



Information for Applicants

WORK HEALTH & SAFETY OFFICER



**Applications close
5:00 pm, 26 June 2026**

For more information contact:
John Warburton
enquiries@narrogin.wa.gov.au
Tel: 08 9890 0900



Work Health & Safety Officer

Package up to \$84K

The Shire of Narrogin is seeking a motivated, proactive and safety-focused individual to join our Infrastructure Services Team as a Work Health and Safety Officer.

This relevant role is responsible for promoting and maintaining a strong workplace safety culture across the organisation by supporting compliance with Work health and Safety legislation, improving WHS systems and processes, and working collaboratively with management, employees and contractors to create a safe and healthy working environment.

Key responsibilities include:

- Supporting the implementation and continuous improvement of the Shire's Work Health and Safety systems and practices.
- Assisting with WHS audits, inspections, incident investigations, risk assessments and corrective actions.
- Providing practical WHS advice coaching and support to employees, management and contractors.
- Assisting with the development and delivery of WHS training, toolbox meetings, and safety awareness initiatives
- Supporting the management and maintenance of the Shire's online WHS management system and related documentations.
- Assisting with contractor management, return to work processes and wellbeing initiatives.
- Maintaining accurate records and preparing WHS reports and documentation as required.

The successful applicant will ideally have experience in a Work Health and Safety role, strong organisational and communication skills, and a sound understanding of relevant WHS legislation and practices. Applicants with transferable skills, a positive attitude and a commitment to workplace safety are encouraged to apply.

To be considered for this position, applicants must submit:

- A written application addressing the selection criteria outlined in the Position Description; and
- A current resume.

An application package is available via the [Shire of Narrogin website](#) or by contacting John Warburton on (08) 9890 0900.

Applications should be marked "Private & Confidential – Work health & Safety Officer" and addressed to the undersigned.

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The Shire of Narrogin is an equal opportunity employer.

Michael Cole
Chief Executive Officer
Shire of Narrogin
PO Box 1145 Narrogin WA 6312
enquiries@narrogin.wa.gov.au
www.narrogin.wa.gov.au

The Package

Position:	Work Health & Safety Officer
Department:	Infrastructure Services
Section:	Work Health & Safety
Position classification:	LGIA 2020-NSI Award: Level 5
Employment type:	Full Time
Location:	Shire of Narrogin & other Local Government Districts as required.

Per annum	\$ Minimum	\$ Maximum
Salary*	\$51,988.56	\$51,988.56
Over Award Payment	\$17,171.44	\$20,135.44
Total Salary Payable	\$69,160	\$72,124
Superannuation @ 12%	\$8,299	\$8,655
Matching Superannuation @ 3%	\$2,075	\$2,164
Leave Loading 17.5% (not payable to contract or casual employees)	\$931	\$971
Vehicle Provision**	N/A	N/A
Housing Allowance	N/A	N/A
Telephone Allowance	N/A	N/A
Uniform Allowance	\$350	\$350
Gym Membership (full) (50% discount)	\$606	\$606
Rostered Day Off	19 day month	19 day month
TOTAL	\$81,421.00	\$84,869.50

* The package is calculated on a full time wage of 76 per fortnight for a full year. Wages will be paid on actual hours worked.

** Unrestricted Private Use (radius of 250km) from Narrogin townsite

About Your Application

Preparing Your Application

Your application is the first step towards securing an interview and therefore should be of the highest standard possible.

Whilst emailed applications to enquiries@narrogin.wa.gov.au is preferred, if mailing or delivering the application, it should be stapled in the top left hand corner. Note: Please do not submit applications in plastic folders or include original documents.

Covering Letter

The cover letter is a brief letter outlining the position you are applying for and a brief description of your background and reason for applying for the position.

Addressing Selection Criteria

If the advertisement requires you to address selection criteria, you will need to set out in a separate document entitled "Selection Criteria" and provide evidence of your ability to meet the criteria.

Curriculum Vitae (Resume)

Your Curriculum Vitae should provide personal details (e.g., name, address, contact number) relevant work history, education, training courses attended, qualifications and professional memberships.

Relevant work history should commence with the most recent position you have held, as well as the dates/period of employment. In the description of your work history, give a brief summary of the duties and responsibilities for each of the positions.

Qualifications

Certain positions stipulate that tertiary qualifications or specific certificates are required. As part of the application, candidates should demonstrate that the required level of education or training has been achieved. Please attach photocopies of any relevant qualifications or academic records to the application.

Referees

You should include in your curriculum vitae the names and contact numbers of at least two (2) referees. These referees may be contacted to verify the information stated in your curriculum vitae. Preferably one referee should be your current supervisor or manager, alternatively a supervisor/manager from a previous position may be used.

It is courteous to contact your referees for approval prior to nominating them in the application.

Closing Dates for Applications

Vacant positions with the Shire of Narrogin are advertised for a specific period and close at the time and dates as written in the advertisement. The closing time is the time that the applications are to be received at the Shire of Narrogin offices.

Late Applications Will Not Be Accepted

Short-listing of candidates for interview by the Selection Panel may take up to two weeks after the closing date. The candidates selected for interview will be contacted by an officer from the Shire of Narrogin by telephone to organise a convenient time to conduct the interview.

Preparing for the Interview

To prepare for the interview questions, re-read the Position Description focusing on the Selection Criteria. Think of workplace situations where the relevant skills and abilities have been required to be demonstrated.

Focus on the duties of the position and think about how they would be carried out. Think about the problems that might be encountered and how they could be resolved. Try to identify examples from past experience that might be similar or equivalent.

The Interview Process

The interview panel will generally consist of at least three members. Interviews will follow a set format to ensure equity and fairness to each applicant and will be evaluated in the same manner.

During the interview, the interview panel members will write notes and assess the answers from the candidates in response to the structured questions, ensuring that all applicants are examined in an objective and uniform manner. If a candidate does not understand a question, they should seek clarification prior to providing a reply.

Never assume that the interview panel members know the suitability of individual candidate for the vacant position even though some applicants may have worked with them or have previous experience in the past for which they have applied.

Wherever possible, relate answers to direct experience.

After the Interview

The successful applicant will be contacted by a member of the Interview Panel to verbally offer the position. The Human Resources Department will forward a written offer. All employment is subject to successfully obtaining a National Police Clearance certificate and completing a pre-employment medical and drug & alcohol test, the costs of which will be reimbursed upon commencement.

All unsuccessful applicants will be notified in writing.

Working for the Shire of Narrogin

Located in a picturesque valley surrounded by woodlands, farming country and rolling hills, Narrogin is just a two hour drive south east of Perth and is a major service centre for the region's rich agricultural industry.

The vibrant town is home to about 5,200 residents and is the regional centre for nearby communities including Cuballing, Wickepin, Wagin, and Williams, all of which provide a feeder population of more than 10,500 people.

The town's significant infrastructure, health and education facilities and specialty retail outlets also regularly attract more than 9,000 residents from the other outlying shires of Brookton, Corrigin, Dumbleyung, Kulin, Kondinin, Lake Grace and Pingelly.

The Shire of Narrogin is an Equal Opportunity Employer that has a team-oriented and highly motivated workforce which provides quality services and facilities to residents and visitors to the Shire.

Whilst most conditions of employment are covered in the Letter of Appointment and/or Employment Contract, all other governing matters fall within the [Industrial Relations Act 1979 \(WA\)](#) and the [Minimum Conditions of Employment Act 1993 \(WA\)](#) and Council's adopted [Code of Conduct](#).

All or some of the following benefits may apply to your position at the Shire of Narrogin:

Local Government Career

There are currently 138 Local Governments in Western Australia (and two Territories). Whether it be a large organisation or a small team, a career in Local Government is an opportunity to make a real difference.

Hours of Work

Varies depending on the position held, most office employees work Monday to Friday, minimum 152 hours per month. Most 'outside' employees work Monday to Friday, from 6.30am to 4.00pm during the summer months and from 7.00am to 4.30pm during the winter months.

Rostered Day Off (RDO)

A RDO system is in place for eligible Shire employees. One day off per month for full-time Administration, Library, Caravan Park, Narrogin Regional Homecare and Narrogin Regional Leisure Centre employees (other than Executive staff) and one day off per fortnight for employees that work in the Works and Services Division.

Up to 15% Superannuation (combined contribution)

As well as the required 12% superannuation contributions the Shire is required to make on behalf of its employees, contributions made by the employee to their own Superannuation Plan will be matched by the Shire up to a maximum of 3%.

Annual Leave - 17.5% Leave Loading

For employees not defined as casual, four weeks annual leave is payable after 12 months' service. Leave Loading of 17.5% is paid on annual leave for permanent staff not on contract.

13 Weeks' Long Service Leave

All permanent employees of the Shire are entitled to 13 weeks long service leave after completing 10 continuous years' service in Local Government. Long service leave accruals are transferable between all local government authorities in Western Australia.

Personal Leave

Personal/carers and bereavement leave is as per the National Employment Standards.

Employees Training and Development Opportunities

To maximise the potential and skills of its employees, the Shire is committed to supporting employees' training and education and providing professional development opportunities to employees as appropriate and encourages senior employees' attendance at State Conferences.

Probationary Period

A position may be subject to a probationary period.

Study Leave and Funding

Study leave assistance may be extended at the discretion of the CEO.

Competitive Salary

A competitive salary will be offered relevant to the position level within the Shire.

Salary Packaging

Salary packaging is available for permanent employees (e.g., package car and/or laptop).

Employee Incentive Scheme

Employees are able to participate in a reward scheme which enables employees to receive an amount not exceeding \$200 in cases where they have put forward good suggestions which have been adopted and resulted in savings and improved efficiency to the Shire.

Annual Performance Reviews

All employees are entitled to an annual performance review. The reviews are linked to possible salary review and highlights training requirements for the relevant position.

Internal Promotion and Acting Opportunities

The Shire encourages all employees to fulfil acting positions where available and endeavours to promote existing employees when a vacancy arises.

Subsidised Corporate Uniform – Office Employees

All permanent employees are entitled to a subsidised annual allowance toward the Local Government uniform.

Personal Protective Equipment

All necessary protective clothing and equipment is supplied by the Council to ensure your safety.

Smoke Free Working Environment

The Shire Administration office, Depot, Library, Homecare, Narrogin Regional Leisure Centre and all workplaces including vehicles are smoke-free working environments.

Health and Wellbeing Programme

Various programmes are regularly conducted for Shire employees such as Flu vaccines and sunscreen checks and full health assessments. These programmes are free to employees.

Vaccinations

Vaccinations from time to time, such as COVID-19, may be compulsory under Government of WA mandates and Health Directions for certain classes of employees including environmental health officers, frontline employees that have regular and close direct contact with aged and vulnerable clients and customers. This is also due to Commonwealth funding requirements, with respect to all Narrogin Regional Homecare employees, whether permanent or casual.

In addition, in the event of a lock down or similar restrictions, all employees at the following work locations may be required to be fully vaccinated, to continue to attend work:

- Narrogin Regional Homecare
- Caravan Park
- Refuse Site
- Works Depot (Mechanical, Parks & Gardens, Construction & Maintenance, Depot Admin)
- Library
- Ranger Services
- Shire Administration Office.

Exemptions may be available through a General Practitioner, that confirms that to receive a vaccination, would compromise their health, due to an existing underlying health condition.

In limited circumstances, those that are not fully vaccinated, may receive temporary approval to work from home, on a case by case basis.

Equal Opportunity Employer

The Shire's Equal Employment Opportunity goals are designed to provide an enjoyable, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.

Job Share and Part Time Opportunities

The Shire supports the principle of job sharing and part time employment, with various part time positions currently occupied within the Shire.

Modern Office Facilities

The Narrogin Shire Administration Office, Library, Narrogin Regional Leisure Centre, Narrogin Regional Homecare, and Works Depot Office are all modern, spacious, air-conditioned buildings.

Kitchen Facilities

The Shire Administration Office and Works Depot has a modern kitchen/lunchroom for employees use.

Employee Corporate Functions (e.g., Farewell & Christmas Functions)

The Shire provides an annual Christmas Function for all Elected Members, employees and their families as well as other occasional functions throughout the year.

Friendly Work Environment

A great team-oriented, friendly environment makes working with the Shire an attractive employment option with great prospects / career advancement within the Shire and in local government in general.

Work Experience Programme

The Shire is dedicated to giving young people the opportunity to utilise the work experience programmes through their School, enabling them to work in their area of interest.

RRR – Reduce Reuse Recycle

The Shire of Narrogin is committed to promoting environmentally conscious development and to creating a more sustainable community.

Gymnasium or Swimming at lunchtime – Discounted Membership

The Shire Administration Office is located within close proximity to the Narrogin Regional Leisure Centre. A 25-metre heated pool and fully equipped gymnasium is available to all staff who wish to visit as an occasional patron or take advantage of 50% discount to membership packages at the Centre.

Family Friendly Environment

The Shire Administration Office is a family friendly environment and recognises the importance of a working/family life balance.

Voluntary Employee Involvement in Community Events

Employees are able to be involved in various events which the Shire organises and/or supports within the community.

Close to Early Education, Schools, and the Agricultural College

For those with children, all work locations are within close proximity to the Narrogin Regional Childcare Centre, three choices of Primary Schools, the Senior High School (to year 12) and the Agricultural College (years 10 – 12).

Counselling Services

The Shire offers support on a range of work-related issues. Short term counselling aims to provide local government workers, elected members and bushfire volunteers with support for a wide variety of work-related issues such as work relationships, conflicts at work and other work-related issues. To access this service an individual must be referred to LGIS by the local government by using the approved referral form, which will entitle the individual up to 6 sessions.

Free Parking

The Shire has free on-site parking facilities for all employees.

Electric Vehicle Charging Stations

Six (6) dedicated Hybrid or Electric Vehicle car parking / charging stations free for employees to park and use if based at the Administration Office.

For further information please contact the Payroll Officer on telephone 9890 0900 or email payroll@narrogin.wa.gov.au.

Organisational Structure





Position Description
Work Health and Safety Officer

1. POSITION DETAILS

Position: Work Health and Safety Officer

Directorate: Infrastructure Services

Department: Work Health and Safety

Position classification: Level 5

Employment type: Full Time

Location: Shire Administration Building

2. ORGANISATIONAL RELATIONSHIPS

Responsible to: Executive Manager Infrastructure Services

Supervision of: Not applicable

Internal and External Liaison:

Internal

- Chief Executive Officer
- Executive Managers
- Finance and Human Resources staff
- Department Managers

External

- LGIS
- Public Authorities

3. POSITION OBJECTIVES

The Work Health and Safety (WHS) Officer is responsible for promoting, developing, and maintaining a strong safety culture across the Shire of Narrogin by ensuring compliance with relevant Work Health and Safety legislation, standards, and best practices. The role works collaboratively with management, employees, and contractors to identify, assess, and control workplace risks, aiming to prevent injury and illness and support a safe, healthy, and productive working environment.

This position provides expert advice, education, and support to ensure that the Shire's operations, services, and worksites meet statutory obligations and internal safety objectives, while continuously improving WHS systems, processes, and performance outcomes for the benefit of employees, contractors, and the community.

4. KEY DUTIES / RESPONSIBILITIES

- Support the Executive Manager Infrastructure Services in ensuring compliance with all relevant Work Health and Safety legislation, regulations, and organisational requirements by contributing to strong safety performance across the organisation.
- Contribute to regular reviews of the Safety Management System to ensure it remains relevant, consistent, practical and user friendly for all staff.
- Assist to manage, create, and maintain Council's Online WHS management system, including system configuration, workflow and form development, user support, data quality assurance, reporting, and continuous improvement to ensure the platform effectively supports WHS compliance and organisational safety performance.
- Conduct or assist with developing WHS related workshops and training (including creation of safety alerts and toolbox talks etc.) to continually raise awareness regarding safety obligations/procedures.
- Participate in hazard identification, risk assessments, implementation of controls, and follow-up reporting as directed by the WHS Manager.
- Assist with the development, review and maintenance of Council's risk registers.
- Conduct or assist with WHS incident investigations, including developing meaningful and practical corrective actions.
- Conduct or assist with developing WHS related workshops and training (including creation of safety alerts and toolbox talks etc.) to continually raise awareness regarding safety obligations/procedures etc.
- Provide a visible presence that supports Council and Contractor worksites in creating a positive safety culture through proactive engagement, coaching and support of WHS initiatives.
- Provide timely, practical and relevant advice and assistance to management and teams in the implementation of preventative safety initiatives and strategies.
- Stay abreast of changes to legislation, regulations and best practice initiatives in WH&S within local government and other industries.
- Assist the Executive Manager Infrastructure Services in the WHS Strategic Planning process.
- Conduct Work Health & Safety audits/inspections of all areas of the Shire in accordance with the Audit Schedule.
- Assist with WHS contractor management.
- Attend meetings and represent the Shire at safety related forums as required.
- Assist with the creation of WHS reports, Safe Work Method Statements and other documentation as required.
- Assist with return to work, health monitoring and wellbeing initiatives as required.
- Carry out other duties that are within the limits of the employee's skills, competence and ability as required by the Shire of Narrogin.

- All staff are responsible and accountable for creating and keeping accurate and complete records of their business activity in accordance with Councils Records Management Policy and the Code of Conduct.

5. SELECTION CRITERIA

Essential Qualifications:

- Tertiary qualification in Work Health and Safety or similar and/or significant demonstrated experience in a similar role.
- C Class Drivers License

Desirable:

- Certificate in Business/Office Administration studies or similar discipline.
- Previous experience in Local Government.
- Construction Industry White Card

Experience:

- Demonstrated experience in a Work Health and Safety role.
- Demonstrated experience in conducting audits.
- Previous experience and knowledge of office management and administration including customer service, data entry and report preparation skills.
- Extensive experience in the application of computer software programmes in an office environment including Microsoft Office suite of programmes.

Skills:

- Proficiency in the use of Microsoft Office products, specifically Word, Excel, Power Point, and Outlook.
- Competent numeracy skills.
- Time management and organisational skills.
- Developed verbal communication and public relations skills.
- Competent customer service skills.
- Use initiative to improve operational performance and apply problem solving skills.
- Be self-motivated and prioritise and manage time effectively.

Knowledge:

- Sound working knowledge of the Work Health and Safety Act and associated Regulations.
- Sound working knowledge of Standards and Guidelines related to Work Health and Safety.
- Sound understanding of how a local community operates.

6. EXTENT OF AUTHORITY

Operates under the general direction of the Managers of Infrastructure and Executive Manager of Infrastructure Services within established guidelines, procedures and policies of Council as well as the statutory provisions of the Local Government Act and other legislation.

7. WORK, HEALTH, AND SAFETY REQUIREMENTS

- Ensure own safety and avoid adversely affecting the safety and health of any other person through any act or omission at work.

- Lead by example to achieve compliance with WHS.
- Undertake risk assessment, hazard identification and control and participate in accident/incident/near misses investigation and documentation.
- Promptly report all accidents, incidents, near misses and hazardous situations arising in the course of work.
- Identify and assess possible hazards, recommend and initiate appropriate solutions.



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