SAFE FEST
A FESTIVAL OF SAFETY IDEAS
Monday 14 Sept - Friday 18 Sept 2020
PROGRAM
EVENT OVERVIEW

The future of work has never been so uncertain. Continuing digital advancement, global political power shifts, and ongoing economic complexity means the world of work is dynamic and disrupted.

What does this mean for health and safety outcomes? What are the health impacts of living and working in a ‘contactless society’? And how can health and safety people support their organisations, their clients and themselves in this continually changing environment?

In 2020, things are different for the AIHS. This year the ACT, New South Wales, Tasmanian and Victorian branches are combining their efforts to deliver the first "SAFEfest 2020 - a Festival of Safety Ideas".

This will be delivered online. And because we know many of us are busier than ever, the 'festival' will be spread across the week, from Monday 14 to Friday 18 September.

Each day will see fantastic speakers share their ideas about the future of work, and what it means to them, to workplaces, and to communities. Our innovative ticketing offering also means that you can pick and choose when and what you want to watch and hear, to maximise the value to you and your role.

Event Details
Date: Monday 14 September - Friday 18 September 2020
Time: 12:00 - 16:45 daily (refer to program for session timings)
Format: Online. A series of webinars.

Ticket Pricing
AIHS/ AIOH/ HFESA Members - Full Festival $195+GST
Non-member - Full Festival $295+GST
AIHS/ AIOH/ HFESA Member - Individual day only $75+GST
Non-member - Individual day only $135+GST

Join the conversation # SAFEfest
DAY 1  MONDAY 14 SEPTEMBER 2020

12:00  Grand Safety in Designs: Australian Construction Safety through a TV Lens  
       *Interview with Peter Maddison, Host, Grand Designs Australia*

13:00  Safety as a Wicked Problem  
       *David Whitefield, People & Risk*

14:00  *Update on the Officers’ Duty of Due Diligence*  
       *Kate Curtain, Senior Associate, Employment and Labour, Corrs Chambers Westgarth*

16:00  *Six things to consider when implementing wearable technology into your organisation*  
       *Matthew Hart, Founder & CEO, Soter Analytics*

16:45  Panel Discussion: Inclusive workplaces in a digital world  
       *Sam Jackson, Partner, Sparke Helmore*
       *Matthew Hart, Founder & CEO, Soter Analytics*
       *Niromi Mullholland, Chief Information Security Officer - Campbell Arnott’s*
       *Natasha Lam, Head of Finance Automation, Blackbook.ai*
       *Facilitator: Susan Halliday, Hallidays Business Insights*

DAY 2  TUESDAY 15 SEPTEMBER 2020

12:00  Managing Performance During COVID-19 Without Exposing Yourself to Bullying Claims  
       *David Dilger, Director, Edge Legal*

13:00  The Importance of Accessing the World’s Best Evidence to Address Policy and Other Challenges  
       *Associate Professor Peter Bragge, Director of Health, Programs, BehaviourWorks Australia*

14:00  *Organisational Resilience: What Breaks Us and Makes Us Stronger*  
       *Alex McGrath, Group Manager, Signals, Track & Power, VicTrack*

16:00  *Employable Safety*  
       *Andrew Barrett, Chief Connector, SafetyonTap*

17:00  Australian Institute of Health & Safety Annual General Meeting 2020  
       Tune in to watch and listen to the 2020 AGM.

Join the conversation  # SAFEfest
DAY 3  WEDNESDAY 16 SEPTEMBER 2020

12:00  The Influence of Safety in Design on Safety Outcomes
       Russell McMullan, General Manager - Assurance and Integration, City Rail Link (NZ)

13:00  The Future of Work: Opportunities and Challenges for Older Workers
       Dr Colette Browning, Professor, School of Health

14:00  Simplicity in Safety Investigations
       Ian Long, Director, Raeda Consulting

16:00  Occupational Violence and Aggression: What You Can do to Help Reduce the Risk
       Joanne Daley, Managing Director, Sterling Safety

16:45  Panel Discussion: Facing tomorrow's emerging risks, today
       Peta Miller, Peta Miller Consulting
       Joanne Daley, Managing Director, Sterling Safety
       Jim Kelly, Director Health and Safe Design, SafeWork NSW
       Facilitator: Andrew Douglas, Managing Principal and Director, FCW Lawyers

DAY 4  THURSDAY 17 SEPTEMBER 2020

12:00  A Manifesto for Reality-Based Safety Science
       Drew Rae, Senior Lecturer, Griffith University Safety Science Innovation Lab

13:00  Critical Risk in 'Non-Critical' Workplaces
       Jamie Ross, Head of Zero Harm, Spotless

14:00  Using tech to manage safety from a distance.
       Cameron Stevens, Solutions Engineer, Realwear

       You can have your cake and eat it too: Embracing paradox of safety as source progress in safety science
       Dr. Tristan Casey, Lecturer, Griffith University

16:00  Panel Discussion: Resilient Societies, Organisations and People
       Julie Gillespie, Mental Wellbeing Consultant
       Tristan Casey, Lecturer, Griffith University
       Traci Carse, Organisational Psychologist, Fire and Rescue NSW
       Facilitator: Genevive Hawkins, General Manager – Health, Safety and Wellbeing, Coles

DAY 5  FRIDAY 18 SEPTEMBER 2020

12:00  Psychological Safety - from Concept to Action
       Brock Bastian, Partner, Ethics Applied

13:00  Baking it in, not bolting it on: the ethos of Safety by Design
       Greg Gebhart, Trainer, National E-Safety Commission

14:00  Influence of Economic Cycles on Safety Performance in Western Australia
       Tanya Jenke, General Manager, Cority Australia

16:00  An open Q&A session on improving Safety Professional Practice
       Dave Provan, Managing Director, Forge Works

16:45  Panel Discussion: So where to now for the safety profession?
       Anthony Gibbs, CEO, Sentis
       Wade Needham, Head of Safety Environment and Wellbeing, Serco Asia Pacific
       Dave Provan, Managing Director, Forge Works
       Facilitator: Melissa Pollock, Head of Life Safety, Scentre Group
Peter Maddison is the Founding Director of Maddison Architects. He has contributed to the Royal Australian Institute of Architects continuously for the last three decades, and is currently a member of the Honours Committee. In 2014 he was conferred a Doctor of Design by RMIT and in 2016 was awarded the National President’s Prize by the RAIA for Australian Achievement in Architecture. Peter took on the role of Host of Grand Designs Australia in 2009. He has played a large part in making sure that architecture is at the forefront of Australia’s increasing appetite for design. Grand Designs reaches over 5 million Australian viewers annually. It is shown on the ABC and Foxtel, and is sold to 12 other countries. Seasons 8, 9 and 10 are currently in production.

**Monday 14 September - 12:00**

**Grand Safety in Designs: Australian Construction Safety through a TV lens**

Join us for an interactive interview with Peter Maddison. A practicing architect and Fellow of the Australian Institute of Architects, Peter will share his insights on the residential construction sector, how extravagant designs can present challenging safety situations, and what it is like having TV cameras capture every move and decision made by contractors, clients and designers.

**David Whitefield, People & Risk**

Dave helps organisations who are seeking to build their workplace culture, particularly in relation to safety and risk. He provides coaching, workshops, training, reviews and audits, all aimed at creating alignment, clarity and capability within the organisation to enable them to build cultural maturity and engagement. Ultimately, he believes that workplaces are happier, healthier and safer when people are more connected to each other. Building connection requires trust, engagement, support, and real communication, as well as some systemic changes, and the knowledge and skills needed to build these attributes within organisations are not always obvious or easy. This is why he coaches the businesses through a framework that creates alignment, clarity and capability within leaders, and lets the organisation identify the actions that will allow them to enact a more mature culture.

**Monday 14 September - 13:00**

**Safety as a Wicked Problem**

Safety and risk is a wicked problem where there are no absolute solutions or fixes. Safety is a multidisciplinary industry where there are different paradigms, worldview or philosophies that can be applied to different safety challenges. Safety should be a helping industry.

**Kate Curtain, Senior Associate, Employment & Labour, Corrs Chambers Westgarth**

Kate practices in work health and safety law. She assists clients with compliance, governance and related employment and labour matters. She also manages responses to incidents, regulatory investigations and legal proceedings, including coronial inquests. With nearly ten years’ experience, Kate is skilled at developing tailored solutions for clients and understanding the broader context in which clients work. Her experience has been across a range of industries, particularly those with high risk, and predominately in the harmonised jurisdictions, including the Commonwealth. Kate is secretary for the Australian Institute of Health and Safety, New South Wales Branch.

**Monday 14 September - 14:00**

**Update on the Officers' Duty of Due Diligence**

Since the introduction of work health and safety laws nationally, but for in Victoria and Western Australia, officers have been required to exercise ‘due diligence’ to ensure that the company of which they are an officer complies with its duties under these laws. This presentation covers what the duty requires, who is an ‘officer’, case law updates, and the role of work health and safety professionals.
Matthew Hart, Founder & CEO, Soter Analytics

Matthew Hart - Chief Executive Officer & Executive Director
As a former Reliability Engineer, Matthew began Soter Analytics with the vision that like machines, humans could avoid breakdowns with sensors and predictive analytics. This theory has evolved into the SoterSpine product which helps thousands of workers worldwide to be aware of their musculoskeletal risk and take proactive steps to avoid potential injury. With 12-years of industry experience, he has a deep focus on ensuring that the product meets the needs of the customer & workers, while also coordinating investor activities and maintaining a keen interest in continuously increasing the technical capabilities with new research & techniques.

Monday 14 September - 16:00
Six things to consider when implementing wearable technology into your organisation
Wearables represent a new item in the safety manager’s toolkit. They can be designed to measure the factors that lead to safety risk, and the data that they collect can be analysed to give the safety manager a view of a team’s overall risk profile. Gain insights on what does and doesn’t work, and learn how data is becoming critical to effective safety management.

Sam Jackson, Partner, Sparke Helmore
Matthew Hart, Founder, CEO, Soter Analytics
Natasha Lam, Head of Finance Automation
Susan Halliday, Hallidays Business Insights

Monday 14 September - 16:45
Panel Discussion: Inclusive workplaces in a digital world
As our economy powers through the digital revolution, who gets left behind? As digital technologies and connectivity grow in demand, who is shaping how we work? And are issues like inclusivity, privacy and diversity being considered?

David Dilger, Director, Edge Legal
David Dilger is the Co-Founder and Director of specialist Employment & Safety practice, Edge Legal. Previously, he was a partner Page Seager Lawyers from 2010-17. He combines his technical legal expertise in industrial relations and safety with a wealth of practical general workplace relations experience achieved in a number of senior executive management roles. David’s other previous senior executive management roles have included: Chief Workplace Relations Officer at TCCI, National HR Manager at Impact Fertilisers, and NTT subsidiary Southern Cross Telco, as well as Chief Executive Officer at Banjo’s Corporation where he led the organisation to National Finalist and Joint State (Tas.) Winner of the Australian Human Resources Institute (AHRI) People Management Awards.

Tuesday 15 September - 12:00
Managing Performance During COVID-19 Without Exposing Yourself to Bullying Claims
A significant number of workers are working remotely, and site-based personnel are often under additional pressures due to health and safety measures associated with COVID-19. This can make it challenging for workers and managers to measure and manage performance. This presentation focuses on strategies and guidance on how to get the balance right on performance management.

Join the conversation # SAFEfest
Associate Professor Peter Bragge specialises in translating research evidence into practice and policy to address challenges faced in health and sustainable development. This involves identifying, appraising and cataloguing research evidence; exploring the practice context through consultation with practitioners and policymakers and consulting on intervention design and implementation. As Director of Health Programs for BehaviourWorks Australia, Peter manages partnerships with a number of government and other agencies.

Tuesday 15 September - 13:00
Finding knowledge needles inside internet hay stacks

Action-oriented leaders can benefit from research knowledge to maximise their impact. When dealing with time limitations, many turn to Google searching and take their chances that something useful will turn up amongst an estimated 6.19 billion web pages. The vastness of the open web is an understandable temptation for the time poor, and a great way to find a good local eatery. But it's a terrible way to try and access relevant, credible knowledge, and an enormous risk for those seeking to address hugely difficult problems. There is a better way. Systematic reviews are the peak of research knowledge. They assemble consolidated research findings from numerous individual studies in a particular topic area, and there are thousands of them covering diverse topics including health, education, justice and the environment.

Alex McGrath, Group Manager, Signals, Track & Power, VicTrack

Engineering leader with expertise in rail control systems, signalling, communications, OHLE and other rail disciplines. Specialist in projects that require cross-discipline cross-organisation collaboration, especially in the context of complex organisational and regulatory frameworks. Alex is involved in the Institution of Rail Signalling Engineers as a Victorian committee member and conference chair for ASPECT 2023. I was Technical Chair for the Australasian Section conference in Ballarat in June 2019, and have presented & published numerous times for IRSE and other professional institutions.

Tuesday 15 September - 14:00
Organisational Resilience: What Breaks Us and Makes Us Stronger

Andrew Barrett, Cheif Connector, SafetyonTap

Andrew Barrett loves doing different things to get, well, different results. He launched Safety on Tap, Australia's #1 professional development podcast to support health and safety leaders around the globe to improve. His job title, Chief Connector, means Andrew spends time doing three things all of which drive performance improvement: connecting people with new ideas, connecting people with each other, and connecting people with their better future selves. Andrew lives outside the box, often running towards the very edges of what's possible. He loves doing this with likeminded safety leaders when advising on internal programs, facilitation, coaching and speaking at conferences.

Tuesday 15 September - 16:00
Employable Safety

COVID-19 has shaken many industries, business models and job opportunities to their core. Safety has not been immune. How can new entrants, and those recently finding themselves out of work, recalibrate and adjust to this new economy?
Russell McMullan, General manager - Assurance and Integration, City Rail Link (NZ)

Russell is currently a General Manager for safety assurance on New Zealand’s largest transport infrastructure project, the City Rail Link. Prior to that Russell spent 18 years in the Royal New Zealand Air Force as an aeronautical engineer, and 5 years in safety risk and assurance consulting in Australia and New Zealand. Russell recently completed his master’s degree in Safety Leadership under Prof Sidney Dekker and Dr Drew Rae, where his research was focused on how designers influence safety in transport infrastructure projects.

Wednesday 16 September - 12:00

The Influence of Safety in Design on Safety Outcomes

As part of his Master of Safety Leadership at Griffith University, Russell undertook a research project with the aim of understanding the extent to which Safety in Design influences safety outcomes. The study explored artefacts created during Safety in Design and the extent those artefacts make changes to the design to improve safety, in addition to exploring how risk decisions are justified, and whether there is evidence of unintended risk shuffling between lifecycle phases.

Dr Colette Browning, Professor, School of Health Victorian Institute of Occupational Safety and Health, Federation University

Professor Colette Browning is a research leader in health and ageing. She is a Professor in the School of Health at Federation University, an Honorary Professor at ANU and a Fellow of the Australian Psychological Society. Her research focuses on healthy ageing and improving quality of life for older people. Her career publications total over 250 and she has held major competitive research grants to the value of AU$23 million from a range of funding agencies including the National Health & Medical Research Council and the Australian Research Council.

Wednesday 16 September - 13:00

The Future of Work: Opportunities and Challenges for Older Workers

Recognition of our rapidly ageing populations can sometimes focus on concerns around declining health, and the burden associated with increased health and aged care costs. More and more, however, older people are making valuable, if not essential, contributions to society through both paid and unpaid work. Increasingly, workplaces will need to ensure safe environments that fit the skills and capacities of older workers. In this presentation, we will examine international trends in older worker participation, and the health and safety needs of an older workforce.

Ian Long, Director, Raeda Consulting

Ian Long has a book published by Routledge (Simplicity in Safety Investigations, 2017). He has worked predominantly in the minerals extraction and processing industry for the last twenty five years, with some exposure in Oil and Gas and the Chemical industries. He has had roles ranging from Safety Advisor in an Iron Ore mine though to Vice President of Health, Safety and Environment for the Nickel group within BHP. He now runs his own company, providing mentoring, coaching and training in leadership, coaching and in incident investigations around the world. His purpose in life, his ‘Why’, is to share images, imaginings, ideas, concepts and practicalities in safety and leadership with as many people as will listen, so that people start to think differently and positively about the why, what and how of the things they do in both leadership and safety. This is the purpose of this presentation.

Wednesday 16 September - 14:00

Simplicity in Safety Investigations

The way we think about investigations is far more important than the method we use’. Thinking about this and the fact that the impact health and safety professionals and leadership more generally can play on investigation quality is astounding, I explore how we can make a difference through a simple approach to incident investigations. Our mindset impacts greatly what we find. This presentation is built on over 23 years of workplace incident investigation work, including the facilitation of hundreds of ICAMs, 18 fatalities, and training thousands of people at all levels of business around the world.
Violence and aggression in the workplace is a health and safety issue that can have a significant impact on the physical and mental health of workers. Utilising decades of experience and expertise, Jo combines crime prevention with occupational health and safety to specialise in addressing occupational violence and aggression. Join Jo as she presents a case study of 'A violent and aggressive client in the workplace'.

**Wednesday 16 September - 16:00**

**Occupational Violence and Agression: What You Can do to Help Reduce the Risk**

Violence and aggression in the workplace is a health and safety issue that can have a significant impact on the physical and mental health of workers. Utilising decades of experience and expertise, Jo combines crime prevention with occupational health and safety to specialise in addressing occupational violence and aggression. Join Jo as she presents a case study of 'A violent and aggressive client in the workplace'.

**Wednesday 16 September - 16:45**

**Panel Discussion: Facing tomorrow's emerging risks, today**

Our workplaces are changing. As mechanical and technology removes many physical hazards, psychosocial and 'people' risks are emerging. This conversation looks at how workplaces and safety professionals can manage these risks.

**Thursday 17 September - 12:00**

**A Manifesto for Reality-Based Safety Science**

A manifesto for reality-based safety science is a proposal for how we should frame our empirical contributions so that safety science has a positive future. For a field of research to move forward, each new project or paper must strive to change what has come before – adding, synthesising, testing, tearing down or making anew. Not every piece of work will be successful in creating lasting change – but every piece of work must genuinely try to advance current theory.

Join the conversation # SAFEfest
Our presenters will discuss how Critical Risk Management and Critical Control Verification programs have been successfully implemented in workplaces that are not typically associated with 'high risk'. The case studies will review how Critical Risks were defined and identified, how leaders were engaged in the process, and in particular how actual frontline workers helped build and shape the way Critical Risk looked in their workplaces and day-to-day tasks.

**PROGRAM SPEAKERS**

**Jamie Ross, Head of Zero Harm, Spotless**
Jamie helps organisations who are starting a new phase, spinning their wheels, or need to make a change to improve performance, and are unclear on how to make the change. With highly transferable skills, he creates clear strategies and execution plans, achieve the critical behavioral changes at all levels, and ensure the changes are owned and sustained over the long term. Jamie’s career began working in underground coal mining in Central Queensland, before spending the next twenty years in operations, technical and functional leadership roles in the Australian and International mining and construction industries.

**Thursday 17 September - 13:00**

**Critical Risk in 'Non-Critical' Workplaces**
In this presentation, real case studies from across the Spotless group will be presented on how Critical Risk Management and Critical Control Verification programs have been successfully implemented in work places that are not typically associated with 'high risk'. The case studies will review how Critical Risks were defined and identified, how leaders were engaged in the process, and in particular how actual frontline workers helped build and shape the way Critical Risk looked in their work places and day-to-day tasks.

**Cameron Stevens, Pocketknife Group**
Cameron Stevens is a safety technology advocate and safety solutions concierge (ask him what that means). His passion is improving health and safety using technology and co-designed safety solutions. Cameron has a masters qualification in health, safety & ergonomics with over 15 years’ experience as a safety professional and sits on the WA Branch of the AIHS committee. He currently works as a Solutions Engineer for Augmented Reality start-up RealWear Inc. deploying voice-activated wearable technology to solve complex problems, is the owner of safety innovation consultancy, Pocketknife Group and the founder of the Global Safety Technology & Innovation Network.

**Thursday 17 September - 14:00**

**Step up your digital safety game and tune in to learn how a Connected Work Strategy can step-change real-time risk management.**
When workers are connected to people, processes and assets in real-time, they can make better, more informed decisions about risk. Everyone can make better, more informed decisions about work design and ultimately we can unlock opportunity to step-change improvement. Not only is digital transformation important for leveraging new opportunities at scale, it is crucial for determining the future of the health and safety profession.

**Tristan Casey, Lecturer, Griffith University**
Dr Tristan Casey is a Lecturer at Griffith University's Safety Science Innovation Lab. Dr Casey teaches the Safety Leadership programme at Griffith University. Recently, Dr Casey’s work was acknowledged by the NSCA and the Queensland Community Achievement Awards, having reached the finalist stages for both award programs.

**Thursday 17 September - 16:00**

**You can have your cake and eat it too: Embracing paradox of safety as source of progress in safety science**
Safety is typically cast as a trade-off with other priorities such as production and efficiency. Such an approach sets up a dramatic tension between organisational goals—an 'either/or' situation. Alternatively, safety can be framed as something that can be achieved simultaneously with other goals—a ‘both/and’ situation. The purpose of this paper is to raise the awareness of the paradoxical nature of safety management, and discuss how safety paradoxes might be effectively managed at different level of analysis.
PROGRAM SPEAKERS

Tristan Casey, Lecturer, Griffith University
Traci Carse, Organisational Psychologist, Fire and Rescue NSW
Julie Gillespie, Mental Wellbeing Consultant
Genevieve Hawkins, General Manager – Health, Safety and Wellbeing, Coles

Thursday 17 September - 16:45
Panel Discussion: Resilient Societies, Organisations and People
Isolation, mental health, and organisational and human resilience. How is the changing nature of work going to impact our society’s wellbeing? Are we facing a connectivity challenge, or an isolation one?

Brock Bastian, Partner, Ethics Applied
Psychologist, Researcher, Author, Speaker, Consultant, and Professor at the University of Melbourne. Brock researches, writes, consults and speaks on topics related to Ethics and Wellbeing. His work on Behavioural Ethics seeks to understand the psychology of everyday ethical decision-making and conflicts of interest, examining both complex social issues and organisational behaviour. Brock’s work on Wellbeing examines how people find meaning and purpose in life, how to build resilience within daily living, and when and why cultures of positivity can become toxic. He provides expert consultancy to individuals and organisations on these and related topics, with a view to providing evidenced based insights.

Friday 18 September - 12:00
Psychological safety - from Concept to Action
In this talk Brock will shift focus from treating psychological safety as an aspirational concept, to understanding how to make it a foundational element of a workplace or team. Based on contemporary psychological behavioural ethics research, this talk will reveal tools and insights with which to facilitate genuine individual and team behaviour change, building practical capability, and enabling culture improvement.

Greg Gebhart, Trainer, National E-Safety Commission
Greg Gebhart is one of Australia’s leading online safety presenters. Greg has provided presentations to more than 800,000 participants at state, national and international events. He has a strong background in leadership and change and has held senior positions including Regional Manager for the Victorian Industry and Education Partnerships program and Chair of his Regional Adult Education Board. Greg has been recognised for his achievements and passion for helping others, receiving a global achievement award through the International Society for Technology in Education.

Friday 18 September - 13:00
E-Safety Trends in Australian Workplaces

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Influence of Economic Cycles on Safety Performance in Western Australia

This study shows that the economic cycles do impact occupational injury rates in Western Australia and that this association is more pronounced in the mining, manufacturing and construction industry. Implications of this study suggest that during economic boom, mining and construction industries should continue to adopt rigorous safety standards and manufacturing should ensure workers are properly trained in safety procedures.

David Provan, Managing Director, Forge Works

David is the Managing Director of Forge Works and an Adjunct Research Fellow at Griffith University. Together with Dr Drew Rae he hosts the Safety of Work podcast. Having advised Boards and Executives across a number of industries, including energy, oil, gas, rail, construction for 20 years. David started out as a graduate safety officer after completing a Bachelor of Behavioural Science. Now with a Master of OHS and Risk Management, an MBA and a PhD in Safety Science, he is an international thought leader in the current and future role of the safety profession.

An open Q&A session on improving Safety Professional Practice

Panel Discussion: So where to now for the safety profession?

Wrapping up the week of ideas and building upon the work our individual panel members are well known for, grab a drink and some nibbles as we discuss the role of the safety professional and how we can find better ways of improving the safety and well being of our employees through ‘creating better’ and helping other organisations ‘create better’ #sharedvalue

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