



Australian Institute of Environmental Health

National Local Government Environmental Health Workforce Summit

*The changing landscape of the environmental health workforce in local government:
turning threats into opportunities*

2 - 3 July 2007, Brisbane



PROGRAM

DAY 1

8.15 am	Registration and arrival coffee	
8.45 am	Opening and welcome to participants	Cr Catherine Bermingham (Brisbane City Council)
		Ms Margaret Allison (Divisional Manager, Customer and Community Service, Brisbane City Council)
	Introduction of facilitator	Mr Jim Smith (National President, AIEH)
9.00 am	Why are we here?	Mr George Negus (Facilitator)
	Rules of engagement	Mr George Negus (Facilitator)
	What do we know already (summation of summit pre-readings)	Dr Melissa Stoneham (Consultant)

Morning 1 – Changing nature of tasks for local government EHOs

9.45 am	Keynote - setting the scene	
	The future challenges facing environmental health and implications for practitioners	Dr Kevin Buckett (Director Public Health, South Australian Department of Health)
	Legislation development and regulatory responses of government to environmental risks	Dr Chris Reynolds (National Centre for Public Health Law)
10.45 am	Morning Tea	
11.00 am	Recruitment and retention: two different issues	Ms Lyn Russell , Local Government Managers Association and CEO City of Thuringowa

11.45 am **Facilitated discussion on the changing nature of tasks with Summit participants**

Panel: Professor Ian Lowe, Ms Kathy Kelly (LGAQ), Dr Chris Reynolds, Dr Kevin Bucket, Ms Lyn Russell

12.45 am **Luncheon**

Afternoon 1 – Changing nature of EH workforce in local government

1.30 pm **Keynote Address – Changes in public sector and local government workforces and current approaches to workforce management**

Ms Lise Windsor (Principal Policy Officer SA Department of Further Education, Employment, Science and Technology and Australian Institute for Social Research, The University of Adelaide)

2.00 pm **Responses to changing nature of workforce:**

- **education providers**
- **peak body**
- **examples of current models for accreditation**

Dr Thomas Tenkate (Queensland University of Technology)
Mr Jim Smith, (National President, AIEH)
Associate Professor Nancy Cromar (Flinders University)
Dr Richard Lugg (Chair, Western Australian Environmental Health Officers Professional Review Board)

2.30 pm **Facilitated discussion with Summit participants including local councils with cadetship initiatives**

Panel: Ms Lise Windsor, Dr Thomas Tenkate, Mr Jim Smith, Associate Professor Nancy Cromar, Dr Richard Lugg, Council representatives with cadetships

3.15 pm **Afternoon Tea**

3.30 pm Open session – discussion and summary of progress

Mr George Negus (Facilitator)

4.30 pm Close

PROGRAM

DAY 2

Morning 2 – Resolving Workforce shortage

8.30 am	Recap on Day 1 and introduction to Day 2	Mr George Negus (Facilitator)
8.45 am	Keynote Address – Employers, workforce and legal risks	Mr Michael Essery (Team Leader, Queensland Department of Local Government, Planning, Sport and Recreation)
9.15 am	Symposium on successful workforce strategies	Mr Greg Sullivan (Manager, Licensing & Compliance, Brisbane City Council) Mr John Coombe (CEO, Alexandrina Council, SA)
	Risk based activity levels in Environmental Health practice	Mr Jeff McNamara (Central Coast Council, Tasmania) Squadron Leader David Taplin (Australian Defence Force)

10.15 am **Morning Tea**

10.30 am	Case study: The Wall Report	Ms Jan Bowman (Chair, enHealth)
	Case study: The overseas experience using Environmental Health Technicians and Environmental Health Officers	Associate Professor Nancy Cromar (Flinders University)
11.30 am	Case study: Making EH sexy to prospective students as future employees	Dr Kirstin Ross (Flinders University)
12.00 pm	Facilitated discussion on how to make local government environmental health more attractive and visible	Mr George Negus (Facilitator)

1.00 pm **Luncheon**

Afternoon 2 - Turning talk into action

1.45 pm	Facilitated discussion: development of strategies and timelines	Mr George Negus (Facilitator)
3.15 pm	Afternoon Tea	
3.30 pm	Determining KPIs of success; delegating duties and personnel	Mr George Negus (Facilitator)
4.15 pm	Close of Summit: next steps	Mr Jim Smith (National President, AIEH)

Presenter Biographies

Ms Margaret Allison (Divisional Manager, Customer and Community Service, Brisbane City Council)

Ms Margaret Allison is the Divisional Manager of Customer and Community Services in the Brisbane City Council. Margaret's previous role was as Director-General of the Department of Ageing, Disability and Home Care in NSW. Margaret has degrees in social work and public administration. She has almost 27 years experience in the public sector, primarily in the community services field. Other roles undertaken by Margaret have included managing policies and services as diverse as child protection, disability, juvenile justice, legal aid, domestic violence and child care.

Councillor Catherine Bermingham (Brisbane City Council)

Councillor Catherine Bermingham has been the Councillor for the East Brisbane Ward for the past 10 years. Currently, Catherine is also a member of the Establishment and Coordination Committee and the Chairperson of the Community Services Committee. Catherine is also the Chairperson of the Sport, Activity and Health Advisory Board and Homeless Connect Committee.

Ms Jan Bowman (Chair, enHealth)

Ms Jan Bowman BSc (Monash University 1977); M.App.Sci (Applied Toxicology) RMIT 1992. Jan is the Assistant Director, Environmental Health in the Victorian Department of Human Services. She has made substantial contributions to the fields health risk management and population health activities including regulation and the provision of statutory and policy functions, risk assessment and research, emergency and incident response and raising community and stakeholder awareness and knowledge across a range of areas including water policy and water regulation, legionella, environmental sustainability and climate change, air quality, soil contamination and radiation safety.

She has also been involved with the development and implementation of State and National strategies to increase awareness of and facilitate adoption of measures to protect health and prevent illness.

Dr Kevin Buckett (Director Public Health, South Australian Department of Health)

Dr Kevin Buckett is Director of Public Health of the South Australian Department of Health. Dr Buckett is the presiding member of the Public & Environmental Health Council. He holds an Adjunct Associate Professorship in the School of Medicine at Flinders University of South Australia. He has had a long involvement in Public and Environmental health and has worked in both State and Federal governments. Before coming to South Australia in 2001 Dr Buckett was Director of Environmental Health with the Australian Department of Health and Ageing in Canberra where he was responsible for the development and publication of Australia's first National environmental health strategy in 1999.

Mr John Coombe (CEO, Alexandrina Council, South Australia)

Mr John Coombe has been a CEO in major Regional Councils in South Australia for the last 25 years. John has seen and been part of many changes both from a structural point of view and operationally. He believes the future of local government rests in local government being prepared to challenge itself to do things better and being more responsive to community needs. John has a particular passion in health matters from being the chairman of a local hospital board to chairing a regional health board to representing local government's interests on the Public and Environmental Health Council over many years. John also has strong views on the environmental health profession and the need for it to be more involved in the strategic directions of local government rather than sitting back and being dictated to by others. The profession needs to market itself more as a desirable and respected career option.

Associate Professor Nancy Cromar (Flinders University)

Associate Professor Nancy Cromar has a Bachelor of Science (Honours) degree and a PhD from Napier University in Edinburgh. Dr Cromar is currently Postgraduate Academic Coordinator in the Dept of Environmental Health at Flinders University. She is the senior editor of the Oxford University Press text 'Environmental Health in Australia and New Zealand' and has been Convenor of the National Short Courses in Environmental Health since 1996 and an 'expert member' of the Public & Environmental Health Council of SA since 1995. She is a member of the AIEH Board of Directors and chairs the Advisory Board for the AIEH journal Environmental Health. Dr Cromar recently received the AIEH (SA) award for 'Outstanding Individual Environmental Health Professional of the Year'

Mr Michael Essery (Team Leader, Queensland Department of Local Government, Planning, Sport and Recreation)

Mr Mike Essery graduated with a Bachelor of Applied Science (Environmental Health) from Swinburne University of Technology in 1991, working as an Environmental Health Officer (EHO) in 1992 for the Western District Health Group (Wannon, Glenelg, Kowree and Mt Rouse Councils - Victoria). Mike moved to Rockhampton, Queensland, in 1995 to work as an EHO, and later as the Manager – Environmental Services, for the Fitzroy Shire Council. He graduated with a Bachelor of Laws from Queensland University of Technology (QUT) in 2004. After completing a Graduate Diploma of Legal Practice (QUT) he worked as a Solicitor for King & Company Solicitors from 2005. In April this year he began work at the Department of Local Government, Planning, Sport and Recreation as Team Leader – Plumbing Standards.

Ms Kathy Kelly (Local Government Association Queensland)

Ms Kathy Kelly has previously worked as a Business & Commerce Teacher, Training Consultant and Managing Director within the UK, Associate Director (TAFE) and Local Government within Queensland, for a total of 30 years. Kathy has established partnerships with numerous universities and private and public organisations for the design and delivery of accredited courses in Health, Governance, Management, Administration and now Local Government. In 2002 Kathy acquired an Australian Flexible Learning Leader (FLL) Award to undertake international research in to online learning and assessments. This has resulted in the developments of various programs and assessment tools for LG employees and international networks. In 2005 she acquired a Winston Churchill Fellowship Award which enabled her to extend her research in to training and development of existing workers – in response to workforce ageing and skills and labour shortages. She is currently undertaking a Ph.D with QUT – “retaining older workers”.

Kathy's expertise in accredited training is demonstrated by LGAQ achieving registration for 6 formal qualifications, articulation arrangements with universities and national recognition for the Statutory Planning course. Kathy is an active member of the State Government Women in Local Government Strategy Group (Office of Women), Leadership Group for the Public Sector Management Program and member of the QUT Faculty of Education Committee. She believes in creating employment opportunities for all employees; and promoting access to formal recognition for unqualified workers. "**our future = our staff**, our greatest asset in ANY business.

Professor Ian Lowe (Griffith University)

Professor Ian Lowe AO FTSE FQA is emeritus professor of science, technology and society at Griffith University. He directed the Commission for the Future in 1988 and chaired the advisory council that produced the first national report on the state of the environment in 1996. In 2000 he received the Queensland Premier's Millennium Award for Excellence in Science and the Prime Minister's Environmental Award for Outstanding Individual Achievement. He wrote a weekly column for New Scientist for 13 years and received the 2002 Eureka Prize for promotion of science and technology. He is President of the Australian Conservation Foundation and has refereed several global reports on major environmental issues.

Dr Richard Lugg (Chair, Western Australian Environmental Health Officers Professional Review Board)

Dr Richard Lugg is a public health physician whose career has been spent in public and environmental health in Western Australia's Department of Health, including a stint as Executive Director, Public Health (the chief statutory office holder in the administration of public health in that State). He has had a long involvement in environmental health education, having been a lecturer and examiner in environmental health prior to the emergence of the degree course in Western Australia. He has been a member of the Western Australian Environmental Health Officers Professional Review Board over many years, including two terms as Chairman. His present appointment to the Board dates from 2000. Dr Lugg is an Honorary Fellow of the AIEH. He is going to talk to us this afternoon on the topic of 'Environmental Health in Western Australia: Education, Accreditation and the Maintenance of Standards.'

Mr Jeff McNamara (Central Coast Council, Tasmania)

Mr Jeff McNamara moved to Tasmania from suburban Sydney over 23 years ago. He has academic qualifications in environmental health, building surveying, technology management, human resources, business administration and corporate governance. He is part of his Council's senior management team, and has functional responsibilities for the areas of building & plumbing control, environmental & public health, environment protection, and land-use planning.

Dr Chris Reynolds (National Centre for Public Health Law)

Dr Chris Reynolds is a lawyer, with postgraduate qualifications in public health and a PhD from the Department of Community Medicine at Adelaide University. He has practised in the field of public health law both as an advisor to government in law reform and also as an academic. He is the author of 2 books and many articles on public health law. He currently teaches environmental law and constitutional law at the Flinders University School of Law and public health law at the University of Adelaide. Between 2002 – 2005 he was a Director of Research at the National Centre for Public Health Law at Melbourne's Latrobe University.

Dr Kirstin Ross (Flinders University)

Dr Kirstin Ross teaches Introduction to environmental health, Air, soil and noise pollution and Environmental chemistry to first and second year undergraduates in the Department of Environmental Health at Flinders University. Her research is into the effects of pollutants on a number of different levels of ecological organization, including cells, individuals and populations. She is a Branch Councilor with the SA Branch of the AIEH, and is involved in promotion of environmental health as a career choice.

Ms Lyn Russell (Local Government Managers Association and CEO City of Thuringowa)

Ms Lyn Russell is human resources professional and executive with 32 years professional experience involving work in the private sector, all tiers of government and management consulting. Her particular skills lie in the areas of workplace reform, human resources strategy, leadership development and the management of change. Lyn was awarded the titles of Telstra Queensland and Australian Business Woman of the Year in 1996, and LGMA (Queensland) Manager of the Year in 2001. She is an experienced public speaker, facilitator and change agent. Lyn is currently Deputy President of LGMA (Queensland); and is involved in many public and private sector boards.

Lyn has completed postgraduate studies in the Masters of Business in Public Management and has recently commenced PhD studies in the area of reform of local government. Lyn was awarded the Public Service Medal in the Queen's Birthday Honours in 2006. Lyn accepted her current role as Chief Executive Officer of Thuringowa City Council in November 1998. She has undertaken study tours of local government reforms in the United Kingdom in 2001 and 2007 and in Canada in 2005. She is a great fan of Stephen Covey and his philosophy of "living, loving, learning and leaving a legacy".

Mr Jim Smith (National President, Australian Institute of Environmental Health)

Mr Jim Smith has been an active member of the Institute for many years and in March became the National President. In addition he chairs the Board's Environmental Health Course Advisory Committee, facilitates the Educators' Forum, and is the Editor of Environmental Health. In the past he has been President of the Victorian Branch (1998-2002), a Board Director (1999 – 2003) and National Vice President (2000 – 2003) and was elevated to Life Fellow of the Institute in 2002 for his services to the Institute.

Jim is a Director of the Infocus Management Group Pty Ltd and has been providing public health management services for over eighteen years to government, industry and the community sectors. Jim's background includes nursing, environmental health, management, university teaching and research, and business management. His professional interests are in local public health strategic planning and facilitation, policy development, and food safety management. His research interests are in intergovernmental relations in public health, the history and development of the local government public health role, and food safety policy and its implementation. With Vivian Lin and Sally Fawkes, he is co-author of the recently released Public Health Practice in Australia: the organised effort by Allen & Unwin.

Dr Melissa Stoneham (Consultant)

Dr Melissa started her career as an Environmental Health Officer working with Local Government. Further studies directed her in the field of occupational health, and then into health promotion where she worked as a senior health promotion officer with Queensland Health. Melissa then accepted a position as a public health lecturer with the Queensland University of Technology where she taught into the environmental health and public health courses for 7 years. During this time Melissa was President of the Queensland Branch of the AIEH.

More recently, Melissa spent 2 years working with an international aid agency in New Caledonia, where the majority of her work was trying to reduce harm associated with substance abuse in young people. Currently Melissa heads her own public health and local government consultancy business, Stoneham and Associates, which is based in Perth.

Mr Greg Sullivan (Manager, Licensing & Compliance, Brisbane City Council)

Mr Greg Sullivan is the Manager of the Licensing and Compliance Branch within the Brisbane City Council. The Licensing and Compliance Branch provides regulatory services in the fields of environmental health, pollution, development compliance, building regulation, advertising signs and footways. Prior to commencing with Brisbane City Council, Greg was the Manager of the Compliance Coordination Unit of the Department of Natural Resources and Mines (NRM). The NRM Compliance Unit was responsible for coordinating NRM's regulatory compliance response across the areas of land, water, vegetation, pest management, mines safety and cultural heritage. Greg was the key instructing officer for the significant upgrade of the enforcement provisions in the Vegetation Management Act. Whilst at NRM Greg coordinated and supervised more than 1000 investigations resulting in over 70 prosecutions under a range of legislation.

Greg has worked as a Principal Investigator with the Environmental Protection Agency (EPA) and served as a police officer with Queensland Police Service for over six years, including a period as a police prosecutor. Greg holds a Bachelor of Laws and Master of Laws from the Queensland University of Technology. Greg's Masters of Law included a special focus on advanced criminal law and evidence. Greg has completed the Bar Practice Course and is currently completing a Masters of Public Administration through Griffith University.

Squadron Leader David Taplin (Australian Defence Force)

SQNLDR David Taplin qualified as a civilian Environmental Health and Building Surveyor and worked in New South Wales local government prior to joining the Australian Defence Force (ADF) in 1997 as an Environmental Health Officer. His first posting as a Royal Australian Air Force (RAAF) EHO was to provide environmental health and occupational hygiene support to RAAF Base Edinburgh. This was followed by similar postings to RAAF Base Williams and Amberley. SQNLDR Taplin has also been posted to Air Force Safety, established as an outcome of the F111 reseal/deseal Board of Inquiry (BOI), providing specialist occupational hygiene support.

SQNLDR Taplin has been operationally deployed to:

- East Timor, during INTERFET and the United Nations Transitional Administration to East Timor (UNTAET). SQNLDR Taplin was responsible for the provision of environmental health and occupational hygiene support to the peace-keeping force at Australian Military Hospital, Dili.
- Iraq, as the EHO with the RAAF Air Traffic Control Detachment, Baghdad International Airport.
- Sumatra, as part of Australia's response to the Boxing Day Tsunami. SQNLDR Taplin was the Squadron Medical Element EHO providing environmental health support in Sumatra, Indonesia.
- Beirut, during ADF support to the evacuation of Australian and Approved Foreign Nationals from Lebanon during the Israel/Lebanon conflict.

SQNLDR Taplin is currently posted to Headquarters Health Services Wing, RAAF Base Amberley, as an Operational Health Planner and is the Specialist Advisor – Air Force Environmental Health.

Dr Thomas Tenkate (Queensland University of Technology)

Dr Thomas Tenkate lecturers in environmental health and is subject area coordinator – environmental health at the School of Public Health, Queensland University of Technology. He holds the following qualifications: BAppSc in environmental health, MAppSc (Research), DrPH in environmental health, GradCertMgt, GradCertEd. He has worked in the environmental health field since 1990, predominantly for Queensland Health (10 years). This work experience included a wide variety of investigatory, management, policy and advisory roles in environmental health as well as the management of a large number of local, state and national projects in the areas of environmental health and food safety. He is also actively involved with a number of professional organisations, particularly the Australian Institute of Environmental Health, for which he holds a number of elected and committee positions at a state and national level. His teaching areas at QUT cover a wide variety of environmental health subjects and he has overseen the development of a new Graduate Diploma in Environmental Health. His general areas of interest are: environmental and occupational health and hygiene, health risk assessment, communicable diseases, environmental epidemiology, food safety, and disaster management. His main research interest is in human exposure and health risks from ultraviolet radiation.

Ms Lise Windsor (Principal Policy Officer SA Department of Further Education, Employment, Science and Technology and Australian Institute for Social Research, The University of Adelaide)

Ms Lise Windsor is a principal policy officer with the South Australian Department of Further Education, Employment, Science and Technology. She has worked in the South Australian public service for over 20 years in the areas of vocational education and training, labour market analysis, employment policy and workforce development. She has extensive experience in providing policy advice to senior executive within the State Government, and is responsible for briefing the Minister for Employment on current and prospective trends in the labour market.

Lise is currently outposted at the University of Adelaide as a member of the project team working on the Australian Research Council (ARC) Linkage Project Demographic change, ageing and the workforce: An integrated model to inform workforce development and planning in Australia. The project involves a partnership between the three public Universities in South Australia and the State Government. Her DFEEST role involves implementing the State's Workforce Development Strategy, which aims to foster a culture of workforce planning and development within the public and private sectors.

Facilitator – Mr George Negus

Mr George Negus is one of Australia's most respected journalists and interviewers and one of Australian television's most enduring personalities. His political and social perspectives have been developed over more than thirty years in print, radio and television.

In 2005, George joined SBS as the new presenter of their flagship international current affairs program, *Dateline*. Prior to this, he presented *George Negus Tonight* on ABC television, which took an intimate look at ordinary people doing extraordinary things and provided insight into their unique spin on Australian life.

George's unique list of interviewees and profiles over the years, national and international, is eclectic. It spans politics, the arts and sport, and includes Bob Dylan, Steven Spielberg, Australian band INXS, Jane Fonda and his infamous interview with Margaret Thatcher. In his incisive tracking of both the Middle East and Northern Ireland conflicts, he spoke to world leaders and international peace-brokers.

He has interviewed many of Australia's Prime Ministers and a myriad of antipodean icons including Cathy Freeman and Paul Hogan, plus many not-so-famous Australians from suburbs and rural areas.

In 2001, George facilitated ABC TV's live-to-air travelling "issues program" *Australia Talks* which successfully canvassed public opinion prior to Australia's 2001 national election. In 2002 he released the 7th edition of his Harper Collins best-seller *The World From Italy – football, food and politics*. Reviewed by James Murray of the *Weekend Australian* as a "rather extraordinary book – fascinating", Murray went on to say "the value" of the book "is in initiating a debate and discovering that although we share a common humanity, we are very different creatures socially." Stirring the possum, as George would say, gets people talking about a lot of important things.

A university graduate and trained teacher, George spent several years in national newspapers before moving into both commercial and public broadcasting. A founding reporter on Channel Nine's *60 Minutes*, George was also at the helm of ABC TV's hugely successful *Foreign Correspondent*, *The Today Show* and *This Day Tonight*.

George's years of public and international observation and interviewing allows him to contribute significantly to both everyday and big picture issues affecting management and businesses both nationally and internationally.

Well known for his flair and versatility in handling both serious and comic issues, George is a much sought after speaker and facilitator. His warmly-delivered and incisive insights into Australian political and social affairs together with his unique international perspective make him one of Australia's most informed speakers.



