



# THE ADAPTIVE AGE

## INNOVATIVE AND PRACTICAL APPROACHES TO HEALTH & SAFETY

WEDNESDAY 25 MAY - THURSDAY 26 MAY 2022

## CONFERENCE PROGRAM

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# THE ADAPTIVE AGE

**INNOVATIVE AND PRACTICAL APPROACHES TO HEALTH & SAFETY**

The AIHS National Health and Safety Conference will be held from **25-26 May 2022**.

This year's conference theme is: **The Adaptive Age: Innovative and Practical Approaches to Health & Safety**.

This year the conference will be held as a hybrid event, which will allow attendees to selected an option for physical attendance at reduced capacity, or a virtual attendance to the two-day program.

We have an outstanding list of national and international speakers. Each speaker will examine different aspects of the theme, presenting a wide variety of new ideas, innovations and research.

Guest speakers will:

- Examine how we navigate the adaptive age of safety when we don't know what to expect
- Reflect upon where health & safety has been and where you believe it is headed
- Examine evolving perspectives on WHS and Lessons learned
- Explore ideas and insights on how we should prepare to move forward as a profession with the current environmental challenges that are impacting the Australian Workplace.

No matter where you are in Australia, you can take your time to view the conference presentations live across both days either in person or online.

All registrants will also have access to recordings of the presentations for a further 6 months after the event so you can catch up and watch content that you might have missed at a later date.

We look forward to seeing you there.

**David Clarke,**

CEO

Australian Institute of Health & Safety

# 25 MAY 2022 - DAY 1

9:00 **Welcome to Country**

9:10 **Welcome**

David Clarke, CEO, AIHS

Keynote Sponsor



9:15 **Experiences of Adaptability**

10:00 Presented by Julia Banks, Author, Business Leader, former Federal Member of Parliament, Lawyer

10:00 **PANEL DISCUSSION: 50 Years Since Robens - OHS adaptability now and in the future**

11:00

Panel Members:

Mark Goodsell, AI Group

Alena Titterton, Partner, Clyde & Co

Facilitated by: Kym Bills, SA Branch Chair, AIHS

**Morning Tea Break** - held at The Workplace Health & Safety Show

**LEADERSHIP**  
ROOM 219 & 220



**SYSTEMS**  
ROOM 213



11:30 **RESET Go Safety Coaching Framework**

12:00 Presented by Ralph Shreeve, Executive Director, Safety Futures

11:30 **OHS management systems: bridging theory and practice**

12:00 Presented by Nektarios Karanikas, A/Prof in Health, Safety & Environment, Queensland University of Technology

12:10 **Leading People To Use Their Brain As PPE**

Presented by Cristian Sylvestre, Managing Director, HabitSafe

11:30 **The AI WHS Scorecard: assisting businesses in preventing harm associated with artificial intelligence systems at the workplace**

12:10 Presented by Sazzad Hussain, Senior Research and Data Science Officer.

**Lunch Break** - held at The Workplace Health & Safety Show

**MENTAL HEALTH**  
ROOM 219 & 220

**RISK**  
ROOM 213

Sponsored by



14:00 **The Blueprint for Establishing Psychologically Healthy Workplaces**

14:30 **– The Next Generation Workforce**  
Presented by Sue Jauncey, Founder, Appellon

14:00 **Using Health as a vehicle for change**

14:30 Presented Morgan Macaire, Regional HSE Manager, George Weston Food  
Matthew Stewart, George Weston Food

14:40 **Employee Co-Creation of Workplace Wellbeing Strategy and Action Plans**

15:10 Presented by Karen Walker, Owner/Operator, Culture Smart

14:40 **Best practice to advance psychologically safe work from alternate locations**

15:10 Presented by Bill Neto, Manager Academic Studies, Centre for Work Health and Safety

**Afternoon Tea Break** - held at The Workplace Health & Safety Show

15:40 **The Professional Safety Blues**

16:20 Presented by Jean Christophe Le Coze, Safety Researcher, National Institute for Environmental Safety

16:20 **Smashing through the glass ceiling: 5 critical capabilities for Safety Professionals**

16:55 Presented by David Provan, Managing Director, Safety Futures

16:55 **Summary & Close**

17:00

# 26 MAY 2022 - DAY 2

9:00 **Welcome**  
9:15

9:15 **Covid Adaptability**  
10:00 Presented by: Rod Maule, GM Safety & Wellbeing Safety, Wellbeing & Injury Management  
Australia Post

## PANEL DISCUSSION: The Evolution of Safety Measurement Frameworks

10:00 Panel Members:  
11:00 Prof, Sharron O'Neill, School of Business, University of NSW  
Kurt Warren, National HSE & Quality Manager, Hansen Yuncken  
Emma Skulander, Chief Operating Officer, NSW Health Infrastructure  
Facilitated by: Scott Paine, Managing Director, Work Science

**Morning Tea Break** - held at The Workplace Health & Safety Show

**CULTURE**  
ROOM 219&220

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 safe365

**BULLYING & VIOLENCE**  
ROOM 213

Sponsored by  
 Federation University

11:30 **Using Technology to Measure Safety**  
12:00 **Leadership and Culture**  
Presented by Sarah Cuscadden, Safety  
Leadership and Engagement Manager,  
Amazon

11:30 **A Holistic Approach to Managing and**  
12:00 **Preventing Workplace Violence**  
Presented by Joe Saunders, National Practice  
Lead - R2S Violence Prevention,

12:10 **Understanding and combating**  
12:40 **complacency**  
Presented by Kerry Smith, Safety  
Manager, Holcim

11:30 **Managing Occupational Violence: Lessons**  
12:10 **Learned From Litigation**  
Presented by Tony Zalewski, CEO, Global  
Public Safety

**Lunch Break** - held at The Workplace Health & Safety Show

**CRISIS MANAGEMENT**  
ROOM 219&220

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 HealthSafe  
Protecting Your People

**WELLBEING**  
ROOM 213

14:00 **The use of ICT in an Emergency**  
14:30 **Management Response**  
Presented by Kevin McAfee, Health  
Safe

14:00 **Mental Health as a WHS Risk: 5 key**  
14:30 **steps to best practice**  
Presented by Deanna McMaster, Partner,  
MinterEllison

14:40 **Boom or Bust. Survive and Thrive**  
15:10 **During Crisis**  
Presented by Grant Chisnall, CEO &  
Founder, Left of Boom

14:40 **Employee Protection System - An**  
15:10 **Enhanced, Integrated and Scalable EAP**  
**Model**  
Presented by Joshua Marsden, CEO, Active &  
Thriving

**Afternoon Tea Break** - held at The Workplace Health & Safety Show

15:40 **The Global Concept of Work and Adaptability**  
16:20 Presented by Mark Griffin, Future of Work Institute, Curtin University

16:20 **The Adaptive Age: Policy, Partnerships & Productivity**  
17:00 Presented by Naomi Kemp, Chair, Board of Directors, AIHS

17:00 **Close**

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# KEYNOTE SPEAKERS



## JEAN CHRISTOPHE LE COZE

**Safety Researcher, National Institute for Environmental Safety**

Jean-Christophe Le Coze is a safety researcher (PhD, Mines ParisTech) at INERIS, the French national institute for environmental safety. His activities combine ethnographic studies and action research in various safety-critical systems, with an empirical, theoretical, historical, and epistemological orientation.

**Wednesday 25th May - 15:40 - 16:20**

**The Professional Safety Blues**

## DAVID PROVAN

**Managing Director, Safety Futures**

Dr David Provan is an Adjunct Fellow at the Griffith University Safety Science Innovation Lab and the Managing Director of Forge Works and Safety Futures. He is the former General Manager Health, Safety and Environment for Origin Energy and has more than 20 years of safety leadership experience across several high-hazard industries. David completed his doctoral research on the role of safety professionals and the design of safety organisations for which he was awarded the Dr. Eric Wigglesworth OHS Education Medal. David is the host of the internationally popular 'The Safety of Work' podcast which translates safety science in a practical way and is listened to by thousands of professionals in more than 100 countries.



**Wednesday 25th May - 16:20 - 16:55**

**Smashing through the glass ceiling: 5 critical capabilities for Safety Professionals**



## JULIA BANKS

**Former Member of Parliament, Lawyer, Business Leader & Author**

Julia Banks is an author, businesswoman, lawyer and keynote speaker who runs her own consultancy business, and holds several non executive advisory positions. Julia has extensive experience in the corporate and legal sector and served as a Federal Member of the Parliament of Australia. Julia's extensive experience is across the private and public sectors, having worked as senior corporate counsel and executive director roles for global companies for over 20 years prior to being elected as a Federal Member of Parliament in 2016.

Julia's key areas of expertise and leadership experience are in the areas of governance, workplace culture risk, issues and crisis management.

Julia currently holds a number of non-executive advisory positions.

**Wednesday 25th May - 09:15 - 10:00**

**Experiences of Adaptability**



# KEYNOTE SPEAKERS



## **ROD MAULE**

**General Manager of Safety & Wellbeing, Australia Post**

Rod is a General Manager of Safety and Wellbeing at Australia Post and has worked as the Head of Safety in several organisations covering a range of industries from Public Transport, Food Manufacturing, Health, Waste Management, Oil and Gas. Rod helps transform organisational cultures and capability that delivers tangible and sustainable safety performance. Rod started his career in general business roles before embracing the opportunity to impact people's lives through a safety career.

**Thursday 26 May 2022 - 9:15 - 10:00**

**COVID Adaptability**

## **MARK GRIFFIN**

**Future of Work Institute, Curtin University**

Mark Griffin is Director of the Future of Work Institute in the Faculty of Business and Law. The Institute promotes productive and meaningful work as essential foundations of a healthy economy and society. We focus on how people contribute to and benefit from new knowledge and practices. The Future of Work Institute promotes productive and meaningful work as essential foundations of a healthy economy and society.

Mark's research examines the way people contribute to organisational performance and his work has been published in top-tier journals such as Academy of Management and Journal of Applied Psychology. He has managed large-scale organizational projects in areas of safety, leadership, well-being, innovation, and productivity. Mark has managed collaborative projects with a range of industries including health, education, energy, mining, transport, and finance. He has developed assessment tools for use in these industries across Australia, Europe, UK, US, and Asia and is an expert in modelling multilevel and longitudinal data.

**Thursday 26th May - 15:40 - 16:20**

**The Global Concept of Work and Adaptability**



## **NAOMI KEMP**

**Managing Director, Safe Expectations**

Naomi is a health and safety coach and strategist who helps leaders to cut through the bureaucracy and facilitate change. Her work balances business objectives, strategy and performance with a deep understanding of what works at the frontline.

Specialising in Enforceable Undertakings, she founded Safe Expectations to help businesses during pivotal times. She now works with businesses who want to transform their approach to managing health and safety with restorative practices. You'd meet her for coffee to talk about transforming health and safety management, repairing harm and restoring relationships after a workplace incident.

**Thursday 26th May - 16:20 -17:00**

**The Adaptive Age: Policy, Partnerships & Productivity**



# KEY NOTE PANEL DISCUSSION



## EMMA SKULANDER

### Chief Operating Officer, NSW Health Infrastructure

Emma has a strong skillset in strategic planning, stakeholder alignment and leading change, as well as being a natural communicator and effective problem solver. She previously held a variety of executive roles in consultancy, and led teams in the planning of major health and education capital projects.

Emma joined the Leadership Team in 2019 and is leading strategic change planning and implementation. This work will see progressive change in the way Health Infrastructure plans and delivers projects to align with contemporary health care trends, leverage enhanced digital technologies, as well as prioritise the long-term sustainability of health facilities. She also oversees the Communications & Engagement and People & Performance functions of the organisation.

In addition, Emma has been leading Health Infrastructure's contribution to the NSW Health COVID-19 Response, collaborating across other parts of the health system and preparing detailed infrastructure strategies to support an increase in hospital capacity in NSW public and private facilities, should this be required.

**Thursday 26th May - 10:00 - 11:00**

**Panel Discussion: The Evolution of Safety Measurement Frameworks**

## SCOTT PAINE

### Managing Director, Work Science

Scott Paine is an experienced leader, HSE, and risk management professional. He has led consultancies and health and safety functions within high-risk industries, Scott has worked with ASX listed companies, Commonwealth and State Government, and various SMEs and understands strategy, systems, leadership, culture, and change management.



**Thursday 26 May - 10:00 - 11:00**

**Panel Discussion: The Evolution of Safety Measurement Frameworks**



## PROF. SHARRON O'NEILL

### School of business, University of NSW

A/Professor Sharron O'Neill is a leading researcher in governance, performance and accountability in the School of Business at University of NSW (Canberra). She holds academic and professional accounting qualifications, a PhD in corporate accountability for work health and safety (WHS) and is a graduate of the Australian Institute of Company Directors program.

**Thursday 26 May - 10:00 - 11:00**

**Panel Discussion: The Evolution of Safety Measurement Frameworks**

## KURT WARREN

### National HSE & Quality Manger, Hansen Yuncken

Kurt Warren is a highly accomplished, insightful & business focused safety executive offering 20+ years' experience in a range of safety leadership roles in high-risk industries with experience across varying business models and organisational risk profiles.

Work Science is obtaining final approval from [NSW] Health Infrastructure to participate on this panel.

**Thursday 26 May - 10:00 - 11:00**

**Panel Discussion: The Evolution of Safety Measurement Frameworks**







## SARAH CUSCADDEN

**Safety Leadership and Engagement Manager, Amazon**

Sarah is the Safety Leadership and Engagement Manager at Amazon, leading a team responsible for the strategies to improve operational leaders' safety capabilities, and for creating solutions for front line workers to engage, participate and influence safety across Amazons global operations.

With 15 years in safety, Sarah has worked in multiple high risk industries, and extensively on large scale iconic construction projects. Recently Sarah has extended upon her operational knowledge, venturing in the UX space, to develop and execute end user health and safety technology solutions that accelerate safety leadership, engagement and performance.

Sarah is a visionary, and is known to challenge the norm, presenting out of the box ideas and solutions to health and safety issues. When not working you can find Sarah writing for her blog In Her Boots, spending time eating and cooking with the family, and burning it all off at reformer Pilates.

**Wednesday - 11:30 - 12:00**

**Using Technology to Measure Safety Leadership and Culture**



## KERRY SMITH

**Safety Manager, Holcim**

Kerry has held various senior safety roles and currently works for Holcim Australia in a safety management position. Kerry has over 25 years of experience in safety improvement.

**Wednesday - 12:10 - 12:40**

**Understanding and combating complacency**

**The culture stream is proudly sponsored by**



# BULLYING & VIOLENCE STREAM

## JO SAUNDERS

### National Practice Lead - R2S Violence Prevention

Joe Saunders is the National Practice Lead for R2S Violence Prevention, based in Melbourne, Australia. Having worked in violence management, work health & safety and physical security roles since 2004, Joe was part of the research team on Australia's largest ever multi-sector study into occupational violence and aggression in 2019.

He has provided workplace violence prevention education and consulting to industries including healthcare, law enforcement, retail, hospitality, private security, public transport, social services, government services and aviation. Joe's entertaining and engaging presentation style has helped him become one of the most sought-after speakers and facilitators on this topic, regularly appearing on stages and podcasts globally. His own podcast, the Managing Violence Podcast, is regarded as the world's leading podcast on the holistic management of violence.

He has had multiple articles published in industry magazines including Aviation Security International, Security Insider, The Circuit Magazine and the ISRM ANZ Journal.

**Wednesday 25 May 2022 - 11:30 - 12:00**

**A Holistic Approach to Managing and Preventing Workplace Violence**



## TONY ZALEWSKI

### CEO, Global Public Safety

Dr Tony Zalewski is an internationally published author who has been involved in public safety for over 30 years including 17 years as an operational Victoria Police officer. He has four degrees from Australian universities including law, criminology and the social sciences.

He works with Governments, regulators, multi-nationals and other organisations across most industry sectors in Australia and abroad. As a judicially recognised expert, he has provided expert reports and evidence in over 500 cases, including some of Australia's larger personal injury cases. Tony brings a rare blend of practical real-world experience and high-end theoretical knowledge that has resulted in him being a highly sought-after expert, specialising in operational security and safety risk management.

**Thursday 26 May - 12:10 - 12:40**

**Next generation health and safety management**

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# CRISIS MANAGEMENT STREAM

## KEVIN MCAFEE

### Managing Director, HealthSafe

Prior to starting HealthSafe in 2014, Kevin spent more than two decades working within the Health and Safety and Facilities Management industries across New Zealand and the United Kingdom.

Kevin's previous role before creating HealthSafe was as the National Facility Manager for Farmers Trading Company where for five years he oversaw the operations of 50+ large retail stores. It was a life-changing event in Christchurch during the 2011 earthquakes that changed Kevin's life significantly. In seeing and working through this disaster first hand,

Kevin had a vision of creating simple and easy to use technology to protect people and to help save lives. Kevin brings a detailed understanding of the Health and Safety market including the areas of governance and legislation along with risk and project management.



**Thursday 26 May - 14:00 - 14:30**

**The use of ICT in an Emergency Management Response**



## GRANT CHISNALL

### CEO, Left of Boom

Grant Chisnall is a Crisis Leadership Trainer, Speaker, Advisor and Author who has a passion for leadership, communication and decision-making. He has supported some of the world's leading organisations through crisis events ranging from cyber attacks to coronavirus; activism to aircrashes; and from Natural disasters to workplace fatalities.

**Tuesday 18 May - 11:30 - 12:10**

**Next generation health and safety management**

**The Crisis Management Stream is proudly sponsored by**



## DEANNA MCMASTER Partner, MinterEllison



Deanna is a Partner at MinterEllison who is passionate about WHS and brings a practical and commercial approach to managing legal risk. She works with organisations to proactively manage WHS issues, with a particular focus on safety governance and assurance, including the personal 'due diligence obligations on officers, and contractor management. Deanna has been ranked by Doyles Guide and Best Lawyers as a leading individual in safety legal practice.

Rhian O'Sullivan is a Special Counsel at MinterEllison with extensive experience in WHS risk and incident management including internal and external investigations and responding to regulatory notices. Deanna and Rhian work closely and provide timely and practical advice on the immediate steps to take following an incident. Over the past 12 months, they have been increasingly working with clients to support them in managing mental health risks as a WHS issue and bridging the gap between HR and WHS teams.

**Thursday 26 May - 14:00 - 14:30**

**Mental Health as a WHS Risk: 5 key steps to best practice**

## JOSHUA MARSDEN CEO, Active & Thriving



Josh has over 12 years of experience delivering strategic and innovative workplace health and wellbeing initiatives at scale. This includes working as the project co-lead for the WorkSafe WorkWell funded project Applied Mental Health. This project was funded \$1.2M for two years to train and certify 400 leaders from Victorian Universities in psychological safety leadership. At A&T Josh, works collaboratively with internal and external stakeholders to shape the future vision.

**Thursday 26 May - 14:40 - 15:10**

**Employee Protection Systems - An enhanced, integrated and scalable EAP Model**



# LEADERSHIP STREAM

## RALPH SHREEVE

### Executive Director, Safety Futures

Over the last two and a half decades, Ralph has led business transformations across several listed companies both as a CEO, COO, Consultant and Coach. In the last decade his global work as a Consultant and Coach has helped hazardous organisations transform their capacity to work safely. By leading the effective design and delivery of interactive action learning programmes he has successfully facilitated and sustained significant growth in safety and leadership capabilities at individual, team and organisational levels.



Ralph brings unique perspectives to hazardous operations shaped by extensive personal experience and postgraduate research in Operations Management and Leadership. He has earned a master's degree in Major Programme Management and a master's degree in Change Leadership, as well as Post Graduate Multi-Cultural Coaching certification from Europe's leading universities. Ralph integrates practical and theoretical perspectives of operations management, safety performance and leadership effectiveness to deliver impactful safety improvement and leadership development outcomes.

**Wednesday 25 May 11:30 - 12:00**

### RESET GO Safety Coaching Framework

## CRISTIAN SYLVESTRE

### Managing Director, HabitSafe

Cristian's 25-year safety career started in the heavy processing environment where he learned a different way to think about safety.

Eliminating hazards, improving the system and making safety more conscious are good things to do, but he discovered it wasn't enough to prevent many personal safety incidents. There was something missing.

In 2004, he founded HabitSafe to research an innovative approach.

As Founder and Managing Director, he applies the latest brain science and behavioural research to improve safety outcomes for workplaces, often when performance is deteriorating or has plateaued.

Cristian wrote "Third Generation Safety: The Missing Piece" to explain his body of work.

As a professional chemical engineer, and having completed a Masters, he is trained to analyse complex systems and processes, and to use evidence-based science and hard data to deliver positive safety outcomes.

**Wednesday 25 May 12-10 - 12:40**

### Next generation health and safety management



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## NEKTARIOS KARANIKAS

### Associate Professor, Health, Safety & Environment, QUT

Nektarios Karanikas is Assoc. Prof in the Health, Safety and Environment discipline of the School of Public Health & Social Work at QUT. He studied MSc Human Factors and Safety Assessment in Aeronautics at Cranfield University (UK), and he was awarded his doctorate in Safety and Quality Management from Middlesex University (UK).

Nektarios worked for more than 19 years as an officer at the Hellenic Air Force where he served in various positions related to maintenance, safety and quality management, including accident investigations. In addition to his academic credentials, he holds professional credentials in occupational health & safety, human factors, project management and engineering and has been a member of various national and international associations. Nektarios has published an edited book and several chapters, (co)authored various peer-reviewed journal and conference articles with a focus on safety/risk management, presented his work in more than 80 events, and he actively volunteers in a wide range of scientific and professional activities.



**Wednesday 25 May 2022**

**OHS Management Systems: Bridging theory and practice**



## SAZZARD HUSSAIN

### senior Research and Data Science Officer

Sazzad Hussain has a computer science background with a PhD from the University of Sydney. He has experience in applied research and data science with interests in Human Computer Interaction, Affective Computing, Digital Health, and WHS innovation.

**Wednesday 25 May 11:30 - 12:10**

**The AI WHS Scorecard: assisting businesses in preventing harm associated with artificial intelligence systems at the workplace**

**The systems stream is proudly sponsored by**



**SUE JAUNCEY**  
**Founder, Appellon**



Sue is a Registered Psychologist, global expert, thought leader, and in-demand speaker on achieving business outcomes, empowered by culture. She brings anecdotes from her unique past, which not only includes driving business results in blue-chip corporations globally but working with violent offenders in Australia's correctional system.

Her 'not so' conventional wisdom on empowering cultures to drive financial performance, operational efficiency, risk and compliance, people and customer outcomes combined with the science-based and data-led methodology brings practical insights for the leaders of the next generation workforces.

**Wednesday 25 May 14:00 - 14:30**

**The blueprint for establishing psychologically healthy workplaces  
- The next generation workforce**

**KAREN WALKER**  
**Owner / Operator, Culture Smart**



My passion is for healthy, thriving people, and cultures, at work, and I find joy in helping others achieve this. I bring my personal lived experience of mental ill-health and caring for a loved one with severe mental ill-health, and my practical experience as a leader and manager, to the wellbeing coaching, training, and consulting work I now do with organisations. This experience, combined with my domain expertise in strategy, leadership, change, and culture, enables me to help organisations, teams, and individuals, translate their needs, including their wellbeing needs, into actionable business cases, strategy, program blueprints, roadmaps, and implementation plans. I am also an accredited and passionate Instructor in Mental Health First Aid – Workplace.

**Wednesday 25 May 14:40 - 15:10**

**Next generation health and safety management**

## MORGAN MACAIRE

With more than 10 years in Workplace health and Safety, Morgan Macaire has been supporting companies from various industry sectors to improve their safety performance and culture



## MATTHEW STEWART CEO, EmployHealth

Matthew Stewart is the CEO of Employ Health ANZ and uniquely qualified as both a Physiotherapist and Chiropractor. Over the last 15 years Matthew has been partnering with business to use a data and systems approach to sustainably improve organisational problem metrics whilst improving culture at the same time



**Wednesday 25 May 14:00 - 14:30**  
**Using Health as a vehicle for change**



## BILL NETO

### Manager Academic Studies, Centre for Work Health & Safety

Dr Bill Neto currently works at the NSW Government's Centre for Work Health and Safety in the capacity of Manager for Academic Studies. He is a registered psychologist in Australia and holds PhD in psychology from the University of Sydney in the area of behaviour modification in the workplace for which he was awarded a university medal. He conducts WHS research in many areas including Health Psychology, Evolutionary Psychology, and also Clinical Psychology. He formerly held the positions of Research and Development Manager at the National Prescribing Service, Research and Evaluation Manager with the NSW Department of Justice, Research Academic at the University of Sydney, and psychologist at the Prince of Wales Hospital. He has been guest speaker at a number of national and international conferences and has published extensively in scientific journals.

**Wednesday 25 May 14:40 - 14:30**

**Best practice to advance psychologically safe work from alternate locations**

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