



**REGIONAL WHS&E BUSINESS PARTNER
(SOUTH AUSTRALIA, VICTORIA, TASMANIA AND
WESTERN AUSTRALIA)**

JOB SPECIFICATION

OCTOBER 2025



POSITION DESCRIPTION

Position Title: Regional WHS&E Business Partner (SA, Victoria, Tasmania & WA)

Primary Location: Two Wells SA

Reports to: National WHS&E Manager

Primary Purpose: To lead the Workplace Health Safety and Environmental culture and practices within the region.

Key Accountabilities

- Ensure all businesses within the region comply with the relevant WHS&E regulations.
- Implement change management process to enhance the WHS culture.
- Conduct risk assessments on new equipment and processes to identify hazards, control measures Including the identification of critical control measures.
- Review existing risk assessments on an annual basis or upon a significant incident.
- Develop for each business an annual regional WHS&E improvement program. On a monthly basis report on the progress against the improvement program.
- Investigate all incidents considered to be significant (MTI, LTI) using ICAM or similar investigation tool.
- Develop action plans as a result of an investigation, improvement plan, and other WHS&E corrective actions.
- Monitor the implementation of RTW Plans in conjunction with the National Workers Compensation Specialist.
- Participate in Claims management review meetings (monthly).
- Participate in WHS&E committee meetings.
- Undertake WHS&E audits for businesses in other regions.
- Coordinating with all functions, providing WHS&E technical and advisory service.
- Establish and monitor a plan for “Work Safe, Home Safe” program.
- Establish a system for analysis and effective feedback to all stakeholders. Lead and Lag indicators including TRIFR (Total Recordable Incident Frequency Rate).
- Liaise closely with PFA site management to ensure accuracy of data. Includes being hands on when required.
- Audit employee work practices (behavioural safety observations).
- Arrange safety training such as first aid, fire warden, confined space, working at height and high-risk licensing.
- Ensuring safety standards are upheld by labour hire employees
- Educate all Managers and Supervisors in the WHS legislative requirements.
- Organise toolbox meetings and ensure records are maintained.
- Ensure chemicals are handled, stored and disposed of in accordance with ADG codes.
- Prepare and submit EPA annual return.

Key Relationships

Internal Stakeholders	External Stakeholders
National WHS&E Manager	WorkSafe Tasmania
General Manager – Farms	SafeWork SA
PFA Senior Management Team – CP&SO	Auditors
National Workers Compensation Specialist	EPA
WHS&E Support Officer/WHS &E Administrator	Local Council
Labour Managers	WorkSafe Victoria
PFA - HR Team	WorkSafe WA

Special Conditions

- Out of hours work may be required to complete duties and tasks.
- Seasonal weekend work as required.
- Interstate travel as required.

Company Values

We pursue perfection every day, by making sure we do everything with **PRIDE**.

First there's **PASSION**. It's not just the secret ingredient for growing delicious fruit and veggies – it's how you grow a great team, too.

Second is **RESPECT**. We focus on building respectful relationships with our network of growers, suppliers and customers. It's key to having happy people, and a healthy business.

We're all for **INNOVATION**. And in our world, that means encouraging everyone to come up with fresh tastes, techniques and ideas. Because innovation can come from anywhere.

Then there's **DISCIPLINE**. While we love to have fun at work, we're all perfectionists at heart. Staying professional and focused is the only way we can live up to our name.

And finally, we're **ETHICAL** – always. From our products and people to our sourcing and service, everything comes down to quality, honesty and trust. It's vital in our recipe for success.



HOW TO APPLY

Applications including a cover letter and CV should be addressed Bernie Dyer. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8827.

Please Note

Your application will be automatically acknowledged by a return email.