

## ANNUAL GENERAL MEETING 24 September, 2018

### Explanatory Notes: Director Nominee Statements

#### Election of Directors

Nominations for election to the position of Director on the Board of SIA have been received from the following eight (8) members, for three (3) available positions. The nominations received are from - in the following random order as drawn by lot:

- Christine EDWARDS
- Martyn CAMPBELL
- Marissa DREHER
- Tim FLEMING
- Roberto GARCIA
- Stephen THOMAS
- Roger FAIRFAX
- Nicole PRINCE

Each position on the board is for a 3 year term.

Each nominee was invited to provide a statement in support of their nomination, as well as a recent photograph, and these are presented in the following pages and [online](#).

Please read the voting instructions carefully. Only financial members are eligible to vote.

**Voting opens at 00:00 hours (AEST), Monday 13 August 2018 and closes at 17:00 hours (5:00pm) on Thursday 13 September 2018. You cannot vote for Directors after this date.**

When you have determined who you wish to vote for, please [click here](#) to undertake online electronic voting, or download the direct voting form from the SIA website. The direct voting form must arrive at the national office of the SIA by the closing date and time.

If registering your vote online, you must enter your Surname, Email Address and Billing Postcode to register a VALID vote. The details MUST MATCH those listed in your online SIA member profile.

Please also note: You can vote for up to 3 directors. Online votes registered with – or direct voting forms received which have – more than three director votes will be ruled invalid.

By Order of the Board, 13 August, 2018



David Segrott - Company Secretary

## 2018 Director Candidates

### Christine Edwards

5 August 2018

#### The Returning Officer – Safety Institute of Australia Ltd

Please find attached my Nomination for the SIA Board of Directors, along with my CV as supporting documentation.



As a current member of the SIA, and a long standing safety professional I would love the opportunity to become more involved with the organisation as a Director in order to give back to the profession in a meaningful way.

As a HSE professional with over 20 years experience in the industry, I have a broad range of industry experience, across a number of high risk industries, including rail, construction and the energy sector. For the past 5 years I have held Senior HSE roles both within the construction and energy sectors. In my current role, I have responsibility for preparing and delivering both Executive and Board level papers.

I am also currently a mentor for the Endeavour Energy Women in Leadership program, mentoring up and coming female leaders within the business. I am extremely passionate about building the capability and pipeline of women leaders within traditionally male dominated industries, to continue to move towards gender equality.

I am a member of the Energy Networks Australia (ENA) HSE working group and represent the ENA on the Standards Australia Committee SF-001 which reviews and implements standards related to Safety Management Systems within Australia. In addition, I am also a current member of the SIA NSW Branch Committee, appointed as their Events Facilitator. I have also had previous experience as a Vice President and fundraising coordinator of the Penrith Sports Netball Club.

My current Masters in WHS program has also provided me an opportunity to undertake a few MBA subjects as electives, and I am currently completing a subject on Corporate Governance and Social Responsibility, which will provide me with a great overview of governance requirements.

I am happy to provide referees on request.

Regards,



Chris Edwards

0422 901 059

[Chris.edwards@internode.on.net](mailto:Chris.edwards@internode.on.net)

LinkedIn Profile: <http://au.linkedin.com/pub/christine-edwards/12/260/a25>

## KEY AREAS OF EXPERTISE

- Health, Safety & Environment
- Risk Management
- Strategic HSE Planning & Execution
- Compliance
- Operational Excellence
- Leader of successful teams
- Workers Compensation Management
- Mentor (Women in Leadership program)

## PROFESSIONAL EXPERIENCE

### ENDEAVOUR ENERGY

#### Manager – HSE Strategy & Systems

April 2016 – Current

- Develop and implement Endeavour Energy's 2025 HSE Strategic plan, including current year strategies and 2021 & 2025 visions.
- Functional management of WHS & Environmental services through the operating business
- Development and delivery of Executive level and Board level papers
- Development and implementation of Corporate risk plans for WHS and Environment
- Change lead for the organisational Safety Cultural Change program

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### AUSGRID

#### Manager – HSE Systems & Reporting

January 2014 – April 2016

- Finalisation of the Be Safe (Safety Management System) Improvement Project. This included a full review of every document within the system, legal reviews of the documents, and full consultation with the workforce. Based on a survey conducted post the review, the organisation showed an improved understanding of the system documents and their responsibilities
- Development and delivery of Executive level and Board level papers
- Development, implementation and roll out of the Safety Leadership Competency Training.
- Implementation of the Network Fatal Risk Control Standards & Rules We Live By

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### HITACHI CONSTRUCTION MACHINERY

#### National HSE Manager

April 2013 – January 2014

- Development and implementation of the HSE Strategic plan
- Stage 1 certification to OHSAS 18001
- Implementation of the Key Safety Promises
- Reduction in the organisation LTIFR from 10 to 6
- Implementation of an electronic safety reporting system

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### ROADS & MARITIME SERVICES

#### Project Implementation Manager

Contract: May 2012 – April 2013

- Launch of Worker on Foot program with top 60 Senior Managers & Leaders within Road & Fleet Services
- Regional implementation launch of programs throughout Regional NSW
- Developed and implemented the Implementation program within Road & Fleet Services
- Assisting in establishing an Asphalt Industry Safety Forum, targeted at informing the Asphalt industry of the program, and gaining their buy in to the principles

(Christine Edwards, Page 3)

### BORAL

## **Safety Manager**

2005 – May 2012

- Safety In Design process implemented & hazards identified and designed out of the plant in the design phases for a Quarry greenfields site.
- Development & implementation of Principal's Safety Management Plant compliant with both WHS legislation & Mines Safety Legislation for a Quarry greenfields site.
- Strategic planning for both one & 3 years based on analysis of business needs, external "best practices", corporate directives, legislative requirements.
- Development & implementation of a Cultural Change Program, including development of a Safety Cultural Survey, and development of programs to improve score year on year
- Safety Strategic plan implemented for both State & National Logistics businesses

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RAILCORP (PREVIOUSLY RAIL INFRASTRUCTURE CORPORATION)

## **Safety Manager**

1997 – 2005

- Manage Self Insurance Licences for RailCorp, State Rail & Rail Infrastructure Corporation.
- Development, implementation of the RailCorp Drug & Alcohol Self Identification Program.
- Development and implementation of process and systems to manage Workers Compensation and Injury Management of ARTC secondees.
- Complete revision and implementation of injury statistical reporting system for Rail Infrastructure Corporation (RIC), and the implementation of new reporting to the RIC Board and Executive Safety Committee.
- Identification and development of a RIC strategic plan in response to WorkCover's Audit RailSafe 2001 and 2002.

## **TERTIARY EDUCATION**

**Masters of Work Health & Safety**, University of Newcastle (current)

**Bachelor of Applied Science (Environmental Health)**, University of Western Sydney (1995)

## **PROFESSIONAL MEMBERSHIPS**

Safety Institute of Australia

SAI NSW Branch Committee member (Events Facilitator)

## **Martyn Campbell**

### **Application for SIA Board Membership 2018**

#### **Martyn Campbell ChOHSP**



#### **Why consider me?**

I bring a unique blend of skills and experience to the existing Safety Institute of Australia Board gained over a decade of consulting in the private sector and now working in a regulatory compliance capacity within Government. My work within the safety profession has taken me across Australia and into Asia Pacific but now sees me as the Head of SafeWork SA. I focus on the big issues and am not afraid to challenge the status quo with a view to move the safety profession forward to ensure it is effective, contemporary and relevant.

Add qualifications in law, compliance and safety, I provide a well-rounded skill set that understands corporate government, operating in strategic and international arenas and rebuilding capacity and capability of a Government safety Regulator.

I have Board experience through membership of the Safework Australia Board, Heads of Workplace Authorities and University of South Australia Asia Pacific Centre for WHS Research.

#### **So what have I done?**

Over 20 years as a senior Detective in the United Kingdom Police Service before qualifying in law and moving to Australia. During the last 13 years I have worked in work, health & safety compliance, predominantly in the resources sector. This includes projects in Australia, Papua New Guinea, Brunei, Malaysia, Indonesia, Fiji and the Philippines. The scope of these projects were broad but generally focused on safety systems work, change management and behavioural change programs. It was a fantastic period of my life which allowed me to work in my chosen field in some exotic (and not so exotic) places.

I am currently the Head of SafeWork SA, the WHS Regulator for South Australia. As the Executive Director and Regulator for SA I have embarked on an Agency wide reform program to modernize the business, enhance delivery standards and ensure the Inspectorate are mobile, skilled and using contemporary tools. This is a huge change management program but one I believe is necessary so that the Regulator keeps in step with industry and is adding value to businesses through the provision of high quality advice and ensuring breaches are effectively investigated with balanced and well considered sanctions.

*(Martyn Campbell, page 2)*

## **In summary**

I believe I can positively contribute to the national SIA agenda by focusing on the big issues that the SIA must engage with to remain the leading professional safety body. I do this from significant senior leadership roles in the private sector and also from the being the first Regulator to present for a SIA Board position.

At no other time has a Regulator being able to consider, represent and influence both national regulatory compliance agenda and industry professional best practice agenda. I believe my experience as a senior leader, senior executive and consultant, in law, governance and compliance will add a fresh perspective to the path the SIA is laying. These are pioneering times which requiring pioneering leadership and I believe I possess the skills and experience to add value to the progress.

Regards

Martyn



<https://www.linkedin.com/in/martyn-campbell-chohsp-ccp-70663521/>

## Marissa Dreher

### MARISSA DREHER – SUPPORTING STATEMENT – 2018

**SIA Member since:** 2010



#### **Professional experience and qualifications:**

**2013 – 2018: Director of Dreher Legal:** a boutique safety law firm based in Melbourne. My primary motivation for founding Dreher Legal was to ensure that all organisations, whether large or small, (and the people within them) have access to quality legal advice and representation for all their safety matters. This has involved working with people from all walks of professional life – from General Managers of Health and Safety in large corporates, to health and safety practitioners starting out, to directors of small family businesses who are genuinely trying to manage safety with limited internal support.

**2004 – 2013: Lawyer in the Herbert Smith Freehills National WH&S team** (incl managing Melbourne WH&S practice). This included developing and maintaining the business plan for the Melbourne Practice, ensuring it was consistent with the overall business strategy of the National Practice, and contributing to the development of the National Practice business plan.

#### Qualifications:

- Bachelor of Laws (Hons) – Monash University
- Bachelor of Music (Hons in Performance) – University of Melbourne.

I have extensive experience advising local, national and international companies on governance and compliance strategies, regularly briefing Boards and senior management on all aspects of WH&S law. I engage with industry in various ways, including directly with various regulators on enforcement policy and regularly with key industry groups on safety and legal policy issues relevant to their members.

#### **Statement of interest:**

Three years ago, I stated that it was important for professionals to have a strong industry body with the depth and breadth of knowledge that could provide broad, relevant and sound assistance to its members, and whose reputation allowed it to be a strong voice for its members to drive broader industry and public policy. This belief was based on my career as a lawyer, where I am fortunate to have such a respected body representing and supporting my profession.

The past three years on the SIA Board has reinforced my view. I have been privileged and proud to be a part of the SIA's journey, and particularly rewarded seeing it transform into an organisation from whose respected views are regularly sought by key industry stakeholders. I believe part of the SIA successes have been as a result of a balanced, yet diverse Board.

In my view, a Board is more efficient and representative of its industry when its members have a variety of skill sets. Good governance comes out of creative, pragmatic and robust discussions from a range of professional and geographical perspectives.

*(Marissa Dreher, page 2)*

During my time on the Board, I have endeavoured to contribute to its decision making by:

- bringing a legal perspective to governance issues and strategic planning, ensuring consistency with the SIA Constitution and compliance within the operating legal framework;
- serving on the Finance, Risk, Audit and Compliance Committee where legal skills are vital;
- assisting the Executive on legal matters to reduce SIA's legal spend so funds could be otherwise invested;
- advising the Board on internal governance changes (such as reviewing the proposed draft By-Laws to ensure that they remained consistent with the SIA Constitution);
- providing local knowledge for organisational issues faced by a national organisation where its Head Office is based in Melbourne.

I still hold the same keen enthusiasm for, and commitment to, the SIA's vision and mission as I did three years ago. I believe that I can continue to bring a legal perspective to Board deliberations, while also providing stability and continuity as a second term Board Member.

I therefore humbly seek re-nomination and sincerely hope to continue to 'put back' into such a vital industry.



## Tim Fleming



### Personal Statement

A passionate health and safety professional, I am committed to challenging the traditional approach to WHS across Australia and making a difference.

I am keenly interested to work with a progressive board that is focussed on the future and making a tangible difference both to our profession and its contribution to healthier and safer workplaces.

I am dedicated to creating the best possible environment for our profession to succeed. I am equally dedicated to understanding and addressing the real issues that hinder, frustrate and limit the ability of our profession.

The future of workplace health and safety sits with our energetic and passionate professionals and those untapped groups of critical thinking people - those still at school, or just graduating and those in other careers, with diverse, innovative and constructive views.

WHS in Australia is considered credible across the globe, and the SIA already plays a part in leading that. I believe the SIA could be a professional body that is sought out as an industry leader. There are many opportunities that can be explored, promoting WHS research, fostering innovation and global best practice, supporting regulatory reform and red-tape reduction, promoting and identifying professional skills development and engaging influential stakeholders, industry, regulators and associations. The list of opportunities is enormous, and I would like to be part of the board that shapes the direction the industry takes, listening to our members and defining the value our profession brings to workplaces across Australia.

I have had extensive experience working with stakeholders and associations at all levels, with Chairmen, CEOs, Managing Directors and senior executives. I have also led industry and regulatory engagement and I believe I have the influence and credibility to provide value to the board and our profession.


Please consider my application for a position on the SIA board. I can see the positive steps being taken by the current board and I'd like to be part of this leadership group that will shape the future of the association and for its members.

Tim Fleming, General Manager

HSE

# Roberto Garcia

## Board of Directors Nomination Support Statement 2018: Roberto C Garcia.

	<p><b>Name</b> <b>Roberto C Garcia</b> <b>Director at EY (Health and Safety Services)</b></p> <p>T +61 3 9288 8836 M +61 408 030 069 E roberto.garcia@au.ey.com</p>
<p><b>Education &amp; Qualifications</b> Master of Organisational Psychology. University of Queensland</p> <p>Bachelor of Science in Applied Psychology (with Honours). Victoria University</p> <p><b>Memberships</b> Registered Psychologist – Australian Health Practitioner Regulation Agency (AHPRA)</p> <p>Safety Institute of Australia Member</p>	<p><b>Experience statement:</b></p> <p>I'm a registered Psychologist with more than 16 years' experience in the application of psychology to advance Health and Safety (H&amp;S) across both private and public sectors, including within Resources, Construction, Utilities, Agriculture, Transport, Aviation, Financial Services and Government Services (State and Federal).</p> <p>I have hands on psychological practice experience in community, clinical, forensic and organisational settings, all with the aim to improve the quality of H&amp;S outcomes for individuals and organisations alike. Having worked 5 years in a rehabilitation setting, I understand the devastating impact H&amp;S incidents can have on body, mind, families, workplaces, industries and the broader community.</p> <p>I have consulted internationally across Asia Pacific, the Middle East, North and South America. This experience has provided me with a global perspective on the fundamental role of H&amp;S in running effective business practices.</p> <p>I specialise in the development of H&amp;S transformation strategies to advance overall business performance. I see H&amp;S as a key driver for overall business effectiveness and hence I'm a strong advocate for progressive H&amp;S leadership development, measurable evidence based H&amp;S maturity advancement and minimisation of psychosocial risk.</p> <p><b>Key achievements:</b></p> <ul style="list-style-type: none"><li>• I have directed various mental health and psychosocial risk strategies across Financial Services, Energy and Government Services including the integration of mental health initiatives to the overall organisational culture and commercial objectives, with significant improvement in people metrics, e.g. productivity, absenteeism, talent retention and psychological stress claims.</li><li>• I lead the developed a Mental Health and Psychosocial Risk Management service line for the growing demand from business leaders to address the mental health and psychological stress challenges employees face. This service line focuses on proactive psychosocial risk management at work and the key role organisations play in this equation through effective leadership education, work re-design, and integration of people based mental health initiatives to the way business is carried out.</li><li>• I have been appointed as EY's overall H&amp;S team lead across Oceania and EY H&amp;S strategy lead globally. I'm responsible for the strategic direction of EY's H&amp;S services across Oceania for clients looking to positively impact business outcomes through an effective H&amp;S function.</li><li>• I'm often requested to engage executive leadership teams and boards on how H&amp;S maturity advancement can be the catalyst and driver for commercial success.</li><li>• I have been a guest speaker on H&amp;S topics at various national and international conferences, including: The Psychological Injury Management in the Workplace Congress, Australian Gas and Oil Summit, Middle East Health Strategy Summit, Aviation H&amp;S Engagement Executive Conference and No More Harm Conference.</li><li>• I have led multiple large scale H&amp;S transformation projects across high risk industries such as Mining, Utilities, Construction and Government Services with significant and sustainable improvement in H&amp;S performance.</li></ul>

## Stephen Thomas

**Stephen Thomas: ChOHSP, CFSIA, FRMIA, CFIOSH(UK), Reg OSHC(UK), EurOHSM, MASSP(US).**

As an experienced work health and safety professional with substantial board experience, I would be grateful for your support and vote for election to the SIA Board of Directors. So that you can make an informed decision regarding my capacity to act as an effective board member, I offer the following for your consideration:



### **My professional experience and qualifications:**

- 30 years' experience as a WHS&IM and Risk Management Professional.
- Chartered Generalist OHS Professional.
- University education in Public Health & WHS, Education, Social Science and Safety System Auditing. I have also completed a range of other professional & vocational training courses.
- Key relevant experience in corporate governance, general management, WHS management, corporate risk management and self-insurance.

### **My board and experience:**

I have a comprehensive understanding of corporate governance principles applicable to boards and have been a successful board member as follows:

- 19 years' experience on various boards including:
  - The Safety Institute of Australia.
  - Risk Management Institution of Australasia.
  - Self-Insurers of SA.
  - SA Registered Employers Group.
  - Health Consumers Alliance of SA.
  - Australian Volunteer Coast Guard.
  - University of Adelaide Post Graduate Student's Association

### **My previous SIA service:**

- 1994 – 1998 SA Branch Education Team Leader
  - Managed a very successful seminar program.
- 2005 - 2007 SA Branch President
  - Reinvigorated the SA Branch and increased membership.
- 2007 - 2012 SA Branch Committee
  - Various roles.
- 2010 - 2011 National Secretary
  - Assisted in the transfer of the SIA to a Company structure.
- 2011 – 2013 Director
  - Lobbied strongly for professional certification, improved strategic planning, encouraged improved financial management and accountability.
- 2015 - 2017 Member College of Fellows Executive
  - Assisted in a College review which resulted in its restructuring to ensure greater accountability and effectiveness.
- 2015 - 2017 Chair College of Fellows Standards Development Committee.
  - Established the Standards Development Portfolio.

### **My current SIA service:**

- 1993 - present Member of the SIA.
- 2011 - present Representative on Standards Australia Nanotechnology Committee. Also, EHS Work Group Coordinator.
- 2011- present Representative on Safework Australia Nanotechnology Measurement Reference Group.

*(Stephen Thomas, Page 2)*

- 2012 -present Australian delegate to the International Standards Organisation (ISO), Nanotechnologies Technical Committee and EHS Working

- 2012-present Group Coordinator.  
Australian delegate to the International Electrotechnical Commission (IEC), Nanoelectronics Committee and International EHS Liaison Office.

### **My perspective on the SIA:**

In my opinion, the SIA is still struggling to reach its full potential as a growth oriented, dynamic, influential and profession building organisation. While the SIA has improved its financial standing and operational efficiency in recent years, there is still in my view, insufficient focus to increase membership or member and external stakeholder engagement, satisfaction and confidence. There is also much more work to be done to strengthen our Profession as a credible source of information, support and education for employers, employees and the general community.

There are approximately 25,000 WHS Professionals in Australia, some of whom are members of the SIA however, the majority are not. I am therefore concerned that membership continues to languish in the 4,000s and has been at this level for a long time despite a Strategic Plan being in place. In my view, it has not been fully translated into effective action to grow our organisation in size, status or capacity to influence.

Also in my view, the SIAs brand is still not well recognized and in any case is outdated and does not reflect what the organisation exists for. Additionally, influence with government regulators, employers and employees continues to be limited and sporadic and the professional status of our members is still quite low in comparison to many other professions.

### **My Vision to strengthen and increase the credibility of the SIA:**

I believe the SIA will become a more effective organisation if it:


- Modernises its brand and links it to a strong marketing campaign.
- Employs strategies to develop and strengthen the WHS Profession so that it is better prepared to be a positive influence throughout the work and wider community.
- Secures income streams in addition to membership fees, to invest in new value-added member services.
- Ensures adequate funding and other resources to support activities such as critical standards development, evidence based research, professional development opportunities, publications development and regular discussions with industry and government.
- Develops and implements a strategy for sustained membership growth.
- Develops a clearer and more effective governance and management accountability framework.
- Ensures improved Board functioning, transparency and accountability.
- Ensures more regular reporting to members, regarding progress against the agreed Strategic Plan and budget.
- Ensures there is structured support for those wishing to further develop professional practice skills.
- Develops a more customer focussed approach to all existing and potential new members.

Should I receive your support and be elected to the Board, I will be focussed on ensuring that the SIA delivers all of these things.

If you would like to discuss my nomination I can be contacted at:

Mobile: 0433242814

Email: [innovohs@bigpond.com](mailto:innovohs@bigpond.com)

Also see me at 

Thankyou  
Stephen

## Roger Fairfax

### **Profile of Roger Fairfax SIA Life Member Member 1164**

Roger has been active in Occupational Health and Safety continuously for 35 years since early 1983 having gained his Master of Safety Science from the UNSW in 1990. He has an aviation engineering background in Qantas and was invited to join their Safety Department. Since leaving aviation he has worked in WorkCover NSW and RailCorp before consulting in OHS since 2012. He does expert witnessing and currently consults in Work Health and Safety with the Greater Sydney Conference of the Seventh-day Adventist Church.



Roger was awarded life membership to the SIA in 2016. He has been active in the NSW Branch executive of the SIA since 1992 and has continued on the committee to this day. He was instrumental in 1995 in managing the small team conducting the SIA Sydney Safety Conference which was highly successful. He then coordinated the NSW Branch Sydney Safety Conferences in 1997 and 1999. After this he worked on every NSW Branch conference organising committee as well as the SIA National Conference in Sydney in 2016. He has held every position within the NSW Branch except Treasurer. He has attended at least 85% of all NSW Branch meetings and activities since he joined the SIA, including breakfast seminars, evening seminars, one day seminars and executive SIA NSW Branch meetings and conferences. He served on the SIA Board in 2012/2013.

Roger with Barry Silburn assisted with other SIA members in setting up the Wollongong SIA Branch in 1998.

He has presented talks at Safety Conferences and at SIA NSW Branch meetings on a number of occasions.

Roger is supportive of the many improvements that have been initiated by the current Board of the SIA. He embraces practical, cost effective and positive change that will improve and enhance the desire of industry to accept guidance from qualified safety practitioners and professionals. He sees the SIA as a national entity and is keen to see safety recognised as a profession.

## **Nicole Prince**

Statement not yet provided.