

## Position Description

<b>Position Title</b>	Injury Prevention Specialist
<b>Employment type</b>	Fulltime
<b>Pay Band</b>	Band 5
<b>Location</b>	Mildura
<b>Direct Reports</b>	N/A
<b>Reports to</b>	Team Leader Health Safety and Wellbeing
<b>Delegated Authority</b>	F

## Position Summary

As an Injury Prevention Specialist, you will be instrumental in designing and delivering injury prevention programs and strategies alongside our People Leaders and employees that focus on and contribute to the health, safety and wellbeing of our people. You will drive a proactive approach to injury management through the development and implementation of fit for purpose return to work and employee wellbeing programs by providing specialist expertise and guidance to our People Leaders and employees for all injuries and illnesses (work and non-work related). You will work collaboratively with our dedicated People, Safety and Wellbeing team and be a key contributor to creating a human centered organisational culture across LMW.

## Key Responsibilities

The Injury Prevention Specialist is responsible for

1. Complying with all applicable occupational and safety (OH&S) laws, regulations and policies, as well as environmental protection laws and policies.
2. Leading, designing and delivering programs and strategies that support the health, safety and wellbeing of our people
3. Championing wellbeing programs that support mental and physical health that foster positive and connected workplace relationships
4. Partnering with our People Leaders to build capability and embed a culture where wellbeing and support are part of everyday practice
5. Conducting fit for work assessment for preferred candidates and preparing reports for the recruitment and selection process.
6. Conducting ergonomic assessments to support the health, safety and wellbeing of our people
7. Driving a proactive, best practice injury management framework focusing on early intervention, sustainable return to work with a human centered approach.
8. Leading early intervention and return to work strategies in line with legislative requirements
9. Providing expertise and support during emergency responses to reduce the risk of physical and psychological injury



### Vision:

A thriving future where water sustains people, nourishes land and enables prosperity



### Purpose:

To realise the full value of water for healthy people and productive landscapes

Our Values:



Deliver



Grow



Respect



Collaborate



Safe Work Done Well

## Skills and Experience

- Tertiary qualification in Allied Health or a related field with relevant work experience in a similar role OR equivalent experience in injury prevention and recovery.
- Experience in ergonomic assessments is an advantage by not essential
- Completion of Return-to-Work Coordinator training or a willingness to undertake the training
- Experience in managing workers compensation claim and developing effective return to work programs that focus on early intervention and sustainable outcomes
- Excellent business partnering skills with the ability to collaborate across all levels of the organisation and provide leadership in injury management and employee wellbeing.
- Experience in developing workplace programs and strategies that support the health, safety and wellbeing of our people
- Demonstrated experience in records management and general administration with a high level of attention to detail

## Compliance Requirements

- Driver's License
- Criminal background check
- Confirmation of fitness for work

## Key Behaviours



**Professionalism**  
Maintaining a positive attitude, being punctual and reliable, showing empathy and understanding in our interactions and respectful, and following workplace policies and procedures.



**Integrity and honesty:**  
Being open and transparent when making decisions, giving honest and supported advice, exercising power in a fair and reasonable way and addressing unacceptable behaviours in the workplace.



**Collaboration and cooperation:**  
Actively participating in teamwork, sharing ideas and working together towards shared goals and objectives.



**Inclusivity and diversity:**  
Valuing and respecting diversity, treating everyone with fairness and equality, promoting an inclusive and welcoming environment.



**Coaching others:**  
Assist, challenge and encourage others by sharing knowledge, skills and/or experience to help individuals improve performance and achieve goals.





**LOWER MURRAY  
WATER**

**Signatures:** We certify that the content of this position description is accurate:

Position Holder:

Signature:

Date:

General Manager:

Signature:

Date:

Managing Director:

Signature:

Date:

Our Values:



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