

2026

ANNUAL REPORT

HFESA Human Factors & Ergonomics Society of Australia Inc.

WELCOME



Kath Jones
President

Dear Members

It is my privilege to present the HFESA Annual Report for 2026.

The past year has been one of transformation and renewal for our Society. HFESA successfully completed its transition to a Company Limited by Guarantee and introduced a new Constitution and contemporary governance arrangements designed to support the Society well into the future. We also celebrated our first national conference in Tasmania, the establishment of our first Tasmanian Branch, strengthened relationships with allied professional organisations, and continued work to improve how we communicate and engage with our members and the broader human factors and ergonomics community.

This Annual Report also marks the end of an important chapter for HFESA's executive team. After almost four years working closely together, this will be the final Annual Report from Sharon Todd, Louise Whitby and myself as the current executive team. I am enormously grateful to Sharon and Louise for their support, commitment and friendship, and for everything they have contributed to HFESA during this period.

At the same time, it is exciting to welcome the next generation of HFESA leadership. I warmly congratulate Professor Rebecca Mitchell, our incoming President, and Professor Melissa Baysari, our incoming Treasurer. Both bring considerable expertise and commitment to the Society, and I am confident HFESA will be in very capable hands as they, together with the incoming Board, lead the Society into its next chapter.



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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
Caponecchia



Brendan Grimes



Sue Bannermann

Directors cont ...



Amelia Keates



Andrew Petersen



Antoine Jdeidani

Public Officer

Until 5 May 2026



Aileen Conroy

Secretariat



Jacqui Young

Images from the HFESA Conference 2025
Launceston





President's report

As I prepare to conclude my term as President of HFESA, I am proud to reflect on what has been one of the most significant and transformative years in the Society's history. Throughout 2025-26, we have modernised our governance arrangements, transitioned to a new legal structure, expanded our reach across Australia, strengthened relationships with allied professional societies, reviewed our communications approach, and delivered out first national conference off the mainland in Tasmania.

None of these achievements would have been possible without the dedication of our volunteers, branch committees, Special Interest Groups, secretariat, conference organisers, and most importantly our members. On behalf of the Board, I extend my sincere thanks to everyone who has contributed their time, expertise and commitment to HFESA during the year.

Transition to a Company Limited by Guarantee

The most significant achievement of the year was the successful transition of HFESA from an incorporated association to a Company Limited by Guarantee (CLBG). This governance reform has been several years in development and represents an important milestone in ensuring the Society is positioned to operate effectively and sustainably into the future.

Following the first member town hall held during the previous financial year, a second town hall was held in September 2025 to introduce members to the draft constitution that would apply should the transition be approved. A formal consultation period followed, allowing members the opportunity to review and provide feedback on the proposed constitution. The Board carefully considered all submissions received before presenting amendments to members at a third town hall meeting in October 2025. As a result, when members attended the Extraordinary General Meeting (EGM) in November 2025 to lodge their vote for a new structure and new constitution, they had a thorough understanding of both the rationale for changing HFESA's legal structure and the proposed constitutional framework that would accompany it.

I would like to sincerely thank all members who participated in this process by attending any or all of the three town hall meetings, providing feedback during consultation, and participating in the November EGM. The overwhelming support shown by members for this important reform demonstrated both the strength of our Society and the willingness of members to embrace change when it is in HFESA's long-term interests.

In November 2025, members endorsed the proposal to commence the transition to a CLBG and authorised the sitting Board members to act as transitional directors while the legal and administrative processes were completed. This endorsement provided the Board with a clear mandate to implement what has been one of the most significant governance reforms in HFESA's history.

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.

Adoption of a new Constitution

Following the successful member resolution, HFESA developed and adopted a new constitution, which came into effect after the Registrar-General confirmed the dissolution of HFESA Inc. and the Australian Securities and Investments Commission (ASIC) approved HFESA's registration as a Company Limited by Guarantee. In April 2026, HFESA officially completed its transition to a CLBG and adopted the HFESA Constitution 2025, which can be accessed on our website at https://www.ergonomics.org.au/

The new constitution introduces a range of governance improvements designed to enhance transparency, accountability and member participation. One of the most significant changes is the removal of the previous requirement that executive officers must have already served on the Board before nominating for executive positions. Under the new constitution, any eligible financial member may nominate for Board and executive positions. This change broadens the pool of potential candidates and creates opportunities for the next generation of human factors and ergonomics professionals to become involved in the governance of the Society. By reducing barriers to participation, HFESA is better positioned to attract younger professionals, new perspectives and diverse leadership experience, ensuring the Board continues to evolve alongside the profession it represents.

The transition also required the Board to modernise a range of governance processes, including nomination procedures, quorum requirements, voting arrangements and record-keeping practices. Future Board and committee candidates can now submit online nominations and expressions of interest, creating a more transparent and accessible process for member participation. Collectively, these reforms have established a contemporary governance framework that will support HFESA's continued growth and renewal for many years to come.

A changing of the guard

With the new constitutional arrangements in place, HFESA held an Extraordinary General Meeting in May 2026 to elect an incoming President and Treasurer. The calibre of nominations received for these positions was truly exceptional and reflected the depth of leadership capability within our profession. Every nominee demonstrated a strong commitment to HFESA and would have brought valuable experience to the role.

I would like to thank all members who attended the EGM and exercised their voting rights in selecting the Society's future leadership. Strong member participation is essential to the health of any professional association, and the engagement shown throughout this process was particularly encouraging.

I am delighted to congratulate Professor Rebecca Mitchell on her election as incoming President and Professor Melissa Baysari on her election as incoming Treasurer. Their two-year terms will commence immediately following the 2026 Annual General Meeting on 30 November 2026.

Over recent months, the Board has been working to prepare governance manuals, operational procedures and handover resources to support a smooth transition to the incoming leadership team. I am confident HFESA will be in very capable hands as it enters its next chapter.

A landmark conference in Tasmania

Another major highlight of the year was the successful delivery of the 2025 HFESA Conference in Launceston, Tasmania. This was the first national HFESA conference ever held in Tasmania and represented an important step in expanding the Society's national footprint.

The conference also introduced a new National Conference Steering Committee model, enabling states and territories with smaller membership bases to host national conferences by drawing upon expertise and support from HFESA volunteers across Australia. This approach provides greater opportunities for regional engagement while maintaining the high standards expected of HFESA conferences. This achievement would not have been possible without the professional conference planner engaged by HFESA during the previous financial year, whose support enabled local volunteers to focus on conference content and stakeholder engagement.

Importantly, the conference created momentum that ultimately resulted in the establishment of HFESA's first Tasmanian Branch. This is a remarkable outcome and

demonstrates the value of bringing HFESA events to regions that have historically had limited opportunities to engage with the Society.

On behalf of the Board, I congratulate the scientific convenors, organising committee and local volunteers whose efforts made the conference such a success. Their dedication not only delivered an outstanding professional event but also helped build a lasting human factors and ergonomics community in Tasmania.

Communication review

Effective communication is critical to a professional society, and in early 2026, the Board commissioned communications consultant Marie Alafaci to undertake a comprehensive review of HFESA's communication practices.

The review examined how HFESA communicates with both members and non-members who have an interest in human factors and ergonomics. Following consideration of the findings and recommendations, the Board adopted the review and commenced implementation of a range of improvements.

These changes included reviewing the frequency and purpose of member emails, refining our use of LinkedIn, improving content planning and clarifying roles and responsibilities for communications activities across branches, committees and special interest groups. The Board anticipates that these changes will lead to more consistent, engaging and effective communication with members while strengthening HFESA's visibility within the broader professional community.

Strengthening relationships with allied professional societies

Human factors and ergonomics is a diverse and multidisciplinary profession. Many HFESA members maintain memberships with other professional associations, reflecting the broad range of disciplines that contribute to our field. Recognising this, HFESA continued to strengthen relationships with allied professional organisations throughout the year.

In November 2025, HFESA entered into a Memorandum of Understanding (MOU) with the Australian Institute of Health and Safety (AIHS). Under this agreement, members of both organisations receive reciprocal discounts to professional development activities and conference events. HFESA also renewed its MOU with the Society for Industrial and

Organisational Psychology Australia (SIOPA) and the Australian Aviation Psychology Association (AavPA).

These partnerships provide mutual benefits by increasing opportunities for professional development, encouraging collaboration between related disciplines and helping attract professionals who may not previously have been familiar with HFESA.

Throughout late 2025 and early 2026, discussions also continued with the Occupational Therapy Australia (OTA) regarding renewal of a previous arrangement or establishment of a new Memorandum of Understanding. While these discussions were constructive, OTA ultimately chose not to proceed with a formal agreement. Although this outcome was disappointing, HFESA remains open to future opportunities for collaboration with occupational therapists and related professions.

Looking forward

As I reflect on the past year, I am struck by how much HFESA has accomplished. We have successfully completed a major governance transformation, modernised our constitutional framework, strengthened our external partnerships, improved our communications, expanded into Tasmania and laid the foundations for future leadership renewal.

After many years serving on the HFESA Board in a variety of roles, including President and General Secretary, it has been a privilege to contribute to the growth and evolution of the Society. The achievements of the past year belong not to any one individual, but to the collective efforts of countless volunteers, members and supporters who believe in the value of human factors and ergonomics.

I thank all members for their trust, support and engagement throughout my term as President and look forward to seeing HFESA continue to thrive under its new leadership.

Kath Jones
President

General Secretary's report

The HFESA has been working over the last 12 months to finalise the transition of the HFESA into a 'company limited by guarantee,' prepare for our annual conference, review and improve our communications, review the membership benefits, and continue the promotion of our society nationally and internationally.

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

Membership and events

During this period, we have coordinated, and promoted one of the most important member benefits, which is our national conference, the society's flagship event.

We ensured that the conference committee was in place well before the 2025 conference in Launceston and had commenced planning and securing the 2026 Sydney venue and conference dates.

The papers from our previous conferences, with the exception of Launceston, have been added to our media resource library, accessible as a free resource for our membership, enabling ongoing professional development.

The society has continued to produce regular podcasts 1-2 per month to promote the work of the society and the work of our colleagues working in human factors and ergonomics nationally and internationally.

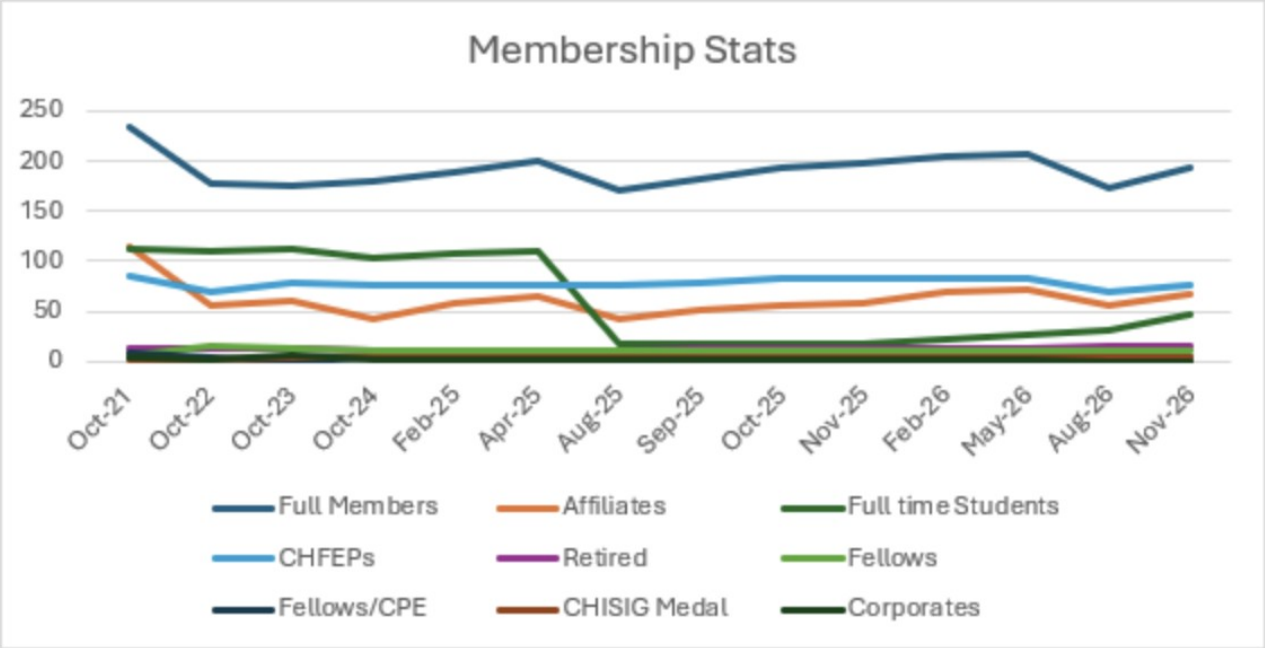
The HFESA will be represented at the OZCHI conference this year and supporting the Monash University Human Factors and Patient Safety Conference, in February 2027 in Victoria.

The society has renewed our memorandums of understanding (MOUs) with various organisations during this period and maintained overseas connections with numerous other federated societies for the purposes of our ongoing professional development plans and the potential for co-branded events in the future.

Our strong LinkedIn presence has seen a substantial growth in followers.

Attraction and retention of the HFESA membership has been a priority by maintaining our media presence on our social media platforms. The graphs below show the gradual improvement in full membership numbers.

	Aug-25	Sep-25	Oct-25	Feb-26	May-26	Aug-26	Nov-26
Full Members	171	182	193	204	206	180	194
Affiliates	43	51	55	70	72	55	66
Full time Students	17	17	17	21	27	33	47
CPEs	77	79	82	84	83	70	76
Retired	11	13	13	13	13	15	15
Fellows	10	10	10	10	10	10	10
Fellows/CPE	4	4	4	4	4	4	4
CHISIG Medal	4	4	4	4	4	4	4
Corporates	1	1	1	1	1	0	0
Total Memberships	**338**	**361**	**379**	**411**	**420**	**371**	**416**



Communications strategy

Partway through 2026, we sought the assistance of a communications consultant to review our overall communications.

The outcome of the communications review identified that our live conference posts are the standout LinkedIn format, driven by attendee re-sharing and early engagement, and that our

website has a strong home page first impression, with the conference website clear and easy to navigate.

The communications consultant identified that our podcasts are of high quality and are engaging, and our targeted emailing to our membership consistently exceeds the 35 – 45% benchmark, indicating that the relevance drives engagement.

The HFESA established that we were communicating without a coordinated strategy, by addressing frequency of emails, website, Linked-In posts and use of our wave client resource management system.

Recommendations were provided regarding our communications with the promotion of membership via some of these communications and podcasts needed.

This prompted us to review our call to action, and to promote membership across our social media and podcast communications.

The society commissioned one of our members to write the script for an advertisement in the middle of our podcasts promoting society membership and an advertisement has been produced with original royalty free music. This has been added to our podcasts as a regular promotion from around June/July this year.

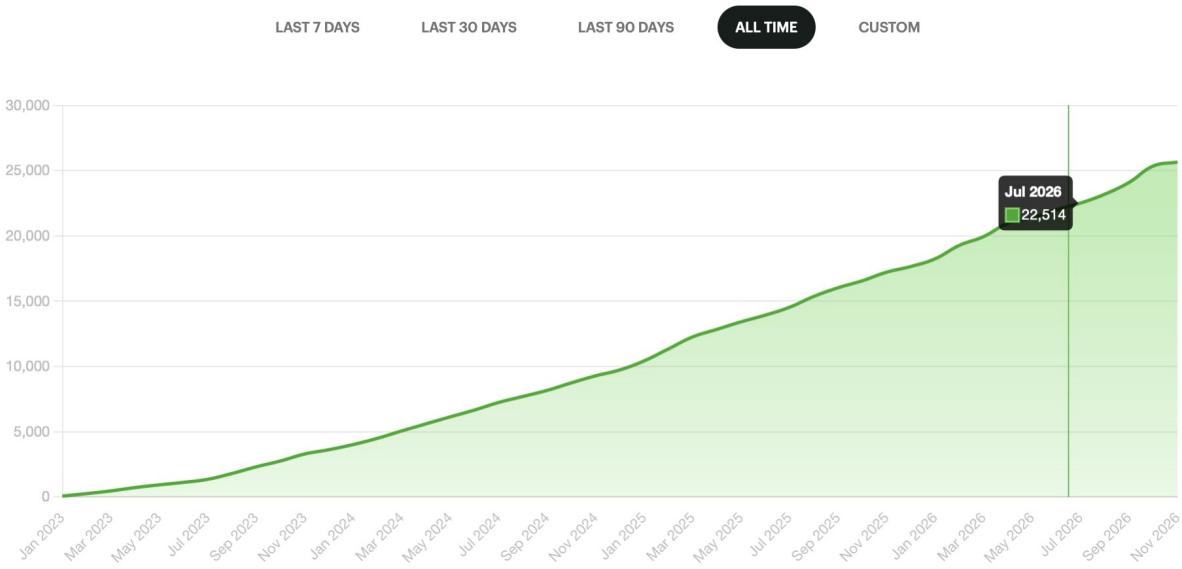
The remaining communications 'review and re-set' actions have been discussed at board level, delegated to a specific team, who are coordinating a strategy to be implemented over the next period addressing our Connect newsletter, our PD events and the general communication strategy for 2027 with our membership.

Podcasts

We continue to produce regular podcasts to promote the society, both nationally and globally. Our podcasts have enabled us to not only discuss the work of our society members and professional colleagues but have also enabled us to advertise our annual conference and promote our special interest groups and keynote speakers.

At this time last year, our podcasts had over 16,000 downloads and the society is very excited to have reached a significant milestone of 25,649 downloads since published.

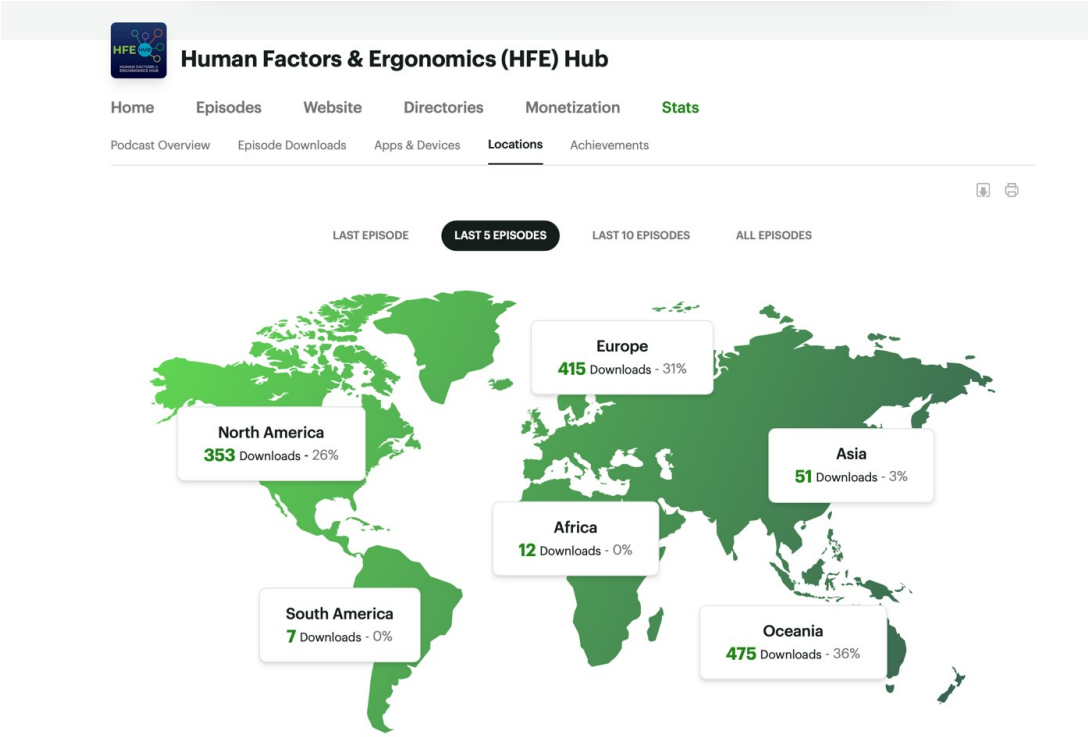
25,649 downloads since published.



Top Episodes (All Time)

Sidney Dekker - his thoughts on Failure, Blame, and Forgiveness.	**1,180**
Professor Catherine Burns - Improving AI Technologies in Health	**757**
Reducing Error with Human Factors Training in Healthcare	**721**
Part 1 - Good Work Design is User Centred Design	**542**
Stephanie Black - Organisational Performance and Wellbeing	**525**

Our global distribution indicates that our audience expands across the globe with 35% in Oceania, 26% in North America and 31% in Europe.



Wave CRM

The society transitioned to a new database in 2025 with an Australian company. There has been some continued software integration of certain aspects of the database throughout the past 12 months.

We are an organisation that requires a unique connection with our membership via our client resource management systems.

The Executive and Board are very pleased with the way the Wave CRM has performed around our membership renewal time and this year, for the first time in many years, it was a seamless process, eliminating the need for complex technical support.

We are happy with progress to date and will continue to integrate the database system with our website and will continue to work on connecting some of the CHFEP/ CPE membership search options that have not been streamlined to date.

One of the most important things will be for our members to update their profiles on the database system and ensure that they have opted in to be searchable.

Governance

The society has commenced operating as a company limited by guarantee during this period, and I defer to the President's report for further information and progress with this transition.

Social media strategy

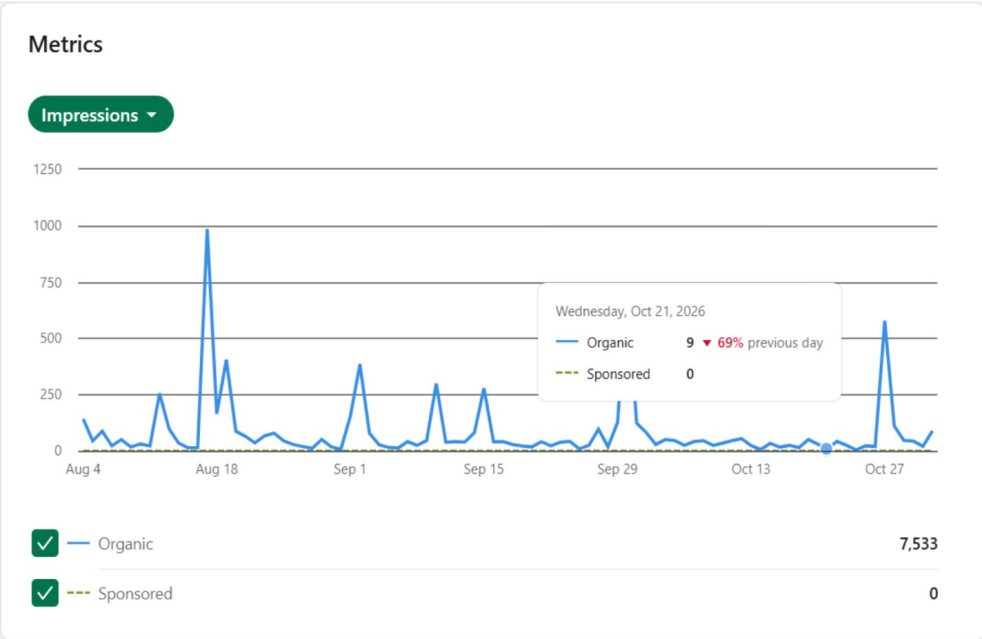
We have continued to advertise our events and our podcasts on our LinkedIn page as per the HFESA communications review and re-set report.

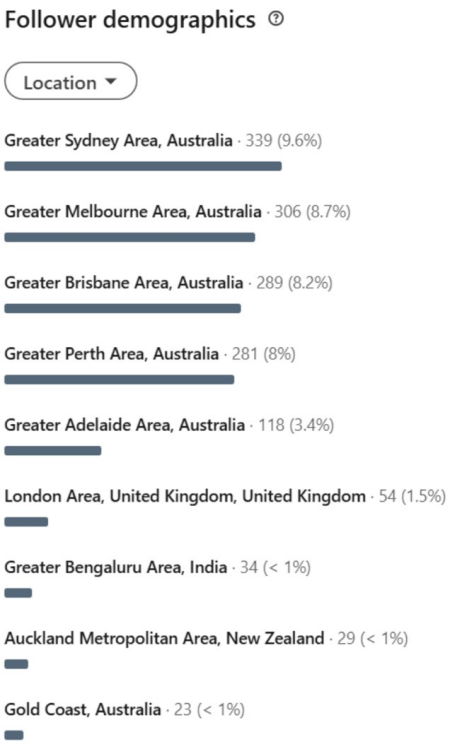
We have limited our same day clustering of posts and have developed a more coordinated strategy in accordance with the communications consultant's recommendations.

Our community and people posts, such as event photos and member spotlights, consistently out-perform administrative content and drive re-sharing beyond the existing follower base.

We have increased our followers to 3522 Linked-In followers at the time of this report with 102 new followers in the last 90 days. See some of the metrics downloaded from LinkedIn.

We would encourage the membership to follow the society on LinkedIn and re-post our events and postings to improve our visibility and reach.





Future planning

I would like to thank the executive and the board with whom I have been working during this past period, specifically Kath Jones and Louise Whitby, who have continued to navigate and support the society through this period of change.

I extend our appreciation to the Secretariat, Jacqui Young, for your unwavering support and technical skills. We could not have done this without you.

As I step down from my role as General Secretary, I am confident that the changes that have been made over the past few years have positioned the HFESA for ongoing development and growth, as it promotes the growing field of human factors and ergonomics, both in Australia and overseas.

I also thank the membership for their continued support.

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.

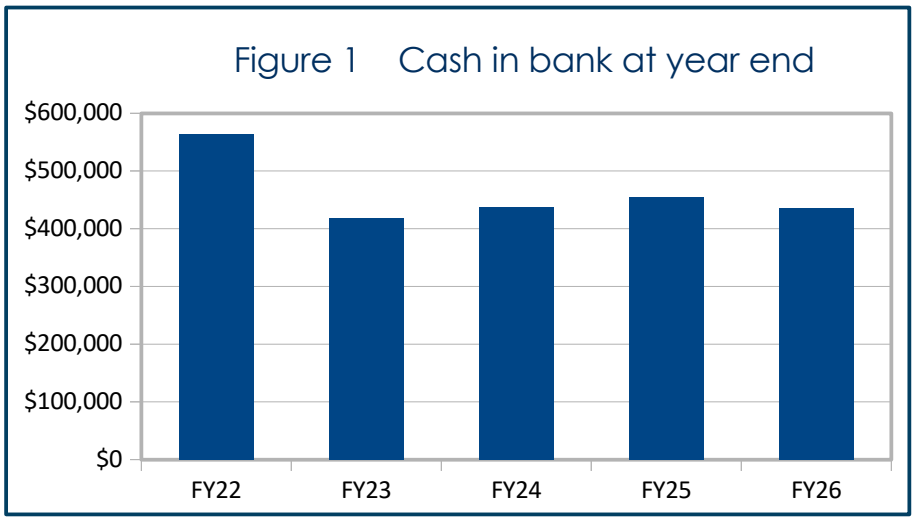
There was no financial audit conducted for 2026 – the next audit is scheduled for 2030 (as agreed, every 5 years, at the 2024 AGM).

Financial summary

Cash at the bank as at 30 June 2026 was $ 421,084, which included:

- $39,300 membership fees paid in advance, and
- $25,000 conference fees paid in advance.

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

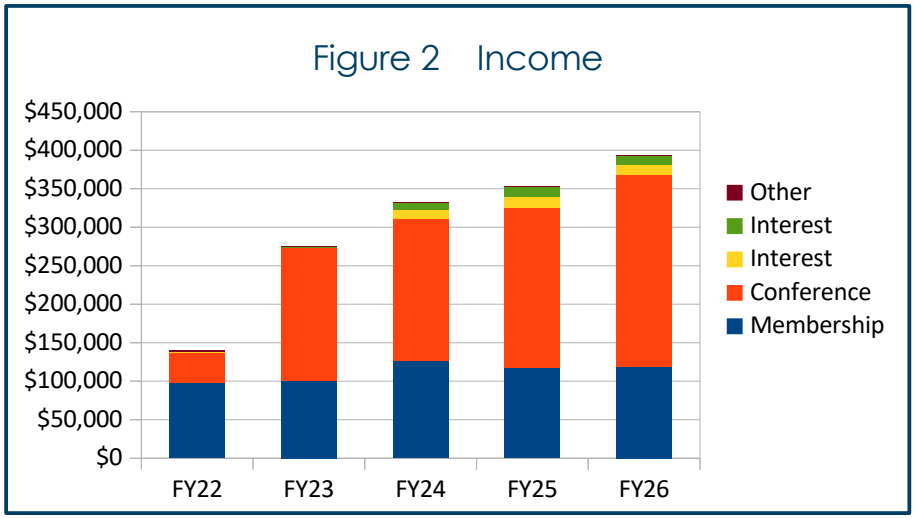


Income

Income increased in FY26 by $47K to $387,317. Membership dues and the conferences continue to provide the key income streams for the Society.

Membership revenue increased by $2.2K in FY26. Conference income also increased for both HFESA and OzCHI conferences held in 2025, excluding advance payments for 2026. Interest from investments was $12,589.

Income is shown at Figure 2.



Expenditure

Expenses relating to the conferences 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, graphic designer
- Mark Drysdale, TroubleFree Computing
- Rachel Colombi, Governance advisor
- Legal adviser for Disclaimer, and
- CRM, website content management services (database integration)

The Governance Advisor assisted the Board with the transition from Incorporated Association through to Company Limited by Guarantee, which was realised on 6 May 2026. This project is now complete, however Rachel will continue her association with HFESA and assist with governance of the PABA.

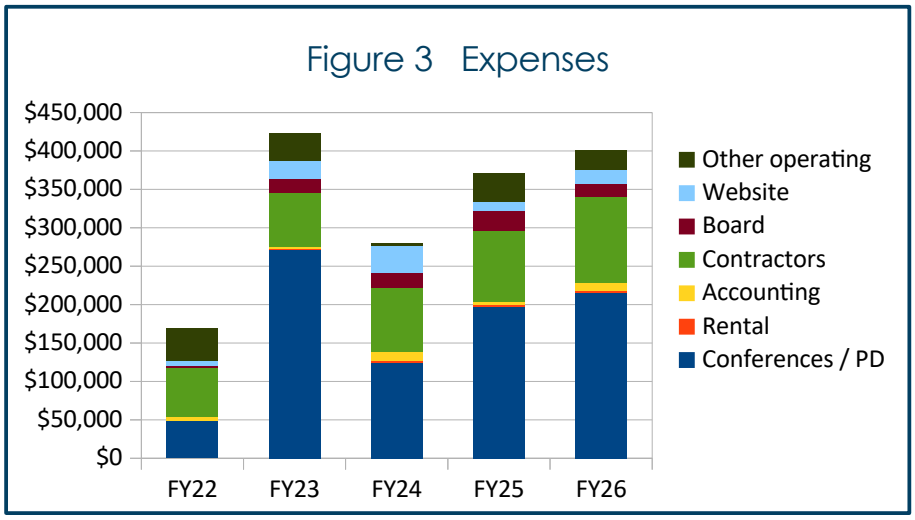
Website costs have increased this year, but remain somewhat less than previous years. Most of the costs are coded under contracting costs. While there are still some improvements planned, most of the major work has now been undertaken, so we expect costs to remain relatively stable in future.

Board costs remained stable at $17K, which is despite the Board hosting 2 face-to-face meetings this year, in November and May. The Board hosted four routine meetings per year

– 2 face-to-face meetings, one which was aligned with the conference in November and the other which is the budget meeting in May. All other meetings were held virtually in FY26. It was the Board's decision to return from 1 to 2 face-to-face meetings per year due to the volume of work that needs to be addressed and the belief that face-to-face meetings provide better outcomes for the Society through improved collegiality. Board costs for FY26 represent less than 5 percent of expenditure.

Other expenses include general office expenses, postage, phone and internet, software, merchant fees, insurances and IEA dues. We have no bad debts.

Expenses are shown at Figure 3.



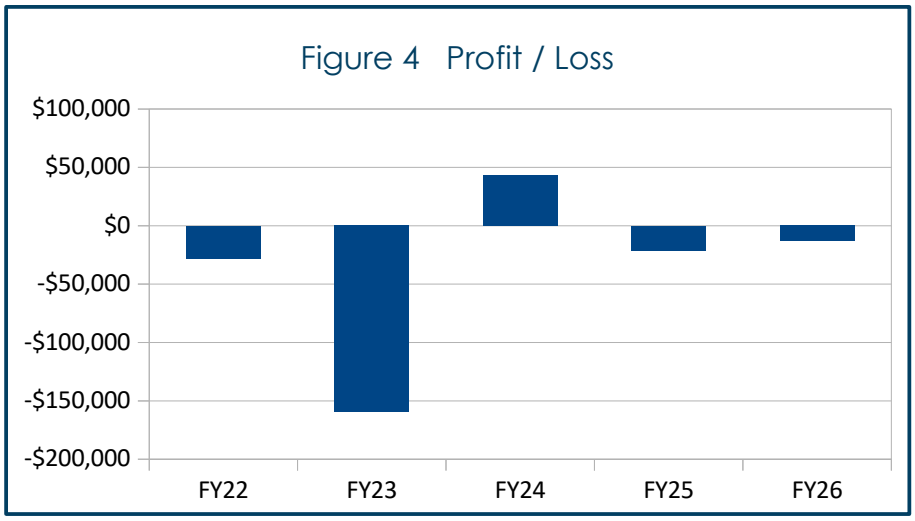
Budget

The budget for FY26 has realised a deficit of $13,048, which was significantly better than budget projections.

The budget for FY27 was approved at the May 2026 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.



Financial Statement

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). Note that at the 2024 AGM, members voted for the financial records to be audited every 5 years, commencing in 2025. The audit was undertaken in 2025 by BPR Audit.

The Financial Statement for FY26 was prepared by Callaghans, the Society's accountants, and is included at Appendix 1. The information in this report is extracted from that Financial Statement.

Insurances

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

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. Board members will be able to view, but not download the document.

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 2026 includes a statement that the Society did not enter into any transactions with related parties during FY26.

Acknowledgements

I would particularly like to thank Jacqui Young, Agnes Zalan and Justin Corkran from Callaghans and Terje Kivimae and Bernie Rohan from BPR Audit for their assistance enabling me to fulfill the role of Treasurer. As this is my last Treasurer report, I would also like to thank my fellow Board members, and the Branch, SIG and Conference Chairs who I have worked with to approve budgets and expenses. Special thanks must also go to Aileen Conroy who served as our Pubic Officer for many years, despite being retired, until we transitioned from the Incorporated Associated to the CLBG. But the most heartfelt thanks has to go to my fellow Executives, Kath Jones and Sharon Todd, who have been terrific to work – it's been an amazing journey, but I think we leave the Society in a stronger position. Wishing the next Executive and Board the best.

Dr Louise Whitby
HFESA Treasurer

Images from the HFESA Conference 2025
Launceston





Branch reports

QLD



HFESA-wide developments

In 2025-2026, 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).

Most importantly, it was great to see some physical and hybrid events organised nationwide, a great sign of HFESA members' appetite to come together and interact beyond cameras and mics.

After many years of operations, HFESA successfully and smoothly transitioned to a more robust structure and governance that corresponds with its national character and membership reach. The changes elevated HFESA's status as a legal entity, led to introducing a new constitution, pending and subject to approvals/voting, will lead us to a new era as of next year. Thanks all members for contributing to this milestone in any capacity, either through submitting comments and suggestions or voting.

Knowledge through Networking and Sharing

Our branch held the 2025 edition of very own KTNS on August 22nd. We gathered at QUT Gardens Point to listen to case studies and research for a great lineup of industry and academic speakers, enjoy the views over the Brisbane River during the networking breaks and exchange views, concerns and ideas.

KTNS 2025 was both a community and financial success, attracting over 40 attendees and delivering a modest operating surplus of $600 without requiring the allocated Board subsidy. Massive thanks to everyone who attended the event, and specially to our speakers: Graham Miller, Shuvodeep Saha, Claire Greaves, Prof Genevieve Healy, Srikrishna Bhat, Brian Thoroman, Prof Guy Wallis and Paulo Gomes.

Following debrief discussions, the committee decided to transition KTNS into a biennial model (targeting March 2027 for the next KTNS), prioritising targeted half-day research showcases and interactive site visits in the interim.

Other events

Like many professional societies navigating post-pandemic engagement habits, our branch experienced the challenge of fluctuating in-person attendance. Notably, a planned industry site visit to the Holy Cross Laundry facility in April 2026 had to be cancelled because of low registrations. Rather than viewing this as a setback, the committee treated it as valuable feedback, prompting reflective discussions about hybrid accessibility, targeted site visits, and engaging members through advocacy and policy input rather than conventional passive formats alone.

New Committee

Following my role as a PD coordinator for 2 years and Chair for the last 5 years, I warmly congratulate the new committee who was unanimously elected at our ABM 2026. I will continue to support and represent our Branch as a HFESA Board director.

- Branch chair: Dr Zohre Abedi
- Branch secretary: Dr Andrew Petersen
- Board director: A/Prof Nektarios Karanikas
- Committee member: Prof Gemma Read

Acknowledgements

I would like to express my deep appreciation to the 2025-2026 committee and executive team for all of their efforts and contributions throughout the year, especially bearing my cheeky, and sometimes pushy, personality. Elise Condie, our secretary, Dr Zohre Abedi, our PD events coordinators and Dr Andrew Petersen, our board representative worked collaboratively and effectively for our QLD branch.

I wish also to formally thank committee contributors and active participants throughout the year, specifically Dr Brian Thoroman, Prof Stephen Viller, Prof Gemma Read, and Jasper Vermeulen, for their regular attendance, technical contributions, and event-planning leadership.

I feel very lucky and blessed to have worked with everyone on the committee this year.

A/Prof Nektarios Karanikas
HFESA QLD Branch Chair



NSW



Introduction

There are currently 19 active members of the NSW branch, which grew from an initial 9 active members at the beginning of 2026. The current chair is Fadzai Katsande and the NSW board representative is Carlo Caponecchia. The representative secretariat for the NSW branch was Jacqui Young. Our PD (professional development) coordinators for the NSW Branch are Rona Pillay and Shiva Pedram.

The NSW branch focused their primary activities on the ongoing convening of the annual conference committee. The NSW conference committee met fortnightly and monthly, including ad hoc where frequent reconvening was necessary. Of the 9 NSW committee members, there were 7 members who participated in the conference committee in 2026. 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). Additionally, Rona Pillay provided support as a co-convener.

Activities undertaken by the committee, with the support of Agnes Zalan, included:

- In-person inspections of potential sites and venues
- Identifying leads for and pursuing opportunities for sponsorship
- Identifying leads for and pursuing opportunities for site visits
- Contributing to the design and finalisation of the conference graphics
- Writing initial copy and contributing to conference landing site contents
- Discussion and determination of commercial materials such as paraphernalia
- Developing conference programme and finalising speakers/contributors
- Developing engagement strategies for the duration of the conference
- Ad hoc promotional activities to encourage conference registration numbers

A month ahead of the HFESA 2026 annual conference in Sydney, the NSW conference committee has obtained 190+ registrations, making a profit.

Social events

The annual branch meeting was held on 19 November 2025, with Fadzai Katsande as the speaker, which saw 16 attendees for its duration.

A Christmas drinks event was held on 17 December 2025 which saw 26 people attend for its duration. There were no additional social events for FY 25/26.

The NSW committee members successfully maintained the growth of the branch and its committee members, from 9 to 19 members, by maintaining networks in academic and professional life. The branch anticipates the new members will increase attendance of social events as we progress into FY 26/27.

Professional development

NSW hosted the following PD events in FY25:

PACDEFF Conference – 16 & 17 September 2025, our NSW member, Carlo Caponecchia, connected us with event organisers to erect a HFESA stand for the 2-day conference which was manned by Fadzai Katsande and Sharonne Phillips.

HFE&Safety at Woolworths Primary Connect National DC – 5 November 2025, our NSW member, Robyn Coman, organised a two-hour site visit of the Primary Connect National Distribution Centre which is owned and operated by Woolworths.

Dr Shiva Pedram presents on Artificial Intelligence – 19 November 2025, our NSW member, Shiva Pedram, may present on artificial intelligence the knowledge she has been sharing as a professor with her students at the University of Newcastle. This talk would be given as an extension of the NSW ABM.

There were no additional PD events held in the year 2026 due to the focus on the conference committee which largely consisted of the same NSW members.

Committee 2027

The annual branch meeting for 2026 led to the new appointment of NSW branch chair, which will be Ann Carrigan of the University of Sydney, effective from January of 2027. A handover from November until December Christmas break will be undertaken by the current chair.

The PD coordinators, Rona Pillay and Shiva Pedram, have nominated to remain on the committee for 2027 and continue in their role. A secretary to the NSW branch could not be determined by vote. It was agreed that another nomination process will take place informally at one of the NSW committee's monthly meetings.

Fadzai Katsande
NSW Branch Chair



NSW Branch Site Visit to Woolworths Primary Connect



A/Prof Carlo Caponecchia and students preparing a podcast

SA



Overview

The South Australian Branch of the Human Factors & Ergonomics Society of Australia Inc. experienced a productive and positive 2025-26 financial year, characterised by strong committee engagement, successful professional development and networking activities, increased student outreach, and renewed growth in committee membership. Throughout the reporting period, the Committee remained committed to fostering professional connections, supporting the development of the human factors and ergonomics profession within South Australia, and contributing to broader HFESA strategic initiatives.

Committee meetings were held regularly throughout the year, with members continuing to support branch operations, event planning, and engagement with both established practitioners and emerging professionals. The Committee also actively considered opportunities to contribute to several national HFESA initiatives, including the proposed State of the Discipline survey, research publication register, journal club series, and university engagement strategy.

Professional development and member engagement

Aviation Human Factors Event

The Branch commenced the financial year with a highly successful aviation-themed professional development event held on 2 July 2025 in partnership with the University of South Australia's Behaviour-Brain-Body Research Centre. The event featured a keynote presentation by Prof. Siobhan Banks and a panel discussion involving Sam James, Dr. Mark Corbett, and Chris Greenbank, facilitated by Cassandra Heffernan. Cross-promotion by the College of Organisational Psychology South Australian Branch helped broaden the event's reach within the professional community. Post-event feedback was collected with the support of Jacqui Young and Nic Doncaster, while event highlights were shared through LinkedIn to promote branch activities more broadly.

Student engagement and networking

A key focus throughout 2026 was strengthening engagement with students and emerging practitioners. The Committee developed the "Connection on Campus" networking initiative to build relationships with students interested in human factors and ergonomics following the establishment of Adelaide University. [

This engagement culminated in an on-campus networking event held in April 2026, which attracted approximately ten current and former students from the Adelaide University

Master of Organisational Psychology program. The event was promoted through committee networks and in collaboration with the SA College of Organisational Psychologists, providing students with opportunities to learn more about HFESA and connect with practitioners working in the field.

Mid year connections & reflections

In July 2026, the Branch hosted the "Mid-Year Connections & Reflection" networking event, which attracted significant attendance from members, affiliates, and former committee members. The event successfully strengthened existing professional relationships while creating opportunities for renewed involvement in the Branch. A particularly positive outcome was the recruitment of Burton O'Kane and Chris Greenbank, who volunteered to join the Committee following their participation in the event. Both subsequently accepted committee positions and commenced familiarisation with branch governance arrangements.

Committee development and governance

The SA Branch maintained a stable committee throughout most of the reporting period while exploring opportunities to broaden representation and recruit new members. Discussions during committee meetings highlighted the value of promoting committee opportunities through social media and member networks, particularly to strengthen representation across different areas of human factors and ergonomics practice.

A significant achievement during the latter part of the reporting period was the successful expansion of the committee through the addition of Burton O'Kane and Chris Greenbank. Their involvement strengthened committee capacity and positioned the Branch well for future succession planning and growth.

Committee members who contributed throughout the reporting period included:

- Amelia Keates
- Anjum Naweed
- Ellyse Greer
- Melissa Ngo
- Haroun Zerguine
- Burton O'Kane (joined during the year)
- Chris Greenbank (joined during the year)

Looking ahead

The Branch enters the next reporting period with a strong foundation, an expanded committee, and growing engagement across both experienced practitioners and emerging professionals. Future priorities include continuing to deliver valuable networking and professional development opportunities, strengthening links with universities and students,

supporting national HFESA initiatives, and fostering sustainable committee succession and member participation.

Conclusion

The 2025-26 financial year was marked by meaningful achievements for the SA Branch, including the delivery of a high-quality professional development event, successful student engagement initiatives, strong member networking outcomes, and growth in committee membership. These activities strengthened the visibility and reach of HFESA within South Australia and positioned the Branch well to continue supporting the human factors and ergonomics profession in the years ahead.

Amelia Keates
SA Branch Chair and Board Representative

VIC



Introduction

I'd like to extend my sincere thanks to the Victorian branch committee members for their continued support, coordination and innovative ideas to boost engagement with the wider HFE community this year. By exploring new communication platforms, we have been able to extend our reach. This has enabled new and current members to network, share knowledge, and promote opportunities for study, employment and professional development.

Committee meetings

Committee meetings in FY26 were held on:

- 3 July 2025
- 7 August 2025
- 4 Sept 2025
- 2 Oct 2025
- 6 Nov 2025
- 17 Feb 2026
- 17 March 2026
- 23 April 2026
- 19 May 2026
- 30 June 2026

PD and social events

Professional development and social events during the financial year were held on:

- July 2025 – Dr Puji Silva's presentation: Standing Ergonomics - An Investigative Study of Female Apparel Workers
- September 2025 – Dean Homicki's presentation: How human factors thinking intersects with urban accessibility, sensory design, and built-in risk.
- April 2026 – We hosted an in-person student presentation night which was well attended by members, students and lecturers. Kieran O'Reily, a postgraduate MOHS student from RMIT, presented his research: A sociotechnical analysis of lost time injury at a textile manufacturer. Nathan Farrow, a human factors PhD candidate from Monash Uni, presented his research: Adaptive capacity in emergency departments. The presentations generated much discussion, and it was a wonderful way to connect over canapes afterwards.
- May 2026 – Victoria hosted a 'Meet the Board' canapes and drinks night at The Holiday Inn. It was a great way to wrap up the board meeting and for local members to socialise and network with the national board members. Conference abstracts were a keen topic of interest given that submissions closed on the same day.

Engagement

Promotional events included:

- What's App group – Creating a What's App group has boosted our engagement. With over half of our state members electing to join, it has proved to be an invaluable communication channel to complement our other platforms. The interactive chat has enabled members to promote study and employment opportunities, to vote on incoming board members, to advertise events and share industry anecdotes.
- New members – Current committee members have reached out individually to new HFESA members to provide a warm welcome and an informal chat about all the benefits of joining the association.
- Exit survey – We developed an exit survey for discontinuing members to fill out. This assists us to develop a greater understanding as to why members choose to leave and drive change pending their feedback.

2027

At our annual branch meeting we welcomed several new committee and board members for 2027. We look forward to their fresh ideas, new perspectives, and representation from the Human Factors community.

- Branch chair: Ray Misa
- Victorian representative board member: Maria Appel
- New committee member: Conor O'Brien.

Elise Meier
Chair of the Victorian branch of HFESA



WA



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
	Gisela Gmeinder
	Rob King
	Michelle Strother
	Stephanie Black
	Thy Do
	Darryl Griffiths
	Jeremy Manning

Membership

There were 49 WA branch members on the 30 June 2026, consisting of:

- 245 full members
- 9 Certified Professional Ergonomists
- 9 Affiliate members
- 1 full time student member
- 3 retired members

Professional development

Two PD technical meetings, two networking events and the ABM were held in 2025/2026 as summarised in the table below.

The technical program consisted of a mixture of hybrid and face-face formats including a well-received presentation on inclusive employment journeys by Sonya Girdler and Elinda Lee from Curtin University and a fascinating presentation by Dr Thy Do and Dr Madeleine Wu on robotic assisted surgery including a well-attended onsite visit to see the surgical robot at RPH.

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
17 July 2025	Pub networking function – Claremont Hotel	4
13 August 2025	Hybrid Technical Meeting - From Possibility to Purpose: Inspiring Inclusive employment Journeys [Presenters: Sonya Girdler & Elinda Lee, Curtin University]	13 (8 FTF, 5 online)
15 October 2025	WA Branch ABM online	7
11 December 2025	WA Branch end of year networking, Claremont Hotel	10
5 May 2026	F2F Technical Meeting / Site Visit -Human System integration within SEIPS framework and the utilization for robotic assisted surgery [Presenters Dr Thy Do and Dr Madeleine Wu, RPH]	12







Other

Planning is underway for the 2027 WA National conference to be held in Perth. Planning Committee has secured the venue, Parmelia Hilton and is planning the theme and keynote speakers for the conference.

Sue Bannerman
WA Branch Chair and Board Representative



Images from the HFESA Conference 2025
Launceston





Special Interest Group reports

ChiSIG



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). HCI is a highly interdisciplinary area of research and practice, drawing on Computer Science, Engineering, Psychology, Sociology, and Business.

Committee

The CHISIG committee are Stephen Viller (Chair), Bernd Ploderer (Secretary), Jason Weigel (Treasurer) and Nishadi Ariyasinghe (Student rep). The committee has been occasionally joined for meetings during the year by the current chairs of the OzCHI 2026 conference: Andrew Cunningham and James Walsh.

Events and initiatives

The main annual event for CHISIG is the OzCHI conference. The 37th Australasian Conference on Human–Computer Interaction was held in Sydney at the Sydney University from November 29 to December 3 2025. The conference was chaired by Soojeong Yoo and Joel Fredericks (both of Sydney University), with support of 30 further committee members and a team of 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 39 papers presented in single track by authors based in 13 countries from the Asia-Pacific region and beyond: Australia, Austria, Bhutan, Denmark, Finland, Germany, Italy, Japan, Netherlands, New Zealand, Saudi Arabia, United Kingdom, and the United States. The conference was attended by 326 delegates from Australia and around the world.

Full details of the conference are available at http://www.ozchi.org/2025/ and the proceedings are published with open access at weblink.

As an indicator of the standing of the conference, it brings repeat attendance from high profile international researchers, who also come to learn about how to run a successful national HCI conference when there is such strong competition from international conferences in the space: https://www.linkedin.com/

Forward planning

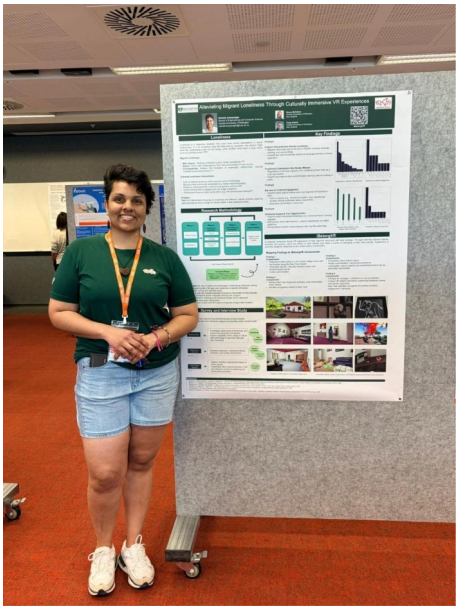
Plans are in progress for events which extend the reach of the research presentations at the annual OzCHI conference to be available to HFESA members at state-based events throughout the year. The first-planned for these to be in Brisbane, which also provides an opportunity to collaborate with the Queensland branch and the Brisbane chapter of ACM SIGCHI.

Plans are also in place to generate podcast episodes connected to key HCI researchers involved in CHISIG and the OzCHI conference.

Stephen Viller
Chair of CHISIG



OzCHI 2025, a national conference with an international profile



Nishadi Ariyasinghe, CHISIG student rep presenting her LBW poster

DesignSIG

Overview

DesignSIG remained active during the past year. The committee progressed on ideas from previous year, mainly networking with other HFESA SIGs & IEA TCs, listing relevant academic journals related to Design & HFE, and liaising with non-HFESA like- minded professionals. The future looks quite good.

The SIG also continued to engage member in good discussions during online meetings. The main topics were 1/ learning better skills and tools and 2/ event ideas / people to invite as speakers. All meeting were via Zoom. The SIG hosted a PD event about emerging design ideas. In addition, the next HFESA conference was being considered with a morning meeting prior to a day's beginning. Members like the idea of face-to-face time together.

The members of the SIG thank all people who assist with activities.

Dr Andrew Petersen
DesignSIG Chairperson

ECSSIG

Overview

The ECS SIG supports and connects students and early-career professionals in human factors and ergonomics (HFE). In 2026, the SIG focused on strengthening professional certification pathways, mentoring opportunities and engagement across the HFE community.

Committee

The committee comprised Yan Yan and Wulin Tian (Co-Chairs) and Aichen Wu. Meetings were held as needed. In September, the Co-Chairs initiated succession planning as they approached the maximum term under the SIG guidelines. HFESA proposed a coordinated call for Expressions of Interest (EOIs) for SIG leadership positions following the October representatives' meeting. As of the latest correspondence, no successor had been identified, and the Co-Chairs offered to support the handover.

Events and initiatives

The SIG's main progress in 2026 was its contribution to professional certification and mentoring discussions with HFESA.

- Certification pathways. Building on discussions initiated in late 2025, the ECS SIG engaged with HFESA's Professional Affairs Board of Accreditation (PABA) on additional entry points for students and early-career members. PABA developed three levels, Student (sHFEP), Associate (aHFEP) and Certified (CHFEP), giving students and early-career members a staged route to full certification.
- Mentoring and professional development. The SIG met with PABA Vice Chair Claire Folland to discuss a proposed 12-month mentoring programme as the next step after the certification work. The model includes mentor matching based on interests and availability, agreed expectations, and quarterly one-on-one meetings. Quarterly masterclasses and mapping professional development against HFE core competencies were also discussed. The proposal is awaiting further consideration by PABA.
- Outreach and research engagement. The April Board update noted ongoing promotion through HFESA channels and social media.

Forward planning

Priorities are to work with PABA on the proposed mentoring programme and related professional development activities, and to continue promoting opportunities for students and early-career members. The SIG will also support the leadership EOI process and an orderly committee transition.

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

Yan Yan
ECS SIG Co-Chair

HealthSIG

Overview

The HFESA Health Special Interest Group supports the development and application of human factors and ergonomics (HFE) in health care. In 2026, the SIG focused on identifying professional development priorities, planning engagement with healthcare quality and safety organisations, and developing opportunities to share research and practice.

Committee

The committee's membership, as recorded in July, was Nathan Farrow (Chair, VIC); Melissa Baysari, Louise Whitby and Robyn Coman (NSW); Karen Davies, Brooke Dench and Satyan Chari (QLD); Valerie O'Keefe (SA); and Thy Do (WA). Representative positions for the ACT, NT and Tasmania were vacant. The committee met once during the year, on 2 July 2026.

Events and initiatives

The July meeting established priorities for future activity and allocated follow-up responsibilities. Professional development discussions covered clinical incident management, integration of HFE into health care, AI safety, resilience engineering, medication safety and simulation. No professional development events were delivered during the reporting period due to the limited capacity of Committee members.

Members shared information about existing HFE networks, including the NSW Clinical Excellence Commission's advisory group and community of practice. The committee identified opportunities to promote HFESA and the Health SIG through healthcare quality and safety networks. Actions were allocated to explore connections in NSW, Victoria, Queensland, South Australia and Western Australia, and with the ambulance sector.

Communications achievements included completion of a HFE Hub podcast contribution by Karen Davies (Committee member) on Risk Control. Further HFE Hub podcast contributions are planned for 2027, along with a possible HFESA Connect article and a draft monthly LinkedIn schedule. These proposals were intended to share healthcare HFE research, resources and events with members and a wider audience.

Forward planning

The meeting identified the following proposals for professional development events in 2027:

- "Shifting the needle": a professional development event on human factors and Safety-II approaches to clinical incident management, with Thy Do willing to coordinate and March/April 2027 identified as the target, subject to confirmation.
- A "great debate" on whether integration of human factors in health care should be mandated through regulation, targeted for mid-2027. Actions were allocated to develop a proposal, and potential contributors from healthcare quality and safety agencies and other sectors were discussed.
- Exploration of a joint event on healthcare AI safety with the Early Career SIG for mid-to-late 2027. The committee also noted the existing coverage of AI in other events and proposed revisiting the topic in mid-2027.
- Further priorities include following up proposed sector connections and developing contributions to HFESA's podcast, newsletter and LinkedIn channels.

Nathan Farrow
Chair, Health SIG



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.

Our aim is to promote the development of HF/E in the specialist area of HSI through initiatives in the following priority areas:

- Understand the HSI interests common across industry sectors
- Provide a forum for SIG members to discuss practical and theoretical ideas
- Support the increased awareness and development of HSI skills and knowledge
- Foster an active community of people within the SIG, HFESA and wider networks
- Network and collaborate with associated communities (such as IEA, SESA/INCOSE)

Committee

Chair:	Grace Kennedy
Co-chair:	Andrew Wright
IEA HSI T/C Rep:	Brian Thoroman
SESA HSI Group Rep:	Robin Burgess-Limerick

Melissa Baysari has stepped down from the role of Social Media/Comms Lead. HSI SIG has benefitted greatly from her experience leading the other SIGs, especially in the genesis and establishment of the SIG. We thank Melissa for her contributions, advice and enthusiasm for HSI.

Events and initiatives

- November 2025. HSI SIG members were involved in an online workshop about 'Social, Organisational and Cultural Factors in Embedding HSI Practices". The attendees brainstormed the potential or experienced barriers to embedding HSI and shared how different organisations had overcome these barriers.
- February 2026. HSI SIG held its annual strategy meeting 19/02/2026.

- April 2026. Combined HSI SIG and HSI working group Workshop at Systems Engineering Test & Evaluation (SETE2026) conference to sandpit challenges from the perspective of the systems engineering audience.
- Continued building of links between shared HFESA and SESA communities.

Forward planning

In 2026-7 the following activities are planned:

- Partnering with the Transport SIG for a crossover HSI-Transport workshop during HFESA Annual Conference in Sydney in December.
- Development of an HSI 101 infographic 1-2pg white paper aimed as an introduction to HSI for HF practitioners new to HSI.
- Exploring future HSI webinar/panel event focused on HSI in the Mining sector.
- Exploring the HSI links at international level at IEA2027/HSI2027 in London.

Dr Grace Kennedy
Chair HSISIG

OfficeSIG

Overview

The main aim of Office SIG is to contribute to the health and safety of Australian office workers by improving access to evidence-based knowledge and standards relevant to managing hazards, risks, and practicable countermeasures in office work.

Committee

Mark Hennessy is the original proponent and current chair of the committee.

No other committee roles have been defined, or filled, since the commencement of the SIG. Valuable assistance has been provided by Brendan Grimes over the period of existence of the SIG.

Jenny Fuller (CPE) has recently offered to assist with the SIG, including assisting Mark with running a planning meeting during the Sydney conference in early December 2026.

The SIG has not yet managed to set up a process to define and fill committee positions, which has prevented the SIG from delivering services to its supporters.

Events and initiatives

In October 2025 a meeting of people who had previously attended a meeting about the SIG (during a previous annual conference) was planned, convened and run by the HFESA PD Coordinator.

The Office SIG Chairperson (Mark) was invited to attend the meeting and listen. No formal objectives were set for the meeting, nor was anyone appointed to take minutes. The session was recorded, and Mark has viewed the recording. The meeting focused mainly on attendees' interests in topics for PD sessions.

No progress was made towards formation of a committee, in particular defining roles and filling those roles. During the meeting one attendee was invited by the convener of the meeting to consider taking on the role of Chair or Co-Chair, but on later consideration declined due to lack of spare time on top of work and family commitments.

Other than the aforementioned meeting, no events were run by the SIG during the year.

Forward planning

Despite a period of inactivity over the past two years, the Sydney conference will be used to establish and fill volunteer roles on the SIG committee, to enable the workload of running the SIG to be realistically shared among a team.

The biggest challenge that has faced Office SIG has been establishing communications with a potential leadership team. Most SIGs have recently reported difficulties in communicating with their own SIG members, and/or with building an active team to manage each SIG.

Team building is best done in a face-to-face forum of enthusiastic supporters of the idea of Office SIG, of whom there are many. Mark was unavailable to attend the 2025 HFESA Conference due to a significant family celebration.

Therefore, a face-to-face meeting is being arranged, at a suitable time during the Sydney conference.

The need for the SIG has not diminished, despite the lack of progress in operationalising the SIG. A major driving force among those interested is an awareness of major challenges in the widely varying quality of ergonomic advice, and ergonomic interventions, in offices across Australia. Reputational damage has been caused by adverse media publicity (e.g. Liam Mannix in the Sydney Morning Herald a few years ago).

The Sydney conference will finally see the equipping and empowering of Office SIG with an enthusiastic and competent team to manage its affairs and deliver much needed ergonomics expertise, especially to Australian work health and safety practitioners who do not have specialist ergonomics expertise.

Mark will continue to be actively involved in supporting the SIG but will not be chair beyond the Sydney conference.

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 2026 was to continue to explore the SIG Transport focus broader than rail and establish a lunchtime series of Career Stories in Transport Human Factors.

Committee

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

Events and initiatives

From 1 July 2025 to 30 June 2026 Transport SIG continued providing ongoing professional development opportunities for our members:

- 29/10/2025 - Trust in Automation, Attentional Capacity, and Situation Awareness in the Age of Vehicle Automation
- 20/03/26 Brains, Planes and Trains: 15 years of Designing Safety-Critical User Interfaces
- 29/05/26 Transport Career Stories – The Pioneers Sue Milner and Airdrie Long

Forward planning

In 2026/27 we hope to help coordinate a PD session with all the SIGs on the topic of the value of Human Factors, as well as continue to provide Transport specific topics.

PD areas already planned include:

- 23/10/26 Academia and Back Again Prof. Gemma Read and Dr. Matthew Thomas
- HFESA Conference Workshop – HSI SIG and Transport SIG Collaboration
- Research into Fatigue.
- Careers Stories continued – Coming to Transport HF from a different discipline.

Kate Moncrieff
Chair, TransportSIG

Images from the HFESA Conference 2025
Launceston





IEA



Overview

The IEA Council consists of representatives from all the IEA federated and affiliated societies, with 55 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 365).

The IEA 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 October 2025, the meeting was held in Beijing, China, hosted by the Chinese Ergonomics Society and Tsinghua University, ahead of the conference Human Factors and Ergonomics Interaction with AI Systems held on 30,31 October and 1 November. The HFESA Councillor attended both events in person.

The IEA Executive Committee in 2025-26 were Professor Andrew Thatcher of South Africa, (President), Professor Nancy Black of Canada (Vice President and General Secretary), and Professor Thomas Alexander of Germany (Treasurer).

Key outcomes of that meeting were:

- The approval for IEA Federated Society membership of the Association of Ergonomics and Human Factors (ASERFHU) of Bolivia
- The President reported on three key strategic areas
  - progress on the HFE strategy reflection (a review of the Dul 2012 paper), with completion of an initial SWOT analysis by the Executive Committee that is to be extended to member Societies and external stakeholders
  - Strengthening external relationships (ISO including representation on TC283 (Occupational Safety) and TC159 (Ergonomics))
  - ILO including a convention on workplace ergonomics (first draft for ILO consultation completed in December 2025, led by Carisa Harris of USA)
  - WHO – with whom IEA has a 3 year program with leads being Shanquin Yin and Tomasso Bellandi
- Workshops were held during the meeting on promotion of HFE, focused on promotion of the proposed ILO Convention on workplace ergonomics.

Committee

During 2025 the Executive Committee were supported by 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).

Three ad hoc Committees continue to operate, addressing current key functions supporting the Executive Committee, and include:

- Ben Peachey (IEA Congress Committee)
- Takashi Kawai (Information Technology).

The 2026 Council meeting will be held in Florianópolis Brazil on 2-3 November, followed by the XXVI Congresso Brasileiro de Ergonomia e Factores Humanos (ABERGO 2026) on 4-6 November, where the theme will be The Future of Ergonomics and Human Factors.

Planning has continued under the leadership of Ben Peachey and the CIEHF for the next IEA Triennial Congress to be held in London on 23-25 August 2027 at the ExCel, London, with the theme The Human Advantage. Sub-themes will include Beyond Automation, Inclusive by Design and Navigating Complexity.

Technical committees

Technical Committees are ad-hoc special interest groups that are formed as a platform to exchange up-to-date information on and discuss a particular HFE field. Any member of a federated society may join one or more of these groups by contacting the appropriate chair (listed on the IEA website).

During 2025 there were 25 Technical Committees. 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. The core competencies include 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.

Dr Valerie O'Keeffe is Co-Chair of the Certification Sub-Committee of the Professional Standards and Education Standing Committee (with Dr Stephven Kolose of HFESNZ). During 2025, the Certification Sub-Committee reviewed the application from the Human Factors and Ergonomics Society of Malaysia with a decision to endorse made in September 2025. During the first half of 2026, the Certification Sub-Committee reviewed the re-endorsement applications of CREE (Centre for Registration of European Ergonomists) and the ESSA (Ergonomics Society of South Africa).

Virtual IEA Council Gatherings

The first IEA Council Virtual Gathering for 2026 was held on 7 May and reported on the SWOT analysis and survey of member societies completed in late 2025. The survey identified primary friction points for Societies as relevance, recruitment and resources (including aging demographics, financial stability and the fight for public recognition).

The workshop addressed onboarding of new Council members, and barriers to information flow between IEA and member societies to support networking.

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 the IEA at end of 2025 was considered very stable. The 2025 period has been characterised by lower costs for Executive Council meetings (due to virtual participation). Also, the October council meeting in Beijing was substantially and generously sponsored by the local hosts. In terms of revenue, the IEA Triennial Congress 2024 transferred the surplus of USD 3,033, which will contribute to promotion of ergonomics and human factors in developing countries. These factors contributed to the financial stability of IEA during the period. This is essential, as 2026 will likely bring financial challenges due to the difficult global situation, limiting funding for research, higher expenses for travel and flow on effects for member societies and international organisations. The IEA first forecast for 2026 is critical and highlights the continued need to explore new and/or extend existing funding sources,

with an emphasis on new ways to increase global visibility of ergonomics and human factors, and the visibility of the IEA.

Valerie O'Keeffe
IEA Council Member



PD

The HFESA Professional Development & Education (PD) programme for 2025-26 had seventeen (17) PD events. The programme included a good mix of student, academic and practitioner presentations and discussions typically via Zoom with some face-to-face networking opportunities. The PD topics provided opportunities for members to listen to experts explore a variety of topics while other events gave members time to deep dives into topics. These were organised by either the PD Coordinator, Branches or Special Interest Groups (SIGs).

The PD Coordination committee discussed the way PD event management would change from 2027. The PD Coordinator role will be managed by a national board member overseeing a newly created PD coordinator portfolio. Other discussions included podcasts, future events, event scheduling, and calendar access. In addition, discussion with PABA continued regarding PD better supporting early career HFE Certification pathways and current member's Maintenance of Certification obligations.

The 2025 HFESA National Conference was organised by held in Launceston, Tasmania, which was first time in the state. The conference was organised by a national conference committee with members based in Tasmanian. OzCHI 2025, which was organised by the collaboration of the CHI-SIG and the CHI communities was held in Sydney.

The PD Coordinator acknowledged 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.

Dr Andrew Petersen
Professional Development & Education Coordinator



PD program

2025	Mode	Format	Organiser	Topic	Presenters
July	Virtual	Discussion	VIC	Standing ergonomics – an investigative study of female apparel workers	Puji Silva
Aug	Virtual	Roundtable	DesignSIG	Emerging topics	Andrew Petersen
	F2F/Virtual	Presentation	WA	From possibility to purpose: inspiring inclusive employment journeys	Prof. Sonya Girdler and Dr Elinda Lee
	F2F	Presentation	QLD	Knowledge Through Networking and Sharing (KTNS) QLD 2025	Various
Sept	F2F/Recorded	Presentation	VIC	How human factors intersects with urban accessibility, sensory design, and built-in risk	Dean Homicki
Oct	Virtual	Roundtable	OfficeSIG	Past, present and future	Mark Hennessy
	Virtual	Presentation	TransportSIG	Trust in automation, attentional capacity, and situation awareness in the age of vehicle automation	Alexia Bierlaire
Nov	Virtual	Workshop	HSISIG	Social, Organisational and Cultural Factors in Embedding HSI Practices	Members
	F2F	Conference	OzCHI	National Conference	Members, CHI Community
Dec	F2F	Conference	HFESA	National Conference	Members
2026	**Mode**	**Format**	**Organiser**	**Topic**	**Presenters**
Feb	Virtual	Presentation	HFESA	2025 Ron Cumming Memorial Lecture and 2025 Ken Provins Award	Prof. Jodi Oakman and Amanda Dominello
	Virtual	Presentation	HFESA QLD	Let's talk about AI and safety	Prof. Paul Salmon, Dr Lin Tan and Dr Ben Hutchinson
	Virtual	Meeting	HSISIG	Strategy meeting	Members
March	Virtual	Presentation	TransportSIG	Brains, plains and trains: 15 years of designing safety-critical user interfaces	Ronan McInerney
April	F2F/Virtual	Presentations	VIC	Student presentations	Kieren O'Reilly and Nathan Farrow
		Workshop	HSISIG	Workshop at Systems Engineering Test & Evaluation (SETE2026) conference to sandpit challenges from the perspective of the systems engineering audience	Members
May	F2F	Site visit	WA	SIEPS, SIMS and Safety II: approaches to robotic assisted surgeries	Dr Thy Do, Dr Madeline Wu
	F2F	Social	VIC	Catch up with the Board	Members
	Virtual	Presentation	TransportSIG	Transport HF Career Stories – the Pioneers	Sue Milner and Airdrie Long

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
	Anjum Naweed
Ethics	Barbara McPhee
	Claire Folland
Governance	Barbara McPhee
	Claire Folland
IEA Liaison	Stephen Hehir (co-opted).

Progress

In 2025-26, progress was made to consolidate the work of the previous year in the following areas:

Certification

A new application process has been developed and is being used for assessment of CHFEP applicants. It appears to be working well.

Three tiers of certification are now offed.

- STUDENT – sHFEP - applicant undergoing tertiary training; access to a mentor who is an experienced CHFEP.
- ASSOCIATE – aHFEP - post-graduation / early career development; access to mentoring (away from their employer) in chosen domain/s, to guide them through full application process in steps.
- CERTIFIED - CHFEP – full application; process support from “buddy” CHFEP.

It is proposed that mentoring and assessment activities will have allocated MOC credits for current CHFEPs to encourage participation and support the development of newer practitioners entering the field.

Development of the PABA webpage on the HFESA website and related communication channels for prospective applicants is progressing well. Any issues are being addressed as they arise.

The new certification arrangements were explained in a workshop at the HFESA Conference in Launceston in early December, 2025 which was well-attended.

Maintenance of Certification

There were 36 CHFEPs due for MoC reviews in 2025-2026 and three randomly selected for auditing. Several decided not to renew.

MoC documents are available on SharePoint for authorised users.

The system appears to be functioning satisfactorily.

A full review of the MoC process and alignment with the new certification process is planned for 2026-2027.

Mentoring

All 10 places in the introductory mentoring training program delivered by Art of Mentoring were filled. The program was successful in confirming current mentoring practices and providing guidance to new mentors.

The role of mentors and their contribution to the professional development of early- and mid-career HFE professionals will be reviewed as part of the MoC review in FY 2026-27.

The PABA is considering introducing an Emeritus HFEP membership category to recognise professionals who have made significant contributions through mentoring and other activities. The category would support mentor recognition and help retain experienced practitioners approaching retirement.

A Mentoring Agreement has been developed and will form part of the documentation for a formal mentoring program.

Charter and Rules

The PABA has requested professional assistance in developing governance documentation (Charter and Rules) in line with the HFESA Constitution and Administration Manual. This will start in November 2026.

The PABA is preparing its case for re-accreditation with the IEA in early 2027. Stephen Hehir has been seconded to help with this.

Code of Ethics / Professional Conduct

A draft Code of Professional Conduct has been prepared and shall be reviewed in early 2027. It will form part of the Charter and Rules and will be available on the PABA webpage.

Barbara McPhee
PABA Chair





Financial Statements 2026

Financial Statements

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
ABN 45 375 161 852
For the year ended 30 June 2026

Prepared by Callaghans Pty Ltd

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Trading Statement

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
For the year ended 30 June 2026

	NOTES	2026	2025
Trading Income			
Sales			
Sales - Memberships		5,531	47,821
Affiliate membership		13,612	5,993
CHFEP/CPE Applications		2,182	-
Conference - HFESA		-	12,213
corporate membership		535	-
CPE member		35,109	24,444
CPE/Fellow member		1,887	1,518
Full membership		59,959	37,233
HFESA Conference 24		-	106,852
HFESA Conference 25		135,909	-
Interest Income		12,589	14,064
OZCHI Conference 24		(731)	88,107
OZCHI Conference 25		112,928	-
Postgraduate student		186	-
Professional Development Income		6,182	2,754
Publications & Advertising		738	753
Retired member		701	540
Total Sales		**387,317**	**342,291**
Gross Profit		387,317	342,291

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Income and Expenditure Statement

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
For the year ended 30 June 2026

	NOTES	2026	2025
Income			
Trading Profit		387,317	342,291
Total Income		**387,317**	**342,291**
Total Income		**387,317**	**342,291**
Expenses			
Accountancy		5,800	3,800
Audit Fees		4,690	-
Bad Debts		-	14,500
Bank Fees		710	1,048
Board Expenses		-	10,254
Board meetings		8,080	-
Board travel & accommodation		9,255	6,617
Branch (State) expenses		5,741	777
Branch/SIG Expenses		-	510
Conferences - HFESA		-	533
Consultants		-	33,955
CRM		3,135	-
Design		780	-
Domain/s		1,330	651
Functionality & IT Support		11,678	3,195
Governance		7,560	-
HFESA Conference expenses 24		-	127,584
HFESA Conference expenses 25		138,858	-
IEA delegate		-	2,158
IEA fees		3,206	3,460
Insurance		4,863	5,025
Interest Expense		-	27
Legal expenses		45	-
Meeting Expenses - National PD		-	269
merchant fees		39	321
Office Expenses		1,284	4,959
Other Consultant/s		5,507	-
Other Expenses		1,891	139
Other Website Costs		240	-
OZCHI Conference expenses 24		-	68,733
OZCHI Conference expenses 25		76,317	-
PABA		-	3,885
Postage & Courier		791	524
Professional Conference Organiser		35,368	-
Promotions, Media and Advertising		340	41

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

	NOTES	2026	2025
Rent & Storage		2,966	2,928
Secretariat		63,140	58,560
SIG expenses		-	180
Software (office expenses)		1,572	5,601
Software & Programs		3,168	826
Sponsorship		909	1,000
Subscriptions		-	2,212
Telephone & Internet		575	534
Wages and Salaries		-	(464)
Website		528	5,750
Total Expenses		**400,365**	**370,091**
Current Year Surplus / (Deficit) Before Income Tax Adjustments		**(13,048)**	**(27,800)**
Net Profit / (Loss) After Tax		**(13,048)**	**(27,800)**
Net Current Year Surplus (Loss) After Income Tax		**(13,048)**	**(27,800)**

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Appropriation Statement

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED

For the year ended 30 June 2026

	NOTES	2026	2025
Retained Earnings after Appropriation			
Retained Earnings at Start of Year		367,497	395,297
Profit/(Loss) Before Taxation		(13,048)	(27,800)
Retained Earnings After Appropriation		354,449	367,497

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Balance Sheet

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
As at 30 June 2026

	NOTES	30 JUNE 2026	30 JUNE 2025
Assets			
Current Assets			
Bank Accounts			
HFESA Capital		31,376	116,138
HFESA Cash Maximiser		174	174
HFESA Working account		2,516	432
HFESA Deposit		1,000	1,000
Total Bank Accounts		**35,066**	**117,744**
Term Deposit 1		71,687	68,665
Term Deposit 2		71,687	68,665
Term Deposit 3		200,000	200,000
Visa 0515		(671)	2,682
Prepaid HFESA conference costs		39,289	20,816
Prepaid OZCHI conference costs		4,145	845
Accounts Receivable		600	6,000
Total Current Assets		**421,804**	**485,419**
Total Assets		**421,804**	**485,419**
Liabilities			
Current Liabilities			
GST		3,879	6,962
Conference registration income in Advance		25,047	45,225
Membership fees received in Advance		38,429	65,735
Total Current Liabilities		**67,354**	**117,922**
Total Liabilities		**67,354**	**117,922**
Net Assets		**354,449**	**367,497**
Equity			
Retained Earnings			
Retained Earnings		367,497	395,297
Current Year Earnings		(13,048)	(27,800)
Total Retained Earnings		**354,449**	**367,497**
Total Equity		**354,449**	**367,497**

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

Notes to the Financial Statements

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
For the year ended 30 June 2026

1. Statement of Significant Accounting Policies

The directors have determined that the company is not a reporting entity and accordingly, this financial report is a special purpose report prepared for the sole purpose of distributing a financial report to members and must not be used for any other purpose. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members.

The financial report has been prepared on an accrual basis and under the historical cost convention, except for certain assets, which, as noted, have been written down to fair value as a result of impairment. Unless otherwise stated, the accounting policies adopted are consistent with those of the prior year.

The accounting policies that have been adopted in the preparation of the statements are as follows:

Property, Plant and Equipment

Property, plant and equipment is initially recorded at the cost of acquisition or fair value less, if applicable, any accumulated depreciation and impairment losses. Plant and equipment that has been contributed at no cost, or for nominal cost, is valued and recognised at the fair value of the asset at the date it is acquired. The plant and equipment is reviewed annually by directors to ensure that the carrying amount is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the utilisation of the assets and the subsequent disposal. The expected net cash flows have been discounted to their present values in estimating recoverable amounts.

Freehold land and buildings are measured at their fair value, based on periodic, but at least triennial, valuations by independent external valuers, less subsequent depreciation for buildings.

Increases in the carrying amount of land and buildings arising on revaluation are credited in equity to a revaluation surplus. Decreases against previous increases of the same asset are charged against fair value reserves in equity. All other decreases are charged to profit or loss.

Any accumulated depreciation at the date of revaluation is offset against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Intangibles

Goodwill is recognised as the excess of the purchase price for a business acquired over the fair value of the net assets at the date of acquisition. Goodwill is assessed for impairment annually and is carried at cost less accumulated impairment losses.

Trade and Other Receivables

Trade receivables and other receivables, including distributions receivable, are recognised at the nominal transaction value without taking into account the time value of money. If required a provision for doubtful debt has been created.

Financial Assets

Investments held are originally recognised at cost, which includes transaction costs. They are subsequently measured at fair value which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the company that remain unpaid at 30 June 2026. Trade payables are recognised at their transaction price. They are subject to normal credit terms and do not bear interest.

Provisions

Provisions are recognised when the entity has a legal or constructive obligation resulting from past events, for which it is probable that there will be an outflow of economic benefits and that outflow can be reliably measured. Provisions are measured using the best estimate available of the amounts required to settle the obligation at the end of the reporting period.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held on call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

Revenue Recognition

Revenue from the sale of goods is recognised upon the delivery of goods to customers.
Revenue from the rendering of services is recognised upon the delivery of the services to customers.
Revenue from commissions is recognised upon delivery of services to customers.
Revenue from interest is recognised using the effective interest rate method.
Revenue from dividends is recognised when the entity has a right to receive the dividend.

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

Goods and Services Tax

Transactions are recognised net of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

Leases

Finance leases are leases of fixed assets where substantially all of the risks and benefits incidental to the ownership of the asset are transferred to the entity, but the legal ownership is not transferred to the entity.

Finance leases are capitalised by recording an asset and a corresponding liability at the lower of the amounts equal to the fair value of the leased asset, or the minimum lease payments measured at present value including any residual values.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Operating lease payments are charged to the income statement on a straight-line basis over the term of the lease.

Lease incentives are deferred and amortised over the period of the lease.

Profits and losses on sale and leaseback transactions are recognised in the reporting period in which they occur.

	2026	2025
2. Receivables		
Current		
Accounts Receivable	600	6,000
Total Current	**600**	**6,000**
Total Receivables	**600**	**6,000**

These notes should be read in conjunction with the attached compilation report.

Statement of Cash Flows - Direct Method

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
For the year ended 30 June 2026

	2026	2025
Operating Activities		
Receipts from customers	6,084	58,671
Payments to suppliers and employees	-	464
Finance costs	(710)	(1,075)
GST	21	3,669
Cash receipts from other operating activities	419,357	337,433
Cash payments from other operating activities	(435,483)	(405,684)
Net Cash Flows from Operating Activities	**(10,731)**	**(6,521)**
Investing Activities		
Other cash items from investing activities	58,215	(42,917)
Net Cash Flows from Investing Activities	**58,215**	**(42,917)**
Financing Activities		
Other cash items from financing activities	(47,484)	49,437
Net Cash Flows from Financing Activities	**(47,484)**	**49,437**
Net Cash Flows	-	-
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	-	-
Cash and cash equivalents at end of period	-	-

Directors Declaration

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
For the year ended 30 June 2026

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, present fairly the company's financial position as at 30 June 2026 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director: Kath Jones_____

Director: Louise Whitby _____

Sign date:

Compilation Report

THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED
For the year ended 30 June 2026

Compilation report to THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED

We have compiled the accompanying special purpose financial statements of THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED, which comprise the balance sheet as at 30 June 2026, the income statement, the statement of cash flows, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1.

The Responsibility of the Directors

The directors of THE HUMAN FACTORS AND ERGONOMICS SOCIETY OF AUSTRALIA LIMITED are 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 their needs and for the purpose that financial statements were prepared.

Our Responsibility

On the basis of information provided by the directors 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*.

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 directors who are responsible for the reliability, accuracy and completeness of the information used to compile them. We do not accept responsibility for the contents of the special purpose financial statements.

_____

Callaghans

1st Floor, Unit 7,7 Beissel Street, Belconnen ACT

Dated: 4 November 2026

GET IN TOUCH

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