



# Shared Vision Shared Success

Annual Report 2024



# About Us

The origins of the AIHS belong to a small group of students who attended the first Industrial Safety and Accident Prevention course conducted by the then Melbourne Technical College in 1948. This group met regularly and formed the nucleus of the Safety Engineering Society of Australia.

There was a meeting of like minds at this course, which provided a fortuitous opportunity for many of the founding members of the organisation to come together. Their vision was to create a profession that could influence workplaces through the prevention of accidents, injuries, and diseases.

With time, it became apparent that the term “Safety Engineering” in the society’s name emphasized only one of the many disciplines associated with the effective control of accidents, injuries, and diseases. As a result, the Safety Institute of Australia (SIA) was incorporated in 1977 with a new constitution.

In 2019 after a long period of consultation, it was decided that it was long overdue to include the term ‘Health’ in our name, and the Australian Institute of Health & Safety was born.

We have a long and proud history of working with regulators, employers, unions, government, and other stakeholders in the pursuit of more effective health and safety policy, regulation and practice. Our views are not those of either unions or employers – they reflect the profession’s unique perspective, focusing on good workplace health and safety.

Today across Australia, the AIHS has thousands of members, and strategic partnerships with other stakeholders who share our vision of safe and healthy workers in productive workplaces and communities.

Our work is done by a small staff team, and a large community of leaders amongst the membership – diverse in their age, gender, ethnicity, and ideas.

## Our Long-Term Objectives

- » Develop world-class health and safety practice through a diverse, influential community of practitioners, professionals, and leaders.
- » Build engaged and strategic partnerships with Australian businesses.
- » Build a sustainable organisation capable of powerfully influencing health and safety in Australia.
- » Address complex health and safety issues and improve health and safety outcomes for current and future generations.

## The Strategic Focus Areas of our work

- » Building strong development frameworks and cultivating the OHS Body of Knowledge.
- » Providing opportunities to connect, contribute and learn from each other, in both social and professional settings.
- » Promoting the role and value of the profession and achieving greater impact by forging industry and government connections.
- » Creating a sustainable organisation for future growth through agile, responsive, and efficient operations with diverse income streams.
- » Advocating with courage on policy to improve legislation, regulation, and standards.
- » Improving health and safety knowledge, education, and training within the wider community.

# Chair Report

On behalf of my fellow board directors, I am pleased to present this Annual Report for 23/24. As Chair, I am proud of the board's collaborative efforts to create a vision for the AIHS as we execute our strategic plan, Vision 2026, on behalf of our members.



The focus this year has been on improving the performance of your association, enhancing member value and services whilst promoting the profession through advocating for key policy work health & safety (WHS) issues. Through strong joint advocacy with unions, public health organisations and work health and safety specialists, we called on WHS ministers following a Safe Work Australia report recommending a ban on engineered stone that observed a surge in workers developing the lung disease silicosis. After a successful campaign, WHS Ministers made the decision to implement a world-first ban on engineered stone that commenced on 1 July 2024. This demonstrated the power and difference a coalition built on the shared values of leadership and humanity can make in protecting Australian workers.

We continued to innovate towards our strategic goal of building an effective WHS workforce through the delivery of a new website that connects members with leading education and training opportunities, member-only webinars,

and inspiring career opportunities with a revitalised mentor program and certification pathways. We will continue this journey over the coming year, enhancing access and content to a certified WHS member directory. Enabling better access to suitably qualified WHS expertise for industry and employers is critical in an ever-changing and dynamic world of work, and essential to achieve our aim of healthy and safe workers in productive workplaces and communities.

The AIHS's core purpose is to positively shape workplace health and safety, so in the coming year as we continue to implement Vision 2026, we will review our governance framework to ensure we lead by example in how our organisation is governed, and build policy engagement to amplify the voice and capabilities as the leading WHS professional community.

Sadly, our WHS community will be a little smaller with the passing of two extraordinary Life Members, Gill Ross and Cipriano Corva. I would like to pay

my respects to their family, friends and colleagues and recognise their legacy and invaluable contributions to the association that we have today. I would also like to thank our retiring board director Christine Edwards for her contribution over the past 6 years and leadership of the Certification Governance Committee. Whilst no longer a director, she will continue to advocate and support the WHS profession.

In closing, I thank my fellow board members and our Chief Executive, Julia, national office staff, our branch and committee members, volunteers and all our members and partners for your incredible support and engagement throughout the year.

**Cameron Montgomery** Chair

# CEO Report

As I reflect on the 23/24 financial year, it's clear that this period has been one of significant transformation for the AIHS. Not only have we navigated change, but have thrived in it, setting the stage for continued growth and innovation.



One of the most significant milestones of 23/24 was settling into our new, state-of-the-art facility in Kensington, Melbourne. This contemporary space has quickly become a vibrant hub of creativity and collaboration. Our team has embraced the new environment with enthusiasm, finding renewed energy and inspiration in a workspace that truly reflects our commitment to innovation and excellence.

Parallel to this physical move, we embarked on a momentous digital transformation project. This initiative was driven by our dedication to enhancing the member experience, ensuring future proofing, and improving staff capabilities. I am proud to report that this project was completed on time and within budget, laying a strong foundation for the AIHS's digital future. As we continue to refine and expand these systems, we remain focused on delivering an unparalleled experience for our members.

The 2024 National Health & Safety Conference was once again the highlight of our professional development

calendar, bringing together over 500 professionals from across the country. This event continues to convene the best minds of workplace health and safety into one place, discussing emerging research and trends, and facilitating important discussions. This collaboration is vitally important in a dynamic and evolving profession. Similarly, the 2023 Australian Workplace Health & Safety Awards night, held in Melbourne, was a resounding success, with tickets selling out and the event serving as a powerful celebration of innovation and excellence.

As the dust settles on the significant transformations of the past year, we now find ourselves in a position with robust strategy, high levels of engagement, and an exceptional team of staff and volunteers. With this solid foundational base, our focus now shifts to the next crucial step: elevating the public profile of the AIHS and the WHS community. We are busy creating strategic narratives that not only highlight the critical importance of workplace health and safety but also positions the AIHS as a thought leader in this space. This

enhanced visibility will allow us to influence broader public discourse, shape policy conversations, and drive meaningful change that benefits both our members and the wider profession.

As we close the chapter on 23/24, I extend my deepest gratitude to our members, stakeholders, volunteers, and the incredible AIHS team. Your dedication and support have been instrumental in driving our achievements, and I look forward to building on this momentum as we continue our journey together. Here's to another year of progress, innovation, and success.

I commend this year's annual report to you.

**Julia Whitford** CEO

# Financial Report

The finances of the Institute are managed by the Chief Executive under the guidance of the AIHS Board through its Audit and Risk Committee. The Board adopts a fiscally responsible approach and is supported by the Audit and Risk Committee in carrying out their responsibilities for financial reporting and maintaining an appropriate risk management framework and internal control environment.

For 23/24 the board approved a deficit budget that underpinned the delivery of the digital transformation project, an office relocation, a strong policy agenda and improvements to the learning and professional development offerings. I am delighted to say that the digital transformation was on budget and on time. For the second consecutive financial year, the net turnover remained > \$2 million, with income of \$2.35mil up 4% on the FY23 result. The overall result for FY24 was a deficit of \$303k, of which a significant proportion is attributed to the accounting standard that deals with depreciation and amortisation of our new 5-year lease. Whilst the deficit result may look ominous to some, the changes in the AIHS cash and cash equivalents were only -\$82k from FY23.

To continue to enhance the quality of member events, activities and services, there was also a concerted effort focussing on the elevation of skills and capabilities of the national office team.



# Engagement

This section highlights our many local, national, and international networks and the products and services we deliver to the profession that support greater knowledge, and growth in capability.

Professional networks are a critical part of career advancement, and our professional development opportunities are designed to bring people together across the field, to build those connections. We are constantly working to widen the range of networking and engagement opportunities available to the profession spanning all states and territories.

1 July 2023 – 30 June 2024

182

Events hosted

▲141 (last year 99)

Australian Workplace Health & Safety Award nominations

8,327

Event attendance numbers

17,489

Magazine copies sent

4191

Individual Members

+150,000

Individuals received eNews

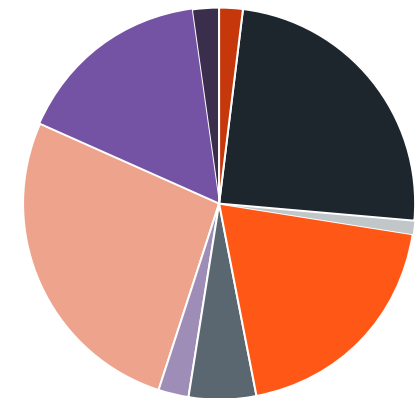
▲112 (last year 76)

Corporate Partners

26

eNews editions sent

Membership numbers per state



● ACT	83	● TAS	96
● NSW	1025	● VIC	1120
● NT	45	● WA	674
● QLD	822	● INT	93
● SA	233		

# College of Fellows

Established in 2002, the College of Fellows is a network of distinguished AIHS members who make ongoing contributions to the work of the Institute.

They provide advice and support to the AIHS leadership, work within or lead committees, undertake research and engage with Branches, industry, government and the community.

The central hub of the College is the Executive which liaises with the CEO, the OHS BoK Manager, the AOHSEAB Registrar, the INSHPO representative and the Policy and Advocacy Committee (PAC).

This year has seen a strong collaboration with the Human Factors and Ergonomics Society of Australia and the Australian Institute of Occupational Hygienists, which also have professional certification schemes and common interests in areas

such as psychological and chemical safety. The agreement was reached to provide consistent information about finding and engaging with an OHS professional on regulator websites, starting with SafeWork SA.

The College itself held its first Virtual Town Hall meeting on 17 October 2023, and issued three newsletters. Fellows have also made various contributions to the *OHS Professional Magazine*.

## Highlights for 23/24

### College Awards and Membership Committee

There were 9 new Fellows and 9 AIHS Service Awards recognising substantial service to the AIHS at both National and State levels. In addition, there were three new Life Members recognising a legacy of outstanding service to the AIHS – Dr Kelly Johnstone, Anthony Mitchell and Dr Susanne Tepe. The College auspiced the Wigglesworth Memorial Lecture, given by Prof. Tim Driscoll, at the AIHS National Health & Safety Conference.

### Mentoring Committee

Debra Burlington has stepped down, and the new Chair is Ben Kirkbride. Deb's contribution has been outstanding. Mentoring in AIHS continues to thrive, with two full mentoring cohorts this year. Mentees expressed high satisfaction with the quality of their mentors, appreciating their generosity, accessibility, and effective pairings. The Mentoring Quality Score (MQS) remains high at 4.41 out of 5.

### College Ethics and Professional Conduct Committee

was reconvened early in 2024. There have been no referrals of integrity issues to the group however the enforcement action concerning an OHS professional in Queensland was reviewed.

The Committee maintains a watching brief on artificial intelligence and the currency of existing AIHS offerings related to ethics. The need for inclusion of ethical considerations in business planning and design has been highlighted.

College Standards Committee has been active including a dedicated Standards Webinar on 24 October 2023. AIHS fostered the development of a new Standards Australia committee on engineered stone (ES-001). The AIHS representative is the Head of the Australian delegation to the international committee (ISO TC 328 Engineered Stones).

9

New Fellows

4.41/5

AIHS Mentoring Quality Score (MQS)

# Corporate Partners

The work of the profession is conducted within hundreds of thousands of Australian businesses. Many businesses with a vested interest in workplace health & safety show leadership in this field by partnering with the Institute to invest back into the profession, and in turn better health and safety outcomes.

These partnerships reflect the nature of the Institute as a place where diverse agencies can work together for a common cause.

We take the investments made by our Corporate Members and put it to work on building the capability of the profession.

In 23/24, our Corporate Members invested in the creation of new chapters, and review of old chapters of the OHS Body of Knowledge, the work of The Australian OHS Education Accreditation Board, adding new pathways to our Certification Program, and a growing range of professional development activities.

Corporate Partners **112**

Diamond Members



15

Gold Members



26

Silver Members



31

Bronze Members



26

Group Members



14

Corporate Partners continued

Diamond



- » Amazon Commercial Services Pty Ltd
- » APA Group
- » Avetta
- » CleanSpace Technology
- » HSI Donesafe
- » Milwaukee Tools
- » Pan Software
- » Programmed
- » Resolution Education
- » SAI360/Evotix
- » Sentis
- » TAFE NSW
- » Wolters Kluwer - Enablon Australia Pty Ltd
- » Woolworths Group
- » Zenergy

Gold



- » Alcolizer Technology
- » Area9 Lyceum
- » Australian Army
- » Australian Psychological Services
- » BGIS Pty Ltd
- » Brisbane City Council
- » Coles Group
- » COLLAR
- » Dangerous Goods Network
- » Defence Housing Australia
- » EML
- » Everyday Massive Pty Ltd
- » EY
- » Federation University
- » HSE Global
- » ICAM Australia
- » Jones Lang LaSalle (NSW) Pty Ltd
- » K & L Gates
- » Kitney OHS
- » Liontown Resources
- » Metcash Limited
- » MinterEllison Lawyers
- » Safety Champion Software
- » Soter Analytics P/L
- » Teamcare Insurance Brokers Pty Ltd
- » The Safe Step

Silver



- » Anitech Pty Ltd
- » Australian Bureau of Statistics
- » Australian Unity
- » Brisbane Catholic Education
- » Clough Projects Australia Pty Ltd
- » Cm3 Contractor Management Pty Ltd
- » CodeSafe Solutions
- » Compita Consulting Pty Ltd
- » Convergent
- » Curtin University
- » Downer EDI Ltd
- » Ecoportal
- » Engentus Pty Ltd
- » FIFO Focus
- » Fusion Safety Management Pty Ltd
- » Guardian Angel Safety Pty Ltd
- » Herbert Smith Freehills
- » HOK Talent Solutions
- » Pilz Australia
- » Pocketknife Group
- » Port of Newcastle Operations Pty Ltd
- » RiskTalk
- » Safesearch Pty Ltd
- » Safetysure
- » The University of Queensland
- » Trainwest Safety Institute
- » Transurban
- » UnitingSA
- » Virgin Australia Airlines
- » Workwear Direct
- » Zinfra

## Corporate Partners continued

### Bronze



- » 5 Sticks Consulting
- » Airbus Australia Pacific
- » BWC Safety Pty Ltd
- » Complete Security Protection Pty Ltd
- » DEMIRS Grant
- » Department of Energy, Mines, Industry Regulation and Safety
- » Employment Innovations Pty Ltd
- » FEFO Consulting
- » Flick Anticimex Pty Ltd
- » Health & Safety Advisory Service P/L
- » Hitachi Rail STS Pty Ltd
- » Integrated Trolley Management Pty Ltd
- » Isaac Regional Council
- » Kemira Australia Pty Ltd
- » Liberty Industrial
- » Modus Projects
- » National Storage
- » National Training Masters
- » Office for the Commissioner of Public Sector Employment
- » Peninsula Australia Pty Limited
- » ProcessWorx
- » SafeWork SA
- » Scenic Rim Regional Council
- » Services Australia
- » SIXP Consulting Pty Ltd
- » Westside Christian College

### Group



- » Cargill Australia
- » Charles Darwin University
- » Pilbara Ports Authority
- » Source Legal Pty Ltd
- » Tech Skill Academy
- » University of New South Wales
- » Australian Defence Force - ACT
- » Department of Energy, Environment & Climate Action
- » Goodman Fielder Ltd
- » Pall Corporation
- » Sanitarium Health Food Company
- » Aurecon Australasia Pty Ltd
- » Coca-Cola Europacific Partners
- » Department of Agriculture, Fisheries and Forestry | People, Strategy and Safety Branch

# Capability

The Institute serves the profession in two ways: it acts as a voice for the profession, and it works to grow the capability of the profession. By doing these two things, we are doing our part to reduce occupational injury, illness, disease, and death.

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

## Key elements

1

The provision of a foundational knowledge base:  
[The OHS Body of Knowledge](#)

2

Education Assurance:  
[Accreditation of higher education courses in OHS, and advocacy to improve VET sector WHS training](#)

3

Clarity of roles and the knowledge and skill requirements for those roles:  
[The Global OHS Capability Framework](#)

4

Capability Assurance:  
[The AIHS Certification Program](#)

5

Effective Professional Development:  
[Strong Professional Development Offerings](#)

4

New OHS Body of Knowledge Chapters

228

AOHSEAB graduates

# OHS Body of Knowledge

This year marked a significant period of advancement and consolidation for the OHS Body of Knowledge (OHS BoK). Our focus remained on updating critical content, expanding our global relevance, and reinforcing the practical utility of the OHS BoK for professionals in the field.

## New Chapters Published

In 23/24, we successfully published several new chapters, enriching the OHS BoK with up-to-date insights and guidance:

- 1. Investigations and a Guide to Investigations**  
Providing comprehensive frameworks for conducting effective investigations.
- 2. Chemical Hazards**  
Covering the identification, assessment, and control of chemical hazards in the workplace.
- 3. Health Effects of Hazardous Chemicals**  
Detailing the impact of hazardous chemicals on health.
- 4. Dust, Fumes, and Fibres**  
Addressing airborne contaminants and their management.

## Completed Reviews

Several existing chapters underwent thorough reviews, ensuring that the information remains current and aligned with best practices:

- 1. Hazard as a Concept**  
Reassessing the foundational understanding of hazards.
- 2. Occupational Noise**  
Updating knowledge on noise management in occupational settings.
- 3. Vibration**  
Enhancing content on the control of vibration hazards.
- 4. The Organisation and Organisational Culture**  
which has led to the development of new chapters to address the changing nature of the topic

## Ongoing Reviews

We have also initiated reviews of additional topics, which are critical to maintaining the relevance and comprehensiveness of the OHS BoK:

- 1. Managing Process Safety**
- 2. Process Hazards Chemical**
- 3. Electricity Appendix – Arc Flash**
- 4. Ethics and Professional Practice**
- 5. A Problem-Solving Model of OHS Practice**
- 6. Mitigation of Health Impacts**
- 7. Health and Safety in Design**
- 8. Models of Causation: Health Determinants**
- 9. Vehicles and Occupational Road Use**
- 10. Mobile Plant**
- 11. Socio-Political Socio-Political Context for OHS in Australia**
- 12. Non-Ionising Radiation – Electromagnetic**

## Chapters in Development

We are actively developing new chapters that will expand the scope of the OHS BoK:

- 1. Chain of Responsibility**
- 2. Contractor Safety Management**
- 3. OHS Professional as a Workplace Influencer**
- 4. Safety Climate**
- 5. Organisational Culture**
- 6. Organisational Learning**

## Global Engagement and Website Updates

Our efforts to ensure that the OHS BoK serves as a global reference for OHS professionals included conducting a workshop at the World Congress with international representatives. This initiative aims to position the OHS BoK as a relevant resource for professionals worldwide. Additionally, a review and update of the OHS BoK website was completed, enhancing accessibility and user experience.

This year's achievements underscore our commitment to providing a robust, practical, and globally relevant knowledge base for OHS professionals. As we continue to evolve, we look forward to further enhancing the OHS BoK to meet the ever-changing needs of the occupational health and safety community.



# AOHSEAB

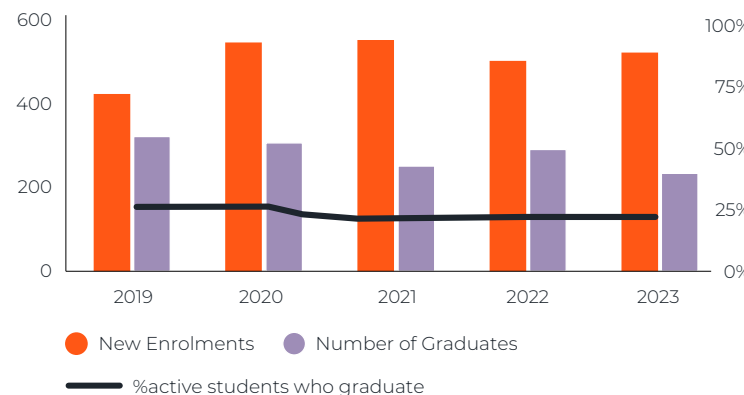
The Australian OHS Education Accreditation Board (AOHSEAB) continued with its remit to accredit suitable education programs identified and recognised for the purposes of professional Certification.

In total, 12 Universities provide undergraduate and post-graduate programs that provide the knowledge and skills necessary to be certified as an OHS Professional.

The charts show the total student numbers and the number of graduates over the past 5 years 2019 - 2024.

Universities continue to be challenged by assessments written using artificial intelligence however, universities are working hard to adapt their assessments to address this new technology. Of the universities surveyed approximately

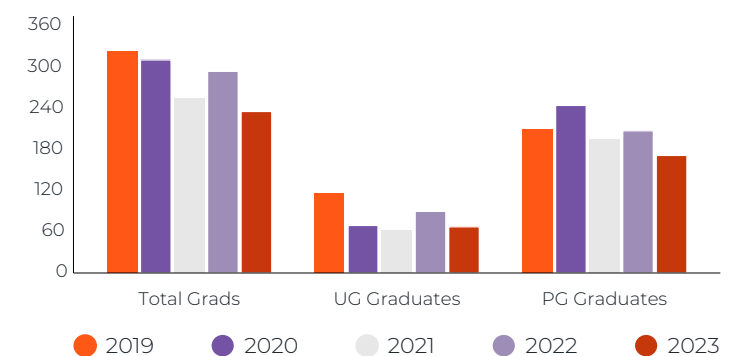
Student Numbers



40% are looking at micro-credentials for Occupational Health and Safety Programs to enhance student learning opportunities with approximately 70% of respondents indicating that the development of micro-credentials should be pursued by universities.

Approximately 90% of universities surveyed that provided a response agreed or strongly agreed that the

Graduates



accreditation process contributes to better student and industry outcomes.

As part of the board's ongoing efforts to improve AOHSEAB processes as well as listening to our key stakeholders a new annual reporting process was introduced in 23/24 with positive feedback. An updated reaccreditation process has been developed for implementation in 24/25 to assist with alleviating the administrative burden on university

course coordinators and program leaders.

AOHSEAB would like to thank the AIHS member volunteers who have assisted with Reaccreditation Panels and who serve on the Board.

# Certification

## Certification applications

There has been a total of 51 Certification applications throughout the 23/24 Financial Year with 38 approved as Certified.

The strategy to build the number of certified members through new applications and re-engaging with past certified members has resulted in a strong retention rate of 99%. There are currently 1020 Certified members

The types of applications are largely Certified OHS Practitioners at 53%.

## Application data

In early 23 Pathway 2 Practitioner Pathway was introduced to provide a certification option for candidates with a Certificate IV in OHS. Applications are largely through the original Pathway 1.

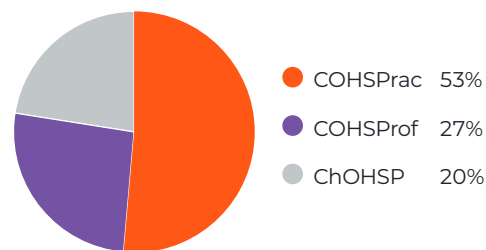
Through analysis of data collected in applications and Certified Eligibility Questionnaires shows 63% clearly align with the current eligibility criteria, while 37% do not. This cohort has the relevant skills and experience, but not the aligning qualification. As with the Pathway 2 Practitioner Program, the AIHS is exploring a potential additional pathway to Certified OHS Professional.

## Certified members

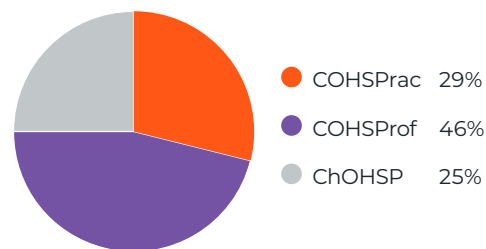
There are currently 1020 Certified Members. The breakdown of certification level is as follows:

- » Certified OHS Practitioner (COHSPrac) – 29%
- » Certified OHS Professional (COHSProf) – 46%
- » Chartered OHS Professional (ChOHSP) – 25%

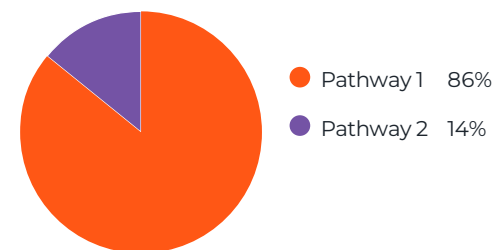
Types of Applications



Current certified members



Pathway Comparison



1020

Certified members

99%

Certified member retention rate

# Advocacy

Health and safety policy, legislation and regulation are developed at a mix of state and national levels, commonly within a tripartite engagement framework where government, unions and employer groups negotiate issues.

The health and safety profession has a voice worth being heard, and on matters where we have expertise within our stakeholder groups, we express views from our unique perspective. The profession has often demanded greater visibility and status, and right now we have it. The work we do now will influence the relevance and importance of the profession within the structure of Australian workplaces for years to come.

## Engineered Stone Ban

Throughout 23/24 the AIHS ran an Engineered Stone campaign, which contributed to the nationwide ban effective July 1, 2024. This campaign represents a significant achievement in protecting Australian workers from the life-threatening effects of respirable crystalline silica.

The AIHS formed a coalition with leading health organisations and together issued several joint statements calling for a ban on engineered stone. Through a series of targeted media releases, joint statements, submissions and news articles, we raised public awareness about the dangers of engineered stone.

High-profile media coverage and public endorsements from health experts and union leaders bolstered our campaign, reaching Australians nationwide and influencing public opinion.

The AIHS also lobbied Work Health and Safety Ministers and urged them to support the ban.

Effective July 1, 2024, the nationwide ban on the manufacture, supply, processing, and installation of engineered stone products came into effect.

This world-first decision marked a major victory for worker safety and set a global precedent for occupational health standards.

 **24,012**  
LinkedIn Followers

 **24,559**  
LinkedIn Group Members

 **1,450**  
Facebook Followers

 **2,900**  
Twitter / X Followers

# People

The AIHS is the health and safety profession collectively working together to positively shape workplace health and safety in our society now, and in the generations to come.

It is the work of the people throughout the branches, networks and on the many committees that make the Institute what it is today. Contribution from the profession is what has built the Institute, and the work that today's leaders do is built on the work of those before them throughout our 76-year history. The following includes just some of those who have been acknowledged for their contributions over the years, as well as many of those who are currently in key roles, supporting the work that we do.

## Board of Directors

**Chair** Cameron Montgomery

**Deputy Chair** Celia Antonovsky

**Independent Directors** Skye Buatava

Kala Philip

**Directors** Richard Coleman

Rod Maule

Louise Howard

Chanelle McEnallay

Christine Edwards

Jane Bourke

Rene Van der Merwe

**Director (ex officio)** Dino Pisanello

## Branch Chairs

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**New South Wales** Karim Ali & Kate Curtain

**Northern Territory** William Newell

**Queensland** Brett Jones / Stuart Rawlins

**South Australia** Mary Nizamis

**Tasmania** Laura Maddock / Samuel Bones

**Victoria** Amanda Bell

**Western Australia** Celia Antonovsky