



ASO7 Senior Work, Health and Safety Business Partner

Work, Health and Safety Section

Health, Safety and Wellbeing Branch

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24-hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

SAPOL's People, Culture and Wellbeing Service provides a holistic approach to the future development of our people and the organisation. Through strategic leadership and direction, People, Culture and Wellbeing will ensure our employees are skilled and supported to deliver a more efficient and effective service to the community. This will be achieved by increasing support to the frontline, ensuring the right people are in the right roles, developing talent pools and pipelines, delivering programs and strategies to foster highly effective leaders as well as providing collaborative business partnerships. Recognising that the capability of our workforce is dependent on the physical and mental health of all its members, People Culture and Wellbeing will deliver programs which provide an all-inclusive approach and promote every aspect of health and wellbeing.

The Work, Health and Safety (WHS) Section leads the development, promotion and implementation of workplace health, safety and wellbeing initiatives across SAPOL. The section provides specialist consultancy and advisory services to support a proactive safety culture, ensuring risks are identified, assessed and effectively managed. This includes developing prevention strategies, supporting compliance with WHS legislation and SAPOL

Service

Integrity

Leadership

Collaboration

Courage

Respect



policies, delivering education and awareness programs, monitoring safety performance and trends, and collaborating with leaders and employees to embed safe systems of work. Through these functions, the WHS Section plays a key role in strengthening SAPOL's organisational capability to prevent injury, enhance wellbeing and maintain a safe and healthy working environment.

The Senior Work, Health and Safety (WHS) Business Partner provides strategic leadership and expert advice to strengthen SAPOL's WHS prevention service delivery. The role identifies emerging issues, critical risks and system gaps to drive continuous improvement across the Health, Safety and Wellbeing Branch and broader organisation. It designs, implements and monitors statewide WHS systems and safety programs, using data analysis and performance insights to inform high-level planning and organisation decision-making.

The Senior WHS Business Partner leads the development, implementation and evaluation of WHS policies, procedures and assurance activities – including internal and external audits, scheduled performance reporting and strategies to address complex, high-risk and sensitive WHS matters. Working closely with executives, senior leaders and operational teams, the position supports the embedding of a positive safety culture, strengthens organisational WHS capability and ensures compliance with legislative and organisational requirements across SAPOL's diverse statewide operations.

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	Adelaide CBD
Qualifications	N/A
Out of Hours Work	Some out of hours work may be required.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL's iEngage program.

Reporting / Working Relationships

The Senior WHS Business Partner reports to the Manager, WHS, and is responsible for ensuring the effective delivery of WHS services across SAPOL's complex, statewide operations. The role works closely with executives, senior leaders, line managers, employees (including volunteers), and their representatives to influence safety outcomes and embed a proactive, risk-based safety culture. The position also develops and maintains strategic networks with internal stakeholders and external agencies to drive improvements in WHS policy, systems and program performance.

KEY OUTCOMES

- Deliver SAPOL's Safety Management System (SMS) objectives, performance measures and assurance activities in accordance with legislative, regulatory and organisational requirements.
- Provide expert knowledge and advice to guide the development, review, and implementation of WHS policies, procedures and governance frameworks.
- Lead assurance, monitoring and reporting activities, producing high-quality,

evidence-based insights to support informed decision-making.

- Implement and oversee systems for the identification, assessment and control of inherent, operational, and emerging WHS hazards.
- Manage and resolve complex, high-risk safety matters to protect the health, safety and wellbeing of SAPOL employees.
- Develop, implement and evaluate organisational WHS programs, addressing systemic gaps and strengthening operational safety capability.
- Lead WHS capability uplift by developing and delivering targeted WHS training, applying specialist expertise to select fit-for-purpose practices.
- Represent SAPOL as a WHS specialist in disputes, regulatory matters and audits, advocating on behalf of the organisation with SafeWorkSA and other public sector entities.
- Build constructive relationships with industrial associations, employee representatives and consultative forums, ensuring effective issue resolution and shared accountability for risk management.
- Monitor WHS trends and legislative changes to lead the research and implementation of innovative and best-practice approaches to maintain a contemporary and compliant WHS environment.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- Hold a tertiary qualification in Work, Health and Safety or a related discipline.
- Demonstrated experience in a Senior WHS advisory or business partnering role within a complex, multi-site organisation.
- Demonstrated ability to work under broad direction, exercising high levels of judgement to determine priorities, manage competing deadlines and deliver outcomes autonomously.
- Comprehensive discipline knowledge and significant expertise with a proven ability to formulate, implement, monitor and evaluate WHS programs, projects and system improvements.
- Demonstrated experience leading or coordinating WHS system and strategy implementation, including assurance, risk management and compliance activities.
- Comprehensive knowledge and application of WHS legislation, regulations, codes of practice and risk management principles, including the ability to interpret and apply these in complex organisational contexts.
- Strong stakeholder engagement with influence skills, with the ability to build credibility and negotiate outcomes with leaders, employees, unions and external bodies.
- Strong analytical, problem-solving, and report-writing capability, including the ability to translate data insights into strategic recommendations.
- Demonstrated capability to lead organisational change and drive improvements in WHS culture, systems and performance.
- Ability to extract, analyse and interpret WHS data, generate reports and communicate key trends and insights to key stakeholders.
- Detailed knowledge of national, state and sector-wide WHS strategies and frameworks and their relevance to SAPOL's operating environment.

Desirable Characteristics

- Experience working in a high-risk, highly regulated workplace

CORPORATE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the State Records Act 1997 and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the Public Sector Act 2009 and Work Health and Safety Act 2012.
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to **WH&S legislation**, principles and practices and risk assessment in accordance with the b, regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Guidelines.