



# Adapt

Annual Report 2021

Think Forward



# Think Forward

## Welcome to the Australian Institute of Health & Safety 2020-21 Annual Report.

Acknowledging our legacy, those who come before, and the country we stand on.

At the AIHS we not only recognise the generations of health and safety members of the Institute, but also recognise those workers who have become ill, injured, or lost their life at work. We operate throughout Australia, across a wide range of traditional aboriginal lands in each state and territory and in doing so we acknowledge our indigenous members, and pay our respects to elder's past, present and emerging in all of the things we do.

### 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



Click on our values to discover more!

# The AIHS

## About the AIHS

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 and 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 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 Strategic Focus Areas of our work

- » Building strong development frameworks and cultivating the health and safety Body of Knowledge.
- » 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 and government connections.
- » Creating a sustainable organisation 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.

»  
**Only 73 years in  
the making**  
»

## » **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.

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The ability to adapt has proven key to the way businesses and their people have met the challenges of COVID-19.

**The AIHS is no different.**

We embraced new technology, working practices and ideas... and we thrived.

**We're thinking forward.**



2020-21: 182

Australian workers  
killed at work

2.8

Total number of  
injuries per 100  
full-time workers

\$61.8B

The cost of work-related  
injury and disease to the  
Australian economy

\$480M

The total amount of workers'  
compensation paid each year for  
work-related mental disorders

77%

of work-related injury and  
disease costs are borne by  
workers

# Chair Report

by Naomi Kemp  
Chair

In 2019, we launched our Think Forward Strategy, with a plan that was a bold shift for the Institute pushing ourselves to adapt, to be future-focused and to think beyond our membership and even the profession.

Ultimately, we challenged ourselves to have a greater impact and influence in Australia so that we can shape health and safety now, and in the generations to come.

Evolving the Institute in this direction did not mean our purpose changed. It meant adapting to meet the needs of a broader market with the objective of engaging with and building the capability of all who work in health and safety through our events, training, networks, media, and advocacy. It also meant adapting our products and services to engage with key stakeholders beyond the profession to positively transform the relationship everyday Australians have with workplace health and safety.

This past financial year, as with the last, has had its challenges for everyone within the Institute and for the Institute. Continuing to achieve our

strategic plan and deliver the initiatives set by the Board has been difficult in some respect, but not impossible. What makes it all possible is our culture and the values which drive our culture to execute our strategy and fulfill our mission. Everything we have done over the past 12 months, has been underpinned by these values, to build value for our people, our profession, and the Institute. With respect to our values, this year we have:

## Integrity

Developed our Online Learning Program 'The Essence of Ethics' to develop the basic personal ethical capability of AIHS members and certified OHS professionals and practitioners. *Thinking forward* we have begun the implementation of the AIHS Online WHS Management System to ensure we are effectively managing WHS within our own organisation.



Naomi Kemp Chair



***Everything we have done this year has been underpinned by our values.***



## Legacy

Honoured the contributions of Professor Patrick Hudson with Honorary Fellowship and welcomed 28 members into the College of Fellows who are making a substantial ongoing contribution to the profession. *Thinking forward* we are encouraging the growth of our College of Fellows, Branches and Networks and recognising the contributions of our volunteers and the broader community through our Awards programs.

# Chair Report continued

## Diversity

Continued to seek opportunities to promote and enhance diversity among the profession through our events, professional development and networking programs including WISH and Emerging Leaders. *Thinking forward* we have begun engaging with tertiary institutions and industry to create more opportunities for Aboriginal and Torres Strait Islander people in the health and safety profession.

## Leadership

Advocated strongly to drive positive change within Healthcare Standards for Infection Control within the Healthcare and Community Industry to have better safety outcomes for our communities during the COVID-19 pandemic. *Thinking forward* we are reviewing the Australian Workplace Health and Safety

Strategy 2012-2022 and providing input into the next revision of the Strategy for 2023 and beyond to ensure it's evidence informed.

## Humanity

Supported like-minded Charities and NFPs through alliances and with donations to enable them to continue to provide the services and care for people in our communities. *Thinking forward* we are seeking to engage further with industry partners and governments to address emerging issues or long-standing concerns collectively.

## Innovation

Established an Online Learning Platform for our members' professional development and with courses open to the public to provide high-quality education and training to improve health and safety knowledge, education, and

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***Continuing to achieve  
our strategic plan and deliver  
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but not impossible.***

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training within the wider community. *Thinking forward* we are developing a broader range of courses for public offering and transforming the Body of Knowledge for the profession.

These are just some of the many initiatives we have achieved and continue to focus on.

To that end, I believe the Institute is in good stead despite the COVID-continuum. I continue to remain excited about the future of the Institute, as we think and move forward with our dedicated team in the National Office. I commend the 2020-21 Annual Report to you.



Naomi Kemp  
Chair

# CEO Report

by David Clarke  
CEO

At the AIHS we don't measure progress each year only through internal performance. We exist to contribute to safe and healthy workplaces throughout the country, by supporting improvement in health and safety practice, ensuring good policy and standards, and creating better education and training.

We have strong ambitions for improving WHS in Australia - and we should - because without ambition, you cannot achieve ambitious things. For the AIHS and for the profession, we still have a long way to go and much more to aspire to.

As you have read through Chairperson Naomi Kemp's report, you'll see that we remain strongly value-driven, and have been incredibly active over the past year, weathering the COVID storm, finding the places we need to grow and letting go of the things that don't work. Our corporate and individual members have stayed strong during the past year, our events and professional development program produced massive output, we've developed our first online training with much more in the pipeline, we're undertaking new policy work and made a positive contribution in our advocacy on healthcare worker health and

safety. Our CPD program is becoming more refined, and we are taking new steps to improve Certification pathways for all health and safety people. Financially, it's been a stable year, and in the current environment that's a good thing, providing a steady ship that's now poised for new growth.

For the health and safety profession, the last year has been a mixed experience. Again COVID-19 has been dominating the narrative, contributing to major challenges not just managing the biological hazard it presents, but also the workforce wellbeing and work-from-home issues that come with it. Even so, the presence of COVID-19 does not remove other hazards and the risks associated with them, and a loss of focus on those is a risk in itself. As a result, many of our members have been under new levels of stress, as have the workforces they're responsible for.



David Clarke CEO



***We have strong ambitions for improving WHS in Australia - and we should - because without ambition, you cannot achieve ambitious things.***



Nationally, Australia is coming to the end of the ten-year Commonwealth Health and Safety Strategy and embarks on writing a new one. The Institute will be having its say on both the successes and failures of the last strategy, and opportunities for the next. A new strategy provides new opportunity to return to a period of positive reform.

# CEO Report continued

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***The community of health and safety people who come together to lead the Institute is diverse but share a common commitment to building world class health and safety practice.***

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Looking forward into FY22 and beyond - having bedded down our new name and brand, we are embarking on a set of new initiatives designed to support both the development of the Institute, and the profession as well. We're planning on an expansion of training and networking opportunities and making our next generation of change and improvement to Certification which remains critically important as a way to support growth in capability through the Continuing Professional Development that certified people undertake. We are continuing our focus on improving CPD and refining pathways to Certification to ensure health and safety people can be part of the program.

We still want to be better engaged with the diversity of people working in health and safety roles throughout industry, and that means

better and more relevant services and support for people working at practitioner level and building new networks and special interest groups.

The community of health and safety people who come together to lead the Institute is diverse but share a common commitment to building world class health and safety practice, being more strongly engaged with Australian business, and thinking forward to look at the future so that future generations enjoy improved health and safety outcomes. I would like to express my great thanks to not only the dedicated staff and contractors who have delivered so much throughout the year, but also this widespread and dedicated leadership community who drive our networks and provide so much of the member engagement experience.

We keep building on the work of those who have come before us. On behalf of the staff and volunteers of the Institute, I am pleased to present the 2020-21 annual report.



**David Clarke**  
CEO



# Financial Overview

by Cameron Montgomery  
FRAPCC Chair

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 is focused on increasing both the quality and range of information services and professional development available to the health and safety profession, and in doing so, providing a sustainable income source that supports our vision of safe and healthy people in productive workplaces and communities.

## The budget-planned vs delivered

The Board initially approved a deficit budget for FY21 of more than \$100K to grow online learning capability and enhance Continuing Professional Development (CPD) opportunities.

After a full year operating within the constraints of COVID-19, and with the support of the Government's small business stimulus package along with JobKeeper payments, the effects of reduced face-to-face activity this year has seen our revenue down to \$1.73 million. At the same time, by controlling expenses we exceeded overall budget expectations by producing a very small deficit result of \$9K, rather than the projected deficit of over \$100K.



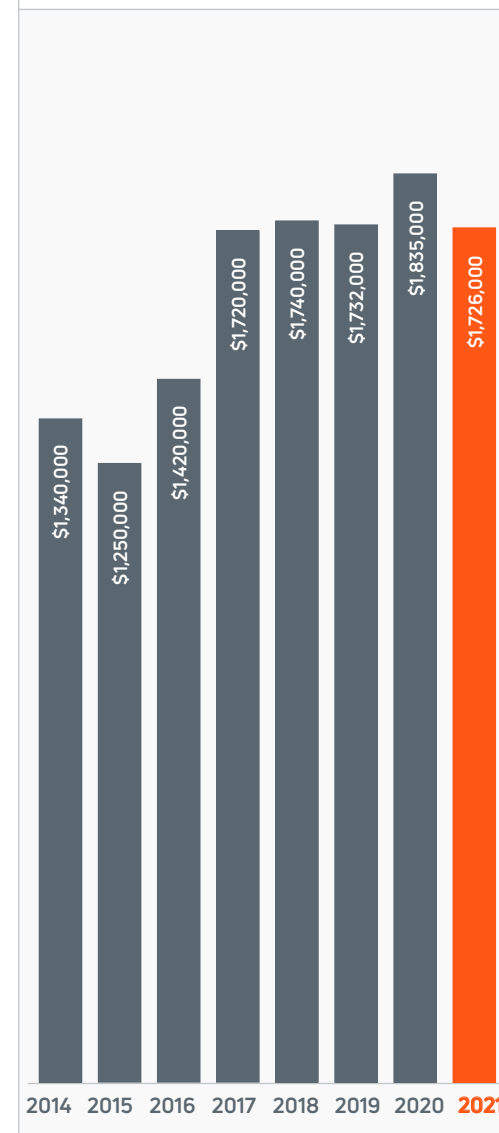
Cameron Montgomery FRAPCC Chair

## Overview

In an ever-changing COVID-19 environment requiring adapting to online platforms including webinars and conferences, the team at the National Office has done an incredible job in keeping the doors open and information flowing, working from home for a considerable part of the year.

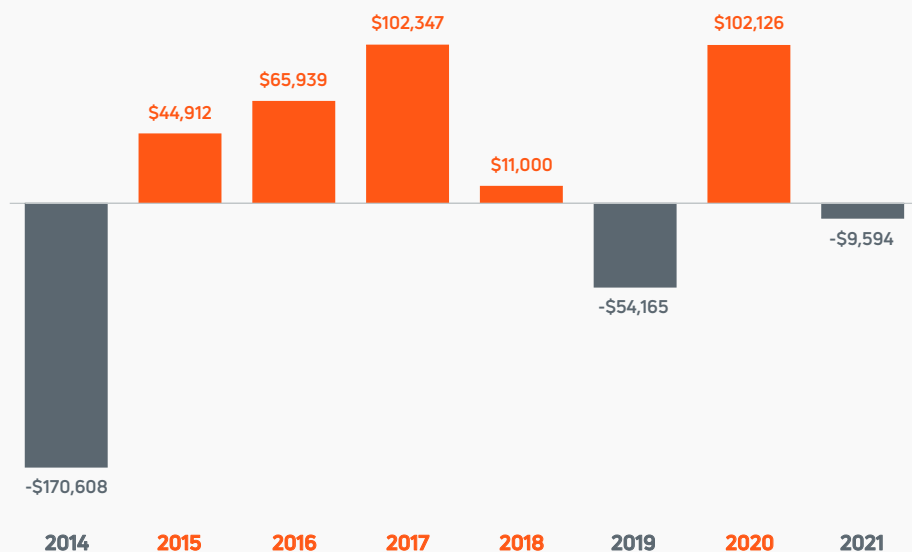
This has resulted in a year in which we did not just sustain – but grew – our professional development program, creating a wide range of online events. The transition from face-to-face to online for many conferences across many states and territories in the second half of 2020, as well as the National Safety Conference in May were key factors in total revenue being down on previous years – however, this has not hurt profitability with corresponding major reductions in event costs.

Total revenue, 2014-2021



# Financial Overview continued

Surplus/deficit 2014-21



The most significant event growth throughout FY21 was webinars, and we also saw rapid growth in partnering with third-party providers to develop and co-deliver events with the AIHS or direct via our *Endorsed Professional Development* program.

Despite what we know was a very tough year for Australian businesses, both our Corporate members and general members stayed with us, with high rates of individual renewals, and growth in corporate membership helping support our underpinning revenue. We have in turn supported those who have been struggling, doing what we can to keep people and businesses connected, and giving them access to quality information during one of the most significant periods in history where health and safety is at the forefront.

## Change of Auditor and Audit result

During FY21 the Institute was notified by our Auditors Moore Australia of their intent to pursue different income streams. This resulted in an involuntary change of Auditors with the interim appointment of Nexia in time for preparation of the Financial Statements for FY21. I would like to extend my thanks to the team at Nexia in being able to step in to complete the audit for FY21. This year we have again been provided with an “unqualified” audit opinion that our Financial Statements are a true and accurate reflection of the Institute’s financial position.

## The year ahead

With satisfactory levels of cash reserves, for FY22, the Board have approved an expenditure of \$130K of those reserves to extend our strategy

to grow our online and other training capability, build special interest groups to create stronger connections within and across the health and safety profession, and extend the certification program. This approach continues our long-term diversification and growth of income streams.

## Acknowledgements

Throughout FY21 as we navigated through the COVID-19 pandemic, the Institute - through the work of the Board, the Finance, Risk, Audit, Performance and Compliance Committee (FRAPCC), the CEO and especially the staff - has demonstrated a fiscally responsible approach which continues to keep us on a sound financial footing. The foundations of this were set with the dedicated and diligent service of Nathan Winter, (Chair of the FRAPCC, 2013-20), so on behalf of the Board and members, we extend our gratitude and thanks to Nathan for his stewardship of the Institute’s finances, always working in the best interest of the members.

I would like to extend my sincere thanks to the members of the FRAPCC and the staff team, for their continued commitment to deliver quality services and ensuring the continued financial viability of the Institute in trying times. Thank you.

The full audit report is available on our website.

**Cameron Montgomery**  
Chair – Finance, Risk, Audit, Performance and Compliance Committee

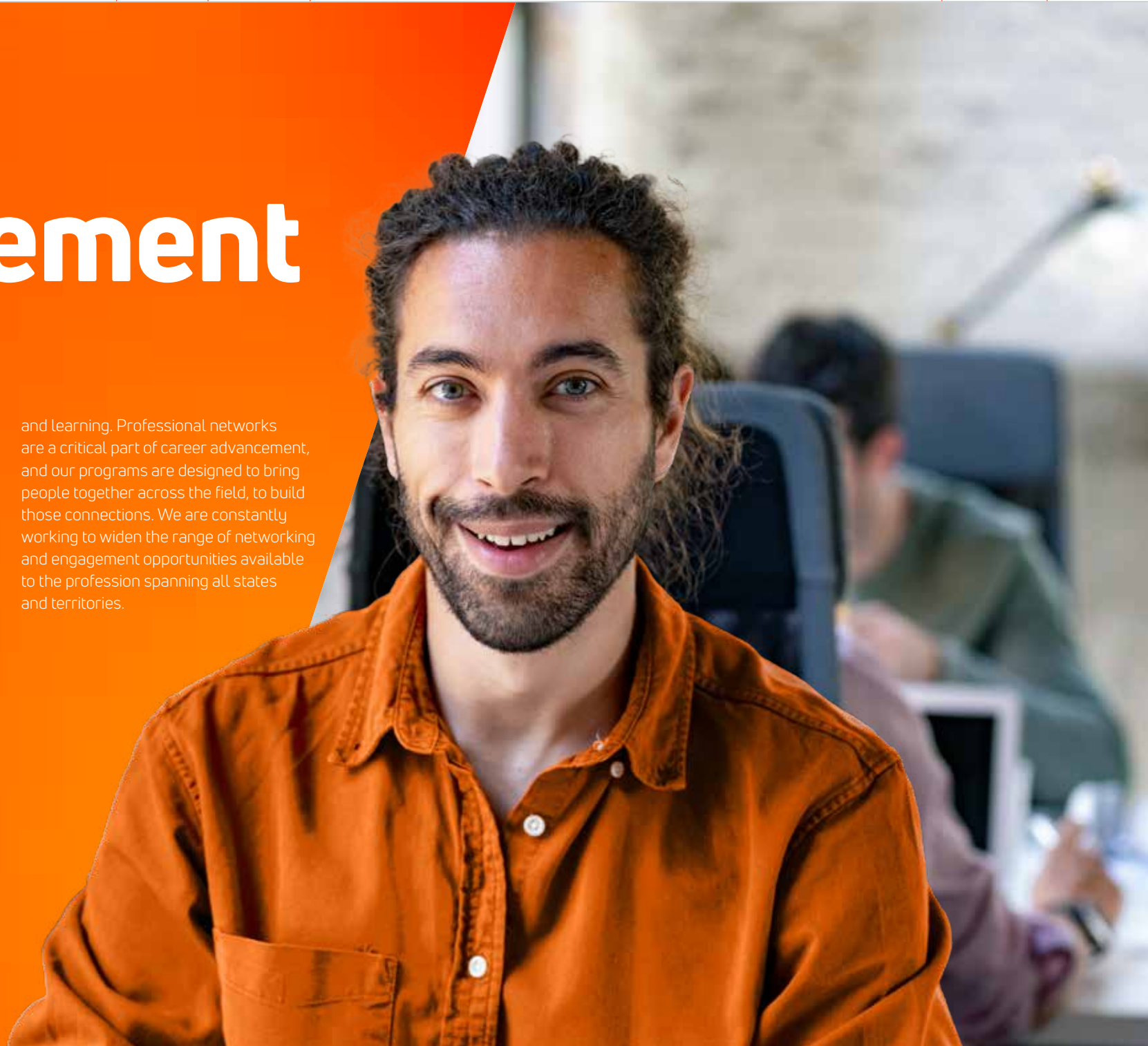
# Engagement

This section highlights our many local, national and international networks and the products and services we deliver to the profession that support greater knowledge, and growth in capability.

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.

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 make a change in 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



# Networks: EL and WISH

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.

## Emerging Leaders



The AIHS Emerging Leaders Network, like many groups over the last 12 months have continued to be impacted by COVID-19 restrictions across each Branch in different ways. Some local events have been put on hold, and others moved online. A number of planned activities were not able to be rolled out due to extended social restrictions in some states. We have been fortunate in several jurisdictions to continue to meet and maintain some events for our Emerging Leaders Network.

Over this coming year, the National Organising Committee will continue to press into ways of supporting young and emerging health and

safety professionals across the country and sharing ideas and experiences across the Branch Committees.

For more information, go to:

A handwritten signature in black ink that reads 'Tim Allred'.

Tim Allred  
EL Leader



Tim Allred EL Leader

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***As we step out from this last year of uncertainty, we look forward with anticipation to an exciting year ahead as we connect, engage, and develop as professionals, and support the Emerging Leaders of the AIHS and the future of the health and safety profession.***

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# Networks: EL and WISH continued

## Women in Safety and Health (WISH)



The WISH network has been slowly building and just making sure we can deliver on our initially small goals. We've tried to listen to the feedback provided from our first survey and events and kept the Women in Safety and Health Network focused on enabling our members to recognise their leadership potential. We're still looking for big and exciting events if they're possible, but we are aware as a group we need a strong profile to attract the big presenters. We've tried to ensure we are actively providing opportunities to women to present and encouraging women to show us what they know. Now that face-to-face

opportunities are opening up, we'll try to share that approach in the branches.

We've put on some great events, and plan to carry that over to 2021-22. We're hoping to start focussing on some of the possible barriers to Diversity and Inclusion and expanding on that knowledge for all OHS practitioners. I would really like to thank the work of all the amazing contributors that have given WISH a stronger profile and presence in the AIHS including but not limited to:

- » Our Chairperson Naomi Kemp (and her Networking Super Powers), that found us presenting an excellent discussion panel with Grace Grace MP, Diane Smith-Gander and Kirsten Ferguson;
- » the Institute for Women in Leadership Australia who co-presented an excellent session with some great minds in workplace wellness, and

- » the super coaches Annette Gray and Alison Callan who have been providing webinars and coaching sessions to support our members to identify their leadership capabilities;
- » AIHS CEO David Clarke and Board member Chris Edwards who have been along for the whole ride and kept the enthusiasm brewing, and of course
- » The AIHS staff.

For more information, go to:

A handwritten signature in black ink, appearing to read 'K. Wagensveld'.

Ksenia Wagensveld  
WISH Leader



Ksenia Wagensveld WISH Leader



***We will continue to identify and possibly value the individualisation of health and safety as we recognise that all people are different and embrace that in our approach to try and manage the risks through greater consultation and cooperation.***



# State/Territory branches and regional networks

## Branch Report

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 2020-21, Branches were responsible for creating just under half of the 179 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 networking 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 Year in Review

### Tony Mitchell, ACT Branch Chair

In the last year we have seen our Health and Safety World change even more dramatically, as we realise that this is not a short journey to the new normal. The demand on our health and safety profession has increased unprecedentedly. In the ACT, particularly, the changed focus on wellbeing and hygiene has brought a much broader health focus to many of our professionals' practices. While many companies have had their HR Departments heavily engaged, the requirement for improved communications, with many employees working from home, has been a critical function for both HR and WHS teams alike to ensure people are remaining connected with the workplace keeping them engaged, productive and safe remotely. The real challenge though

## State/Territory branches and regional networks continued

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***In the last year we have seen our Health and Safety World change even more dramatically, as we realise that this is not a short journey to the new normal. The demand on our health and safety profession has increased unprecedentedly.***

Tony Mitchell

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has been making sure that complacency doesn't creep in, with even more virulent strains emerging, not to mention trying to help define the new normal and appropriate risk controls required for it. In Canberra, where it could be argued the risk is somewhat reduced in contrast to Sydney and Melbourne, some staff haven't returned to the office since March 2020, while others are comfortable being in every day of the week. For many people the choice either way, has been a large psychological health determinant for individuals.

**Brad Crockett, NSW Branch Chair**

In the last 12 months branch activity has been incredibly muted in terms of state activities, but I think we have pivoted into more of a support role for national programs. Our branch is actively supporting/leading a series of national committees including national safety awards, mentoring, policy, CPD and marketing.



**Tony Mitchell** ACT Branch Chair

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In my tenure here in NSW, we have transitioned as a provider of local events to a predominantly Sydney centric audience, to a group that is advocating for our state interests to our national parent and providing hopefully valuable support to national in the implementation and execution of these national initiatives.

We do take some pride in seeing the success of mentoring and the potential of the policy subcommittee knowing that we were quite vocal in these key areas and hopefully played some part in their establishment and now, their ongoing activities.

We continue to maintain membership levels and are much more proactive in our engagement with new members and with the improved offerings for members nationally, the member value proposition is I think much more compelling.



**Brad Crockett** NSW Branch Chair

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***COVID continues to curtail our ability to deliver events locally however it has encouraged us to innovate and SAFEfest is a great example of the benefits that collaboration and lateral thinking can deliver.***

Brad Crockett

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## State/Territory branches and regional networks continued

### Jeff Weldon, NT Branch Chair

It has now been over 40 years of travel on the safety and health road for me, and from my perspective change is inevitable, we continue to improve year on year and thus we will be better in all aspects. Especially with health as we now are embracing our responsibilities more in wellbeing and mental health.

I see the markets are regulating the profession somewhat better, but reconciliation has not yet occurred between the lay safety person and the professional. Because of its breadth, learning challenges will always be at the forefront.

The NT branch was small but engaged and we established a positive working relationship with the NT WorkSafe. Our annual conference was certainly acknowledged as the most professional and beneficial in quite some time,

and we had some great workshops. I wish to acknowledge the speakers from the Northern Territory Safety Symposium which was held in Darwin on November 25th 2020. Themed "Workplace Health & Safety Lessons Learned" and the speakers from the three workshops, Tristan Casey, Sue Bottrell and Debra Burlington.

***I'm very proud to be an AIHS member. Our profession is a noble one and the Institute enhances our capacity.***

Jeff Weldon



Jeff Weldon NT Branch Chair

### Brett Jones, QLD Branch Chair

Just when we thought that WHS has reached saturation for the number of things within our remit, the pandemic forced WHS professionals to further their knowledge to meet the needs of businesses across the world – and trying to do this while governments were (understandably) making 'policy on the run' – meaning that WHS professionals had to be more agile, educated and understanding of their limitations of knowledge than ever before.

### Kym Bills, SA Branch Chair

The SA Branch Committee meets monthly and works very well together. The October 2020 Symposium was very successful at its new larger venue at the Adelaide Zoo and with many fine speakers including Professor Dino Pisaniello on addressing the risks of COVID-19, SafeWork SA Executive Director Martyn



Brett Jones QLD Branch Chair

***The WHS world will stay the same in many ways, in that everything is, or becomes, a 'WHS issue'. But the collective 'sameness' will grow organically from the need for continual education/learning, emergence of new hazards (and the need for new controls), and the continuation of the need to influence decision makers in businesses and governments.***

Brett Jones



## State/Territory branches and regional networks continued



***A challenge for the profession in learning is knowing which of the plethora of online courses include the content and quality that individuals need at various times.***

**Kym Bills**



Campbell, and SA Treasurer and WHS Minister the Hon Rob Lucas. As in other jurisdictions, face-to-face events were unfortunately curtailed after the Symposium as a result of COVID and are only resuming in earnest from July 2021 (but with the ongoing risk of cancellation).

Thank you to all the members of the SA Branch Committee and especially Secretary Belinda King who has worked tirelessly in helping arrange our symposia and other events. Membership coordinator, Andrew Sloan, has assiduously and rapidly followed up on calling and welcoming new members throughout the financial year which provides a fine example.

**Laura Maddock, TAS Branch Chair**

Having to work with the impacts of COVID meant we had to work out how to work differently but still be effective. This included developing the flexibility to work remotely and find new ways to connect and communicate including using technology to keep in touch for example Teams, Zoom and other platforms. The Health and Safety world must keep up with these changes and professionals need to be resilient and continue to adapt.



**Kym Bills** SA Branch Chair



***We need to move from compliance only to a more mentoring role as we continue to strive to improve safety culture.***

**Laura Maddock**



This includes developing a holistic view of health and wellness, with a continuing focus and recognition of the impact of mental health and wellbeing in safety. Being able to utilise and interact with the increased use of technology-smart PPE, Internet of Things, artificial intelligence.



**Laura Maddock** TAS Branch Chair

Data analytics – with IoT and AI comes the access to huge volumes of data that can be used to model/predict and create new insights but still needs human interpretation and creation of controlling strategies.

Changing nature of work – change in labour markets becoming more flexible and industrial relations and workers comp systems need to react and respond to changes.

Addressing the issues of an aging workforce especially in states like Tasmania.

## State/Territory branches and regional networks continued



***As Victorians, we are all very proud of coming through the last 12 months more assured than ever of the value we as health and safety people play in our workplaces.***

Andrew Heinrichs



### Andrew Heinrichs, VIC Branch Chair

Since the pandemic, health and safety people are finding themselves positioned closer to core business decision-making forums and having more influence on the areas of risk that organisation leadership groups focus on. Because of this, there is more visibility of health and safety initiatives, particularly those with a health and wellbeing focus. There is also greater recognition of workers' personal circumstances, as remote working impacted some organisations significantly. Remote working has also seen a massive shift in how technology is used, and this has created both opportunities and risks. Technology is also being used by health and safety functions themselves to enable activities like remote audits. Finally, there is a strong focus on hygiene now. Some of these changes will be permanent.



Andrew Heinrichs VIC Branch Chair

### Celia Antonovsky, WA Branch Chair

High-reliability organisations, military, resource sector, and heavy industry have shaped the world of health and safety. These principles and practices need to start being adopted by small to medium enterprises where the highest number of fatalities continue to occur each year in Australia. This will require assistance from the health and safety profession to make it live and breathe effectively in line with the organisation's unique objectives.

As mentioned by Alastair Milne from the WA committee, mental health will continue to develop as the emergent issue in workplaces. A period of mental health 'enlightenment' may follow as people realise it is foundational to safety, leadership, culture and engagement.



Celia Antonovsky WA Branch Chair



***Health and safety continues to be about people. Even when new safer technology and systems are introduced, we still need to shape human behaviour. Psychology will continue to underpin the effectiveness of health and safety!***

Celia Antonovsky



# Information Services

Health and safety people require access to high-quality information about general industry 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 products in different formats and across different platforms.



## 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 purchased at a cost to non-members via subscription.



## OHS Professional eNews

The 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 professional development, 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.

# Information Services continued



## AIHS website

The 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 Professional' 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, an extensive online learning platform, as well as certification and mentorship information.



## 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-date with current practice and monitor industry trends.



## Social media

Social media is an important part of the way we engage with the health and safety profession. We are active across [Facebook](#), [LinkedIn](#), [Twitter](#) and [YouTube](#) 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 18,000 members, with a regular 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 social media.

# College of Fellows



## The College of Fellows Executive – Providing expert advice.

Provided by Nathan Winter, Chair College of Fellows

The College of Fellows Executive has again seen some changes this year and we welcome some new faces to the Executive.

Kym Bills resigned in March after two years as the Chair of the College of Fellows. Great progress was made under Kym's leadership, including the establishment and/or reinvigoration of a number of College of Fellows Sub-Committees and reopening of the College to accept new members. In addition to leading the College during his time as Chair he authored and reviewed many of the AIHS submissions including those on the 'Draft COVID-19 Model WHS Code of Practice', 'Resources Safety and Health

Queensland Bill 2019', 'Workplace Manslaughter Consultation Paper', '2018 Review of the Model Work Health and Safety (WHS) Laws' and the 'Royal Commission into Aged Care Quality and Safety'. I would like to thank Kym for the tremendous volunteer effort he has put into the College of Fellows and the AIHS more broadly.

In 2020-21 we welcomed 16 new Fellows to the College. This year the College of Fellows Executive will be putting together a Newsletter for not only College Members but the wider AIHS Membership, so all AIHS members can be informed about the activities of the College in more detail than can be covered in this report.

Patrick Murphy initially took on the role of Policy Committee Chair and left the position in May due to other commitments, after establishing sub-groups and leading the AIHS submission on the 'Inquiry into the Victorian Government's

response to the COVID-19 Pandemic'. We thank Patrick for his contribution. Andrew Heinrichs has now stepped up to Chair the Policy Committee. Andrew put together a Policy Discussion Paper for the AIHS in 2020 with some very ambitious proposals and he now has the opportunity to lead the implementation of some of those. One proposal includes more proactively identifying the experts in the various fields of safety we have within our membership. This will allow AIHS submissions to be put together more expeditiously given the very short time frames we are often required to meet when making submissions.

One of the key focus areas for the Policy Committee this year will be the review of the 2012-2022 National WHS Strategy and a submission regarding our input on the next National WHS Strategy. Professor Maureen Hassall is leading a Sub-Committee of the Policy Committee specifically focusing on the review of the National Strategy.

After many years involved as a member and Chair of the Standards Committee and its predecessor the National Technical Panel, Jon Temby moved on, and many thanks go to Jon for his years of service and for identifying his own successor, Vanessa Sharp who stepped up from being a member of the Standards Committee to chairing the Committee. Vanessa has already had some good wins with acknowledgement from Standards Australia that the AIHS representatives on Standards Australia Committees are now allowed to share more information with AIHS members than they have



**Nathan Winter** Chair College of Fellows

traditionally been able to. More information about this will be included in the College of Fellows Newsletter.

As Chair of Continuing Professional Development (CPD) Committee Tony Mitchell oversaw the establishment of the CPD points system for AIHS' certified members for the first time in a number of years and began scoping out the requirements to capture members CPD points via an online tool. Tony was briefly succeeded by Martyn Campbell and our thanks go to both Tony and Martyn for their work on the AIHS' CPD processes and their leadership.

The other continuing members of the College Executive are Pam Pryor AO (OHS Body of Knowledge), Dr Peta Miller (Awards and College Membership), Sue Bottrell (Ethics and Professional Conduct), and Debra Burlington (Mentoring).

## College of Fellows continued

Many chapters of the OHS BoK have been reviewed, as well as the creation of some new ones, under Pam's leadership over the last 12 months. This is covered in detail in the BoK section of this annual report.

Dr Peta Miller's Awards and College Membership committee has had its hands full reviewing the applications of the 16 new members we have welcomed into the College over the last 12 months as well as assessing Life Membership, Honorary Fellow, Harold Greenwood Thomas Lifetime Achievement Award and AIHS Service Award applications.

The 'Essence of Ethics' training, which was one of the first AIHS eLearning modules was released earlier this year. Many thanks go to Sue Bottrell for all her work over the Christmas period that went into developing

this training, which is an important resource for driving ethical practice. Members will receive 10 CPD points for completing the 'Essence of Ethics' eLearning training and this training will be mandatory for Certified members going forward.

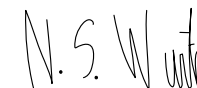
2021 has seen use of the online Mentorloop platform to facilitate the AIHS' Mentoring Program for the first time, recommended by Debra Burlington and her Mentoring Committee. 135 members participated in this initial program and the second Mentoring cohort is about to begin. I would like to encourage College of Fellows members to register their interest if they wish to participate in the program as Mentors. Participation in the Mentoring Program is one way for Certified Members to accrue CPD points.

I continue to represent the AIHS on the International Network of Safety and Health Professional Organisations (INSHPO) Executive Council, which have continued to meet monthly via Zoom throughout the pandemic. INSHPO are currently focusing on identifying a research topic that they can fund, in conjunction with other similar organisations, for which proposals will be sought from researchers around the world.

As you can see there is much work being done by all the volunteers that are involved in the College's activities. Many hands make light work, hence I encourage anyone that would like to be involved, even if it is just being involved in providing input to an AIHS submission that relates to their niche, to step forward.

Members of the College of Fellows or other AIHS members aspiring to be Fellows, can contact me on [cofchair@aihs.org.au](mailto:cofchair@aihs.org.au) if you would like to know more or have any specific questions.

I also wish to acknowledge the support provided by the Board Chair, Naomi Kemp, CEO David Clarke, Kelly Somerville, Tanny Lu, Karen Zeffiro and the other National Office staff. Without their support the College of Fellows would not be able to function as it does today.



**Nathan Winter**  
Chair, College of Fellows

# College of Fellows continued

## College Executive Committee Chairs



**Nathan Winter**  
Chair College of Fellows



**Sue Bottrell**  
Chair Ethics and  
Professional Conduct  
Committee



**Debra Burlington**  
Chair Mentoring  
Committee



**Martyn Campbell**  
Chair CPD Committee



**Andrew Heinrichs**  
Chair Policy Committee



**Peta Miller**  
Chair Awards and College  
Membership Committee



**Kym Bills**  
Outgoing Chair of the COF



**Tony Mitchell**  
Outgoing Chair of the CPD  
Committee



**Patrick Murphy**  
Outgoing Chair of the  
Policy Committee



**Pam Pryor**  
OHS Body of Knowledge  
Manager



**Vanessa Sharp**  
Chair Standards  
Committee



**Jon Temby**  
Outgoing Chair of the  
Standards Committee

# National and Global Strategic Partners

## 2020-21 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:

- » AiGroup
- » ASHPA
- » Australasian College of Road Safety (ACRS)
- » Australian Institute of Management (AIM)
- » Australian Institute of Mining and Metallurgy (AusIMM)
- » Australian Transport Safety Bureau (ATSB)
- » Commonwealth Scientific and Industrial Research Organisations (CSIRO)
- » Environment Institute of Australia and New Zealand Inc. (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)
- » Primary Industries Health and Safety Partnership (PIHSP)
- » Professions Australia
- » Safework NSW
- » Safework SA
- » SANE Australia
- » Standards Australia
- » WorkSafe Victoria
- » Workplace Health and Safety Queensland

## 2020-21 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.



# 2020-21 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. In 2020-21, our corporate members invested in the development of the OHS Body of Knowledge, the Australian OHS Education Accreditation Board, our Certificate program, and in a wide range of professional development activities

## 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, and death in Australian workplaces.

- » APRS Media
- » Safe365 Limited
- » Art of Work Pty Ltd
- » Programmed
- » Boral Limited
- » Avetta
- » Safety Champion Software Pty Ltd
- » Zenergy Safety Health & Wellbeing
- » Data Drives Insight
- » Origin



## 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.

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



# 2020-21 Corporate Partnerships continued

## 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.

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



## 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.

- » Airbus Australia Pacific
- » Valeo Construction
- » BWC Safety
- » National Storage
- » Office for the Commissioner of Public Sector Employment
- » 5 Sticks Consulting
- » Next Constructions P/L
- » City of Kalgoorlie-Boulder
- » DORIC Contractors Pty Ltd
- » ACTRUA
- » SafeWork SA
- » AusGroup Limited
- » ITS Transport
- » FEFO Consulting
- » Avinet
- » Maroondah City Council
- » Green Light Environmental Services Pty Ltd
- » Integrated Trolley Management Pty Ltd
- » University of Tasmania
- » Flick Anticimex Pty Ltd
- » Health & Safety Advisory Service P/L
- » Myosh
- » Services Australia
- » Australian Workplace Strategies Pty Ltd
- » National Training Masters
- » City of Nedlands
- » Southern Cross Support Services
- » Technip Oceania Pty Ltd
- » EnviroScience Solutions Pty Ltd
- » United Energy



# 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:

## Key elements

### The provision of a foundation knowledge base

The Australian Occupational Health and Safety Body of Knowledge (BoK)

### Education Assurance

Accreditation of higher education courses in OHS, (based on the BoK) and advocacy to improve VET sector WHS training

### Clarity of roles and the knowledge and skill requirements for those roles

The Global OHS Capability Framework

### Capability Assurance

The OHS Certification program (based on the Global OHS Capability Framework)

### Effective professional development

A strong professional development framework (informed by the BoK and the Global OHS Capability Framework)

# OHS Body of Knowledge 2020-21

With the advent of the COVID-19 pandemic it has become a cliché that ‘the world is changing’ but for those practicing in OHS the world has always been changing — it is the rate of change that is now impressing upon us.



Our 2020 chapter on *Workers working from home* and our new chapter in the OHS Body of Knowledge *The generalist OHS professional: International and Australian perspectives* highlight the positive and supportive role OHS professionals can play in times of change, especially in a crisis, but also that there is a risk of being marginalised with safety de-prioritised at such times.

The key to successfully operating in the complex environment of change that is our current, and will be our future, ‘world’ is our **adaptability**. Being adaptable requires the capability to enable us to recognise and to act on opportunities. Such capability requires knowledge and skills – not only technical knowledge and skills but the engagement and empowerment skills to act as true strategic partners in organisations while successfully advocating for worker health and safety.

Since 2012 the OHS Body of Knowledge (OHS BoK) has addressed the knowledge required by OHS professionals to “understand the causation and control of work-related fatality, injury, disease and ill-health”. During this time it has evolved, expanding both in technical depth and scope and also into less technical but no less vital areas of OHS practice — understanding organisations (*The Organisation and Organisational culture*) and concepts of OHS practice including ethical practice.

To ensure ongoing relevance and currency, as well as addressing challenges to current practice, the review and refreshment of the OHS BoK continues. During the last 12 months four chapters have had routine reviews, three have been extensively reviewed while two original chapters have been replaced by new chapters and two totally new chapters added.

In addition to these completed works there are 10 active projects. These include two new chapters on systems and two chapters being developed with the support of Enforceable Undertakings: *Investigations* and *Fibres, Dusts and Fumes*.

In addition to continuing the technical updates the focus in the next 12 months will be on concepts of practice including *Bridging the theory to practice gap* and *Organisational Learning and Leading change* and understanding *Work as a global concept*. Exciting times!

Pam Pryor  
Manager, OHS Body of Knowledge Development



Pam Pryor Manager OHS Body of Knowledge Development

## OHS BoK

The OHS BoK can be accessed at [www.ohsbok.org.au](http://www.ohsbok.org.au) with a synopsis available at [www.ohsbok.org.au/chapter-1-3-synopsis-of-the-ohs-body-of-knowledge/](http://www.ohsbok.org.au/chapter-1-3-synopsis-of-the-ohs-body-of-knowledge/) and a chapter list at [www.ohsbok.org.au/chapter-1-2-contents/](http://www.ohsbok.org.au/chapter-1-2-contents/).

The OHS BoK website has general information pages and chapter-specific web pages which include information on the chapter, chapter download, learning outcomes and links to resources. Learning outcomes optimise the value of the OHS BoK for education and professional development.

Pam Pryor

Manager OHS Body of Knowledge Development  
[manager@ohsbok.org.au](mailto:manager@ohsbok.org.au)  
[www.ohsbok.org.au](http://www.ohsbok.org.au)



# AOHSEAB

The Australian OHS Education Accreditation Board (AOHSEAB) continues to work to the AIHS strategic agenda of developing the capability of the OHS Profession. The AOHSEAB's main activity is the accreditation of university degree granting programs which provide the knowledge and skills required by graduates to perform as OHS professionals.

Certified professionals who acquired their education through accredited programs and work experience are at the core of OHS professional capability.

## Accreditation

Twelve Australian universities provide 28 accredited degree programs in OHS. Four re-accreditation assessments were completed as planned in the 2020-21 financial year, despite the delays caused by the COVID-19 response. Three of the reaccreditation assessments were for undergraduate programs, indicating that universities continue to support the prospect of providing students with an entry level

degree which prepares them for a continuing career in the field.

Universities have had challenging times recently. Not only have they lost enrolments and income from overseas students due to the pandemic border closures but have also had reduced government support when they needed it most. As a result, virtually every university is examining its programs, courses, units, and staff numbers in a search for cost savings. While OHS programs have few overseas students, the general cost cutting activities have seen several OHS academics take voluntary redundancies and have brought all programs under scrutiny for student numbers. Depending on the individual university approach to 'small numbers' (how many enrolments cause a unit or program to be cancelled), some of our accredited



Angela Seidel AOHSEAB Chair



***The OHS Profession is looking for tertiary institutions to ensure that graduates have applied skills in investigation, systematic and systemic management of risk, enhanced communication and recognition of the impact of health on work.***

Angela Seidel



# AOHSEAB continued

programs may be at risk. We like to think that accreditation and its implied industry support may shield the programs from ill-considered number crunching, but we are yet to see this play out.

In the annual return from each accredited university, we asked about the impact COVID was having on teaching. Every university indicated that they had put all their teaching

online, usually as recorded lectures and Zoom tutorials. Units with hands on practical workshops had to work within the COVID-Safe restrictions, but all universities were convinced that students were not disadvantaged as a result of the changes.

The table below shows university enrolment and graduation numbers, all pre-COVID.

## Student Numbers from Accredited OHS Courses/Programs 2019

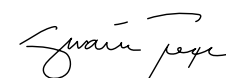
	New enrolments 2019	Active students	Graduated in 2019	% Non-new students who graduate
UG	119	397	86	31%
PG	250	639	183	47%
<b>Total</b>	369	1036	269	40%

AOHSEAB only functions as a result of volunteers who are willing to spend time on the Board and to assist with accreditation panels. AOHSEAB continues to be thankful for our volunteer board members and accreditation panels members who devote considerable time to assisting with assessments and Board governance.

For more information, go to:



Angela Seidel  
Chair AOHSEAB



Susanne Tepe  
Registrar AOHSEAB



Susanne Tepe AOHSEAB Registrar

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***If the pandemic has taught us one thing, it is about the importance of Health: how health impacts on work and how work impacts on health, both physical and mental health.***

Susanne Tepe

# AOHSEAB continued

## Accredited OHS Professional Education Programs – June 2021

University	Accredited Program	Bachelor	Grad Dip	Master
<b>Australian Catholic University</b>	» Graduate Diploma of Occupational Health Safety and Environmental Management		✓	
	» Master of Occupational Health Safety and Environment			✓
<b>Central Queensland University</b>	» Bachelor of Occupational Health and Safety	✓		
	» Graduate Diploma in Occupational Health and Safety		✓	
<b>Curtin University</b>	» 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			✓
<b>Edith Cowan University</b>	» Bachelor of Health Science (Occupational and Environmental Health and Safety major)	✓		
	» Graduate Diploma in Occupational Health and Safety		✓	
	» Master of Occupational Health and Safety			✓

University	Accredited Program	Bachelor	Grad Dip	Master
<b>Federation University</b>	» Graduate Diploma in Occupational Hazard Management		✓	
<b>Latrobe University</b>	» Graduate Diploma of Ergonomics, Safety and Health ( <i>exit point from Masters</i> )		✓	
	» Master of Ergonomics, Safety and Health			✓
<b>Monash University</b>	» Graduate Diploma of Occupational and Environmental Health		✓	
	» Master of Occupational and Environmental Health			✓
<b>Queensland University of Technology</b>	» Graduate Diploma of Occupational Health and Safety		✓	
	» Master of Health Safety and Environment			✓
<b>RMIT University</b>	» Graduate Diploma in OHS		✓	
	» Master of Occupational Health and Safety			✓
<b>University of Newcastle</b>	» Graduate Diploma Workplace Health and Safety		✓	
<b>University of Queensland</b>	» Bachelor of Occupational Health and Safety Science (Honours)	✓		
	» Graduate Diploma of Occupational Health and Safety Science ( <i>exit point from Masters</i> )		✓	
	» Master of Occupational Health and Safety Science			✓
<b>University of Wollongong</b>	» Graduate Diploma in Occupational Health and Safety		✓	
	» Master in Occupational Health and Safety			✓
	» Master in Occupational Health and Safety (Extension)			✓

# Global Framework

## **The Occupational Health and Safety (OHS) Professional Capability Framework: A Global Framework for Practice**

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

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***The OHS Professional Global Capability framework represents a tremendous opportunity for us all, to define in a common way the range of work this profession undertakes. With common international language, we can build common values, and common standards.***

David Clarke

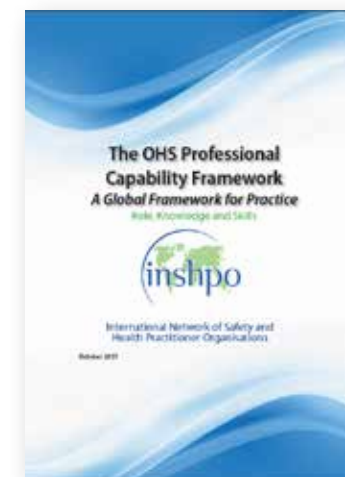
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the company. The Global OHS Capability Framework, developed by the International Network of Safety and Health Practitioner Organisations (INSHPO) over a five year period, provides a common platform to develop capable, knowledgeable, and skilled OHS 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.

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.





# Certification of the Profession

by Jo Kitney  
Chair Certification  
Governance Committee

## OHS Certification

When we think about the theme of Adaptation for this year's AIHS Annual Report 2020-21, it certainly resonates from an OHS certification and capability perspective. This past year has seen change and adaptation for business and industry and those working in health and safety. By extension we have seen the AIHS Generalist OHS Certification Program respond to increased interest in certification and the needs of those working in health and safety.

Adaptation is a profound process. Means you figure out how to thrive in the world' (John Laroche) and the AIHS OHS Certification Program has an important role in enabling those working in health and safety to thrive as they navigate through changes in role and position, as well as progress their career and development.

Introduced in 2015 the AIHS OHS Certification Program continues to be a key pillar in Australia's OHS/WHS capability agenda with its position and presence important for industry, the health and safety profession and AIHS members. The Certification Program acknowledges and promotes the credibility and capability of OHS Practitioners and Professionals and underpins the standing on which the OHS/WHS practice, and the profession, is viewed.

The OHS Certification Program has strengthened during this past year with the appointment of a dedicated Certification Co-ordinator, raising the AIHS internal resources for administering certification applications, for coordinating professional knowledge assessments, monitoring standards, responding to queries and requests, and for raising industry awareness of the Program.

## Governance Committee

The Certification Governance Committee continues as a key sub-committee of the AIHS Board and is Chaired by Jo Kitney ChOHSP and Member of the AIHS College of Fellows, with the purpose of ensuring that the OHS Certification Program is effectively governed and operating in accordance with the Program intent and Standards. The Committee includes representatives from the Board and 3 levels of Certification and invites guests and appointees to assist with specific areas of interest and requirements.

The Committee has worked closely with the AIHS National Office, College of Fellows and Committees on matters such as standards for assessments, renewals and continuing professional development. As expected of the OHS Certification Program, refinement and improvement has been ever present this



Jo Kitney Chair Certification  
Governance Committee

year with a focus on continuing professional development, certification renewals and exploring certification pathways for those seeking OHS Practitioner Certification.

## Vision and Values

Key references for OHS Certification Program are the AIHS vision for health and safety and values for those working in the health and safety profession<sup>1</sup>, all of which underpin AIHS expectations for OHS certified practitioners and professionals. With increasing business and industry expectations for conduct, behaviour, and capability for those working in health and safety, the AIHS values of openness and transparency, delivery, and execution, listening and learning, acting with integrity and respect, and collaboration are ever important characteristics of persons who are Generalist OHS Certified.

<sup>1</sup> AIHS Vision and Values – [www.aihs.org.au/about/vision-and-values](http://www.aihs.org.au/about/vision-and-values)

# Certification of the Profession continued

## Assessments and Standards

The approach to certification assessment continues to be based on education, experience, and demonstrated knowledge and skills, with applicants evaluated against these at the relevant certification level. The Program's dedicated Certification Coordinator and team of Lead and Capability Assessors complete assessments to standards agreed with the AIHS and Certification Governance Committee. The origins of the approach established in 2015 continues to serve the Program well during this 6th year of Program delivery.

The success and insights of the Professional Knowledge Assessment (PKA) as a pathway for OHS Professional Certification has provided an important base for the AIHS to explore opportunities for an alternative pathway for OHS Practitioner Certification. These entry pathways

are not considered lightly; they have the greatest of care and attention to ensure a robust and valid approach that does not diminish the academic level of the qualifications and knowledge required at that level. Through exploring and providing alternative pathways to OHS certification, the AIHS continues to demonstrate commitment to supporting and serving those working in health and safety and adapting the Program in response to industry insights and feedback.

## Continuing Professional Development

The AIHS CPD Program provides the framework for Certified Practitioners and Professionals to determine and meet their CPD requirements in order to maintain and raise the standards and capability of people working in the health and safety profession.

The introduction of CPD evidence requirements for OHS recertification is an important outcome of this past year of work between the OHS Certification Program, AIHS National Office and AIHS CPD Committee, with the planned introduction of the online AIHS CPD Tool to cement assurance of this process. The tool will enable and support records of development and learning to enable certification retention.

## Mentoring

For those seeking guidance or clarity on their approach to gaining or upgrading OHS certification, progressing through the Professional Knowledge Assessment, and ensuring CPD meets OHS certification renewal requirements, the AIHS mentoring program is an important resource designed with AIHS members needs in mind. Certification Program Mentors are those who have gained Certification

and are available to provide support for applicants for their application and in developing their careers in the OHS profession.

## Thinking Forward

It can feel like that the world of health and safety is changing, with updates to legislation and codes of practice etc. and Regulator programs and focus areas, but it really depends on the lens you look through.

The premise for WHS hasn't changed, and that is to stop workers and others affected by work being harmed (so injured, ill health or fatality) and this is done through identifying and understanding risks, putting in place controls, and checking those controls are effective. What changes in WHS – and this is similar to any other industry - is the introduction of new knowledge, research, data (workers compensation claims etc.) and incident

# Certification of the Profession continued

investigations, if you couple this with the posture and position of the Government and Regulator, then we understandably see change – in the form of amendments to legislation, focus programs from the WHS Regulator to target higher risk issues, new insights and of course ISO standards that businesses may choose to adopt and be certified to. So yes, the space is changing, but this is fed from and in response to industry experience of workplace practices, incidents, and injuries.

The theme of adaptation will certainly continue into the coming year, as the OHS Certification Program maintains its standards and the AIHS actively seeks views of industry, business, and those working in health and safety. The increased Program resources and focus on OHS certification as a key pillar whilst also responding to views and insights, will ensure the Program builds on its foundations. 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.

I would like to acknowledge the work of the AIHS in maintaining focus, position, purpose, and energy during this past year and providing direction for the year and years ahead. We live and work in challenging times and the work of the AIHS may not always be recognised or appreciated but is valid and important and the health and safety industry must give credit to the AIHS national office and the many volunteers for their dedication and commitment.



**Jo Kitney**  
Chair, Certification Governance Committee



# Professional Development Program

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

This year the Institute has brought a varied and adaptable Events and Training Program to members within the current environment. With a return to face-to-face events, with state symposiums, workshops, and branch networking forums, we have continued to help professionals, connect, collaborate, and learn. We have continued to expand our successful webinar program, covering a variety of topics providing learnings and exploring new ideas. Whilst delivering the Dr Eric Wigglesworth Lecture as our first hybrid event, providing a model for future engagement.

## National Health & Safety Conference

With the challenges of COVID-19 still present, the National Conference was delivered as a

3-day online program. With six exceptional Keynote speakers and over 30 speakers exploring various aspects of health & safety, presenting a wide variety of new ideas, innovations and research. Examining the evolving perspectives on the new normal for WHS, lessons learnt from recent disruptions to workplace practices and predictions on how we should prepare to move forward as a profession. We hope to be back face-to-face in May 2022.

## 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. Following the successful launch of a more structured program in February 2021, we have witnessed a growing interest in the program participation and received more positive feedback on the effectiveness of the new program. In the next 12 months, we will continue to enhance the use of the new program, 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 has a strong interest in CPD as it helps in promoting certified people, showing their commitment to lifelong learning, and

ensuring we continue to be competent in our profession. This structured program comprises of a Plan-Record-Reflect points system and newly implemented mandatory Ethics Training. The program allows members to maintain and improve their health and safety knowledge, and technical skills throughout their career. The process of tracking and documenting skills, knowledge, and experience that you gain both formally and informally, provides a record of what you experience, learn and apply, building professional standing.

To learn more about CPD points, click here:

## Endorsed Training



The AIHS continues 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. We have launched our own online learning platform and have endorsed the online training of other companies. This helps us to ensure we are reaching those in rural and regional areas. In the year ahead we have some more exciting opportunities coming up and we will always continue to ensure we are promoting the use of the Global Framework.

# Voice

Health and safety policy, legislation and regulation are 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 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 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

## Policy by Andrew Heinrichs Chair Policy Committee



**Andrew Heinrichs** Chair Policy Committee

The Policy Committee sits within the AIHS College of Fellows (CoF). In October 2020 the Committee was reinvigorated under the leadership of Patrick Murphy and 12 members

commenced bi-monthly meetings to form the Committee's strategic direction and role within the AIHS. In June 2021, I took on the role as Patrick stepped away, and on behalf of the AIHS I would like to thank him for his formative work reinvigorating this important area of the Institute's work. I would also like to thank Kym Bills, Leo Ruschena, Nathan Winter and David Clarke, who have all contributed significantly to the AIHS' work in this space during the reporting period. The Committee looks forward to building on Kym and Leo's work, and to lightening the load of Nathan and David!

Throughout 2020-21 the Committee divided the work into several 'buckets':

Firstly, the Committee worked with Branches and internally to respond to policy opportunities including regulatory consultations, government inquiries, and other policy reviews. The table below

summarises these contributions in 2020-21. We see the Branches as the 'engine room' of these responses because many of these opportunities come about at the state/territory level, where health and safety is largely regulated, and our Branch members are closest to the coalface, with a strong sense of what is important to the regulators, organisations, and workforces in their jurisdictions.

Secondly, the Committee sought to shape forward-looking policy matters. For example, the future of health and safety reporting metrics, the impacts of decent and secure work on health and safety outcomes, and the economic benefits of investing in health and safety resources. The most important project in this area currently is the AIHS work on the upcoming National Health and Safety Strategy. Ms Shevaun Dell and Assoc Prof Maureen Hassall are leading this work on behalf of the AIHS, conducting industry-wide surveys and interviews.

Finally, the Committee served the AIHS Board, the CEO, and other stakeholders by providing evidence and advising on policy matters as issues arose. This work may be used to form the AIHS strategy and position on a range of health and safety issues.

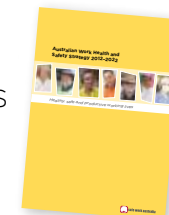
The period ahead is an exciting time in policy development, and together we need to do our best to reinvigorate what has been a period of too few initiatives and too little change in the national OHS landscape in recent years. The Committee and I are looking forward to working with Branches and other stakeholders to shape

Australia's health and safety policy landscape, and to advocate with courage to improve Australian health and safety legislation, regulation, and standards for years to come.

### Submissions made between 1 July 2020 and 30 June 2021:

- Inquiry into the Victorian Government's response to the COVID-19 Pandemic
- Independent Review of the Victorian Dangerous Goods Act 1985 and Regulations
- WA Draft Code of Practice - Prevention of violence and aggression at work
- Inquiry into the Victorian On-Demand Workforce
- NSW Managing the Risks to Psychological Health Code of Practice (Proposed Code)
- Draft COVID-19 Model WHS Code of Practice
- Victorian Volunteer Strategy
- Victorian Facilities Compliance Code review

If you have any questions or thoughts about the areas of OHS policy that matter to you, you can email [policy@aihs.org.au](mailto:policy@aihs.org.au).



**Andrew Heinrichs**  
Chair, Policy Committee

# Being a voice for the Profession

AIHS Standards Committee  
by Vanessa Sharp  
Chair Standards Committee

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***We welcomed Vanessa Sharp as the new Chair of the AIHS Standards Committee in December 2020 replacing Jon Temby after 5 years in the role. Our thanks and gratitude are extended to Jon for his tireless work and commitment to the Institute and we look forward to working with Vanessa in the years to come.***

David Clarke

»

As health and safety professionals, we need to continue to be adaptable. The pace of work has increased, where and how work is conducted has changed. Defining the boundaries of responsibility in a pragmatic manner is critical. Safety is no longer bound by the workers' presence at a physical site and our practices and guides need to be digitised to reflect the transient nature of work.

Industry professionals need to strongly advocate for and recognise the wellbeing of our workforce, particularly during times of a global pandemic. Workplaces need to develop systems and processes that can reflect and keep abreast of the changing specialist advice around COVID-19 with due respect to the mental wellbeing of our teams by setting up structures for ongoing mental wellbeing support. Workplaces need to acknowledge that workers bring their whole self to work and we need to support them holistically whilst they are at work. With an increase of workers working from home, organisations need to risk assess this change and how it impacts their systems and processes.

The way in which systems are being developed is changing with an increasing recognition of the influences of organisational factors and human factor influences on systems and associated events. Identifying critical controls that can be monitored, measured and integrated into business processes is critical to creating a system with strong foundations that can be agile and respond to the changing nature of work.

At the forefront of discussions with colleagues, professionals, and the workforce, we should continue to be sharing lessons learnt from organisational history and best practice systems. Learning from our past and the knowledge and expertise gained over operating experience should continue to be acknowledged and actively contributing to continuously improve our systems and processes. We also need to take this further, rather than adding layers of complexity, identify how these processes can be adapted to the way work is actually undertaken.

Our learning - not only as professionals but our overall organisational learning needs to adapt to the changing work environment. Embedding virtual learning and development capabilities into organisational systems will help overcome the challenges of "off-site" learning. Providing time and support for individual professional development will always be a challenge and this should be prioritised and standardised organisational practice to ensure professionals are armed with the current knowledge of their industry and best practice as well as increasing the organisations overall knowledge capabilities as we build transferrable workforce skills.

The committee has continued to collaborate virtually during the past 12 months and have been able to place a number of AIHS Representatives on Standards Australia committees. We are receiving



Vanessa Sharp Chair Standards Committee

positive feedback from our representative on their work and contribution to these committees. As a committee we are looking at the best use of collaborative tools to receive feedback from our representatives to share with the wider AIHS membership

I would like to acknowledge Jon Temby's long-standing commitment to the AIHS and as the Chair of the AIHS Standards Committee. Jon has always worked with integrity and demonstrated a commitment to producing positive outcomes for the safety community with his collaborative work with Standards Australia and my fellow committee members. We wish him all the best with his future endeavours.

A handwritten signature in black ink that reads "V Sharp".

Vanessa Sharp  
Chairs, Standards Committee

# Being a voice for the Profession

## AIHS Standards Committee continued

### 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.

### 2021 AIHS Representative for Australian Standards

<b>BD-094</b>	Slip Resistance of Flooring Surfaces	Active	Robert Fogg
<b>CE-008</b>	Chainlink Fabric Security Fences and Gates	Active	Elliott Carson
<b>CH-026</b>	Safety In Laboratories	Active	Lisa Stevens
<b>CH-031</b>	Methods for Examination of Workplace Atmospheres	Active	Philip Hibbs
<b>EL-025</b>	Static Electricity	Active	Cem Novella
<b>FP-017</b>	Emergency Management Planning – Facilities	Active	Andrew Stanbury
<b>HE-026</b>	Hospital Emergency Procedures	Inactive	Geoffrey Hitchings
<b>HE-033</b>	Vendor Credentialing for Healthcare Facilities	Active	Anthony Bate
<b>ME-026</b>	Industrial Trucks	Active	Sunny Bhatia
<b>ME-051</b>	Amusement Rides and Devices	Active	Gary Wachter
<b>ME-063</b>	Earthmoving Equipment	Active	Tony McBride
<b>NT-001</b>	Nanotechnologies	Active	Stephen Thomas
<b>OB-007</b>	Risk Management	Active	Leanne Treadwell
<b>SF-001</b>	Occupational Health & Safety Management	Active	Carolyn Moore
<b>SF-003</b>	Occupational Protective Footwear	Active	Subrata Bhattacharyya

### 2021 AIHS Representative for Australian Standards

<b>SF-007</b>	Guarding Of Woodworking Machinery	Inactive	Roger Lim
<b>SF-008</b>	Guarding Of Power Presses	Inactive	Roger Lim
<b>SF-008</b>	Guarding Of Power Presses	Inactive	Robert Fogg
<b>SF-008</b>	Guarding Of Power Presses	Inactive	Keith Whittingham
<b>SF-010</b>	Occupational Respiratory Protection	Active	Jane Whitelaw
<b>SF-012</b>	Abrasive Wheel Safety	Inactive	Wayne Lynch
<b>SF-015</b>	Height Safety	Active	Cameron Hunter
<b>SF-018</b>	Occupational Protective Helmets	Active	Daniel Heyburn
<b>SF-022</b>	Guarding Of Guillotines	Inactive	Roger Lim
<b>SF-034</b>	Portable Ladders	Active	Brett Hickenbotham
<b>SF-037</b>	Work In Confined Spaces	Inactive	Cameron Hunter
<b>SF-041</b>	Safety of Machinery	Active	Daniel Grivicic
<b>SF-048</b>	Emergency Eyewash and Shower Equipment	Active	Lisa Stevens
<b>SF-053</b>	Occupational Protective Clothing	Active	Subrata Bhattacharyya



# 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 73-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



**Director**  
Marissa Dreher



**Ex-officio Member**  
Nathan Winter  
FAIHS ChOHSP



**Director**  
Christine Edwards



**Director**  
Tim Fleming



**Director**  
Richard Coleman



**Director**  
Rene Van der Merwe



**Director**  
Celia Antonovsky



**Director**  
Liam O'Connor



**Company Secretary**  
Chris Deftereos

# Board of Directors continued

## Outgoing Directors

Thank you to the outgoing Directors for their support and contribution.

Our gratitude is extended to you all for your tireless work and commitment to the Institute.



### Ex-officio Member

Kym Bills  
FAIHS

Over his tenure Kym Bills was Chair of the College of Fellows, ex-officio member of the Board, FRAPCC and SA Branch committee member. As the COF Chair, Kym provided extensive support in updating the Constitution, and restructuring the College into the dynamic network it is today.



### Director

Bryce McLaren  
FAIHS ChOHSP

Bryce has been a long-standing member of the Institute who has supported the Queensland branch committee as Chair and member and who has provided many years contribution to the leadership of the Institute.



### Director

Hannah Waters  
COHSPrac

Hannah provided the WA health and safety leadership perspective during her tenure on the Board, and due to work commitments and the increased overseas travel was unable to continue in her role.



### Director

Martyn Campbell  
FAIHS ChOHSP

As a regulator in SA Martyn has provided a high-level strategic contribution to the Institute and during his tenure also held the position of Chair of the CPD Committee.

# Networks

Our networks bring members together, combining resources and expertise whilst providing a regional member experience. A place where the health and safety community of practitioners, professionals and leaders work together to advance Health and Safety standards and practice.



» HOVER OVER A STATE

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»» HOVER OVER A STATE



### Emerging Leaders

- » Tim Allred
- » Abby Edwards
- » Andrew Heinrichs
- » Celia Antonovsky
- » Amanda Jones
- » Emma Cunningham
- » Madeleine Page
- » Michelle Oberg
- » Zach Humphrey

### Certification Assessor Panel

- » Linda Carpenter
- » Lestelle Haines
- » Angela Seidel **Lead Assessor**
- » Roland Tan
- » Deborah Hagenbrunch
- » Ian Counsell
- » Ian Laing
- » Matthew Bugler
- » Elizabeth Lamond
- » Stuart Roseberg
- » Adam Fewster

### College of Fellows Executive

- » Nathan Winter **Chair**
- » Pam Pryor
- » Vanessa Sharp
- » Peta Miller
- » Sue Bottrell
- » Debra Burlington
- » Kym Bills
- » Jon Temby
- » Patrick Murphy
- » Martyn Campbell
- » Tony Mitchell
- » Andrew Heinrichs

### CGC Committee

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

### Standards Committee

- » Vanessa Sharp **Chair**
- » Michael Spiteri
- » Kavita Purohit
- » Jeremy Clay
- » Emma Fairbairn



### CPD Committee

- » Nathan Winter **Acting Chair**
- » Kelly Lovely
- » Andrew Maunder
- » Patricia Beale
- » Tim Donovan
- » Tony Somers
- » Michelle Price
- » Susanne Tepe

### Awards Committee

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

### Policy Committee

- » Andrew Heinrichs **Chair**
- » Brad Crockett
- » Roland Tan
- » Kaja Stern
- » Sarah Martin
- » David Segrott
- » Maureen Hassall
- » Damian Eley
- » Luke Konstanciak



### AOHSEAB Board

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

### WISH

- » Ksenia Wagensveld **WISH Lead**
- » Christine Edwards
- » David Clarke
- » Naomi Kemp
- » Melanie McGaw
- » Natalie Berney
- » Helen Muccilli
- » Celia Antonovsky
- » Tanya Cunningham
- » Michelle House

### Mentoring Committee

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

### Ethics Committee

- » Sue Bottrell **Chair**
- » Tony Weaire
- » Ken Malcolm
- » Matthew Davies
- » Michael Morgan
- » Dan Carpenter

### Volunteers assisting with Accreditation Panel

- » Andrew Heinrichs
- » Rwth Stuckey
- » Karen Wolfe
- » Yin Chim
- » Mike Capra
- » Jackie Kelly
- » Trajce Cvetkovski
- » Leo Ruschena

# AIHS Award Recipients

## Life Members and Honorary Fellows

### Life Members

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

### Our new Life Member 2020-21

#### Leo Ruschena

Leo has held a number of high-level OHS roles within the industry and was a senior Lecturer in OHS at RMIT University. He brought both technical and professional knowledge combined with his corporate experience to influence several generations of students in their OHS professional education.

Leo's contribution to the OHS Body of Knowledge has been extensive. Not only was he an active member of the Technical Panel that developed the OHS Body of Knowledge, but he also contributed to the quality assurance of the OHS BoK by reading every chapter prior to publication in 2012. Leo worked with the Registrar and Education Advisor of the



Leo Ruschena

AOHSEAB in a pilot program for accreditation. Through this pilot, the AOHSEAB was able to create a suite of documents for OHS program accreditation. Leo continued to be an active member of the AOHSEAB participating in several accreditation panels through to his retirement in 2017. When called upon, he has continued to participate in accreditation panels until 2021.

Leo was an inaugural board member of the Australian OHS Education Accreditation Board (AOHSEAB) and Chair of the AIHS Policy Committee and was awarded the AIHS Lifetime Achievement Award in 2018.



# AIHS Award Recipients continued

## Life Members and Honorary Fellows

### Honorary Fellows

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



# AIHS Award Recipients continued

## Harold Greenwood Thomas Lifetime Achievement Award

This is the highest award the Institute provides to people who have made exceptional and unique contributions to the field of health and safety in Australia.

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

The recipient of this year's **Harold Greenwood Thomas Lifetime Achievement Award** is Professor Dennis Else.

Professor Dennis Else has diverse experience and demonstrated long-term commitment to health and safety, both in Australia and internationally throughout his career. Dennis has previously been the Chair of the Australia's Standards Committee on Safety Management as well as the Australian National Occupational Health and Safety Commission. Dennis has spent a significant portion of his career as part of the Executive Team at Multiplex and is currently working as the Executive Director, Sustainability, Safety & Health – Australia & India, and this year was appointed as Global Environment, Safety and Governance Chair for Multiplex.

### Previous recipients of this award are:

- » Dr Geoff Dell
- » Neville Betts
- » Pam Pryor AO
- » Geoff McDonald
- » Ciaran MacCarron
- » Leo Ruschena
- » Emeritus Professor Mike Capra
- » Michael Tooma
- » Emeritus Professor Andrew Hopkins



**Professor Dennis Else**

# AIHS Award Recipients continued

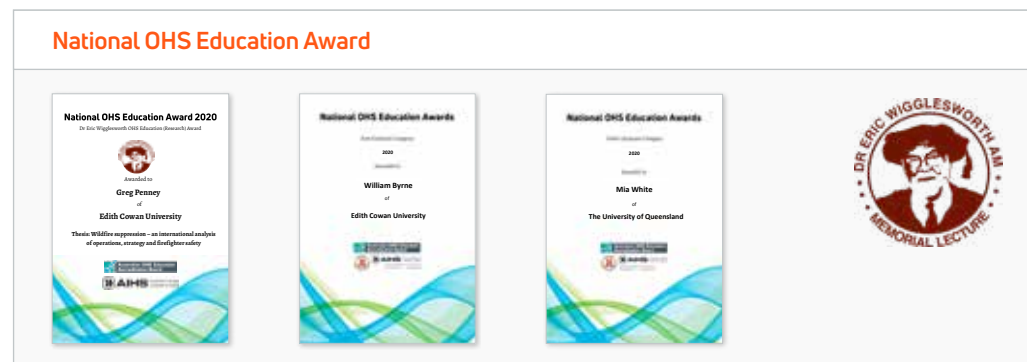
## National OHS Education Awards

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



## Recipients of this award include

Year	Recipient	Award
2020	Bill Byrne	The National OHS Education (Postgraduate) Award
2020	Mia White	The National OHS Education (Undergraduate) Award
2020	Greg Penney	The Dr Eric Wigglesworth Medallion 2020
2019	Matthew Clarke	The National OHS Education (Postgraduate) Award
2019	Samantha White	The National OHS Education (Undergraduate) Award
2019	Bleeson Varghese	The Dr Eric Wigglesworth Medallion 2019
2019	Marion Chua	The National OHS Education (Postgraduate) Award
2019	Cassandra Saldaris	The National OHS Education (Undergraduate) Award
2018	David Provan	The Dr Eric Wigglesworth Medallion 2018
2017	Tjaart Kat	The National OHS Education (Undergraduate) Award
2016	Jianjun Xiang	The Eric Wigglesworth OHS Education (Research) Award
2016	Jayden Lim	The National OHS Education (Undergraduate) Award
2016	Suzanne Gilbey	The National OHS Education (Postgraduate) – Masters Award
2016	Effie Eleftheriadis	The National OHS Education (Postgraduate) – Diploma Award
2015	Simon Albery	The National OHS Education (Postgraduate) Award
2015	Candice Bluff	The National OHS Education (Undergraduate) Award
2015	Kirsten Ferguson	The Eric Wigglesworth OHS Education (Research) Award

# AIHS Award Recipients continued



## Australian Workplace Health & Safety Awards

In 2021 we were proud to present the second annual 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.

**The Australian Workplace Health & Safety Awards are presented in Partnership with Zenergy.**

**Supporting Partner**  
Upright

### Awards Category Sponsors

Evolution Mining, Next World Enterprises, Transport for NSW and Edith Cowan University

## 2021 Winners and Finalists

### Large Enterprise Health & Safety Excellence Award

<b>Winner</b>	<b>Ergon Energy / Energex part of Energy Queensland</b>
Finalist	Metro
Finalist	Lendlease
Finalist	Western Power
Finalist	Jacobs

### Large Enterprise Health & Safety Leadership & Culture Award

<b>Winner</b>	<b>Goodstart Early Learning</b>
Finalist	Rio Tinto
Finalist	Lysander / McConnell Dowell Decmil Joint Venture – Mordialloc Freeway Project
Finalist	Couriers Please
Finalist	Western Power

### Large Enterprise Health & Safety New Initiative Award

<b>Winner</b>	<b>Ventia</b>
Finalist	BHP
Finalist	Energy Queensland
Finalist	PEER
Finalist	Melbourne Water

### Small to Medium Enterprise: Health Safety New Initiative Award

<b>Winner</b>	<b>Guardian Gantry Hire</b>
Finalist	Eye and Retina Specialists
Finalist	EPS World Wide t/a Excavation Protection Solutions
Finalist	Santos

### Small to Medium Enterprise: Health & Safety Excellence Award

<b>Winner</b>	<b>DEMEX</b>
Finalist	Rare Earth
Finalist	Duress
Finalist	LockJaw Ladder Grip
Finalist	Multiworks

### Small to Medium Enterprise: Health & Safety Leadership & Culture Award

<b>Winner</b>	<b>FBR</b>
Finalist	Global Safety Index
Finalist	Interchange

### Young Health & Safety Leader Award

<b>Winner</b>	<b>Madeleine Page – Aurecon</b>
Finalist	Lex Hanegraaf – Built Environs
Finalist	Danielle Shelley – AusGroup
Finalist	Kayleigh Fowler – Multiworks Australia
Finalist	Zach Humphrey – Fulton Hogan

### Inspector of the Year

<b>Winner</b>	<b>Frank Walsh, Department of Mines, Industry Regulation and Safety</b>
Finalist	Ian Firth – SafeWork NSW
Finalist	Adam Brennan – SafeWork SA

### Health & Safety Professional Award

<b>Winner</b>	<b>Tanya Cunningham – Safety, Wellbeing &amp; Risk Specialist, Directions Disability Support Services</b>
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### Health & Safety Representative of the Year

<b>Winner</b>	<b>Pasquale (Pat) Vitalone – Electromechanical Design Engineer, Schneider Electric</b>
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With special thanks to the Judging Panel: Michael O'Reilly, David Ninness, Peter Nicholson, Gareth Hughes, Simon Coleman, Garry Kelly, Sarah-Jane Dunford, Tim Fleming, Fiona Murfitt and Louise Howard.

# AIHS Staff & Key Consultants

## 2020-21 Staff

- » David Clarke – Chief Executive Officer
- » Karen Zeffiro – Executive Assistant
- » Gail Jacks – Finance Manager
- » Geraldine Milton – Finance & Admin Assistant
- » Paul Dunn – Events Coordinator
- » Penny Toth – Events Coordinator
- » Sarah Saliba – Events Officer
- » Phoebe Patten – Events Officer
- » Rebecca Turnbull – Social Media & Communications Coordinator
- » Tanny Lu – Membership Coordinator
- » Kelly Somerville – OHS Certification Program Coordinator
- » Hassan Saeed – Database & Website Coordinator
- » Leonie Brabet – Casual Admin

## Key Consultants

- » Pam Pryor AO – Body of Knowledge Manager
- » 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

# 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)



Scan QR code for further information





# AIHS

Australian  
Institute of  
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The Australian Institute of Health & Safety is the place where our national health and safety community of practitioners, professionals and leaders work together to advance Health and Safety standards and practice.



THINK  
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**TRUSTED KNOWLEDGE & INFORMATION :**  
**CAREER DEVELOPMENT AND LIFELONG LEARNING :**  
**CONNECTIONS : CONTRIBUTION : ADVOCACY AND POLICY :**

**MEMBERSHIP:**  
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