence-based interventions that meet Queensland Rail's present and future business requirements.
4. Undertake consultation to develop and implement appropriate interventions for organisational health psychology issues and regularly evaluate strategies to ensure that a best practice approach has been delivered.
5. Maintain the necessary knowledge and skills to be able to demonstrate continuing high level performance; including a high level of knowledge in the relevant legislation and best practice governing the management of organisational health risks.
6. Undertake change management activities/advice in both a business and people perspective.
7. Assist with the development of complex reports for use in the assessment and evaluation of workplace factors which led to a psychological injury.
8. Maintain effective relationships and strategic networks with key stakeholders, clients, obligation holders and industry leaders.



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 research, analytical and problem solving skills to respond to the dynamic changing business needs.
2. Substantial level of knowledge in contemporary principles and practices relevant to organisational health psychology including primary, secondary and tertiary interventions.
3. Substantial level of interpersonal, communication (written and oral), consultation, presentation, influencing and negotiation skills to drive and implement organisational health psychology strategies and interventions.
4. Substantial level of skill in project management in accordance with sound risk management and business principles.
5. 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.