



**Think  
forward**

**Annual Report 2020**

# Our Values



## Integrity

We are ethical, and act with honesty and accountability



## Diversity

We respect each other's diverse perspectives



## Legacy

We honour the contributions that have built what is here today



## Humanity

We are passionate about health and safety because we care about people and community



## Leadership

We drive positive change within industries, organisations and our community



## Innovation

We think forward and encourage new ways of improving health and safety



The pressures brought to bear on our community in the last year have been beyond anything we could have imagined.

The bushfires which ravaged Eastern Australia destroyed small communities, took lives, and effected the health and safety of many millions of people as heavy smoke lay over our cities, harming outdoor workers especially, and introducing us to the concept of face masks, which at the time seemed strange and unusual.

With this trauma still playing out, the ensuing COVID-19 pandemic has held the world's population in its grip, creating primal fear as we have all tried to understand its meaning in our lives, and its impact on our future.

These things are far bigger than our health and safety at work but managing these issues at work is part of the equation for individual and community health and wellbeing. We are all now in the process of adapting to a changed world, and some things will never be the same. Health and safety at work has never been more important.

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# About the AIHS

## The AIHS – only 72 years in the making

The origins of the Australian Institute of Health & Safety (AIHS) belong to a small group of students who attended the first industrial Safety and Accident Prevention course conducted by the then Melbourne Technical College in 1948. This group met regularly and formed the nucleus of the Safety Engineering Society of Australia.

With time, it became apparent that the term “Safety Engineering” in the society’s name emphasised only one of the many disciplines associated with the effective control of accidents, injuries and diseases. As a result, the Safety Institute of Australia (SIA) was incorporated in 1977 with a new constitution.

In 2019 after a long period of consultation, it was decided that it was long overdue to include the term ‘Health’ in our name, and the Australian Institute of Health & Safety was born.

We have a long and proud history of working with regulators, employers, unions, government and other stakeholders in the pursuit of more effective health and safety policy, regulation and practice. Our views are not those of either unions or employers – they reflect the profession’s unique perspective, focusing on good health and safety.

Today across Australia, the AIHS has thousands of members, and strategic partnerships with other stakeholders who share our vision of safe and healthy workers in productive workplaces and communities.

Our work is done by a small staff team, and a large community of leaders amongst the membership - diverse in their age, gender, ethnicity and ideas – who are a living example of the health and safety community helping itself to grow and improve.

Our Patron is the Governor-General of the Commonwealth of Australia, His Excellency General the Honourable David Hurley AC DSC (Retd).

## Our Vision

Is safe and healthy people in productive workplaces and communities.

## Everything we do is

About shaping workplace health and safety now and, in the generations to come because we believe that every Australian deserves to be safe and healthy at work.

## Our Long-Term Objectives

- » Develop world class health and safety practice through a diverse, influential community of practitioners, professionals and leaders.
- » Build engaged and strategic partnerships with Australian businesses.
- » Build a sustainable organisation capable of powerfully influencing health and safety in Australia.
- » Address complex health and safety issues and improve health and safety outcomes for current and future generations.

## The Focus of our work

- » Cultivating the health and safety Body of Knowledge and building strong development frameworks for practitioners, professionals and leaders.
- » Providing opportunities to connect, contribute and learn from each other, in both social and professional settings.
- » Promoting the role and value of the profession and achieving greater impact by forging industry connections.
- » Creating a sustainable technical and financial base for future growth through agile, responsive and efficient operations with diverse income streams.
- » Advocating with courage on policy to improve legislation, regulation and standards.
- » Improving health and safety knowledge, education and training within the wider community.

# Chair Report



## Naomi Kemp

I think it's fair to say that over the past 12 months everyone has been challenged. Looking back on the past year, July 2019 seems like a lifetime ago and much simpler times.

The focus for the Institute this time last year was launching our new name and brand: Australian Institute of Health and Safety: *think forward*. Only months later, much of the country was consumed with bushfires and our focus shifted to supporting our communities and the courageous firefighters. Our profession was focused on how to best support and advise workers and workplaces in managing the risks associated with the bushfire smoke, heat, and despair. It would have been hard to imagine something having a greater impact on Australian communities than the bushfires.

In September 2019, we farewelled our long-standing Board Chair, Patrick Murphy, along with Nathan Winter and David Segrott from the Board and Company Secretary role. As the newly appointed Chair, I welcomed back

Cameron Montgomery to the Board and to the Deputy Chair role. With several new faces on the board, we were reinvigorated to build on the strong governance framework and our *Think Forward Strategy*. By February 2020, the worst of the bushfires seemed behind us. The rains came as we united with the world to raise money for bushfire relief and recovery. With a mindful eye on an emerging problem in a province in China, it seemed Australia - while battle scared - could overcome anything.

Yet, here we are now, being challenged more than ever. This time, by something we cannot see or smell - but the risk is real with the tragic outcomes we are experiencing worldwide. So again, our focus has shifted - not only to supporting our communities and the courageous frontline workers, but also to critical, immediate, and large-scale adaptation of the Institute itself and its work. Since March, much of our attention has been focused on adapting our business process, our services, and our priorities to place the Institute in the best position to create a sustainable and prosperous future.

"If it doesn't challenge you, it won't change you" is a quote I often say to myself, and I think it is worth sharing. Suddenly, our new slogan *Think Forward* is more relevant and important to us than we might have imagined. We know we cannot continue doing what we have always done. To remain relevant and fulfil our purpose, to shape workplace health and safety now and in the generations to come, we must reflect, adapt and transform.

It is this challenge that led us to set our strategic long-term objectives.

1. Develop world class health and safety practice through a diverse, influential community of practitioners, professionals, and leaders.
2. Build engaged and strategic partnerships with Australian businesses.
3. Build a sustainable organisation capable of powerfully influencing health and safety in Australia.
4. Address complex health and safety issues and improve health and safety outcomes for current and future generations.

These objectives empower us to strive for our vision of safe and healthy people in productive workplaces and communities, they hold us accountable to our core values of Integrity, Legacy, Diversity, Leadership, Innovation and Humanity.

Yes, we have set ourselves a challenge. A challenge that requires us not only to survive through these unprecedented times, but to emerge stronger than ever. I am excited about the future of the Institute, as together we think and move forward in the hands of our dedicated CEO, David Clarke, and the wonderful team in our National Office. I commend the 2019/20 Annual Report to you.

Naomi Kemp  
Chair



# CEO Report



## David Clarke

As our Chair Naomi Kemp outlined - what a year.

Thankfully, the transformation already underway at the Institute leading into the current crisis served us well operationally with our mindset and direction already on changing environment and moving down the right paths.

However, we still needed to drop everything in March and settle on the simple things: Focus on providing the profession with trusted information, provide it in a timely way and provide it free of charge.

In March, we shut down the office, cancelling 35 face to face events within a week. Through April, and May and by end of June we had run webinars for thousands of viewers, produced a new Chapter in the OHS Body of Knowledge on Working from Home and delivered the inaugural Australian Workplace Health and Safety Awards and the National Health and Safety Conference online. We had our share of hiccups, but the staff team and so many people throughout our community of leaders stepped up and made these things possible. In my time at the Institute I have not been prouder seeing our organisational values so well expressed when it matters most.

The bigger picture? Suddenly, the profession now sits at the heart of our community's efforts to keep people healthy and safe. COVID-19 has ensured that *everyone is now paying attention to our work and understand its critical*

*importance*. The question is: *are we up to the challenge?*

Sitting behind the veil of COVID-19, things are not as they should be in health and safety, and if we want improvement, we need to acknowledge it:

- » Our nation's health and safety performance has stagnated in recent years, but nobody is leading the discussion as to why. Australia's flagship policy document the National Workplace Health and Safety Strategy 2012-2022 is nearing its end with many of its goals largely unrealised. Things are not on track.
- » Our own profession has capability gaps. Collectively, we must raise the standards of our work. We need a shared commitment to a stronger education and training framework that builds knowledge, which combined with work experience, produces stronger capability. We must raise our overall standards.

I want to express a big thanks to everyone in our community who has done their part to weather the storm of past months. But now, there is more to do than ever, so it's back to work to build a sustainable future for the Institute and the profession. In the year ahead you'll see our commitment to raising standards in education, work capability, and professional development as well as stronger advocacy and policy work as we provide a unique voice for the profession and we will tell it like it is.

David Clarke  
CEO



# Financial Overview



## Nathan Winter

The finances of the Institute are managed by the Chief Executive under the guidance of the AIHS board through its Finance, Risk, Audit, Performance and Compliance Committee.

The Board initially approved a breakeven budget for FY20, then COVID-19 happened. Between March and June more than 30 scheduled face to face events which generated important revenue for the Institute - had to be cancelled. Fortunately the National Office staff demonstrated great agility and through very quick and tireless work, combined with some understanding suppliers, we were able to cancel venue bookings and limit associated expenses such as catering, successfully recouping deposits for the vast majority of the face to face events that had been planned.

The national lock down prohibiting face to face events and shutting down large parts of the Australian economy built a concern that in addition to loss of revenue for events we may have a higher rate of non-renewals from our Individual and Corporate Members and less revenue from our other events which were switched to a Virtual format including the National Conference.

However, some of our revenue streams from March-June remained very strong. The health and safety profession has a role to play in the management of COVID-19, and many higher risk industries which carry higher numbers of health and safety people have remained operating, so while there have been job losses in the

health and safety profession, they have broadly been less in number than many other workforce roles. During lockdown, the Institute worked hard to provide good quality, trusted information and support to the profession, and created a number of events online, including our national conference which had excellent patronage. Corporate members have broadly stayed with us, and new corporates have come on board, despite the crisis. All of these factors combined, contributed to an excellent financial outcome under the circumstances..

In summary, despite the impact of COVID-19, with the aid of Government's small business stimulus package and Job Keeper payments this year our revenue was at \$1.83 million, and with savings made, expenses were reduced to \$1.7 million producing an EOFY surplus of \$102K. This has more than restored the cash reserves we invested in FY19 to improve our database and web systems, and provides a basis for our FY21 budget spending to respond to long-term changing trends in our marketplace.

This year we have again been provided with an "unqualified" audit opinion by our Auditors that our Financial Statements are a true and accurate reflection of the Institute's financial position.

For FY21 the Board have approved a deficit budget of \$102K to re-invest our members funds in developing the Institute's online training capability and to ensure that there are plenty of opportunities for our certified members to be able to complete the required Continuing Professional Development (CPD).

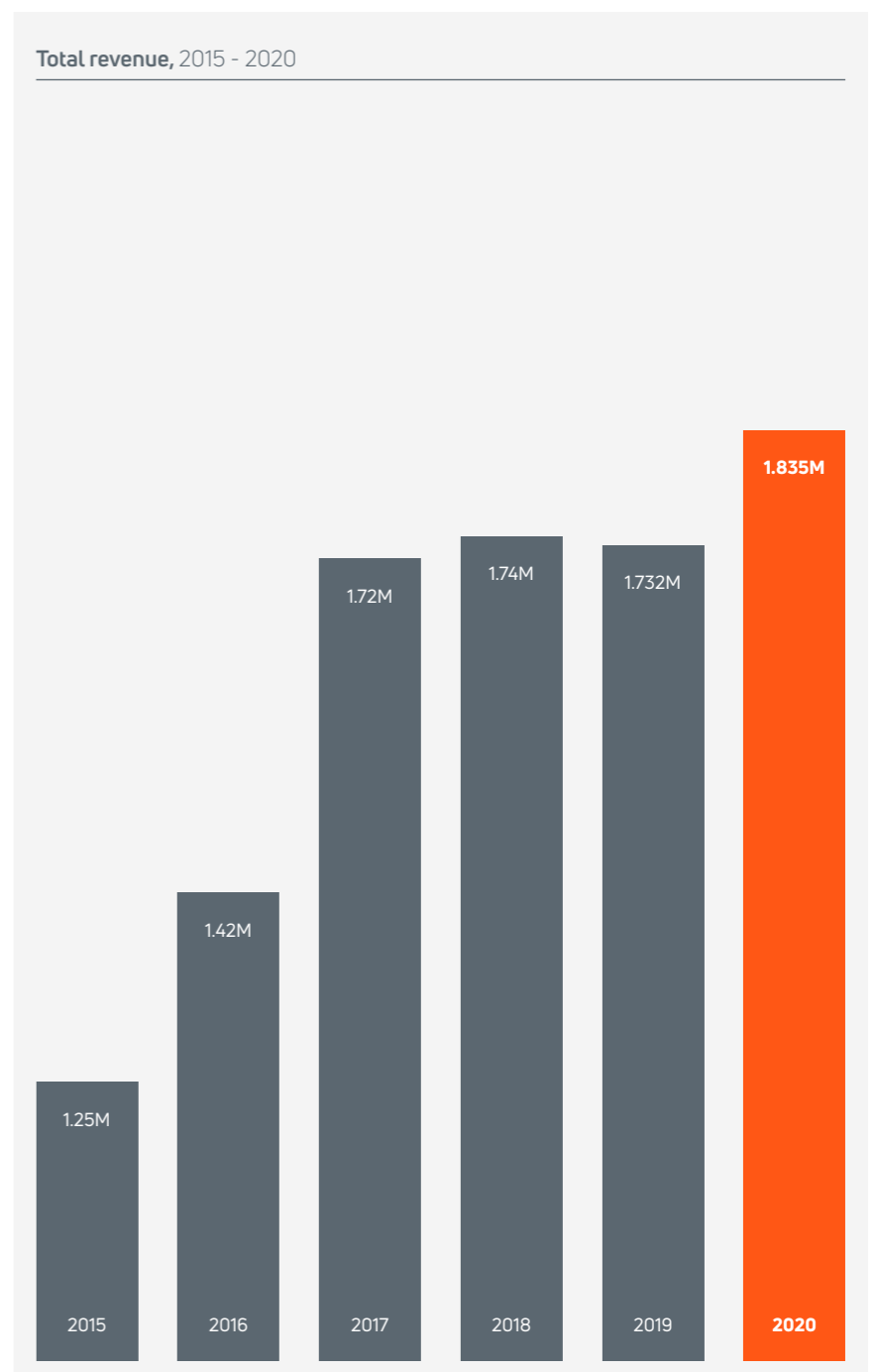
This is largest deficit that the Board has approved during my time as Chair of the Finance, Risk, Audit, Performance and Compliance Committee, however it is supported by our FY20 surplus and backed by a plan for an investment that has the greatest opportunity to deliver larger scale long term returns for our members, improving our overall ability to achieve our Vision of safe and healthy people in productive workplaces and communities.

In summary, the Institute has had another good financial result for FY20, despite the COVID-19 Pandemic.

I would like to extend my thanks to the members of the Finance, Risk, Audit, Performance and Compliance Committee, as well as the staff team at the Institute for their ongoing great work. The full audit report is available in the members section of our website.

**Nathan Winter**  
Chair Finance, Risk, Audit, Performance and Compliance Committee

The full audit report is available in the members section of our website: [www.aihs.org.au](http://www.aihs.org.au)



# Engagement



In this section, you can read about our local, national and international networks and the many products and services we make available to the profession that support greater knowledge, and growth in capability.

To be successful in carrying out our mission, the Institute engages with a wide range of organisations in the environment around us. By working with groups who have a shared interest in people’s health and safety at work, we are better able to influence systemic improvement and change to health and safety issues. We encourage coalitions of interest amongst entities with common values and enable the sharing of information, resources, and knowledge between stakeholders.

To be successful in their roles, health and safety people must engage with a range of stakeholders including each other, sharing ideas and learning. Professional networks are a critical part of career advancement, and our programs are designed to bring people together across the field, to build those connections. We are constantly working to widen the range of networking and engagement opportunities available to the profession spanning all states and territories.

At the Institute, we know that diversity in its many forms is a positive thing. It brings alternative viewpoints, new perspectives, fosters creative ideas, and underpins the kind of thinking that recognises and respects that we do not all operate in the same way. As a result, we have a diversity agenda – supporting diversity in age, gender, ethnicity, and ideas.

# Networks EL and WISH



Andi Csontos



Alena Titterton



Tim Allred

## Women in Safety and Health (WISH)

The world and the way in which work is undertaken has and continues to change. Health and Safety remains a key risk, but the work is different, and the risks are different. There is a need for greater flexibility, creativity, problem solving capability and a giving away of technical limitations to allow for innovation, digitalisation, and better use of the technology available to us – technology we know can simplify and improve. Systems will be simple, integrated, not necessarily HSE specific but outcomes focused, spend will only be given to initiatives where outcomes and impact are measured and demonstrated. Disaggregated work, distributed workforces will redefine responsibilities for HSE further away from what we know.

We continue to see an under-representation of women in senior executive roles in Safety and Health. As an association for safety and health professionals, we must ensure women are receiving the support, training, coaching and opportunities to excel and progress within our profession.


The Women in Safety and Health (WISH) network is currently focusing on building a coaching and support network, mentoring and confidence building

amongst females, so they do chase opportunities and then succeed.

In the year ahead we will continue to build the network, provide access to stories of success and failure and what we have learned, access to senior female leaders as role models and male leaders as potential mentors.

*“We seem to invest so much effort and focus on learning health and safety from within our profession – technical health and safety learning. Our challenge is to broaden our horizons and learn from a much wider school – business, design thinking, finance, technology and leadership.” Andi Csontos*

**Andi Csontos and Alena Titterton**  
WISH Co-Leaders

 For more information, go to: [www.aihs.org.au/networks/women-in-safety-and-health](http://www.aihs.org.au/networks/women-in-safety-and-health)

## Emerging Leaders (previously known as the Young Safety Professionals (YSP))


The AIHS Young Safety Professionals (YSP) Network focuses on connecting with young and emerging safety professionals across the country. Since we formed in 2015, we have adapted and evolved as we have looked for different ways to encourage peer-to-peer learning, networking, and knowledge sharing.

Over this last year, we have hosted various webinars and events through our local Branch Committees, and understandably, we have had many activities put on hold or pivoted in response to physical distancing requirements. While disappointing, we are excited about what is around the corner.

The National Organising Committee have been in conversation around the future direction and focus of our Network this year, which will see us close the chapter on YSP and see a transformation towards the AIHS Emerging Leaders Network. Despite the name, we’ve never been exclusive to just young people (and what constitutes young these days anyway?) and have valued the contribution and participation of safety professionals of all ages who have brought so much value to our local networks.

As we launch into 2020/21 and beyond, we will continue our focus on providing opportunities to connect, engage and develop as professionals, and support the Emerging Leaders of the AIHS and the future of the health and safety profession.

**Tim Allred**  
Emerging Leaders

 For more information, go to: [www.aihs.org.au/networks/emerging-leaders](http://www.aihs.org.au/networks/emerging-leaders)

# State/Territory branches and regional networks Branch Report

## A Year in Review

Branches and regional networks have a direct role in designing the member experience, and the members who run them- health and safety practitioners and professionals- are part of the leadership community at the Institute.

Branch and regional network committees come together to create the kinds of professional development and networking experiences that they and their health and safety colleagues would like. The task of the national office is to support them in undertaking this work. In 2019-20,

Branches were responsible for creating more than half of the 101 professional development and networking experiences conducted by the Institute.

Some branches also take an active interest in policy, and not only generate responses to policy submissions, but can also create policy initiatives.

Branch committees, planning groups and sub-committees are also network groups in themselves that provide connections, build relationships and function as a platform for rich discussion and debate about health and safety issues, and keeping up-to-date about industry developments, sharing ideas and

discussing industry trends. They're personal, and they're professional.

One of the primary focuses in the planning role of branches and the Institute as a whole is supporting those living in regional, rural and remote areas. We know that just doing things in capital cities isn't enough, and we constantly explore ways to improve connectivity, including our standing offer to support health and safety people in these areas to create more localised networks.

As part of our ongoing commitment to diversity in age, gender, ethnicity and ideas, Branches always welcome new input and engagement.



A Hunter Branch event site-visit to WestTrac Cat.

### Ian De Costa, ACT Branch Chair

The COVID-19 pandemic has forced workplaces to adapt to social distancing requirements with most opting to allow workers to work from home. This has forced changes to the way everyday work is undertaken including zoom and face time meetings, I expect that quite a lot of future meetings will continue to be conducted this way even after the pandemic as it allows participants to join the meeting without physically being there, reducing travel time and costs.

I also expect an increase in the amount of workers asking to work from home regularly, this may increase the need to have home workplaces ergonomically assessed by a professional to ensure

that they are safe as required by law. I have personally observed people working from their kitchen tables with a laptop on their lap for hours on end and have heard of workers complaining about sore necks and shoulders. This may also lead to more workers compensation claims.

Due to the bushfires earlier in the year we have already seen greater attention to respiratory protection for fire fighters and the general public working in smoky conditions. Our Bushfire Smoke event in March brought together a group of safety professionals, firefighters and

Emergency Service workers in a robust discussion.

A personal highlight was to represent the AIHS at the Governor General's Christmas Party at Government House in Canberra last year.

*"I would like to acknowledge the support provided to me as ACT Branch Chair from my local Committee and the AIHS (SIA) National office through my term as Chair. I would also commend Dave and the National Office staff in maintaining a great level of support and online options during the COVID-19 pandemic."* Ian De Costa

### Brad Crockett, NSW Branch Chair

The impact of the pandemic has had obvious implications which are as evident in the day to day operations of the Institute as they are across business more generally. It has brought out the best and the worst of humanity and for WHS professionals, we have been asked to step up and provide support within our areas of responsibility for a challenge, for which there is no contemporary parallel. I believe that the shift has occurred out of necessity, away from a sole focus on hard risk i.e. fall from height, structural collapse and the like, towards a recognition of the part that wellbeing (physical and mental) plays in our everyday lives. This is as true for the tradie or construction worker

still working on site every day, as it is for the office worker working in the loungeroom or study. I think we will see an increased focus on wellbeing as part of the WHS remit, this is already occurring, but I believe this will now simply accelerate.

I think the challenge is for the profession, a diverse group of individuals working in diverse industries and with incredibly diverse backgrounds, to not miss the structural change in focus that has occurred in 2020. We cannot lose sight that just now, our remit has been broadened and evolved and the opportunity for us to demonstrate our value and worth to our senior leaders

has just manifestly increased! We need to leverage this opportunity.

*"We have just received the completed Consultants report into the NSW branch operations that examined opportunities to improve both our event resourcing and event management. Some very exciting findings and suggestions that I will share with David and the other branches that may provide improved offerings to our members and other interested persons plus improve our engagement with WHS students."* Brad Crockett

# State/Territory branches and regional networks continued

## Jeff Weldon, NT Branch Chair

Our core values of protecting the health and safety of all people is unwavering.

The pandemic has certainly made a major impact on the profession. Over the years I personally have written four pandemic plans and to now be managing the hazard has been a real eye opener. I am sure many seasoned professionals have similar experiences. We continue to advance professionally.

This is evident in the ever expanding and growing technical capacity of the health and safety professionals. The changes are significant.

The challenges for the profession in learning is the ever-expanding volume of information relevant to the profession. Additionally, the processes and system continue to expand and change.

*“Our team of volunteers have been great; we have good synergy and a wealth of practical experience. We have had two excellent workshops that were very well attended and valued. Our IM workshop was especially successful. Our Stepping Forward workshop was about listening and learning as much as teaching and educating. Both were great fun.”*  
Jeff Weldon

## Brett Jones, QLD Branch Chair

The health and safety world always has, and always will, change. As the world changes, and how people work changes, we need to change with it.

2020 will be remembered for worldwide tragedies, and the health and safety world has adapted generally very well – however what is now known more so than ever is that we as health and safety professionals need to ensure that our knowledge of ‘health’ is drastically improved – from mental health, to inclusivity, to occupational hygiene, to truly understanding personal and workplace exposures. We have so much more to learn as a profession.

What will stay the same is that health and safety professionals are truly business advisers – critically assessing issues and providing guidance and support to our employers, clients and governments on matters that affect everyone. It is so important that our

professional acumen reflects our roles, and that we know when to seek further help.

Learning-wise, new challenges for how we learn, and how we help people learn about health and safety, will continue. The learning being provided in many parts, particularly the areas of risk and health, is unsatisfactory. New entrants into the profession, or workers seeking more information on how to do their job safely, are being provided information that is fundamentally inaccurate. This makes our jobs difficult.

For health and safety professionals, CPD is an important part of how we keep getting better as a collective profession.

The QLD Branch has many long-term contributors, which makes things easier when work needs to be done. QLD is a genuine AIHS community whereby we can reach out to members at any time for advice, support and help.

The 27th Annual Visions Conference held in August 2019 was a highlight, especially considering the challenges of 2020. At the conference, the first two AIHS Service Awards were awarded to Peter Lupschen and Jenny Goss.

*“The QLD Visions Conference Organising Committee have continued their provision of excellence on behalf of the AIHS. Jenny Goss, David Muchow, Dave Whitefield, Tim Gilchrist, Rob Harvey, Tim Gilchrist and Bryce McLaren have been pillars of strength through a difficult time.*

*Also, a big acknowledgement to WorkSafe Queensland for their continued support through sponsorship, and through the regional events held collaboratively with AIHS.”* Brett Jones



## Kym Bills, SA Branch Chair

Like everyone else, the SA Branch and its Committee was impacted by COVID-19 from March 2020. However, having made the switch to Microsoft Teams in 2019 for documents and communications, we used the platform for meetings from the start of April 2020.

The core SA Branch Committee of Kym Bills (Chair), Belinda King (Secretary), Craig Schopp (Immediate Past Chair), Andrew Sloan (Membership), Prof. Dino Pisaniello, Tim Hackett, Lewis Stratton, Andy Holmes and John Callea were joined in 2020 by Daria McLachlan and Jessica Kruger, with others assisting when available.

Before lock-down, the SA Branch Committee had grown with a number of members willing and able to take on portfolio roles and organise a program of events for members. One example was our take on the launch of the new OHS Body of Knowledge Chapter on

Ethics with speakers pictured left to right Peter Johnston, Angela Harders, Kym Bills and Martyn Campbell. As with face-to-face committee meetings, the launch was held at the city office of the SA Department of Planning, Transport and Infrastructure for which we are grateful.

Thanks also to Luke Holland and Sparke Helmore for again hosting and providing a WHS legal update at our annual Christmas function. We are also grateful to the national office for their support led by CEO David Clarke and Penny Toth, including for our major events and for revitalising quarterly Branch Chairs meetings so we can support and learn from each other.

In January 2020 we selected speakers for the 23 October 2020 Symposium at a zoo venue that accommodates over 200 with the SA Treasurer Rob Lucas as guest dinner speaker. At the

time of writing, we remain hopeful that at least some of this may be able to be delivered face-to-face.

The SA Symposium was held at the Adelaide Zoo on 17 October 2019 which was at its capacity of 100, followed by a dinner at which Minister the Hon. David Pisoni was guest speaker and the two national AIHS Honorary Fellowships were presented to Mr Robin Stewart-Crompton and Professor Drew Dawson, plus a Fellowship and Service Award to Mr Craig Schopp. We also had four university research student presentations (pictured by the new AIHS banner).

*“We are looking forward to adapting and transforming further as we start to organise new events for 2020-21 and help to make a difference for workplace health and safety and local practitioners and professionals here in South Australia.”*  
Kym Bills



Photo is from the AIHS South Australian branch visit to the Rescue, Retrieval and Aviation Services (RRAS) facility at Adelaide Airport. (Left) Kym Bills, COF Chair and SA Branch Chair.



Photo is from the AIHS South Australian branch visit to the Rescue, Retrieval and Aviation Services (RRAS) facility at Adelaide Airport. (Right) Kym Bills, COF Chair and SA Branch Chair.



# State/Territory branches and regional networks continued

## Lauren Jago, TAS Branch Chair

I think the COVID-19 factor will remain when it comes to learning – the ability to attend training and professional development opportunity online will forever have a place now in the calendar of events – its value has been proven!

It has been a touch year, keeping a schedule together has proven to be very difficult.

Highlights again included the 2019 Tasmanian Safety Symposium. The participation, attendance and engagement from delegates was outstanding. The quality of the program built from the feedback of the membership is one of the successful factors of this event.

The AIHS was also represented at the 2019 WorkSafe Tasmania expo, held at the Albert Hall in Launceston. A great way to engage with a variety of industries and safety focussed organisations.

*"I would like to thank the whole committee, but particularly Branch Secretary and Treasurer Jessica Weber for her efforts, as well as congratulate Ted Leeson on his Life Membership to the Institute, awarded in 2019."* Lauren Jago



## Andrew Heinrichs, VIC Branch Chair

The health & safety world just became more challenging and may never be the same again in terms of restrictions, risk perception and risk management practice. Workplaces will be places of adaptation and change, as companies seek new and different ways to meet the needs of the company and the worker. The health and safety community will need to adapt accordingly.

Career and work opportunities in this field are still heavily influenced by who you know - personal recommendations of peers, colleagues, and clients. So, doing good work is as important as ever.

Like other professions, we've been swamped with information across an

ever-expanding list of topics. Our goal at the Branch is to help the Institute deliver trusted information, support people to maintain networks and assist them to find the best ideas and apply them to everyday practice.

Activities like attending the WorkSafe Victoria 2019 Awards and relaxing together to celebrate the end of 2019 playing barefoot bowls, seem so long ago now. We look forward to when we can hold the next face-to-face event. Connecting with other people is a big benefit of our volunteer work at the AIHS.

The new environment puts more attention on health and safety for

everyone. Who knows? - this could be our opening to have health & safety education in schools.

Special thanks to all the staff and members who contributed creating free online training and webinars during the COVID-19 pandemic, and to everyone in the Branch who has helped deliver our programs and advocacy throughout the year. Andy Heinrichs

*"I believe small businesses will take a more active interest in improving safety, and we can assist that by ensuring they get good quality safety advice about how to effectively manage new workplace hazards."* Janelle Corbett

## Celia Antonovsky, WA Branch Chair

With the global pandemic we have seen the re-imagining of approaches to work, and new communication/ collaboration platforms. We've celebrated the flexibility and continuity it has offered, and work may never return to how it was.

The combination of COVID-19 and introduction of harmonised legislation will bring changes in Western Australia in the coming year. The expansion of working from home arrangements will have an impact on workers compensation and injury management, and psychological health - already part of the increase focus on the "health" in health and safety - is part of that equation. Also, forestry, fisheries, farming, and construction may be significantly impacted by the increased onus on duty holders in the legislation.

Regardless of the changes we face, health and safety continues to be about the welfare of people, and it's our job to

ensure that consideration for people is at the forefront of organisational decision making. We must continue to promote evidence-based decision making within our organisations and spheres of influence, and we must continue to challenge outdated ideas and practices to ensure the best outcomes for workers.

Our WA branch network is one of our valuable assets, and it brings people together. Maintaining the quality of health and safety training and education is also a challenge and we want to inspire ourselves and our peers to seek out lifelong professional development. We want to capture lessons learnt for organisations not just when things go wrong – but when they go right as well. We want to increase access to subject-matter experts, and we want to mentor and support each other to grow in our field.

It's been an active year. The WA annual symposium has been improving in

attendance, content and profit, year on year. We have a healthy and growing branch membership, and an active committee of 12 who regularly attend our monthly meetings, designing events and contributing to policy submissions. Zoom meetings have provided continuity during lockdown, but we're looking forward to recommencing branch events in a post COVID-19 era!

*"This is my first year as Branch chair and I would like to acknowledge the contribution of Marcus Cattani for his years of service in the role. He has an amazing ability to bring others along for the journey and made great progress in raising the profile of our work in Western Australia."* Celia Antonovsky



SA Branch workshop.



NSW Branch planning day.

# Information Services

Health and safety people seek access to high quality information about general news, events, emerging research, new ideas, and general discussion and debate on the issues they face in keeping workers healthy and safe.

Their needs vary significantly, so we deliver a wide range of information in different formats and across different platforms.



### The Journal for Health and Safety Research Practice (JHSRP)

The JHSRP is an international publication of the Australian Institute of Health and Safety and is created for health and safety practitioners, researchers and students.

The journal aims to:

- » Promote evidence and knowledge based practice in health and safety;
- » Share information about health and safety interventions;
- » Share information about solutions to health and safety problems;
- » Encourage intellectual debate around propositions for improvements in practice.

We are currently looking to expand the journals' reach as a combined Australia/New Zealand publication.

For more information, go to: [www.aihs.org.au/news-and-publications/publications/journal-health-safety-research-practice](http://www.aihs.org.au/news-and-publications/publications/journal-health-safety-research-practice)

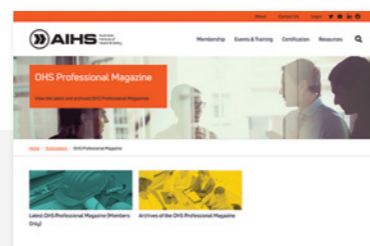


### OHS Professional Magazine

Produced quarterly, the OHS Professional Magazine contains in-depth and topical articles, news and emerging research, with a focus on how health and safety issues are playing out on the ground in Australian companies today.

OHS Professional is available to members at no charge or can be at cost to others via subscription.

For more information, go to: [www.aihs.org.au/news-and-publications/publications/ohs-professional-magazine](http://www.aihs.org.au/news-and-publications/publications/ohs-professional-magazine)



### AIHS website

The new AIHS website contains a long list of resources for both members and non-members including the latest OHS Professional news and publications, a webinar/video library, health and safety job ads, a 'Find Safety Professionals' database and a list of our supported networks including Women in Safety and Health (WISH) and Emerging Leaders (EL). The website contains a vast array of products and services including a schedule of upcoming events and training as well as certification and mentorship information.

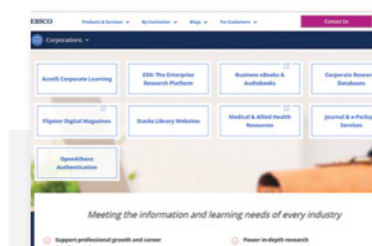
For more information, go to: [www.aihs.org.au](http://www.aihs.org.au)



### OHS Professional eNews

Our fortnightly OHS Professional eNews provides members with current OHS news under the subheadings of Policy & Legislation, Industry News & Incidents and Prosecutions. Members are also kept in the loop of upcoming AIHS conferences and events, OHS job vacancies as well as advertising products and services provided by suppliers to the profession. It is distributed via email and archived on the website.

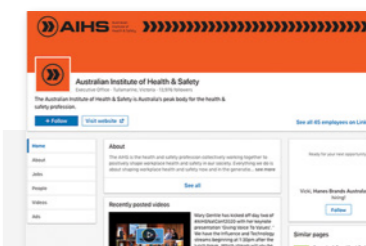
For more information, go to: [www.aihs.org.au/news-and-publications/enews](http://www.aihs.org.au/news-and-publications/enews)



### EBSCOHost: online research database

We understand that access to a wide range of knowledge and ongoing learning is important for the profession as part of an individual's continuing professional development. Therefore we provide free access to members to EBSCOHost, an online research database which contains tens of thousands of research documents in the field of health and safety. This allows members to conduct in-depth research, stay up-to-day with current practice and monitor industry trends.

For more information, go to: [www.aihs.org.au/member-portal/ebSCOhost](http://www.aihs.org.au/member-portal/ebSCOhost)



### Social media

Social media is an important part of the way we engagement with the health and safety profession. We are active across Facebook, LinkedIn and Twitter to keep the health and safety community up to date on issues and be a part of OHS/WHs related news and conversations.

The health and safety profession has a particularly strong presence on LinkedIn with our LinkedIn group at more than 16,000 members, with a regular and flow of discussions on a wide range of issues.

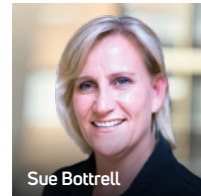
We ensure that to meet the differentiated needs of health and safety people, we continue to provide a range of communications, and not just through modern forms of social media.

For more information, go to: [www.linkedin.com/company/australianinstituteofhealthandsafety](http://www.linkedin.com/company/australianinstituteofhealthandsafety)

# The College of Fellows Providing expert advice



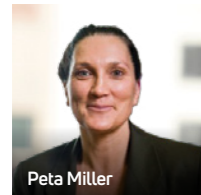
Kym Bills



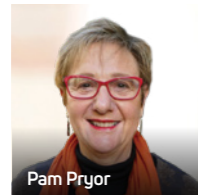
Sue Bottrell



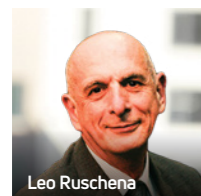
Tony Mitchell



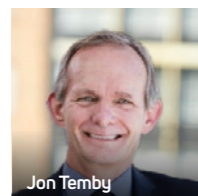
Peta Miller



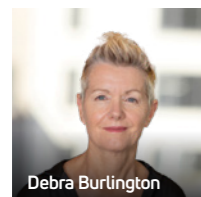
Pam Pryor



Leo Ruschena



Jon Temby



Debra Burlington



Nathan Winter

The College of Fellows Executive has seen major change and renewal this year. Dr Matt Davies and Karen Wolfe resigned half-way through the year due to work pressures and Cameron Montgomery resigned on becoming Deputy Chair of the AIHS Board - I am grateful to them for their contributions.

Ongoing members of the Executive were Kym Bills (Chair), Tony Mitchell (CPD), Pam Pryor AO (OHS Body of Knowledge), Leo Ruschena (Policy), Jon Temby (Standards), and Nathan Winter (International). They were joined by Dr Peta Miller (Awards and College Membership), Debra Burlington (Mentoring), and Sue Bottrell (Ethics and Professional Conduct) and all have made significant contributions. Leo Ruschena will retire from the Executive on 30 June 2020 and at the time of writing, an EOI for a replacement is being undertaken.

I wish to acknowledge the unflagging support of Board Chair Naomi Kemp, CEO David Clarke, Tanny Lu, Karen Zeffiro and the other members of the national office team.

The College of Fellows is seeing renewal through a biannual process for new Fellow applications and the rare but now regular award of Honorary Fellowships, Life Memberships and the Harold Greenwood Thomas Lifetime Achievement Award. Fellowship applicants now commit to assisting the College and Institute. Branch and other Service Awards have also been initiated.

The College continues to make a major contribution to the development of WHS-related Standards through many committees. College members supported

a refresh and new chapters for the Body of Knowledge and this underpins the professionalism of the Institute in many areas such as Ethics. Continuing Professional Development is mandatory for those certified and encouraged for all members and a rigorous but simpler and more workable, points-based CPD has been developed for FY20/21 and will be on-line before the end of the year.

Policy contributions are evident on the AIHS website including a number of WHS-related submissions to government legislative inquiries and Royal Commissions. Nathan Winter is President of the International Network of Safety and Health Professional Organisations (INSHPO). A keen new Mentoring committee has been established and a new Ethics Code plus Professional Conduct (Ethical Complaints) procedures will be in place for FY20/21.

The opportunity to have a face-to-face planning meeting of the College Executive on the weekend of 26-27 October 2019 was a highlight. While a Fellows' lunch at our national conference was not possible due to COVID-19, a College of Fellows meeting was nonetheless held on 28 May 2020 via Zoom with a focus on strategic priorities for the College in supporting the Institute at this time of workplace and life adaption and transformation. It was great to have both the Board Chair and CEO speak with registered attendees totalling 80, almost half the College membership of around 200. I am hoping that many more members of the College will email me on [cofchair@aihs.org.au](mailto:cofchair@aihs.org.au) with offers to assist the College and Institute such as with policy, advocacy and mentoring.

**Kym Bills**  
Chair, College of Fellows

# National and Global Strategic Partners 2019/20

## Australian Partners

Professional bodies like ours cannot achieve our goals without finding other organisations which share those goals (and our values) so we can work together in mutual support. We work with a wide range of other organisations to provide the profession the development it needs, generating policy initiatives, or putting together policy responses.

We have recently worked with the following agencies on joint events, professional development, or policy work:

- » Agsafe
- » AiGroup
- » ASHPA
- » Australian College of Road Safety (ACRS)
- » Australian Institute of Management (AIM)
- » Australian Institute of Mining and Metallurgy (AusIMM)
- » Australian Transport Safety Bureau (ATSB)
- » Cancer Council Australia
- » Commonwealth Scientific and Industrial Research Organisations (CSIRO)

- » Environment Institute of Australia and New Zealand (EIANZ)
- » Farmsafe Australia Inc
- » Health and Safety Associations of New Zealand (HASANZ)
- » Human Factors and Ergonomics Society of Australia (HFESA)
- » International Network of Safety & Health Practitioner Organisations (INSHPO)
- » Mary MacKenzie Counselling and Coaching
- » National Road Safety Partnership Program (NRSPP)
- » New Zealand Institute of Safety Management (NZISM)
- » OzHelp Foundation
- » Primary Industries Health and Safety Partnership (PIHSP)
- » Professions Australia
- » Safework NSW
- » Safework SA
- » SANE Australia
- » Standards Australia
- » WorkSafe Victoria
- » Workplace Health and Safety Queensland

## International Partner

Our international partner, the International Network of Safety and Health Professional Organisations (INSHPO) is the global voice for the occupational safety and health profession and acts as a forum for international collaboration among professional organisations to improve safety and health at work.

INSHPO started from an appreciation that occupational safety and health issues and concerns are not limited by national borders. With the increasing worldwide distribution of products and provision of services, the widespread migration of workers, and the conduct of international corporate activities, almost every issue that occupational safety and health professionals face is global in scope.

The Australian Institute of Health & Safety is a long-time member and supporter of INSHPO.

The Institute's COF International Liaison Nathan Winter was elected President of INSHPO in 2019.



# Corporate Partnerships

## Corporate Partnerships


The work of the profession is conducted within hundreds of thousands of Australian businesses. Many of these businesses strive to show health and safety leadership within corporate Australia, and one way they express this leadership is by working together with the Institute for better health and safety outcomes. These partnerships reflect the nature of the Institute as a place where diverse agencies can work together in a common cause.

We take the investments made by our corporate members and put it to work on building the capability of the profession by delivering on our capability agenda.

**Diamond members –**  
Sharing our Vision, and:

- Make a significant contribution to WHS in Australia by investing in our aims and objectives
- Share our vision for the elimination of injury, illness, disease, and death in Australian workplaces


- » APRS Media
- » Boral Limited
- » Data Drives Insight
- » Origin
- » Programmed
- » Safe365 Limited
- » Zenergy Safety Health & Wellbeing



**Gold members –**  
Investing in Health and Safety, and:

- Are recognised for investing in Workplace Health & Safety (WHS) in Australia
- Contribute to help implementation of operational activities across a range of critical areas


- » Alium Works
- » Alcoa
- » Australian Army
- » Clade Solutions
- » edenfx HSE Recruitment
- » Federation University
- » Growthbuilt
- » Investigations Differently
- » Livcor
- » Relevant Drug Testing Solutions
- » Safety Wise Solutions
- » Teamcare Insurance Brokers Pty Ltd
- » Uniting



**Silver members –**  
Get Connected, and:

- Connect and engage with individuals and organisations that are part of the WHS profession in Australia
- Contribute to help advancement of operational activities across a range of critical areas


- » Aurecon
- » Brisbane Catholic Education
- » City of Darwin
- » Clough Projects Australia Pty. Ltd
- » Cushman & Wakefield
- » Dekra Insight Australia Pty Ltd
- » Department of Water & Environmental Regulation
- » Downer
- » ENGNEOHS Pty Ltd
- » Health Support Services
- » Herbert Smith Freehills
- » Lloyd's Register International
- » Mainfreight
- » Pilz Australia
- » Port of Newcastle Operations Pty Ltd
- » Proskill Australia Pty Ltd
- » Redland City Council
- » Safesearch Pty Ltd
- » SICK Pty Ltd
- » Southpac International Group
- » Sydney Metro
- » TDDA Australia Pty Limited
- » The Safe Step
- » Transurban
- » Victoria Police



**Bronze members –**  
Be Part of the Network, and:

- Become a part of a network of individuals and organisations that are building a capable and credible WHS profession
- Contribute to help development of operational activities across a range of critical areas

- » ACTRUA
- » Airbus Australia Pacific
- » AusGroup Limited
- » Department of Human Services
- » DORIC CONTRACTORS PTY LTD
- » EnviroScience Solutions Pty Ltd
- » Epigroup Pty Ltd
- » Green Light Environmental Services Pty Ltd
- » Health & Safety Advisory Service P/L
- » Integrated Trolley Management Pty Ltd
- » ITS Transport
- » Maroondah City Council
- » Myosh
- » National Storage
- » National Training Masters
- » Next Constructions P/L
- » Northern Fencing Specialists Pty Ltd
- » Office for the Public Sector
- » Safety Australia Group Pty Ltd
- » SafeWork SA
- » Southern Cross Support Services
- » United Energy
- » University of Tasmania
- » Valeo Construction



# Health & Safety Capability



The Institute serves the profession in two ways: it acts as a voice for the profession, and it works to grow the capability of the profession. By doing these two things, we are doing our part to reduce occupational injury, illness, disease and death.

As part of our *capability agenda* we take a broad strategic perspective, seeking long-term change. We hold the view that successful professions have the following key elements, and we work to ensure that the profession has these in place:

- 1 Foundation Knowledge Base**  
The Occupational Health and Safety Body of Knowledge (BoK)
- 2 Education Assurance**  
Accreditation of higher education courses in OHS, (based on the *BoK*) and advocacy to improve VET sector WHS training
- 3 Role Clarity**  
The Global OHS Capability Framework
- 4 Capability Assurance**  
The OHS Certification program (based on the *Global OHS Capability Framework*)
- 5 Career Learning & Professional Development**  
A strong professional development framework (informed by the *BoK* and the *Global OHS Capability Framework*)

# OHS Body of Knowledge

## 1 Foundation Knowledge Base



**Pam Pryor**  
Manager, OHS BoK Development

The OHS Body of Knowledge (OHS BoK) was first published in 2012 comprising 39 chapters. From March 2012 to June 2019 seven new chapters were added, two original chapters were replaced by new chapters making a total of nine new chapters over the seven years. Two further chapters were revised and updated and one 'retired'. From 2012 a rolling review schedule was planned but not implemented due to resourcing limitations.

The year 2019 to 2020 was one of review, refresh, and revitalisation for the OHS Body of Knowledge.

In the 12 months from July 2019 we have:

- » Launched a new website
- » Designed a new livery and style for the chapters
- » Added seven new chapters with an original chapter being replaced by a new chapter
- » Reviewed and updated 22 of the original chapters
- » Commenced review of a further six original chapters, and
- » Initiated but not yet completed seven new chapters.

This achievement has only been possible with the support and commitment of a small group of OHS professionals and academics. The financial input from a small number of Enforceable Undertakings has provided essential support for this work.

The value of the OHS BoK was demonstrated this year by the most recent chapter on *Workers Working From Home*. Developed in response to the COVID-19 pandemic and the government recommendation to work from home, the chapter was developed over eight weeks and published in early June 2020. Drawing on the very limited literature, a survey conducted by the AIHS and interviews of OHS professionals, the authors developed guidelines and a model for the design of work for working from home that moved the thinking away from a reliance on ergonomic checklists to one of a holistic approach to work design.

### OHS BoK Development Features

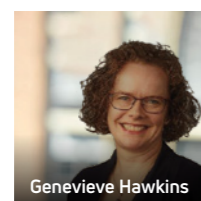
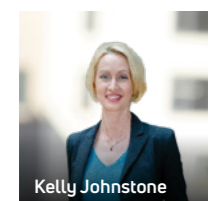
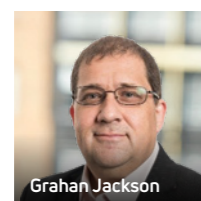
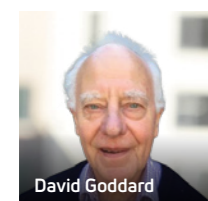
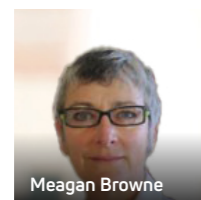
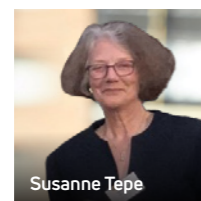
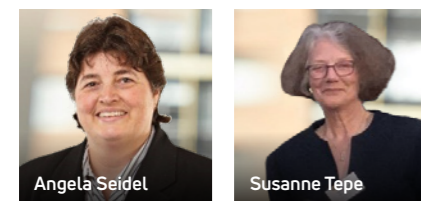
An essential feature of the OHS BoK is the rigour applied in developing the content. Each chapter is authored either by a subject matter specialist or, where the knowledge is evolving, an expert technical panel. Each chapter includes a historical perspective to provide context and is referenced to the research and technical literature. Academic editing ensures the rigour and integrity. The OHS Body of Knowledge is of the profession and for the profession. It provides the basis for our professional education and practice. During the next 12 months we will continue efforts to develop and promote the OHS Body of Knowledge.



For more information, go to: [www.ohsbok.org.au](http://www.ohsbok.org.au)  
or email: [manager@ohsbok.org.au](mailto:manager@ohsbok.org.au)

# The Australian OHS Education Accreditation Board (AOHSEAB)

## 2 Education Assurance



The Australian OHS Education Accreditation Board established in August 2011 is a program of Australian Institute of Health & Safety, with the AOHSEAB Board delegated governance responsibilities and operating largely independently.

The core activity of AOHSEAB is to review university-level OHS professional education programs and provide recognition for those programs that meet the Accreditation Criteria.

It also engages with government agencies involved in OHS policy and regulation, the Higher Education sector supports recognition awards as an important part of promoting OHS education.

During the last half of 2019, accreditations ran to plan, with the Assessment Panel completing the RMIT re-accreditation as anticipated. The COVID-19 response has caused the 3 re-accreditations planned for the first half of 2020 to be delayed as university academics spent several months adapting their teaching to be done online and panel members dealt with increased work related job demands. As a result, the University of Wollongong Grad Dip, Masters and Masters (extension) reaccreditation was assessed in June 2020 and the Edith Cowan Bachelors programs and the Curtin Grad Dip / Masters programs will be assessed in Sept and Nov 2020, respectively. These changes are consistent with the recommendations for flexibility encouraged by Professions Australia in the face of COVID-19 and aligned with Federal government

encouragement for reducing regulatory burden.

The Annual Returns for accredited universities are expected by the end of Sept. Accredited programs will be asked additional questions about modifications they had to do as a result of COVID-19 and whether this had any material impact on the learning outcomes of the accredited programs.

Special thanks to the many volunteers who assist with the work of AOHSEAB and the accreditation panels. We would like to express our gratitude to Meagan Browne for her role as Registrar of AOHSEAB for the past three years and welcome Susanne Tepe who replaced Meagan in May of this year.

**Angela Seidel**  
Chair AOHSEAB

**Susanne Tepe**  
Registrar AOHSEAB

For more information, go to:  
[ohseducationaccreditation.org.au](http://ohseducationaccreditation.org.au)

or email:  
[registrar@ohseducationaccreditation.org.au](mailto:registrar@ohseducationaccreditation.org.au)

## Accredited OHS Professional Education Programs June 2020

University	Accredited Program	Bachelor	Grad Dip	Master
Australian Catholic University	» Graduate Diploma of Occupational Health Safety and Environmental Management		✓	✓
	» Master of Occupational Health Safety and Environment			
Central Queensland University	» Bachelor of Occupational Health and Safety	✓	✓	
	» Graduate Diploma in Occupational Health and Safety			
Curtin University	» Bachelor of Science (Health, Safety and Environment)			
	» Bachelor of Science (OHS and Health Promotion) (Double degree)	✓✓	✓	✓
	» Postgraduate Diploma in Occupational Health and Safety			
	» Master of Occupational Health and Safety			
Edith Cowan University	» Bachelor of Health Science (Occupational Safety and Health)			
	» Graduate Diploma in Occupational Health and Safety	✓	✓	✓
	» Master of Occupational Health and Safety			
Federation University	» Graduate Diploma in Occupational Hazard Management		✓	
Latrobe University	» Graduate Diploma of Ergonomics, Safety and Health (exit point from Masters)			
	» Master of Ergonomics, Safety and Health		✓	✓
Monash University	» Graduate Diploma of Occupational and Environmental Health			
	» Master of Occupational and Environmental Health		✓	✓
Queensland University of Technology	» Graduate Diploma of Occupational Health and Safety			
	» Master of Health Safety and Environment		✓	✓
RMIT University	» Graduate Diploma in OHS			
	» Master of Occupational Health and Safety		✓	✓
University of Newcastle	» Graduate Diploma Workplace Health and Safety (exit point from Masters)			
	» Master of Workplace Health and Safety		✓	✓
University of Queensland	» Bachelor of Occupational Health and Safety Science			
	» Graduate Diploma of Occupational Health and Safety Science (exit point from Masters)	✓	✓	✓
	» Master of Occupational Health and Safety Science			
University of Western Australia	» Graduate Diploma in Work Health and Safety		✓	
University of Wollongong	» Graduate Diploma in Occupational Health and Safety			
	» Master in Occupational Health and Safety		✓	✓
	» Master in Occupational Health and Safety (Extension)			✓✓

# The Occupational Health and Safety (OHS) Professional Capability Framework

## A Global Framework for Practice

### 3 Role Clarity

The Global OHS Capability Framework, supported and promoted by agencies from 28 countries, is the first genuinely international initiative in the field of health and safety. It provides common language to describe the range of OHS roles within the company—wherever that company may be—and the knowledge and skill requirements at each level.

The health and safety field has been historically fragmented in a number of ways, and this has included differing expectations and understandings of the many roles that health and safety people undertake within the company, both between and within countries. The Global OHS Capability Framework, developed by the International Network of Safety and Health Practitioner Organisations (INSHPO) over a five year period, provides a common platform to develop capable, knowledgeable, and skilled OHS Professionals and Practitioners across industry sectors and geographic borders.

The Framework, which had significant input from the Institute, recognises that the knowledge and skill requirements for the profession vary significantly

depending on the level at which people are working, from entry level positions through the range of tasks practitioners are required to undertake, and on into senior management and executive roles. It articulates six levels of work: (Practitioner 1-3 and Professional 1-3). The AIHS Certification Program for the health and safety profession is articulated against these levels, and the AIHS Training and Development Framework currently in development, draws directly from the Framework as well.

In the coming year, the Institute will continue to build awareness of the Framework, alongside the other components of our capability agenda, promoting the widespread use of the common language it contains.



Singapore Accord Inaugural Signatories with Guest-of-honour, Mr. Chan Chun Sing, Secretary-General, National Trades Union Congress and Minister, Prime Minister's Office 3 September 2017, Singapore.

# Certification of the Profession

### 4 Capability Assurance



**Jo Kitney**  
Chair, Certification Governance Committee  
OHS Certification

When we examine the characteristics and definition of a profession along with the context of health and safety at work, the need for capability and professionalism of those working in the field of occupational health and safety is paramount. The health and safety regulatory environment, industry expectations, workers' needs and responding to emerging OHS/WHs matters all demand high standards of health and safety knowledge and practice. Today this is truer than ever, with the profession challenged to be relevant and effective in the face of COVID-19.

Introduced in 2016 the AIHS OHS Certification Program is one of the pillars of the Institute's capability agenda to support not only the growth in capability of OHS/WHs Practitioners and Professionals, but their status as well. The Certification program acknowledges and promotes the credibility and capability of the profession and underpins the standing on which health and safety practice, and the profession, are viewed.

### Governance Committee

The Certification Governance Committee, Chaired by Jo Kitney ChOHSP has the role of ensuring the program is effectively governed and operating in accordance with the Program intent and Standards. The Committee includes representatives from each of the 3 levels of Certification and where appropriate invites special appointees to assist with specific requirements.

The Committee works closely with the AIHS National Office and the College of Fellows around standards for assessments, renewals and continuing professional development. Ongoing refinement and improvements are a hallmark of the Program and within the last year we have added the third step to the three key planks for the Program and its standards: 1. Eligibility 2. Assessment and 3. Maintenance (CPD and renewals). In the coming year we will consider industry concerns including the breakdown in the quality of VET training, with a view to altering the entry pathway to Practitioner and introduce program auditing and surveying for continuous improvement.

### Vision and Values

The AIHS vision for health and safety and the values for those working in health and safety continue as pivotal references for the OHS Certification Program and underpin the AIHS expectations for OHS certified practitioners and professionals. The combination of the AIHS values of openness and transparency, delivery and execution, listening and learning, acting

with integrity and respect, and being collaborative are important characteristics we, and industry, expect of the health and safety profession's conduct and behaviour.

### Assessments and Standards

Entry to each level of the Certification program is (like most profession's certifications) based on a minimum level of education and experience gained, and the subsequent capability assessment is focused on demonstrating that the knowledge and skills gained through this education and experience have been successfully and practically applied. The Program's Administrator and team of Lead and Capability Assessors complete the assessments to standards agreed with the Certification Governance Committee.

For entry to Certified OHS Professional, the Professional Knowledge Assessment (PKA) provides the opportunity for those with extensive OHS/WHs experience and not the University level OHS/WHs qualifications for certification to be assessed through an approved University based on exam, case study and viva interview. Avenues for knowledge assessment for Practitioners and Chartered Professionals are being explored, as well as Australian law assessments for overseas applications.

# Certification of the Profession continued

## 4 Capability Assurance

### Continuing Professional Development

Continuing Professional Development refers to the process of tracking and documenting the skills, knowledge and experience gained formally and informally. It's a record of what experience, learning and then application and is now a requirement for Certified OHS Practitioners and Professionals to retain their certification.

The AIHS CPD Program provides the framework for Certified Practitioners and Professionals to determine and meet their CPD requirements and it is the combination of OHS Certification and ongoing CPD that provides the underpinning framework to maintain and raise the standards and capability of people working in the health and safety profession.

### Mentoring

The opportunity to receive mentoring specific to Certification provides important opportunities for those seeking certification, undertaking the PKA or looking to upgrade their certification. Certification Program Mentors are those who have gained Certification and provide invaluable support for applicants for their application and in developing their careers in the OHS profession.

### Thinking Forward

Looking to the future, for a long-term successful and sustainable program, we must make the certification more relevant and widespread, better meeting the needs of industry, workers, and those working in the health and safety profession. As well as an important credential for those

seeking employment, Certification is important for reputation and status building and as a driver and enabler of lifelong learning. Visit the Certification pages on the AIHS website to read the testimonials and insights from those who have undertaken certification assessment.

The Committee has engaged with the National Office to further explore how we can raise awareness and presence of certification for the health and safety profession and to adapt and transform to industry needs and expectations. We welcome and encourage applicants seeking to gain recognition and conversation with Regulators, insurers, industry, business, and others seeking to raise standards of OHS/WHs practice in industry.

*"Traditional courses for WHS don't meet industry and business needs, it needs to be understood that the combination of courses and personal and professional development are needed for capability and competency."*  
Jo Kitney

*"Health and safety is no longer just about technical WHS skills, the demands of business mean that we are having to extend our skills for business, IT, change and project management capability. As a profession we must recognise these and the limitations of traditional learning and look for ways to extend our knowledge, and capability to meet the needs of the industry and businesses we serve."*  
Jo Kitney



**Jo Kitney**  
Chair, Certification Governance Committee



# Professional Development Program

## 5 Career Learning & Professional Development

All well-developed professions have a framework for professional development which provides a strong basis for career-long learning. The professional development needs and interests of health and safety people vary considerably depending on age, industry, geographic area, amount of experience and the level at which people work within the field. This diversity calls on us to provide a diverse range of options.

### Events and training

With the introduction of COVID-19 restrictions towards the second half of this year, the Institute managed to refocus its events and training program with the adoption of new technologies and platforms which assisted members to network, collaborate and learn in a virtual setting.

While this year has seen a slightly reduced timetable of events and programs across some parts of the country, members still participated in more than 101 professional development events which were delivered with the assistance of our branches and key industry partners and included state symposiums, short courses, training programs, webinars, site visits, networking events and our very first online National Health & Safety Conference.

Even despite the impacts of the COVID-19 Pandemic, the events offered by the Institute managed to reach more than 6000 registrations, which reflects strong engagement with health & safety professionals and their desire to connect, collaborate and learn.

### National Health & Safety Conference



The 2020 AIHS National Health & Safety Conference, was transformed into an online conference this year, welcoming 52 virtual exhibits and more than 450 delegates. The three-day program featured 55 local and international speakers, online networking forums, panel discussions, unfacilitated round table discussions and the opportunity for delegates to launch face-to-face meetings with other attendees.

### Mentorship

The AIHS mentorship program has continued to connect and support the experienced and knowledgeable with those eager to learn and grow throughout their health and safety career. We have grown our mentor database in the past 12 months. With a more structured program in the coming financial year, we are aiming to connect more people and light the path for the next generation of health and safety practitioners and professionals.

### Continuing Professional Development (CPD) Points



The AIHS takes a strong interest in CPD because it ensures we continue to be competent in our profession. Our new points-based CPD program is designed via the process of plan-record-reflect, to empower members to maintain and improve their health and safety knowledge, technical skills, and to meet their short-term and long-term career goals.

### Endorsed Training



We continue to promote and endorse training for the profession which is well delivered, good quality, and properly articulated against the Global Capability Framework with clear learning outcomes. In the year ahead we will continue to create learning and professional development activities with those living in rural and regional areas in mind, we will continue to grow and expand on #SAFETYSAPPE and the National Health and Safety Conference and keep promoting the use of the Global Capability Framework.





# Voice policy and advocacy

Health and safety policy, legislation and regulation is developed at a mix of state and national levels, commonly within a tripartite engagement framework where government, unions and employer groups negotiate issues.

The health and safety profession has a voice worth being heard, and on matters where we believe we have expertise within our stakeholder groups, we express views from the unique perspective of the health and safety profession. The profession has often demanded greater visibility and status, and right now, we have it. The work we do right now will influence the relevance and importance of the profession within the structure of Australian workplaces for years to come.

# Being a voice for the profession

## Priority Policy Areas

The Institute's policy agenda is based on evidence and best outcomes. We talk on policy issues and seek to influence ways we believe will improve health and safety outcomes for people. The core beliefs underpinning our policy work are:

- » All people in Australian workplaces are entitled to a safe and healthy work environment;
- » The *health* of the workforce is just as important as the safety of the workforce;
- » The core objectives of all workplaces must include ensuring the healthiest and safest possible environment;
- » Australian workplaces deserve the highest quality health and safety advice. Australian health and safety practices in workplaces should be the best in the world;
- » Building healthy and safe workplaces is not just a legislated legal responsibility but an ethical responsibility as well;
- » Exemplary health and safety practice is about far more than compliance. It is underpinned by sophisticated responses and interventions involving organisational leadership, culture, processes and systems;
- » Exemplary health and safety practice involves co-operation at all levels of the company, including consultation with workers and their representatives;
- » All workers have a responsibility for health and safety but accountability is vested in line management with ultimate accountability and leadership with CEOs and Boards;

- » The accountability that all people have for healthy and safe workplaces is aided by educated and trained practitioners and professionals, and it is critically important that company management has access to that advice;
- » Systems and processes are important but focusing on people is also critical to providing health and safety solutions;

## Ongoing policy work

Throughout our branches and many members who passed through comments, the Institute made four submissions to a range of reviews, including the Resources Safety and Health Queensland Bill 2019, National Dust Diseases Taskforce submission, WHS Regulations for Western Australia and the Mineral and Energy Resources and Other Legislation Amendment Bill 2020.

We will continue to provide selective and measured advice on policy matters where the profession has a contribution to make.

## Supporting Australian Standards

The Institute has volunteer specialist representatives on a wide range of Standards Australia committees, selecting, monitoring processes and reviewing Australian Standards with a particular focus on key health and safety aspects of each standard.

**Robert Fogg**  
BD-094 – Slip Resistance of Flooring Surfaces

**Alan Giles**  
BD-094 – Slip Resistance of Flooring Surfaces

**Elliott Carson**  
CE-008 – Chainlink Fabric Security Fences and Gates

**Prof Jacques Oosthuizen**  
CH-031 – Methods for Examination of Workplace Atmospheres

**Steven Gibbs**  
EL-036 – In-service Testing of Electrical Equipment

**Andrew Stanbury**  
FP-017 – Emergency Management Planning – Facilities

**Anthony Bate**  
HE-033 – Vendor Credentialing for Healthcare Facilities

**Sunny Bhatia**  
ME-026 – Industrial Trucks

**Gary Wachter**  
ME-051 – Amusement Rides and Devices

**Tony McBride**  
ME-063 – Earthmoving Equipment

**Stephen Thomas**  
NT-001 – Nanotechnologies

**Leanne Treadwell**  
OB-007 – Risk Management

**Carolyn Moore**  
SF-001 – Occupational Health & Safety Management

**Jane Whitelaw**  
SF-010 – Occupational Respiratory Protection

**Daniel Heyburn**, appt Nov 2019  
SF-018 – Occupational Protective Helmets

**Brett Hickinbotham**  
SF-034 – Portable Ladders

**Stephen Thomas**  
SF-041 – Safety of Machinery

**Daniel Grivicic**  
SF-041 – Safety of Machinery

# People



The Australian Institute of Health & Safety is the health and safety profession collectively working together to positively shape workplace health and safety in our society now, and in the generations to come.

It is the work of the people throughout the branches, networks and on the many committees that make the Institute what it is today.

Contribution from the profession is what has built the Institute, and the work that today's leaders do is built on the work of those before them throughout our 70-year history.

The following pages include just some of those who have been acknowledged for their contributions over the years, as well as many of those who are currently in key roles, supporting the work that we do.

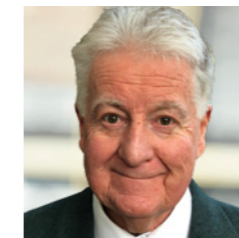
## Board of Directors



**Chair** Naomi Kemp COHSP



**Deputy Chair**  
Cameron Montgomery  
FAIHS ChOHSP



**Ex-officio Member**  
Kym Bills  
FAIHS



**Director**  
Marissa Dreher



**Director**  
Christine Edwards



**Director**  
Tim Fleming



**Independent Director**  
Peter Henneken  
AM



**Director**  
Bryce McLaren  
FAIHS ChOHSP



**Director**  
Hannah Waters  
COHSPrac



**Director**  
Richard Coleman



**Director**  
Rene Van der Merwe




**(Alternate) Director  
for Hannah Waters**  
Martyn Campbell  
FAIHS ChOHSP



**Company Secretary**  
Chris Deftereos


# Networks

A lot of the Institute's engagement is driven by very active Members who work within their own regions to connect people and provide professional development experiences.


**ACT**

- » Ian De Costa Chair
- » Phillip Howard
- » Tony Mitchell
- » David Segrott
- » Coline Constable
- » Anthony Connor
- » Peta Miller




**NT**

- » Jeff Weldon Chair
- » Mark Davies
- » Pele Wendt
- » Otto Kainulainen
- » Michael Howard




**NSW**

- » Brad Crockett Chair
- » Christine Edwards  
**Deputy Chair**
- » Kate Curtain  
**Secretary**
- » Reynaldo Yeo
- » Dee Lawson
- » Michelle Price
- » Leanne Tredwell
- » Harries Pallipuram
- » Emma Cunningham
- » Gerard Forrest
- » Roger Fairfax
- » Michele Stronquist
- » Campbell Reade
- » Abby Edwards
- » Roxayne West
- » Jeremy Pennington
- » Sarah-Jane Dunford
- » Melissa Pollock




**SA**

- » Kym Bills Chair
- » Craig Schopp  
**Immediate Past Chair**
- » Belinda King  
**Secretary**
- » Andrew Sloan
- » Tim Hackett
- » Andrew Holmes
- » Prof. Dino Pisaniello
- » Lewis Stratton
- » John Callea
- » Daria McLachlan
- » Jessica Kruger



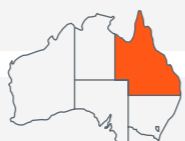
**WA**

- » Celia Antonovsky Chair
- » Liam O'Connor
- » Tanya Cunningham
- » Melissa Allsopp
- » Reza Aminy
- » Simone Brown
- » Bill Byrne
- » Marcus Cattani
- » Deepak Maru
- » Alistair Milne
- » Adam Mroz
- » Michael Morgan
- » Helen Muccilli
- » Alison O'Leary
- » Adam Parsons
- » Simon Roberts
- » Cameron Stevens
- » Manda Trevarthen
- » Les Vogiatzakis
- » Nathan Winter



**VIC**

- » Andrew Heinrichs  
**Chair**
- » Sajan James  
**Deputy Chair**
- » Phil Walton
- » Cameron Montgomery
- » Jennifer Harris
- » Janelle Corbett
- » Leila Tehrani-Homa




**QLD**

- » Brett Jones Chair
- » Roxanne Egeskov
- » Malcolm Burgin
- » Ksenia Wagensveld
- » Susie Pearson
- » Bryce McLaren

**BRISBANE**

- » Jo Kitney
- » Jane Willis
- » Cameron Caldwell



**TAS**

- » Lauren Jago Chair
- » Ingrid Baldwin
- » Robyn Bell
- » Peter Coxhell
- » Heidi Hofler
- » Nicholas Kerkham
- » John Kirwan
- » Laura Maddock
- » Adrian Pursell
- » Colin Thomas
- » Barbara Vaschina
- » Jessica Weber



Dr. Tristan Casey presenting a keynote speech at the 2019 AIHS NSW Safety Symposium.



# Networks continued

## Certification Assessor Panel

- » Linda Carpenter
- » Lestelle Haines
- » Angela Seidel **Lead Assessor**
- » Roland Tan
- » Deborah Hagenbrunch

## Awards Committee

- » Peta Miller **Chair**
- » Patrick Lawrence
- » Phil Lovelock
- » Peggy Trompf
- » Eddie Bugajewski

## CGC Committee

- » Jo Kitney **Chair**
- » Emma Wyhoon
- » Andrew Maunder

## CPD Committee

- » Tony Mitchell **Chair**
- » Lisa Stevens
- » Michelle Price

## Emerging Leaders

- » Tim Allred **VIC**
- » Abby Edwards **NSW**
- » Andrew Heinrichs **VIC**
- » Celia Antonovsky **WA**
- » Amanda Jones **QLD**
- » Emma Cunningham **NSW**
- » Madeleine Page **VIC**
- » Michelle Oberg **QLD**

## College of Fellows Executives

- » Kym Bills **Chair**
- » Pam Pryor
- » Jon Temby
- » Tony Mitchell
- » Leo Ruschena
- » Peta Miller
- » Sue Bottrell
- » Debra Burlington
- » Nathan Winter

## Policy Committee

- » Leo Ruschena **Chair**
- » Andrew Heinrichs



2019 OHS Construction Forum held at RMIT University.



## Ethics Committee

- » Sue Bottrell **Chair**
- » Tony Weaire
- » Chris Wisnewski
- » Margaret Head
- » Pam Pryor

## WISH

- » Andi Csontas
- » Alena Titterton
- » Allison Gill
- » Jane Moss
- » Christine Edwards
- » Ksenia Wagensveld
- » David Clarke

## AOHSEAB Board

- » Angela Seidel **Chair**
- » Sue Reed
- » Alison Bell
- » Brian Devlin
- » David Goddard
- » Genevieve Hawkins
- » Graham Jackson
- » Jane Whitelaw
- » Timothy Driscoll
- » Aldo Raineri
- » Kelly Johnstone
- » Susanne Tepe **Registrar**

## AOHSEAB Additional Members of Accreditation Panels

- » Andrew Heinrichs
- » Rwth Stuckey
- » Ryan Mead-Hunter
- » Tanya Cunningham
- » Meagan Browne  
(immediate past Registrar)
- » Pam Pryor **BoK Manager**

## Mentoring Committee

- » Debra Burlington **Chair**
- » Annette Sommerville
- » Massimo Pirazzoli
- » Dean Cipolla
- » Sherill Lepp
- » Anton Fouche
- » Gerard Forrest

## Standards Committee

- » Jon Temby **Chair**
- » Vanessa Sharp
- » Michael Spiteri
- » Kavita Purohit
- » Jeremy Clay



David Clarke opening the 2019 Tasmania Safety Symposium at the Tasmanian Hockey Centre in New Town.



# Honour Roll

## Life Members and Honorary Fellows

### Life Members

- |                                       |   |                             |
|---------------------------------------|---|-----------------------------|
| » Neville Betts FAIHS                 | » Gary Chaplin FAIHS                      | » Glyn Williams FAIHS       |
| » Geoffrey Dell FAIHS                 | » Cipriano Corva FAIHS                    | » Ralph Willson FAIHS       |
| » Barry Silburn FAIHS                 | » Sheryl Dell FAIHS                       | » Richard Ridout FAIHS      |
| » David Skegg FAIHS                   | » Neil Dine FAIHS                         | » Frank Davis FAIHS         |
| » Geoffrey Taylor FAIHS               | » Terry Farr FAIHS                        | » Roger Fairfax             |
| » Stephen Brindley                    | » Geoffrey Hitchings FAIHS                | » Philip Lovelock FAIHS     |
| » Fred Cattin                         | » Trevor Love FAIHS                       | » John Kirwan FAIHS         |
| » Patrick Doherty                     | » John Moroney FAIHS                      | » Margaret Cook FAIHS       |
| » Les Jackson                         | » Patrick Murphy (WA) FAIHS               | » David Randall FAIHS       |
| » Allan Pearce                        | » Peter Nuzum FAIHS                       | » A/Prof. Janis Jansz FAIHS |
| » Robert Tacy                         | » Gill (Donald) Ross Hon FAIHS            | » Ted Leeson                |
| » Ern Millard                         | » Jim Toshach FAIHS                       | » Karen Wolfe FAIHS         |
| » Patrick Lawrence FAIHS              | » David Segrott FAIHS                     | » Pam Pryor                 |
| » Emeritus Professor Mike Capra FAIHS | » Emeritus Professor Andrew Hopkins FAIHS |                             |

### Honorary Fellows

- |                       |                                  |                          |
|-----------------------|----------------------------------|--------------------------|
| » Michael Chan        | » Julie Honore                   | » Rob Seljak             |
| » Alan Clayton        | » Trevor Jensen                  | » Barry Sherriff         |
| » Michael Costello    | » Sylvia Kidziak                 | » Derek Viner            |
| » Jean Cross          | » Gary Lawson-Smith              | » John Watson            |
| » Martin Dolan        | » John McDonald                  | » Lois Hutchinson        |
| » Andrew Douglas      | » John Merritt                   | » Professor Drew Dawson  |
| » Niki Ellis          | » Michele Patterson              | » Robin Stewart-Crompton |
| » Dennis Else         | » Emeritus Professor Andrew Hale |                          |
| » Brian Gibson        | » Jocelyn Plovits                |                          |
| » Professor Jan Hayes | » Frederick Randall              |                          |
| » Grace Grace         | » Don Schofield                  |                          |
| » Donald Hector       |                                  |                          |



# AIHS Life Members 2019-20



Mike Capra

### Mike Capra

Mike has been a major player in advocating for OHS professional education and inclusion of research in OHS education. As inaugural chair of AOHSEAB, he has overseen the development of the program, supported and counselled the registrar, participated in, and chaired a number of accreditation assessments and been an ambassador for AOHSEAB's work. He has also contributed to the early development work of the OHS Body of Knowledge. His whole career has formed a significant contribution to the field of health and safety especially in education and research, and this has been recognised by him being awarded the Harold Greenwood Thomas Award and Life Membership.



Andrew Hopkins

### Andrew Hopkins

Andrew received the inaugural 2020 Harold Greenwood Thomas Lifetime Achievement Award - the highest honor offered by the Institute, - which carries life membership.



Pam Pryor

In addition to teaching and higher degree supervision at ANU, he has published 16 books, 27 chapters, 71 peer-reviewed articles and many others, with book sales exceeding 100,000. He has lectured and consulted to audiences and companies around the world and has made substantial contributions to the Institute's publications and events over many years. He has made an extraordinary contribution to safety to prevent major accidents in high-risk industries in Australia and around the world.



David Segrott

### Pam Pryor

Pam has had a very full and influential career in the field of health and safety, with a contribution to Australia which has



Karen Wolfe

been appropriately recognized by her Order of Australia, and previous recognition as winner of the Harold Greenwood Thomas award. Her singular influence on each of the key initiatives of recent years created by the profession for the profession - the OHS Body of Knowledge, Education Accreditation, The OHS professional Global Capability Framework, and OHS profession Certification - cannot be overstated. Her ongoing role on the College of Fellows Executive of many years reflects her continuing contribution, and this year she was awarded life membership in acknowledgment of this work.

### David Segrott

David has been a long serving member of the ACT Branch committee in many roles over the years. David has also provided extensive support to the AIHS board working tirelessly during the conversion of the SIA to a Company Limited by Guarantee and most recently he served in a second stint as voluntary Company Secretary. Of particular note has been his generosity over the years mentoring and supporting new Committee members during the performance of his board and the ACT Branch roles.

### Karen Wolfe

Karen has served as NSW branch president and on the Institute's board twice. As inaugural chair of the AIHS College of Fellows Mentorship Program committee, Karen made significant progress in supporting the initial establishment and implementation of the program. Her energy, ideas and integrity are respected and valued by all who have worked with her. Karen continues to provide positive support and encouragement to the newer members of the branch.

# AIHS Award Recipients 2019-20

## The Harold Greenwood Thomas Lifetime Achievement Award

In 2020 the Institute's Board took the decision to combine the *Harold Greenwood Thomas Award* with the *AIHS Lifetime Achievement Award*.

The *Harold Greenwood Thomas Award* has been the highest award the Institute has provided, to people who have made exceptional and unique contribution to the field of health & safety in Australia.

The *AIHS Lifetime Achievement Award* has recognised an outstanding lifetime contribution to the field of health and safety. From 2020 onward, these awards are merged so that each year the Institute will honour a recipient of *The Harold Greenwood Thomas Lifetime Achievement Award*.

Previous award winners of these as separate awards have been:

- » **Harold Greenwood Thomas Award:** Dr Geoff Dell, Neville Betts, Pam Pryor (AO) and Emeritus Professor Mike Capra.
- » **Lifetime Achievement Award:** Geoff McDonald, Ciaran MacCarron, Leo Ruschena and Michael Tooma.

### 2020 Winner

We are pleased to advise that the recipient of this year's inaugural joint award, the *Harold Greenwood Thomas Lifetime Achievement Award* was Professor Andrew Hopkins.

## National OHS Education Awards

The annual National OHS Education Awards recognise university students studying in the occupational health and safety field, who have demonstrated strong potential and commitment to their discipline.

The awards provide an opportunity for students studying occupational health and safety at university level and demonstrating high levels of achievement and initiative to be properly recognised for that initiative and achievement. The awards are not designed to recognise the highest academic achiever, but the

potential in students who display consistently high academic standards, practical skills, and a commitment to, and involvement in, occupational health and safety.

There are three awards open for nomination each year:

- » The Eric Wigglesworth OHS Education (Research) Award
- » The National OHS Education (Postgraduate) Award
- » The National OHS Education (Undergraduate) Award

### 2020 Winners

We are pleased to advise that the recipients of this year's Education awards are:

- » The Dr Eric Wigglesworth OHS Education (Research) Award Bleeson Varghese and David Provan (2019)
- » The National OHS Education (Postgraduate) Award Mathew Clark
- » The National OHS Education (Undergraduate) Award Samantha White



# Inaugural Australian Workplace Health & Safety Awards



## Australian Workplace Health & Safety Awards

This year we were proud to present the inaugural Australian Workplace Health & Safety Awards (AWHSA), providing national recognition to organisations and individuals who are demonstrating excellence and innovation in the field of Workplace Health & Safety.

Organisations of all sizes are encouraged to nominate individuals or initiatives they believe are worthy of the recognition.



For more information, go to: [www.awhsa.org.au](http://www.awhsa.org.au)

In the midst of the first COVID-19 shutdown, we delivered the awards online:

### 2020 Winners and Finalists

#### Best Emergency First Aid Response

- » **Winner** – Andrew Hastings, Linfox
- » Finalist – Annabel Limmer, Swissport
- » Finalist – Terry Turner, Clive Bacon and Harriet Tomlin, Linfox

#### Enterprise Health and Safety Innovation Small to Medium

- » **Winner** – FBR Ltd
- » Finalist – Trieste
- » Finalist – EPS World Wide Pty Ltd
- » Finalist – Pole Grab

#### Enterprise Health and Safety Innovation Large

- » **Winner** – Laing O'Rourke/ Presien
- » Finalist – Lendlease
- » Finalist – Newcrest
- » Finalist – WesTrac
- » Finalist – RoadTek

#### Enterprise Health & Safety Leadership

- » **Winner** – Level Crossing Removal Project
- » Finalist – Novaskill
- » Finalist – Sydney Metro

#### Enterprise Health & Wellbeing Initiative

- » **Winner** – City of South Perth
- » Finalist – Safe and Healthy

- » Finalist – St John of God Health Care
- » Finalist – WesTrac

#### Enterprise Safety Program Initiative

- » **Winner** – WesTrac
- » Finalist – AG Coombs Group
- » Finalist – Downer Group
- » Finalist – Soter Analytics

#### Health and Safety Professional of the Year

- » **Winner** – Glen Cook, Queensland Energy
- » Finalist – Brian Pugsley, Broad Construction
- » Finalist – Craig Hatchard, RoadTek

#### Health and Safety Representative of the Year

- » **Winner** – Anne-Marie Thompson, St John of God Health Care
- » Finalist – Suzanne Philpot, St John of God Health Care
- » Finalist – Phil Davidson, NSW Department of Customer Service
- » Finalist – Vasalia Govender, Life without borders

#### Young Health & Safety Leader of the Year

- » **Winner** – Louise Howard, Sydney Metro
- » Finalist – Marlee Snowden, Lendlease
- » Finalist – Michelle Oberg, Downer Group
- » Finalist – Tristan Casey, Griffith University

# AIHS Staff and Key Consultants

## 2019-20 Staff

- » David Clarke – Chief Executive Officer
- » Karen Zeffiro – Executive Assistant
- » Gail Jacks – Finance Manager
- » Geraldine Milton – Finance & Admin Assistant
- » Penny Toth – Events Manager
- » Sarah Saliba – Events & Membership Administrator
- » Phoebe Patten – Events Officer
- » Rebecca Turnbull – Social Media & Communications Coordinator
- » Tanny Lu – Member Services & Certification Coordinator
- » Hassan Saeed – Database & Website Coordinator
- » Shona Bass – Manager Innovation & Partnerships
- » Leonie Brabet – Casual Admin

## Key Consultants

- » Pam Pryor AO – Manager, OHS BoK Development
- » Susanne Tepe – Registrar, OHS Education Accreditation Board
- » Steve Cowley – Editor, Journal of Health and Safety, Research and Practice (JHSRP)
- » Craig Donaldson – Editor, OHS Professional Magazine and OHS Professional E-news
- » Anthony Vandenberg – Graphic Designer, JHSRP and OHS Professional Magazine
- » Robbie O'Rourke – Media Vision Australia (Advertising)
- » Kylie Marion – Consultant Bookkeeper
- » Rob Hore – Webres Solutions



# Develop yourself, develop the profession

## Become a member

- » Career learning
- » Career advancement
- » Professional connections
- » Trusted knowledge
- » Exploring WHS practice and emerging concepts
- » Up to date information
- » Opportunity to contribute to others
- » Advocacy and representation

## OHS Profession Certification

- » Formal recognition for your capability
- » Continuing Professional development
- » AIHS Promotion of certified practitioners and professionals

## Corporate membership

- » Connect and engage with the health and safety profession
- » Express your commitment to high quality health and safety
- » Join us investing in healthy, safe and productive workplaces

 **AIHS** Call us on +61 3 8336 1995

# Think forward

To learn more about the AIHS or to become involved in one of our many networks please contact the National Office.



Please call us on +61 3 8336 1995 or toll free 1800 808 380



Visit the AIHS website [www.aihs.org.au](http://www.aihs.org.au)



To contact us via email please direct your message to [natadmin@aihs.org.au](mailto:natadmin@aihs.org.au)





**For more information**

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**Web** [www.aihs.org.au](http://www.aihs.org.au)

