

Success Profile Safety and Wellbeing Partner
Team People and Culture
Supporting Leader Manager People and Culture

You will make a difference by

- Providing partnership advice and direction to service leaders in the development, implementation and monitoring of wellbeing and safety policies, plans, programs and initiatives
- contribute to the development of Safety, Health and Wellbeing initiatives through People Wellbeing and Celebrations, People Matter Survey, Future Workforce strategy by partnering with service leaders to implement strategies through engaging key stakeholders, planning, championing, and delivering outcomes that increase employee engagement and support a culture of wellbeing and psychological safety.
- Chairing, the Occupational Health and Safety (OHS) Committee on wellbeing and safety trends, updates, actions and promotions.
- Contribute to or drive internal and external OHS Audit actions and requirements.
- Contribute to relevant legislative compliance and policy or procedural updates.
- Return to Work Coordination, rtw plans, partnering with service leaders, key liaison for stakeholders.



To succeed, you will need

- tertiary or post-graduate qualification in WHS or demonstrated on-the-job experience.
- RTW coordination skills and demonstrated experience.
- demonstrated understanding of all principles of WHS risk management and their application in a complex diverse healthcare setting
- demonstrated ability to analyse complex WHS and workers compensation problems.
- highly effective written and verbal communication skills





You will improve and promote One Team IPC Health by

- acting with purpose, measuring our results, and celebrating achievements (**We make a difference**)
- going above and beyond, demonstrating understanding and respect for our communities and each other (**We are passionate**)
- learning, experimenting and innovating (**We are creative**)



We will contribute to your success by

- providing opportunities for you to share what is important to you, your wellbeing, and what you need
- aligning the contribution you make to IPC Health's strategy
- guiding you in what to do, when and how to do it
- developing your skills with regular feedback and exploring career opportunities
- ensuring you feel fulfilled at the end of each work day
- being committed to maintaining a barrier-free environment for all and welcoming individuals of diverse backgrounds, including but not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities



Key Deliverables and Measures

- Partner with service leaders to manage functional workers' compensation and injury management risk and issues, including being the key liaison between stakeholders to achieve optimum outcomes.
- Reduce financial liability in respect to workers' compensation by continuously improving processes, increasing operational efficiency and reducing workers' compensation claim numbers and costs
- Contribute or drive internal or external Audit actions and requirements
- Deliver targeted best-practice wellbeing, safety and injury management initiatives that proactively prevent injury as well as facilitating a workers' early and sustainable return to work following injury
- Contribute to the development of strategic initiatives that support the wellbeing and safety of our people
- Project manage the implementation of wellbeing and safety initiatives that improve people wellbeing outcomes
- Deliver an annual OHS emergency management practical training schedule
- Develop and coordinate annual site inspections.
- Perform risk/hazard assessments and develop appropriate controls



Key Relationships

- Manager People and Culture
- People and Culture Team Members
- OHS Committee Members
- Manager Governance, Quality & Risk
- Leadership Team
- Payroll Services
- People, Wellbeing and Celebration Group
- Workers' Compensation Insurance Provider
- WorkSafe
- External providers



MINDFULNESS



IMPACT



INNOVATION



DIVERSITY

Mindfulness

in leadership is represented by the focus and presence of mind to act with integrity, grit, resilience, adaptability and kindness — even in challenging circumstances.

Impact

in leadership is a mindset that compels you to seize opportunities, to act with self assurance, to inspire action, and to empower others through active listening and communication.

Innovation

in leadership is a growth and learning mindset that thrives in ambiguity, senses change, fosters deep curiosity and enables experimentation and creativity to thrive.

Diversity

in leadership is a mindset that enables the awareness, empathy, collaboration and diplomacy to communicate, engage and work with anyone.

At IPC Health, we believe that strong leadership is a state of MIND. We are all leaders.

MIND ipcHealth
leadership