People are defined by their communities
Welcome to the Safety Institute of Australia 2016-17 Annual Report.

The health and safety community is diverse, operating throughout Australia in our cities, suburbs, regions and remote areas. This community works at all levels in commercial businesses, government, not for profit organisations, regulatory agencies and academia, and they can be found on the shop floor through to executive management and governance. This diversity comes together under a common mission and passion to ensure Australians have healthy work environments and ultimately get home safely every single day.
About the SIA

The Safety Institute of Australia is the Industry association for the health and safety profession.

Our vision is for safe and healthy workers in productive workplaces.

Our mission is to:

- Advance the health and safety profession, to deliver the highest quality advice; and
- Be a voice for the profession to positively influence the development of health and safety policy and practice.

We carry out our mission by:

- Building educational standards and consistency through the Accreditation of higher education
- Maintaining and developing a body of knowledge for the health and safety profession
- Building confidence in the capability of the profession through the certification
- Creating and delivering professional development opportunities for our members and others in the field
- Fostering innovation to ensure the growth and development in ideas and the adoption of new knowledge in the field
- Fostering positive discussion and debate on health and safety models and practices
- Providing policy advice and advocacy on behalf of our members
- Forming views on health and safety research priorities and promulgating those views
- Supporting our members to undertake research
- Delivering a range of information products and services to members
- Creating opportunities for participation in standards committees, and the conduct of advocacy on policy
- Engaging in partnerships with other stakeholders to achieve common goals

2016-17 Staff

David Clarke Chief Executive Officer
Louise Berns Executive Officer
Gail Jacks Finance Manager
Penny Toth Events & Marketing Coordinator
Carmen Cita Communications Coordinator
Emma Halloran Communications Coordinator
Marija Cabraja Certification /Membership Coordinator
Karen Zeffiro Executive Assistant
Darren Cheong Finance Officer
Uros Brkic Membership Campaign Manager

Key Consultants

Steve Cowley Editor, Journal of Health and Safety, Research and Practice (JHSRP)
Craig Donaldson Editor, OHS Professional Magazine and OHS Professional E-news
Andrew Heinrichs Social Media Consultant
Kylie Marion Consultant Bookkeeper
Anna Harvey Consultant Bookkeeper
Pam Pryor Registrar, Australian OHS Education Accreditation Board (AOHSEAB)
Anthony Vandenbergh Graphic Designer, JHSRP and OHS Professional Magazine
Chairs – Patrick Murphy

Qualifications: PhD Commenced, Master of Health Science, Master of Business, Graduate Diploma in OHS, Bachelor of Politics, Arts and Sustainability, Graduate Australian Institute of Company Directors.

Patrick has over 17 years OHSE experience working across the retail, construction, mining and most recently oil and gas industries. Patrick has also served in the public sector at senior advisory levels. He also serves on the industry advisory panel for UQ and CQU and is a Chartered Fellow of the Institute. Patrick was also a Director of the Child Accident Prevention Foundation of Australia and Director of Kidsafe Qld. He is a member of the Australian Institute of Company Directors. Patrick also serves as a Director and SIA representative on the International Network of Safety and Health Practitioner Organisations Board.

Patrick also serves on the Workplace Health and Safety Queensland Board, the Queensland Manufacturing Industry Sector Standing Committee and is the Independent Chair of the Primary Industries Health and Safety Partnership.

SIA special responsibilities
- Member Finance, Risk, Audit and Compliance Committee

Director – Cameron Montgomery

Qualifications: Graduate Diploma in Occupational Hazard Management (VIOSH Australia), Advanced Diploma of Business Management, Certificate IV in Workplace Training and Assessment

Cameron has an extensive background with over fifteen years of experience in OHS and Injury Management along with HR, Risk Management, Insurance and Corporate Governance. Through his work in the Commonwealth and Local Government sectors in regional Victoria he has developed extensive experience in public administration, construction, arts, health care and tourism industries. As a safety professional, he serves on the Industry Advisory Board for VIOSSH at Federation University, Stakeholder Reference Group, WorkSafe Victoria and has served on the Industry Advisory Board of SGS Australia as an industry expert. Cameron is a Certified Generalist OHS Professional and Fellow of the Safety Institute of Australia. Cameron has been a Member of the SIA Victorian Committee 2005 – 2009, 2010 – present, and was Chair of that Committee 2010 – 2011.

SIA special responsibilities
- Member, Finance, Risk, Audit and Compliance Committee; and Advisor to the CEO on Industrial Relations/Human Resources issues

Director – Dr Kelly Johnstone

Qualifications: Bachelor of Applied Science (OHS), Bachelor of Health Science (Honours), Master of Science (Occupational Hygiene Practice), Doctor of Philosophy

Kelly is currently employed as a Senior Lecturer with The University of Queensland teaching into the Bachelor and Masters of OHS Science programs. She has developed a broad range of skills and technical knowledge in the area of OHS over the past 20 years through her study, work as an academic and her current and past employment as a Senior OHS Consultant. Kelly has experience in sectors including construction, mining and resources, energy, transport, manufacturing, health and education. Kelly’s main research interests are in the area of occupational hygiene and OHS management. She has been a member of the SIA since 1999 and has served on State SIA Committees of Management and Conference organising committees throughout her time with the SIA.

SIA special responsibilities
- Chair, College of Fellows
Board of Directors

Director – Kelly Lovely  CFSIA COHSProf
Qualifications: Graduate Australian Institute of Company Directors (GAICD), Master of Business Administration, Graduate Certificate in the Social Psychology of Risk, Master of Safety Science
Bachelor Degree of Occupational Therapy
Kelly is a chartered Health & Safety Professional, Change Facilitator and Non-Executive Director. She has a proven track record in delivering health, safety, risk, governance and organisational culture outcomes (often in challenging and high pressure environments). She is often invited to speak at conferences, writes blogs and social media articles and is a hopeful PhD student. Kelly is a consultant, and brings to her board role expertise in health, safety, risk, compliance, process improvement, leadership and governance and has recently graduated from the AICD Company Directors Course (2016).
SIA special responsibilities
● Member Finance, Risk, Audit and Compliance Committee

Director – Andrew Maunder  FSIA ChOHSP
Qualifications: Master Degree Occupational Health and Safety, Advanced Diploma Applied Electrical Engineering
Andrew started his career as an apprentice electrician in the early 1980s and quickly worked his way up the ladder running large commercial and industrial projects in his early twenties. It was during this time that Andrew developed a passion for safety and now has some 20 years’ experience in the safety profession. In that time he has progressed from safety officer qualification through to a Chartered OHS Professional, holding OHS Master’s Degree qualifications. Andrew is currently the Managing Director of Safetylec Management Solutions.
SIA special responsibilities
● Board representative on the SIA Certification Governance Committee

Director – Marissa Dreher
Qualifications: Bachelor of Laws (Honours), Bachelor of Music
Marissa has over 13 years’ experience as an occupational, health and safety lawyer. She is the Director of Dreher Legal, an independent law firm, which practises exclusively in OH&S law. She has acted for local, national and international companies, at both state and federal levels and across a wide range of industry sectors, including manufacturing, stevedoring, construction, oil and gas, mining, utilities, state and local government, rail, aviation, transport and logistics. She has provided legal advice and representation to clients on all aspects of OH&S law, from corporate governance and proactive compliance strategies, to OH&S litigation such as regulatory prosecutions, administrative reviews and coronial inquests. Marissa also regularly conducts executive OH&S training, speaks at various safety conferences and writes articles for safety publications on current OH&S legal issues.
SIA special responsibilities
● Member Finance, Risk, Audit and Compliance Committee

Director – Lindsay Kranz  COHSPrac
Qualifications: Master of Business Administration, Bachelor of Social Work, Advanced Diploma of Occupational Health and Safety, Diploma AICD Company Directors Course, Graduate Diploma in Planning
Lindsay was a caseworker, community development officer and policy officer with the Queensland Department of Health and the Commonwealth Department of Social Security in various regional centres from 1978 to 1992. He transferred into area management in Canberra and subsequently to the Department of Defence in 1996. Lindsay has held a number of Senior Executive Service roles in Defence spanning ADF Family Support, Network and Systems Development, Corporate Support and, since 2009, Work Health and Safety.
Lindsay left the Department of Defence in January 2016 and now works as an independent management consultant.
Board of Directors

**Director – David Segrott**
CPMSIA COHSProf

**Qualifications:**
- Master of Business Administration (MBA) University of Canberra - 1998
- Bachelor of Arts (Majors in Administration and Law, Sub-Major in Organisational Psychology) University of Canberra - 1996

David has been involved in both Injury Prevention and Management for over 40 years. David brings a unique perspective to the industry in understanding all aspects from prevention, through insurance and rehabilitation to claims management. He has broad based experience covering WHS/Prevention, Rehabilitation Management, Risk Management and Workers Compensation Underwriting and Claims Management. David has also held representational roles on behalf of both the insurance industry and the business community, of the ACT OHS Council, the Work Safety Council, including chairpersonship of the Regulatory and Legislative Advisory Committees and Deputy Chairpersonship of the Workers Compensation Monitoring Committee.

**SIA special responsibilities**
- Company Secretary

**Independent Director – Peter Henneken**

**Qualifications:**
- Bachelor of Business, Bachelor of Arts, Fellow of the Australian Institute of Company Directors

Peter has over 40 years’ experience as a public servant, with experience at Queensland and Federal levels including as the chair and director of various statutory authorities and government corporations and as the CEO of various Government Departments. These roles have included Chair of the Safety Rehabilitation and Compensation Commission and Director-General of the Queensland Department of Employment and Industrial Relations, which was responsible for WHSQ, Electrical Safety Office as well as workers compensation policy. He has high level expertise in employment relations and the training sector. He became a Member of the Order of Australia in 2010.

**SIA special responsibilities**
- Advisor to the CEO on VET sector issues

**Independent Director – Victoria Taylor**

**Qualifications:**
- Certificate in Governance Practice, Governance Institute of Australia, Graduate, Company Directors Course, Australian Institute of Company Directors

Victoria is an experienced strategic leader with an in-depth knowledge of policy and political frameworks, communications, public relations and stakeholder engagement.

Victoria spent 15 years in not-for-profit management and policy roles before starting her business, Flourish Communication, providing strategic policy and communications support to industry and government clients in the primary industries sector.

She was recognised as one of the top 100 Women in Agribusiness in 2014.

**SIA special responsibilities**
- Advisor to the CEO, Communication

**Director - Loren Murray**

Loren Murray is currently the SERQA Program Manager, Level Crossing Removals for Metro Trains Melbourne. Prior to this Loren was the Director of CreativeWorks Group. Loren has worked in senior safety roles for more than a decade. In her previous roles she was the Head of Safety & Environment for Pacific Brands and the National Safety Manager for the Retail Division at Linfox Logistics. Prior to that she held senior roles in the construction and manufacturing sectors. Loren is an Adjunct Industry Fellow within the Australian Centre for Sustainable Business and Development at the University of Southern Queensland and has been appointed an advisor on HSE matters to the Board of Australia Zoos.
It is my pleasure to report to members and stakeholders on the progress of the Safety Institute of Australia (SIA) for the 2016-17 Financial Year.

As the national association for the OHS profession we have continued to build capability of the profession and started in earnest on our work to give voice to the profession, though the publishing of our policy agenda.

This year has also seen solid progress made against the SIA Strategic Plan (2016-21) launched last financial year.

Sadly, the past year has seen the country experience many high-profile workplace safety incidents which have placed a national spotlight on Occupational Health and Safety. The rise in OHS incidents internationally demonstrates that our work is far from done. The Institute acknowledges the families and loved ones of those who did not return home at the end of their working shift, or who have suffered a permanent disabling injury or illness. This is simply unacceptable, and as a profession we must remain true to our convictions and never forget our purpose to always reflect on what we can be doing differently. The Institute’s role is to encourage this learning and reflection, providing the spaces and places for health and safety people to come together as a community to learn from each other, share experiences and insights, challenge philosophies and approaches and most importantly encourage each other.

“During the year we commenced a number of vital activities in line with our strategic plan which articulates four key focus areas in which we target our resources to bring the health and safety profession together: Capability, Policy and Research, Engagement and Member Services.”
OHS profession to give the highest quality advice to industry. Critical to our ability to develop are the following which all well-structured professions have:

1. **A foundation Body of Knowledge** (BOK) which describes the key functional areas of OHS work and provides guidance for OHS education;
2. **Education Assurance**: In our case, (a) Accreditation of Higher Education based on the BoK, and (b) our advocacy to improve WHS VET training;
3. **Role definitions** including knowledge and skill requirements at each level (Global Capability Framework) (GCF);
4. **Capability Assurance (Certification)**; and
5. **A framework for career learning** (the new CPD framework currently in development)

This year has also seen us make progress in our policy work, with the launch of our policy agenda for the SIA and the introduction of a series of OHS position statements. This was done in a careful and considered way. We understand and recognise many issues in our field are complex, not easily resolved, and that there are many competing views, however the profession has a unique perspective that should be heard, so that we do our part to positively influence the development of health and safety policy and practice in Australia.

This year has also seen a greater recognition of the SIA by key stakeholders and the SIA profile is benefiting as a result. This in turn enables a stronger and clearer voice to be heard where it matters. Our vision for safe and healthy workers in productive workplaces is something which other stakeholders can share a commitment to, working with us for better results. Our work together with strategic partners is slowly but steadily raising the profile of health and safety, and getting key messages across. Together, we are more effective.

I am pleased to report the SIA is in good health both financially and organisationally and while this has taken some time, the SIA is now well positioned to capitalise on the work and efforts to date. We have course corrected the business and we have proven to bring about stability within the operations and this now means it’s time to come together and look positively to the future. As Chair of the Board of Directors I am pleased to hear the regular positive feedback from our stakeholders about the progress we continue to make and the Board welcomes the opportunity to listen to feedback from stakeholders and members. We continue to govern the SIA in accordance with the guiding principles as set out in the strategic plan.

I am a firm believer that we will always achieve more in improving OHS outcomes when we come together as a community rather than fight the cause alone. There will never be a more important and better time to join the profession and the SIA community than now, as we step out with our capability and policy agendas. The Board is aiming for continued growth in the profile of the profession, as well as the turnover and profile of SIA over the next few years, in order to achieve our strategic goals. It’s time that people who work in OHS across Australia stood up and were counted and recognised for the profession we are becoming. The next couple of years promises to be exciting for the Institute and I look forward to seeing more of the profession become part of it. After all, it is your profession and it is your Institute.

Finally, I would like to convey my sincere gratitude to the following people and groups who make the work of the SIA possible:

- Those at the heart of the Institute - our members - including the community of volunteers across the country for your ongoing expertise, support and commitment;
- The staff at the Institute whose hard work is valued and appreciated and who function every day with member’s interests front of mind;
- Our many, strategic partners and sponsors and stakeholders. Without you, we cannot achieve our goals; and finally
- My Board colleagues, for their support and dedication and especially those outgoing Directors for their contributions and efforts. Special thanks to the Deputy Chair, Nathan Winter and our Independent Non-Executive Directors, Ms Victoria Taylor and Mr Peter Henneken.

We know what it takes to volunteer your time and commitment, and all contributions are greatly appreciated. I would also like to acknowledge and thank all of those working across Australia who are committed to improving occupational health and safety outcomes. It’s time we come together and work as a true OHS community and drive better OHS outcomes across the country.

Once again, I am honoured to have served as the Chair of the Board of Directors of the Safety Institute of Australia in 2016-17. It is a privilege to serve the profession. I appreciate your ongoing support and we all look forward to another successful year ahead. I commend the 2016-17 Annual Report to you.

Patrick Murphy CFSIA, ChOHSP, Chairman, Safety Institute of Australia
Now into my third year as Chief Executive, I am proud to present an overview of the operations of the Institute for the 2016-17 year as we work toward the goals outlined in our strategic plan.

We chose a ‘health and safety community’ theme for the Annual Report for two reasons. Firstly, this is how the Institute works. We are a community of health and safety people who work together and who collectively influence the directions the Institute takes. In this way, we reflect the profession and its views – for more than four thousand members – which collectively, are a pretty good cross section of a diverse field. We certainly can’t please all of the people all of the time and the profession has very diverse views on many things, but we do our best to acknowledge and respect the diversity that lies within our membership and to reflect that.

Secondly, we see the wider profession as a community with important things in common. I have spoken before of the fragmented elements of the profession, the differing schools of thought, the differing backgrounds that people bring, and the different levels at which people work as just some examples of diversity. However, underpinning this is a powerful common cause and passion for health and safety which calls us to work together in that common cause. The work of health and safety requires knowledge, skill and commitment no matter what level you do the work, and if the profession is to become more sophisticated and capable, we must recognise the commonalities and focus on them, rather than the differences.

“We chose a ‘health and safety community’ theme for the Annual Report for two reasons. Firstly, this is how the Institute works. We are a community of health and safety people who work together and who collectively influence the directions the Institute takes.”

The work of the Institute never really slows. As one task is completed, two things will often take its place. As challenging as this can be I see it as a good sign that we are making progress. It’s healthy to be dynamic – as long as you aren’t too stressed. It’s healthy to have a big task ahead – as long as you can find progress toward it. In these pages, you will find our progress. For those with a passion for change, it’s always too slow, but we’re moving in the right direction, and close to the speed limit! Virtually everything is growing and changing.
The Board, myself, the staff team, and more than 200 people on branch committees and other groups that do the work of the Institute, take our cues from many areas but first and foremost is the wider membership. This year our member survey was completed by 882 people which more than doubled the feedback from the previous year, and I like to think that this is because people now know we listen. We took in a wealth of information from more than four thousand written comments, and it wasn’t all praise. Members are particularly keen to see us:

- Build our voice and our advocacy work, and in particular search for ways to build the standing of the profession
- Keep our focus on doing more for regional members – make sure we’re not capital-city centric
- Do more to promote certification of the profession
- Build our events program further, including ensuring members get even more value
- Do more to improve professional development for people; and
- Support growth in networks, including the regional focus.

The advice is clear and we are already responding. As younger people move into the profession we are seeing a segmentation of expectations and needs. For example, communications: We have an emerging cohort of young people that want a stronger social media experience, easier access to the information they need at the touch of a button, the right information pushed through to them unasked - or the ability to seek out a professional networking experience via their smart phone. On the other hand, another strong cohort of members is reminding us that they continue to most highly value the face-to-face experience, want to keep their hard copy magazine, and exhort us not to throw the baby out with the bathwater as we change our communication style. Both approaches are valid, and our challenge is to bridge the gap and deliver at both ends.

As the sixth largest country in the world, our members are spread across the country in roughly similar proportions as the general population. There’s no silver bullet for regional and remote members who are more isolated, but we are taking a number of steps that will help. This year we again grew our webinar program and will do more in the year ahead. Webinars are a strongly emerging delivery mechanism for short, focused CPD offerings, easily accessible wherever you are. We are supporting people who want to step forward to set up regional networks, we are seeking partners in regional areas who can help us with economies of scale, and we are offering bigger discounts for regional members who have to travel to city-based events. Together, these things will make a difference.

The health and safety conference and events market has a lot of commercial interest, and is fragmented. Rather than just being another player in the market, we have created a genuine convention model #SafetyScape, where we are inviting partners in the health and safety community to deliver their events over a week each May for everyone’s mutual benefit. Together we can build some economy of scale and provide a wider offering to the profession.

The training and professional development market is similar to the conference and events market with diverse competing commercial interests, and a fragmented offering for the profession. Again, rather than just being another player in a market which could produce revenue, we have taken up our role as the professional association, and are creating a national training and professional development framework, drawing on the OHS Body of Knowledge, the OHS Global Capability Framework, and industry advice. We will provide guidance to training providers about the needs that are out there, and seek to bring some order to chaos. In the coming year, we will continue to build on our policy agenda and grow our voice. As a small industry body with a diverse membership this is hard enough, with so many views about exactly what position we should hold on any number of issues. Being influential is another thing entirely. All around us is the status quo, and it exists because on balance, the most powerful interests agree that it should do so. Any attempt at change brings us into potential conflict with those interests. These challenges ensure that the more advocacy we do, the more interesting our times will be.

Three people still die every week in Australian workplaces - not to mention the thousands who are seriously injured and whose lives are drastically altered. I sometimes reflect, in this the 21st century, on just how appalling those numbers are. I know I speak for all of the staff and our many volunteers and contributors, when I say that in the year ahead we will continue to work as hard as we can to make Australian workplaces healthier and safer. I invite all people with a passion for health and safety to join us with that challenge.

David Clarke,
CEO, Safety Institute of Australia
Member Services

We serve the members and the wider profession in everything we do, including our work under the Pillars of Capability (such as certification, or our mentoring program) Policy and Research and Engagement. However, we also deliver a range of direct services to members throughout the year to help keep them connected.

We deliver these member services through both the national office and our branches, where many new ideas and initiatives are created. In the following branch reports, you will get a sense of the large number of people who come together to enable the work of the Institute. If you are interested in getting involved at the branch level to contribute to building the member experience in your region, there are always opportunities available. Contact your Branch Chair.

- We believe that information from trusted sources is essential for professional practice, and we will seek to enable ready access to members for current research, regulation, best practice, issues papers, guidance material, case studies and discussion forums.
- We believe that we must provide a wide range of information which addresses the diversity of needs of our members, regardless of the level at which they work within the field of health and safety.
- We believe that there is a need for better-targeted, well-organised and affordable events, focused on current issues relevant to professional practice. We will design and implement an events program based around active engagement from our branches.
- We believe that members can benefit from access to products to assist them in their professional lives (such as discounted training courses, conference fees and public liability insurance, and the purchase of health and safety equipment, publication subscriptions and information technology).
- We believe that our branches are a critical part of our organisation. The work of the SIA cannot be conducted without them, and we will continue to support their growth and development.
South Australia has a population of 1.67M, of which 1.3M (three in every four people) live within the greater Adelaide area. As a result much of the state’s economic centres are based around the city of Adelaide. Outside of Adelaide the state has one of Australia’s largest wine regions encompassing the Barossa and Clare valleys, manufacturing across Spencer and St Vincent gulfs, and an active tourism industry. Much of the state is made up of very sparsely populated remote areas.

In a workforce of 820 thousand, the top workforce participation sectors in South Australia are Health Care & Social Assistance (15.1%), Retail (10.9%), Manufacturing (9.6%), Construction (8.2%), Education and Training (7.7%) and Public Administration & Safety (7.1%)1.

Although it is not one of the largest sectors, the end of the mining and resources boom has impacted on SA, with the recent closures of several major mining/resources-related businesses negatively impacting on the numbers of personnel working in health and safety.

In SA, we feel that organisational culture in regard to health and safety is lagging behind other jurisdictions. We have a long way to go in positioning the value and advice of suitably qualified and experienced health and safety people. Many organisations are still of the opinion that little more than a Cert IV in WHS is necessary for providing the advice that keeps large workforces safe and healthy.

In July 2016, SafeWork SA introduced an ‘educator model’ in order to assist workplaces with WHS compliance requirements, which is a positive step. SA is currently undergoing a review of the success of the implementation of WHS legislation, with reviews and feedback having been received from 14 different industry/employer groups.

The South Australia Branch

The number of SIA members in SA is steadily growing, with a current total of 275 members. Of these, 80% are located in the greater Adelaide area. This is a reflection of the spread of South Australia’s population.

The local branch committee puts together a series of events throughout the year for members. The past 2 years has shown noticeable improvement in the quality of events, and we are continuing to grow the range of opportunities available to health and safety people, in networking and professional development.

The SA Branch is continuing to re-establish links with key bodies in SA such as SafeWork SA and Uni SA. We will also be seeking to build stronger links with other major groups such as unions and industry associations.

This year we presented an award to our SA Top OHS Graduating Student – Ian Clark (Qantas commercial pilot, based in Sydney) for completion of a Masters in Human Factors and Safety Management Systems from Uni SA. This is an interesting scenario, as Ian is the second person in the past 3 years to be the top OHS graduating student in SA who does not actually work in the field of safety. Congratulations and well done!

Thanks to all current and retiring committee members for their great contributions to the SA Branch.

Branch committee members:
Chairperson: Craig Schopp
Deputy Chairperson and Secretary: Paul Kayser
Current Members: Tim Wilson, Tony Burroughes, Dr. Janette Rose, Carolin Roberts, Andrew Barrett
Retiring Members: Alan Walker, Rory Sweeney, James Smith

Craig Schopp, SA Chair
Western Australia has a population of over 2.6M people (10.5% of the Australian total. Almost 1.7M reside in Perth with the remainder spread across a State that accounts for 33% of the land mass of Australia, WA is a state which on its own, is larger than all but 9 countries in the world. This presents many significant challenges for health and safety in workplaces.

WA has for many years been at the heart of Australia’s mining and resources and construction boom, which has had significant flow-on financial and social impacts across all industry sectors. The end of the boom has brought reversals in key economic measures, migration and increased unemployment and under-employment. As a small counterbalance to this, despite net outward migration interstate and overseas, WA’s population growth has remained positive (0.7% pa) due to a mini “baby boom”.

In a workforce of 1.35M, the main workforce participation sectors in WA are Health Care & Social Assistance (11.4%), Construction (10.6%), Retail (9.8%), Manufacturing (8.2%), Education and Training (7.6%), Mining (7.4%) and Professional, Scientific and Technical Services (7.2%).1 Between 2003 and 2015, WA had 400 workplace fatalities or 2.6 per 100,000 which coincided with Australia’s average rate. Transport, postal and warehousing accounted for 82 deaths, Agriculture, Forestry and Fishing 81, Construction 48, Manufacturing 48, and Mining 40. Deaths on the road were in addition and in 2016 totalled 195, 75 of which were metropolitan and 120 regional. Even allowing for state-specific characteristics, the level and rate of safety improvement is below best practice.

Workplace Health and Safety in WA continues to be regulated under old legislation after a long period where the state has delayed moves to harmonise legislation nationally. Despite regular submissions and urging by the WA Branch, the Coalition Government had not enacted model WHS legislation by the time it lost office in March 2017. The incoming Labor Government has merged all safety regulation from 1 July 2017 in a new Department of Mines, Industry Regulation and Safety and it is hoped that WHS and associated legislative and regulatory reform will follow.

The West Australian Branch
The WA Branch of the SIA is well represented with 581 members. A small committed group of these members work hard to create a range of branch events and activities, ensuring we have a policy voice in the state. We always encourage and enable others to be a part of this community of leaders.

Highlights of the year included our Symposium on 9 September with Dr David Borys as keynote and a number of smaller events such as ‘great debates’, a screening of the Deepwater Horizon film and process safety discussion that was then picked up nationally, and a site visit to the Sail Training Ship Leeuwin II. The Branch made a number of policy submissions and engaged with several like-minded safety bodies. Looking ahead, the focus will be on growing and serving the membership by leveraging the enthusiasm of members, addressing key safety and health challenges and encouraging certification, CPD and collaboration with WHS partners. We will also continue to actively contribute to policy reform.

On behalf of the members I would like to acknowledge outgoing committee members in 2016-17, Lee Armstrong, Dr Martyn Cross, Fred Easton, Dr Andrea Jia, Cara Leavesley, Bruce Vernon and particularly past Chair Mike Walsh. Long-serving Secretary Adam Parsons resigned from that role but remains on our committee.

Branch committee members
Kym Bills (Chair), Dr Marcus Cattani (Deputy Chair), Brendan Green (Secretary), Nathan Winter (National Board member and Treasurer), Richard Barna (Stakeholder Engagement), Melissa Allsopp (Social Media), Celia Antonovsky (Social Media), Lauren Neville (Women in Safety), Cameron Stevens (Young Safety Professionals), Andrew Chandran, Andrew Clarke, Deepak Maru, Adam Parsons and Simon Roberts.

Kym Bills, WA Chair
With a population of nearly 400,000, the ACT sits in the heart of an area surrounding southern regional NSW and has developed into a central transport and service hub for the region. Canberra has many unique qualities in its design, geographic location and its reason for existence, constructed to be the nation’s capital.

In a workforce of 217,000 the main workforce participation sectors in the ACT are Public Administration and Safety (28.2%), Professional, Scientific and Technical Services (12.3%), Health Care & Social Assistance (10.6%), Education and Training (8.7%) Accommodation and Food Services (7.1%) and Retail (7.0%)\(^1\).

Although these statistics show Canberra’s traditional history as a public service city, the nature of work in the ACT has shifted over the decade to where there are now more people employed outside the public service. This creates a new dynamic, with the commonwealth public sector being a relatively lower risk environment whereas the private sector and parts of the ACT public service have much higher and more diverse workplace risk profiles (i.e. road maintenance, bus fleet operation, National Park management, emergency services, etc).

The largest single employing entity in the ACT is the Defence portfolio which consists of a number of component organisations. Defence headquarters are located in Canberra. One of the component organisations in Defence is the Estate & Infrastructure Group. The Group has around 1,700 civilian and 200 military staff spread around Australia, and maintains environmental stewardship of over 2 million hectares of land with more than 700 leased or owned properties, containing more than 25,000 built assets.

The climate in the ACT provides unique challenges to WHS with temperatures ranging from minus 8 in winter to around 40 in summer. Several fatalities over recent years in construction, have highlighted the risks associated with that sector and high-profile reporting on this has perhaps unfairly given the impression that the ACT is a more dangerous jurisdiction to work in than others.

The major infrastructure project currently underway in the ACT is the construction of the first stage of a light rail system that will run from the northern suburbs to the city centre. This project has created challenges in WHS management both in the construction phase and when the light rail system becomes operational.

**SIA ACT Branch**

Compared to other states and territories, the local branch is small in numbers but we have a diverse range of WHS experience from a wide range of industries and workplaces. This enables the membership within ACT to share with and draw from a wide range of highly skilled and professionally qualified people working here in health and safety.

I would like to thank all members of the branch committee for their engagement and support this year, despite all having very busy work commitments that in some cases involves extensive traveling. I would particularly like to thank Phillip Howard for his ongoing support as Branch Secretary and David Segrott for his continued support and guidance.

**Branch committee members**

Ian De Costa, Chair; Philip Edwards, Vice Chair; Philip Howard, Secretary; Committee members; Coline Constable, Amanda Day, Patricia Devlin Hourigan, Peter (PJ) Fleming, Ashley Phillips, Kerry Plunkett and David Segrott.

**Ian De Costa, ACT Chair**
The Northern Territory is well known for its many unique elements including extensive Northern sea borders, large remote regions, wonderful natural values driving tourism including international destinations like Uluru, the “melting pot” capital city of Darwin which acts as a seaport gateway to the North, and it’s sub-tropical climate.

Whilst the Territory covers nearly 1.4M km², the population is only 250,000, (5.6km² per person) and nearly 60% of these people live in the capital city, Darwin.

Of a total NT workforce of 137,000, the top workforce participation rates by sector are in Public Administration and Safety (16.5%), Professional, Scientific and Technical Services (12.3%), Healthcare and Social Assistance (11.4%), Construction (10.1%), Education and Training (9.2%), Retail (8.7%) and Accommodation and Food Services (7.8%).

Health and safety roles in the Territory are mostly found within the sectors outlined above, and predominantly in Darwin, with some roles either in Katherine, Alice Springs, or on mining sites in regional areas. Recent investment by the Commonwealth in the protection of Australia’s sea borders has brought growth in the public administration and safety segment which incorporates defence and border protection.

Distance, climate, diversity, health and wellbeing represent some of the key challenges for health and safety people in the territory.

The NT Branch
The NT Branch is a small team of people who are first and foremost, a network of colleagues who come together to discuss health and safety. The group creates a series of activities for Territory members each year with the annual conference/symposium at the heart of it all. This past year the symposium was held in National Safety Month and October Business Month for the 3rd year with the continual support from the Regulator, Charles Darwin University and Department of Business, Trade and Innovation. The Committee has launched a series of events including networking and breakfast seminars since January and has been going strong. The breakfast series has included such topics as the Dangers of Group Think, Process Safety in a Chemical Weapons De-construction plant in a demilitarised zone and Contractor Management from the perspective of the Regulator.

The NT Branch has also sponsored the Emergency and Disaster Management post graduate programme at Charles Darwin University for the 3rd year running, presenting an award to the highest achieving student in the course.

The NT Branch with 70 members has been flying solo now for its 2nd year, so every week is a new adventure. The ability to tap into the remote areas of the Territory is something that needs attention, as these areas offer a unique perspective on the ‘can do’ attitude of safety minded people.

The NT Branch would like to acknowledge the following companies/organisations for allowing committee members to support the safety industry: Roof Master/Metal Master, Department of Business, Trade and Innovation (DBTI), Roper Gulf Regional Council, JKC, YBE and Outback Safety.

The committee would also like to thank the continual support of NT WorkSafe, Charles Darwin University (School of Health) and October Business Month (DBTI). The committee would also like to thank DoubleTree Hilton for the Venue during the Breakfast Series.

The committee would like to especially thank the partners and families of the committee members for their continued support.

Branch Committee Members:
Sean O’Connor – Arnhem Land Representative
Daniel Kirk – Katherine Region Rep
Wendy Kirkbright – Palmerston Region Rep – Treasurer
Mark Koppen – Palmerston Rep – Deputy Chair
Patricia Pereira – Darwin Representative
Martyn Hill – College of Fellows Representative – Chair
Bruce McKinley – NT WorkSafe (Regulator) Representative
Akhilesh Surjan – Charles Darwin University Representative
Martyn Hill, NT Chair

Associate Professor Simon Moss from CDU, during the 2016 NT Symposium explaining psychological biases.
NSW is the most populous Australian state with 7.544M people. Sydney, Australia’s largest city contains 4.6M people within the greater Sydney region.

The state’s industry east of the great divide along the eastern seaboard is diverse, with regional and farming communities to the west of the dividing range. In a workforce of 3.85M people, the highest areas of workforce participation by sector are Healthcare and Social Assistance (12.5%), Professional, Scientific and Technical Services (10.0%) Retail (9.7%) Construction (9.1%) Education and Training (8.0%) and Manufacturing (7.1%).

Because of its economic diversity and population size NSW has been less affected by the end of the mining boom than many other states, but has been heavily affected in the long term by other trends such as the decline of Australia’s manufacturing industry. In recent years the state, particularly Sydney, has experienced a long-term construction boom which has created many health and safety jobs which has brought with it supply and demand issues on many levels. There has been growth in public infrastructure in particular major transport projects. As SafeWork NSW discussed at the National Conference in 2016, small business is on the rise with low to nominal WHS knowledge and we will soon experience the impact of this change. As the home of many corporate headquarters of large Australian companies, Sydney has relatively high numbers of the most senior roles in health and safety in relation to the safety profession.

**The NSW Branch**

With state membership of just under one thousand, the branch works hard to provide opportunities for engagement for people at all levels of the profession, across a diverse range of industries and areas of the state. The branch committee and working groups are currently growing, as we add new faces and grow our network within NSW. We also continue to engage with state/federal regulators via SafeWork NSW and Comcare. Contractor management and psychological injury/wellbeing continue to be topics of interest to our members locally.

In the year ahead, we will support greater activity for our regional members, and yet again grow our events and networking program.

The NSW Branch thanks those members who continue to dedicate their time to assist with branch activities from facilitating and attending meetings, contributing ideas, organising events and making key contacts. We also thank our key partners and friends who also continue to work closely with us and provide both intellectual and resourcing support.

**Branch Committee Members:**

Melissa Pollock, Carolyn Moore, Kate Curtain, Katrina Macgregor, Connie Mendoza, Roger Fairfax, Felicia Harris, Joachim Geussens, Michael Johansen, Michelle Price, Leanne Treadwell, Simone Fraser, Michael Johansen, Chi Ly, Ken Robertson, Martin Taylor, Wade Needham, Adam Jadseric, Brett Hickinbotham, Campbell Reade, Wonder Nyoni and Kelly Lovely.

**Mel Pollock, NSW Chair**
The state of Queensland is highly diverse geographically, socially, and across industry types. The Brisbane and SE region of Queensland holds a population of 3.5M people (around 75% of the state’s total population) which creates a stark contrast to very large sparsely populated farming areas, and coastal towns in other areas of the state. The state has a relatively large mining sector, and a very large tourism focus.

In a workforce of 1.37M people, the highest levels of workforce participation are in Healthcare and Social Assistance (12.7%), Retail (10.5%) Construction (9.8%), Public Administration and Safety (7.6%) and Education Training (7.5%) as the highest areas for work.

The last 12 months in Queensland has highlighted that there is much more that needs to be done to improve and the health, safety and wellbeing outcomes for workers, with tragic deaths at Eagle Farm, Dreamworld and the re-identification of Coal Worker Pneumoconiosis.

Following Eagle Farm and Dreamworld, the QLD Government established a ‘Best Practice Review of WH&S’ with a focus on compliance and enforcement, and announced plans to institute a new offence ‘negligence causing death’. There remains some doubt as to the need for a new penalty-based deterrent rather than a revised model of enforcing current WHS laws.

In May 2017 the Parliament Commission released the report ‘Black lung white lies’ inquiry into the re-identification of Coal Worker Pneumoconiosis (CWP) in QLD, a sobering reminder of what can happen when the fundamentals are forgotten and drift from design and underlying scientific knowledge is allowed to occur. This systemic breakdown has now resulted in the confirmation of 22 reported cases of CWP. This number is likely to increase over time arising from new diagnosis in future years stemming from the long latency periods between exposure and diseases onset. Recommendations have been made and actions are underway or being planned. The learnings from QLD will be crucial to ensuring the eradication of CWP from the coal mining industry nationally.

Potential wider implications for industries beyond those dealing with coal are likely to arise from the supplementary inquiry which is reviewing other respirable dusts in the occupational setting with respect to silica and silicosis (including mining, construction, quarrying etc.). Findings from this extended inquiry are expected later in 2017.

**The Queensland Branch**

A large community of health and safety people work together across different areas of the state throughout each year, to network and share their experiences, build knowledge through training and mentoring, and contribute to policy for the Institute.

We would like to acknowledge the individual and collective efforts of all the people listed below that drive the SIA here in Queensland. Thanks also to every speaker who made themselves available and the many organisations who sponsored and partnered with us to deliver the events in Qld this past year. Lastly all fellow QLD volunteers would like to publicly acknowledge and thank Matt Skubis, who is moving to Melbourne for his work here in QLD as Branch COM member, Visions Organising Committee and ever willing speaker and presenter at conferences and events over the past 12 years.

**QLD Branch committee members:**
Carolyn Gentle, Roxanne Egeskov, Naomi Kemp, Cassandra Madigan, David Randall, Dave Whitefield, Malcolm Burgin, Brett Jones (Deputy Chair) and Bryce McLaren (Chair)

**Regional Event Coordinators:** Peter Lupschen and Jo Kitney (Brisbane), David Randall (Gold Coast), Michael Courtney and Peter Meredith (Toowoomba), Alice Young, Petrina Hilton, Carmen Cita, Dennis Millard, Paul Jonas (Sunshine Coast), Alan Dudderidge (Townsville), Andrew Maunder (Cairns), Lance Watson (Rockhampton).

**YSP QLD Committee:** Naomi Kemp, Tim Gilchrist, Sarah-Jane Rayner, Michelle Oberg.

**Visions Conference Organising Committee:** Jenny Goss (Chair), Allison Hutton, Matt Skubis, Dave Whitefield, Bryce McLaren and Peter Meredith.

**Bryce McLaren, QLD Chair**
With a population of just over 500,000, and Australia’s only island state, Tasmania’s largest economic drivers have traditionally been Forestry and Tourism. These two sectors have often found themselves struggling with competing values, and policy changes that have impacted the forest industry have meant that the state must make the most of its outstanding natural values into the future.

Whilst more than 40% of Tasmanians live in the Hobart area, our regional centres in the north and north west are thriving communities. The Tasmanian branch works to serve around 100 members from all across the State.

In a workforce of just over 240,000, the highest areas of workforce participation by sector are Healthcare and Social Assistance (14.3%), Retail (11.0%), Construction (9.4%), Accommodation and Food Services (8.4%), Education and Training (8.0%) and Public Administration and Safety (7.4%).

The Tasmanian Branch
Our membership profile, whilst small, is exceptionally diverse and includes representatives from each of the sectors outlined above as well as mining, aquaculture, transport and emergency management sectors.

This year the branch team reviewed our approach to events and offerings to members. We aligned our activities to the SIA Strategic plan, and have managed to deliver not one, but two high quality symposiums in a 12-month period. We also forged strong industry and corporate member alliances during this time, including our partnership with Better Work Tasmania, which has seen very high attendance at events. We’re thrilled with this progress and intend to continue to build on the foundation of this year’s work.

The Committee evaluated our local communication and member engagement platforms and introduced a quarterly branch update to members which promoted the events, training and trends emerging in Tasmania.

The 2017-18 period will include the continuation of state wide events in partnership with Better Work Tasmania to ensure an industry focus to connect our members, encourage new membership and support the local Tasmanian communities in which we work and live.

We also aim to deliver our third Safety Symposium & Trade Show and our organising committee will be looking at the format, location and content as guided by our membership and local emerging issues.

I would like to thank past and present members for their contribution, but my sincerest thanks to Ken Nolan (Immediate past Chair) for his support of the Institute and our Branch, enjoy retirement!

Also to Phillip Bourke, who coordinates the efforts of the north and north west focus groups, your passion and commitment is very much appreciated.

My final thanks to our active Corporate Supporters Relevant Drug Testing Solutions Pty Ltd (Gold Member), University of Tasmania (Silver Member) and our network of industry and business supporters including Better Work Tasmania, Page Seager Lawyers, Safe Workplace Solutions, Concept Safety Solutions, Best Practice Certification, Lucidity Software, SafeTCard and SRTA Life Rescue.

Branch Committee Members:
Lauren Jago (Chair), Ben Lehner (Deputy Chair), Ken Holmes (Treasurer & Secretary), Philip Bourke (Deputy Chair NW), Ken Nolan (Deputy Chair North), Phil Owen, Ingrid Baldwin, Matt Prendergast, Oliver Fearman, Adrian Pursell, Laura Maddock, Peter Coxhell, John Kirwan, Neil Johnston, and Heidi Hofler.

Lauren Jago, TAS Chair

Lauren Jago and fellow presenters at a joint SIA and Better Work Tasmania Event.
With a population of more than 6M people and Australia’s fastest growing capital city - Melbourne, Victoria has a diverse range of industry.

In a workforce of 3.12M people, the highest areas of workforce participation by sector are Healthcare and Social Assistance (13.3%), Retail (10.8%), Manufacturing (9.2%), Professional Scientific and Technical Services (8.8%), Education and Training (8.5%) and Construction (8.25%).

With a state economy which has historically had a strong contribution from the manufacturing sector, its decline has seen a long term restructuring of the state’s economy. The reorientation of the workforce is seeing continuing growth in Healthcare and Social Assistance, Retail, Construction, Professional Services, Education and Training, and Accommodation and Food Services bringing with them many OHS/WHS opportunities at all levels.

This dynamic has seen large scale growth in small to medium enterprises. Successful small firms are having to adapt and innovate to exist profitably and sustainably, and we believe a key factor in this is good health and safety leadership and management.

In terms of general safety issues in the state, unsafe plants continue to feature highly, while falls from heights, workplace bullying and transport related incidents are also prominent. Organisations continue to face significant challenges in managing ill and injured employees in the workplace, including workers with mental health conditions.

Within the regulatory environment, the move towards a fully harmonised safety regime across the country still seems a long way off with Victoria maintaining its current laws.

WorkSafe Victoria is currently putting the spotlight on Agriculture as farmers are far more likely to die at work than any other Victorian worker, despite the fact that agriculture employs just 3% of Victorian workers, and the singularly largest killer of farmers and their families remains quad bikes.

The Victorian Branch
This year, on the policy front the branch provided a series of submissions in consultation with members, including the review of Occupational Health and Safety Regulations 2017 and Equipment (Public Safety) Regulations 2017, which resulted in several suggestions being adopted, as well as the review of the Labour Hire Industry, which resulted in the Victorian Government committing to establish a licensing scheme and code of conduct to stop the widespread exploitation of Victorian workers.

The branch also continues to design and deliver a range of events throughout each year including an annual conference, professional development events, workplace tours and networking.

In the next year or two, we are working towards making meetings more accessible to members who want to join and be part of our key working groups: Events & Networking, Stakeholder Engagement and Policy Development.

I’d like to acknowledge the broader Branch community, but specifically the efforts of Cameron Montgomery, Pam Pryor, Amanda Benson, Kelvin Genn, Geoff Hurst/Engineers Australia Risk Engineering Society (RES) and the Risk Management Institution of Australasia (RMIA) for their assistance in various capacities from providing resources, injecting ideas, to pointing the committee in the right direction when most needed. I would also like to acknowledge the hard and often thankless work of the SIA Office Staff, particularly Penny Toth who has successfully worn many ‘hats’ this year. With continued National Office Staff support, I look forward to meeting our challenges head-on to position the SIA to deliver strongly in the coming years.

Branch Committee Members:
Sajan James (Branch Chair), Mike Edwards, Andrew Heinrichs, Fiona Luc, Mario Machado, Sean McIntyre (retired), Anita Patturajan, David Savio, and Tennille Zahra.

Sajan James, VIC Chair
Networking Events 20%

Some of the most significant events presented amongst this program included:
- SIA National Health & Safety Conference
- The 2016 Wigglesworth Lecture
- Visions Conference – 2016 & 2017
- SIA Tasmanian Safety Symposium 2017
- Deepwater Horizon Revisited – Workshop Tour
- South Australian Safety Seminar Series: OHS 70 years on
- The Ageing Workforce and WHS - Preparing for the Future Workshop
- Herbert Smith Freehills Annual OHS Breakfast
- Perth Safety Symposium 2016
- SIA Women in Leadership Forum
- YSP Speak (Young Safety Professionals)

This year’s program demonstrated significant growth of 41% in the number of events held during the 2015-16 financial year, and an overall 81% increase in the number of attendees. We intend to see this grow again in the coming year, as our members ask us to generate more opportunities to connect and learn. Of the 5570 total registrations received, 72.9% of these were SIA members.

The expansion of the 2016-17 events & professional development program has enabled the Institute to continue its work to drive down prices for members, which will continue to be our focus in the year ahead.

The establishment of the Women in Safety & Health Network and the expansion of the Young Safety Professionals Network into QLD, NSW, SA and WA also enabled the Institute to reach a targeted demographic of the SIA membership, while also attracting the interest of specific non-member groups.

The recent 2017 SIA member survey, highlighted that the Institute must do better to service members located in regional and rural areas, and we aim to do this by expanding the events program with a particular focus on more webinars, special discounts on city events for members in regional and rural areas, and more support for regional networks.

The 2017-18 events & professional development program will also grow with a new focus on guided content, through the OHS national professional development framework, now being developed. This will include targeted training for people at the different levels they work within the profession.

Penny Toth, Events Coordinator
The Women in Safety & Health (WISH) Network

The Women in Safety & Health (WISH) Network goal is diversity and inclusion across the Australian Health & Safety profession and in practice.

The 2017-18 year will concentrate on gender equality issues through a new focus on research, thought leadership and mentoring and an ongoing commitment to events and social media. Highlights for the year will be a nationwide survey and analysis on gender issues in health & safety; the profiling of leading women and men dedicated to supporting the needs of professionals entering the industry and a stretch target to support the mentoring needs of women mentees.

WISH Steering Committee Members

Kelly Lovely, Alena Titteron, Sarah-Jane Dunford, Penny Toth, Ria Smith, Sarah Cuscadden, Alison Burgess, Amanda Day, Samantha White (cadet) and Sharron Warner have formed working parties following a successful expression of interest for new members. WISH Steering Committee members will continue to meet, advocate for change and work with our male colleagues to champion change.

The WISH Strategic Plan 2017 will be formally launched in July 2017 with a national launch event.

Young Safety Professionals Network

SIA’s Young Safety Professionals Network has continued to go from strength to strength, driven by its growing member base.

Since its inception, YSP groups have been established across all SIA branches, with events and informal meet ups bringing together young and early career safety professionals from various industries.

Key highlights include WA’s Great Debates, VIC’s OHS Perspectives on Leadership and QLD’s YSPspeak conference. Supported by the National Office, the YSP Network is coordinated by a National Organising Committee, with representation across Australia.

The grassroots energy and passion within the extended YSP Network has generated a great sense of momentum, leading to a 2017-18 focus of Rethink, Recharge, Reconnect.

National YSP Steering Committee Members:

Tim Allred, Steven Cuce’, Naomi Kemp, Cameron Stevens, Andrew Barrett, Wade Needham
In all of our activities such as conferences, networking and other events, we have a strong theme that these activities provide opportunities for more experienced people in the profession to share their knowledge with less experienced people. A few years ago, driven by this commitment, a number of committed members of the Victorian Branch led the creation of a mentorship program which has had very strong interest.

In the intervening period, we received a regular flow of suggestions from members that such a program would be beneficial, and so with the initial hard work and coordination of member Rob Lowe and later input from Deb Burlington, as well as a new website which allows members to register as mentors or mentees, the program has been re-established.

The Mentor program in its establishment year has had 54 mentors and 46 mentees register. A free webinar was held in March, with Rob and Deb presenting on ‘The language of coaching, training and mentoring’, and as an indication of the level of interest in Mentoring, there were with 199 registrations with participants able to ask questions during the webinar.

The SIA College of Fellows has established a Mentorship program committee chaired by Karen Wolfe, to support the next stage of the development of the program. SIA members who expressed interest in the program have been invited to be a part of that committee, and we look forward to the continued growth of the program.

“Life’s most persistent and urgent question is, what are you doing for others?”  Martin Luther King, Jr
One of the most important things members tell us is the importance of maintaining the quality of the information services we provide. This helps keep people connected and up to date with what’s happening in the field of health and safety. Health and safety people want to see platforms for discussion in various forms, covering a range of issues – general news, events, emerging research, new ideas, and general discussion and debate on the issues people are facing in keeping workers healthy and safe.

**The SIA OHS Professional Magazine**

Produced quarterly, OHS professional contains in-depth and topical articles, news and emerging research, with a focus on how health and safety issues are playing out, on the ground in Australian companies today. **OHS Professional is available to members at no charge.**

**The Journal for Health and Safety Research Practice (JHSRP)**

An international publication of the Safety Institute of Australia is aimed at health and safety practitioners, researchers and students. The journal aims to:

- Promote evidence and knowledge based practice in health and safety;
- Share information about health and safety interventions;
- Share information about solutions to health and safety problems;
- Encourage intellectual debate around propositions for improvements in practice.

From this year, the journal’s articles will be made available on EBSCOHost, an international database which includes health and safety research.

**EBSCOHost: online research database**

We know that our members consider the access to a wide range of knowledge and ongoing learning important, so we ensure that they have access to literally tens of thousands of research documents from around the world, on the health and safety issues through our online research database EBSCOHost.

**Social Media**

These days, a social Media presence is essential and we have our Facebook, LinkedIn and Twitter activities to keep people up to date on issues and be a part of health and safety conversations.

The health and safety profession has a particularly strong presence on LinkedIn, with nearly 14,000 members.

We ensure that to meet the differentiated needs of our members, we continue to provide a range of communications, and not just through modern forms of social media.

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**“Small Acts when multiplied by millions of people, can transform the world”** Howard Zinn

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**The SIA “OHS Professional eNews”**

Received fortnightly with a distribution of more than 5000, our newsletter provides people with current OHS news and updates, conferences and events, and OHS job vacancies, as well as advertising products and services provided by suppliers to the profession.

It is distributed via email and also available in the Members Only area of the website.
Capability

The Institute serves the profession in two key ways: it acts as a voice for the profession, and it works to grow the capability of the profession to ensure the highest quality advice to industry.

By doing these two things, we are doing our part to work towards our vision for safe and healthy workers in productive workplaces.

As part of our capability agenda we take a broad strategic perspective, seeking long term change. We hold the view that successful professions have most or all of the following key elements, and we work to ensure that the profession has these things in place:

1. **The provision of a foundation knowledge base**
   - The Australian Occupational Health and Safety Body of Knowledge (BoK)

2. **Clarity of roles and the knowledge and skill requirements for those roles**
   - The Global OHS Capability Framework

3. **A career learning framework**
   - The Australian OHS training and professional development framework (informed by the Body of Knowledge and the Global OHS Capability Framework)

4. **Capability Assurance**
   - The OHS Certification program (based on the Global OHS Capability Framework)

5. **Education Assurance**
   - Accreditation of higher education courses in OHS, (based on the Body of Knowledge) and advocacy to improve VET sector WHS training.

The Global Capability Framework is new. Over time, these critical, linked elements are helping further define the profession, promote the profession, and drive stronger capability within the profession.
The OHS Body of Knowledge for Generalist OHS Professionals (OHS BoK) was developed to define the collective knowledge that should be shared by Australian Generalist OHS Professionals as a basis for understanding the causation and control of work-related fatality, injury, disease and ill-health. This body of knowledge is utilised as a basis for accreditation of education programs giving entry to the profession, as a guide for professional certification and also provides important benchmark information for continuing professional development.

From its first publication in 2012, four new chapters were added in 2014-15, and a further three chapters were commenced in 2016. These included a very successful joint project with the Institution of Chemical Engineers Safety Centre resulting in two chapters on process safety, Process hazards (Chemical) and Managing process safety. With the support of a Victorian Enforceable Undertaking (EU), work also commenced on a chapter on Engineered Safe Design. 2016-17 also saw the beginning of a major review of the chapters first published in 2012. This review will be ongoing.

A number of topics have been identified for future development (see www.ohsbok.org.au/development/future-development/) and input is welcomed on other topics and their priority for development.

The Institute has a long-standing commitment to both maintain the BoK and to provide it open source, creating significant challenges in sourcing the investment needed to ensure its currency. Recent funding with donations from Enforceable Undertakings have been welcomed, as they not only benefit the workplace, industry and the community, but can also have both national and international impact given the increasing referencing of the BoK by other countries as well, and add a legacy aspect to the Enforceable Undertaking through the enduring impact of the BoK.

The OHS Body of Knowledge web site continues to be the main window to the public for the OHS Body of Knowledge. (www.ohsbok.org.au) The web site is being continually upgraded and next year will see a major development in the resources provided as extensions to the chapter content, with a framework introduced which will allow input and discussion on the various Chapters of the BoK, by interested parties, including discussion on emerging research and trends. We will also be making a print version of the full BoK, with chapters which can be separately updated, available.

Pam Pryor
Manager, Development - OHS Body of Knowledge

“If we as a community don’t step up to help each other then who will” Kathy Grimes
The Australian OHS Education Accreditation Board, auspiced by the Institute, has now completed its sixth year of operation. During the year 2016-17 the Board undertook a review of their strategic plan, which resulted in a 5-year vision statement for the Board, that:

- Accredited OHS professional qualifications sought by aspiring professionals and valued by practising OHS professionals and employers
- All Australian OHS professional education programs are accredited
- Higher Education providers value OHS professional education accreditation and the accredited status of their programs
- The Safety Institute of Australia, as represented by the Australian OHS Education Accreditation Board, is recognised by the Australian Government as an assessing authority for OHS qualifications for the purpose of migration

Accreditation

There are currently 15 universities offering a total of 30 OHS professional education programs. Two new programs were assessed in the year:

- University of Western Australia, Graduate Diploma in Work Health and Safety - completed
- University of Central Queensland, Graduate Diploma in Occupational Health and Safety – still underway

Thirteen universities have one or more accredited programs, 5 bachelor level programs and 20 graduate diploma/master programs. The status of accredited programs as at 30th June 2017 is shown on the next page.

“Inovation distinguishes between a leader and a follower.” Steve Jobs
Within the coming year, the Board moves into the re-accreditation process with two programs up for review after five years of accreditation.

**Annual Reviews**

All accredited programs are required to submit an annual report on the status of action plans developed as a result of accreditation as well as other priority focus areas as determined by Board on an annual basis. This review process results in ongoing improvement in programs.

Currently, there is no collated information on the number of people studying OHS in the Higher Education sector or of the number of graduates. As part of the annual review process the Board is developing a census of student and graduate numbers to address this information gap. Data has been collected by the Board over a 5-year period but, due to gaps in reporting by universities and variations in definitions, the data has a low level of validity. Through the annual return process, the Board is working to improve the quality of this data to develop information as part of an OHS workforce planning report.

**Accreditation Process**

The accreditation process is based on eight underpinning principles which include that: The accreditation process will, as far as is possible, be aligned with institution and other externally required quality assurance processes with minimal complexity in the application process. Following this principle, the OHS education accreditation criteria have been revised to reflect the Higher Education Standards Framework with which universities have to comply from 2017. The accreditation process also aligns with the Joint Statement of Principles for Professional Accreditation agreed in 2016 by Professions Australia and Universities Australia.

During the year, the Board participated in a government-sponsored review of professional accreditation and is in the process of signing a Memorandum of Understanding with the Tertiary Education Quality Standards Agency (TEQSA).

**Administration of the Board**

Professor Mike Capra was appointed to continue as the chair for the period 2016-17.

The Board welcomed three new members as part of the
routine renewal process. Dr Alison Bell replaced Dr Margaret Cook as a representative of the Human Factors and Ergonomics Society of Australia and Genevieve Hawkins and Graham Jackson were brought to the Board as independent OHS professionals. Chris Sutherland Managing Director of Programmed resigned from the Board due to the demands of work. The Board is appreciative of the contribution made by both Chris and Margaret as inaugural Board members.

The volunteer members of the Board are supported by a part-time remunerated Registrar. Pam Pryor has been the inaugural Registrar, steering the Board through the first six years developing the criteria and processes and working with universities to implement accreditation. As part of succession planning the Board has undertaken a recruitment process for a new Registrar with Meagan Browne being appointed to take over the role. The Board welcomes Meagan. As a qualified OHS professional, previously a senior manager with an OHS regulator and an inaugural member of the Board Meagan brings a range of skills to the role. Pam and Meagan will manage a staged transition.

Supporting partners continue to be vital to the operation of the Accreditation Board. Supporting partners are corporate members of the Safety Institute of Australia who choose to direct their support to the activities of the Accreditation Board. The key supporting partners are Programmed and SafeWork NSW.

OHS Body of Knowledge
The OHS Body of Knowledge (OHS BoK) plays an important role in accreditation. Initially the Accreditation Board managed the ongoing development and dissemination of the OHS BoK. With the SIA taking on this function, the Board role has changed to one of influence and advocacy to:

- To engage with SIA to advocate for development of appropriate resources to accompany the OHS BoK chapters to support quality OHS education.

The Board is pleased that in moving on from the Registrar role Pam will retain her involvement in the OHS BoK taking on the title of Manager, OHS BoK Development.

Influence and engagement
The Board provides information on OHS education and qualifications through its website and also answers many email queries on OHS qualifications. The Registrar liaises with the universities on OHS education providing a regular email update, briefings on the accreditation criteria and process and maintains informal contact with program coordinators.

The view ahead to 2018
The next 12 to 18 months will be a busy period for the Board with the implementation of the new accreditation criteria, new accreditations and five programs due for re-accreditation. It will also be a period of transition as the new Registrar takes on the role.

The retiring Registrar
As the Chair of the Board I offer my thanks and the thanks of the Board members for the outstanding contribution the retiring and inaugural Registrar Pam Pryor has made to the success of the Board and its operations. Pam was a driving force for the establishment and functions of the Board and she has left processes in place that will greatly facilitate the continuing and successful operation of the Board. Her enthusiasm and devotion to the development of OHS education in Australia is unsurpassed. The Board expresses its thanks to Pam and offers her its best wishes for the future.

Mike Capra
Chairperson, AOHSEAB

“People coming together as a community can make things happen” Jacob Rees – Mogg
The new Global OHS Capability Framework represents an exceptional step for the field of health and safety in the international health and safety arena. For the first time a number of countries have come together to agree on a common language and framework for the range of OHS roles within the company – wherever that company may be.

The importance of language to the expression of culture is well understood and we know that when groups find a common language they work more effectively and smoothly together. The health and safety field has been historically fragmented in a number of ways, and this has included differing expectations and understandings of the many roles that health and safety people undertake within the company, both between and within countries.

The Global OHS Capability Framework had its genesis in a workshop conducted by a working party of the International Network of Safety and Health Practitioner Organisations (INSHPO) in 2011 as the group began its work to seek to develop international standards for OHS practice. Over five years the group undertook extensive research and a series of workshops to build a framework which could be both accepted and adopted by the global OHS community. The working party collected and reviewed the documentation from national professional associations and certification bodies to define the role, functions and competencies of OHS practitioners and professionals. Given the great diversity of approaches across countries, the working party developed a new overarching structure designed to encompass all approaches.

Recently adopted by more than 20 countries under the Singapore Accord, for the first time all of these countries share a commitment to promoting the use and acceptance of the Framework as a common platform to develop capable, knowledgeable, and skilled OHS professionals and practitioners across industry sectors and geographic borders.

The Framework, which had significant input from the Institute, recognises that the knowledge and skill requirements for the profession vary significantly depending on the level at which people are working, from entry level positions through the range of tasks practitioners are required to undertake, and on into senior management and executive roles. It articulates six levels of work: (Practitioner 1-3 and Professional 1-3). The SIA’s certification program for the health and safety profession is articulated against these levels, and the SIA Training and Development Framework currently in development, draws directly from the Framework as well.

In the year ahead the Institute aims to build awareness of the Framework, alongside the other key components of our capability agenda, promoting the widespread use of the common language it contains.

David Clarke
CEO, Safety Institute of Australia

“Every successful individual knows that his or her achievement depends on a community of persons working together.” Paul Ryan
Since the introduction of the OHS Profession Certification Program in 2015, the Program has continued to gather momentum and strength with those working in health and safety and across industry. By the end of June 2017, 1,344 OHS Practitioner, OHS Professional and Chartered OHS Professionals were certified. The two in-training categories of certification - OHS Trainee and OHS Graduate – provide those newly qualified in OHS to begin their journey to full certification.

Certification Governance and Program development
The Certification Governance Committee commenced its work early in 2017, with initial meetings used to formalise its role and scope. Along with the Committee Chair and Deputy Chair, the committee has professional representation across the three levels of certification, as well as positions for a WHS Regulator and education, industry and business representatives. The group also has an experienced lawyer working within health and safety as Advisor to the Committee. Together this group provides wide ranging experience and skills to drive good governance and continued development of the Program.

Reciprocal recognition with overseas programs
We have begun to receive applications not just within Australia but also overseas, demonstrating a widening international recognition of Australian OHS certification. There is also interest from certification bodies internationally, looking at how the SIA’s OHS Certification Program is structured and we are in separate discussions with different agencies about reciprocal recognition.

Assessment and pathways to Certification
Certification assessment is different for each level of certification applied for. Applications are evaluated against qualifications and experience in an OHS role, as well as demonstrated capability in practice through written practice reports and references for all applicants, relative to the level applied. Personal interviews are conducted for those seeking certification as Chartered OHS Professionals. The Program’s team of demonstrated capability assessors complete the assessment elements of certification. These assessors hold OHS certifications and senior health and safety roles in industry.

We know that a number of people working in OHS have developed their careers in a different educational landscape and so may have extensive experience and capability at OHS professional level, but not necessarily University level OHS qualifications. This group is acknowledged in the program by having access to the Professional Knowledge Assessment (PKA) which involves combination of exam, case study and viva interview to defend results achieved in the exam and case study. Avenues for knowledge assessment for the other two levels of Certification - Practitioners and Chartered Professional - are being explored, as well as Australian law assessments for overseas applicants.

Mentoring
Certification is not just about an application and assessment. It is a process which can take time and professional development. Within the last year the program has provided Certification mentoring to support applicants who have had specific development needs identified in order to eventually achieve Certification. The certified professionals who provide this mentoring give invaluable support for applicants through their own experience of applying for Certification and working in the OHS profession.

Continuing Professional Development
Certified OHS Practitioners and Professionals must undertake continuing professional development (CPD) to retain their certification. The combination of OHS certification and ongoing CPD provide the underpinning framework to maintain and raise the standards and capability of people working within the health and safety profession. The SIA’s CPD Committee is currently working with the Certification Governance Committee to implement CPD monitoring.
A New Framework for the Profession / Capability

The OHS Training and Development Framework

People come to practice of Health and Safety from many different backgrounds. They may work their way up within the company from a trade, semiskilled or unskilled work, gaining practical experience, and gravitating to health and safety. They may enter practice from a range of professional qualifications, historically in science and engineering related disciplines, but more recently they may also come from specialist OHS higher education, psychology, allied health, or through VET training in WHS, as just some examples.

Once people are on the job, how do they refine their health and safety knowledge and skills in a planned way and continue to grow in capability? Work experience is critical, but so too is taking some time outside the workplace to learn new things. The roles people undertake and the knowledge and skills requirements of those roles are varied, so their continuing professional development (CPD) needs can be diverse. Some need to review basic underpinning health and safety concepts and ideas, some want to see what new tools are available to assist them in the technical aspects of the job, some need to dive deep into specialist areas, some need to work on their leadership and communication. The list goes on.

This all occurs in an environment where the current training offered to the profession is ad hoc, delivered in an unstructured way, by a range of providers make offerings which may or may not be meeting industry needs. This is not the fault of the providers - it is the result of a lack of structure, and in this case, the market has no natural mechanisms to ensure quality.

This is where the Institute is stepping in. Rather than simply writing our own curriculum and becoming another provider, we see the importance of building a structure which over time will improve the quality, consistency and focus of CPD for the profession.

In 2017-18 we are implementing the first two elements of a long-term approach to building the quality of training and professional development in the field of health and safety:

1. For people working in the field, we have introduced an online CPD planning and reporting tool.
   The online tool allows the user to identify their own continuing professional development goals, monitor their progress, and re-plan. It is available to all members of the SIA for voluntary use, but is also a requirement for certified members.
   OHS Profession CPD is not a points-based system, which is seen as too restrictive in a field where people need to take a wide variety of approaches to identifying and achieving their CPD goals. The tool allows individuals to set their own targets and monitor their own progress.

2. For providers of training and professional development to the profession, we are introducing a training and development framework and endorsement program.
   The Occupational Health and Safety (OHS) Professional Capability Framework - A Global Framework for Practice, outlines the general knowledge and skill requirements at each of six levels of work in the field of health and safety. The OHS Body of Knowledge provides a range of subject matter content. These two key pieces of work will inform the training and development framework. Training organisations will have the opportunity to map their proposed training against the framework, and submit it to the Institute for consideration for endorsement. Once endorsed, the Institute will actively support and promote the training. Ongoing quality assurance will be based primarily on user feedback.

“We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own.” Cesar Chavez

David Clarke, CEO, Safety Institute of Australia
Policy and Research

Policy
The second part of our mission at the SIA is our focus on being a voice for the profession to positively influence the development of health and safety policy and practice.

We understand that one of the cornerstones of ensuring workplaces are healthy and safe, is good health and safety policy and regulation. The SIA is made up of members in practice across the spectrum of roles, with a diversity of knowledge and experience that can contribute to these policies.

The SIA is committed to seeking mutually beneficial relationships with Safe Work Australia, and jurisdictional policymakers and regulators. These relationships will be enhanced by:
- providing committed support to the achievement of Safe Work Australia strategies that align with the profession’s goals;
- expert commentary from the profession on policy papers and reviews;
- the preparation of proactive papers on issues;
- providing service to Safe Work Australia and regulators as requested on working groups; and
- participation in campaigns.

Research
We believe that evidence-based practice is a critical element of the development of the profession. This includes focussing research where it is most needed and ensuring that research can be translated effectively into practice.

We are committed to developing partner relationships with those who fund and those who undertake research. These relationships will be enhanced by:
- seeking and analysing the views of members on topics that should be researched;
- providing direct assistance to researchers by serving on research project boards, steering committees and as supervisors and mentors to students and graduates;
- arranging surveys/focus groups/review panels of SIA members; and facilitating access to practice experts.

The College of Fellows
Under the guidance of the Chair of the College of Fellows, Fellowship of the Institute is being re-established as an award which recognises high level expertise, excellence and contribution to the field of health and safety, and identifies a cohort of members who can contribute to our work. The College provides advice to the Institute on a range of issues relating to ethics, policy, and standards.
In 2002 the Safety Institute of Australia (SIA) created the College of Fellows within the Institute to build a credible pool of expertise, at the peak of the OHS profession, which could be called upon to provide input into regulatory development and industry policy setting activities, as well as assist the SIA to set ethical and other standards.

Today, the College of Fellows has 245 members and the Board of the Institute has expressed its endorsement for the continuing work of the College. Over the past 12 months I have worked with the College of Fellows Executive team to review our role and function. The goal of the review was to refine focus areas for the work of Fellows, re-invigorate the contribution the College makes to the activities of the SIA, and consider new entry criteria for fellowship given the movement away from the previous grading system, which previously determined College membership. The review is now complete, draft entry criteria for an award of Fellow and Honorary Fellow are being finalised along with new Terms of Reference for the College and its executive management team.

While this has been occurring, the College has continued to support the development of a number of initiatives. College Executive member Karen Wolfe has just taken on the role of the committee which will oversee the SIA’s new national mentor program. Pam Pryor has been furthering the OHS Body of Knowledge. Phil Lovelock has provided technical input and policy advice. Matthew Davies is now chairing a newly formed Ethics Committee. Greg Stagbouer has taken on the role of Chair of the Awards and College Membership committee, a newly formed function and is currently working to establish a committee to oversee the SIA awards process, including reviewing applications for membership of the College of Fellows.

This year I have welcomed two new members to the College Executive – Tony Mitchell who has taken on the role of Chair of the CPD Program Committee and Jon Temby who is now Chair of the Standards Committee, taking over the role from Stephen Thomas who is thanked for his long standing membership of the College Executive and his work in the Australian Standards area.

The College held its annual lunch for members at the National Convention in Sydney in September 2016, which provided College members an opportunity to meet face-to-face and hear plans for the new CPD program.
The health and safety profession has a unique voice. The SIA establishes policies and positions drawing practical knowledge and evidence from the best available research, the experiences of its members and other workplace health and safety (WHS) stakeholders, and the investigation of emerging new ideas.

**Priority Policy Areas**

The institute develops *position statements* on a range of issues under the following priority focus areas:

1. **The Health and Safety Profession**
   1.1 Practice Framework
   1.2 Knowledge Base
   1.3 Education
   1.4 Certification and Continuing Professional Development
   1.5 Health and Safety Practices

2. **Health and Safety Policy, Legislation, Enforcement and Standards**
   2.1 Health and Safety policy development
   2.2 Health and Safety law
   2.3 Health and Safety enforcement
   2.4 Health and Safety Standards

3. **Health and Safety within Industry**
   3.1 Health and safety in sustainable business practice
   3.2 Education
   3.3 Health and safety performance and productivity

**Position papers and position statements**

We develop position statements expressing the current view of the SIA board, under each of the focus areas of our policy agenda. These statements are developed after taking into account the views of its members, other stakeholders, available research, and with consideration to the current environment.

We publish those statements at: www.sia.org.au

“The power of community to create health is far greater than any physician, clinic or hospital” Mark Hyman
Strategic Focus

Engagement

- We believe by engaging and working with other entities who have shared interests in the health and safety of Australians, we will improve health and safety outcomes. We encourage coalitions of interest amongst entities with common values and enable the sharing of information, resources and knowledge between stakeholders.

- We believe that strong connections within the health and safety field, based on shared values and approaches, are vital to building a stronger voice for the profession. We will seek to reduce the level of disconnection amongst the profession, foster greater co-operation and provide a platform for shared values.

- We believe that informal engagement and networking is as important as the formal programs and activities that the profession undertakes. The SIA will widen the range of networking and engagement opportunities that it provides in all states and territories.
**INSHPO**

The International Network of Safety and Health Practitioner Organisations (INSHPO) is the global voice for the occupational safety and health profession and acts as a forum for international collaboration among professional organisations to improve safety and health at work. The Institute is an active member and has been a strong contributor to recent projects. INSHPO was created out of an appreciation that occupational safety and health issues and concerns are not limited by national borders. With globalization resulting in the increasing worldwide distribution of products and provision of services, the widespread migration of workers, and the conduct of international corporate activities, almost every issue that occupational safety and health professionals face is global in scope.

Most recently the SIA has been an active partner in the creation and publication of INSHPO’s *OHS Professional Capability Framework: A Global Framework for Practice*. This is one of the most significant pieces of work ever produced in a global context for health and safety, providing for the first time an internationally defined and accepted role for practitioners and professionals, and which includes the knowledge and skill requirements for the role at different levels. The SIA’s Certification program is articulated against this framework, we are also utilising the framework in the development of a national training and development framework for the profession. The SIA is a signatory to the Singapore Accord, established in September 2017 at the World Safety Congress. This Accord is aimed at various organisations and stakeholders around the world committing to the Global Capability Framework.

INSHPO is also developing a chart allowing OHS professionals to compare educational equivalency levels across the United Kingdom, the United States, Australia, Canada, New Zealand, the Netherlands, Italy, Russia, Singapore, South Korea and more.

Institute Chairman Patrick Murphy is the SIA representative on the Board of INSHPO. Patrick is also a representative on the INSHPO Marketing sub-group aimed at growing the profile of the profession into developing regions of the world.

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**ASSE**

This year with the American Society of Safety Engineers, (ASSE) we commenced working through an information sharing agreement, in which over the coming year, each organisation will make resources available to each other’s members.

**Certification Agencies**

We are currently in discussions with the certification agencies of other countries such as the USA, Canada and UK, to examine mutual recognition of each other’s certification programs.

“Hindsight is a wonderful thing but foresight is better, especially when it comes to saving a life, or some pain.” William Blake
National Community / Engagement

**ASHPA**
The Australian Safety and Health Professional Associations (ASHPA) is an association of health and safety related associations, who see opportunities to work together to provide advice and advance scientific knowledge in Workplace / Occupational Health and Safety. ASHPA members include The Safety Institute of Australia (SIA), The Australian Institute of Occupational Hygienists (AIIOH), the Human Factors and Ergonomics Society (HFESA), the Australian and New Zealand Society of Occupational Medicine (including Occupational Nursing) (ANZSOM), the Australasian Faculty of Occupational & Environmental Medicine (AFOEM), the Australasian College of Toxicology and Risk Assessment Inc. (ACTRA) and the Australasian Radiation Protection Society Inc (ARPS).

ASHPA has long had the potential of becoming a key point of contact for Regulators, Safe Work Australia and promote the use of skilled professionals from each agency. The Institute was represented in the past year by Jon Temby CFSIA, ChOHSP, and David Clarke, CEO. Whilst the potential of ASHPA is significant, it has struggled to meet that potential in recent times by producing successful projects and outcomes of mutual value to its members. This has resulted in a decision by its members to build a unique profile by moving from a network to an incorporated body, with a website. In the year ahead, the group will complete this work, and hopes to commence funding of research projects.

**Corporate members**
Corporate members are important contributors to the work we do, helping generate revenue which we invest in our aims and objectives. This year, Sigvaris, Boral, Probuild and Origin Energy joined Programmed as diamond members of the Institute.

**Strategic partners**
This year we added to our many strategic partners, establishing new links and partnerships with a number of groups including Farmsafe, Agsafe, the Primary Industries Health and Safety Partnership (PIHSP) and the National Road Safety Partnership Program (NRSPP). We work with these groups in areas of common interest, and demonstrate that together our voices are stronger.

**Regulatory agencies**
Our vision for healthy and safe workplaces is actively shared by the regulatory agencies who work in multiple ways including marketing and advertising, advising, inspecting, investigating, and prosecuting, to undertake their roles. We continue to recognise and promote the Safe Work Australia ten year strategy, and we work to establish relationships with each of SWA’s stakeholders:

The Institute recognises the critical role that employer groups and unions play in health and safety, and maintains contact with the Australian Industry Group (AIG), Australian Chamber of Commerce and Industry (ACCI), and the Australian Council of Trade Unions (ACTU) who are all active members of Safe Work Australia.

This year we entered a three-year partnership agreement with SafeWork NSW to work together on a series of activities, and are engaged in a long-term certification project for Workplace Health and Safety Queensland inspectors, who are an important part of the profession. The Institute was also invited to propose a suitable person to take up a role on the Board of WHSQ, and this role was taken up by our Chairman Patrick Murphy. We will continue to develop unique relationships with each regulator which serve our mutual goals.

**State and territory branch partnerships**
Our branch committees each establish relationships with agencies in their state/territory which they feel are most important, and can produce mutually beneficial outcomes and expand their networks. These partnerships include groups like universities and local health and safety networks.
Harold Greenwood Thomas Award
This is the highest award the Institute provides, to people who have made exceptional and unique contributions to the field of health & safety in Australia.

Previous recipients are:
- Dr Geoff Dell
- Neville Betts
- Pam Pryor

Lifetime Achievement Award
This award has been created to acknowledge those whose contributions may not meet the standards of life membership as contributors to the Institute itself, but who have nevertheless made contributions to the wider field of health & safety.

Recipients of this award include:
- Geoff McDonald - 6 May 2016
- Ciaran MacCarron - 6 September 2016

The Annual OHS Education Awards
These Awards recognise university students studying in the occupational health and safety field, who have demonstrated strong potential and commitment to their discipline.

The purpose of these awards is to provide an opportunity for students studying occupational health and safety at university level, and who demonstrate high levels of achievement and initiative, to be recognised by the Safety Institute of Australia. These awards are not designed to recognise the highest academic achiever, but to recognise the potential in students who display consistently high academic standards, practical skills and a commitment to, and involvement in, occupational health and safety.

There are three awards open for nomination each year:
- The Eric Wigglesworth OHS Education (Research) Award
- The National OHS Education (Postgraduate) Award
- The National OHS Education (Undergraduate) Award

Recipients of this award include:
- 2016 Jianjun Xiang
  The Eric Wigglesworth OHS Education (Research) Award
- 2016 Jayden Lim
  The National OHS Education (Undergraduate) Award
- 2016 Suzanne Gilbey
  The National OHS Education (Postgraduate) - Masters Award
- 2016 Effie Eleftheriadis
  The National OHS Education (Postgraduate) - Diploma Award
- 2015 Simon Albery
  The National OHS Education (Postgraduate) Award
- 2015 Candice Bluff
  The National OHS Education (Undergraduate) Award
- 2015 Kirsten Ferguson
  The Eric Wigglesworth OHS Education (Research) Award

“Safety is not an intellectual exercise to keep us in work. It is a matter of life and death. It is the sum of our contributions to safety management that determines whether the people we work with live or die.” Sir Brian Appleton
“Being a corporate member of the SIA is not just about a membership to Probuild, we see it as having a partnership with Australia’s Safety Professional Body. This partnership will enable us to continue to grow our safety behaviours and system, having access to first class research facilities and sage professionals.” Sarah Cuscadden Probuild
“The “HS&S Forum”, was the 3rd Annual National Health Safety and Environmental Conference. The Conference was held at the Melbourne Convention Centre, 100 Probuild Leaders attended the conference to hear about the FY17/18 HSE road map.”
Financials
Our finances were managed this year under the guidance of the SIA board through its Finance, Risk, Audit and Compliance Committee (FRACC). Our overarching principles as we seek new revenue, and determine where to spend members’ funds are:

- Re-invest in members - ensuring that services to members are delivered at a high standard;
- Over time, reduce member costs of participation in events, and maintain them as low as possible;
- Increase the differentiation of cost of events between members and non-members;
- Accept that some programs we run do not generate profit and are not designed to, as activities which advance the profession. For example, we ensure participation in programs such as certification are as affordable as possible for applicants, so we offer the program at cost; and
- Diversify revenue sources so that membership fees are a lower proportion of total revenue.

This year we achieved a 7.2% operational surplus above the balanced budget, as a result of growing revenue. This is our third surplus after three previous years of large deficits. Turnover is increasing, this year at $1.72M, up 19% on 2015-16.

Corporate member revenue was up 119% to $173K from $79K in 2015-16. We partner with Corporates in an open way to deliver increased products and services to members including events and workshops, have them champion our programs, and offer products to members at beneficial market rates.

Our events program continues to grow. We increased the number of events we ran by more than 30% in 2016-17 but total revenue was only up 20% reflecting a lower average price per event. We will continue to maintain our event prices in a market in which many providers offer much more expensive training and conferencing.

Summary
The Institute has now put in three years of successful financial results, as a result of all of the measures we have had in place, turning around five years of deficits to produce three surpluses, as well as re-establishing growth in revenue.

As the financial position of the SIA strengthens, we always remember that this is not an end in itself - we seek to grow for the purpose of achieving our goals to grow the standing and capability of the profession. The Board has set an initial 2017-18 budget which will involve spending some of the funds from this year’s surplus on better engagement with the profession.

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

Nathan Winter
Chair Finance, Risk, Audit and Compliance Committee
SIA Member Survey 2017

How can we improve the events and CPD?

- "Unbiased information that assists me in making informed decisions"
- "Keep costs as low as possible for members - as a casual worker/consultant I find the extra costs on top of membership add up and become prohibitive"
- "SIA's strategy for helping develop OHS personnel needs to be aimed at specific levels or "pit stops" along the persons experience and career path e.g. (Safety Advisor, Senior Safety Advisor, Safety Manager, Corporate Safety Coordinator, Corporate Management and board management levels)"
- "Information such as the ohs professional magazine, emails and now access to webinars"
- "SIA has done a great job connecting online with webinar presence. I would still like to connect to other members in regional locations. Does not have to be all the time, but would be good if all the events weren’t Capital City centric"

How can the SIA facilitate communication or provide better information?

- "Important topics, Affordable, Convenient locations"
- "Professional Network"
- "Develop a SIA App"
- "Up to date industry info"
- "Many professionals are 40+ so we need to attract new fresh ideas into our profession"
- "Make webinars available after the event for those not able to attend real-time"
- "Keep your website improving"
- "OHS Magazine"
- "In fact, I did not join the Safety Institute all those years ago because I was looking for a benefit, … I thought that was the right thing to do to join a body that represented the industry I was joining then, I never felt the need to use the Safety Institute for any advantage to myself"

What are the key benefits of membership?

- "Schedule Webinar events more regularly on safety related topics"
- "Further distance, webinar and internet based training applications … due to my … being FIFO in remote locations"
- "The opportunity of being a member of a large like-minded group of individuals"
- "The personal find it difficult to attend anything within work hours, so the after-hours activities, including online, suit me better"
- "Important topics, Affordable, Convenient locations"
- "Knowledge I have a wealth of knowledge I can tap into when needed has assisted me greatly"
- "Keep costs as low as possible for members - as a casual worker/consultant I find the extra costs on top of membership add up and become prohibitive"
- "Keep your website improving"
For more information

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