Welcome to the Safety Institute of Australia 2016 Annual Report

Numbers in Safety

We know that Health and Safety is all about people. However, numbers help us to tell our stories and sometimes they speak louder than words. Throughout these pages, you will see some of the numbers that tell the story of the Institute’s work.
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About the SIA

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

Our Vision

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

Our Mission

Our mission is to advance the health and safety profession; to deliver the highest quality advice; and to be a voice for the profession, positively influencing 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 certification
- Creating and delivering professional development opportunities for our members and others in the field
- Fostering innovation to ensure the growth and development of 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
- Conducting policy advocacy and creating opportunities for participation in standards committees
- Forming partnerships with other stakeholders to achieve common goals.

The following staff and key consultants worked alongside our hundreds of active member volunteers throughout our branches and many committees in 2015-2016 to deliver the SIA’s products and services:

2015-2016 staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>David Clarke</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>Louise Berns</td>
<td>Executive Officer (from 9 July 2015)</td>
</tr>
<tr>
<td>Tabitha Osta-Li</td>
<td>Executive Officer/Certification Coordinator (until 4 Sept 2015)</td>
</tr>
<tr>
<td>Gail Jacks</td>
<td>Finance Manager</td>
</tr>
<tr>
<td>Catherine Reid</td>
<td>Membership Coordinator (Until 12 February 2016)</td>
</tr>
<tr>
<td>Marija Cabraja</td>
<td>Certification/Membership Coordinator</td>
</tr>
<tr>
<td>Penny Toth</td>
<td>Events Coordinator</td>
</tr>
<tr>
<td>Carmen Cita</td>
<td>Communications Coordinator</td>
</tr>
</tbody>
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Key consultants

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<th>Role</th>
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<tr>
<td>Steve Cowley</td>
<td>Editor, Journal of Health and Safety Research and Practice (JHSRP)</td>
</tr>
<tr>
<td>Craig Donaldson</td>
<td>Editor, OHS Professional Magazine and OHS Professional eNews</td>
</tr>
<tr>
<td>Andrew Heinrichs</td>
<td>Social Media Consultant</td>
</tr>
<tr>
<td>Kylie Marion</td>
<td>Consultant Bookkeeper</td>
</tr>
<tr>
<td>Pam Pryor</td>
<td>Registrar, Australian OHS Education Accreditation Board (AOHSEAB)</td>
</tr>
<tr>
<td>Ant Vandenberg</td>
<td>Graphic Designer, JHSRP and OHS Professional Magazine</td>
</tr>
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Board of Directors

**Chair – Patrick Murphy CFSIA ChOSHP**

**Qualifications:** Master of Health Science, Master of Business, Grad Dip OHS, Bachelor qualifications in politics, arts and sustainability, GAICD

Patrick has over 15 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 within the Queensland State Government. He also serves on the industry advisory panel for QUT 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.

**SIA special responsibilities**
- Member Finance, Audit and Compliance Committee
- Member Editorial Board for OHS Professional Magazine

**Deputy Chair – Nathan Winter ChOHSP**

**Qualifications:** Bachelor of Environmental Toxicology, Masters of Business Administration (Accounting), Grad Dip OHS, GAICD

Nathan is a safety professional with 15 years’ experience in Health & Safety, Environment, Risk and Quality roles across the Manufacturing, Mining, Oil and Gas, Services and Utilities industries. Since 2012 he has led a team of Risk, Audit and Quality professionals in his role as Corporate HSE Manager – Risk, Audit and Quality for the Ausdrill Group and from 2008 to 2012 he was the South Pacific Occupational Health Safety & Environment Manager for Cummins.

**Current SIA Special Responsibilities**
- Chairman of Finance, Audit and Compliance Committee

**Director – Cameron Montgomery FSIA ChOHSP**

**Qualifications:** Graduate Diploma in Occupational Hazard Management, Advanced Diploma of Business Management, Certificate IV in Workplace Training and Assessment

Cameron has an extensive background with over fifteen years of experience in Occupational Health, Safety and Injury Management. Working in the Local Government industry in regional Victoria, he has managed and implemented a complete health, safety and injury management system to meet the diverse risk profile of that industry. In CRS Australia, he worked with injured or ill workers and employers in assisting to achieve safe and sustainable return to work practices. Cameron has served on the Advisory Board of SGS Australia as an industry expert, has been a Member of the SIA Victorian Committee 2005 – 2009, 2010 – present, and was Chair of that Committee 2010 – 2011.

**Current SIA Special Responsibilities**
- Strategic Portfolio - Capability
- Member Finance, Audit and Compliance Committee (FACC)
- Advisor to the CEO on Industrial Relations/Human Resources issues

**Director – Amanda Benson CFSIA ChOHSP**

**Qualifications:** Master of Occupational Health and Safety Management, Bachelor of Education (Environmental Science)

Amanda has 20 years OHSE experience working in the civil & commercial construction, petrochemical, mining and engineering industries across Australia, New Zealand and the United Kingdom. She is the current GM Safety for a national transport, industrial recycling & asphaltting business, based in Melbourne and operating along Australia’s eastern seaboard. Amanda also serves on industry OHS advisory panels. Amanda’s work passion is integrating safety into operational excellence – through research and practice. Most recently, her organisation has researched key competencies that drive positive safety outcomes and has integrated these into their Recruitment & Retention practices.

**Current SIA Special Responsibilities**
- Strategic Portfolio - Member Services
Board of Directors

**Director – Andrew Maunder FSIA ChOHSP**

**Qualifications:** Masters in 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.

**Current SIA Special Responsibilities**
- Strategic portfolio - Membership Services (Co-Chair)
- Board representative on the SIA Certification Governance Committee

**Director – Lindsay Kranz COHSPrac**

**Qualifications:** Master of Business Administration, Bachelor of Social Work, Advanced Diploma of Occupational Health and Safety Management, Graduate Diploma in Planning, GAICD

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.

**Current SIA Special responsibilities**
- Strategic Portfolio - Engagement

**Director/Company Secretary – David Segrott COHSPProf**

**Qualifications:** Master of Business Administration (MBA), Bachelor of Arts (Administration and Law, Sub Major Organisational Psychology)

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. He comes from an operational management background and specialises in the development and implementation of WHSMS and risk 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.

**Current SIA Special Responsibilities**
- Company Secretary

**Director – Kelly Johnstone FSIA ChOHSP**

**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 Ports, Coal Seam Gas, Construction, Health, Education, Energy Generation, Oil Refining, Transport, Hospitality, and Manufacturing. Kelly’s main research interests are in the area of occupational hygiene. 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.

**Special SIA Responsibilities**
- Chair, College of Fellows
Board of Directors

**Director – Kelly Lovely COHSProf**

*Qualifications:* Master of Business Administration, Graduate Certificate in the Social Psychology of Risk, Master of Safety Science, Bachelor Degree of Occupational Therapy, GAICD

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).

**Special SIA Responsibilities**
- Strategic portfolio – Policy and Research

**Independent Director – Mr Peter Henneken AM**

*Qualifications:* Bachelor of Business, Bachelor of Arts, FAICD

Peter has over 40 years’ experience as a public servant, with experience at Queensland and Federal levels 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 as well as the Electrical Safety Office and 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.

**Special SIA Responsibilities**
- Strategic portfolio – Policy and Research
- Advisor to the CEO on VET sector issues

**Director – Marissa Dreher**

*Qualifications:* Bachelor of Laws (Honours), Bachelor of Music

Marissa has over 10 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.

**Special SIA Responsibilities**
- Strategic portfolio – Capability

**Independent Director – Victoria Taylor**

*Qualifications:* Certificate in Governance Practice, GAICD.

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.

**Special SIA Responsibilities**
- Strategic portfolio – Engagement
- Advisor to the CEO on Communications
It is my pleasure to report to members and stakeholders on the progress of the Safety Institute of Australia (SIA) for the Financial Year 2015-2016.

The importance of the journey of nearly 70 years for the SIA is best understood when we consider the many thousands of people who have worked within the Institute over those years in a host of paid and voluntary roles to contribute to building a better defined, more skilled, more reputable, and more effective profession. The Institute has been an important component of our profession’s rich and important history, and we do our best to continue to help shape the health and safety profession and be part of its future.

When I became Chair of the Institute three years ago, I gave a commitment to refocus and strengthen the organisation and I am pleased to report to members that we have had another encouraging and highly constructive year. The revitalisation is now fully underway, and we are performing well by the Board’s measures of success. I am particularly pleased with the regular positive feedback from our stakeholders about the progress we continue to make.

During the year we launched our new Strategic Plan for the period 2016-2021, which included an extensive consultative process extending far beyond our own membership. The plan sets out the journey for the next five years and outlines bold goals for the SIA and the profession.

Our vision – for safe and healthy workers, in productive and successful businesses - is straightforward and something which other stakeholders can share a commitment to, working with us for better results. However, having a clear vision is just the beginning and we focus all of our resources and energy toward that vision with good planning and execution. To articulate where that energy goes, within the strategic plan we have outlined four key strategic focus areas:

**Capability:** Developing a stronger, more capable profession, better acknowledged, and better positioned within the company structure to positively influence organisations.

**Policy and research:** Our profession has its own unique voice - different to other stakeholders - and we are building our capability to make that voice heard. We have also just begun building the SIA as a vehicle for the sharing of knowledge and research, creating lots of different pathways for people with new ideas and new evidence to be heard.

*At 5th August this calendar, 100 people have already lost their lives in workplaces in 2016.*
I am pleased to report to members that we have had another encouraging and highly constructive year. The revitalisation is now fully underway, and we are performing well by the board’s measures of success.

**Engagement:** We can’t achieve our goals without partners who share our vision. We now have a strong practical and ethical framework for building these partnerships with governments and their regulatory bodies, unions, employer groups, other associations and the many thousands of companies in Australia that are seeking the support of the OHS/WHS profession. Together, our voices are stronger.

**Member services.** When our members invest in us, we invest in them, to provide a range of better products and services to assist them in their careers, wherever they may be on their journey. We continue to work on delivering better value, sharing the latest thinking and information with more people through more channels with the intent of building capability.

Underpinning these strategic pillars is an additional set of objectives designed to ensure that the SIA is managed well, and grows so that we are better resourced to act on our priorities.

We remain true to our convictions and never forget what our purpose is. At 5th August this calendar, 100 people have already lost their lives in workplaces in 2016. This is simply unacceptable, and we must continue to reflect on what we as a profession can be doing differently to play our part to reduce injury, illness and death in the workplace. We will continue to work to build the capability of the profession, and increase our unique voice – one which understands both the interests of both business and unions – so that policy decisions are made to achieve the best health and safety outcomes.

I would like to express my great thanks 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 many volunteers across the country for your ongoing support and commitment;
- The staff at the Institute whose hard work is valued and appreciated and who function every day with members’ interests front of mind;
- Our many stakeholders, strategic partners and sponsors. Without you, we cannot achieve our goals; and
- My Board colleagues, for their support and hard work - and especially those outgoing Directors for their contributions and efforts;
- Most of all, everyone working across Australia committed to improving occupational health and safety outcomes.

We now have a clear plan for the future and I am confident that this plan will see our profession - and the role of health and safety within the company – take new and stronger strides in the years ahead.

I am honoured to have served as the Chair of the Board of Directors of the Safety Institute of Australia in 2015/16. It is a privilege to serve the profession. I appreciate your ongoing support and we look forward to another successful year ahead.
As I approach two years in the role of Chief Executive at the Safety Institute of Australia, I am thrilled to report that we have initiated several important new projects and our work is expanding. In the last year alone, we have significantly increased the number of events that we run, and introduced webinars to reach our regional and remote members. The SIA Certification Program has certified more than 1350 OHS practitioners and professionals. Our higher education accreditation program is going from strength to strength. We have a new mentorship program to facilitate the exchange of knowledge and wisdom, and the creation of valuable new networks. Through our work in policy, the Institute is developing a strong and unique voice.

Financially profitability is not our primary focus. Having a well-run, sustainable business is however a key priority and we are taking on the challenge of concurrently expanding the scope of our work and strengthening our financial base. We are committed to doing this in a way that delivers maximum benefit to our members, and so our growth is guided by the following financial principles:

- Expand our revenue base to be less reliant on member revenue as a key financial driver;
- Strive to provide the best content in the health and safety conference market, at the lowest rates in the market;
- Increase the differential value of member rates to non-member rates at all of our events; and
- Ensure that the core services which affect quality in the profession and promotion of the profession – such as Accreditation and Certification – are delivered at cost rather than as profit centres, to keep fees for these services as low as possible.

In the past year, the importance of recognising and embracing the diversity of views throughout the profession has emerged as an important theme within the Institute. We are a broad church, working across the full spectrum of industries, and at all levels within organisations, from health and safety representatives on the shop floor, to executives within multinational companies, and senior business leaders.

Our people come to the profession from a range of backgrounds and work from a wide range of knowledge bases, including OHS tertiary educators; specialised professions, such as the fields of science, law, engineering, individual and social psychology; the VET system; and also through the school of practical, on-the-job experience. Within their work, our people may have a strong compliance focus, organisational culture focus, or a range of different systemic approaches. They may have a strong conceptual belief in Zero Harm, or they may have passionate views on...
how to do Safety Differently. Everyone’s views are important, and there is something to be learned from all of these various elements of the health and safety profession.

At the SIA, we don’t represent any particular dogma or school of thought - we are the place where they are talked about. There is value in knowing something about all of them. At the SIA, we continue to work on building the OHS Body of Knowledge to reflect the valuable learnings from the many schools of thought and practice, and as we do the profession becomes more sophisticated and capable.

In the year ahead, you will hear more from our Fellows of the Safety Institute as their leadership activities expand. Our branches will be strengthened by more people stepping up to design activities and events, and strengthen local networks. We are committed to establishing a stronger continuing professional development (CPD) framework for the profession and, through our advocacy work, presenting a unified voice for the profession. We will create new opportunities for connecting emerging research to practice, and our events program will continue to grow. We will be adding new chapters to the Body of Knowledge, and updating a number of existing chapters.

With its abundance of diverse interests, different perspectives, wide-ranging projects, and ever-growing demand, the Safety Institute of Australia’s charter may seem highly complex, or even intractable. However, I believe that the recipe for success is simple. When our community (staff, board, members, and other stakeholders) embodies the values of good management, hard work, commitment, selflessness, service, integrity, and inclusiveness in their practice, great things happen, and the whole really does become far greater than the sum of its parts. I have a sense of this emerging now at the Institute, and as a result it is an exciting place to be.

I would like to acknowledge the entire SIA community of leaders – board, staff, and members - who contribute their energy and support through our branch activities and programs such as Mentoring, Certification, Accreditation, Fellows of the Institute, and our many networks. Together we have already produced some outstanding results and there’s still so much more to do. I look forward to another great year working with the SIA community, while we work to make a difference to the health and safety of all working Australians.

“In the past year, the importance of recognising and embracing the diversity of views throughout the profession has emerged as an important theme within the Institute.”
Member Services

SIA Strategic Plan 2016-2021

We serve the members and the wider profession in everything we do, including our work that falls within the parameters of our other strategic focus areas: Capability (such as certification or mentoring), 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 support their growth and development.
The SA Branch has had its most successful year for many years in 2015/16. The Branch has held several events, with a specific topic or theme, rather than simple site visits or 1 speaker events. The topics and the range of speakers has had a positive impact on attendance numbers. We have also had a significant increase in branch membership for 2015/16 with more than a 10% increase. The change in format of the local events has also resulted in a significant number of non-members attending our seminars. We are still ironing out a few teething and consistency issues, but numbers are growing well, and overall these sessions are improving and receiving positive feedback.

The work that has been occurring over the past 2 years in relation to developing networks is also starting to show benefit. Establishing a relationship with SafeWork SA where they are able to provide speakers for our events has been beneficial for both parties. Other business and networking relationships have been established with the University of SA, SISA and TAFE SA.

Over the last year, we set up and delivered the following events:

- Road Transport Safety Seminar, August 2015
- Annual Dinner and Awards Evening (Award winner – Karen Bastian, Electrolux), August 2015
- SANE/SIA Mindful Employer Seminar, September 2015
- Christmas Drinks and Networking, December 2015
- Asbestos Seminar, February 2016
- SA Safety Symposium (Informa), May 2016
- Annual Dinner and Awards Evening, September 2016

Over the coming year, we will continue to build the relationship with SafeWork SA regarding co-presenting. We'll also run more events/seminars in key interest areas, using feedback from member surveys and recent seminars, and we will focus on building networking relationships with more local organisations and business groups which have an interest in health and safety.

Branch Committee Members
Current: Craig Schopp (Chair), Paul Kayser (Secretary) Rory Sweeney, Tim Wilson, Tony Burroughes, James Smith
Leaving: Alan Walker (Secretary), Jacqui Wilson, Rebecca Nugent, Deborah Faehrmann.

Acknowledgements
I would like to acknowledge the efforts of all committee members (current and former), without whom we would not be able to bring these local events together. A special thanks to Alan Walker, who has been the Branch Secretary for several years and is now taking a well-earned break – thanks mate! Finally, our thanks go to the many speakers who have given their time to present at our seminars and the Symposium.

* Years passed since the first national Health and Safety conference in Australia, Adelaide, 1946
Western Australia Branch Report / Member Services

Michael Walsh, Chair

The WA Branch had another busy and productive year, aligning our work with the SIA Strategic plan and commencing initiatives in the areas of Capability, Policy & Research, Engagement & Member Services.

We support our local universities, Edith Cowan and Curtin, and their accredited courses, being represented on OHS Consultative Committees and providing a student award sponsorship, and the University of Western Australia by promoting research undertaken through the Centre for Safety.

We provided submissions on behalf of our WA members on the Work Health and Safety (Resources) Bill and on the ‘Draft Isolation of hazardous energies associated with plant in Western Australian Mining operations guideline’. We are also currently coordinating a submission on ‘Amending the model Work Health and Safety Regulations (the WHS regulations) for the Western Australian working environment’. The WA committee this year also responded to the invitation from the Attorney General by nominating an individual for the position of expert panel member of the Western Australian Commission for Occupational Safety and Health.

Partnerships are important to us. In addition to our partnership with IFAP, over the past few months our committee has been examining other strategic partnerships across industries and has held productive meetings with the WA Construction Safety Alliance and charitable organisations such as Lighthouse Australia with whom we share mutual values of Health and Safety within the WA Construction industry.

Our networking events continue to be something we have much pride in delivering, and over the past twelve months we delivered a number of well attended breakfast events on a variety of topics. We also assisted in the delivery of the safety stream at the Australasian Oil & Gas Conference in February.

In the coming months, we are presenting on new BOK material on Progress Safety for the HSR forums at the APPEA Conference in October, and have been preparing for our Perth Safety Symposium in September 2016, with a flexible format and significantly reduced registration, so quality and topical information can be accessed by more health and safety people. This is just part of an even busier networking and events program overall for the year ahead.

Branch committee members
Michael Walsh (Chair), Kym Bills (Deputy Chair), Nathan Winter (WA Treasurer & Deputy National Chair), Adam Parsons (Secretary), Martyn Cross (Events Coordinator) and fellow committee members Marcus Cattani, Richard Barna, Brendan Green, Andrew Clarke, Cara Leavesley, Danny Spadacnini, Fred Easton, Robert Kelleher, Andrea Jia & Tricia Winyard.

Acknowledgements
This is this my last report after three years as Branch Chair and six years as a Branch committee member. I am proud of what the Branch has achieved over the past few years with the voluntary contributions of all Branch Committee members. I would like to thank each committee member I have worked with for their support and commitment, and know that I leave the branch in very capable hands. Our work is making a difference in health and safety and helping drive down the occurrence rate and consequences of personal injury in the workplace and seeking to prevent major accidents.

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 support their growth and development.

– Strategic plan 2015-2016
It was a stable year for the ACT and in line with previous years the Branch committee concentrated their efforts in planning and delivering an events program for the benefit of ACT and local NSW members. The major events which were conducted through the year included the following:

- Annual Dinner, August 2015
- Members Night, September 2015
- End of Year Function, December 2015
- Women in Safety Breakfast, March 2016
- Contractor Management Seminar, May 2016

In the year ahead, we will be aligning our program of events and advocacy to the broader strategic plan of the SIA, and seeking to build a program calendar of events with a broader focus.

Branch committee members
Phil Howard (Chair), Amanda Day (Vice Chair), Anusha Cooray (Secretary), PJ Fleming, Robert Franco, Kerry Plunkett, Ian De Costa, David Segrott, Philip Edwards, Patricia Devlin-Hourigan, John Everett, Ashley Phillips, Mark Sawszak, Coline Constable, Angela Maples.

Acknowledgements
I would like to thank all members of the branch committee for their engagement and support for our work this year. I would like to particularly thank Amanda Day who provided invaluable support as the Deputy Chair and Ian De Costa continued to deliver in the critical role of Events Coordinator.
Still new since separating last year from Queensland branch, NT branch continues to develop. We had another good year and our membership has grown. We continue to bring safety events to the NT, and focus on building positive relationships between the profession and the Regulator, Educators, and Industry.

We undertook a member consultation and provided submission on the WHS Act amendments, as well as running a number of activities throughout the year, with the following highlights:

- Annual SIA NT Symposium: Held in Safety Week in October, and we took a creative and light-hearted approach to the important theme of emergency and epidemic management by examining the concept of safety and zombies, imagining a zombie epidemic. An amazing and highly knowledgeable lineup of speakers included the Honourable John Hardy OAM, Stephen Gelding, Exec Director NT WorkSafe, Jason M Hough, Dr Elspeth Oppermann and many others.

- Breakfast Workshop: Mental Health in the workplace 20 May 2016, providing safety practitioners the opportunity to network in an informal breakfast setting, with two local speakers: Justine Mclean, Project Officer, OZ help, and Catherine Bidios, RTW co-coordinator discussing mental health, workers compensation issues and the return to work process.

Our aim in the year ahead is to keep growing and bring more events to the membership, with a special focus on our annual NT symposium.

Branch committee members
Martyn Hill (Chair), Mark Koppen (Deputy Chair), Wendy Kirkbright, Sean O’Connor, Patricia Pereira, Daniel Kirk

Acknowledgements
Thank you to all of our supporters and delegates at the NT Symposium, who made the event such a success, to the Branch Committee for an amazing job this year and of course to all of our wonderful NT members.

* New S.I.A. members 2015-2016

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This year has been another absolute blast for NSW Branch, beginning with our first annual Sydney Safety Symposium where more than 100 delegates were treated to a day of networking and learning from some of the best in industry. More networking and connecting events were held and the end of the year saw us outgrow our regular meeting space at The Safe Step offices.

The beginning of the year saw an influx of new and enthusiastic branch committee members joining our long term contributors. We developed a 2016 events schedule with topics which have seen registrations filled within minutes of events being advertised, and we look forward to continuing to deliver topical material.

This past financial year, our events included:

- Sydney Safety Symposium, July 2015
- Occupational Hygiene Investigations (with SafeWork NSW), August 2015
- National Safety Conference (Melbourne), September 2015
- Asbestos Seminar (with SafeWork NSW), October 2015
- NSW SIA Xmas Party, December 2015
- NSW Branch Planning Day and Committee Elections, January 2016
- Psychologically Healthy Workplaces (Hosted by Safesearch), March 2016
- Chain of Responsibility Seminar (Facilitated by Zenergy Recruitment), March 2016
- Incident Management and Response (Hosted by Corrs Chambers Westgarth), April 2016
- Site Tour (Sydney Harbour Foreshore Authority), June 2016

This year we acknowledge a group of long-term SIA members who tirelessly sustained the Wollongong sub branch through a period of changing industry profile in the region and downturn in heavy industry, and who have decided to call it a day after almost 20 years. A huge thanks to the outgoing organising committee Gabe Bresolin, Will Lee, Chris Jackson, John Oudejans and Trevor Gemmell – and all others who helped along the journey with committee involvement, support and attendance. We will continue to schedule events in the region for our members there.

In the coming year we are looking forward to increasing our events program, partnering with organisations and seeing more of our members face to face or online, and also organising some regional face to face events now that the metropolitan area has gathered momentum.

Branch committee members
Melissa Pollock, Connie Mendoza, Kate Curtain, Katrina Macgregor, Mathew Kelly, Roger Fairfax, Nathan Blair, Caroline Burg, Nabil Ahmed, Shaun Street, Michelle Price, Ken Robertston, Terry Flanders, Felicia Harris, Brett Hickinbotham, Martin Taylor, Michael Johansen, Ian Ackland, Karen Wolfe, Greg Lowe, Julian Bedford, Joachim Geussens.

Acknowledgements
NSW Branch would like to say thank you to the past and present committee members for contributions without whom the Branch would not be able to function. We would also like to acknowledge the following organisations/persons for their support during the year; Safework NSW, The Safe Step, safesearch, Zenergy Recruitment, EY, Herbert Smith Freehills, Corrs Chambers Westgarth, Sydney Harbour Foreshore Authority, Centre for Corporate Health, Communicorp, The Who Group, ASBG, Sharron O’Neill, Laing O’Rourke, and Orora Group (Paper and Recycling Division).
During the FY 15/16 a number of regional events were conducted, coordinated by a band of hard working Regional Representatives, Conference Organising Committee members and other volunteers to benefit our local members in the Cairns, Townsville, Sunshine Coast, Brisbane, Gold Coast & Bundaberg regions.

It is pleasing to report that we have commenced a Young Safety Professional network program here in Queensland with the first event conducted in June. Our thanks go to Naomi Kemp for being the driving force in getting this up and running.

During the year, the Queensland Branch ran 14 events that were coordinated through our network of Regional Representatives, with a number of site visits, and guest speakers. Added also to these networks events were:

- Our 23rd Visions Safety Conference in Gladstone, October 2015.
  Visions is re-gathering momentum, and the event was very well attended;
- Functional Resonance Analysis Method (FRAM) 2 Day Workshop led by Professor Erik Hollnagel, July 2015; and
- SANE/SIA Mindful Employer Workshop, October 2015

Next year, our focus will be to maintain and improve both the quality and frequency of local membership events. We have just completed the 24th Visions conference in July 2016 and are already gearing up for the Silver Anniversary event in May 2017. We are always on the lookout to harness the efforts of members interested in helping us build our program for member engagement and networking.

Branch committee members
Bryce McLaren (Chair), Brett Jones (Deputy Chair), Cassandra Madigan, David Randall, David Whitfield, Jenny Carlos (resigned), Jo Kitney, Kelly Johnstone (resigned)
Malcolm Burgin, Naomi Kemp, Roxanne Egeskov
Regional representatives: (Regional Representative are dedicated volunteers in the local areas who have made a commitment to try to plan and organise local events for local members on a regular basis.) Peter Lupschen (Brisbane), Jenny Carlos (Bundaberg), Andrew Maunder (Cairns), Allison Hutton (Gladstone), David Randall (Gold Coast), Michael Conrad (Sunshine Coast), Michael Courtenay (Toowoomba) and Alan Dudderidge (Townsville)

Acknowledgements
We would like to begin by thanking all of the volunteers who have ably assisted the SIA and the Branch, giving their time and efforts to support us in FY 15/16 over the last twelve months. We would again like to thank the many SIA members and to thank the team in the National Office for their support of us as we do our best to serve and support the aims of SIA.
Over the past year, the Branch continued to deliver contemporary OHS awareness activities across Tasmania, taking a more centralised approach with a focus on shared activities in Hobart and Launceston. Having fewer, better quality events combined with partnering with Better Work Tasmania resulted in average attendances increasing to over 100 attendees at events.

We delivered topics in a scheduled calendar, including:

• The SIA Tasmania branch north-west region continued to hold effective, independent activities in conjunction with the North-West Safety Focus Group
• The Tasmanian Safety Show and Symposium with key presentations by well-respected OHS experts, was a highlight and its success has guaranteed its future on our Calendar, July 2016
• SIA / Better Work Tasmania seminars on Consultation, Engagement and Industry Safety attracted large groups of OHS practitioners in both Hobart and Launceston
• The Branch facilitated face to face sessions both in the north and south of the state during WorkSafe Tasmania Week in October 2015
• Members attended the WorkSafe Awards Dinner and some were nominated for individual awards
• The annual Page Seager presentation (Legal Insights into WHS Law) held in Hobart, was well attended and very informative
• Two successful health and wellbeing events in Hobart and Launceston held in partnership with Better Work Tasmania
• The SANE/SIA Mindful Employer Workshop

This coming year our activities will be expanded to include the north-west of the state. The more focussed approach to activities in Hobart / Launceston has been a success and will continue, with fewer but higher profile events into 2017 with an aim to duplicate successful activities in both the north-west (Burnie or Devonport), and we will continue with our State Symposium and Safety Show with high-profile, keynote speakers discussing contemporary OHS issues.

Branch committee members
Ken Nolan (Chair), Ben Lehner (Deputy Chairman South), Phillip Bourke (Deputy Chairman North-west), Ingrid Baldwin (Secretary), Ken Holmes (Treasurer), Ted Leeson (Immediate Past Chair), Phil Owen (Membership & Distribution), Marly Flynn, Neil Johnston, Alexander Bingham, Martyn Bradfield, Matt Prendergast, Shaun Lennard, Lauren Jago, John Kirwan.

Acknowledgements

I would like to thank the Tasmanian Branch Committee for providing their extensive support, expertise and time on a voluntary basis in 2016, with special acknowledgement to the following:

• Ken Holmes for his tireless personal support to me and the branch and work with Better Work Tasmania
• Ben Lehner in his role as Deputy Chair
• Lauren Jago, Ben Lehner, Marly Flynn and Neil Johnson for making the 2016 Tasmanian Safety Symposium a success
• Phillip Bourke for maintaining collaboration between SIA Tasmania Branch the North-West Safety Focus Group
• Pamela Atkinson, Better Work Tasmania; David Dilger, Page Seager; Unions Tasmania; The North-West Safety Focus Group
This year’s Branch highlight was without a doubt the National Safety Convention, themed “Safety Differently”, held at the Melbourne Convention and Exhibition Centre from 16 - 17 September. Attended by just over 300 delegates over two days, we trialed some new formats, harnessed technology through the use of a conference app and we got some press coverage.

Another highlight was successfully hosting the Inaugural BOK Club Webinar - The role of the OHS Professional - an international perspective in December 2015. We look forward to more of these on other BoK chapters in the near future.

The Branch delivered a suite of other activities through the year as well including:
• The new Young Safety Professionals networking forum (Monthly). These meet-ups have grown organically and are being held in the CBD
• RMIT Centre for Construction Work Health and Safety Research - series of international expert talks on safety performance measurement and evaluation. Professor Matthew Hallowell, the University of Colorado at Boulder (US) – From Retrospective to Prospective: Can We Reliably Forecast Injuries? Professors Nick Blismas and Helen Lingard, RMIT University – Health and Safety Indicator Data in Construction Projects, September 2015
• Eric Wigglesworth Lecture – Rosa Carrillo – Building Relationships and Creating Mindful Conversations, September 2015
• SANE/SIA Mindful Employer Seminars
• The annual OHS Construction Forum - “Safety in Design: Current industry practices, perspectives, legislative requirements and benefits to health and safety management in the construction industry”, November 2015
• VIC Branch Planning Days, January 2016
• The annual Herbert Smith Freehills Annual OHS Breakfast, May 2016

Through the coming year, the VIC Branch will focus on the following key initiatives:
• Aligning branch function with the strategic direction of the Board
• Delivering a stronger level of input to government OHS/WHS policy
• Creating mutually beneficial relationships with the State Regulator and other strategic partners
• Promotion of the new CPD system and Certification of the OHS/WHS profession

Members of the SIA play a critical role in contributing to its effectiveness and success. We will seek to harness their skills and capabilities by providing increased opportunities for participation and leadership. – Strategic plan 2015-2016

Sajan James, Branch Chair
A galaxy of events / Member Services

Penny Toth, Events Coordinator
This year, I have been employed as a full-time events coordinator to support the branches with their events programs in every state and territory. I am also responsible for a series of centrally organised national events, including national speaker tours, re-building the annual national convention, and introducing webinars as a vehicle to create more opportunities for participation to rural and remote members.

Just as we have a diverse profession, one of the key themes we are building on is diversity in our events program, where there is something for people who work at all levels of organisations in health and safety, from health and safety representatives to senior executives. This also includes a breadth of content which spans the field’s wide range of professional focus.

Over the last 12 months, we received more than 3000 registrations from representatives of Australia’s health and safety profession in a nationwide program of 68 events consisting of seminars, workshops, webinars, networking meetings and conferences. Of these, two thirds were members, which shows that we are attracting an increasing number of new people to our events.

In September 2015, the SIA National Safety Convention was attended by just over 300 delegates from a range of industries. Aiming to explore new ideas, the conference presented an exceptional line-up of Australian and international speakers. Feedback from the Convention was excellent, improving on previous years. We will continue to build the convention, including adding a series of satellite events around it and inviting people from all over the country to come to what we hope is an event of significance on the national agenda, where the broader WHS community of interest comes together to discuss and debate the issues that matter. And, we will do this at the most competitive rates in the market.

In the coming year we look to build on the foundations of the new events program, expand our use of webinars, and begin a formal and structured focus on the continuing professional development needs of the profession.

“…. It has been years since I have attended an SIA conference. I was blown away with the difference in quality and the high-level presentations. Congratulations to the organisers.” – Delegate feedback from 2015 National Safety Conference

* Registrations in SIA events, 2015-2016
Staying connected and up to date / Member Services

Marija Cabraja, Membership Coordinator

One of the most important things that members tell us about is the importance of providing and maintaining high quality information services, to keep people connected and up to date with what’s happening in the field of health and safety. They want to see a platform for discussion in various forms around emerging research, new ideas, and general discussion and debate on the issues people are facing in keeping workers healthy and safe.

The following information products and services were provided to members in 2015-2016.

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. It is available to members at no charge.

The Journal for Health and Safety Research Practice (JHSRP)
This 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.

The SIA OHS Professional eNews
Received fortnightly with a distribution of more than 5000, this newsletter provides members 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 web site.

www.sia.org.au
Our website contains a vast amount of knowledge on workplace health and safety, including many of the documents underpinning the WHS Body of Knowledge, an events calendar, a registered safety professional database and a host of other information.

EBSCOHost, online research database
We know that our members consider 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.

Young Professional’s Network
Led by Tim Allred and Stephen Cuce as convenors, this network is continuing to grow and develop, providing a platform for younger members of the health and safety profession to share their ideas and perspectives. Network meetings are being planned across a number of states and territories in the year ahead.

Women in Safety Network
The Women in Safety Network provides a platform for discussion about gender issues in health and safety. The group is developing a platform for both men and women in the sector to explore and discuss the impacts on a sector when a significant majority of the people who work in it are men.

Committee Members Andi Csontos, Julie Gratton, Kelly Lovely, Marcella Donnellan, Sarah-Jane Dunford, Penny Toth and Rebecca Dabbs have developed a forum linked to our national Convention this September, with the theme ‘Leaning In: Leading and influencing health, safety and business performance.’ The Committee will continue to develop events and discussion opportunities in the year ahead.

Social media
These days, a social media presence is par for the course, 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, and our LinkedIn group has nearly 14,000 members.

Social media is playing an increasing role in not only connecting members, but also education, training and professional development. This is an area the Institute continues to work to stay abreast of.
The first part of our organisational mission is to advance the health and safety profession, to deliver the highest quality advice.

To achieve this, we have a strong focus on building capability, and we go about this in many ways.

• We believe that health and safety work practices are heavily influenced by the quality of education and training of all Australian workers, including health and safety professionals. The Safety Institute of Australia (SIA) contributes to the content and quality of general health and safety training, nationally recognised competencies, VET and university qualifications and on-the-job training, including continuing to deliver accreditation of higher education.

• We believe that the quality of health and safety advice provided by professionals is enhanced by continuous professional development. The SIA is developing a CPD program that will be recognised widely for its contribution to professional development.

• We are committed to continuing our work to further develop and maintain the OHS Body of Knowledge for the profession, ensuring that it is contemporary, representative of high standards, and relevant to the workplace.

• Building capability across the field of health and safety is not only about the core business of communicating existing wisdom, but also fostering innovation and new ideas which can lead to greater productivity and better health and safety outcomes, and we are extending our focus on this in all of our activities.
Accreditation of higher education and custodianship of the 
OHS Body of Knowledge

From Professor Mike Capra, AOHSEAB Chairperson and Pam Pryor, Registrar

The Australian OHS Education Accreditation Board has now completed its fifth year of operation. Auspiced by the Safety Institute of Australia it operates with autonomy related to standard setting and decision-making about accreditation of higher education. Although this is its core role, the Accreditation Board has also seen itself as an advocate for OHS professional education and OHS capability.

A review of activities conducted recently has resulted in a defined focus on two key areas:

- Recognising university-level programs that meet the accreditation criteria, and
- Custodianship/continuing enhancement of the OHS Body of Knowledge.

These activities continue to be important contributors to Australian Work Health and Safety Strategy 2012-2022 Healthy, safe and productive working lives, which includes the strategic outcome that those providing work health and safety education, training and advice have appropriate capabilities.

The focus of the Accreditation Board for the year 2016-17 will be to implement the new accreditation criteria and fee structure while supporting and encouraging those universities with programs not yet accredited to gain accreditation.

As the OHS Body of Knowledge plays an important role in accreditation, the Accreditation Board will continue to oversee the development of new chapters and review of current chapters. It will contribute to the determination of priorities for development and ensure relevance, quality and standard of content.

Having reached five years of operation, undertaken and responded to major review, the Accreditation Board now moves into a new era with the first universities to achieve accreditation now approaching the second round and seeking re-accreditation.
From Professor Mike Capra, AOHSEAB Chairperson and Pam Pryor, Registrar

There are currently 14 universities offering a total of 29 OHS professional education programs. The status of programs accredited by the OHS Education Accreditation Board as at 30th June is shown below:

Accredited programs as at 30th June, 2016

<table>
<thead>
<tr>
<th>Accredited Programs</th>
<th>Bachelor</th>
<th>Grad Dip</th>
<th>Masters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Queensland University</td>
<td>OHS</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Curtin University</td>
<td>OHS</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Curtin University, OHS/Health promotion</td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Edith Cowan University</td>
<td>OHS</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Latrobe University</td>
<td>Ergo, S &amp; H</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Monash University</td>
<td>Occup &amp; Env Health</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Queensland University of Technology</td>
<td>OHS</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>RMIT University</td>
<td>OHS</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Federation University</td>
<td>OHM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Newcastle</td>
<td>WHS</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>University of Wollongong</td>
<td>WHS</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>University of Queensland</td>
<td>OHS Science</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

Accreditations in progress

<table>
<thead>
<tr>
<th>Accreditations in progress</th>
<th>OHS M</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>University of South Australia (underway)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Western Australia (underway)</td>
<td>WHS</td>
<td>✓</td>
</tr>
<tr>
<td>(Griffith University, 2017)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Universities with accredited programs are able to display the Accredited Program logo on their web site and related publications. A register of OHS professional education programs is also available on the Accreditation Board website which is becoming a first port of call for potential students.

A formal review of the implementation of accreditation was conducted in 2014-15 which culminated in a consultative Accreditation Forum held in Melbourne and online in November 2015. Concurrent with this review the Australian Government reviewed the standards for universities with the legislation for the new Threshold Standards approved in December 2015. Universities are required to be compliant with the new Standards by January 2017. As it is the policy of the Accreditation Board to align OHS accreditation criteria with university standards the new Threshold Standards were a further input to the review. The outcomes of the review resulted in revised criteria and fee schedule effective from January 2017 for new accreditations; currently accredited qualifications will migrate to the new criteria as part of the annual review process, and as they renew their accreditation.

Discussions between the SIA and the Accreditation Board during the last year have resulted in a greater alignment of objectives and activities by both agencies. The SIA continues to support the work of the Accreditation board to enable costs to the universities to be minimised while ensuring a rigorous and supportive accreditation assessment process.
The (OHS Body of Knowledge)... is an educational and professional development tool, providing people with focussed access to a vast range of knowledge available on workplace health and safety theory and practice.

* Chapters, OHS Body of Knowledge
From Jo Kitney, Chair, Certification Governance Committee

Less than 18 months after introducing the OHS Profession Certification Program in 2015, the program is well established. We now begin our work to build stronger awareness and recognition in industry of the importance of certification as one of the tools which raises the professionalism and standing of the profession.

Since the launch of the program in February 2015, more than 1400 applications have been processed across the three main certification levels of OHS Practitioner, OHS Professional and Chartered OHS Professional. Applications for the two in-training categories of certification - OHS Trainee and OHS Graduate - are increasing, with people newly qualified in OHS joining the Safety Institute of Australia (SIA) and beginning their journey to full certification.

Assessments
The certification program is administered through the Safety Institute of Australia’s (SIA) national office utilising a team of contracted assessors trained to complete the demonstrated capability assessment elements of certification. These assessors hold OHS certifications and senior health and safety roles in industry.

Certification assessment is different for each level of certification applied for. Applications are evaluated against minimum qualifications, experience in an OHS role and demonstrated capability in practice through written practice reports and references for all applicants, relative to the level applied. Personal interviews are also conducted for those seeking certification as Chartered OHS Professionals.

We understand that many capable people working in the field today have developed careers in a different educational landscape, and so we are introducing assessment processes that allow people who have extensive experience but less academic qualifications, to achieve certification. One such pathway already in place is the Alternative Knowledge Assessment (AKA) which assesses at OHS professional level with a combination of exam, case study and VIVA has enabled the assessment of these applicants against the OHS Body of Knowledge and practical application of OHS practice in workplace environments.

A detailed mapping of overseas qualifications has been established by the Australian OHS Education Accreditation Board (AOHSEAB) to enable overseas applicants who are suitably qualified to gain OHS certification. Overseas applicants may be required to undertake additional evaluation or assessment to demonstrate the required academic level in the Australian OHS context.

Supporting Applicants
The SIA supports applicants who wish to achieve OHS certification at whatever stage they are in their OHS journey and career. To enable this, frameworks for supporting applicants who do not initially fulfil the required criteria for certification are being established - in particular, generating links into the SIA’s Mentoring Program, providing real world support for applicants to take the necessary steps to achieve the required levels for certification and progress their applications.

Continuing Professional Development
All certified OHS Practitioners and Professionals are required to undertake continuing professional development (CPD) to retain their certification and the SIA’s CPD program continues to establish CPD requirements. The combination of OHS certification and ongoing CPD provide the underpinning framework to enable us all to realise our goals of raising standards and capability of people working within the health and safety profession.

Certification of the Health & Safety Profession / Capability

* Certified OHS practitioners and professionals, 30 June 2016, after first year of operation.
The Certification Governance Committee was created by the Safety Institute of Australia’s (SIA) Board of Directors this year and is central to ensuring the OHS Certification Program meets its intent and desired outcomes. The Committee is currently being structured to include highly experienced people certified at practitioner, professional and chartered professional levels, as well as people with knowledge of VET sector training and higher education and industry representation. The Committee’s Terms of Reference identify the following key areas of responsibility:

- Risk identification and management for the program
- Oversight of OHS Certification Program standards and criteria
- Oversight of the program’s administration including assessments, alternative knowledge assessment, alternative pathways and maintenance of certification through CPD
- Reporting on the OHS Certification Program to the SIA Board of Directors
- Partnerships or connections with key external parties, including the Australian Safety and Health Professional Association (ASHPA) and international OHS certification bodies (mutual recognition)

Future Focus

In the coming year we will build on the firm foundations and administration of the OHS certification program and to continue to establish the program’s presence and purpose here in Australia, and explore opportunities for mutual recognition with overseas OHS certification bodies. In doing so, we will listen to the needs of members and feedback from industry, and this is particularly important in a new program such as professional certification.

The coming year will see members and industry views and feedback evaluated and integrated into the program.

Acknowledgements

Special mention must be given to the dedicated and capable team of Demonstrated Capability Assessors: Neville Bellew, Malcolm Burgin, Lestelle Haines, Jo Kitney, Stephen McPherson, Angela Seidel, Greg Stagbouer, and Peggy Trompf and in particular Denis O’Shea, Lead Assessor. Their dedication, integrity and attention to detail, combined with the SIA staff Certification Co-ordinator Marija Cabraja, and the Registrar of AOHSEAB Pam Pryor, ensure that the OHS Certification Program’s intent and values are understood, conveyed and upheld.

We provide certification of the profession based on a combination of experience, education and capability. This program is contributing to the continuous improvement of health and safety work practices, and the promotion of the profession. – SIA Strategic Plan 2016-2021
Kelly Johnstone, Chair, College of Fellows

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, asking me as incoming Chair to review our role and function. My goal is 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 membership.

While this has been occurring, the College has continued to support the development of a number of initiatives. College Executive member Phil Lovelock has been driving the development and launch of a new Continuing Professional Development framework for vocationally trained, certified and graded members. Pam Pryor has been assisting the development of a world class national convention program for 2016. Karen Wolfe has taken on the role to Chair the committee which will have an oversight of the new national mentor program. Stephen Thomas has been coordinating SIA members who represent us on Standards Australia committees, including updating our webpage information for standards representation. The College has also been involved in the preparation of two submissions on behalf of the SIA, through the skilled coordination of SIA Fellow Kevin Jones.

The College held its annual lunch for members at the National Convention in September 2015, which provided College members an opportunity to meet me as the new Chair, review the results of the College survey and hear plans for the new CPD and mentor programs.

This year I have welcomed two new members to the College, Executive – Matt Davies, who works for the City of Greater Geraldton, Western Australia and Karen Wolfe, who works for the Australian Nuclear Science and Technology Organisation (ANSTO).

College Executive members

Dr Kelly Johnstone ChOHSP FSIA (Chair); Phil Lovelock ChOHSP, CFSIA; Greg Stagbouer ChOHSP, CFSIA; Pam Pryor ChOHSP CFSIA; Stephen Thomas ChOHSP, CFSIA; Matthew Davies ChOHSP FSIA; and Karen Wolfe ChOHSP CFSIA

The focus for the College in the next 12 months will be completing the review of the College and calling for Fellows of the College to engage in the program, which will include:

- Supporting the national office in the implementation of the new CPD and Mentor Programs
- Increasing involvement of members in Standards Australia representation
- Reviewing SIA’s ethics and maintenance of professional practice standards framework including development of educational resources for members
- Revamping the College newsletter, Fellowship Forum, and its further development as a resource for College members.

Getting expert advice: The SIA College of Fellows / Capability
We believe that building capability across the field of health and safety is not only about the core business of communicating existing wisdom but also fostering innovation and new ideas which can lead to greater productivity and better health and safety outcomes. – SIA Strategic Plan 2016-2021

This year, the Institute re-established its mentorship program as part of our commitment to greater connectivity and knowledge sharing between the health and safety community, and to give people a change to both provide, and receive, the knowledge of long experience. The program was developed by Rob Lowe with the support of Deb Burlington, and informed by the previous successful mentorship program. A College of Fellows committee led by SIA Fellow Karen Wolfe will maintain the framework for the program, providing expert advice on maintaining its standards, and orienting prospective mentors.

Since the call for expressions of interest for prospective mentors in June, 30 people have stepped forward to offer their services, which is a great start and a reflection of the level of interest in the program.

**Continuing Professional Development**

At the SIA, we are increasingly building a range of continuing professional development (CPD) opportunities for the profession, and this includes ensuring that our certified people maintain their certifications through continuous learning. Many of these events are outlined in these pages throughout the branch and events program reports.

In 2015-2016, with the support of the College of Fellows we introduced a new CPD planning tool, and significantly expanded the range of workshops, seminars and networking opportunities for the profession.

In the coming year, we will be building a more structured approach to CPD for the profession.
Strategic Focus

Policy & 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 workplace healthy and safety, 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 SIA Policy Agenda / Policy & Research

The SIA Policy Agenda
The policy landscape in health and safety has the challenging mix of state/territory and federal involvement. Safe Work Australia (SWA) is the federal body which brings together the state and territory regulators with employer and union groups. Each state has its own legislation, and applies that legislation through state/territory regulatory bodies, and Safe Work Australia produces a critically important piece of overarching guidance in the form of the 2012—2022 SWA strategy. Identifying major priorities for development, this work guides much of the discussion around health and safety policy for all stakeholders.

Notably, the voice of the profession is not well represented at the national policy level within the framework of Safe Work Australia, and we believe that this weakens the discourse. The health and safety profession has a unique voice. We understand the range of pressures on employers that drive the need for profitability and business success, and we believe that red tape is an issue that must be addressed in a number of areas. We also respect and understand the Union movement’s deep commitment to creating healthier and safer workplaces. We have an important understanding of the natural tensions that arise in developing health and safety policy, and we intend to make stronger contributions to supporting both state/territory and national policy development, assisting regulatory bodies in the work that they do.

In the last year, we have begun our policy work by undertaking significant advocacy as part of the review of the VET sector, with a focus on the need for significant reforms to health and safety VET training, both in content and delivery. This work will continue into 2017, and in addition, the Institute is in the process of developing a policy agenda, underpinned by a series of policy statements on a range of specific issues. This will be part of our ongoing work in the years ahead.

Policy Submissions and Responses to Reviews
The Institute provides a perspective from the health and safety profession in response to a wide range of requests for feedback and reviews, on issues relating to health and safety in Australian workplaces. Our College of Fellows and branches drive much of this work. In the past year through its national office and branches, the Institute provided formal submissions to eight different reviews.

The health and safety profession has a unique voice. We understand the range of pressures on employers that drive the need for profitability and business success, and we believe that red tape is an issue that must be addressed in a number of areas.
Support for Australian Standards Development

There are many Australian Standards which affect health and safety in the workplace, and currently the SIA has volunteer members represented on 22 Standards committees, coordinated by SIA fellow Stephen Thomas. Through their involvement, the profession has a say in ensuring health and safety is properly represented in the standards development processes. 2015-2016 Representatives were: Chris Campion (Erection of Building Steelwork), Robert Fogg (Slip Resistance of Flooring Surfaces), Steven Gibbs (In-service Testing of Electrical Equipment), Alistair Allan (Emergency Management Procedures), Geoffrey Hitchings (Hospital Emergency Procedures), Sunny Bhatia (Industrial Trucks), Gary Wachter (Amusement Rides and Devices), Geoff McDonald (Earthmoving Equipment, Industrial Accident Records, and Agricultural Tractors and Machinery), Stephen Thomas (Nanotechnologies), Roland Tan (Occupational Health and Safety Management), David Moulton (Occupational Protective Clothing), Roger Lim (Guarding of Woodworking Machinery, Guarding of Guillotines and Guarding of Power Presses) Robert Fogg, (Guarding of Power Presses), Keith Whittingham (Guarding of Power Presses), Tibor Bode (Platforms, Gangways, Stairways and Ladders), Cipriano Corva, (Industrial Height Safety Equipment), David Moulton (Occupational Protective Gloves), Ray Bollas (Chainsaw Safety), Cameron Hunter & David Moulton (Work in Confined Spaces), Ern Millard & Alex Iwanow (General Principles for the Guarding of Machinery)

Research

The Institute takes an ongoing interest in research as the basis for the critically important ongoing development of the OHS Body of Knowledge, in a field which is influenced by a range of disciplines, and is still developing in its theory and practice.

We partner with organisations from time to time to facilitate the conduct of research and advance our understanding of health and safety science and practice, but our main work is to (a) seek to focus research in critical areas, (b) foster new research, and (c) support the translation of that research into practice.

We are currently planning the development of a Research Agenda for 2016-2017 which will identify what we believe are the institutional research priorities for Health and Safety. We will promote that agenda, supporting organisations seeking funding to conduct research on those priority areas.

To support the profession in obtaining best quality research, we provide access for members to an extensive online research database.

In the year ahead we work on linking people throughout the profession to emerging ideas and new knowledge, using social media and other formats. This will include providing platforms for practitioners and professionals to share their on-the-job learnings.
Engagement

- We believe that by engaging and working with other entities that 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.
Strategic Partners 2015-2016 / Engagement

Our strategic partners are organisations which have interests that intersect with the SIA, and which create opportunities for partnerships in policy, advocacy, or in the commercial sphere. This year, our strategic partners include:

Australasian College of Road Safety (ACRS)
Australian Institute of Management (AIM)
Australian Transport Safety Bureau (ATSB)
Cancer Council Australia
Commonwealth Scientific and Industrial Research Organisation (CSIRO)
Congress of Occupational Safety and Health Association Presidents (COSHAP)
Environment Institute of Australia and New Zealand (EIANZ)
Human Factors and Ergonomics Society of Australia (HFESA)
Industrial Foundation for Accident Prevention (IFAP)
International Network of Safety & Health Practitioner Organisations (INSHPO)
KIDS Foundation
Monash University Accident Research Centre (MUARC)
National Disability Services (NDS)
New Zealand Institute of Safety Management
Professions Australia
SafeWork NSW
Sane Australia
Standards Australia
The Australasian Institute of Mining and Metallurgy (AusIMM)
WorkSafe Victoria

See more at: https://sia.org.au/about/corp_members_strategicpartners

Being part of the global community International Engagement

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.

The SIA, through the Australian OHS Education Accreditation Board, has been an active partner in the development 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.

The first version of the Framework addressing the OHS professional was launched at the IFAP Fluoro conference in Perth in October 2015. (See http://inshpo.org/work.php for the professional framework) We are continuing to develop a Practitioner and Professional version of the Framework, presented side-by-side. This second version of the Framework will be launched at the SIA Annual Conference to be held in Sydney in September 2016.

4.1% * Cost of work related injury to the Australian economy for the 2012-13 financial year as a percentage of Australia’s total GDP.

Our Corporate Members span a wide range of industry groups. By contributing to the SIA, these organisations create increased value for our professional membership, and assist the SIA to work toward healthier and safer workplaces in Australia.

### Sharing our vision – Diamond Members
- Programmed Group
- Origin Energy
- WorkSafe Victoria
- SafeWork NSW

### Investing in Health & Safety – Gold Members
- CommuniCorp Group
- Teamcare Insurance Brokers
- State Emergency Service (SES)
- Zenergy Recruitment

### Getting connected - Silver Members
- Actrua
- Alertforce
- Compliance Experts
- EngeneOHS
- Envirosure
- Future Media
- Frazer Jones
- MSDS.COM.AU Pty Ltd

### Being part of the network – Bronze Members
- ADCO
- Airservices Australia
- BROWZ Australia Pty Ltd
- CPB Contractors Pty Ltd
- Department of Human Services
- Doric
- Downer
- HBA Learning Centres
- HR Business Direction Pty Ltd
- IMC Environ
- Independent Racking Inspections & Audits
- ISO Certification Experts
- Jeffries Group
- Kockums Bulk Systems
- Labour Health
- Master Electricians Australia
- Northline
- O’Brien Safety Environmental Systems
- Pilz Australia
- Prescare
- ProcessWorx Consulting
- Reinhausen Australia Pty Ltd
- Rockwell Automation Australia Ltd
- Safety Australia
- Safework SA
- Serata Network Pty Ltd
- Shaw Building Group Pty Ltd
- South East Conveyors & Engineering
- SRC Solutions
- Sunwater Ltd
- Sydney Night Patrol & Inquiry Co Pty Ltd
- Technip Oceania Pty Ltd
- The Next Group
- University of Tasmania
- Victoria Police - People Safety Division
- Virgin Australia
- Waterway Constructions
- Wesfarmers
- YMCA NSW

See more at: http://sia.org.au/about/partners/corporate-partners/corporate-categories#sthash.cfOUnkSo.dpuf
Making a difference – SIA Honour Roll / Engagement

The following people have been bestowed life membership and/or honorary fellowship of the Institute after making significant long term contributions to the SIA and/or in acknowledgment of their professional excellence. We thank them for their contributions:

**Life Members**

Neville Betts CFSIA  
Geoffrey Dell CFSIA  
Barry Silburn CFSIA  
David Skegg CFSIA  
Prof. Geoffrey Taylor CFSIA  
Stephen Brindley CPMSIA  
Fred Catlin CPMSIA  
Patrick Doherty CPMSIA  
Les Jackson CPMSIA  
Allan Pearce CPMSIA  
Robert Tacy CPMSIA  
Ern Millard CPMSIA  
Ross Anderson FSIA  
Gary Chaplin FSIA  
Cipriano Corva FSIA  
Sheryl Dell FSIA  
Neil Dine FSIA  
Terry Farr FSIA  
Geoffrey Hitchings FSIA  
Trevor Love FSIA  
John Moroney FSIA  
Patrick Murphy CFSIA  
Peter Nuzum FSIA  
Gill (Donald) Ross FSIA  
Jim Toshach FSIA  
Glyn Williams FSIA  
Ralph Willson FSIA  
Richard Ridout  
Frederick Randall  
Frank Davis

**Honorary Fellows**

Michael Chan  
Alan Clayton  
Michael Costello  
Jean Cross  
Martin Dolan  
Andrew Douglas  
Niki Ellis  
Dennis Else  
Brian Gibson  
Grace Grace  
Donald Hector  
Julie Honore  
Trevor Jensen  
Sylvia Kidziak  
Gary Lawson-Smith  
John McDonald  
John Merritt  
Michele Patterson  
Jocelyn Plovits  
Don Schofield  
Rob Seljak  
Barry Sherriff  
Derek Viner  
John Watson

$6,800,000,000,000

*Estimated total economic cost of work related injury to the Australian economy for the 2012-13 financial year*

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 and safety in Australia.

Dr Geoff Dell is the recipient of the Harold Greenwood Thomas Award. Previous recipients are: Neville Betts and Pam Pryor

Recipient, inaugural SIA award for lifetime contribution to health and safety
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 great contributions to the wider field of health and safety. This year the inaugural winner was Geoff McDonald, in acknowledgement of more than 40 years work in the field of health & safety. Geoff received the award on Monday 9 May 2016 and passed away shortly thereafter. His contribution to health and safety will not be forgotten.

OHS Education Award winners, 2015
Simon Albery – Post Graduate Category
Kirsten Ferguson – Eric Wigglesworth OHS Education Award
Visions, Gladstone, September 2015: “Safety Dave” Whitefield lays out the ground rules