



Health, Safety and Wellbeing Officer

Fremantle College

Position number	00047899
Agreement	Department of Education (School Support Officers) CSA Agreement 2024 or as replaced
Classification	Level 3
Reports to	Manager Corporate Services (Level 6)
Direct reports	Nil

Context

Information about Fremantle College is available on [Schools Online](#).

Visit education.wa.edu.au for more information about the Department of Education.

Key responsibilities

- Provide advice to college staff on work health and safety (WHS) issues.
- Liaise with the Executive team and college staff to implement and manage effective WHS procedures and processes.
- Contribute to the planning, development, promotion, implementation and evaluation of college health and wellbeing programs and frameworks.
- Undertake investigations of workplace hazards, incidents and accidents.
- Undertake analysis of data and trends related to injuries, incidents and hazards and assist with developing plans to reduce the risk of injury and harm, including the development of Safe Work Procedure documents.
- Ensure the college is compliant with and adheres to relevant statutory obligations, standards and Department policies and procedures.
- Extract and manipulate various data systems and undertake data analysis which supports support college planning objectives.
- Participate on the Workload Advisory Committee and the Health, Safety and Wellbeing Committee.
- Provide first aid to staff and students as required and is the central point of communication for first aid matters, within their level of training and experience, regarding the Department's provisions on first aid in the workplace and the relevant WHS legislation.
- Ensure student medical plans are current and supervise students with self-administration of prescribed medication, as documented.

- Manage processes to ensure first aid qualifications remain current for first aiders and maintain database and rostering of availability.
- Check expiry dates on the contents of first aid kits regularly and make arrangement for replenishment of items, including adrenaline auto-injections and salbutamol inhalers.
- Attend professional development and training to maintain accreditation as a First Aid Officer and any other training required.
- Manage the first aid and health and wellbeing cost centre budget.
- Maintain appropriate confidentiality relating to staff and students including medications, first aid and workers compensation matters.
- Ensure records are completed and maintained for all injuries, illnesses incidents and accidents.

Selection criteria

1. Demonstrated well developed project management skills with the ability to develop, implement and evaluate health and wellbeing programs.
2. Demonstrated knowledge and understanding of WHS legislation, policy and practices.
3. Demonstrated relevant knowledge and expertise in First Aid and associated qualifications.
4. Demonstrated well developed interpersonal and communication skills with the ability to work collaboratively with staff at all levels and in emergency situations.
5. Demonstrated well developed computer application skills, including a working knowledge of word processing and development and maintenance of databases and spreadsheets.

Eligibility and training requirements

Employees will be required to:

- hold a current certificate in Occupational First Aid (HLTSS00068)
- consent to a Nationally Coordinated Criminal History Check and obtain a current Screening Clearance Number issued by the Department of Education's Screening Unit prior to commencement of employment
- obtain or hold a current Working with Children Check
- complete the Department's induction program within 3 months of commencement
- complete any training specific to this role required by Departmental policy
- complete the Department's training in Accountable and Ethical Decision-Making within 6 months of appointment and every 3 years thereafter
- complete the Department's Aboriginal and Torres Strait Islander cultural awareness online course within 3 months of commencement.

Certification

The details contained in this document are an accurate statement of the responsibilities and other requirements of the position.

ENDORSED

Date 15 December 2025
Reference D25/1241792