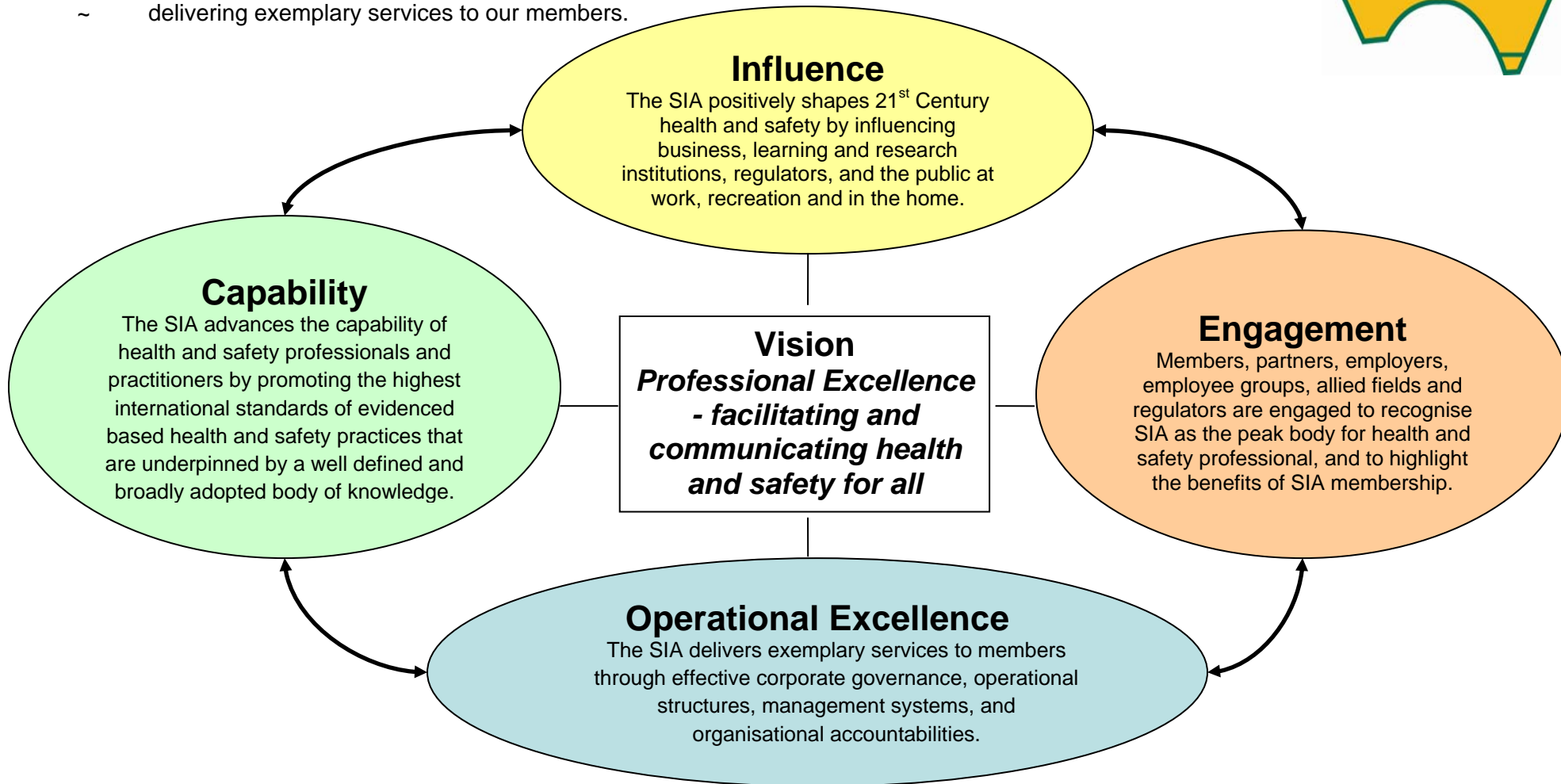




The SIA Vision: Professional Excellence - facilitating and communicating health and safety for all

The SIA Mission: To affirm the SIA as the peak body for health and safety professionals by:

- ~ driving the development of the health and safety profession,
- ~ setting and maintaining standards of professional practice,
- ~ being recognised and contributing to National and International health and safety practice and public policy, and
- ~ delivering exemplary services to our members.



Note to Readers: The colour coding associated with the Strategic Priority Areas (i.e. Influence, Capability, Operational Excellence, Engagement) is continuous throughout this Strategy.

INFLUENCE

GOALS	I1 – Be a major influence of health and safety Policy and Regulation.	I2 – Influence the application of health and safety principles and expertise.	I3 – Be a major influence for health and safety Research and Development and its application to practise.
STRATEGIES	<ul style="list-style-type: none"> • Provide authoritative and timely input into national and jurisdictional policy and regulation. • Establish a coordinated role for communicating with critical stakeholders. • Develop a strong media plan. • Proactively obtain representation on key bodies that determine national and jurisdictional policy, regulation and industry standards and practices. 	<ul style="list-style-type: none"> • Convene Project Teams to apply OHS principles and innovative practices to improve health and safety. • Promote the public interest and increase the professional opportunities available to members by raising awareness of the relevance of WHS/OHS techniques and knowledge of these fields. • Establish Memorandums of Understanding (MOU) with International Health and Safety bodies e.g. IOSH, ASSE and INSHPO. 	<ul style="list-style-type: none"> • Define and articulate health and safety research priorities that resonate with the National OHS Strategy. • Support health and safety research through the provision of scholarships. • Develop research and development funding lines through creation of partnerships with government, industry, and health and safety research institutions. • Enhance the recognition of health and safety research within universities, industry and the profession. • Facilitate dissemination of health and safety research to practitioners, professionals, regulators and policy makers. • Use research to provide informed public comment and input into national and jurisdictional policy making. • Create links to international health and safety research and development through partnerships with similar organisations.
MILESTONES	<p>~ National Technical Panel has provided a Public Policy Engagement Activities Plan¹.</p> <p>~ A Project Plan for Safety Indicators Project is developed</p>	<p>~ A framework for establishing Technical Project Teams and how they will deliver is developed.</p> <p>~ A mechanism to identify emerging issues requiring Technical Project Teams is developed.</p>	<p>~ Web-based research register is live.</p> <p>~ A Health and Safety Research Award is instituted as part of the National Awards Program.</p> <p>~ A Position Paper on Health and Safety research is completed.</p> <p>~ Links are established with Safe Work Australia Research and Data Group.</p>

¹ Identifies key bodies, develops plan for key legislative reviews and strategy to get representation on identified key bodies.

<p>MILESTONES continued</p>	<ul style="list-style-type: none"> ~ A Communications Plan is developed, for critical stakeholders as well for national and divisional/chapter levels ~ A media plan is developed ~ CEO is established as media spokesperson for SIA, complete with established group support & protocols (& training as necessary) ~ Key stakeholders are identified and engaged as part of the SIA Communications Plan (e.g. Standards Australia etc). 	<ul style="list-style-type: none"> ~ Advisory service/s provided by national office are formalized/enhanced & promoted with the following: <ul style="list-style-type: none"> o Public information line on the web o Use of social media o Find an OHS Professional o Web forums o Solutions Database ~ A revised Charter of the College of Fellows is developed. ~ MOUs have been established with ASSE, IOSH and INSHPO, complete with product sharing schedules. 	<ul style="list-style-type: none"> ~ The first Annual SIA Health and Safety Scholarship is awarded. ~ Article contributions are made to the Journal of Safety and Health Research and Practice on a quarterly basis. ~ A Plan to influence government on health and safety research funding is implemented. ~ International research collaboration is established with existing bodies in line with established MOUs with International health and safety bodies. ~ OHS research, including Three Minute Thesis competition, is featured in SIA National Conference Program. ~ Peer-reviewed conference stream & research reports are included in the conference program. ~ Article contributions are made to the Journal of Safety and Health Research and Practice on a quarterly basis.
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CAPABILITY

GOALS	C1 – Practitioners can access consistent high quality VET OHS qualifications.	C2 – Graduates are supported to gain the required knowledge and skills to develop into competent professionals.	C3 - Professionals can deliver the highest international standards of health and safety practice.	C4 - The ratio of SIA professionals exceeds practitioners by more than 80:20.
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STRATEGIES	<ul style="list-style-type: none"> • Contribute to the Innovation and Business Skills Australia (IBSA) review of the VET WHS/OHS qualifications and competencies. • Develop an accreditation process for providers of VET WHS/OHS qualifications at the Diploma and Advanced Diploma levels. • Promote qualified educators and trainers in the VET sector. • Recognise WHS/OHS practitioner excellence as part of the National WHS/OHS Awards. 	<ul style="list-style-type: none"> • Promote and support the development and implementation of a well defined WHS/OHS Body of Knowledge, by: <ul style="list-style-type: none"> ○ Defining the knowledge and skills required by competent OHS generalists. ○ Developing and implementing an OHS Education Accreditation Program. • Support availability of OHS undergraduate degrees. • Promote WHS/OHS as a career option. • Recognise excellence in OHS education through National WHS/OHS Education and Teaching & Learning Awards. • Implement a National Graduate Support Program to facilitate new graduates transition to professionals. • Implement Initial Professional Development (IPD) Plans specific to graduates (linked with mentor program). 	<ul style="list-style-type: none"> • Implement the certification process as developed by HaSPA. • Review and improve the rigor of the CPD Program by: <ul style="list-style-type: none"> ○ Establishing CPD plans; ○ Maintaining and monitoring the CPD process; ○ Facilitate the development of programs to address CPD requirements e.g. conference and seminars, trainers and educators, etc. • Align CPD Program objectives with the SIA National Conference Program. • Ensure members understand and comply with the requirements of the Code of Ethics. • Recognise WHS/OHS professional excellence through the National WHS/OHS Awards. 	<ul style="list-style-type: none"> • Increase the % of graded members by: <ul style="list-style-type: none"> ○ Preparing and disseminating information on practitioner and professional roles and progression, ○ Developing career support plans for members, ○ Implementing practitioner certification procedures, and ○ Developing an appropriate challenge assessment program.
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<p>MILESTONES</p>	<ul style="list-style-type: none"> ~ A Working party has provided input to IBSA Review. ~ An OHS Practitioner of the Year Award is implemented in line with the National Awards Program. ~ An accreditation process for providers of VET OHS qualifications is implemented. 	<ul style="list-style-type: none"> ~ National WHS/OHS Education Awards are implemented in line with the National Awards Program. ~ OHS Body of knowledge is defined. ~ OHS course accreditation process is developed and implemented with first courses accredited. ~ National WHS/OHS Teaching & Learning Awards are implemented in line with the National Awards Program. ~ A National Graduate Support Program is implemented. ~ Initial Professional Development (IPD) Program specific to graduates, is implemented. ~ IPD Plans for graduates are in place. ~ A Promotion Campaign for WHS/OHS as a career option has commenced. ~ An updated process for the OHS BoK is implemented. 	<ul style="list-style-type: none"> ~ Revised Career Planner is developed. ~ OHS Professional of the Year Award is developed in line with the National Awards Program. ~ A CPD audit process is implemented. ~ CPD requirements arising from the OHS Body of Knowledge are mapped and the need for specific CPD programs identified. ~ Education package on the content and application and Code of Ethics is developed. ~ HaSPA Certification criteria and process is implemented. ~ Professional development content is included in the SIA National Conference Program. 	<ul style="list-style-type: none"> ~ Draft role statements are published for practitioners and professionals. ~ Challenge Assessment process are implemented. ~ Practitioner certification process are implemented. ~ Career development planning information is disseminated.
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ENGAGEMENT

GOALS	E1 - Membership and key stakeholders recognise SIA as the peak body for Health and Safety Professionals.	E2 - Membership is increased by 5% each year.	E3 – The benefits of SIA membership are understood by members, non-members, partners, employers, employee groups, allied fields and regulators.
STRATEGIES	<ul style="list-style-type: none"> • Develop targeted communications with members using the existing membership database. • Develop more dynamic feedback mechanisms to members on current issues. • Broaden strategic partnerships to include health and safety agencies and associations, as well as research and educational institutions, by: <ul style="list-style-type: none"> ○ having the skills, knowledge and experience to be able to offer professional advice and services to relevant projects and organisations. ○ having the administrative capabilities to be able to support relevant projects. ○ Identifying new enabling categories to support peak body status. ○ Working closely with all strategic partners to cross-promote events. • Expand corporate partner programs. • Engage with employers, employer bodies and other relevant groups to demonstrate SIA's expertise and its contributions to health and safety for all. 	<ul style="list-style-type: none"> • Vigorously target prospective members through improved marketing in a broad range of print and electronic media. • Establish and maintain formal relationships with regulators. • Broaden strategic partnerships. • Expand corporate partner programs. • Engage Health and Safety professionals and practitioners through professional development opportunities and improved affiliation/s. • Target leading industry organisations to promote the benefits of membership. • Target educational and training organisations to promote membership for staff and students. 	<ul style="list-style-type: none"> • Promote SIA membership as a "must have" to employers, employer bodies and other relevant groups. • Build platforms for member and non-member feedback. • Foster links with like-minded organisations and help members access professional opportunities. • Engage with employers, employer bodies and other relevant groups to demonstrate the expertise of SIA members.

<p>MILESTONES</p>	<ul style="list-style-type: none"> ~ Membership feedback/satisfaction surveys are conducted by June and December each year. ~ A Corporate Style Guide is developed and implemented, which delivers brand prominence and consistency. ~ A Social Media Strategy is developed and implemented. ~ Compile member biographies of those interested showing skills, knowledge, experience and qualifications. ~ Separate Corporate Partnership and Strategic Partnership Plans are developed and implementation is commenced. ~ Offer extensive and comprehensive online and offline products and services. 	<ul style="list-style-type: none"> ~ Membership grading and qualification framework is endorsed by NBOM. ~ National Conference Program establishes objectives for member's professional development at all conferences and seminars. ~ Develop and commence implementation of a corporate and strategic partnership plan. 	<ul style="list-style-type: none"> ~ Feedback portals and strategies for engagement with and between existing and potential members are implemented. ~ Communications and Marketing Plan is implemented and updated annually by January each year. ~ National Conference Program establishes objectives for the promotion of member benefits at all conferences and seminars.
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OPERATIONAL EXCELLENCE

GOALS	OE1 – Effective corporate governance is in place.	OE2 –Operational Structure, Systems and Accountabilities are affected.	OE3 – Agreed Shared Services and Support are in place.
<p>STRATEGIES</p>	<ul style="list-style-type: none"> • Analyse and adopt appropriate governance structures, including: <ul style="list-style-type: none"> ○ an organisational charter, ○ delegations and accountabilities, and ○ standards of professional conduct. 	<ul style="list-style-type: none"> • Analyse core business functions for centralisation, including: <ul style="list-style-type: none"> ○ priority functions, ○ required resources, and ○ divisions of responsibilities. • Analyse and adopt appropriate: <ul style="list-style-type: none"> ○ operational structures, ○ business planning and budgeting models, and ○ coordinated business functions. • Develop and adopt operational policies and guidelines, including: <ul style="list-style-type: none"> ○ Establishment of a National HR Program for all SIA employees. • Develop and implement a continuous improvement program. • Implement business continuity plans and succession planning. 	<ul style="list-style-type: none"> • Define delivery of national services through: <ul style="list-style-type: none"> ○ Establishment of an office holder’s induction program. ○ Service Level Agreements established with each Division. ○ Performance Agreements established with all NBOM members, CEO and employees. ○ Establishment of the National Conference Program. ○ Establishment of the National Awards Program to recognise: <ul style="list-style-type: none"> ▪ Teaching, ▪ Learning, ▪ Leading, and ▪ Practice. ○ Establishment of the National Comms & Marketing Program.
<p>MILESTONES</p>	<ul style="list-style-type: none"> ~ Draft Constitution and Charter is developed in consultation with members. ~ A Vote by the membership has confirmed restructure. ~ The revised corporate structure is adopted. ~ New standards of professional conduct for Committees of management implemented. 	<ul style="list-style-type: none"> ~ An Implementation Plan for coordinated business functions is endorsed by NBOM. ~ All SIA employees covered by National HR Program arrangements. ~ A National Travel Policy is implemented. ~ A formal Complaints Process is developed in conjunction with the National Awards Program. 	<ul style="list-style-type: none"> ~ Revised Strategic Planning processes are established. ~ National Operational Planning Committee established. ~ Revised National and Divisional Operational Planning processes and templates are established. ~ Div COM and NBOM member induction program established.

SIA National Strategy 2011 to 2016 v3_0

<p>MILESTONES continued</p>	<ul style="list-style-type: none"> ~ A Proposal Paper is developed for an SIA trading entity (core business skilling training). 	<ul style="list-style-type: none"> ~ Risk registers are established. ~ Arrangements for priority business functions are implemented. ~ Arrangements for remaining business functions implemented in conjunction with corporate restructure. ~ Continuous improvement program operational. 	<ul style="list-style-type: none"> ~ Each Division has established a Service Level Agreement with the National Office. ~ National Comms & Marketing Program established. ~ National Conference Program SOP developed and endorsed. ~ National Awards Program developed and endorsed by September 2012 with initial program undertaken in March 2013.
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