

<b>POSITION TITLE:</b>	<b>Workplace Health &amp; Safety Advisor</b>
<b>FTE:</b>	<b>0.6</b>
<b>CLASSIFICATION:</b>	<b>4.1.1</b>
<b>DIVISION:</b>	<b>Corporate Business</b>
<b>PROGRAM:</b>	<b>People &amp; Capability</b>
<b>LOCATION:</b>	<p>Hybrid, in accordance with the Windermere Ways of Working with your primary location being Southeast Melbourne, including outreach to support consumers (if applicable to your position).</p> <p>Windermere reserves the right to request you to work at any Windermere location, including our main offices at Narre Warren and Pakenham.</p>
<b>TENURE:</b>	<b>Ongoing</b>
<b>DATE:</b>	<b>February 2024</b>

## 1. ABOUT WINDERMERE

Windermere is an independent, not for profit community service organisation working across Victoria including key regional locations, to help those who need it most. Established in 1992, our aim remains constant; to build stronger, connected and supported communities.

Working together with our community, we deliver many services through critical partnerships with government to meet our purpose.

We aim to get in early to help children, families and individuals find the best solutions for their varied and complex issues.

Our support comes in many forms with a focus on intervention, prevention and education to make a difference in the areas of:

1. **Family Wellbeing** by promoting positive behavioural changes, providing parenting supports and responding to violence and/or neglect to achieve safety and stability
2. **Disability Support** by providing assistance to identify the right supports and goals that matter most to enable people of all abilities to actively participate in their communities
3. **Development & Early Childhood Education** by delivering accredited quality early childhood and care services and specialist early intervention services to help children reach their full potential
4. **Victims Assistance** by providing timely and ongoing practical and emotional support for victims of trauma, assault and/or violent crime
5. **Community Strengthening** by mobilising support services to respond quickly to emergencies, disasters and emergent needs.

We believe that everyone is someone in our community and this is reflected in our approach with those we work with every day.

## 2. OUR PURPOSE, VISION AND VALUES

**Our Purpose:**

We get in early to make a difference in the lives of individuals, families and communities.

**Our Vision:**

A stronger, connected and supported community.

**Our Promise:**

Our many services working together with you for a better life.

**3. KEY RESULT AREAS, RESPONSIBILITIES AND PERFORMANCE MEASURES**

Key Result Areas	Responsibilities	Performance Measures
Occupational Health & Safety	<ul style="list-style-type: none"> <li>• Under the direction of the nominated supervisor:               <ul style="list-style-type: none"> <li>• Assist in the development and implementation of policies, procedures and work practices that will assist Windermere to meet all appropriate legislative Occupational Health and Safety requirements and provide a safe and healthy work environment.</li> <li>• Assist with investigations on work related accidents as required.</li> <li>• Assist to promote and encourage management and staff to actively participate in OHS programs.</li> <li>• Participate in regular audits of workplaces to identify any hazards.</li> <li>• Assist in the review of work processes to ensure that occupational health and safety risk is minimised.</li> <li>• Participate in the initial OHS inductions.</li> <li>• Assist with the maintenance of the register of injuries for the organisation and identify trends.</li> </ul> </li> <li>• Ensure OHS systems are maintained in compliance with relevant standards and organisational policies and procedures.</li> <li>• Facilitate activities of the OH&amp;S committee, including preparing agenda, minutes, scheduling meetings, developing reports and assisting the Chair.</li> <li>• Coordinate all contractor OH&amp;S requirements throughout the organisation.</li> <li>• Participate in mandatory Health and Safety training, and maintain currency of legislation, codes of practice, industry standards and training requirements.</li> <li>• Provide consultation and support to Managers and employees to assist with the maintenance of safe work</li> </ul>	<ul style="list-style-type: none"> <li>• Maintenance of all records, registers and assessment outcomes according to quality standards</li> <li>• Safe custody and confidentiality of all records whether in hard copy or electronic format.</li> <li>• Delivery of appropriate statistical data, reports and analysis activities as required within agreed timeframes.</li> <li>• Timely and accurate responses to all OH&amp;S incidents and events</li> <li>• Develop and deliver (or co-ordinate) key training deemed critical to operations</li> <li>• Effective development of an OH&amp;S Working Group to further promote safe practice across Windermere</li> <li>• Effective interactions and communications with all key stakeholders, internal and external.</li> </ul>

	<p>practices and provide information regarding regulations and legislation.</p> <ul style="list-style-type: none"> <li>• Work collaboratively with the Quality department to ensure processes of continuous improvement activates such as auditing, surveys and needs analysis.</li> </ul>	
Workcover	<ul style="list-style-type: none"> <li>• Assist Senior P&amp;C Partner with preparation of the WorkCover Claims Administration process.</li> <li>• Assist Senior P&amp;C Partner with Return-to-Work processes.</li> <li>• Assist Senior P&amp;C Partner with the implementation of Return-to-work plans, as identified.</li> <li>• Assist Senior P&amp;C Partner with the development and implementation of Workcover and Return to Work Policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide relevant support as directed</li> </ul>
Emergency Management Response	<ul style="list-style-type: none"> <li>• Lead a coordinated response to State of Disaster or State of Emergency implemented by the Victorian State Government</li> <li>• Leading all the staff communications in emergency or crisis situations</li> <li>• Willingness to undertake the role of Chief/Deputy Warden</li> <li>• Responsible for the ongoing upkeep and development of Emergency Management Plans (EMPs) at each site</li> <li>• Provide a liaison role to other agencies/ external stakeholders as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Calendar of evacuation and other related drilled prepared and updated with drill outcomes reported to OHS</li> <li>• Emergency Management Plans (EMP's) to be reviewed annually</li> </ul>
Organisational expectations and directives in relation to policies and procedures and the organisation's purpose, vision and values.	<ul style="list-style-type: none"> <li>• Familiarise yourself with and adhere to Windermere's Policies and Procedures, including the Code of Conduct, Human Resources policies and guidelines and Occupational Health and Safety obligations.</li> <li>• Demonstrate dedication and commitment to work in accordance with Windermere's values and behaviours.</li> <li>• Attend prearranged dates scheduled for supervision and organisation wide training, including organisation forums and online induction and be actively involved in the 6-week induction review, 3 and 6-month probationary reviews and a recurring annual performance review with the relevant supervisor.</li> <li>• Contribute to or participate in Continuous Quality Improvement (CQI) activities of the organisation, and will</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure policies, procedures and codes are complied with at all times.</li> <li>• Ensure all interactions are undertaken in accordance with the behaviours set, as outlined in the Code of Conduct.</li> <li>• 100% attendance at performance reviews.</li> <li>• Completion of induction and orientation within set timeframes.</li> <li>• Positively embrace and adopt change as it occurs.</li> <li>• Ensure arrangements are made so that 100% of courses are attended or completed.</li> <li>• Report risk to the appropriate Windermere personnel and utilise</li> </ul>

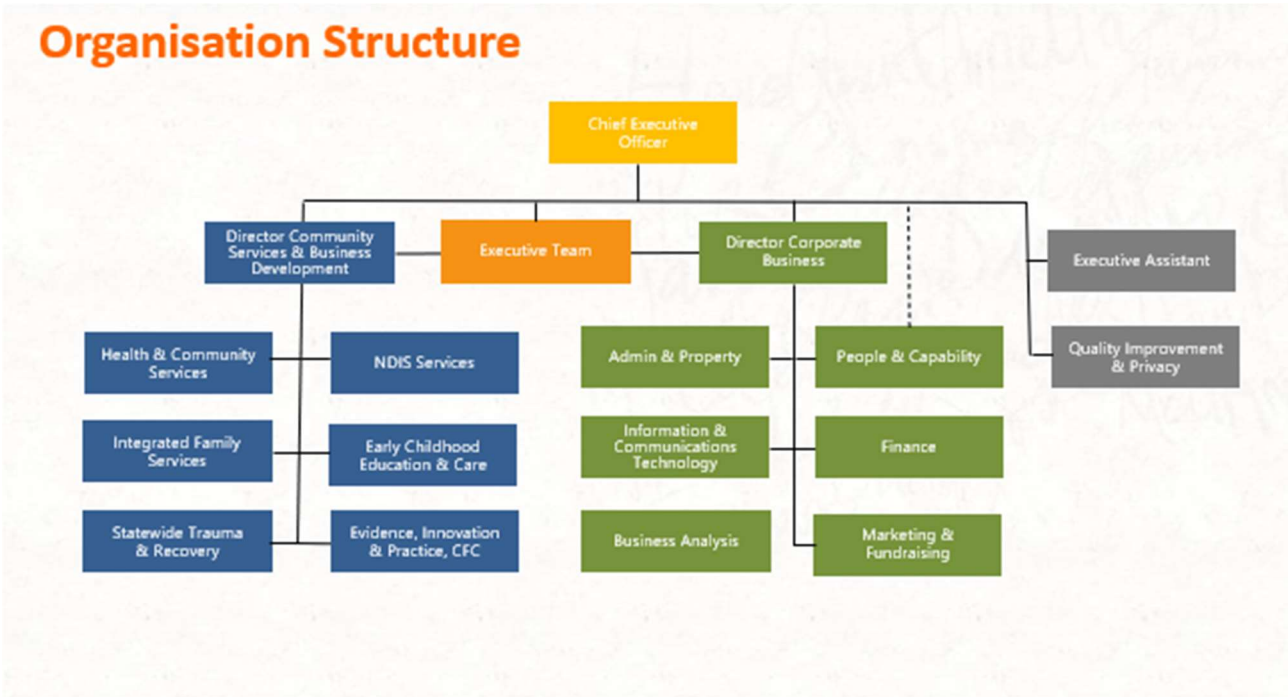
	<p>implement CQI strategies into their work practices.</p> <ul style="list-style-type: none"> <li>• Meet the challenges of change as it occurs within the service and organisation.</li> <li>• Attend or complete foundation and position specific training courses set by the organisation and attend or complete discretionary training as approved by the supervisor.</li> <li>• Actively assess, manage and where possible mitigate workplace risk including (OH+S), consumer related risk, reputation risk and personal risk.</li> </ul>	<p>current risk management tools and procedures available.</p> <ul style="list-style-type: none"> <li>• Protect the rights, safety and wellbeing of children and provide a child safe environment.</li> </ul>
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The employee will be expected to perform other duties outside those set in the position description as directed from time to time which are within the employee’s skill, qualification, experience and competence level to meet the organisation’s operational needs.

The Position Description may be amended from time to time at the organisation’s discretion. Where there is inconsistency between KPIs in this Position Description and those within the Organisation Objectives, the Organisation Objectives will stand.

Windermere is committed to equity & equality for consumers and employees, this by building diverse and inclusive services and work environments, where all peoples from Aboriginal & Torres Strait Islander, CALD, LGBTIQ+ Communities and those living with disability will know and feel accepted, affirmed, safe and celebrated. Windermere is delivering this through the continued development and implementation of our Welcoming and Inclusion Strategy 2021-2024 as we seek to provide a diverse workforce at all levels.

**4. ORGANISATIONAL RELATIONSHIPS**



**LINE MANAGER:** Manager P&C

**SUPERVISES:** Nil

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**INTERNAL RELATIONSHIPS:** All Windermere staff

**EXTERNAL RELATIONSHIPS:** WHS Partners, Legal Advisors and Industry Regulators

## 5. KEY SELECTION CRITERIA

- Assist in development of OHS policies, procedures and practices
- Assist in investigation of workplace incidents
- Participate in workplace audits to identify hazards
- Participate in initial OHS workplace inductions
- Assist with maintenance of workplace register of injuries
- Work collaboratively with quality to ensure process improvements
- Workcover responsibilities?
- Responsibility for Emergency Management
- Support with Ergonomic Assessments and coordinating external support as required
- Facilitate Manual Handling Training
- Support in Psychosocial Safety assessment
- Facilitating Chief Warden Training
- Supporting reviewing pre-employment medical documentation
- First Aid Officer review
- Coordinate Drills quarterly including reminders
- Policy updates
- Incident reports to risk register
- Taking part in annual site audits
- Willingness to promote and support practices that are inclusive, culturally responsive, safe and accessible.
- Current Victorian Drivers' Licence.
- Willingness to undertake relevant pre-employment screening and checks.
- Right to Work in Australia e.g. Australian Citizen, Permanent Resident or Visa holder with full working rights.

## 6. APPLICATION DETAILS

To maximise your opportunity for employment, it is recommended that you provide the following information:

- Covering application letter briefly addressing the Key Selection Criteria
- Current Resume

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I have read this document and agree to undertake the duties and responsibilities listed above.

I acknowledge that:

- The PD is an indication of the duties and responsibilities that I may be required to undertake. Additional or other duties and responsibilities may be allocated to me. Where additional training and support is required to fulfil extra or other duties of a similar level of responsibility, it will be provided within the guidelines of Windermere's Training and Development policy.
- The PD will be reviewed regularly in consultation with me.
- The Key Performance Indicators (KPIs), where included in this document, are indicative. KPIs will be set by the immediate supervisor in discussion with me, for each year (or another set period) and my performance reviewed against those KPIs.

**Occupant:**

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_