

POSITION DESCRIPTION

Bundaberg Regional Council has a vision 'To Build Australia's best Regional Community'. This position description outlines the values that underpin this vision and an overview of the general duties and responsibilities required in this role.

Overview

Position Title:	Safety Business Partner	Industrial Instrument:	Bundaberg Regional Council Certified Agreement plus Queensland Local Government Industry Stream A Award
Position Number:	4065	Classification Level:	4
Employment Location:	Bundaberg Service Centre	Position Status:	Full-time
Department:	People and Performance	Document Last Reviewed:	13/12/2022
Branch:	Work Health and Safety	Job Dictionary:	NA
Accountable To:	Manager Work Health and Safety		
Aim of Position:	The aim of this position is to support Council's direction through partnering with key stakeholders and providing information, support, and expert advice to promote safe conditions and actions that comply with the applicable legislative standards		

Council Values

Bundaberg Regional Council's culture is driven by the following values:



Key Responsibilities

The focus of this position is to provide contemporary work health and safety business partnership to the organisation, ensuring statutory compliance while being flexible and responsive to Council's needs.

This position will:

1. Partner with Leaders to promote active engagement with Council's desired Safety Culture.
2. Provide advice and coaching on work health and safety practices and processes.
3. Assist in the development, implementation and review of WHS practices and policies, ensuring compliance with statutory requirements and best practice.
4. Conduct workplace assessments, inspections and investigations.
5. Deliver Safety Culture strategies that enable Council to build a constructive, safety conscious and agile workforce.

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6. Observe Council's policies and procedures to ensure compliance with:

- a) *Work Health and Safety Act 2011.*
- b) *Work Health and Safety Regulation 2011.*
- c) *Environmental Protection Act 1994.*
- d) *Environmental Protection Regulation 2008.*
- e) *Equal Opportunity in Public Employment Act 1992.*
- f) *Anti-Discrimination Act 1991.*

The Safety Business Partner ensures effective business partnership through strong customer engagement, developing leader capability, being responsive to operational needs and ensuring compliance with legislation, regulations, code of practice, industry best practice and government policy.

Position Requirements - Qualifications and Experience:

Mandatory:

1. Relevant qualifications in Work Health and Safety with a minimum of three years relevant industry experience.
2. Demonstrated ability and experience in building stakeholder relationships with internal customers and external organisations.
3. High level of interpersonal skills with a demonstrated ability to communicate effectively and present a customer focused approach to all stakeholders.
4. Experience in providing expert Work Health and Safety advice, support and services in a mid-size organisation.
5. Demonstrated ability and experience in the implementation of work health and safety strategies within a mid-size organization.
6. Possession of a current Class "C" class drivers' licence.

Desired:

1. Rehabilitation and return to work coordinator accreditation.

Organisational Capabilities – Individual Employees (Leading Self):

The capabilities for all roles are obtained from the Capability Framework which describes key behaviours required at all levels and roles across Council. There are four mandatory capabilities that are required in all roles – building relationships, customer focus, safety and professionalism and job requirements.

Capability	Descriptors
Building relationships (mandatory)	Engage people to build positive relationships: <ol style="list-style-type: none"> 1. Puts themselves in other people's shoes to accept and value different thinking 2. Uses sound communication skills of active listening, paraphrasing to check for understanding, and appropriate language depending on the audience 3. Quickly assesses the emotions of colleagues around them and then adapts words, tone and gestures accordingly
Customer focus (mandatory)	Focuses on customers: <ol style="list-style-type: none"> 1. Actively works to understand customers and stakeholders 2. Engages customers in a friendly and appropriate manner 3. Shows respect for customers and stakeholders
Safety and professionalism (mandatory)	Models safe, professional and ethical behaviour: <ol style="list-style-type: none"> 1. Identifies safety issues and problems, takes and monitors corrective action 2. Is consistent in word and actions 3. Is viewed as trustworthy, honourable and truthful, and respectful of the view of others

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	4. Able to understand, monitor and channel their own emotions in a positive way whilst staying true to self
Job requirements (mandatory)	Applies knowledge and skill: 1. Able to evidence knowledge appropriate for their role 2. Demonstrates strong skills in their functional area 3. Committed to maintaining a high standard of practice in their role
Cross-organisational thinking	Understands how their work makes a difference to Council: 1. Can describe the vision and purpose for their direct area 2. Able to describe how their work contributes to organisational objectives 3. Considers wider organisational objectives when making decisions and performing their work
Leading people	Supporting others: 1. Provides considered and supportive feedback to other team members and colleagues
Developing people with a one team focus	Supports others' capability development: 1. Readily shares their knowledge and experience 2. Acts as a coach, mentor, role model and sounding board for others
Driving people's performance	Focuses on performance: 1. Seeks to understand tasks, asks questions and knows what is expected of them 2. Approaches challenging work situations with positive energy 3. Sets priorities and organises self to meet work deadlines 4. Reports progress and any potential delays of issues which may impact on others
Managing stakeholders	Manages internal and external relationships: 1. Written and verbal communication is clear and concise 2. Listens to other actively and attentively 3. Demonstrates a friendly and engaging interpersonal style 4. Builds networks with peers 5. Works collaboratively with others
Decision making	Makes sound decisions: 1. Demonstrates ability to research, understand and analyze information relevant to work tasks 2. Shows judgement in decision making
Making improvements	Open to making improvements: 1. Shows a willingness to try new ways of working 2. Generates and shares new ideas and suggestions for improvement
Progressing change	Responds flexibly to changes: 1. Works to embrace and assist change 2. Helps to engage others in the change process 3. Shows resilience in times of uncertainty

Organisational Accountabilities:

The organisational accountabilities are the expected standards of performance all roles and levels in Council

Accountability	Action
1. Workplace Health and Safety	<ul style="list-style-type: none"> Actively participate and promote a health and safety culture that believes all incidents are avoidable and strives to create an environment free from injury or

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	illness, and operate in accordance with Council's Health and Safety Duty Statement and associated safety policies/procedures.
2. Culture	<ul style="list-style-type: none"> Drive a positive and proactive customer service culture and demonstrate an active commitment to the culture, vision and values of Council. Comply with Council's Code of Conduct and all Council policies and procedures at all times.
3. Information Services and Technology	<ul style="list-style-type: none"> Protect and manage Council's information assets in accordance with legislative, Policy and process requirements. Use Council's technology appropriately and with respect.
4. Disaster Management	<ul style="list-style-type: none"> Assist, support and participate in Council's response to a disaster event, including any exercises and/or any event where the Business Continuity Plan is activated.
5. Customer Service	<ul style="list-style-type: none"> Demonstrate a comprehensive understanding of the customers of Council, creating a culture of customer service excellence.
6. Financial Accountability and Governance	<ul style="list-style-type: none"> Models compliance with Council's procurement Policy. Delegations may be applicable to this position and are detailed in the Delegations Corporate Register. Legislative Sub-Delegations and authorisations may also be applicable.
7. Corporate record keeping	<ul style="list-style-type: none"> Ensure that full and accurate records are made for all business transactions conducted on behalf of Council and that all records of appropriately retained in accordance with Council's recordkeeping requirements.

Immunisation Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

Vaccination Name	Requirement
Tetanus	<ul style="list-style-type: none"> Staff in job roles which have regular contact with manured soil, work outdoors or work with wood.
Twinrix (Hepatitis A and B)	<ul style="list-style-type: none"> For employees who are at risk of a needle-stick injury, have regular contact with human tissue, blood or body fluids.
COVID-19	<ul style="list-style-type: none"> Staff are to be fully vaccinated and provide appropriate evidence; or provide evidence of a medical contraindication.

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Acknowledgment

I hereby agree to abide by Council values, policies and the Local Government Act and that this position description clearly outlines the overall responsibilities, physical requirements (through the relevant Job Dictionary) and duties that are to be carried out as part of this role of which I agree to perform at the best of my abilities. I also understand that the position requirements represent the minimum requirements to perform the duties at the current level.

Signature of Employee	
Print Name	
Date	

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