

WorkSafe Senior Inspector/Investigator - Level 6 (MIS24233)

Group:	WorkSafe	Location:	Cannington
Division/Directorate:	WorkSafe Investigations	Supervises:	0
Branch:	Investigation Services	Reports to:	Manager Investigations
Section:	NA		

Operational Context

Within the WorkSafe Group, the Investigations Directorate is responsible for the conduct of investigations into workplace injury and fatality events to obtain evidence enabling the Regulator to assess the suitability of initiating prosecution actions and other enforcement outcomes under work health and safety laws.

Role Overview

This position conducts highly complex, sensitive and/or high profile investigations into serious workplace injuries and fatalities involving alleged breaches of State workplace health and safety legislation and conducts some proactive workplace inspections relating to complex and/or sensitive matters. Responsible for conducting the full investigative process including interpreting and applying relevant legislation and policy; collecting, appraising and compiling evidence for legal proceedings and criminal prosecutions; and producing high quality investigative written material. This role also coaches and guides less experienced team members within the branch.

Building Leadership Impact as a Leader of Others

We believe that all our people are leaders and expect and encourage them to demonstrate leadership in their roles. Leadership in this position is about delivering high-quality work as a specialist in their domain of expertise, balanced with a focus on training, motivating and enabling others.

Role Responsibilities

The following outlines the key responsibilities and duties related to this position:

- Lead specialist cases and conduct highly complex, sensitive and/or high profile investigations into workplace injuries and fatalities
- Carry out workplace inspections and take enforcement actions related to more complex and sensitive matters when work health and safety laws are breached.
- Interpret and apply legislation, including work health and safety legislation, and other policies and procedures as part of the investigative and/or inspection process.
- Maintain the integrity of investigations by adhering to investigative standards and/or criminal standard of proof and legal precedents.
- Adhere to the rules of evidence to identify, collect and preserve relevant evidence from a range of sources in challenging and/or traumatic circumstances to determine potential breaches.
- Ensure high quality briefs of evidence submitted for prosecution are compiled and presented in accordance with recognised standards, policies and procedures.
- Conduct thorough, quality investigative interviews using high level interview techniques as appropriate, in accordance with legal precedents and recognised contemporary standards.
- Represent the Department in court and attend legal proceedings to give evidence as required.
- Build productive internal (including with internal stakeholders in other directorates) and external relationships within the investigative context, which includes Western Australian Police Forensic and Coronial Officers.
- Work collaboratively with other investigative agencies to benefit incident response and investigation, including liaising with partner agencies in accordance with interagency agreements.
- Assist with other investigation activities undertaken by the team.
- Maintain contemporary knowledge of relevant legislation, WorkSafe requirements and investigative procedures and policies.
- Coach and guide team members on more complex and sensitive issues and foster a positive team environment.
- Support the development and implementation of policy and systems specific to WorkSafe investigations into fatalities and serious injury.
- Assess, identify and appropriately manage and escalate operational and reputational issues and risks.
- Conduct workplace inspections and undertake scene examination related activities as required.
- Undertake occasional travel, work in remote areas and occasionally work outside normal business hours as

required.

Corporate Responsibilities

The following outlines departmental responsibilities:

- Takes reasonable care to protect your own safety and health at work, and that of others by co-operating with the safety and health policies and procedures of the department and complying with all applicable work health and safety laws.
 - Contributes to the achievement of corporate objectives by ensuring that stakeholders are dealt with in a professional and timely manner.
 - Performs other duties as directed.
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Role Specific Requirements

The following outlines what experience and qualifications are required to undertake this role:

- Significant demonstrated experience in the following:
 - Conducting highly complex, sensitive and/or high profile investigations using recognised investigative methods, skills and associated standards and/or demonstrated practical experience in the application of the Work Health and Safety (WHS) Act 2020 or equivalent relevant legislation.
 - Conducting complex and challenging interviews in accordance with legal obligations and recognised contemporary standards.
 - Producing high level investigative written material including compiling summaries and reports and documenting evidentiary assessments and investigative outcomes.
 - Building and maintaining productive internal and external stakeholder relationships, including being responsive to stakeholder needs; effectively managing expectations; liaising with relevant stakeholders to progress and/or resolve an investigation; and communicating outcomes of investigations to relevant stakeholders.
 - Contributing positively to high performing investigative teams and coaching and guiding less experienced team members.
- The following would be an advantage:
 - Demonstrated knowledge of any industry based workplace safety practices and issues.
 - A diploma or higher qualification in occupational safety and health/work health and safety or equivalent relevant industry experience.

Expected Leadership Behaviours

While it is expected that the occupant will demonstrate all leadership behaviours of a [Leader of Others - Knowledge](#), the following outlines those that are required to undertake this role:

- **Lead Collectively** - You work proactively to create shared thinking and understanding across your team.
 - **Think Through Complexity** - You draw on information from an array of sources, applying your judgement and technical expertise to identify what is relevant and important.
 - **Dynamically Sense The Environment** - You seek to understand the root cause of problems by investigating multiple sources of information.
 - **Deliver on High Leverage Areas** - You identify and understand the competing priorities of your work area, prioritising essential tasks and making adjustments as appropriate.
 - **Build Capability** - You lead development and focus on processes and activities in your team and domain of expertise.
 - **Embody The Spirit of Public Service** - You embody the spirit of public service by displaying empathy and compassion, integrity and humility.
 - **Lead Adaptively** - You embrace change in your work area.
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This position reports to:

Manager Investigations

Position No: MIS24060

Classification: L7

Positions reporting to this Role:

This position has no direct reports

Position Conditions:

The following outlines pre-employment assessments and ongoing conditions and requirements:

- The holder of this position exercises delegated statutory powers
- High integrity required for conflicts of interest
- Nationally Coordinated Criminal History Check
- Medical Check

- Psychometric Check
- Q Fever screening and vaccination if required
- Current Western Australian C or C-A class drivers licence or equivalent

Approved Date

27-JAN-2026