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## ANNUAL GENERAL MEETING 15 September 2020

### Explanatory Notes: Director Nominee Statements

#### Election of Directors

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

- Bilal Syed
- Naomi Kemp
- Aaron Neilson
- Liam O'Connor
- Celia Antonovsky

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.

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

**Voting opens at 00:00 hours (AEST), Monday 10 August 2020 and closes at 17:00 hours (5:00pm) on Tuesday 1 September 2020. 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 AIHS website. The direct voting form must arrive at the national office of the AIHS 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 AIHS 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, 10 August 2020

**Chris Deftereos - Company Secretary**

## 2020 Director Candidates

### Bilal M Syed

BSEE (USA); MSC (UK), DIC; FSIA; COHS Proc



I, Bilal Mustafa Syed, am an HSE professional with a passion for bringing change in diverse cultures. I have a Bachelor's in Engineering from IIT in Chicago, USA, and a Master's in Environmental Technology from Imperial College, England and an Advance Diploma of OHS – (BSB 60607), Australia. I have worked across Europe, Middle East, SE Asia, S Asia and Australia for over 30 years in the Oil & Gas/ LNG, Chemical Industry, Energy (Wind) and Mineral Resource Sector. I have held senior positions within multinational organisations - Chevron;

Inpex & Woodside Energy Australia, Total (first LNG operated Plant in Yemen), OMV (Yemen, Romania & Pakistan), World Bank, EBRD, IFC and ICI Plc.

My strength is in bringing a mindset change within mega infrastructure projects by introducing an HS&E culture through awareness training, introducing new and effective practices, creating and implementing efficient systems and procedures, and carrying out regular inspections and audits. Most recently, I was able to turn around the largest Public Sector Waste Management Company in Pakistan through strategic planning and management, and HS&E systems.

In my previous experience, I have formulated and led HS&E strategy & development plans for organizations in transition; engaged directly with HS&E operation systems and contractor management on ground; undertaken major environmental projects in Romania, Yemen & Pakistan; and executed several Environmental Impact Assessment (EIA) studies to ensure regulatory compliance.

As a Senior Environment Specialist at the World Bank, I was given the task of managing the portfolio for environmental safeguards with regards to infrastructure and natural resource projects as well as providing health and safety support to projects like Dasu Hydro Power Project, Ghazi Barotha and a follow up on Tarbella Dam.

I am a certified HS&E auditor having audited major projects in the Oil & Gas, Chemicals and infrastructure sectors in various countries. I am also a specialist on the World Bank Environment and Social Framework (ESF) and the Safeguard Compliance Standards.

Along with my qualifications and experience, I have a clear strategic insight, discipline, strong work ethics and interpersonal and negotiation skills which have aided me in the management of operations, in both public and private sector.

My senior management experiences alongside strong interpersonal skills have been demonstrated in a number of multidimensional environments, different cultures & regions,

whereby I have been able to bring about a change in cultural mind sets and organizational practice and compliance. As Director at OMV's Petrom acquisition, I lead my team through a critical transition phase in the organization. I was able to identify and decipher key issues and solutions and convey technical and complex issues in practical and accessible formats, transforming the HSE culture of the 30,000 workforce.

I have been invited to provide advice to various national and international forums and am currently helping develop the standards for the Pakistan Engineering Council of Occupational Health & Safety. I am an active outdoor enthusiast and have scaled a 18,500 feet pass in the Hindu Kush mountains and am a trained wilderness guide. Currently I am living between Perth and Lahore, and enjoying semi-retirement; working as a consultant in the sustainable domain and in my free time, managing our family farm's transition from the traditional cultivation of wheat and rice to tunnel vegetable farming.

### **Principal Consultant HSE-Vision, OWM, Australia & Pakistan June 2013 on going**

Presently I provide Management, Quality Health Safety and Environment consulting & auditing services to the Oil & Gas, Infrastructure, Energy and Mineral Resources, World Bank, and urban management. Undertaken assignment as Lender HSE representative for EBRD pipeline projects and 3rd Party auditor for the World Bank on Hydro Power Projects. I am also working on providing waste to energy projects and developing & implementing waste management programs for cleaner cities. I have provided Solid Waste advisory services to the Ministry of Climate Change on behalf of UNICEF. My experience at the board level has helped the organisation move the OHS agenda and has been instrumental in working on sustainable development goals for the industry to move to attain their 2030 targets.

### **TRAINING & DEVELOPMENT**

- Managing Yourself – INSEAD France
- Senior Management course, Power 2 Lead – Ashridge UK
- DuPont Safety Training USA
- Various HSE related on the job courses Woodside, Total, OMV & ICI
- Accident Investigation Techniques o Tripod Beta o Kelvin Top Set
- World Bank -Introduction to Environmental and Social Framework
- GIZ – Dialogue for Compliance
- Trained ASA 4801 ISO -18001 & 14001 Auditor & RABQSA/ Exemplar Certified Auditor course
- Creating Shareholder Value at Work
- Senior Accredited Practitioner – ICI HAZOP leaders College UK
- EARA - Environmental Auditor (Environmental Auditors Registration Association - UK)
- Fellow Rockefeller LEAD (Leadership in Environment and Development) Int'l, 1995 to 1997

### **PROFESSIONAL QUALIFICATIONS & Affiliation**

- Member Pakistan Engineering Council (PEC) committee on Occupational Safety and Health (OSH) Practices
- Fellow Australian Institute of Health & Safety- FSIA;
- SPE Member attended OGP forums;
- IOSH; EARA/ IEMA;

- Lead Auditor RABQSA/EXEMPLAR (OHS & Environment)
- Volunteer services at Earth Cares Australia
- Volunteer work with Plastic free July, Australia
- Member American Society of Safety Professionals
- Govt of Punjab Advisory Committee of Environmental Impact Assessment
- Govt of Punjab, Lahore High Court Advisory Committee on Smog
- Govt of Punjab Advisory Commission on Climate Change
- Industrial Advisory Board of Institute of Environmental Engineering & Research, University of Engineering & Technology (UET) Lahore

## Naomi Kemp

It is hard to believe it has been 3 years! Hello to new members who are voting for the first time and to those of you who have been a part of the AIHS for some time. It has been a pleasure working with AIHS and I look forward to the time when we can be meeting again in the near future.

I am Naomi Kemp and I have the honour of being the current Chair of the Board. Three years ago, I was elected to the board as a young safety professional (YSP). While I've only aged 3 years, I feel I've have learned so much more from being in a governance role with the number of royal commissions, inquests, inquiries and the Boland review all focused on various governance aspects. I thank everyone who voted for me back then, and I hope I represented you in the best way I could.



In my 2017 nomination statement, I talked about being a member of the Institute since 2010. How I have always been an active member (mostly in Qld) and how I enjoy meeting with other members and 'safety people' to share experiences, ideas, and thoughts. I was the founder of YSP in Queensland, and I have now passed that mantle on since taking on the role of Board Chair. This has given me the time to engage across borders and actively help to promote other branches and networks.

When I first applied for a position on the Board, I had said "*having been both a safety practitioner and professional, it is a mission of mine to ensure safety is seen as a true profession*". So, I came onto the board wanting to drive change in any way I could to raise the profile of the Institute and the profession. Since then, I'm proud to have been a key driver of the new Think Forward Strategy and the launch of our new name and brand.

I am committed to continuing to raise our profile and I believe our strategy sets us up for success. Importantly, thinking forward is not only focused on the profession. The strategy sets us on a path to partner with Industry, to work with governments for better policy, and it challenges us to think forward and engage at all levels within our communities to raise the awareness, knowledge, and education of health and safety.

My work passion is to help make workplaces progressive, productive, and protected with effective solutions. I believe if we want to be seen as a true profession, then we need to show our undeniable value proposition to society. I ask you for support so that I can continue with delivering on this strategic agenda. There is so much we can influence and impact.

## Aaron Neilson



Having spent the best part of the last 15 years working with and supporting the workplace health and safety profession, I am passionate about continuing to contribute to the future evolution of workplace health and safety in Australia and enable the vision that the AIHS strives to achieve. I would therefore like to express my interest in nominating for the Board of the AIHS, to utilise my passion and desire to contribute to a profession and industry that I have invested heavily in, and one that has also provided me with great opportunities throughout my career.

The first ten years of my career was within the education sector across both Australia and the UK. The transition to working within the broader human resource sector and specialist WHS recruitment was a new challenge but with many similarities. Rather than educating in a 'education system' I quickly adapted to the role of a consultant advising business and individuals around their talent management and capability needs.

As I learnt and developed my knowledge and understanding of the role of the WHS professional/practitioner, so too did I evolve my thinking and insight into the value of their role within an organisational context. Understanding their ability to positively impact, not only in managing risk, but also in driving performance, improving culture, and demonstrating genuine care for all.

Throughout this time, I have immersed myself in the industry, continued to learn and evolve my understanding, whilst contributing to the conversation of what the future of the profession holds. This is evidenced through my involvement at various events/conferences/committees and the facilitation of a range of thought leadership forums, enabling the collective voice of the profession, connecting thinking, and challenging the status quo. I have been fortunate to develop and engage with a strong network across the industry and profession that has enabled me the opportunity to bring contemporary issues to the table and in some small part assist in shaping the future conversation.

In my current role I lead a national team of specialist consultants focused on providing our clients strategic advice and direction in designing the workforce solutions they need to enable their strategy. This supports them to develop the WHS organisational capability they need and in turn deliver business impact in an ever-changing world of work. Aligned to this we provide individuals with the guidance and insight required to enable them to shape and build their desired career path and in turn deliver on the organisational needs of their current or potential future organisation.

It is this unique intersection of the industry/profession in which I operate that I believe enables me to contribute to the conversation and support the delivery of the vision the AIHS is here to provide. On a daily basis I am in the fortunate position to actively engage with business stakeholders, functional leaders and individuals working in WHS. This provides a real time lens into both the challenges and opportunities that are present and what the industry needs from

the profession and vice-versa. Harnessing this knowledge and insight to assist in shaping and delivering an industry body that enables the profession to adapt and evolve during a period of significant change is something that excites me.

The world of work has already changed significantly in recent years and I have no doubt that the impact of Covid-19 will accelerate further changes in how we work and how WHS functions service and deliver value to their business. I believe strongly that the role of the AIHS has never been more relevant, nor critical in supporting this transition. I am committed to doing what I can to contribute to this future and would welcome your support in enabling my contribution through this nomination.

## Liam O'Connor

I've held national and group manager HSEQ positions, working across a range of industries within both ASX-listed and privately held Australian companies. These industries have included mining, oil and gas, civil construction, defence, engineering, agricultural and utility sectors. I am a certified Exemplar Global lead auditor, qualified injury management coordinator and an accredited incident lead investigator in 8Steps, Essential Factors, Five Why's, HFACS, ICAM, TapRoot; and currently undertaking certification in medicolegal death investigation.



Tragically, I am a self-professed legal nerd with post-graduate qualifications in law, business, OHS and international business law. In 2018 I graduated in Japanese Law from Kyoto's Ritsumeikan University School of Law and have previously completed the AICD Company Directors Course. I am currently completing both an MBA (Finance) and LLM (International Law). I was previously awarded the 'National Diversity and Inclusion' award from the Safety Institute of Australia and shortlisted for Australian Mining's 'Emerging Leader of the Year', Endeavour's 'Safety Solution of the Year' and the 'Prime Minister's Veterans' Awards'. In addition, I am an associate member of the Chartered Institute of Arbitrators and assist in dispute resolution under both the Work Health and Safety and Fair Work Acts.

I sit as the Deputy Chair for both the WA Branch of the Australian Institute of Health and Safety and the Industrial Rope Access Trade Association's 'International Health and Safety Committee'. In 2020, I was appointed by the City of Joondalup Mayor and Councillors to the 'Strategic Community Reference Group', and by senior executives of Fortescue Metals Group to their 'Working at Heights Committee'.

Over the previous nine years, I have held appointments as chair, vice chair, director and board member within varying not-for-profit disability service providers and industry committees. After my father was left permanently mentally and physically disabled by a workplace accident in 2005, I strongly believe in assisting disability service providers in the tireless support they provide the community.

I'm extremely passionate in matters involving WHS, mental health, environmental protection and employment programs for Indigenous Australians and Australian Defence Force Veterans. I've previously lectured during events held by the Safety Institute of Australia, Rio Tinto Iron Ore, Fortescue Metals Group and Edith Cowan University. I've been featured in the 'WarriorU' and the 'Australian Health and Safety' podcast series and have contributed articles to the United Nations Commission on International Trade Law ('UNCITRAL'), 'The International Journal of Arbitration, Mediation and Dispute Management', 'International Institute of Risk and Safety Management' and the 'OHS Professional'.

## **My Goals to Further Advance the AIHS**

My nomination for the AIHS Board is focused on five key deliverables:

### **Advancing the AIHS Nationally**

Incorporating representation from the FIFO industries and Western Australia back into the AIHS boardroom. In my current role, I work across Australasia alongside senior executives and board members from Australia's largest construction, mining, energy and resource companies and contractors.

### **Developing Future WHS Leaders**

Reinvigorating mentoring programs for student members of the Institute so that the next generation of leaders can be developed through the AIHS General Professional Certification pathway.

### **Engagement of Members with Specialist Knowledge**

Using our AIHS Branches to engage our membership who have specialist skills that can contribute to sharing their knowledge through a range of avenues to other members.

### **Financial Governance**

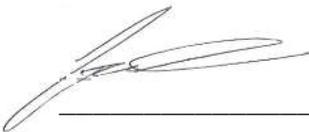
Ensuring the Institute continues to navigate its way through the current economic climate whilst ensuring our members continue to receive a range of benefits from their membership.

### **Re-Aligning the Focus Back onto 'Frontline' Safety**

With the recent changes to the safety legal landscape, the Institute must re-align its key message that 'true' safety comes from training in-the-field and not with documents from behind a desk.

I am always up for a chat with other AIHS members so feel free to get in touch with any questions.

Kind Regards,



**LIAM O'CONNOR**

E [liammichaeloconnor@hotmail.com](mailto:liammichaeloconnor@hotmail.com)

M 0487 599 532

L [www.linkedin.com/in/liam-o-connor-3a08a242](http://www.linkedin.com/in/liam-o-connor-3a08a242)

# Celia Antonovsky



Board Nomination  
Celia Antonovsky (WA based member)

## Strategic Priorities

Elevate the profile of the AIHS as the peak professional body for health and safety

Advocate for the profession in public forums including regulators, industry associations, media and corporate events

Foster the link between health and safety education and the changing requirements of the world of work

## Introduction

I am a seasoned and passionate health and safety professional. Having spent the last 10 years in operational health and safety leadership roles, I have worked in various high-risk industries including oil and gas, construction, mining, transport, rail and more recently EHS consulting. I am currently employed in the role of Assistant Manager at EY. In my spare time I have dedicated the last 4 years to volunteering with the Australian Institute of Health and Safety (AIHS) WA branch. Coordinating various events such as Great Debates, sessions for Young Safety Professionals, knowledge sharing with allied professions and networking. This year I took over the reins as the WA branch Chair. Additionally, I currently serve as an industry advisor to a Western Australian university to ensure that course content remains relevant and useful for new graduates and organisations alike. I am now ready to increase my commitment to the profession and the AIHS.

I have a background in Psychology with a Masters in Occupational Health and Safety. During my time in the profession I have recognised the following shifts to improve health and safety outcomes:

- An increasing demand for evidence-based practices
- Closer multi-directional links between research and industry
- Increased knowledge and competencies required for health and safety (H&S) professionals

- A higher level of accountability placed on H&S professionals within organisations
- Incorporation of established principles from other disciplines into the health and safety toolkit.

However, I am acutely aware that health and safety work is never finished. Every milestone we achieve brings the next milestone onto the horizon. Through my role as a Director on the AIHS board, I intend to use the opportunity to further progress the profession along our collective journey.

#### Continuing Involvement With The AIHS

Having already served 4 years in a voluntary role with the SIA and now AIHS, I feel motivated and committed to the organisation's success. As a peak body representing the profession, we know how far we have come, but the journey is not over. Through my role as a director on the board I will pursue greater recognition for the role that the AIHS plays in developing the profession and its members. An H&S professional is no longer a worker off the shop floor, but someone with distinct skills and abilities to analyse, interpret, coach, facilitate and strategically lead business objectives. While we collectively know this, we need to ensure that the valuable contribution we can make to an organisation's success is also understood by people outside the profession.

I am passionate about fostering the skills, experience, and energy within the next generation of H&S professionals. I would like to use this opportunity as a board member to work more closely with the universities around Australia who are producing our future health and safety graduates. I believe that the role of the H&S professional is evolving, and we need to continue to feedback changing requirements to our educational institutions.

#### Previous Board Experience

Previously, I have undertaken the role of Vice Chair of a Not-For-Profit organisation called TradeUP. The purpose of this organisation is to present all trades as a viable and desirable career option for women. A further objective of the organisation is to empower women and girls by teaching them life skills. During my time on the board we achieved the following:

- Hosted several hand tool workshops for women and girls
- Facilitated a try-a-trade stand at numerous career fairs including Skills West
- Advocated for the needs of female 'tradies' and apprentices in government and educational forums.

During my term I was awarded a scholarship to attend training for the Role of The Not-For-Profit Board Chair with the Australian Institute of Company Directors (AICD). This training conveyed to me the importance and responsibilities bestowed upon board members. After serving my three-year term, I chose to discontinue my role with TradeUP to focus my free time exclusively with the AIHS WA branch.

#### Representation From The West

We are observing increased industry activity in Western Australia. We know there is a growing number of H&S professionals serving the many high-risk industries including oil and gas, mining, defence work, manufacturing, construction. Many of these individuals have not yet joined the

AIHS. I see this as an opportunity to increase members value for money and ensure that as an industry body we are reflecting the voice of our constituents. To this end, I will be advocating for innovative ways to attract new members. This will benefit the financial health of the AIHS in the short term, but also boosts the strength of the entire profession in the long term.

#### Call To Action

I consider myself to be a diverse and empowered H&S professional. I would be honoured to be given the role of representing the interests of my peers as a director on the AIHS board. As a director I will commit to the following:

1. Represent the interests of members from the oil and gas, construction, mining, marine and transport industries.
2. Bring a psychology, human factors, and commercial perspective to the table.
3. Focus on attracting new members and retaining existing members within the AIHS.
4. Encourage the transfer of ideas between H&S and allied professions including law, exercise science, occupational medicine, environmental science, marketing, and management.
5. Promote and advance corporate and regulatory recognition of the value H&S professionals bring to the workplace.

**VOTE FOR CELIA ANTONOVSKY!**