



2025 ANNUAL REPORT

Financial year to June 2025



Human Factors & Ergonomics
Society of Australia Inc.

WELCOME



Kath Jones
President

Dear Members

It is my privilege to present the HFESA Annual Report for 2025. This past year was defined by significant work to address the challenges of our current legal structure and notable achievements in building our membership benefits and public profile.

I am incredibly proud of the work undertaken by a small team of volunteers to drive member benefits and future-proof our processes to keep HFESA viable for another 60 years at least! Key accomplishments this year include the implementation of a national conference steering committee, the launch of a new client management system and the creation of podcasts and other content leading to a record number of new followers on our social media pages.

Looking ahead, our strategy remains focused on engaging with members to ensure our governance structure and supporting documents are suitable for a modern professional body, building our membership base through collaborations with other member groups and engaging external expertise to support future conference planning. We are committed to ensuring that HFESA remains the professional body of choice for those working in human factors and ergonomics fields, supporting our professional affairs board, and delivering benefits to all of our valued members.

Thank you for your continued partnership on this journey.

A handwritten signature in black ink that reads "Kath".

CONTENTS

1.	ABOUT HFESA	1.
2.	THE TEAM	2.
3.	EXECUTIVE REPORTS	
	PRESIDENT'S REPORT	4.
	GENERAL SECRETARY'S REPORT	8.
	TREASURER'S REPORT	14.
4.	BRANCH REPORTS	20.
5.	SIG REPORTS	35.
6.	IEA REPORT	47.
7.	PROFESSIONAL DEVELOPMENT REPORT	51.
8.	PABA REPORT	53.
Appendix 1.	FINANCIAL STATEMENT AND AUDIT REPORT	56.

About HFESA

People-centred
environments,
products and
systems for all

The Human Factors and Ergonomics Society of Australia (HFESA) is the national organisation run by ergonomists to promote ergonomics in Australia and is a federated member of the International Ergonomics Association (IEA), which is the peak international body of professional ergonomics and human factors organisations.

The HFESA vision will be achieved by:

- delivering quality and accessible professional
- development and networking programs
- continually improving professional standards
- representing and lobbying government and industry on issues relevant to ergonomics and human factors in Australia
- promoting the value of professional ergonomics and human factors to industry, business, government, and the community, and
- partnering with relevant key professional bodies, educational facilities and industry to promote both research and the quality of application of ergonomics and human factors in Australia.



The Team

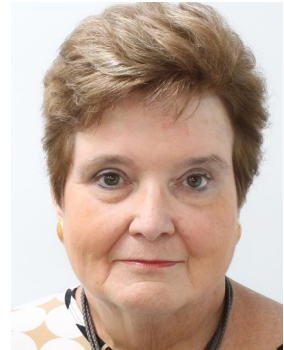
The Executive team / Directors



Kath Jones
President



Sharon Todd
General Secretary



Louise Whitby
Treasurer

Directors



Carlo
Caponiecchia



Brendan Grimes



Sue Bannermann

Directors cont ...



Amelia Keates



Andrew Petersen



Antoine Jdeidani

Public Officer



Aileen Conroy

Secretariat



Jacqui Young

President's report

The 2024-25 financial year saw a significant amount of work undertaken to improve the governance of HFESA, the reach of HFESA and the work of our members. This work is part of a plan to ensure that HFESA is fit-for-purpose now and for the years to come.

Activities over the past 12 months are summarised below; please refer to the General Secretary report for details on membership trends, conference planning, updates to the HFESA website and member benefits; and to the Treasurer's report for details on budgeting and financials.

HFESA structure

Several years ago, the HFESA Board commenced processes to establish the Professional Affairs Board at the time (PAB) as independent from HFESA in order to meet the International Ergonomics and Human Factors Association (IEA) requirements for bodies operating certification procedures. An integral part of this process was updating the governance documents of HFESA to ensure that the PAB was independent in decision making from the operations of HFESA.

The initial review of HFESA governance documents revealed that our key documents – the HFESA Administration Manual and HFESA Constitution – contained redundant or outdated by-laws. An example of this was raised in the 2023-24 annual report which noted that we were constitutionally bound to undertake financial audits annually, despite this not being required by the Australian Charities and Not-for-profits Commission for a company of our size.

At the 2024 AGM, the HFESA executive noted that any proposal to update the Constitution would require further consultation with members in order to ensure that all members were fully informed of potential changes and the reasoning behind this. As a result, in early 2025, the Board engaged a governance consultant to assist in our communications with members and the updating of our governance documents. The governance consultant noted that the current structure of HFESA (an association incorporated in the Australian Capital Territory) is designed for small and locally operating not-for-profit organisations and is not suitable for a society which runs professional development and conference events nationally. Moreover, under the ACT legislation, HFESA was required to appoint a Public Officer who resides in the ACT, which has become increasingly difficult given HFESA has so few members residing in this territory.

Member consultation

In March 2025, HFESA launched an “announcements” page on our website to assist in communicating a proposed change in structure from an incorporated association registered in the ACT to a company limited by guarantee (CLG). In May 2025, initial notice of the proposed change in structure was sent to members along with an invitation to the first Town Hall meeting of HFESA in June 2025. A recording of this first town Hall meeting is available on the announcements page as well as responses to Frequently Asked Questions to help members understand the risks of remaining as an incorporated society, the proposed change in structure and how any changes might affect the running of the society and benefits to members. Feedback from this meeting has been very positive and I would encourage any members who are still unsure of this proposed change in structure to visit the “Announcements” page under the “Membership” tab of our website (<https://www.ergonomics.org.au/announcements/>) for details.

As outlined above, should HFESA members agree to change the legal structure of HFESA to a CLG, a new constitution will be required. Members at the 2024 AGM indicated that any changes to the HFESA constitution would require further consultation with members to ensure that any changes are clearly communicated prior to requesting a member vote. Between Jan and Jul 2025, the HFESA executive worked with the Governance consultant to develop a communication plan which included strategies to consult on why the changes to the constitution are required and what this may look like. The communication plan has included the town hall events planned throughout 2025, launching of an Announcements page on the HFESA website, and the planning of an Extraordinary General Meeting to be held in the 2025-26 financial year.

Promotional activities

Work was undertaken between July 2024 and June 2025 to promote HFESA through reciprocal agreements with other professional bodies.

This included promotion of the Australian Institute of Health and Safety (AIHS) conference in June 2025 via an MOU which was established in 2024 which, in return, gave HFESA members a discount on registration and agreement for reciprocal promotion of the HFESA 2025 Conference.



HFESA also hosted promotional stands at the Human Practice and Patient Safety Conference in March 2025, the Work Health and Safety show in Melbourne in May 2025, the Psychosocial Health and Safety Conference in June 2025, and the Workplace Health & Safety Show in Sydney in October 2024. I am hugely grateful to the members who volunteered their time to host these stands and promote the work of HFESA. This ground-level promotion of HFESA, combined with the tireless work of our General Secretary Sharon Todd who recorded 14 of the 19 podcasts released in 2024-25, has coincided with a 24% increase in followers on LinkedIn, which has built our name and public profile significantly.

Supporting local HFESA Branches

Those of us who have been involved in conference organising committees will understand the toll paid by members who volunteer their time and energy to make the annual conferences in their states successful. Our HFESA 2023 Conference in Adelaide was a great success thanks to the work undertaken by the South Australian branch of HFESA, however many members of the SA branch stepped down from volunteering following the excessive work demand in planning and hosting this conference, resulting in the SA Branch suspending activities in early 2024 due to insufficient committee members. The HFESA Board committed to controlling the risk of burnout to the members volunteering in local branch committees by engaging a Conference Organiser on a contractual basis to assist in addressing the administrative burden of arranging sponsorship, venue and equipment and promotion of the annual HFESA conference. It was encouraging to see how well this worked with the HFESA 2024 conference in Brisbane; our conference organiser was able to take on a proportion of the administrative load, leaving the group of passionate Qld branch volunteers the space to create a fantastic conference experience without expending energy responding to ad hoc administrative tasks. We have continued to engage this Conference Organiser to arrange the 2025 annual conference using a national conference steering committee model and this model of conference planning, combined with a coordinated approach to hosting professional development events across the country has allowed the HFESA branch committees to focus on building local engagement through networking.

The Board also acknowledges that Qld branch of HFESA had a healthy number of volunteers, which also mitigated the risk of burnout, therefore we turned our attention to building local HFESA branch committees throughout the 2024-25 financial year. After identifying an HFESA member in SA who was keen to activate the SA branch, we sent out targeted communications to SA branch members encouraging them to join their local HFESA branch and were thrilled to announce that the SA Branch reformed in Jan 2025. On the back of this promotional work, the executive team created a new member handbook to encourage members to become more actively involved in the Society. The Board saw that the opportunity to host a conference in Tasmania in 2025 as a potential opening to open a HFESA Branch in Tasmania for the first time and HFESA members in Tas met in early 2025 to discuss

how a Tasmanian branch committee may be formed. Whilst the work to build our local branches continues in the 2025-26 year with the creation of online nomination forms and promotion of local networking opportunities around the country, I believe the work undertaken to activate state and territory HFESA branches in the 2024-25 financial year was effective and may have contributed to the 7% increase in the number of full members joining in the past financial year.

We are a Society run by members for members, and I am eternally grateful to all the HFESA members in our local HFESA branches, our HFESA Special Interest Groups and on the HFESA Board who dedicate their time and energy in supporting HFESA – Thank you!

Planning

The current HFESA Board was formed in the first quarter of 2025 and terms of office for the directors on this Board will continue until Feb 2027. Whilst a number of directors on this Board are new to HFESA, the executive team has remained the same, with only a change in the roles of President and Gen Sec. We have also benefited from the ongoing work of our secretariat Jacqui who continues to be highly effective in streamlining our processes and contact with members, This has allowed the Board the opportunity to finalise the updates to our governance which commenced in the 2023-24 financial year. A lot of our attention over the last financial year (from July 2024 to June 2025) was spent in updating members in this potential change in structure and this work has continued into the 2025-26 year. I truly believe the efforts to bring HFESA into a modern structure which suits a national professional body with a constitution that allows for flexibility in the running of the Society will put us in good stead for the years to come and hopefully see us continue for another 60 years!

Our focus in building branch committee membership is part of our future-proofing efforts to get new faces involved in the running of the Society, and 2025-26 will see the Board offering mentorship to volunteers who would like to try their hand at Board membership. An integral part of this strategy is updating the Administration Manual and improving the transparency of our processes to nominate for positions on the Board. We will continue to support our local HFESA Branches and the Special Interest Groups who are so vital to sustaining our Society.

Kath Jones
President

General Secretary's report

During this period, we have worked to improve member benefits, improvement our database, address HFESA Governance and promote membership.

The actions below summarise the activities over the past 12 months.

Membership

The member benefits during this period have included the two free podcasts every month, ongoing professional development webinars, the Society's annual conference, which was a great success in November 24 in Brisbane, and the commencement of a media resource library into which the recordings from our conference from South Australia has been placed, member only podcasts and where the recordings from our annual conferences will continue to be added as an ongoing resource.

The Society has continued to promote the Society through other Society's conferences, such as the Health Informatics Conference in Sydney, the Monash University Patient Handling Conference at the end of March 2025 in Melbourne, the Safety Show in Melbourne and the PACDEFF Aviation Conference held in October 2024, also in Melbourne. Our promotions have included the provision of a trade stand/ table with one or two members of the Society talking to people about the HFESA the work that we do and benefits to becoming a member.

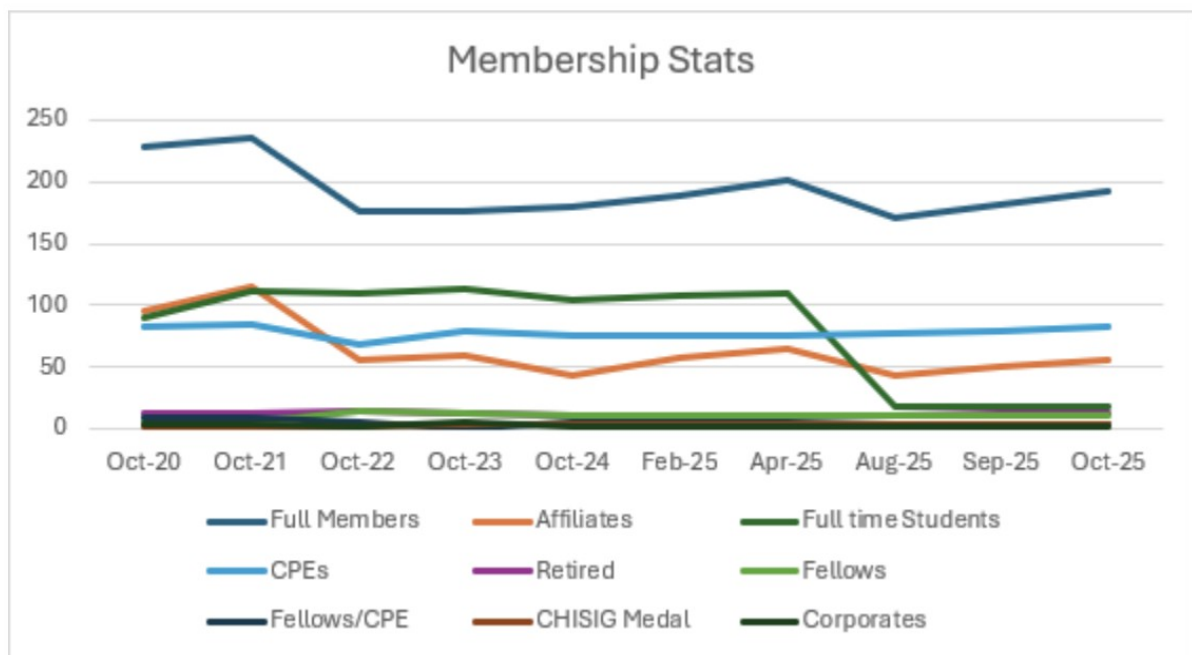
We have worked tirelessly to secure Memorandums of Understanding (MOUs) with the AIHS during this period and previously with SIOPA, the Australian Society for industrial and Organisational Psychologists.

We have been unable to reach the previous membership numbers held by the Society some five years ago but our paid memberships have remained steady. This has been discussed with other societies, such as the CIEHF in the UK, who indicate that they are noticing a slight downward trend in memberships. We are of the opinion that this is a global trend and may be connected to financial constraints.

The changes to membership during the past 12 months have been with our non-paying student category. This has changed our overall membership numbers but not changed the financial position of the Society as our students have free membership. We have not been able to convert all of our students to paid membership when they have completed their studies.

Attraction and retention of HFESA membership has been a priority, whereby we have continued to maintain a social media presence on all platforms, specifically LinkedIn and Facebook. We have disbanded the use of Twitter and Instagram, as we were not seeing an uptake on these platforms.

	Oct-20	Oct-21	Oct-22	Oct-23	Oct-24	Feb-25	Apr-25	Aug-25	Sep-25	Oct-25
Full Members	229	235	177	176	180	189	201	171	182	193
Affiliates	95	115	56	60	43	58	64	43	51	55
Full time Students	89	112	109	113	104	108	110	17	17	17
CPEs	83	85	69	79	75	76	76	77	79	82
Retired	13	12	14	12	10	10	10	11	13	13
Fellows	6	6	15	13	11	10	10	10	10	10
Fellows/CPE	8	8	5	-	5	5	5	4	4	4
CHISIG Medal	3	3	3	4	4	4	4	4	4	4
Corporates	3	3	1	6	1	2	2	1	1	1
Total Memberships	529	579	444	463	433	462	482	338	361	379



Welcome Pack

Our promotion of the Society at conferences has resulted in us producing a Welcome booklet. This publication is a six-page, full colour publication that not only welcomes new members to the Society, but provides a great resource to actively promote the Society at other conferences and safety shows.

The welcome pack for the HFESA includes information about our podcasts, member benefits, how to stay connected with the Society, details about our annual conference, our events, as well as promoting our local branches, and special interest groups.

As this resource is sent as a soft copy to new members it is easily updatable.

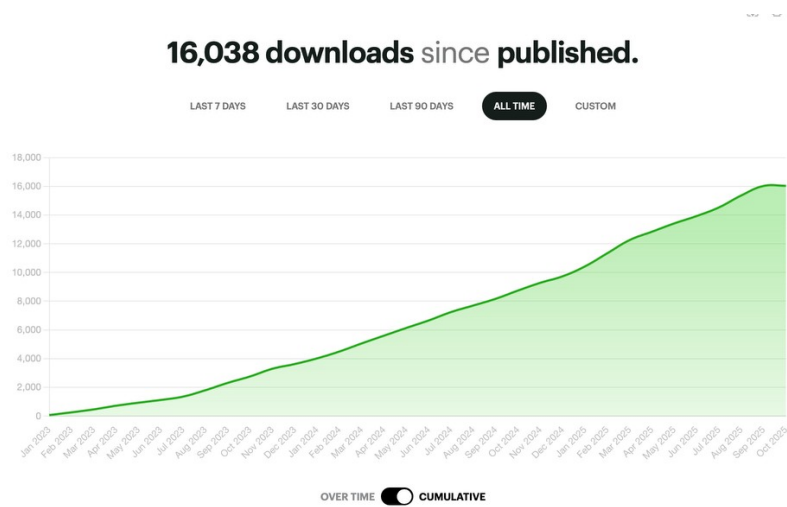
When the PABA has officially announced the changes to the CPE and CHFEP certification system this year, we will add this information as an additional section.

Podcasts

Our podcasts continue to be very successful promoting the HFESA brand globally. We have received significant recognition for this work in North America, Europe and the Asia Pacific. Our podcasts have enabled us to promote our keynote speakers for our annual conferences, interview members of the Society and other HFE professionals in an effort to promote the HFESA and the work of HFE professionals globally.

Podcasts have included over 16,000 downloads since published.

Some of these statistics available from the podcast platform provided below. One of the most successful podcasts in this period was the podcast with Sidney Dekker, with over 890 downloads!



Top Episodes (All Time)

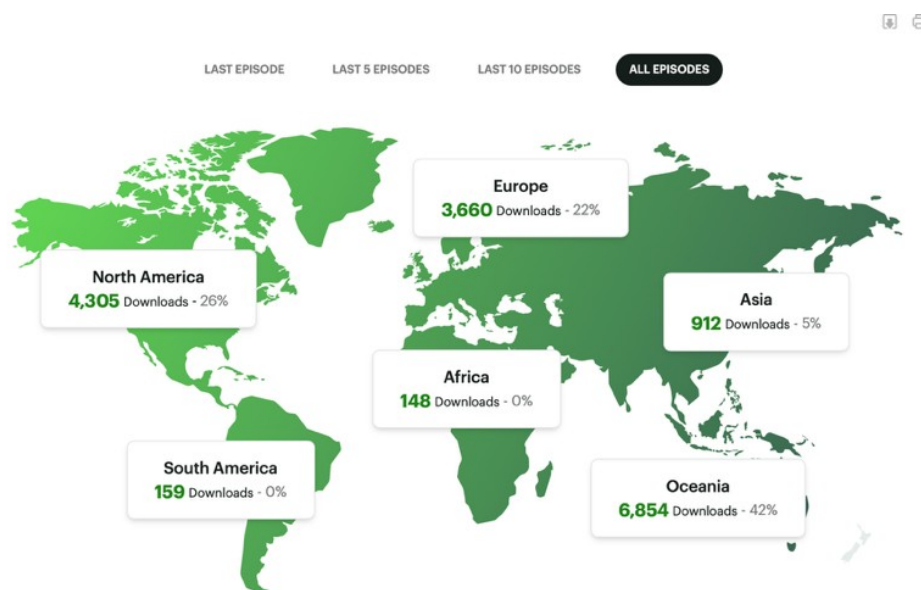
Sidney Dekker - his thoughts on Failure, Blame, and Forgiveness.	897
Reducing Error with Human Factors Training in Healthcare	613
Part 1 - Good Work Design is User Centred Design	443
Professor Catherine Burns - Improving AI Technologies in Health	439
An introduction to Systems Thinking to Optimise Safety	433

[See all episodes](#)

Top Apps (Last 5 Episodes)

Apple Podcasts	57%	627
Web Browser	14%	152
Spotify	9%	100
Audible	6%	64
Castbox	3%	35

[See more apps](#)



Waves CRM

The Society has previously experienced restrictions with our database. We have secured a new CRM system, and we are gradually resolving these problems with a soft integration of a new customer resource management system to our live site.

Currently this requires further technical programming of software to enable both sites to talk to each other.

This technical integration has been a little slower than planned, however for the first time this year, we were able to facilitate renewed memberships with minimal payment problems. When you log on as a member it now opens up via the new database and resource management system. We are using an Australian company, who has been able to give us ongoing customer service and continues to liaise with our technical support consultant to

integrate the member only features on our website that are not yet operational. Thank you for your patience as we continue to integrate these two features.

We anticipate that streamlining our membership renewals and improving our internal communication systems should lead to improved user satisfaction.

Governance

The sourcing of a governance consultant to assist the Society with a review of our governance and our administration manual resulted in the Society identifying our need to consider a significant governance / constitutional restructure.

An extensive amount of work has been undertaken by the executive and the Board to review this process and recommend changes.

I refer to the President's report for further information regarding our consultation with the membership, the constitutional review recommended by the governance consultant and the reasons for such review.

Social media strategy

We have continued to advertise our events and podcasts on our LinkedIn page and have noted a gradual increase in our subscriber base, particularly on LinkedIn. Our content is being shared by some of our members in the Society, and encourage all members to log on and promote the posts as much as possible, and we know that this improves our visibility.

Annual conference

We are currently preparing for the December 2025 conference, which is a destination conference to be held in Launceston, Tasmania. WorkSafe Tasmania has been very excited to have us in their state and are our platinum sponsor.

We have been trialling a national conference committee which a small steering committee, and the scientific convenors. This committee meets monthly with our paid conference organiser.

This process has been a very smooth process. Our paid conference organiser drives the preparation timelines and organises the event, closely liaising with our scientific convenors and steering committee. Our conference organiser has the software to enable us to manage the conference platform, the program, the delegates and host the recordings for access post the conference.

I would like to extend a huge thank you to Rebecca Mitchell, and Robin Clay-Williams for the seamless and professional coordination of the scientific program for this year's conference. The program for the conference was published on our website ahead of time, and has enabled ongoing promotion.

Currently we have sufficient registrations to place the Society in a good financial position, and we are hopeful that we may be able to develop a State Branch in Tasmania as a result of this conference.

The 2026 Annual Conference will be held in Sydney.

Future planning

We are currently liaising with the CIEHF for a co-brand event. The CIEHF have approached us about a co-branded event with a health focus. This is currently being discussed with us and Ken Catchpole, one of the keynote speakers at our Tasmanian conference.

We are still discussing the likelihood of an MOU with the CIEHF.

We have liaised with the Canadian Ergonomics Association this year to present a professional development webinar addressing the Canadian Regulators experience and management of slips, trips and falls.

We are hopeful to secure further co-branded events with other global partners, as we continue to promote the HFESA both in Australia and overseas.

Sharon Todd
HFESA General Secretary

Treasurer's report

Preamble to the financial reports

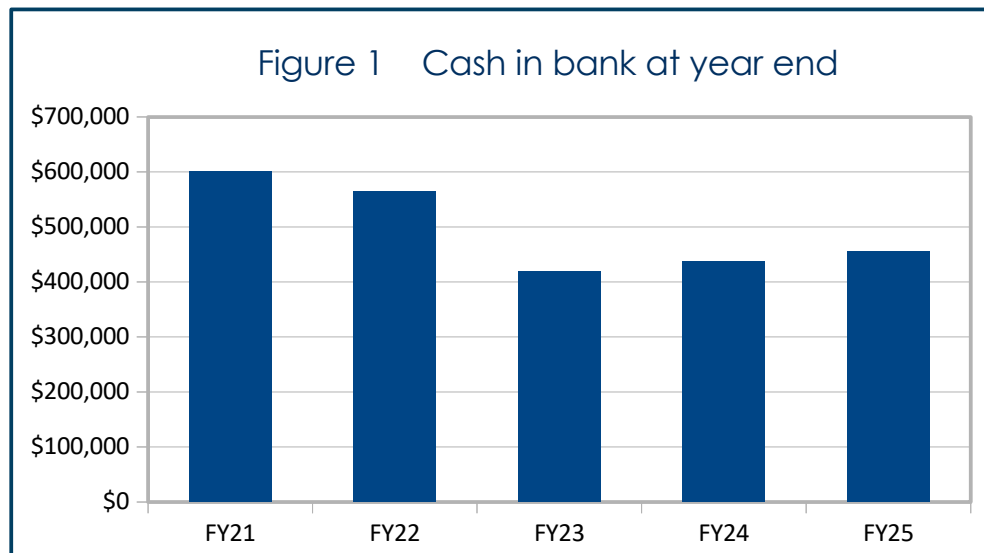
The Annual Financial Statement was prepared by Justin Corkran from Callaghans, ACT.

An audit was undertaken by BPR Audit in October. The audited financials for FY25 are included at Appendix 1. A key factor in the audit is that advance income and expenditure attributed to FY26 membership and the conferences has been excluded from the FY25 accounts, which obviously impacts on our financial standing at the end of the FY.

Financial summary

Cash at the bank as at 30 June 2025 was \$ 455,075.16.

Cash at the end of the last 5 financial years is shown at Figure 1.

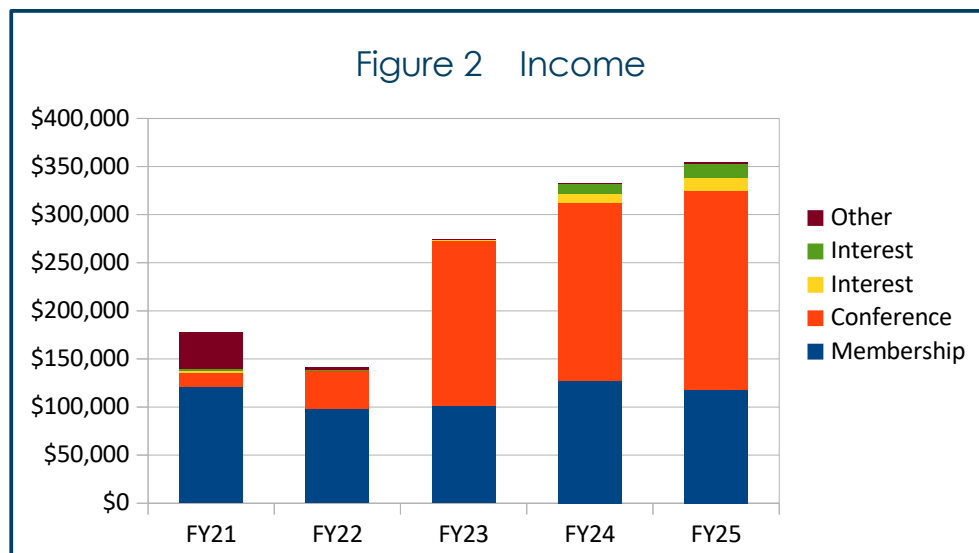


Income

Income increased in FY25 to \$342,755. Membership dues and the conferences continue to provide the key income streams for the Society.

While membership received for FY25 was \$9,317 lower than for FY24, the FY24 financials included advance income. Conference income, however, increased in FY25 by \$11,959, even after advance payments were excluded. Interest from investments was \$14,064.

Income is shown at Figure 2.



Expenditure

Expenses relating to the conference and PD events continue as the highest expense item.

The secretariat is staffed by Jacqui Young, who is a contractor. HFESA does not have any employees. Other contractors include:

- Agnes Zalan, Conference Organiser
- Rosie Wheeler, Cocoon Creative
- Mark Drysdale, TroubleFree Computing, and
- Rachel Colombi, Governance advisor.

Website costs are shown to have decreased, however this more accurately reflects how we are coding these costs – the majority of costs are now coded under contracting.

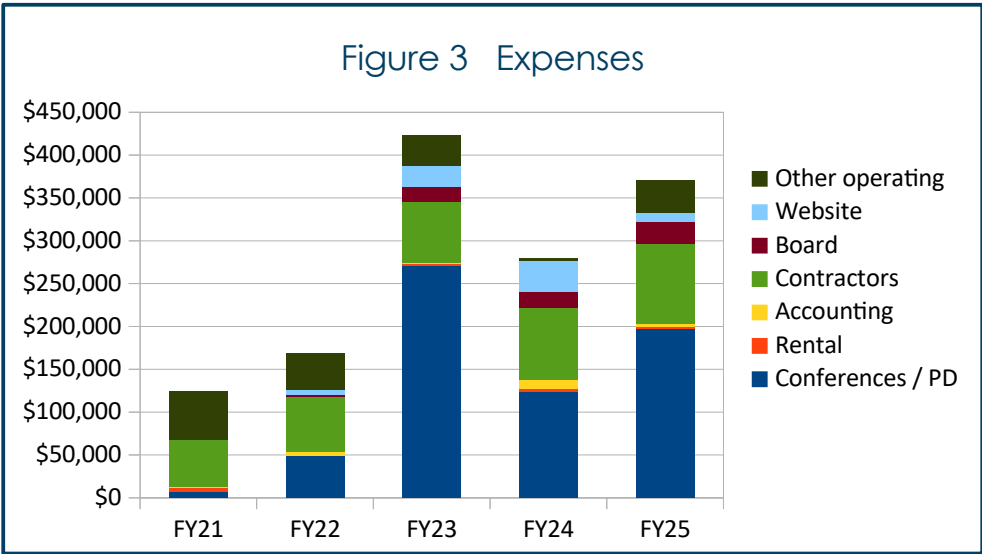
Board costs increased from \$19,344 to \$26,373. This is due to increased attendance at Board meetings, which has included the PABA representative and the Public Officer, and associated flights / accommodation. The Board hosted four routine meetings per year – one face-to-face meeting, which was aligned with the conference in November. All other meetings were held virtually in FY25. However, the Board voted at the last meeting that there will be a

return to 2 face-to-face meetings in this coming year, November and May. The reason for this is that the volume of work that needs to be addressed and the belief that face-to-face meeting provides better outcomes for the Society through improved collegiality. Board costs currently represent 7 percent of expenditure.

Office services now includes all software used for the operation of our business – this is a coding change, which is why there is a significant difference in expenditure from FY24.

The expenses include \$14.5K listed a bad debts. These resulted from invoices raised for sponsorship for the conference that were never realised and invoices for duplicate membership. These have been journalled as they are non-recoverable. No actual services/expenses by the Society were associated with these invoices.

Expenses are shown at Figure 3.



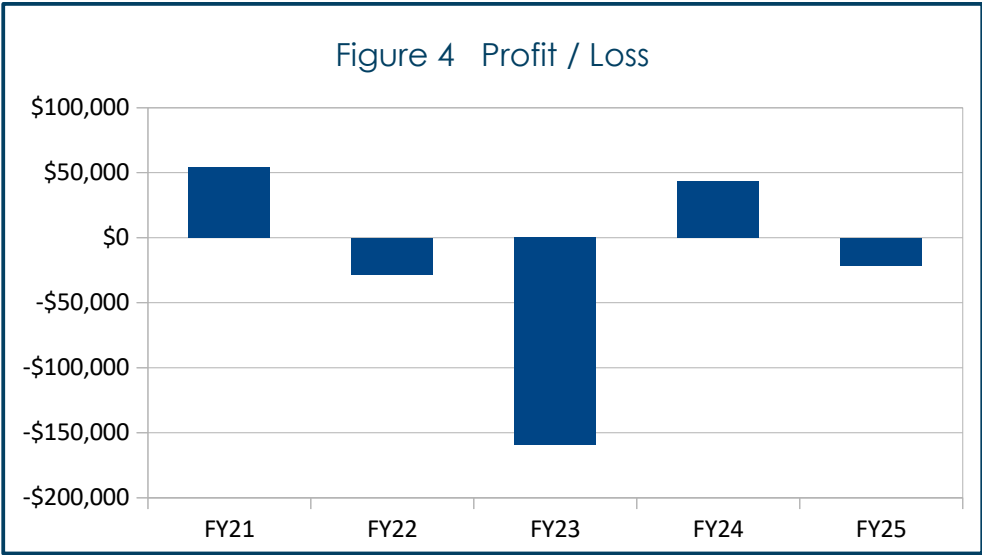
Budget

Following the audit, the budget for FY25 has realised a deficit of \$27,800, which was significantly better than budget projections.

The budget for FY26 was approved at the May 2025 board meeting. While the Board has allowed for a deficit, it is expected that we will come in close to break even.

From FY26, the Professional Affairs Board of Australia, PABA, will be submitting a budget to the Board meeting in May for approval. Budgets for the HFESA and OzCHI conference are submitted independently of the May Board meeting.

The profit/loss for the last 5 years is shown in Figure 4.



Audit

HFESA is a registered charity under the Australian Charities and Not-for-profit Commission, ACNC. We are also incorporated as an association in the ACT under the Incorporated Associations Act 1991. The Act now enables HFESA to comply solely with the financial reporting requirements of the ACNC.

HFESA has an annual revenue of <\$500,000 and as such we are considered a small enterprise. Therefore, under ACNC requirements we are not required to have an audit (or a revue, which is lower level audit).

At the 2024 AGM, members voted for the financial records to be audited every 5 years, commencing in 2025. Members approved Vincents to conduct the audit, however after approaching them they declined to provide a quote. We sought advice from Callaghans, our accountants, who provided two possible firms who specialise in not-for-profit organisations. BPR Audit, a Melbourne based firm, was selected as they were able to meet our turnaround time to enable our financials to be presented at the AGM.

The audit statement is included with the 2025 Financial Statement, included at Appendix 1.

Insurances

HFESA has 3 insurance policies with Gallaghers for our business needs. The insurance renewals are all aligned now for April each year.

Director induction and governance training

The Board agreed that all directors and the Secretariat would undergo training through the Australian Charities and Not-for-profit Commission training for Board members, which was provided through Future Learn, free of charge. This training, however, has been discontinued, so we will be seeking an alternative arrangement for future directors / Board members.

As a way of supporting new directors, the executive put together an induction pack, which was first issued to directors coming onto the Board in FY25. The induction outlines the role of a Director, schedule for meetings, copy of the Associations Incorporation Act, recent minutes from Board meetings and the AGM, along with governance documents and Claim Form for expenses incurred as a result of their Board role.



**Board Director
Welcome and Induction Pack**

Tel: 0451 306 565 E: secretariat@ergonomics.org.au www.ergonomics.org.au
PO Box 290 Lancelfield VIC 3435 ABN 45 375 161 852

Governance Manual: Financials

As part of the major review of the Governance Manual, formerly the Administration Manual, I am undertaking a review of the financial procedures. Unlike the Governance Manual that is available to Branches and indeed any member who wants a copy, access to the Financials manual will be restricted to the Executive, Secretariat, Accountant and Auditor because of the sensitive nature of our procedures to guard against fraud.

Transactions with related parties

It is now a requirement for organisations registered with ACNC to report on their related party transactions through the Annual Information Statement.

For a small charity, a related party is a person or organisation that is connected to the charity and has significant influence over the charity.

A related party transaction is a transfer of resources, services, or obligations between related parties. It does not have to include financial payment for it to be considered related.

The Financial Statement for 2025 includes a statement that the Society did not enter into any transactions with related parties during FY25.

Acknowledgements

I would particularly like to thank Jacqui Young, Agnes Zalan, Justin Corkran from Callaghans and Terje Kivimae and Bernie Rohan from BPR Audit for their assistance enabling me to fulfill the role of Treasurer.

Louise Whitby
HFESA Treasurer

Branch reports



HFESA-wide developments

In 2024-2025, HFESA continued to be very active with hosting a great range of speakers and topics in the HFESA podcasts and supporting the formation of new and operation of several Special Interest Groups (SIGs).

After many years of operations, HFESA now transitions to more robust structure and governance that corresponds with its national character and membership reach. The planned changes to the HFESA's status as a legal entity and our constitution, pending and subject to approvals/voting, will lead us to a new era as of next year.

HFESA National Conference 2024



Most importantly, our Branch organised HFESA's National Conference, receiving praise and excellent comments! This marked the 60th birthday of the Human Factors and Ergonomics Society of Australia, a milestone during a time of rapid technology advancement shaping our future.

Over 2.5 days in our beautiful Brisbane, we explored how human factors and ergonomics have been shaping our technological future. From world-first robotic cardiac ultrasound to groundbreaking AI applications, the event discovered how our field has been transforming the way we work, live, and innovate.

HFESA 2024 hosted both virtual and in-person attendees, offering diverse knowledge-sharing opportunities. All contributions showcased the rigour and excellence our community is known for, with a strong emphasis on interdisciplinary, cross-sector approaches that prioritise human-centred designs and positive transformative outcomes. Attendees had also ample opportunities to connect with global leaders, emerging scientists, and passionate practitioners, share ideas, challenge assumptions, and contribute to creating more human-centred futures.

Special thanks to our QLD Branch conference committee members who worked hard to make this special and amazing event happen: Dr Elise Crawford, Prof. Paul Salmon, Donna Lee, Dr Sara Pazell, Jenny Fuller, Dr Zohre Abedi and Assoc Prof Gemma Read.

A million thanks to our HFESA conference committee members from other Branches who effortlessly supported our common cause: Sharonne Phillips, Suzanne Johnson and Dr Haroun Zerguine.

Acknowledgements

I would like to express my deep appreciation to the committee and executive team for all of their efforts and contributions throughout the year, especially bearing my dry humour and sometimes demanding, personality. Elise Condie, our secretary, Dr Zohre Abedi, our PD events coordinator and Dr Andrew Petersen, our board representative worked collaboratively and effectively for our QLD branch. I feel very lucky and blessed to have worked with everyone in the committee this year.

A/Prof Nektarios Karanikas
HFESA QLD Branch Chair





Introduction

There are currently 9 members of the NSW branch committee. The current chair is Fadzai Katsande and the NSW board representative is Carlo Caponecchia. We have one new branch committee member, Ann Carrigan, who works alongside Melissa Baysari as a Senior Research Fellow at The University of Sydney. We look forward to her contributions next year.

The NSW branch has seen much success in 2025 with a formulaic manner of partnership with parties that hope to better align with HF/E disciplines. These include FlourishDx, Acmena, Vantari VR, and Primary Connect. The NSW branch partnered with / was sponsored by these parties in a promotional capacity to improve visibility and reputation. In the following year, we would like to employ the same operations and replicate that success with more consistency. By the conclusion of 2025, the branch will have directly hosted 3-4 quarterly events. In 2026, we will aim to host 5-6 events directly throughout the year.

Social events

A Christmas drinks event was held on 5 December 2024 by the then-newly appointed (current) chair, Fadzai Katsande, who collaborated with Kate Moncrieff / Transport SIG to organise a christmas event that saw 13 people attend for its duration.

A 'New Year Icebreaker' gathering at the Kent St hotel was held on 26 February 2025 to welcome NSW members to the new year, there were 20+ attendees throughout the night. This was the result of a consistent promotional effort through LinkedIn (further elaborated below).

The Early Career/Student SIG hosted a catch-up drinks on June 4 2025 that saw several people attend. Importantly, the ECS-SIG will need to improve membership retention and growth efforts in the next year. The NSW branch has offered their support to ECS-SIG and will give this more attention in this coming year.

Professional development

NSW hosted the following PD events in FY25:

Virtual Reality in Transport and Health – 5 June 2025

The NSW branch hosted an event, sponsored by Acmena, which was attended by 15 people. The event involved a talk from Grace Kennedy about pedestrian level crossing

signalling testing using VR and a demo of training for surgical operations using VR from Antonio C. (Vantari VR).

PHSCON – 19 & 20 June 2025

Two NSW members were sponsored a ticket by the organiser, FlourishDx, to attend the 2-day conference where Fadzai Katsande and Ozlem Dalkic represented HFESA and promoted the conference through LinkedIn.

Social media

The NSW branch has invested more effort in posting LinkedIn notices for events with follow-up media posts after events. We have seen a noticeable increase in engagement and valuable face-to-face feedback from Sydney professionals who have been introduced to the HFESA events via LinkedIn. We employed two notable tactics:

1. Post at least two weeks before the event (if posting more than one month before, post an initial standard notice and then another 'reminder' post 2 weeks before the event)
2. Take group photos at events (posted on LinkedIn) to increase members' association with HFESA and demonstrate the popularity of membership to non-members online.

Using these same strategies, we hope to build momentum via LinkedIn for the promotion of the 2026 HFESA conference in Sydney.

Communication

The NSW branch maintained contact with regular branch meetings on the first Wednesday of every month during which branch events were organised and discussed.

The annual NSW branch meeting will be held on 19 November 2025, it may be a face-to-face event as is commonplace for the NSW branch – the venue is yet to be decided.

HFESA 2026 Conference

The planning committee for the 2026 HFESA National Conference was formed in April and continues to meet on a quarterly basis (more frequently when needed). The members include Sharonne Phillips (Co-convenor), Fadzai Katsande (Co-convenor), Carlo Caponecchia (Scientific convenor), Melissa Baysari (Scientific convenor), Robyn Coman (Sponsorship convenor), and Ozlem Dalkic (Sponsorship convenor).

The planning committee decided on a theme of the conference on July 16 2025 which is "Human Factors & Ergonomics: The Perfect Fit" and the logo for the conference was decided on 24 September 2025 alongside the graphic designer (Rosie).

We have been receiving assistance from Agnes Zalan in the process of scouting and securing a venue in Sydney City for (approximately) November 23rd to 26th in 2026.

Fadzai Katsande
NSW Branch Chair



Carlo 'flying' the plane from the Simulator PD event in April 2024 (such a great shot we had to include even though it was from the previous financial year)



Introduction

In July 2025, Sam Gerges passed on the role of the Victorian Chair to Elise Meier, following the birth of his beautiful new son. The branch also welcomed our newest member, Puji Silva. He joins committee members Brendan Grimes, Dave Harry, John Culvenor, Melissa Mitchell, Wes Wilkinson and Julian Ong.

We'd like to extend our sincere thanks to fellow Victorian and national HFESA secretariat, Jacqui Young. Her incredible organisational skills and dynamic ability to action items, no matter the time of day or night, have proved invaluable to the committee and are very much appreciated.

The main focus of the committee this year has been to promote the benefits of joining the HFESA community and to continue to engage members with networking and professional development opportunities.

Once again, a huge thank you to Chris Fitzgerald for the exclusive access to the boardroom at The Last Jar. The committee hosted several in-person professional development sessions there, networking events and committee meetings.

Committee meetings

Committee meetings in 2024 – 2025 financial year were held on:

- 1st August 2024.
- 29th August 2024.
- 31st October 2024
- 6th February 2025
- 6th March 2025, and
- 1st May 2025

PD events

Professional development events during the financial year were held on:

- 29th August 2024 – Chris Fitzgerald presented on “Exoskeletons in the meat industry”, which was a follow-up session after his presentation at the 2022 National Conference. This was held in person and online, with face to face participants getting

to experience wearing and using primarily hand worn exoskeletons designed to both reduce the repetitive forceful movements to grip items and also measures the force required to action the movements.

- 5th September 2024 – Victorian members enjoyed a trivia night at The Terminus in Richmond. A table of 7 of us may not have got the chocolates but we had a fun night!
- 18th December 2024 – The Victorian Branch end of year dinner at La Porchetta, Ivanhoe. A small group enjoyed a quiet dinner to reflect on the year gone by!
- 29th May 2025 – The Victorian branch hosted a social night at The Last Jar which was a fabulous night of new introductions, reacquainting with familiar faces and networking amongst members and Ph D students. Congratulations to Brendan Grimes on winning the competition for the best ‘safety signs fail’ through a group vote. We had representation from people who attended the Monash University Human Factors and Patient Safety Conference, one who was a current member and two who had not yet joined HFESA.

Promotional events

Promotional events included:

- 3rd March – Puji Silva caught up with Sharon Todd and recorded a podcast show for the HFE hub. A wonderful discussion ensued with conversations delving into his past research and experiences as an academic and industry-based Ergonomist.
- 21st and 22nd May – Committee members from the Victorian branch hosted a HFESA stand at the Workplace Health and Safety show at the Melbourne Convention and Exhibition Centre. It was fabulous to work alongside Brendan Grimes, John Culvenor and Dave Harry to promote the services and benefits of becoming a HFESA member. The incentive chocolates may not have lasted long but there was some friendly competition between committee members over who enticed the most people to join the association. It was wonderful to catch up with other safety professionals, Ergonomists from WorkSafe Victoria and co-members from the Australian Institute of Occupational Hygienists.

Other key activities

These included:

- 28th – 30th October 2024 - Brendan Grimes attended the PACDEFF conference as a delegate and also promoted HFESA to attendees via the stand and in interactions throughout the conference! Several people signed our mailing list to receive HFESA correspondence going forward.

- 27th – 28th March – Brendan Grimes attended the Monash University Human Factors and Patient Safety Conference as a delegate and also promoted HFESA to attendees via the stand and in interactions throughout the conference! Again we got several people signed our mailing list to receive HFESA correspondence.
- Brendan Grimes continues to be involved in the PD Planning Committee to assist with planning and coordinating PD events.
- Committee members continue to liaise closely with academics from La Trobe University, RMIT, Monash University, ACU and Federation University to organise collaborative events and opportunities for information sharing with students.

Budget

The Victorian branch has utilised \$550 in the last financial year 2024/2025 to fund \$500 worth of canapes at the social night and to fund a \$50 Prezzy gift voucher for the winning recipient of the best 'safety sign fails' competition.

Acknowledgments

Thank you to all committee members for helping to create, organise and promote HFESA activities. Your continued support and involvement are greatly appreciated.

Elise Meier

Chair of the Victorian branch of HFESA





Re-invigoration of the SA Branch

After an extended period of inactivity, the SA HFESA Branch has been re-invigorated. HFESA SA Branch member, Amelia Keates, met with Kath Jones and Sharon Todd in September of 2024 to enquire about the SA Branch's inactive status, and explore pathways forwards. Kath and Sharon shared their support for re-assembling an SA Branch Committee and re-initiating a series of local social and professional development events. In October 2024, Kath and Sharon, appointed Amelia the Provisional SA Branch Chair, and assisted her to contact the SA member base about the opportunity to support the re-invigoration of the SA Branch. An 'Expressions of Interest' email was distributed on 2nd October 2024, yielding one response from Nic Doncaster of Outalpa Consulting.

Amelia also spread the word through her professional networks and received further interest from 6 additional SA members. Amelia convened an online meeting with those interested to support the SA Branch Committee on 17th January 2025, which was attended by 5. This was followed by an SA Annual Branch Meeting, and professional networking event on the 22nd January 2025. This event was attended by 11 people, including both current, former and prospective SA HFESA members. During proceedings, the SA Branch Committee structure was formally resolved, as follows:

- SA Branch Chair, and SA Board Representative: Amelia Keates, Frazer-Nash Consultancy
- SA Branch Committee members:
 - Nic Doncaster, Outalpa Consulting
 - Prof. Anjum Naweed, CQUniversity
 - Dr. Haroun Zerguine, Safe Work SA
 - Cassandra Heffernan, Defence Science and Technology Group
 - Ellyse Greer, Behaviour-Brain-Body Research Centre
 - Melissa Ngo, Behaviour-Brain-Body Research Centre

Outside of the SA Branch Committee members, many others in the SA HF&E community have generously offered their support, including Prof. Anna Ma-Wyatt (The University of Adelaide), Sam James (Australian Army), Chris Greenbank (BMT), Andrew Stanley (E.S.M), Armando Vozzo (Flinders University), Thomas Pearce (RAAF Institute of Aviation Medicine), Susan Cockshell (DSTG), and Heidi Turbill and Sam Atkins (Safe Work SA).

Committee meetings

Since its inception, the SA HFESA Branch Committee has held online meetings every one to two months, subject to the availability of members. Committee meetings were convened on the following dates.

- 17th January 2025
- 20th February 2025
- 9th April 2025
- 30th April 2025
- 20th May 2025
- 2nd June 2025
- 24th June 2025

Board and PD Coordination Representation

Since formal re-invigoration of the SA Branch Committee on the 22nd January 2025, SA has been consistently represented at all National Board, and Professional Development Coordination meetings.

SA Branch events

The SA Branch has held one, successful professional development event in this period. The SA Branch hosted an aviation-themed, in-person professional development event on 2nd July 2024 in partnership with the University of South Australia's Behaviour-Brain-Body research centre, titled 'Human Factors & Psychology in Aviation: Past Lessons and Future Directions'.



The event included a keynote address from Prof. Siobhan Banks, the Director of the University of South Australia's Behaviour-Brain-Body Research Centre, on 'Sleep/Wake Dynamics and Implications for Cognitive Performance in 24/7 Environments'. This was followed by a panel discussion featuring Sam James, Dr. Mark Corbett and Chris Greenbank, facilitated by Cassandra Heffernan. The event was cross promoted by the College of Organisational Psychology's South Australian Branch and received approximately 40 attendees. With the support of Jacqui Young and Nic Doncaster, the SA Branch distributed a post-event feedback survey which yielded 5 positive responses. Photos were captured by Amelia Keates, with some posted to LinkedIn.

Future SA Branch events

The SA Branch Committee is seeking to establish future in-person professional development and social events, informed by the feedback received at the event held in July. The SA Branch Committee is presently exploring the following options, which they hope to bring to fruition in 2026:

- Space-related event held in association with Prof. Anna Ma-Wyatt, and other representatives from the University of Adelaide's Andy Thomas Space Centre
- Tour of the Jindalee Over the Horizon Radar Network (JORN), facilitated by Sam James (Australian Army), for HFESA SA Branch members who hold NV-1 level security clearances or higher.

SA Branch Looking Forward Strategy

The SA Branch has scheduled its Annual Branch Meeting for the 29th October 2025 and expects some attrition of its current committee members due to conflicting family and professional commitments. The SA Branch will need to investigate recruiting new committee members and reconsidering the distribution of responsibility through the committee structure, including establishing a Professional Development Representative. While there is much enthusiasm among the SA HFESA community about the prospect of a more regular cadence of HF&E events, there is continued apprehension about the level of responsibility associated with committee membership, and challenges associated with identifying conveniently located facilities from which to host cost-effective and comfortable professional development activities. It will be important to find ways of flexibly re-engaging experienced HFESA SA Branch and Committee members and meaningfully recognising their contribution.

The SA Branch must also consider how to serve members interested in and working within the Defence industry with consideration about managing limitations or concerns with respect to information security.

The SA Branch should continue to foster budding relationships with industry, and academic supports and ideologically aligned professional bodies (e.g., College of Organisational

Psychologists, Royal Aeronautical Society). A significant proportion of the SA Branch Committee have joined HF&E from a grounding in psychological sciences and, particularly, organisational psychology. Consequently, we must continue to reflect on whether we are effectively serving, and representing, members who have different, or opposing, perspectives.

SA memberships

The SA Branch Committee has not received information on the numbers, and distribution of membership types but would welcome such data.

Budget

Budget: During the period of 1 July 2024 to 30 June 2025 the SA Branch used a total of \$91.50 to coordinate catering for the event held on 22nd January 2025.

Amelia Keates

SA Branch Chair and Board Representative





Committee

The WA Branch committee members are:

Branch Chair:	Suzanne Bannerman
Secretary:	Wendy Pietrocola
WA Board Representative:	Suzanne Bannerman
PD Coordinator:	Ari Antonovsky
Committee:	Kath Jones
	Louise Coubrough
	Kendal Leggett
	Gisela Gmeinder
	Rob King
	Michelle Strother
	Stephanie Black
	Thy Do
	Darryl Griffiths

Membership

There were 41 WA branch members on the 30 June 2025, consisting of:

- 25 full members
- 10 Certified Professional Ergonomists
- 4 Affiliate members
- 1 full time student member
- 1 retired member

Professional development

Three PD technical meetings, one networking event and the ABM were held in 2024/2025.

The technical program consisted of a mixture of Face 2 Face and online events, which included Jennifer Low presenting an insightful session on processes involved in policy and legislation development; a very interesting presentation by Kendal Leggett on automatic train protection technologies following our ABM; and an excellent presentation on psychosocial hazards in health care presented by Bill Byrne and Renee Wockner which was very successfully run as a hybrid event with an even split of in-person and online attendees.

Thanks to all presenters for their excellent presentations during the year and the PD committee for putting this program together.

DATE OF EVENT	NAME OF EVENT	NUMBER OF ATTENDEES
28 Aug 24	Online Technical meeting (Zoom): <i>Influence and opportunity: Understanding the development of Policy and Legislation</i> [Presenter: Jennifer Low]	19
09 Oct 24	ABM + Technical meeting (F2F): <i>Automatic Train Protection Technologies</i> [Presenter: Kendal Leggett]	5
4 Dec 24	Christmas networking function – Pub dinner at Claremont Hotel	7
22 May 25	Technical Meeting (Hybrid): <i>Psychosocial Hazards in Healthcare- NMHS Journey</i> [Presenters: Bill Byrne and Renee Wockner]	28 (14 F2F, 14 online)

Budget

A running sheet of the WA Branch expenditure has been maintained by the Branch Secretary and the expenditure reported at HFESA Board meetings.

In the 2024/25 financial year the expenditure consisted of catering costs at the ABM and technical meeting event in October 2024; at the Christmas networking event in December 2024; and at the hybrid technical meeting event in May 2024. The WA Branch total expenditure for 2024/2025 financial year was \$291.38, well under the \$1000.00 allocated to each Branch.

Board representative report

A number of items have been discussed recently at the National Board level including the following:

- Review and updating HFESA AGM Constitution. Two Townhall sessions have been held for members to understand the proposed changes to the constitution.
- Previously communicated change – Branches are sub-committees of HFESA under Australian Charities and Not for Profits (ACNC) obligations, therefore AGMs are not required to be held by Branches.
- Annual branch meeting (ABMs) to be held by Branches for reviewing Committee members and other relevant activities.

- The Board will seek member agreement, by way of a vote at an Extraordinary General Meeting on 25th November. A recording of the Townhall and updates to the FAQ's available on the announcement page
- Branch annual budget confirmed - \$1000 for states, \$500 for SIG's
- Podcasts continue to be released with increasing interest (downloads)
- IEA conference to be held in London in 2027
- Significant efforts continue to be made to promote HFESA at other related conferences (e.g. PACDEFF)
- Annual HFESA Conference arrangements
 - Hosting state to create a conference committee – led by Agnes and proposed as between 3-4 people,
 - 2026 conference location: Sydney.
 - 2027 conference location: WA - nominations open to anyone interested in joining the conference organising committee, to be supported nationally with Agnes.

Sue Bannerman

WA Branch Chair and Board Representative



Special Interest Group reports



Overview

CHISIG provides a forum for people working on all aspects of interactive technology; from analysis to design to evaluation and implementation. CHISIG is concerned with the human aspects of interacting with technology, generally known as Human Computer Interaction (HCI).

Committee

2024 saw a change in the key committee roles. Previous chair (George Buchanan), secretary (Dana McKay) and treasurer (Duncan Stevenson) all stood down at the CHISIG AGM, held on Tuesday December 3 2024 during the OzCHI 2024 conference. They were replaced by Stephen Viller (Chair), Bernd Ploderer (Secretary) and Jason Weigel (Treasurer) following election at the AGM. We are grateful to the previous committee members for multiple years of service and thank them for their support for CHISIG and the Australian HCI community.

Events and initiatives

The main annual event for CHISIG is the OzCHI conference. The 36th Australasian Conference on Human–Computer Interaction was held in Brisbane at the University of Queensland from November 30 to December 3 2024. The conference was chaired by Stephen Viller (University of Queensland) and Jeni Paay (Swinburne University of Technology), with support of 29 further committee members and a team of 15 student volunteers.

The conference program consisted of two days of Workshops and Doctoral Consortium, followed by three days of the main conference program consisting of 44 papers presented in single track by authors based in 18 countries from the Asia-Pacific region and beyond: Australia, New Zealand, United Kingdom, Germany, Japan, Denmark, Sweden, United States, Finland, Norway, Ecuador, France, Italy, Singapore, Hong Kong, India, Netherlands, and Spain. The conference was attended by 185 delegates from Australia and 15 countries overseas.

Full details of the conference are available at <http://www.ozchi.org/2024/> and the proceedings are published with open access at <https://dl.acm.org/doi/proceedings/10.1145/3726986>.

CHISIG committee members are actively involved in identifying future locations and teams for hosting the OzCHI conference, and are collaborating with the current team on initiatives to attempt to grow membership in the SIG, which does not currently match the degree of activity in the conference. Identifying the value of membership to Australian HCI researchers and practitioners, is key to this.

Forward planning

The main CHISIG event for 2025-26 is the OzCHI 2025 conference, which will take place at Sydney University from November 29 to December 3. More details available at <https://www.ozchi.org/2025/>

In 2024-2025, HFESA continued to be very active with hosting a great range of speakers and topics in the HFESA podcasts and supporting the formation of new and operation of several Special Interest Groups (SIGs).

After many years of operations, HFESA now transitions to more robust structure and governance that corresponds with its national character and membership reach. The planned changes to the HFESA's status as a legal entity and our constitution, pending and subject to approvals/voting, will lead us to a new era as of next year.

Stephen Viller
Chair of CHISIG



DesignSIG

Overview

DesignSIG continued to engage with the HFESA members during 2025.

The SIG delivered three meetings; each in the early evening and via Zoom. Like-minded members met to discuss HFE, design, and the intertwining systems. Meeting attendees were encouraged to think about ideas from the physical, cognitive, organisational and culture domains. These members had different backgrounds and experiences that led to lively discussions. The enthusiasm that started the year continued.

Many of the topics discussed this year were being explored as possible 2026 PD events for all HFESA members and further deeper-dives for SIG members. An end-of-year meeting was proposed in December.

The 2025 Conference committee had invited all SIGs to have a “meet & greet” during the Welcome ceremony. DesignSIG will participate.

Apart from meetings, other activities include networking with other HFESA SIGs & IEA TCs, listing relevant academic journals related to Design & HFE, and liaising with non-HFESA like-minded professionals.

The SIG looks forward to improved member engagement as the HFESA CRM improves visibility on the SIG and communications.

The DesignSIG chairperson wishes to thanks the many SIG members who attended meetings, the HFESA members whose curiosity brings them to the SIG and the HFESA Secretariat for assistance when needed.

Andrew Petersen
DesignSIG Chairperson

ECS SIG

Overview

The Early Career and Students SIG supports and connects students and early career professionals in HFE. Our goal is to build a supportive community that encourages learning, collaboration, and professional growth among practitioners and researchers.

Committee

The 2025 committee includes Yan Yan (Co-chair), Wulin Tian (Co-chair), and Aichen Wu. Meetings are held as needed to plan activities and discuss relevant matters.

Events and initiatives

This year, the ECS-SIG focused on strengthening community engagement and visibility through regular events and outreach.

- **Monthly Catch-ups**
Our monthly catch-ups in Sydney have provided a consistent and welcoming space for members to connect, share experiences, and expand their professional networks. These gatherings brought together students, early career professionals, and experienced practitioners, encouraging valuable exchange across career stages.
- **Outreach and Visibility**
We also enhanced online presence through HFESA channels and social media to help promote ECS-SIG activities, as well as highlight opportunities for students and early career professionals.

Forward planning

Looking ahead, ECS-SIG will continue the monthly catch-ups and explore new ways to collaborate across HFESA groups. We're also developing a mentoring program, in partnership with other SIGs and Chapters, to offer structured guidance and career support for students and early career members in different HFE fields.

The ECS-SIG sincerely thanks all members and supporters for their time and contributions throughout the year.

Yan Yan & Wulin Tian
ECS SIG Co-Chairs

HealthSIG

Overview

Health SIG was established in 2009 as a special interest group of HFESA, bringing together anyone whose research, practice, discipline or interest embraces integrating human factors and ergonomics for safety, quality and efficiency in health and healthcare.

The aim of the special interest group is to:

- provide an opportunity for collaboration on issues important in healthcare ergonomics
- provide opportunities to promote healthcare ergonomics, and
- provide a means for on-going professional development.

Health Ergonomics is overseen by a committee, with representation from HFESA's state branches.

Committee 2024/25

- Dr Thy Do (WA, Co-Chair)
- Nathan Farrow (VIC, Co-Chair)
- Dr Louise Whitby, PhD (NSW)
- Professor Melissa Baysari (NSW)
- Dr Robyn Coman, PhD (NSW)
- Karen Davies (QLD)
- Dr Satyan Chari, PhD (QLD)
- Brooke Dench (QLD)
- Dr Valerie O'Keeffe, PhD (SA)
- Benjamin Fisk (VIC)
- Dr Jon Wells (NZ)

Events and initiatives

Inaugural Human Factors & Patient Safety Conference, Monash University

On Thursday 27 - Friday 28 March, 2025, Monash University held a Human Factors and Patient Safety Conference, the first of its kind in Australian health care. The theme for the inaugural conference was 'Complex Adaptive Systems in Healthcare'. The conference brought together leading experts, practitioners, and researchers to share the latest advancements

and best practices in Human Factors and patient safety. Highlights of the conference included:

- HFESA was a key conference sponsor
- Opening address was delivered by Ms Louise McKinlay, CEO Safer Care Victoria (lead agency for health care quality and safety for the Victorian Government)
- Keynote speeches from Dr Carl Horsley, Professor Robyn Clay-Williams, and Dr Satyan Chari.
- 23 presentations
- 4 interactive workshops and panel discussions.
- Networking sessions with Human Factors and Patient Safety professionals.
- Abstract and poster presentations
- 176 conference participants attended
- A brief overview video of the conference is available at <https://www.youtube.com/>

NHMRC awards for Centres of Research Excellence

- Sydney Researchers Professor Elliot and Professor Baysari at the University of Sydney were recently awarded \$6 million from the National Health and Medical Research Council (NHMRC) to establish NHMRC Centres of Research Excellence - namely 'CRE in Human Factors and AI-enabled clinical decision support'. See here for the media announcement: <https://www.sydney.edu.au/news>

HEPS 2025

The HealthCare Ergonomics and Patient Safety Conference, HEPS2025, was held in Dublin in June 2025. Presentations by Australians included:

- NSW's implementation of a prescription drug monitoring program: perceptions and experiences of implementors and clinicians.
- Organizational factors shaping the success of antimicrobial stewardship programs in hospitals
- Co-creation and value in an Australian partnership network to improve patient safety
- Re-imagining patient-work and the future of care using digital technologies
- Workshop: Human-Centred AI in Healthcare

The abstracts are available at <https://www.heps2025.com/conference-programme>

Forward planning

- Formal handover of the SIG Chair role to Mr Nathan Farrow (VIC) will occur in December 2025
- The next Human Factors and Patient Safety conference hosted by Monash University will be held on 17-19 March 2027.
- People handling White paper – members of Health SIG will scope and prepare a concise practice guide, to demonstrate the application of HFE principles to achieve

optimal health and safety for patients and workers, when people handling tasks are part of the work system.

- Online PD - Health SIG are planning a two-part online PD event titled “Shifting the needle” with the theme of Human Factors and Safety 2 approaches to Clinical Incident Management.

Privacy

The SIG supports and conducts its activities in compliance with the HFESA Privacy Statement.

Concluding remarks from current chair

As my term as Chair comes to an end, I want to take this opportunity to express my sincere gratitude to all of my dedicated and talented committee members. It has been a great honour and privilege to have worked with this team over the past six years. Despite having to traverse the challenges facing us across the country during the SARS-CoV-2 pandemic and more, we have maintained our good spirits and furthermore, celebrated achievements as well as making meaningful progress towards our shared goals. Thank you for the trust you placed in me, for teaching me so much and for the teamwork that made this role so rewarding.

Dr Thy Do
HealthSIG Chair



HSISIG



Overview

The Human Systems Integration (HSI) special interest group focuses on approaches that integrate people, processes, technology, and organisations effectively across the breadth of a system's lifecycle. Effective HSI requires both technical HF expertise as well as appropriate management of the HSI activities within broader complex system development programs.

In keeping with the HFESA Guidelines on the Conduct of SIGs the aims of the SIG are to:

- Promote the development of HF/E in the specialist area of HSI,
- Help achieve the aims of the Society, and
- Achieve the SIG's priorities.

Current priorities include:

- Understand the HSI interests common across domains
- Provide a forum of SIG members to discuss practical and theoretical ideas and opinions
- Support the development of HSI skills and knowledge
- Contribute to research, practice and standards
- Foster an active community of like-minded people within the SIG, HFESA and wider community
- Network and collaborate with associated bodies (e.g. IEA, SESA/INCOSE)
- Contribute to HFESA information hub, PD programme, and position papers.

Committee

Chair:	Grace Kennedy (Acmena)
Co-chair:	Andrew Wright (Wright Moves Consulting)
Social Media/Events:	Melissa Baysari (University of Sydney)
IEA HSI T/C Rep:	Brian Thoroman (John Holland)
SESA HSI Group Rep:	Robin Burgess-Limerick (University of Queensland)



Events and initiatives

DATE OF EVENT	NAME OF EVENT	NUMBER OF ATTENDEES
21 October 24	HSI Kick Off – First meeting of the HSI SIG following board endorsement. Miro-facilitated workshop with attendees to identify members’ interests, needs and potential activities.	14
13 May 25	HSI Roundtable: Pitch-a-Problem event. Initiated a new format for virtual meeting, attendees pick the topic for discussion and take it in turns to add to the conversation. The attendees decided to discuss “What’s the difference between HSI and Systems Engineering?”. There was a range of experience in HSI and from different domains. Participants took turns to add to the conversation in bite-sized 90 second snippets which meant that everyone who wanted to engage could, and the conversation evolved as we went around the table. We managed to do 2 passes, had a short talk about HSI from the INCOSE POV and then circled round for a final pass with 60 seconds for final points. It was interesting to hear people’s perspectives and there was a good energy to the discussion.	12
5 June 25	Virtual Reality in Transport and Health (@ Barangaroo with NSW Branch). Grace Kennedy and Antonio Covelo presented on use cases for VR for HF and HF for VR using applications within Transport and Health domains. Attendees also got to have-a-go at the Vantari VR training procedure. Sponsored by Acmena.	18

Forward planning

In the 2025-6 year the following activities are planned:

- HSI SIG members will be involved in the INCOSE HSI International Workshop from 5-7 November, including the kick-off of a new shared initiative with the Systems Engineering Society of Australia (SESA) that will involve a Social Enterprise project that brings together members who wish to learn more about HSI and model-based systems engineering.
- HSI SIG will hold one more SIG meeting in Q4 in December to brainstorm strategic directions with the members.
- HSI SIG chair will be part of the editorial team for ISO/TS 18152.
- In 2026, the SIG will plan a minimum of 2 events for its members.
- In 2026, the SIG will be working on producing an ‘HSI 101’ document in the form of an infographic 1-2 pager.

Grace Kennedy
Chair HSISIG

OfficeSIG

Overview

The aim of Office Ergonomics SIG is to provide leadership for office ergonomics promotion in Australia, including for members of HFESA, other practitioners of ergonomics who are not members of HFESA, and regulators.

Committee

A formal committee has not been formed. Mark Hennessy, Andrew Peterson and Brendan Grimes have worked informally as an executive group.

Events and initiatives

A successful and well-attended workshop was held at the 2024 HFESA Annual Conference.

Forward planning

Andrew is convening and hosting a webinar on Tuesday 14 October 2025. Mark will actively participate, but will not play a lead role in the discussions, other than to listen to the views expressed, and to provide subsequent input to planning.

The SIG has not yet found its feet, nor generated any substantial momentum. The forthcoming webinar will aim to engage potential members and kickstart the group.

Mark Hennessy
Acting Chair, OfficeSIG

TransportSIG

Overview

The aim of Transport SIG is to provide:

- a forum to bring together HFE professionals interested in Transport,
- an opportunity for collaboration on issues important in Transport,
- opportunities to promote Human Factors in Transport, and
- a means for on-going professional development.

The focus for 2025 was to establish a committee, actively expand the SIG Transport focus broader than rail and set forward goals.

Committee

Chair: Kate Moncrieff, appointed at the end of 2024
Co-chair: Antoine Jdeidani
Committee: Fiona Kenvyn, Brian Thoroman and Alana Belcher

Events and initiatives

During 2025 Transport SIG continued providing ongoing PD opportunities for our members:

- 20/02/2025 - The Future of Human Factors in Transport.

In January we contributed to the SIG survey.

Forward planning

In 2026 we hope to have PD sessions in the following areas:

- 29/10/2025 - Trust in Automation, Attentional Capacity, and Situation Awareness in the Age of Vehicle Automation
- New technology introduction in Aviation / Automotive.
- Communicating the benefits of HF – possible in collaboration with the other SIGs.
- Different roles within Human Factors (e.g. client Vs supplier)

Kate Moncrieff
Chair, TransportSIG

STFSIG

Overview

The SIG is still establishing its priorities and focus informed by the HFESA members. A recent SIG survey was held to guide the SIG, but a more specific discussion is needed by the future STF committee to define the forward planning.

Committee

The SIG is looking for new volunteers to help support and Drive the SIG into 2026. Volunteers and interest in contributing to the SIG are welcomed.

Events and initiatives

A PD activity was held 27 June 2025, thanks to Sharon Todd & Andrew Petersen, A new look at slips, trips and falls (from British Columbia).

While an offer was extended to hold the IEA STF TC Annual Conference in Australia, possibly in conjunction with the HFESA conference, this was declined, and the conference was integrated into the 2025 ISPGR World Congress (with only an additional 2 papers contributed). Richard Bowman separately organised a successful accelerated wear conditioning workshop in Maastricht on behalf of the IEA STF TC.

Forward planning

The future of the SIG is highly dependent on volunteers that can support coordinating future events and discussion.

The SIG will be actively looking for volunteers in the coming months. If a committee can be established the future of the SIG can be secured.

Antoine Jdeidani
Board Representative - SIGs

IEA



Overview

The IEA Council consists of representatives from all the IEA federated and affiliated societies, with 53 current Federated Societies and two Affiliated Societies. The number of Council representatives for each federated society is determined by membership number. The HFESA currently has one representative, Valerie O’Keeffe, since membership reduced below the threshold number of 500 members during 2023 (HFESA membership is currently 338).

The Council meets annually at different locations around the world, aligned with a conference of one of the member societies, member networks or the triennial IEA Congress. In August 2024 the meeting was held in Jeju Island, South Korea prior to the Triennial Congress. Key outcomes of that meeting included:

- The application for membership from the Ergonomics Association of Panama (ANAERGO) was accepted for federated membership
- A new operating procedure for the Executive Committee was approved
- The operating procedure for Supported Congresses was approved
- A new Executive Committee was elected, with Prof. Andrew Thatcher as President
- Auditors were approved for 2025 (Rolf Elegast and Kathy-Lynn Shaw)
- Association of Canadian Ergonomists (ACE) was selected as the host society for IEA2030 Congress to be held in Edmonton.

A series of workshops were held during the meeting, including one requested by HFESA on the IEA’s role in promoting education. There were panel presentations on the following themes:

- Building up new education courses (Jose Orlando Gomes)
- Providing information about courses
- Curricula examples and Online learning possibilities (Maggie Graf)
- Breakout groups discussed needs and IEA role and opportunities for promoting HFE.

Committee

During 2024-25, the Council Executive Committee was led by President Andrew Thatcher (South Africa), Vice President and Secretary General, Nancy Black (Canada) and Vice President and Treasurer, Thomas Alexander (Germany).

The IEA Executive Committee consists of the Executive, along with the Chairs of six IEA Standing Committees:

- Jose Orlando Gomes (Awards Standing Committee)
- Martin Rodriguez (Communications and Public Relations Standing Committee)
- Wei Zhang (Development and Promotion Standing Committee)
- Anindya Ganguli (International Development Standing Committee)
- Verena Nitsch (Professional Standards and Education Standing Committee)
- Rosemary Seva (Science, Technology and Practice Standing Committee).

Note that Dr Valerie O’Keeffe (HFESA Australian Councillor) is a Co-Chair (along with Dr Stephven Kolose of New Zealand) of the Certification Sub-Committee of the Professional Standards and Education Standing Committee.

Three ad-hoc Committees are also included in the Executive Committee, and include:

- Ben Peachey (IEA Congress Committee)
- Takashi Kawai (Information Technology)
- Masaaki Mochimaru (Advisory Group on Standardisation)

The 2025 Council meeting is to be held on 28-29 October 2025 in Beijing China hosted by the Chinese Ergonomics Society and Tsinghua University, ahead of the conference Human Factors and Ergonomics Interaction with AI Systems on 30,31 October and 1 November. The HFESA Councillor will attend in person. The next IEA Congress will be held in London, UK 6-8 July 2027 with the theme yet to be announced.

Technical committees

As of October 2024, there were 24 Technical Committees of the IEA. These include: Activity Theories for Work Analysis and Design, Affective Design, Anthropometry, Building and Construction, Digital Human Modelling and Simulation, Ergonomic Work Analysis and Training, Ergonomics and Human Factors for Sustainability, Ergonomics for Children and Educational Environments, Ergonomics in Design for All, Gender and Work, Healthcare Ergonomics, Human Factors in Robotics, Informal Work, Maritime Human Factors and Ergonomics, Musculoskeletal Disorders, Organisational Design and Management, Resilience Engineering, Safety and Health, Slips, Trips and Falls, Transport Ergonomics and Human Factors, Visual Ergonomics and Work with Computing Systems.

Summary of Activities of the IEA Council

Endorsement of Certification Bodies

The IEA does not certify individuals or products, rather it endorses certification schemes that conform to International Standard ISO/IEC 17024:2012 “Conformity assessment – General requirements for bodies operating certification of persons” and which have at least one category that requires certified people to demonstrate the IEA Core Competencies, including the educational requirements (generally at least four years of tertiary-level training with at least one year of ergonomics/human factors content) and two

years of independent professional experience. Currently seven IEA endorsed certification systems certify professional ergonomists on five continents.

Dr Valerie O’Keeffe is Co-Chair of the Certification Sub-Committee of the Professional Standards and Education Standing Committee. During 2025, the Certification Sub-Committee commenced review of the application from the Human Factors and Ergonomics Society of Malaysia with a decision to endorse made in September 2025.

Virtual IEA Council Gatherings 2025

The first of two virtual IEA Council Gatherings took place on 20 February 2025, where IEA Council members gathered on Zoom to share best practices and ideas for improvements. Three topics were discussed: 1) Successful activities of your Society; 2) How to encourage membership growth, particularly amongst those in early career; 3) How to ensure quality of HFE activities in your region and limit encroachment from other professions. During the 90-minute sessions, Andrew Thatcher, president of IEA, facilitated break-out group reporting. Over 40 attendees participated across the two sessions.

The second IEA Council Virtual Gathering was held on 23 June with two one-hour sessions (at different times to accommodate time zone differences). These sessions focused on “Activities to increase the visibility and opportunities in EHF”. Each session included 14 attendees who shared ideas supporting outreach, social and learning opportunities and society growth.

HFE promotion

- The IEA 2024 Congress Proceedings are planned for release in August 2025 and will be available to all attendees
- Continued development of social media activity including presence on LinkedIn, X and Facebook
- Projects and activities continued with international organisations including the ILO, WHO, ISO, ICOH and the CDC.
- The IEA Webinar Series, initiated by the Technical Committees, has been established with new webinars regularly appearing on the IEA website with a library of past webinars available on the IEA YouTube channel¹. Upcoming webinars are promoted on the IEA website under News/Headlines
- Monthly News Briefs have continued to be published and are available on the IEA website²
- A new MOU has been established between IEA and the International Social Security Association – Section Machine and Systems Safety, with the collaboration focused on:
 - Organisation and promotion of joint meetings, seminars and webinars.
 - Facilitation of activities in IEA Technical Committees and in the ISSA MSS HF/E Working Group.
 - Promotion of research into human-centred solutions to optimise design and use of human-system interfaces and machines including developing models of centres of excellence.

- Development of guiding principles in HF/E, of HFE/E in work system design, of integration of HF/E in methodologies, approaches, interventions, procedures and evaluation processes to improve machine and system safety.
- Publishing joint statements related to HF/E in system design for machine and system safety for promotion of human safety, well-being and performance.
- Support, promotion and participation of the IEA Awards.
- Collaboration in the field of research, training and education for integrating HF/E into machine and system safety.

Finances

The IEA finances are held at UBS Bank in Zurich Switzerland. The IEA is financed by federated membership capitation fees, profit from the triennial congress, and donations.

The financial situation of IEA is currently stable and in good shape, regarding cash reserve and cash continuity. The first half of 2025 has incurred few costs due to low travel costs possible through virtual meeting attendance and the generosity of local hosts for accommodation for the Beijing meeting. A surplus of USD \$3033 from IEA 2024 Congress has been transferred from the Ergonomics Society of Korea and will be used to fund international development activities in this region.

IEA's equity increased by US\$ 90,043 during 2025 from US\$ 432,313 on 31 December 2024 to US\$ 522,356 at June 2025. This profit is due to receipt of membership fees before June but will decrease in second half of 2025 when most payments become due. Operating funds forwarded from 2024 were USD \$130 534 and cash flow \$45132, making USD \$175 666 available. IEA also holds a fixed term investment of USD \$350000.

Valerie O'Keeffe
IEA Council Member



PD

The HFESA Professional Development & Education (PD) programme for 2024-25 had twenty nine (29) events. These were organised by either the PD Coordinator, Branches or Special Interest Groups (SIGs). The programme included a good mix of conferences, academic and practitioner presentations and discussions, plus networking opportunities. Events were face-to-face (F2F) and/or virtual via Zoom. A summary of events is included overleaf.

The 2024 HFESA National Conference was organised by the Qld branch and held in Brisbane. The Society supported a second conference, OzCHI 2024, which was organised by the collaboration of the CHI-SIG and national CHI community, and was also held in Brisbane.

Fourteen presentations were delivered by members, Australian researchers and professionals as well as two by international teams (Canada and England). Two of these events started the Recent Academic Research Articles series whereby research authors discussed their articles, which was very beneficial for members not able to access journal articles.

Four discussion events were organised by SIGs. Three provided opportunities for members to deep dives into topics while the other event allowed members to listen to experts explore their topic.

Nine networking F2F events occurred that let members get to know each other in a social environment. Two of these events invited like-minded non-member professionals or students to meet HFESA members.

The programme calendar had most events in the second half of year with none during March or April: partially due to the number of public holidays.

The PD Coordinator hosted four committee meetings with members from each State and SIG, and frequently assisted event organisers throughout the year. Feedback and lessons how to improve the programme for 2025-26 were noted.

The PD Coordinator acknowledges the great work by the Branches & SIGs for their contribution to the programme and the HFESA Secretariat for the regular assistance with this year's programme.

Andrew Petersen
Professional Development & Education Coordinator

PD program

2024	Mode	Format	Organiser	Topic	Presenters
July	Virtual	Discussion	Transport SIG	Decarbonization of rail, and the HF changes around that	Members
Aug	Virtual	Recent Academic Research Article	HFESA	Discussing systems in cycling incidents and working in an emergency department The stories of two academic's recent research	Elizabeth Austin Jolene Cox
	Virtual	Presentation	WA	Influence and Opportunity: Understanding the Development of Policy and Legislation	Jennifer Low
	F2F / Virtual	Presentation	VIC	Exoskeleton work with the meat industry update	Chris Fitzgerald
Sept	Virtual	Discussion	Transport SIG	Public domain task analyses for transport sectors	Members
	F2F	Networking	VIC	Social Night	Members
Oct	Virtual	Presentation	HFESA	Working in and for community: Perspectives on community based research in human factors	Prof Catherine Burns Dr Moses Tetui Ryan Tennant
	Virtual	Recent Academic Research Article	HFESA	It's good to talk: Qualitative explorations of end user perspectives in health and transport	A/Prof Katie Plant Dr Rich McIlroy
	Virtual	Presentation	VIC	Student HFE Presentations	Anna Booth Damian Cribbin Alex Philippos
	F2F	Presentation	WA	Automatic Train Protection Technologies	Kendal Leggett
	F2F	Presentation	NSW	Equine Ergonomics	Sharonne Phillips
Nov	F2F	Networking	QLD	Social Night	Members
	F2F	Networking	Health SIG	Health SIG Breakfast	Members
	F2F	Conference	HFESA	National Conference	Members
Dec	F2F	Conference	CHISIG	OzCHI Conference	Members CHI Community
	Virtual		HFESA	Criminal liability of professional advisors	Alan Girdle
	F2F	Networking	VIC	Christmas party	Members
	F2F	Networking	NSW Transport SIG	Christmas party	Members
	Virtual	Presentation	STF SIG	Might Artificial Intelligence transform slip resistance design and management practices?	Members
2025	Mode	Format	Organiser	Topic	Presenters
Jan	F2F	Networking	SA	Social Night	Members
Feb	Virtual	Presentation	HFESA	Neurodiverse Safe Work - More than just noise-canceling headphones	Catherine Lee
May	F2F	Networking	NSW	Get to know HF specialists in Sydney	Members
	F2F	Networking	VIC	Social Night	Members
	Virtual	Discussion	HSISIG	Pitch a Problem	Members
	Virtual	Presentation	WA	Psychosocial Risk Management: The North Metropolitan Health Services Journey	Bill Byrne Renee Wockner
June	Virtual	Presentation	HFESA	A New Look at Slips, Trips & Falls: A Systems Approach to a Stubborn Risk	Heather Kahle Jenny Colman
	Virtual	Panel	Transport SIG	The Future of Human Factors in Transport	Fiona Kenyyn Matt Hanis Philippe Kilpatrick Ben O'Flanagan Reece Cook Joy Mitchell Jennifer Alcock Prof Paul Salmon
	Virtual	Presentation	NSW	Knowledge sharing - Virtual Reality	Grace Kennedy Tina Van Weelderden
	F2F	Networking	ECS SIG	Catch up	Members

PABA

Committee members

PABA Chair	Barbara McPhee
Vice Chair	Claire Folland
Certification	Rwth Stuckey, Chair Mark Corbett
Maintenance of Certification	Stephanie Cassidy, Chair
Nic Doncaster	
	Ari Antonovski
	Dave Harry
	Anjum Naweed
ACNC	Sharonne Phillips
Ethics	Christine Aickin
	Barbara McPhee
	Claire Folland
Mentoring	Barbara McPhee, Chair
	Reuben Delamore
IEA Liaison	Stephen Hehir (co-opted).



Progress

Progress was made in the following areas:

What do we call ourselves?

1. Two discussion documents were circulated to PAB members to progress the 'name' issue. One was on the background and reasons for a change of name for the PAB.
2. The following were suggested and adopted at an AGM in November 2024:
 - the Human Factors and Ergonomics Professional Affairs Board Australia - HFE PABA
 - Certified Human Factors and Ergonomics Professional (CHFEP).

Logo

A new logo design has been commissioned for use by certified human factors and ergonomics professionals in Australia.

Certification

Certification, including entry criteria and assessment - Rwth Stuckey (Chair) and Mark Corbett.

1. The last of the CPE applicants were processed through the 'previous' system. Eight of the nine candidates were formally approved for certification. The quality of the applications was excellent.
2. Costs for CPE application are being reviewed.
3. The assessment requirements have been reviewed with a particular emphasis on reducing the amount of work that assessors have to do and streamlining and simplifying the process.
4. A new application process is being developed which strengthens the requirement for applicants to provide evidence related to competencies. Core competencies reflect those of the IEA. Three candidates are to be selected to 'user test' the new arrangements.
5. Once the Rules are updated and the revised process is confirmed, information will be posted on the HFESA website and its various communication channels for prospective candidates.
6. Planning started for the launch of the new arrangements at the HFESA Conference in Launceston in early December, 2025.

Finances

The HFESA Treasurer and the PABA Chair met to determine a 'working annual budget' of \$5,500 until such time as full costings of the various processes are complete and an accurate budget can be determined.

Maintenance of Certification

Stephanie Cassidy (MOC Chair), Nic Doncaster, Ari Antonovski, Dave Harry and other PABA Members co-opted as required.

1. All the CPEs due to be reviewed this year have been processed. They are all satisfactory.
2. All documents relating to MoC are now on OneDrive "SharePoint".

Mentoring

Barb McPhee (Mentoring Chair) and Reuben Delamore.

1. Mentor training was set up through the Art of Mentoring organisation. Places for 10 volunteers to undertake the introductory in the Art of Mentoring program were purchased at \$185 per person.
2. The role of mentors and their contribution to the professional development of early and mid-career HFE professionals will be assessed as part of the MoC review in 2025-26 financial year (FY).

Administration Manual

Stephen Hehir and Barb McPhee.

1. The PABA is waiting for the HFESA Governance Manual, formerly the Administration Manual, to be finalised and this will be examined to ensure that there is compatibility

between it and the PABA manual and the requirements for independence of the PABA in the assessment process.

Rules

Procedural (Certification and MoC) and governance HFESA, ACNC, IEA (all).

These will be updated when the revised systems are in place

Code of Ethics

Code of Ethics/Processional Conduct - Claire Folland (Chair), Christine Aickin, Barb McPhee.

Several draft documents were prepared and are under internal review. This will be completed in the 2025-26 FY.

ACNC

Australian Charities and Not-for-Profits Commission (ACNC) training and compliance (Sharonne Phillips).

Review of the PABA's position will be made after the HFESA has agreed on a new Constitution and updated Admin Manual.

IEA

Attendance at the IEA meeting (August 2024) for endorsed certification bodies

1. David Caple and Valerie O'Keefe attended this meeting and represented the HFE PABA. Discussion centred on work being done to align the certification criteria with the IEA Core Competencies and progress in administering the certification process. The feedback was most valuable.
2. Valerie and David have agreed to attend PABA meetings regularly to update Members on progress at the IEA.

Barbara McPhee
Chair
HFE PABA



Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Financial Statements

For the year ended 30 June 2025

Callaghans
Certified Practising Accountants
Unit 7/7 Beissel Street, Belconnen
ACT 2617

Phone: (02) 6256 6000 Fax: (02) 6253 1417
Email: info@callaghans.com.au

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Contents

Committee's Report

Statement of Profit or Loss and Other Comprehensive Income

Income and Expenditure Statement

Statement of Financial Position

Detailed Statement of Financial Position

Statement of Cash Flows

Notes to the Financial Statements

Statement by Members of the Committee

Certificate by Member of the Committee

Compilation Report

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Committee's Report

For the year ended 30 June 2025

Your committee members submit the financial accounts of the Human Factors and Ergonomics Society of Australia Inc for the financial year ended 30 June 2025.

Committee Members

The names of committee members at the date of this report are:

Sharon Todd - General Secretary

Kath Jones - President

Louise Whitby - Treasurer

Carlo Caponecchia - New South Wales

Andrew Petersen - Queensland

Amelia Moyes - South Australia

Brendan Grimes - Victoria

Sue Bannerman - Western Australia

Valerie O'Keeffe - IEA Board Representative

George Buchanan - CHISIG

Antoine Jdeidani - SIG Representative

Aileen Conroy - Public Officer

Barbara McPhee - Professional Affairs Board

Principal Activities

The principal activities of the association during the financial year were to improve the user experience with knowledge and understanding of human capabilities and limitations.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The deficit from ordinary activities after providing for income tax amounted to

Year ended	Year ended
30 June 2025	30 June 2024
\$	\$
(27,800.40)	43,456.68

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Committee's Report

For the year ended 30 June 2025

Signed in accordance with a resolution of the Members of the Committee on:



13/10/2025

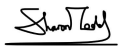
Louise Whitby - Treasurer



13/10/2025

[Kath Jones \(Oct 13, 2025 14:09:40 GMT+8\)](#)

Kath Jones - President



13/10/2025

Sharon Todd - General Secretary

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue		342,755.27	323,279.44
Gross profit		342,755.27	323,279.44
Distribution expenses		(26,373.13)	(19,344.11)
Marketing		(196,850.18)	(124,305.56)
Selling expenses		(33,955.32)	(23,132.40)
Administration expenses		(113,350.48)	(113,040.69)
Finance Costs		(26.56)	
Profit (deficit) before income tax		(27,800.40)	43,456.68
Income tax (credit) expense			
Profit (deficit) for the year		(27,800.40)	43,456.68
Other comprehensive income:			
Total other comprehensive income for the year, net of tax			
Total comprehensive income for the year		(27,800.40)	43,456.68

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Income and Expenditure Statement

For the year ended 30 June 2025

	2025 \$	2024 \$
Income		
Memberships	117,547.68	126,864.26
Conference - HFESA	119,065.33	184,891.78
Conference - OZCHI	88,106.86	
Professional Development Income	2,753.96	469.98
Publications & Advertising	753.25	400.36
Interest received	14,064.01	10,357.31
Other income	464.18	295.75
Total income	342,755.27	323,279.44
Expenses		
Accountancy	3,800.00	11,000.00
Accounting software fees		2,190.03
Bookkeeping & Secretariat Expense	58,560.00	52,995.80
Bad debts	14,500.46	
Bank fees & charges	1,048.07	1,966.84
Merchant Fees	320.91	
Board Travel and Meeting Expenses	26,373.13	19,344.11
Branch Expenses	1,736.06	
Conferences & Workshops - HFESA	128,117.14	124,305.56
Conferences & Workshops - OZCHI	68,733.04	
Consultants fees	33,955.32	23,132.40
General expenses	139.09	2,878.75
Insurance	5,025.14	5,439.87
Interest - Australia	26.56	
Meeting Expenses - National PD		671.09
Office Services, Postage & Stationery	11,083.71	2,136.30
Promotions, Media and Advertising	40.91	
Rent & Storage	2,928.15	2,781.78
Website	10,421.66	25,769.82
Subscriptions	2,211.84	2,765.13

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Income and Expenditure Statement

For the year ended 30 June 2025

Sponsorship	1,000.00	
Telephone	534.48	538.98
Travel, accommodation & conference		1,906.30
Total expenses	370,555.67	279,822.76
Profit (loss) from ordinary activities before income tax	(27,800.40)	43,456.68
Income tax revenue relating to ordinary activities		
Net profit (loss) attributable to the association	(27,800.40)	43,456.68
Total changes in equity of the association	(27,800.40)	43,456.68
Opening retained profits	395,297.11	351,840.43
Net profit (loss) attributable to the association	(27,800.40)	43,456.68
Closing retained profits	367,496.71	395,297.11

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Statement of Financial Position as at 30 June 2025

	Note	2025	2024
		\$	\$
Assets			
Current Assets			
Cash assets		117,744.18	106,398.27
Receivables		8,681.71	21,400.00
Other		358,992.64	331,087.26
Total Current Assets		485,418.53	458,885.53
Total Assets		485,418.53	458,885.53
Liabilities			
Current Liabilities			
Financial liabilities			983.72
Current GST liabilities		6,962.46	7,554.45
Other		110,959.36	55,050.25
Total Current Liabilities		117,921.82	63,588.42
Total Liabilities		117,921.82	63,588.42
Net Assets		367,496.71	395,297.11
Members' Funds			
Retained profits		367,496.71	395,297.11
Total Members' Funds		367,496.71	395,297.11

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Detailed Statement of Financial Position as at 30 June 2025

	2025	2024
	\$	\$
Current Assets		
Cash Assets		
NAB Working Account - 8295	431.78	4,644.98
NAB Deposit Account - 4475	1,000.00	1,000.00
NAB Capital Account - 3351	116,138.17	100,579.06
Cash Maximiser Account	174.23	174.23
	117,744.18	106,398.27
Receivables		
Trade debtors	6,000.00	60,500.05
Less: Provision for doubtful debts		(39,100.05)
Visa Card	2,681.71	
	8,681.71	21,400.00
Other		
Term Deposit Account - 7865	68,665.49	65,543.63
Term Deposit Account - 2613	68,665.49	65,543.63
Term Deposit Account - 0770	200,000.00	200,000.00
HFESA Conference costs	20,816.44	
OZCHI conference costs	845.22	
	358,992.64	331,087.26
Total Current Assets	485,418.53	458,885.53
Total Assets	485,418.53	458,885.53

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Detailed Statement of Financial Position as at 30 June 2025

	2025	2024
	\$	\$
Current Liabilities		
Financial Liabilities		
Unsecured:		
Visa Card		983.72
		983.72
Current Tax Liabilities		
GST Collected account	10,335.46	11,414.45
GST Paid account	(3,373.00)	(3,860.00)
	6,962.46	7,554.45
Other		
Membership fees received in Advance	65,734.67	55,050.25
Conference registration in Advance	45,224.69	
	110,959.36	55,050.25
Total Current Liabilities	117,921.82	63,588.42
Total Liabilities	117,921.82	63,588.42
Net Assets	367,496.71	395,297.11
Members' Funds		
Accumulated surplus (deficit)	367,496.71	395,297.11
Total Members' Funds	367,496.71	395,297.11

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Statement of Cash Flows

For the year ended 30 June 2025

	2025	2024
	\$	\$
Cash Flow From Operating Activities		
Receipts from customers	329,590.80	299,387.13
Payments to Suppliers and employees	(322,373.19)	(291,930.50)
Interest received	14,064.01	10,357.31
Interest and other costs of finance	(26.56)	
Net cash provided by (used in) operating activities (note 2)	21,255.06	17,813.94
Cash Flow From Financing Activities		
Proceeds of borrowings		321.37
Repayment of borrowings	(3,665.43)	
Net cash provided by (used in) financing activities	(3,665.43)	321.37
Net increase (decrease) in cash held	17,589.63	18,135.31
Cash at the beginning of the year	437,485.53	419,350.22
Cash at the end of the year (note 1)	455,075.16	437,485.53

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Statement of Cash Flows

For the year ended 30 June 2025

2025	2024
\$	\$

Note 1. Reconciliation Of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.

Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

NAB Working Account - 8295	431.78	4,644.98
NAB Deposit Account - 4475	1,000.00	1,000.00
NAB Capital Account - 3351	116,138.17	100,579.06
Cash Maximiser Account	174.23	174.23
Term Deposit Account - 7865	68,665.49	65,543.63
Term Deposit Account - 2613	68,665.49	65,543.63
Term Deposit Account - 0770	200,000.00	200,000.00
	<u>455,075.16</u>	<u>437,485.53</u>

Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Operating Profit After Income Tax

Operating profit after income tax	(27,800.40)	43,456.68
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade debtors	15,400.00	(13,535.00)
(Increase) decrease in prepayments	(21,661.66)	
Increase (decrease) in Advanced membership & conference fees	55,909.11	(16,453.19)
Increase (decrease) in sundry provisions	(591.99)	4,345.45
Net cash provided by operating activities	<u>21,255.06</u>	<u>17,813.94</u>

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Notes to the Financial Statements

For the year ended 30 June 2025

Note 1: Statement of Significant Accounting Policies

The financial statements cover Human Factors and Ergonomics Society of Australia Inc as an individual entity. Human Factors and Ergonomics Society of Australia Inc is a not-for-profit entity incorporated in the Australian Capital Territory under the Associations Incorporation Reform Act 2012 and reporting under Australian Charities and Not-for-profits Commission Act 2012 (the Act).

The financial report has been prepared on the basis that the association is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the needs of the members and the reporting requirements of the Act.

The financial statements have been prepared in accordance with the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors, AASB 124 Related Party Disclosures, AASB 1048 Interpretation of Standards and AASB 1054 Australian Additional Disclosures. We have not assessed if the financial statements comply with all the recognition and measurement requirements of the Australian Accounting Standards.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

The following material accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Income tax

The Association is endorsed as an income tax exempt charity. Therefore, there is no liability to pay income on any profits of the Association.

Cash

For the purpose of the statement of cash flows, cash includes cash on hand and in all call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months, net of bank overdrafts.

Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

Revenue Recognition

The revenue streams of the association is from membership fees and conference registration fees. Membership fee revenue is recognised in the year the membership relates to. Starting from F2025, conference income is recognised in the year the conference is held. In prior years it was recognised on cash basis.

The association also has interest income from Term deposit and at call accounts.

All revenue is stated net of the amount of goods and services tax (GST).

Critical Accounting Estimates and Judgements

The association's evaluations, estimates and judgments are incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company. There are no areas involving high degree of judgment or complexity or areas where assumptions and estimates are significant to the financial statements.

Note 2: Transactions with Related Parties

There were no transactions with related parties in the financial year ended 30 June 2025 (2024: none).

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Statement by Members of the Committee

For the year ended 30 June 2025

In the opinion of the Committee the Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and Notes to the Financial Statements:

1. The financial statements and notes give a true and fair view of the financial position and performance of Human Factors and Ergonomics Society of Australia Inc during and at the end of the financial year ending on 30 June 2025 in accordance with the basis of preparation and material accounting policies disclosed in Note 1 and satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

The Committee is responsible for the reliability, accuracy and completeness of the accounting records and the disclosure of all material and relevant information.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulations 2022:



Kath Jones (Oct 13, 2025 14:09:40 GMT+8)

13/10/2025

Kath Jones

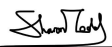
President



13/10/2025

Louise Whitby

Treasurer



13/10/2025

Sharon Todd - General Secretary

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Certificate by Member of the Committee

For the year ended 30 June 2025

I, Kath Jones – President of Human Factors and Ergonomics Society of Australia Inc and I, Louise Whitby – Treasurer of Human Factors and Ergonomics Society of Australia Inc certify that:

- a) We attended the annual general meeting of the association held on
- b) The financial statements for the year ended 30 June 2025 were submitted to the members of the association at its annual general meeting.

Dated:

Kath Jones - President

Committee Member

Louise Whitby - Treasurer

Committee Member

The accompanying notes form part of these financial statements.

Human Factors and Ergonomics Society of Australia Inc

ABN 45 375 161 852

Compilation Report to Human Factors and Ergonomics Society of Australia Inc

We have compiled the accompanying special purpose financial statements of Human Factors and Ergonomics Society of Australia Inc, which comprise the Income and Expenditure Statement and Balance Sheet as at 30 June 2025, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial report has been prepared is set out in Note 1. The extent to which Australian Accounting Standards and other mandatory professional reporting requirements have or have not been adopted in the preparation of the special purpose financial report is set out in Note 1.

The Responsibility of the Committee

The committee of Human Factors and Ergonomics Society of Australia Inc is solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet its needs and for the purpose that the financial statements were prepared.

Our Responsibility

On the basis of information provided by the committee, we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315 Compilation of Financial Information.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110 Code of Ethics for Professional Accountants (including Independence Standards).

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the committee who is responsible for the reliability, accuracy and completeness of the information used to compile them. Accordingly, these special purpose financial statements may not be suitable for other purposes. We do not accept responsibility for the contents of the special purpose financial statements.



Justin Corkran (Oct 13, 2025 16:54:49 GMT+11)

Callaghans

Unit 7/7 Beissel Street, Belconnen

ACT

7 October, 2025

The accompanying notes form part of these financial statements.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA INC**

Qualified Opinion

We have audited the accompanying financial report, being a special purpose financial report of Human Factors and Ergonomics Society of Australia Inc (The Entity), which comprises the statement of financial position as at 30 June 2025, statement of profit and loss and other comprehensive and the statement of cash flows for the year then ended, notes to the financial statements and management assertion statement.

In our opinion, except for the effect of the matter described in the Basis for Qualified Opinion regarding the 30 June 2025 comparatives, if any, the accompanying financial report of Human Factors and Ergonomics Society of Australia Inc is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:

- giving a true and fair view of the Entity's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the Australian Charities and Not-for-profits Commission Regulations 2022.

Basis for Qualified Opinion

We were appointed as auditor of the Entity for the year ended 30 June 2025 and, accordingly, the comparative information and opening balances for the year ended 30 June 2024 were not audited. Since the opening balances enter into the determination of the financial performance and cash flows for the year ended 30 June 2025, we were unable to determine whether adjustments to the results of operations and cash flows might have been necessary for the year ended 30 June 2025.

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibility of the Responsible Entities for the Financial Report

The responsible entities of the Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


BPR Audit (Oct 13, 2025 20:27:01 GMT+11)

Bernie Rohan
Director

BPR Audit Pty Ltd
(Authorised Audit Company)
Reg. No. 311673
PO Box 468
Canterbury VIC 3126

Dated: 13/10/2025

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**AUDITOR'S INDEPENDENCE DECLARATION
TO THE MEMBERS OF HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA INC**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been:

- a. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for Profits Commission Act 2012* in relation to the audit; and
- b. no contraventions of any applicable code of professional conduct in relation to the audit.


BPR Audit (Oct 13, 2025 20:27:01 GMT+11)

Bernie Rohan
Director

BPR Audit Pty Ltd
(Authorised Audit Company)
Reg. No. 311673
PO Box 468
Canterbury VIC 3126

Dated: 13/10/2025



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APPROVED UNDER PROFESSIONAL
STANDARDS LEGISLATION

HFESA 2025 Financial Statements -with Audit Report

Final Audit Report

2025-10-13

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By:	Terje Kivimae (terje@bpraudit.com.au)
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GET IN TOUCH



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