



**Celebrating
75 years**

Annual Report 2023

About Us

This year the Australian Institute of Health & Safety celebrates 75 years

2023 marks the 75th anniversary of the Australian Institute of Health & Safety. We are proud to have grown and evolved to reflect a changing profession, to ensure we are meeting the needs and accurately representing our members and the wider profession.

The origins of the 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.

There was a meeting of like minds at this course, which provided a fortuitous opportunity for many of the founding members of the organisation to come together. Their vision was to create a profession that could influence workplaces through the prevention of accidents, injuries, and diseases.

With time, it became apparent that the term "Safety Engineering" in the society's name emphasized 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.

An important part of our history occurred between 2009-2013 when the then SIA formed the National Board of Management (NBOM) to overhaul the identity and structure of the organisation. The Board introduced significant changes including moving to a Company Limited by Guarantee, restructuring the College of Fellows, laying the foundations for Certification, the establishment of the OHS Education Accreditation Board and the negotiation of support from Worksafe Victoria for the development of the OHS Body of Knowledge.

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

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

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

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

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

Our 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.

Chair Report



Looking Forward

This past year has seen us achieve what I consider to be our final stage of transformation of the AIHS. While holding true to our legacy and our traditions, our transformation started when we rebranded from the SIA in 2019. That first step was important in recognising Health in our name given managing both physical and psychological health is a key aspect of our profession. Since then, we re-engaged with our membership through personalised communications, restructured to empower our staff and provide development pathways, re-engineered certification, reinvested into technology and processes to ensure sustainable operations and we now have re-engaged our strategic goals. Much of which has been achieved in the past 12-months.

Looking forward, our new Vision 2026 Strategy will enable us to continue with the momentum we have gained so far. Enabled by our operational priorities, our strategies are focused on three outcomes – an effective WHS workforce, contemporary WHS policy, advocacy and practice and workplaces valuing health, safety and wellbeing. I truly believe, under Julia’s leadership, we are in a good place to see our goals become reality.

As I reach the end of my second term on the AIHS Board and handover the baton, I reflect on what we have achieved and what I wrote in my board candidate nomination back in 2017 – *“I want to drive change in any way I can to raise the profile of the Institute and the profession”*. In my role as Chair, I was given a platform that enabled me to drive change for the Institute and the profession in a way that a leader and advocate can. Importantly though, I recognise it was the contributions of many that enabled the change we have experienced, and looking forward, what we will continue to achieve.

Looking back, the past 6 years on the AIHS Board has been an enormously valuable experience for me and I’m grateful for the opportunity. Looking forward, I wish Cameron Montgomery and the future AIHS Directors all the very best in taking on the challenge to achieve the goals we have set. To that end, I commend the 2022/23 Annual Report to you.

Naomi Kemp Chair

CEO Report



I am delighted to present my first CEO Report as we mark a significant milestone in the journey of the Institute - the 75th year of operation of the AIHS. As we celebrate our rich history and accomplishments, it is a privilege to reflect on the remarkable achievements that have shaped our organization in the last financial year.

One of our proudest achievements during 22/23 is the record-breaking membership numbers. We currently have more members than ever before in our thriving community of practitioners and professionals, which is a testament to the value the AIHS brings to the profession.

In tandem with this growth, we are thrilled to report the highest attendance numbers at our National Health & Safety Conference to date. This annual event continues to be a cornerstone of our efforts to foster collaboration, share knowledge, and elevate the standards of workplace health and safety in Australia.

Across 22/23, we embarked on a journey of transition. I am thrilled to announce that AIHS staff have now moved into a new, state-of-the-art office in Kensington, Victoria. This new space will serve as a hub for innovation and teamwork as we continue to grow and evolve.

We are also on track and into the final stages of a significant digital infrastructure project which will allow for a more personalised member experience. This transformation will support us in delivering improved products and services tailored to your experience and interests.

Our growing influence in the field is evident in the expanding reach of the AIHS. We've added new pathways to certification, more AIHS-led research, and exclusive member-only content, insights, and resources.

I extend my deepest gratitude to our members, stakeholders, volunteers and the incredible AIHS team who have been the driving force behind our successes in the last financial year. Thank you for your unwavering support, which has been the cornerstone of our success over these 75 remarkable years.

I commend this year's annual report to you.

Julia Whitford CEO

Financial Overview

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 adopts a fiscally responsible approach and is supported by the Finance, Risk, Audit, Performance, and Compliance Committee in carrying out their responsibilities for financial reporting and maintaining an appropriate risk management framework and internal control environment.

In 2022, the AIHS Board originally approved a budget deficit of \$130k to facilitate the delivery of key services and change programs in line with the strategic goals. However, following an extensive search, the Board appointed its new Chief Executive, Julia Whitford who was tasked with developing a revised budget as adopted by the AIHS Board that sought to reduce the planned deficit to \$50k through the application of a staged approach to strategic initiatives in line with resource capability.

The AIHS result for the 2022-23 year saw an operating surplus of \$9k, due to a strong focus on cost control together with a solid increase in conference and events income. For the first time in the AIHS's history, we achieved a net turnover >\$2million with revenue of \$2.24mil up 30% on the FY22 result of \$1.72mil. The growth in turnover has been buoyed with support of several factors including an incredibly strong conference and events program that delivered the bulk of the increased revenue; and this aligned to achieving the highest level of members in history as we continue to grow and show strong engagement with members and the health and safety community.

Although a positive result has been achieved in FY23, it has not been without its challenges. This year whilst focusing on increasing the number and quality of member events, activities and services, the Board supported the relocation of the national office. This bought forward elements of the digital transformation project including digitisation

of all member and historical records. These activities required additional expenditure in employee resources but was considered well worth the investment to ensure the legacy of our historical records are not only accurate and up-to-date, but more importantly, safe, and secure.

Following its adoption of the AIHS Strategic Plan: Vision 2026, the Board has a clear vision of what needs to be done to bring critical initiatives to completion, which can only be done with investment. For FY24, the Board have approved a deficit budget of \$44K that underpins the delivery of the digital transformation project, a policy agenda and improving learning and professional development initiatives that positively shape a contemporary and effective health and safety profession.

This year, we received an "unqualified" audit opinion indicating our Financial Statements are a truthful and accurate representation of the Institute's financial status.

The full audit report is available in the members section of our website.

I'd like to close by sincerely thanking the Chief Executive Julia and our outstanding National Office employees, and the members of the Finance, Risk, Audit, Performance, and Compliance Committee for their contributions throughout FY23 and beyond. I'm grateful.

Cameron Montgomery

Chair – Finance, Risk, Audit, Performance and Compliance Committee

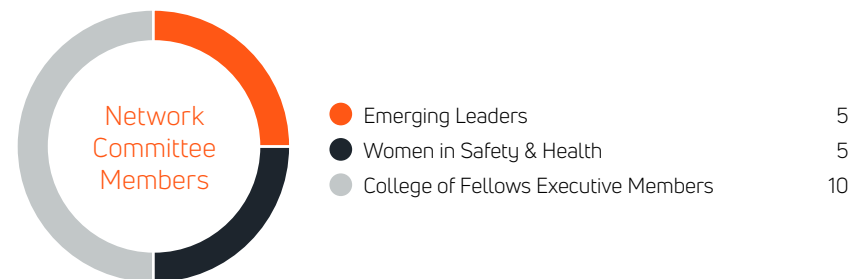
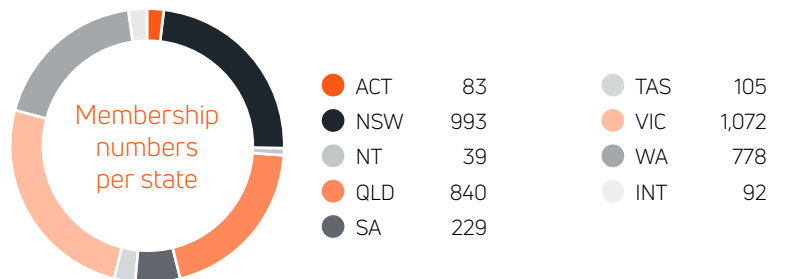


Engagement

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.

Professional networks are a critical part of career advancement, and our professional development opportunities 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.

1 July 2022 – 30 June 2023



College of Fellows

The College of Fellows was established in 2002 and comprises Fellows and Honorary Fellows of the AIHS. The purpose of the College is to assist the Institute in fulfilling its vision, values and strategy, utilising the expertise and experience of senior AIHS Members.

The College is managed by a College of Fellows Chair and an Executive Committee, selected from the broader College membership.

Each member of the Executive Committee has a role to progress priorities in the following areas:

- » Awards and College Membership Committee
- » Ethics and Professional Conduct Committee
- » Standards Committee
- » Research Committee
- » Mentoring Committee
- » Policy Committee
- » International Relations

Through its subcommittees, the College progresses actions in the following areas: Policy, Ethics and Professional Conduct, Awards, Mentoring, Standards and Research. In so doing, there is considerable interaction with the AIHS CEO and the National Office.

In 2022-3, the College consolidated its work with more volunteers recruited into subcommittees. This has led to greater internal and external engagement. In addition, the Executive maintains a liaison with Australian OHS Education Accreditation Board (AOHSEAB), the OHS Body of Knowledge and International Network of Safety & Health Professional Organisations (INSHPO), sharing insights and opportunities.

There were 15 new fellows (VIC 5; QLD 3; NSW 3; WA 2; SA 1; NT 1) appointed in 2022-3, bringing the total number of Fellows to nearly 200. That said, there remains a need to encourage greater diversity in the College, especially more female and younger AIHS Members.

During the last year, the strategic importance of policy and advocacy was recognized by the AIHS Board such that the Policy subcommittee has now been elevated out of the College in the form of a separate Policy and Advocacy Committee (PAC) reporting directly to the Board. However, the PAC will continue to draw upon expertise in the College, especially the Research Committee.

Highlights

A highlight of the year was the Investiture of 30 Fellows in Canberra with the Governor-General, the AIHS Patron. Also significant was the advocacy work in relation to crystalline silica, culminating in representations to federal parliament, with other WHS professional bodies.

Following AIHS's input into a review of SafeWork SA, there is now an AIHS representative on the peak WHS Advisory Committee, reporting to the WHS Minister. Together with WA, NT and QLD, the AIHS is now represented on four jurisdictional WHS peak advisory bodies.



15

New fellows



200

Total fellows

College of Fellows

continued

The Mentoring subcommittee goes from strength to strength, with two full mentoring cohorts this year, comprising slightly more female members amongst 150 mentees.

The Research Committee has been building an external relationship with the NSW Centre for Work Health and Safety and has been providing internal support for the Policy Committee.

The Ethics and Professional Conduct subcommittee has reviewed the AIHS Code of Ethics and the Complaints Handling Process. No significant gaps or updates were identified at this time.

Fellows are represented on many Standards Australia technical committees, and this year marks the 100th Anniversary of Standards Australia.

The Policy committee was very active with 17 submissions in 2022-3, and increasing year on year. Submissions were made nationally (5), for NSW (4), VIC (3), QLD (2) and SA (3). Our QLD plant submissions, particularly in relation to quad bikes, led to us being represented on the Queensland Office of Industrial Relations

Rural Plant Code of Practice Committee. Following our submissions to Safe Work Australia, we are building momentum around a "Health and safety reporting evolution" campaign. This will be a focus through 2023 and beyond. Some submissions are "slow" burn but can lead to positive outcomes for the AIHS, our members and the profession.

The College acknowledges the significant contributions of subcommittee chairs and members, mentors, Standards Australia Committee members and Fellows at large who have pledged to continue their work as thought leaders, and drivers of improved health and safety in industry and the community.



[Read more on our website](#)

Policy and Advocacy Submissions

17
Total Submissions



Corporate Partners



10



16



22



21

The work of the profession is conducted within hundreds of thousands of Australian businesses. Many businesses with a vested interest in workplace health & safety show leadership in this field by partnering with the Institute to invest back into the profession, and in turn better health and safety outcomes.

These partnerships reflect the nature of the Institute as a place where diverse agencies can work together with a common cause.

We take the investments made by our Corporate Members and put it to work on building the capability of the profession.

In 2022-23, our Corporate Members invested in the creation of new chapters, and review of old chapters of the OHS Body of Knowledge, the work of The Australian OHS Education Accreditation Board, adding new pathways to our Certification Program, and a growing range of professional development activities.



69

Total Corporate Partners

Corporate Partners

continued

Diamond



- » Zenergy Safety Health and Wellbeing
- » SAI360
- » Programmed
- » Avetta
- » Amazon Commercial Services Pty Ltd
- » Transurban
- » Everyday Massive
- » Enablon Australia Pty Ltd
- » APA Group
- » Safety Champion Software Pty Ltd

Gold



- » Teamcare Insurance Brokers Pty Ltd
- » Federation University
- » Kitney OHS
- » Coles Group
- » PFP Robotics Pty Ltd
- » Minter Ellison
- » Defence Housing Australia
- » Australian Army
- » EY
- » K & L Gates
- » Area9 Lyceum
- » Alcolizer Technology
- » Brisbane City Council
- » Sydney Metro
- » Codesafe Solutions
- » Ashburton Assurance Australia

Silver



- » FiFo Focus
- » Guardian Angel Safety
- » Engentus Pty Ltd
- » UnitingSA
- » Safesearch Pty Ltd
- » Herbert Smith Freehills
- » HOK Talent Solutions
- » Port of Newcastle Operations Pty Ltd
- » Trainwest Safety Institute
- » Aurecon Australasia Pty Ltd
- » Compita Consulting Pty Ltd
- » University Of Queensland
- » Pilz Australia
- » The Safe Step
- » Tru-Bilt Industries
- » Clough Projects Australia Pty Ltd
- » Downer (Utilities Asset Management (Downer) EDI Ltd
- » Australian Unity
- » Brisbane Catholic Education
- » Virgin Australia
- » Hitachi Rail STS Pty Ltd
- » Australian Bureau of Statistics

Bronze



- » Liberty Industrial
- » Integated Trolly Management Pty Ltd
- » Flick Anticimex Pty Ltd
- » Health & Safety Advisory Service Pty Ltd
- » National Training Masters
- » Isaac Regional Council
- » Services Australia
- » Airbus Australia Pacific
- » BWC Safety
- » Office for the Commissioner of Public Sector Employment
- » National Storage
- » SafeWork SA
- » Complete Security Protection Pty Ltd
- » Scenic Rim Regional Council
- » Employment Innovations Pty Ltd
- » 5 Sticks Consulting
- » Ecoportal
- » Kemira Australia Pty Ltd
- » Safetysure
- » Modus Projects
- » FEFO Consulting

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

1. The provision of a foundation knowledge base: [The OHS Body of Knowledge](#)
2. Education Assurance: [Accreditation of higher education courses in OHS, and advocacy to improve VET sector WHS training.](#)
3. Clarity of roles and the knowledge and skill requirements for those roles: [The Global OHS Capability Framework](#)
4. Capability Assurance: [The OHS Certification Program](#)
5. Effective professional development: [A strong professional development framework](#)



4

Chapters



286

AOHSEAB graduates

OHS Body of Knowledge

As I reflect on the journey and the milestones reached, I must pause and pay homage to the remarkable stewardship of Pam Pryor AO, the pioneering manager of the OHS Body of Knowledge (OHS BoK). Under her visionary guidance, the OHS BoK evolved through formative years, tirelessly carving paths where there were none and fostering this body of knowledge that stands as a beacon in Australia's occupational health and safety landscape today.

Pam has been the epitome of dedication and perseverance, working tirelessly to further the profession and propel research to unprecedented heights in Australia. Her foresight has championed a repository of knowledge and laid a strong foundation steeped in a rich tradition of academic rigour and evidence-based practice. As she steps into a well-deserved retirement, I extend our heartfelt gratitude for her unwavering commitment and phenomenal contribution to shaping the OHS BoK into a resilient and evolving entity. Pam leaves behind a legacy - robust and visionary, a testament to a career dedicated to the service of OHS professionals and the broader community.

As I forge ahead, I stand poised to embrace a future brimming with possibilities, drawing upon the robust foundation nurtured meticulously under Pam's leadership. The vision is to transcend boundaries, evolving the OHS BoK from being a cornerstone in Australia to becoming a beacon of knowledge and expertise recognized globally. I hold steadfast in our commitment to enrich the OHS BoK, making it not just a living entity that grows and adapts to the dynamic shifts in the occupational health and safety landscape but a reservoir of wisdom and practice that inspires professionals around the world.

Under this vision, I aim to foster international collaborations, facilitate knowledge exchange, and embrace innovative approaches to research and learning. I reaffirm the pledge to maintain high standards of rigour and excellence, ensuring that the OHS BoK continues to be the benchmark for best practices in OHS globally.

As the profession ventures into this expansive horizon, I carry forward Pam's torch with a solemn promise to amplify her remarkable legacy. In doing so, I aspire to mirror Pam's

spirit of determination, innovation, and excellence, steering the OHS BoK towards unprecedented heights guided by a global relevance and impact roadmap.

In the wake of the leadership transition, the OHS BoK continues its dynamic journey of growth and enrichment, bringing forth a series of substantive updates and new inclusions to facilitate a deeper understanding of and robust approach to occupational health and safety.

We have revisited and rejuvenated the Systems Chapter, imbuing it with fresh perspectives and approaches that resonate with the contemporary demands of the OHS landscape. A meticulous revision of the chapters on Hazardous Chemicals occurred, resulting in a triad of deep-dive analyses into Managing Chemical Hazards, Health Effects of Hazardous Chemicals, and Dust, Fumes and fibres. Each chapter has been crafted to serve as a guiding light, offering detailed insights and equipping OHS professionals with the tools and understanding needed to navigate the complex world of chemical hazards safely and effectively.

As the new Manager of the OHS BoK, I believe the new chapter titled "The OHS Professional as a 'Critical Consumer' of Research" stands as the crowning jewel in this year's additions. Developed in response to the probing questions and the quest for evidence-based practice emphasized in last year's annual report, the chapter will serve as a beacon guiding OHS professionals towards discerning and effective utilization of research in their practice. It encourages a critical eye, fostering the ability to question, analyze, and apply research findings with a nuanced understanding, enhancing the depth and efficacy of OHS practice globally.

The OHS BoK is a testimony to our relentless pursuit of excellence, a dedication to ensuring that OHS professionals have access to profound and practice-nurturing knowledge, supporting them in creating safe, healthy environments and fostering wellbeing. May the OHS BoK continue its journey towards global significance.

Safe Regards

Marilyn Hubner, PhD FAIHS,
Manager OHS BoK

AOHSEAB

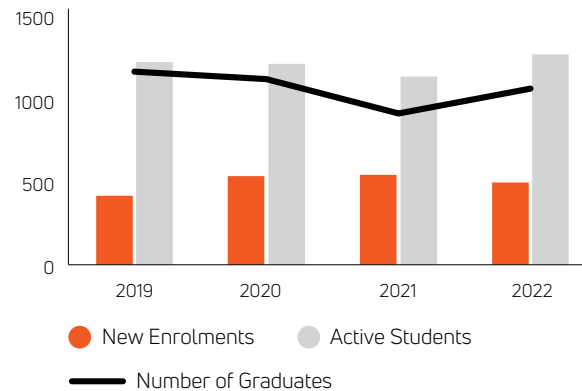
The Australian OHS Education Accreditation Board (AOHSEAB) continued with its remit to accredit suitable education programs identified and recognised for the purposes of professional Certification. In total, 12 Universities provide 17 accredited undergraduate and post graduate programs that provide the knowledge and skills necessary to be certified as an OHS Professional.

The charts to the right show the total student numbers and the number of graduates from 2019 to 2022. It appears that post graduate numbers are recovering back to pre-pandemic levels although students may be taking longer to finish; the undergraduate numbers are still depressed.

Universities are being challenged by assessments written using artificial intelligence. They are also considering how to use micro-credentials to enhance student learning opportunities.

AOHSEAB would like to thank the AIHS member volunteers who have assisted with Reaccreditation Panels and who serve on the Board. We hope it is a learning experience for all.

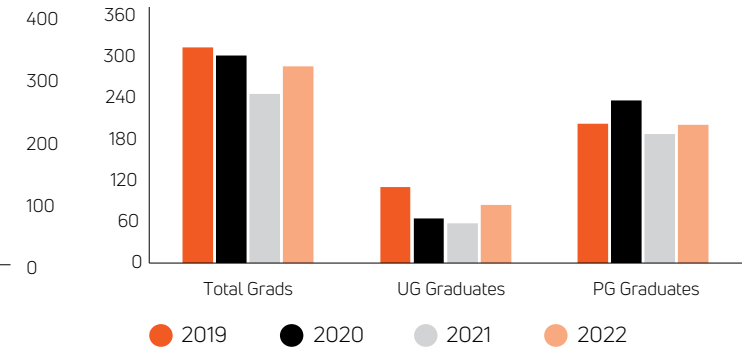
Student Numbers



Note: New enrolments include students enrolled in Graduate Certificate.

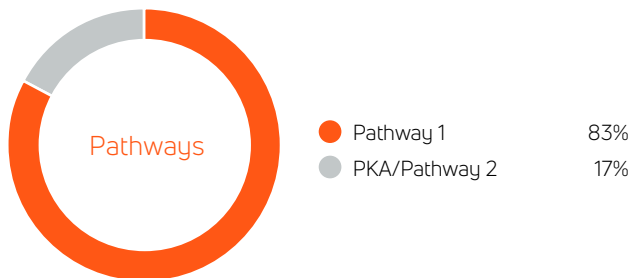
Number of Graduated only include those from accredited programs, eg Grad Cert graduates are not included.

Graduates



Note: Graduates from accredited university programs only.

Certification



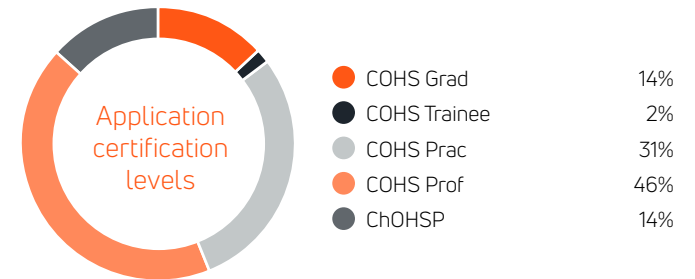
Applications submitted through Pathway 1 compared with the original Professional Knowledge Assessment and new Pathway 2, Practitioner Pathway Program.

Certification applications

During the 2022-2023 period, a total of 58 Certification applications were submitted and 45 of those were successful.

The types of applications is as follows:

- » COHS Grad
- » COHS Trainee
- » COHS Prac
- » COHS Prof
- » ChOHSP



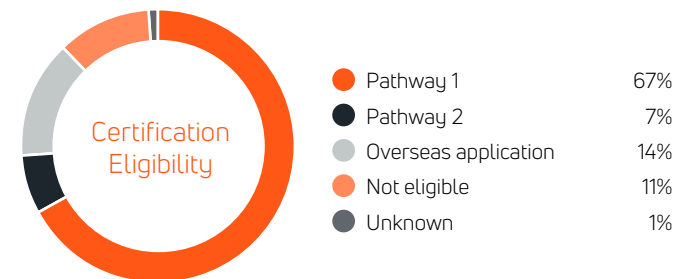
Certification Eligibility

Data collected throughout the 2022-2023 period tells a story about potential candidates qualifications, work experience and level of certification they are eligible for. This data has been collected from AIHS Members, Non Members and through social media channels.

Based on this data and our current eligibility criteria, the following shows a representation of the levels of certification for future applications, including those overseas or not eligible.

This data is based on the current pathways, but we recognise that there are candidates in this group that have a lower qualification such as Certificate IV, Diploma or Advanced Diploma in OHS, but a much higher level of work experience. Such as three or more years in an OHS Professional role, or

ten or more years in an OHS Senior Professional role. We continue to expand the available pathways to Certification to recognise the diverse ways in which a career in OHS is achieved.



Advocacy

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.




Socials links:

[AIHS LinkedIn](#)

[OHS Body of Knowledge LinkedIn](#)

[Australian Workplace Health & Safety Awards LinkedIn](#)

 [AIHS LinkedIn Group](#)

 [AIHS Facebook](#)

 [AIHS Twitter/X](#)

 **21,827**
LinkedIn followers

 **23,188**
LinkedIn Group members

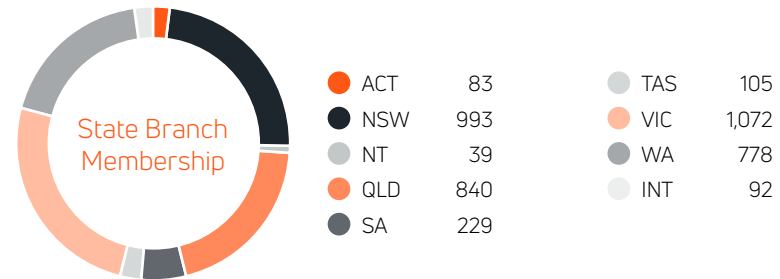
 **1,400**
Facebook followers

 **2,900**
Twitter/X followers

People

The AIHS 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 75 year history. The following includes 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
Deputy Chair	Cameron Montgomery
Directors	Christine Edwards
	Celia Antonovsky
	Chanelle McEnallay
	Rene Van Der Merwe
	Louise Howard
	Rod Maule
Director, ex-officio Member	Dino Pisanello
New Life Members	Kym Bills

Branch Chairs

Australian Capital Territory	Xin Li
New South Wales	Karim Ali / Kate Curtain
Northern Territory	William Neville
Queensland	Brett Jones
South Australia	Kym Bills
Tasmania	Laura Maddock
Victoria	Andy Heinrichs / Nicole Hare
Western Australia	Celia Antonovsky