



S.I.A. Safety Institute of Australia

VICTORIAN SAFETY SYMPOSIUM



Digital Health and Safety

Thursday 29 November 2018

Victoria University, City Convention Centre

PROGRAM

ABOUT THE SYMPOSIUM

The SIA's Victorian Branch is pleased to welcome you to the 2018 **Victorian Safety Symposium: Digital Health and Safety**.

This is a topic that has gained growing exposure, as health and safety people seek to navigate their way through digital complexity, in order to both reap the rewards and manage the risks.

Attendees will hear how a range of different organisations and industries are meeting the ongoing challenges associated with Digital Health and Safety.

Event Details

Date: Thursday 29 November 2018

Venue: Victoria University, City Convention Centre
Level 12, 300 Flinders Street, Melbourne, VIC 3000



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PROGRAM

8.00 am REGISTRATION OPEN

9.00-10.30 am Session 1 - Opening Plenary

9.00-9.15 am Welcomes

9.15-9.40 am **Privacy and Data Regulation: How poor practices can impact workers & how organisations can manage these risks.**

Rachel will present on privacy and data regulation, how poor practices can impact workers, and how organisations can manage these risks.

Rachel Dixon, Victorian Privacy and Data Protection Deputy Commissioner

9.40-10.05 am **How can we design successful digital technology initiatives?**

Organisations are now flooded with a range of options to implement digital technologies to assist in managing OHS. But how do we design rigorous initiatives? This session provides delegates with user design principles, and practical ideas on how to define objectives, implement change, and measure success. By learning through well designed, small-scale pilots, OHS professionals can better learn what does and doesn't work, navigate digital complexity, and leverage digital technology to improve OHS.

Rohan Irvine, UX Designer, REA Group

10.05-10.30 am **Is Safety Data big data and can it ever be used to achieve predictive analytics?**

HSE Consultant Andrew Heinrichs takes attendees through some foundational concepts such as big data, analytics and machine learning, and applies them to health and safety contexts. Based on these shared understandings, the OHS profession can better leverage digital technologies to improve OHS performance. From using real-time data feeds to anticipate musculoskeletal injuries, to smart cameras to protect against fatigue events, Andrew provides tangible examples of digital technologies being used to manage OHS risk.

Andrew Heinrichs, HSE Manager, EY

10.30-11.00 am MORNING TEA

11.00 am-12.20 pm Session 2 - Gadgets - Digital technology case studies demonstrating improved health and safety performance

ROOM 1

11.00-11.20 am **Can Manual handling injuries be predicted?**

What if our workers could wear a device that measured 'at risk' movements in real time, and alerted workers, to improve the way they move? What if we can measure body movements, providing real time data feeds to a mobile application, which then guides the worker through a series of tutorials on how to better move? This presentation takes delegates through some of the underlying research and case studies, in a presentation that explores how the profession can use technology and data to tackle Australia's largest injury category.

Matthew Hart, Founder, Soter Analytics

ROOM 2

Can we use virtual environments to improve OHS?

Virtual reality represents one of the most disruptive technologies to impact the training industry. This session explains the various types of technologies, from virtual to augmented to mixed realities, by using case studies and examples of what has and hasn't worked in an OHS context. This presentation will include the challenges in developing high impact content that is successfully embedded into organisation's processes.

Ty Curtis. Founder, Managing director, Activate Entertainment

PROGRAM CONTINUED

	ROOM 1	ROOM 2
11.20-11.40 am	<p>How can training be improved by virtual reality technology?</p> <p>For many years, training has been a go-to administrative control to mitigate health and safety risks. But the effectiveness of training is often challenged, difficult to measure, and often not aligned to organisational objectives or the audience. This session delves deeper into how virtual environments can be used to improve training effectiveness. Use cases will be presented in first aid and emergency response contexts.</p> <p>Motti Blum, Co-Founder, Real Response</p>	<p>Can we better engage with people when they first work for us?</p> <p>The way people interact and learn is changing. Many organisations now face four generations in one workplace, each with their own learning styles and preferences. Online inductions are becoming more accessible for all sizes of companies, provide accurate participation records, and include engaging content. Open-sourced Moodle platforms are crucial to this technology developing further. This session explores how online learning can support and improve the experience of workers when they join an organisation.</p> <p>Julie McLoughlin, Director, OHS & HR Management Syaytems Pty Ltd</p>
11.40 am-12.00 pm	<p>Can we use technology to support lone and remote workers?</p> <p>Working alone is a risk faced by workers in healthcare, government, real estate, utilities, commercial cleaning and retail. This session explores how technology can be used to mitigate this risk, including the benefits and opportunities, as well as the challenges in successfully implementing these technologies.</p> <p>Travis Holland, Holland Thomas</p>	<p>What is the difference between well-designed solutions and just 'good idea'?</p> <p>In this session, we will explore the differences between a well-designed digital solution versus just a good idea. This session aims to equip delegates with some practical questions to ask when navigating the journey of finding the right digital solution for their business or team.</p> <p>Jacqui Broadhurst, CodeSafe</p>
12.00-12.20 pm	<p>Worker Data Privacy</p> <p>The case for data integration being used to improve performance of health and safety outcomes is clear. But does the ends justify the means? Data mismanagement can have negative safety outcomes? This session will outline what health and safety professionals should consider when capturing, analysing and utilising worker data.</p> <p>Cameron Montgomery, Executive Manager Safety, Risk and Compliance Services, City of Ballarat</p>	<p>Can data be used to 'predict' incidents?</p> <p>It is a controversial topic, and much of this debate stems from a misalignment in understanding around the term 'predictive analytics'. This session looks at how data can be used to highlight key areas of risk, to better support management in anticipating areas of concern.</p> <p>Marcus Cattani, InjuryAlarm</p>
12.20-1.00 pm	LUNCH	
1.00-2.40 pm	Session 3 - Digital age - The changing nature of work, and how digital impacts on our people	
1.00-1.25 pm	<p>What are our ethics in virtual and digital worlds?</p> <p>Society, including its workers, are spending more and more time in virtual worlds and online. Interactions between people in these digital spaces are frequent, and sometimes life-like. Using case studies such as sexual harassment claims between avatars, this presentation encourages attendees to consider the ethical frameworks within which our digital identities operate, including boundaries, norms and behaviours.</p> <p>Lucy Sparrow, University of Melbourne</p>	

PROGRAM CONTINUED

1.25-1.50 pm

Is constant connection good for us?

As social media becomes ever more prevalent in the workplace and throughout society, the impacts on workers, their families and employers is growing. Our 24/7 lifestyles can enable cultures of constant checking and 'always on' behaviour, and hyper-connected networks can amplify insidious voices. Michelle Murray from Bully Zero takes participants through cyberbullying and the risk to work health and safety, communication and the impact of words, and the role care, respect and empathy play in supporting workers.

Michelle Murray, GM Programs Development and Delivery, Bully Zero Australia Foundation

1.50-2.15 pm

How can technology and work compliment rather than compete?

This session investigates potential hazards that might arise from the introduction of digital technology platforms. Using familiar methods of risk assessment to identify controls, a real scenario is used to demonstrate the introduction of new ways of working in an office environment and the impact this had on end users.

Stephaine Cassidy, Productivity Matters

2.15-2.40 pm

How can we apply evidence- based methods to better manage OHS?

This presentation explores the development of management profiling tools, to enable a balanced approach to managing safety. When well designed, these tools can support users, from senior executive management level to frontline service providers, by having accurate and informative data for decision-making directly available.

Lisa Brand, Director, Cyntrropy and Kim Carter, Founder and Director, Cyntrropy

2.40-3.10 pm

AFTERNOON TEA

3.10-5.00 pm

Session 4 - Data analytics – Gathering insights from safety and other data

3.10-3.35 pm

How can governments better use their data?

WorkSafe's Hazardous Industries team is exploring ways of better capturing, analysing and using data to help it focus attention on the right things at the right time. The presentation will cover two emerging initiatives (1) development of a High Consequence Risk Index, to better measure performance of the Hazardous Industries and (2) use of standardised inspection checklists, to enable easier and more effective data analysis and identification of performance trends.

Simon Farrar, Director of WorkSafe's Major Hazards Program & Albert Chemali, Inspector, Major Hazards Program

3.35-4.10 pm

What are the new technologies hitting OHS?

Discover the new technologies that are making it easier for safety professionals to report and collate data used for improvement. Technologies such as geolocations, digital signatures, mobile inspections, fast hazard management, streamlined contractor management, and automated workflow are all examples of innovative technologies that are making identification, investigation, and reporting easier.

Adrian Manassis, Director, myosh

4.10-4.45 pm

Data Driven Business - The power of insights and analytics in health and safety

The role of data capture and customised reporting are becoming pivotal in the workplace - influencing an organisations quality assurance, performance, and the ability to become more agile in their decision making. Kaja and Disha address the pain points that sophisticated, custom reporting methods are alleviating, and what this means for the future of health and safety.

Kaja Stern, Ramsay Health Care and Disha Manikumar, SafetyCulture

4.45-5.00 pm

Data analytics Q&A

5.00 pm

SYMPOSIUM CLOSE

5.00-7.00 pm

END OF YEAR SOCIAL DRINKS

SPEAKERS



Rachel Dixon, Victorian Privacy and Data Protection Deputy Commissioner

Rachel Dixon was appointed as the Privacy and Data Protection Deputy Commissioner on 28 November 2017. Ms Dixon was previously the Head of Identity at the Commonwealth Digital Transformation Office and brings a wealth of experience in IT, telecommunications, big data, blockchain and biometrics.



Rohan Irvine, UX Designer, REA Group

I'm a Researcher with a background in Behavioural Science. I work at the intersection of research practices, impactful experiences and organisational culture.

Good research is about making better decisions—my approach is adaptive and pragmatic. It is about blending appropriate methods with rigour, and working within available resources and constraints.

Through my work I've created and executed research programs for existing, emerging and exploratory products. I developed the UX Design Graduate program, created Design Practice culture initiatives, and coached teams to build their research capabilities.

In 2015 I founded UX Gatherings, a monthly event for Melbourne's design community. I am a speaker, mentor and facilitator for universities and UX programs at Monash University, RMITo, General Assembly and Academy Xi. I present on UX Research for companies around Melbourne who are building their UX practices.



Andrew Heinrichs, HSE Manager, EY

I have 10 years' experience across mining, oil and gas, and construction industries. I assist organisations to improve their OHS performance, through OHS maturity evaluations, framework gap analyses, technology initiative management, workplace inspections and auditing, and evidence-based risk assessments.



Matthew Hart, Founder, Soter Analytics Pty Ltd

Soter Analytics, a startup with the mission to detect the risk of harm in workplaces and warn the worker to avoid the incident.

After completing his Bachelor of Mechanical Engineering at Curtin University, he worked in the mining industry as a reliability engineer for 7 years. In a variety of roles, he analysed collected by sensors that were attached to mobile and fixed assets to predict equipment breakdowns and implement maintenance strategies to mitigate loss. During this period he also completed his Master of Reliability & Maintenance Engineering at Monash University.

In 2015 Matthew studied an MBA at HEC Paris and then began Soter Analytics to use the same sensor and data analytical techniques to stop humans from breaking down (i.e. having injuries). He grew the team to 10 people and Soter has active contracts in Australia, throughout Europe, and the US.



Ty Curtis, Founder, Activate Studios

Activate Studios, an award winning content creation company specialising in licensable and custom-built XR (AR/VR/MR) simulations and visualisations for education and training purposes. The mission of Activate Studios is simple, 'To end the days of 'death by Powerpoint' using exciting and engaging digital simulations'.

Activate Studios has teamed up with Harness Energy developing a suite of gamified XR training assets for high-risk industries such as transport, construction, oil, gas, and mining, built to integrate into the RTO's standard training. Each simulation has been designed to complement face-to-face training and integrate with existing e-learning platforms providing internationally accessible, fully immersive learning outcomes. The current slate of assets consists of; Working at Heights, Confined Spaces, Defensive Driving, Vehicle Pre-Checks.

SPEAKERS CONTINUED



Motti Blum, Co-Founder, Real Response

With a background in education and training, Motti founded Real Response in 2014 to provide industry with virtual reality training solutions. Motti has a Bachelor of Commerce from Monash University, and has worked with telecommunications, construction, rail and hospitality industries, developing training solutions such as emergency response, first aid and security.



Julie McLoughlin, Director, OHS & HR Management Systems Pty Ltd

I have worked as an OHS Manager and consultant for over 25 years.

I have been the OHS Manager at both the Melbourne Cricket Club and the Melbourne Racing Club and continue to work in the field providing safety advice, systems, training and ideas to various small to medium sized businesses across various industries. I also regularly deliver a Cert IV Training and Assessment



Travis Holland, Managing Director, Holland Thomas

For almost 15 years Travis and the team at Holland Thomas have provided support for government, not for profit and private organisations to safely manage aggressive behaviours towards their staff. Over the last few years, Travis has lead the development and delivery of M.A.B™ staff safety training (Contextualised Prevention and Management of Aggressive Behaviours) in order to help thousands of staff to get home safely each and every day.

From his vast experience developing delivering M.A.B™ workshops Travis came to the realisation that there was an opportunity to use app and web based technology to develop an innovative yet highly user friendly solution to support the safety of lone workers. In 2015 My Safety Buddy was launched, offering technology based solutions for lone worker safety.

Travis is a regular guest speaker at industry conferences such as Carex, ITAC, International Mental Health and LASA National Congress and has presented at sector forums for organisations such as P2, Marsh, QBE, EML, CGU and Xchanging. His regular blog focuses on common issues raised by clients and is driven by giving solutions to real client challenges. He has also contributed to specialist publications such as ACSA Agendas, Aged Care Insight, LASA Fusion, and Asia Pacific Fire Magazine.

Additionally, through his experiences with the Australian SAS and summing Mount Everest, Travis is a sought after motivational speaker.



Jacqui Broadhurst, Co-founder, CodeSafe

Jacqui has recently been appointed as Managing Director for the Group. Moving from a position of Creative Director within the CodeSafe team, the MD posting is a natural progression to spearhead a more cohesive direction for the three company divisions - viz. CodeSafe Media, QIN Software and CodeSafe Solutions Services.

With experience ranging from one-on-one to large coaching seminars, her skill lies in being able to facilitate a collaborative environment and build productive and focused teams.

Prior to joining CodeSafe, key achievements included building a series of successful businesses, to working in large multi-nationals throughout three different continents. She is skilled in campaign development, strategy, implementation and program monitoring, ensuring maximum engagement is achieved with the desired audience. Additional commercial management skills are coupled with a strong creative ability, giving a fresh, out-the-box approach to tackling obstacles.

SPEAKERS CONTINUED



Cameron Montgomery, City of Ballarat

Cameron has an extensive background with over 17 years of experience in OHS and Injury Management along with HR, Risk Management, Insurance and Corporate Governance. Through his work in the Commonwealth and Local Government sectors in regional Victoria, he has developed extensive experience in public administration, construction, arts, health care and tourism industries. As a safety professional, he serves on the Industry Advisory Board for VIOSH at Federation University, Stakeholder Reference Group, WorkSafe Victoria as an industry expert. In addition, Cameron also serves as a member of the Public Access Agency Reference group for the Office of the Victorian Information Commissioner. Cameron is a Certified Generalist OHS Professional and Fellow of the Safety Institute of Australia. Cameron has been a Member of the SIA Victorian Committee 2005 – 2009, 2010 – present, and was Chair of that Committee 2010 – 2011.



Marcus Cattani, InjuryAlarm

Dr. Marcus Cattani has worked as an academic, occupational hygienist, HSE Manager and consultant in the chemical, manufacturing, engineering and resources industries since 1988. Marcus is passionate about improving the management of injury risk to an acceptable level, and assisting organisations develop the risk management partnerships required to achieve this. Dr. Cattani's research focusses on the development of educational materials to assist organisations understand and manage risk, and, the development of processes to measure risk.

Marcus is the Chair of the WA Branch of the Safety Institute of Australia.



Lucy Sparrow, University of Melbourne

Lucy Sparrow is a PhD candidate at the University of Melbourne, working in the field of human-computer interaction with the Interaction Design Lab in the School of Engineering. Her research lies in the applied ethics of shared digital environments, with a key interest in controversial and transgressive virtual play. With a bachelor's degree in psychology and a master's degree in philosophy from the University of Hong Kong, her research is primarily interdisciplinary. Lucy also works as an academic editor, a project associate for developing comics and apps to teach ethics, and has taught a number of ethics classes at university.



Michelle Murray, Chief Operating Officer, BULLY ZERO™

Michelle is a qualified secondary school teacher with more than twenty-five years experience. She is a director on the SEDA College Board and was previously employed as Head of Community at the Essendon Football Club. In her current role, Michelle and her team deliver preventative educational programs to schools, workplaces and community groups nationally. She combines her experience in the education and corporate sectors to challenge and support her staff to leave their mark on society by helping create a world free from all forms of bullying.



Stephanie Cassidy, CEO, Productivity Matters

Stephanie has spent the last 25 years helping to create safe, healthy and productive workplaces in Australia. One of Australia's 86 Certified Ergonomists. Stephanie has assisted many organisations in times of transition involving new digital applications, whether they be changing office work demands or the way in which manual work is being done.

Stephanie will share experiences with you and a small case study on the impact that a new office design, enabled by new technologies has had on its occupants.

SPEAKERS CONTINUED



Lisa Brand, Director, Cyntrophy

Lisa is a transformation management specialist with over 15 years' experience in strategic design and management of workforce capability, health, safety, compliance and risk. With a background in psychology, she has diverse risk-control and behavioural analysis experience in private, State and Federal government sectors, including the Australian resources sector.

Lisa has extensive operational leadership experience working in complex, challenging and sensitive operating environments. As the G20 Australia National Safety Manager, she designed and implemented the G20 safety management system in under 12 weeks, enabling the management of risks to a workforce of over 7,000. At the Department of the Prime Minister and Cabinet, Lisa led an agency-wide rehabilitation transformation programme that realised \$1m in direct savings annually.

Most recently, Cyntrophy has partnered with the University of Technology Sydney to design and deliver data analytics training for the Department of Industry, Innovation and Science (advancing the National Innovation and Science Agenda).



Kim Carter, Founder and Director, Cynotropy

Kim is a business compliance specialist with over 20 years' experience working across safety, compliance and software engineering domains. An experienced project director, Kim has held senior leadership roles across multiple Federal agencies and led business compliance functions for organisations in Australia, Asia and the US.

Kim has a background in software engineering and specialises in business transformation, using data science, agile and user-centred approaches to integrate human behaviour and technology. Kim delivered a Windows-based app for a Federal human resources team, to promote behavioural change in process management and data control. This resulted in a 79% reduction in transaction lifecycle (reduced from 504 to 107 days).

An accomplished regulator, Kim has commanded regulatory safety inspectorates. She designed and implemented the first successful program for regulating health and safety the Australian Intelligence Community. A qualified trainer, investigator and lead auditor, Kim is also a guest lecturer at ANZSOG.



Simon Farrar, Director, Worksafe's Major Hazards Program

Simon has been with WorkSafe for just over 3 years in the Hazardous Industries area, and has also been involved in WorkSafe's long term strategy, including development of its data and analytics strategy. Prior to WorkSafe Simon had over 20 years of experience in the chemicals and mining industries in engineering, operations, risk management and corporate roles.



Albert Chemali, Inspector, Worksafe's Major Hazards Program

Albert joined WorkSafe in 2012 as an Inspector within the Major Hazards Program. Since commencing Albert has worked in various positions including Process Safety Analyst and currently the Manager of Major Hazards Planning. Prior to WorkSafe, Albert was employed by Orica in a number of roles. Albert holds a Bachelor of Science (Chemistry) from the University of Melbourne and has completed certificates in OH&S and a Diploma of Government.



Adrian Manssis, Director, myosh

Adrian has been directly involved in implementing safety management software for over 20 years to hundreds of organisations in a wide range of industries. He has extensive experience with analysing, supporting, training, integrating and customising safety management systems into small organisations and global multinationals with over 40,000 people.