



## Senior Work Health and Safety Consultant

<b>Position No:</b>	00025408
<b>Classification</b>	Level 6
<b>Division:</b>	Business and Corporate Services
<b>Directorate:</b>	People and Culture
<b>Reports to:</b>	Manager Work Health and Safety, 00026411, Level 7
<b>Direct reports:</b>	0
<b>Leadership Context:</b>	Leading Others

### Position Overview

The Senior Work Health and Safety (WHS) Consultant provides expert advice and leadership on a wide range of health, safety and wellness initiatives, including fitness for work, injury management, incident and hazard investigations, and risk management. The role oversees the Department's injury management responsibilities for both compensable and non-compensable injuries, supporting employees and managers through-out the return-to-work process.

Working closely with the WHS Manager, the Senior WHS Consultant engages stakeholders across multiple worksites to promote a strong safety culture. The role also coordinates education and awareness programs to foster wellbeing and ensure compliance with legislative and organisational requirements.

### Responsibilities

- Provide expert advice on WHS matters, and wellness initiatives, including fitness for work, risk management, and legislative compliance across multiple worksites to reduce workplace hazards and promote safe practices.
- Lead investigations into incidents and hazards, undertake WHS inquiries and projects, and recommend corrective actions to prevent recurrence.
- Maintain and evaluate the Department's WHS management system, including policies, procedures, and guidelines, ensuring continuous improvement.
- Research and analyse WHS legislation, standards, and organisational data to ensure compliance, identify trends, and drive continuous improvement initiatives that enhance workplace health and safety.
- Manage workers compensation and non-compensable injury claims through to resolution, and support employees and managers throughout the return-to-work process.
- Develop and implement training, education, and awareness programs, to foster an organisation-wide culture of safety and wellbeing.

- Build and maintain effective relationships with internal stakeholders and external bodies such as WorkSafe, WorkCover WA, and the Insurance Commission of Western Australia (ICWA).
- Perform other duties as directed.
- Demonstrate professional and ethical workplace behaviours in alignment with the Department's Code of Conduct and Values. This includes ensuring work practices and behaviours foster an equitable, diverse, and inclusive work environment and support a safe and healthy workplace in accordance with Work Health and Safety legislation.

## Essential Requirements

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- Sound knowledge and understanding of contemporary Work Health and Safety legislation, regulations, and best practice.
- Demonstrated understanding of workers compensation and injury management processes with experience in the delivery of professional injury management services.
- Demonstrated investigation experience relating to work health and safety functions, including developing recommendations to ensure compliance and promote a safety culture.
- Strong written and verbal communication skills with the ability to negotiate and influence effectively.
- Demonstrate the behaviours within the leadership context as outlined below.

## Desirable Requirements

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- This position does not have any desirable requirements.

## Special Requirements

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- Relevant tertiary qualifications in Work Health and Safety or similar.
- Undertake intrastate travel and to stay overnight or for short periods if required.
- Valid and current Western Australian C class motor driver's licence, or equivalent.

## Mandatory Pre Employment Requirements

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- All positions within the Department require the occupant to have a Nationally Coordinated Criminal History Check (NCCHC) conducted with a satisfactory outcome.
- A pre-employment Conflict of Interest will be completed and assessed prior to appointment.

## Workplace Behaviours and Expectations

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The Department's [Code of Conduct](#) sets out the professional behaviours that we expect of our employees and consistent with our departmental values.

The [Public Sector Commission's Leadership Expectations](#) provide a clear understanding of expected leadership behaviours and associated mindsets for all public sector employees. The expected behaviours (see below) should be demonstrated in the context of [Leading Others](#) for this position.

<b>Lead collectively</b>	Seek and build key relationships, work together and focus on the greater good
<b>Think through complexity</b>	Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks
<b>Dynamically sense the environment</b>	Be in tune with the political, social and environmental trends that impact the work, understand and recognise the needs of others and leverage relationships for desired outcomes.
<b>Deliver on high leverage areas</b>	Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
<b>Build capability</b>	Proactively develop others, share learning to promote efficiency and effectiveness, and champion diversity and inclusion
<b>Embody the spirit of public service</b>	Display empathy, compassion, humility and integrity, and a genuine passion for the work, demonstrate a responsibility to Western Australians, and work in the interests of the public good
<b>Lead adaptively</b>	Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts

Further information can be obtained from looking at the [behaviour descriptors](#).

## Our Vision and Values

**To respect the past, to create opportunities today and to plan for the future.**

Our values shape our attitude and actions, guiding us both personally and professionally.

<b>Respect</b>	We respect that our work is personal to our stakeholders and that every piece of land and site has a story.
<b>Collaboration</b>	We engage and collaborate to build prosperous places and connected communities.
<b>Integrity</b>	Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.
<b>Innovation</b>	We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.
<b>Professionalism</b>	Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.
<b>Accountability</b>	We work in the interest of the public and take responsibility for our actions and decisions.

### Acknowledgement of Country

*The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters, and community. We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.*

<b>Registration Date</b>	27 February 2026	<b>Registering Officer</b>	Erika Booth <i>Erika Booth</i>
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