



Injury Management Consultant

Job Ad Reference:	MS07577152		
Status:	Permanent Full Time <i>(Future vacancies of a permanent / temporary nature may be filled from this process)</i>		
Unit/Department:	Human Resources		
Location:	Logan Hospital, Meadowbrook, Metro South Hospital and Health Service		
Contact:	David Marskell (07) 2891 5925	Salary range:	\$102 492 to \$111 516 per annum
Classification:	AO5	Closing date:	Tuesday, 23 July 2024
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

Applications from third parties will not be accepted

Purpose of the role

Provide comprehensive management for both work-related and non-work-related injuries and illnesses for the Logan and Beaudesert Health Service (LBHS) workforce. As the Injury Management Consultant, you will be responsible for developing tailored strategies to improve safe and sustainable return-to-work outcomes and reduce workplace injury claims, costs, and durations.

In this role, you will also provide advice and support to senior management, team leaders, and workers, as well as monitor trends and influence internal and external stakeholders to minimise the impact of injuries and illnesses and assist with prompt, safe, and sustainable return to work.

Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.
- Provide comprehensive and expert injury management education and consultancy services to executives, leaders, and workers, developing quality and cost-effective injury management solutions to facilitate safe and sustainable outcomes for workers participating in return-to-work programs.
- Strengthen injury management initiatives by collaborating with leaders, managers, and workers to improve existing systems and processes.
- Deliver and implement injury prevention initiatives by collaborating with leaders, managers, and workers to identify opportunities for system enhancements to drive continued improvement.
- Consult with injured or ill workers, medical practitioners, allied health practitioners, and other relevant stakeholders to drive early intervention measure sin managing complex cases from end to end, monitoring progress and adjusting return-to-work plans as required to minimise the impact of injury and reduce impact on workers' compensation premiums.
- Engage with medical and allied health practitioners to plan and coordinate early, safe, and sustainable return-to-work plans or reasonable adjustment requirements for injured and ill workers, coordinating injury management in accordance with Metro South Health policies, Work Health Safety's Injury Management procedures and regulations, and the *Workers' Compensation and Rehabilitation Act 2003*.
- Undertake case management of injured workers including regular case reviews, developing injury management plans in accordance with the Injury Management Model, and developing requests for medical reports as required from treating or independent medical and allied health practitioners to deliver improved worker and organisational outcomes.
- Follow defined service quality standards, follow work health and safety policies and procedures, and monitor and interpret health and safety legislative developments and practices to ensure and promote safe workplaces.

- Analyse relevant data to develop risk profiles, inform mitigation strategies, and engage and influence stakeholders within allocated division/s to adopt tailored, cost-effective mitigation strategies.
- Lead in the development and implementation of rehabilitation policies and initiatives, which may include undertaking projects, researching information, developing and delivering educational material, and influencing stakeholders through presentations.
- Liaise with internal and external stakeholders to gather information to enable factual submissions to WorkCover Queensland, regulatory bodies, and other entities as required.
- Build and maintain effective and productive relationships at divisional level with managers and leaders and contribute to improved injury management service delivery.
- Contribute to a learning culture within the Human Resources team, providing leadership, expertise, and guidance in the subject of injury management to ensure a culture of continuous learning and professional development.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds, gender, identity, ages or abilities.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.

Mandatory qualifications, professional registration and other requirements

- **Vaccine Preventable Disease (VPD):** It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
- While not mandatory, a Rehabilitation and Return to Work Coordinator Certificate and Accreditation would be well regarded.
- This position is primarily based at Logan Hospital and is responsible for Logan and Beaudesert Health Service. There may be a requirement to travel to Beaudesert Hospital and/or other Metro South Hospital and Health Service facilities for client engagement, workplace initiatives, and/or training.

Are you the right person for the job?

How we do things is as important as what we do, therefore within the context of the responsibilities described under 'Your key responsibilities,' the ideal applicant will be someone who can demonstrate the following:

Key Attributes/Workplace Behaviours

Customer Focus	Is focused and responds to the needs of customers.
Educating Others	Instructs and provides information to others in a range of formats.
Continuous Learning	Implements and plans ways to improve their skills across all skills sets, identifying gaps and seeking appropriate interventions and input from others.
Continuous Improvement	Proactively searches, analyses and makes recommendations for incremental improvements in the way work is carried out.
Problem Solving	Integrates mental processes to prioritise and manage conflicting demands and accomplish multiple tasks within specific timeframes whilst maintaining customer focus and meeting organisational or task needs.
Work Values	Ensures that others uphold the values of Queensland Health in the workplace across their team and wider organisation.

How to apply

Please provide the following information to the panel to assess your suitability:

- A short written response (maximum 1 page, dot points acceptable) on your interest in the role and how your experience, abilities, knowledge and personal qualities would enable you to perform the role.
- Your current CV or resume, including two referees. You must seek approval prior to nominating a person as a referee.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

About the Human Resources Team

Human Resources at Logan and Beaudesert Health Service provides a range of people management services to the workforce. These services include:

- Coaching leaders in contemporary people management strategies.
- Providing advice on industrial entitlements and the application of industrial instruments.
- Supporting effective change management.
- Supporting effective management and resolution of interpersonal disputes and grievances.
- Supporting effective performance improvement.
- Providing advice on employment flexibility and equity.
- Supporting effective injury management, rehabilitation, and return to work coordination.
- Facilitating organisational development activities in pursuit of enhanced workforce performance and culture.

We are Metro South Health

We are the major public healthcare provider for Brisbane's south side, Logan, Redlands and the Scenic Rim. We operate five major hospitals and a range of community, specialty and state-wide healthcare services. We are renowned for teaching and research excellence.

We are truly dedicated people who care about our community. We come to work to make a difference. We save lives, changes lives and make the world a better place. We overcome the many challenges that come our way by going above and beyond and achieve the best possible outcomes by working together. We are bold, innovative, collaborative, inspiring.

We are part of and proud of the community we serve. We are *better together*.

Our values

Our values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence, shape our culture. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



INTEGRITY

We are authentic, truthful, and transparent, and strive for equity for all.



COMPASSION

We care for one another and ourselves with empathy, kindness and support.



ACCOUNTABILITY

We are accountable for our decisions, actions and behaviour.



RESPECT

We foster an environment of safety, civility, and inclusion.



ENGAGEMENT

We are one team working together to achieve our best outcomes.



EXCELLENCE

We empower each other and inspire innovation to deliver excellence.

Diversity and inclusion

We are the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. Our employees proudly reflect the community in which they work. At Metro South Health 20.5% of staff identify as coming from non-English speaking backgrounds.

Having a workforce that reflects and understands the needs and expectations of our community is important to delivering safe, kinder, and more inclusive care.

We recognise our strength comes from the diversity of our people and so we encourage people of all genders, ethnicities, ages, abilities, languages, sexual orientation and family responsibilities to apply.

We are committed to creating a diverse and inclusive workplace for our people and our community.

Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

Additional information

For further information about this opportunity and the benefits and conditions of working at Metro South Health please refer to the **Information for Applicants** document attached with this SmartJobs advertised vacancy.