ANNUAL GENERAL MEETING 5 September, 2019

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 thirteen (13) members, for three (3) available positions. The nominations received are from - in the following random order as drawn by lot:

- Catherine Lee
- Liam O’Connor
- Brea Richardson
- Alison Gill
- Jennifer Jackson
- Brad Crockett
- Martyn Campbell
- Richard Coleman
- Rene Van der Merwe
- Loren Murray
- Michael Spiteri
- Sumesh Singh
- Cameron Montgomery

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 29 July 2019 and closes at 17:00 hours (5:00pm) on Thursday 22 August 2019. 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, 29 July, 2019

David Segrott – Company Secretary
2019 Director Candidates

Catherine Lee

Australian Institute of Health and Safety
Board of Directors Nomination - Supporting Statement

In support of my nomination to the Board of Directors of the Australian Institute of Health and Safety (AIHS), I provide this information by way of an introduction and to outline some of the priorities that I see for the AIHS into the future.

Objective: The rapid pace of the change in the nature of work is introducing many new and perhaps previously unimaginable challenges for employers and regulators in ensuring the health and safety of workers. If the practice of health and safety management is to remain relevant and effective, and if the AIHS is to achieve its mission of positively shaping workplace health and safety in Australian society, we must support members to evolve, adapt and grow to meet these challenges head on and to support and guide employers to navigate the sometimes murky waters of managing risk in their businesses.

Further, as the lines between work and personal lives become increasingly blurred with the availability of technology and remote working, employers are wise to focus on the whole person wellbeing, and not just the worker in the workplace. The benefits of facilitating general health and wellbeing initiatives, including mental health, and getting the balance right between managing occupational health and safety are evident. The health and safety profession must be able to adapt to include a focus on whole-person wellbeing (health) and not merely the absence or prevention of work-related disease or injury.

My vision: The AIHS has undergone significant and positive change in the last few years to upskill and “professionalise” the health and safety industry. The introduction of certification, the Body of Knowledge and greater collaboration with industry and regulators has been enormously beneficial. As a consultant I come into contact with many employers in different industries and in my experience, there remains a heavy reliance on the Workplace Health and Safety Officer (WHSO) or Safety Advisor, in a misguided belief that if the employer has a WHSO or Safety Advisor then the employer complies and safety is "done". There is little knowledge in the broader recruitment industry about the many and diverse skills a well-qualified and certified OHS professional can bring to their business. Whilst continuing to focus on building the skills and knowledge of the profession to be able to meet the challenges of the 21st century, industry would benefit by raising awareness about the different types of OHS professional, and how each can add value.

At the same time, it is important to raise awareness at the Director and Executive levels of all industries of the benefits of integrating health and safety management into their strategic business planning, so that it becomes core to business and owned by all leaders, rather than an add-on; something that the WHSO does.
I support the AIHS increased focus on health and well-being, including mental health, adapting to the changing nature of work and the aging workforce, and encourage the industry to apply evidence-based practice in developing new ways of engaging with workers and promoting a work environment where employers aim not merely to send workers home in once piece at the end of the day, but where workers end their day’s work feeling more alive, engaged and healthier than they were when they started their day.

Background

As a Registered Nurse who specialised in Occupational Health Nursing, completing a Diploma in Occupational Health Nursing at the Royal College of Nursing in London in 1991, I have a solid professional background in general health management, injury management, health promotion, health surveillance and injury prevention. I have a Graduate Diploma in Occupational Health and Safety (with distinction) and a Graduate Certificate in Management which, together with many years of health and safety management experience across a number of different industries gives me the ability to understand the organisational and industrial context in which safety and health programs are being designed and implemented and to operate both at the operational and strategic levels.

I am a Certified General OHS Professional as well as a full member of the Institute of Company Directors, with whom I recently completed a professional development program (Governance Foundations for Not-for-Profit Directors). I am also a full member of the Institute of Management Consultants. These memberships, as well as my ongoing nurse registration, require me to maintain my professional skills and knowledge through continued professional development.

I have previously served as the Chair of the Finance Industry Sector Standing Committee, and a member of the Retail and Wholesale Industry Sector Standing Committee which were established under the Workplace Health and Safety Board. I very much valued the opportunity to consult within those industries about legislative and policy issues relating to workplace health and safety and influence change.

With all this in mind, I believe I would be an ideal candidate to bring expertise, knowledge and skills both at operational and strategic levels the AIHS Board. At this stage in my career, it would be a privilege for me to serve the industry as a AHIS Board Member if appointed and I enthusiastically embrace the opportunity to make a contribution at this level to the ongoing development and support of the profession.

Catherine Lee

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https://www.linkedin.com/in/catherine-lee-08048695/
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. My strengths include systems establishment, common and civil law application, quality auditing, incident investigation, risk management, technical writing and corporate governance over management systems. I currently hold a Group HSEQ Manager position for companies operating in the mining, oil and gas and civil/construction sectors.

I’m an active member of the Australian Institute of Health and Safety and have appointments within multiple not-for-profit boards, acting in the positions of non-executive director, board member and committee chairs.

I am a self-professed legal nerd a have completed post-graduate qualifications in law, business, legal studies, occupational health and safety and international business law. In 2018, I graduated from Japan’s Ritsumeikan University School of Law with my thesis written on the 3/11 triple disaster learnings for the Australian OHS sector. I’ve completed the AICD Company Directors Course and am currently completing both an MBA and an LLM. I’m also an associate of the Chartered Institute of Arbitrators.

I’m extremely passionate in matters involving WHS, mental health, environmental protection and employment programs for both Indigenous Australians and ADF Veterans. I was recently awarded the Safety Institute of Australia’s ‘Diversity and Inclusion Award’ and have previously been shortlisted for both the Australian Mining Monthly’s ‘Emerging Leader of the Year’ and the Prime Minister’s Veterans’ Awards. I’m seeking election to the AIHS Board to contribute in further cementing the organisation as the leading professional association for the health and safety profession and to provide further value for its members.
Brea Richardson

Our profession is continually being shaped by political, legislative, technological, and economic factors. Due to this I believe AIHS needs to continue to have strong governance and leadership to continue to represent our profession. We need to continue to encourage a culture of collaboration and support, to grow the OHS Body of Knowledge, to grow our membership from the grassroots level and up, and to showcase the innovations that are happening across industries.

As a passionate member of the Work Health and Safety community for over 15 years, I bring a breadth of experience from across multiple sectors, including mining, healthcare, civil aviation, and utilities. I have also had the opportunity to work with a range of business sizes, from small family run business to government and state owned corporations through to multinational corporations. This is a unique and valuable skillset to bring to the board table. During my years of practice I have gained significant experience in building a strong safety culture, fair knowledge of commercial governance, strong risk management skills, and a practical approach to transforming policy into action at all levels of business.

I would relish the opportunity to be a part of further developing the strategic vision and planning for AIHS; to work for the members, delivering a strategic plan to promote our profession with integrity. I am passionate about continuing education, advocating for regulatory improvements, and working on value for members. I am a strong advocate for diversity and inclusion both in our profession and in our workplaces, which also promotes the values of AIHS.
Alison Gill

Application for AIHS Board Membership 2019
CMIOSH, CNZISM, MinstD, RSP, MSIA

Submission
Hello to my fellow community of Health and Safety Professionals and those with an interest in safeguarding the health, safety and wellbeing of those within Australia and beyond. My name is Alison Gill, and it is with great pleasure and humility that I stand for an elected Board position with the Australian Institute of Health and Safety; an organisation that I personally believe has the ability to lead the way in accreditation for our industry, that is aligned with global best practice and which is now an active change agent supporting the long terms needs of business in an ever-changing climate.

Whilst I am relatively new to the Australian market, I believe I would bring significant Director and Board level skills, knowledge, experience and qualifications to an existing high performing Board. My diverse background and entrepreneurial spirit bring energy and great outcomes and I enjoy working with teams on supporting the pathway to success.

Professional Background and Position Statement
I am the Managing Director at edenHx HSE Recruitment which is a long-standing specialist Health, Safety Environmental, Quality and Risk Recruitment Company. We are operational throughout Asia Pacific and hold a base in both New Zealand and Australia serving our clients (whether hiring managers or job seekers) for sustainable and rewarding appointments.

As a Safety Professional, I am proud to have maintained my own CPD and held Chartered Status in the UK for the past 16 years and having migrated to New Zealand in 2007 also achieving Certified and Registered Safety Professional status.

I worked as a Senior Civil Servant in the UK for 24 years prior to relocating to Australasia. Throughout my career I have managed large complex organisations and significant numbers of people as both a senior manager and a safety professional and understand the diversity that our practice can afford. I believe strongly in raising the standards and being socially responsible as both individuals and as companies’/organisations and ensuring we always work above the line. I offer the experience of working within IOSH (UK), NZISM (NZ) and would be an international conduit for AIHS.

As a Director of two long-term successful recruitment consultancies, I have led my organisations to support individuals’ long-term career aspirations and have ensured sustainable appointments for our clients.

As a Not for Profit Board Member for The New Zealand Centre for Gifted Education I adore supporting and growing talent and giving others the opportunity to develop into future leaders.

Explanatory Notes: Director Nominee Statements
I believe my strategy for personal growth and contribution is incredibly important when looking to future proof the safety industry and successfully realise the outcomes that are necessary for exceptional safety management within business. I demonstrate this by mentoring youth and women in safety and through sponsorship of the Health and Safety Representative awards to ensure diversity in future appointments.

I believe I would be able to add value and complement the existing Board as an International member that has worked and operated within various jurisdictions and understands what world class is.

So, whilst I may be an unknown quantity in Australia and relatively new to AIHS, if elected I will strive to make positive change, support great practice and look for continuous improvements in how we deliver results as an association, and as a profession. I am incredibly resilient, have great spirit and work for positive outcomes.

I would really appreciate your vote for appointment to the Board, thank you for reading.

[signature]

[https://www.linkedin.com/in/alisongill/](https://www.linkedin.com/in/alisongill/)

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Explanatory Notes: Director Nominee Statements
Jennifer Jackson

My name is Jen Jackson and I’m the CEO of Everyday Massive (formerly Jazyn Pty Ltd), an employee experience company based on the Gold Coast. We work with organisations globally redesigning the experiences that matter to humans every day at work — health and safety being one of, if not the most, critical experiences to get right.

My journey with health and safety began when I was contacted by Gordon Bedford who at the time was the Head of EHS for PepsiCo Australia, to help communicate a metrics scorecard. Having a background in communication, this was a new world to me. The first few meetings we had were spent trying to understand all the acronyms, and language of safety! But we soon discovered that our inexperience, was our greatest strength in being able to take complex safety content, and translate it for the front line. That was over 7 years ago and since then, we’ve worked with safety leaders from organisations all around the world. Helping them communicate and engage with their workforce, and ultimately redesigning how employees experience safety, has become our core business. We’re currently working with Amazon’s Global EHS team out of Seattle, PepsiCo’s Global EHS team out of Plano, Novartis HSE in Switzerland, Nestle SHE in Sydney and Probuild HSE in Melbourne amongst many others.

My introduction to the SIA was through Naomi Kemp who first invited me to speak at a YSP event in Brisbane. I was then invited to be a part of a panel session for the SIA National Conference and the rest as they say, is history. For the last couple years, I’ve attended and contributed to the national conference and various state conferences sharing our work and connecting with the safety community.

It’s an honour to have been nominated for a position on the board of directors. I feel that the skillset I have in experience design, engagement and communication would be of benefit to the AIHS. The other skillset I have is in entrepreneurship. I have founded and built a company that now employs 12 fulltime wonderful humans and spend my days working on our own company culture, strategy and planning for the future and developing new products and services to take to market. The AIHS has recently rebranded and the next 12 months will be crucial in backing up this new brand with a business model that meets the needs of its membership base. I would very much love to help in whatever way I could to support this journey.

Thanks for reading and considering my nomination.

Jen Jackson

CEO | Everyday Massive
Brad Crockett

MOHS, MBA, ChOHSP, CMgr, AFIML

As the current Chair of the NSW branch of the AIHS, I seek your support for my appointment to the national Board of the SIA Ltd. My desire is to help us improve the status of our profession, see us appropriately recognised for the value we add daily to our organisations, and influence business leaders at all levels to fully embrace the benefits delivered by our members’ competence, drive and capability.

As a senior health and safety professional with industry leader Lendlease, I am ideally placed to help the Board guide the Institute into the next phase of an exciting journey. I understand why we are pivoting to address the challenges of the ever-changing work environment. I see why and how we can become more inclusive, embracing the profession in all its manifestations across all of industry.

By strategically aligning with #Thinkforward, I have led the NSW branch in demonstrating its strong advocacy for the key focus areas in the AIHS strategic plan. It is no surprise I am a passionate supporter of existing AIHS programs designed to support our young and new safety professionals, keen to help them develop their core competencies and skills. In NSW we are reinvigorating our support for mentoring, building the YSP network and assisting new entrants to address their emerging experience gaps. My learning goal is to ensure safety professionals become successful in their career.

Aligned with this is the need for certification. As an early adopter, I see it as a watershed for the profession. For seasoned professionals, and especially new workers entering the profession into the future, the benefits far outweigh the small annual cost, hence why I have ensured certification is embedded into position descriptions and selection decisions within all my areas of influence.

Our role, as thought-leaders for the work health and safety profession, is to think ahead and be ready as the future arrives. Our challenge is to communicate meaningfully with employers, particularly those without easy access to work health and safety expertise. We must educate the community as workplaces change, reaching out to workers who aren’t supported by a health and safety professional. Our challenge is to effectively engage everyone to make work health and safety a practice they easily understand and readily apply.

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Explanatory Notes: Director Nominee Statements

I am committed to making workplaces and communities safe: by improving the status and voice of our profession, building the capability of the AIHS, addressing gaps in knowledge and increasing certification amongst our members.
My vision for the NSW branch is a single word, “relevance”. Everything we do must meet the test of relevancy for our members, add value to their professional experience and to the profession generally. I will bring this mindset to my time on the Board should I be appointed. I am excited by this leadership challenge, to work in the interests of WHS professionals, engaging our members, workers, stakeholders, industry and governments at all levels about what is important in work health and safety. I seek to represent AIHS interests and those of the broader profession, influencing and delivering positive change in pursuit of our vision for safe, healthy and productive workplaces and communities.
Martyn Campbell

Why consider me?
Recently, I was described by Kevin Jones, of SafetyAtWork Blog, as the most high profile WHS Regulator in Australia. Coming from a man of Kevin’s calibre, I take that as a huge compliment and am humble that he considers me so. The reason he makes that comment is I have been extremely active over my 2-year tenure as the Head of SafeWork SA to make significant capability improvements to WHS Regulators and closer align them to industry and the Institute.

I am a strong advocate of the Australian Institute of Health & Safety, having presented at HSE Leaders Forums, participated in AIHS working groups and spoken at the National Conference in Sydney this year. I believe that Regulators, industry and the AIHS should be closer aligned to support compliance in a collaborative way.

My advocacy of the AIHS closely aligning with Regulators has allowed me in assist the Institute access national safety platforms, such as Safe Wok Australia and the Heads of Work Safe Authorities and raise health and safety topics at a national level. The strategies I am implementing at SafeWork SA are generating national and international interest as best practice and has resulted in me speaking at a number of national and international conferences in 2019.

I bring a unique blend of skills and experience to the existing Australian Institute of Health & Safety Board, gained over a decade of compliance 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, security and safety, I provide a well-rounded skill set that understands corporate governance, operating in strategic and international arenas and rebuilding capacity and capability of a Government WHS Regulator.
Richard Coleman

Statement Supporting Nomination to AIHS Board

Richard Coleman GM HSE Australia Hub – Laing O’Rourke

The fact that sit her tossing up whether to describe my career as either an OHS professional, a HSE professional or as a safety leader is symptomatic of the challenge that is still faced by the freshly rebranded AIHS. Who are we? What do we want to be when we grow up? These are the questions that still nag at the AIHS.

I’ve had a long career that has taken me from frontline safety roles in mining, through to leading health, safety & environment in four of Australia’s biggest companies, Boral, Telstra, Asciano and now Laing O’Rourke. I have led big teams and managed a small consultancy business. I’ve been one of those AIHS members who have dipped in and out, sometimes not recognising the value of an effective professional body. I’ve wondered why should I bother?

I asked my LinkedIn connections about the AIHS and the issues that they raised can be boiled down in large part to identity, presence and personal value. On the basis of that feedback I’ll seek to influence the organisation to effectively define and communicate its’ role and purpose, to lift its’ presence particularly in the regulatory space and to more clearly demonstrate and articulate its’ value to members.

This nomination is motivated by a desire to see the broad church of people who work to improve the working conditions, the health and safety and return to work outcomes of the Australian workforce, represented by a high quality, focussed and efficient professional body.

- High Quality – Delivering a range of products and services from which the membership extract value and our various stakeholders respect.
- Focussed – Implementing an achievable strategic plan, reporting progress to members and our stakeholders
- Efficient – Having the financial and operational base from which to deliver the strategy

My personal professional interests include:

- Increasing diversity of members and professionals – today we simply don’t reflect the society we seek to influence and protect
- Increasing the capability of the profession – building leadership and change skills as fundamental capabilities not optional add-ons
- The shift to a safety and a safety II approach to health and safety; not a safety I or a safety II approach.
- Digital and technological change
My resume is available at https://www.linkedin.com/in/colemanrichard/. Please feel free to have a look and connect with me there. If you have any questions about my nomination or my views on particular issues reach out via LinkedIn and we’ll have a conversation.

For full disclosure I am currently Chairman of a not for profit citizen science organisation Reef Check Australia. I do not believe that there any conflicts that arise due to my role with Reef Check Australia.
Rene Van der Merwe

17 July 2019

Dear Returning Officer

Nomination Supporting statement

It is an absolute privilege to be nominated for a Director position on the Australian Institute of Health & Safety (AIHS) Board.

I have spent over 18 years in senior Safety, Health, Environmental, and Quality (SHEQ) roles, having held leadership positions within large multi-national companies.

These include iconic brands such as Qantas, Woolworths, Goodyear Tire & Rubber Company (USA, Europe and Africa) and Eveready Diversified Products (South Africa) combined with 8 years’ global experience reporting and participating at board-level committees and sub-committees.

I am recognised in the industry for my contemporary approach to safety, risk reduction and delivering bottom-line improvements. My international experience, proactive approach and business mindset enables me to successfully engage with the various upstream and downstream stakeholders to share in the vision and drive successful outcomes.

I believe safety is an enabler of better business practices and outcomes in general, my diverse background has supported me to deliver some ground-breaking initiatives globally.

My recent achievements include, amongst others:

- The development, implementation and governance of an end-to-end technology system to monitor contractor movement nationally
- The development and implementation of a consistent framework to assess, monitor and proactively respond to employee wellbeing, capacity and ongoing capability to perform their role
- Improving work design by implementing a scientific approach to ergonomics

All positively impacting the bottom-line.

In my group role as the Global Program Manager Sustainability Advocacy for Goodyear, I developed a corporate platform for Environmental, Health and Safety (EHS) Sustainability across four operating regions. I was also instrumental in the business implementation of REACH (Registration, Evaluation, Authorization of Chemicals) legislation across the European region. I actively participated in the development of harmonised metrics for measuring social impacts across the product life cycle and advocated for policy changes through the European Tire and Rubber Manufacturers Association.

Preceding Goodyear, I worked for Eveready Diversified Products as Integrated Systems Manager, responsible for implementing the first accredited, fully integrated ISO14001, ISO9001 and OHSAS18001 system in South Africa.
I have a BSc Hons degree in Chemistry with additional qualifications in Project management, Business management, Auditing and also a Graduate Certificate in Safety Leadership.

I’m passionate about reshaping the safety industry, moving away from rule-based thinking to engaging and empowering industry in good work design, supporting healthy and productive work lives. With the increase in economic pressures, technological changes and demographic shifts, we have to rethink how safety delivers business outcomes versus hinder them. These changes bring new risks, but also new opportunities to improve health, safety and wellbeing.

For the safety profession to remain relevant, we need to take a more progressive approach to embed safety as part of essential business decisions. We need to be solution focused; innovating at the frontline, driving productivity and cost reduction. The future safety professional will need to be an ‘all-rounder’ with significant business acumen, the ‘go-to’ person.

The AIHS is uniquely positioned to support the capability building of future safety leaders.

As a AIHS Board director, my focus would be to support the Institute in delivering:

**World Class Safety Practice** – With extensive international experience in SHEQ, supported by business innovation, I can support AIHS mission to be the preferred partner for building safety capacity and capability to identify and develop innovative solutions for real work problems.

**Sustainable Improvements** – Critical to sustained benefits and relevance, is continually challenging the status-quo, improving our safety knowledge base and providing effective education for young professionals to deal with the competing priorities. I’m passionate about unlocking the untapped potential in people, engaging and empowering them to collaboratively develop and implement innovative improvements.

**Policy Advocacy** – Actively advocate for more effective legislative frameworks in line with the National WHS Strategy 2012 – 2022. The recent Boland review includes 34 recommendations, the AIHS can play an active role in shaping the implementation of these recommendations and provide excellent stakeholder engagement through our members.

**Board & Industry Safety Advocacy** – As a member of Woman on Boards (WOB), actively pursuing a portfolio career while still an Executive and as Industry Thought Leader, I can elevate the AIHS profile on Boards and across Industry.

**Supply Chain** – Having influenced and actively participated in the development of Qantas’ Group-wide risk framework for enterprise risks, i.e. Modern-day slavery, Illegal Logging, Cyber, Contractor management, etc., I can support building knowledge and raising the importance of safety across the supply chain.

**Change Management** – With the rebranding and new positioning of AIHS, my expertise in change management can support the Board in delivering the AIHS Vision, with sustained financial and safety benefits.

In closing, I’m an enthusiastic, determined and results driven individual, thriving on achievement. I would be honoured to support the AIHS Board in reshaping the future of Safety, delivering safe and productive workplaces improving the overall wellbeing of Australian communities.

Yours sincerely,

René van der Merwe  |  Renevdm14@gmail.com  |  0450 182 091  |  Little Bay, Sydney

Explanatory Notes: Director Nominee Statements
Loren Murray

*Seeking re-election*

My background

I currently hold the position of Chief HSE Officer for Active Tree Services and I am the Director of CreativeWorks Group.

In my previous roles I held the position of Group HSE Manager for Citywide Services, SERQA Manager, LXRPMetro Trains, Head of Safety for Pacific Brands and National Safety Manager, Retail, for Linfox Logistics.

For the last 6 years I have been working with Zoo’s Victoria as an advisor on HSE matters to the Board.

I have a passion for community service and assisted a leading Victorian charity to develop their 5-year strategic direction.

I am regularly invited to speak about the future of safety at industry events, Boards, workplaces and seminars.

Reasons for seeking re-election

I am seeking the members endorsement for re-election for another term as a Director of the AIHS. My priority has always been to listen to our members and to provide the services, support and representation that makes a difference.

The safety profession has changed a lot in the last decade. I benefited greatly from the advice and support of leaders in this profession. I am committed to supporting and personally communicating with our members. As your Director, I have an open-door policy, I am accessible, contactable and available to listen to you.

Last term I was elected on a platform of improving communication to the profession, investing in technology and supporting young safety professionals. I will continue with this agenda.

I am passionate about diversity of opinion, training, education, ethnicity, age and gender. I will seek to represent the views of our members, from all areas of the profession.

I believe the AIHS and its members are positioned to lead the future of safety in Australia and be a progressive and innovative example for the rest of the world. I ask for your vote so I can continue this work.

Thank you
Michael Spiteri

I seek your support to represent your interests on the AIHS Board and contribute my 17 years of experience to:

- Increasing AIHS membership and certification through promotion of the AIHS
- Providing a level of detail, scrutiny and practicality to AIHS projects
- Be active within the AIHS community

I benefit from 10 years employment experience in mining prior to becoming involved in Health and safety.

I initially worked in Kalgoorlie W.A. as a geologist in exploration, open cut and underground mining.

My interest in health and safety began at KCGM’s Super Pit on the outskirts of Kalgoorlie where I became the H&S Representative for the geology team. As my passion for health and safety grew I completed a Diploma in OHS and sought further skills and experience.

Other qualifications include: Bachelor Applied Science (Geology), Cert IV in OHS, Cert IV in Training and Assessing, ICAM, Certificate IV Portable Fire Extinguishers, Certificate II Public Safety (SES Rescue), Certificate III Surface Ventilation Technician, Management Systems Auditor. From mining I moved into the civil construction industry where I had to effectively deal with a vast array of employees and contractors and a variety of construction activities and methodologies.

I moved back to Melbourne in 2010 and have been working within the civil construction industry on a variety of projects ranging from Roads, Structures, Water & Electrical Infrastructure and Rail.

More recently I have contributed as a member of the College of Fellows Standards Committee which advertises, selects and places AIHS subject matter experts onto Australian Standards review committees.

I have a practical and consultative approach to resolving issues and have a significant understanding of the mining and construction sectors. I am keen to see encouragement being provided to those considering a career in health and safety and greater support being given to those who become members of the AIHS. A stronger and more influential AIHS is good for industry, good for the membership and will help to ensure a reduction in incidents and injuries.

I seek your support to assist the AIHS.

Yours sincerely

Michael Spiteri

Explanatory Notes: Director Nominee Statements
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Sumesh Singh

AIHS Board Membership Application
Sumesh Singh’s Supporting Statement
July 2019

INTRODUCTION

Thank you for taking the time to read my supporting statement for AIHS Board membership.

My statement is in three parts: 1) My upbringing and education; 2) My credentials; 3) My motivations and aspirations for Board membership.

MY UPBRINGING AND EDUCATION

It’s perhaps not standard practise to reflect on your childhood in a pitch for Board membership? But I’m a firm believer that your values, philosophies and character traits are forged early, and are important in shaping your beliefs, behaviours and decision-making throughout your life. I think that makes my formative years important to mention - albeit very briefly.

I was born in Fiji to parents who were subsistence sugarcane farmers. They were simple folk but instilled in me some powerful life lessons:

- Don’t judge, seek to understand first.
- Take care of the little things in life and the rest will sort itself out.
- Own your mistakes, it is the best way to learn.
- Your situation does not define you; it is how you respond which does.
- There are no short cuts in life - don’t expect to plant a seed in the morning and harvest a crop in the evening. The laws of nature don’t work like that and neither does real life.

I have embraced their teachings throughout my life and these have shaped me into the person I am today.

Education has also been a foundation of my life.

I have a Masters of OHS Management and a Diploma of Business Management and Administration. In 2012, I was appointed as an Honorary member of the Golden Key International Honour Society (a global society of high achievers). In 2013 I was included in the Vice-Chancellor’s list for Academic Excellence 2013 (RMIT University). In 2014, I was the recipient of the Science Prize for best overall project in MC135 Master of Occupational Health & Safety from College of Science, Engineering and Health (RMIT University).

I remain committed to continuous learning and, seek to improve myself through knowledge.
MY CREDENTIALS FOR BOARD MEMBERSHIP

My 20+ year career is diverse.

I have worked in almost every aspect of health and safety, from public policy development, through corporate safety leadership and management, to individual procedure and process implementation.

My industry experience ranges from agriculture, through water and gas utility provision, to major infrastructure construction.

I have worked in Fiji, and Australia and am proud that I have positively impacted health and safety outcomes at a personal, business and societal level.

In Fiji, I was appointed to the Training and Productivity Authority of Fiji (TPAF) and drafted the “National Qualification Framework Bill” to be passed by the government of Fiji as law. I was also appointed to the SARs Task Force Committee by the Ministry of Health (Fiji). I held a board position with my employer in Fiji and was active in building international connections through various chambers of commerce.

My current career in the Australian construction industry has brought me in contact with health and safety legislation and standards in every State and Territory, across the Oil & Gas, Water & Wastewater, Power & Energy, Road, Rail and Maritime industry sectors.

My accountabilities have ranged from individual project health and safety management (‘boots on ground’), through to overall leadership of the Australian health and safety team.

Through the variety of my roles, I have developed excellent communication and interpersonal skills. I can work effectively with everyone, regardless of background, from the plant operator through to the CEO.

It is my well-rounded communication skills, strong leadership capabilities, and the diversity of my industry knowledge and experience, that I believe makes me an excellent candidate for AIHS Board Membership.

MY MOTIVATIONS FOR BOARD MEMBERSHIP AND ASPIRATIONS FOR THE AIHS

I have three primary motivations and aspirations for joining the AIHS Board.

Firstly, I want to help engage, nurture and develop the next new generation of health and safety practitioners and professionals.

I embrace the forward-looking focus of the Institute’s mission statement...  

To proactively shape and improve workplace health and safety now and in the generations to come.

The more smart and ambitious people in our industry, the healthier and safer our workplaces and communities become. Great people are crucial to achieving our mission.

I’ve thoroughly enjoyed my career as a health and safety professional, and as a strong advocate for this vocation, I want to promote it as a great career choice to attract the next generation of health and safety professionals.

Explanatory Notes: Director Nominee Statements
Secondly. I want to help build the presence and profile of the Institute.

I want the AIHS to be the most influential and impactful it can be... the ‘go to’ health and safety institute for government, industry and individuals. Respected for its approach and recognised for its results.

Our profile and presence will grow through greater visibility, promotion and participation across all sectors, workplaces and levels of government. I’m currently active in several industry groups such as the Australian Constructors Association, and Roads Australia. I am ready to assist AIHS build its profile through greater industry engagement.

Finally, I want to positively impact the way our industry recognises and recruits health and safety professionals.

We have a well-developed certification regime, but it is not yet common practice to use it in recruitment. Contrast that with other professions such as engineering or accounting where “Certified Practising...” is a ubiquitous term in recruitment advertising.

I believe there is much the AIHS can do to drive this change and I will use my membership of the Board to help drive the maturation of our certification system and make it a true mark of respect and recognition within industry.

Thank you for considering my application.

Sumesh Singh
Cameron Montgomery
(Fellow and COHSP)

I am honoured to be nominated as a candidate for the AIHS Board and fully appreciate the responsibilities of a Director in ensuring strong governance of our proud, professional organisation.

I was privileged to be elected previously as a Director of AIHS (then SIA), and proud of my contribution as part of a team working toward an engaged professional body that is respected by industry, regulators and government. I believe that the transformation of SIA into the AIHS is demonstrable of how far we have come, but I know there is still a lot more to be done to ensure we firmly solidify our place as the peak body for the safety profession.

I am committed to working with our new Directors and the Board in achieving the strategic focus that not only meet but exceed the expectations of our members and stakeholders. I bring a unique knowledge skillset and experience of corporate history along with a high level of governance expertise.

As an Executive Manager, working in the Local Government industry in regional Victoria, I manage the portfolios of Safety & Wellbeing, Corporate Risk & Insurance and Compliance; and have previously managed Human Resources. My academic achievements include a Graduate Diploma in Occupational Hazard Management from VIOSH, MBA and I am a graduate of the AICD Company Directors course.

I have been an active member of the AIHS since 2004 and currently serve on the Victorian Branch, College of Fellows, National conference committee and recently the Board. External to the SIA I am a member of the Stakeholder Reference Group for WorkSafe Victoria and VIOSH as a safety professional.

I would like to further contribute to the development of the strategic focus in serving the safety profession and the growth of the AIHS as a Director and as such, seek your support.