



The Vision

Background

SkillWise Risk Management was conceived in 2011 to build upon and concentrate the expertise of four Principal level consultants in the Corporate Health Industry in Australasia – with a combined focus on productivity management.

Glenn Bromfield: Principal - Risk Systems

David Roberts: Principal - Functional Systems

Catherine Hughes (Dr.): Principal - Career Services

Roger Edmunds: Principal - Rehabilitation

Their individual expertise grew from distinguished careers in education, management and physiotherapy; which in the last two decades has focused on workplace injury management, prevention systems and capacity development.

Glenn and Roger's prevention efforts lead to the winning of WorkCover awards for injury prevention in Tasmania; Australasian interest in the results; and an innovation patent on the management process (2003, *nearZERO*).

David founded the WorkHab Company that provides one of the dominant Functional Capacity Evaluation Systems used in industry in the world.

Catherine is a world class researcher and consultant in career development and vocational psychology.

Now, with this combined expertise driving solutions, SkillWise Risk Management specializes in building **Workplace Productivity Management Systems**.

Any business that develops their practice to the point of meeting our system standards will have the maximum ability to foresee, react to and control employee productivity risk factors.



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The control mechanisms operate on an individual worker basis, for identified risk groupings, for occupational classes, and for an entire workforce.

Systems

The first task of SkillWise Risk Management, from 2012 on, was to develop an updated version of the **nearZERO Injury Prevention and Management System** by working collaboratively with David Roberts of WorkMoves to add extra Functional Systems expertise. David has had a patent granted (Dec 2013) for the **WorkMoves Physical Demand and Physical Capacity Assessment System**.

The Future

SkillWise, as our collective reputations would suggest, is already viewing the future and has just completed additional research into defining a more **global risk management system**. **riskLocii** includes **8 Human Performance Dimensions** that control the nexus between major risk locus points and workplace productivity. The patent was granted in July 2013. This system, along with the other two above, will be offered to industry **from the start of 2014**.

The “Bottom Line”

It’s all about having an accurate “big picture” of workforce risk for making good management decisions that firstly prevent injury, and then enable, maximization of human productivity.

The Website

www.skillwise.com.au shows the scope of our work, and our current products and services.

Glenn Bromfield

CEO – SkillWise Risk Management
Principal – Risk Systems





Glenn Bromfield

Principal – Risk Systems

Career Objective

To perform challenging work that assists in building forward focused organisations through increasing the capacity and productivity of their people and systems. A specific focus is the identification and systematic management of risk to employee health, wellbeing and performance.

Professional Roles and Highlights

Over thirty years of professional achievement in industry and education

- **Principal Consultant** to industry - Workers Compensation - Injury Prevention - Rehabilitation and Risk Management (Aust. and NZ 1994 – present)
- **Principal and Education Consultant** - ICT, Aboriginal Education, Enterprise Education , Administration - Public and Private Schools (1986 – present)
- **Patents** : **nearZERO** - Injury Prevention (2003), **riskLOCii** – Productivity Management (2013)
- **Award Winner** - Workplace Standards Tasmania Awards - for clients: Pipers Brook Vineyards (2000) and Australian Paper (2001)
- **Published Author** - Developing Manual Handling Skills (Author 2006), Cooperative Learning Techniques (Contributing Author 1994) – both still in print
- **Producer** - DVD - Developing Manual Handling Skills (2004), Active Learning Programs (2008), Green Island Point (2010), Family Law Pathways (2013)
WEB - www.skillwise.com.au : www.greenislandpoint.net.au : www.tasfamilylawpathways.com.au
- **Project Director** - Green Island Point (eco) Residential Development (2008 -)
- **Elite Coach** - Olympic Weightlifting - Guest Coach at Australian Institute of Sport (1980-1988)
- **Counsellor** - Career Development and Rehabilitation (1982-present)



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Major Presentations

The following is a sample of conferences at which Glenn has been an invited guest speaker.

1990	6 th World Conference on Computers in Education
1991	International Conference on Girls in Science and Technology
1997	National Rehabilitation Conference (ComCare)
2001, 2005	WorkHab Annual Australasian Conferences (FCE focussed)
2011	National Learning Support “Roadshow”

Educational Attainments, Awards and Affiliations

Bachelor of Science	University of Tasmania (Conferred 1979 – Math., ICT, Chem. and Philosophy)
Graduate Diploma of Education	University of Tasmania (Conferred 1980)
Tasmanian Teachers Certificate	Awarded 1980
Oceania Olympic Academy	Graduate 1985 (Olympic weightlifting)
Advanced Skill Teacher	Awarded 1990 (Master Teacher)
Teacher Registration	Re -granted 2004

Professional Member:

Career Development Association of Australia	1992 – 2005, 2011 – present
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Current Learning Agenda:

PhD program (management systems)

Community Involvement:

1983 - Present	Tasdance Friends – current and long term Chairman
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David Roberts

Principal – Functional Systems

Career Objective

To perform challenging work that focuses on the measurement of human function as an essential component of success in workplace interventions; whether they be specifically focused on production, safety, injury prevention, injury management, or more generally toward health and wellness of the workforce.

Professional Roles and Highlights

Over thirty years of professional achievement in industry and physiotherapy

- **Principal Clinician** - over 35 years of clinical physiotherapy work in private practice
- **Business Owner** of two Physiotherapy practices in Bundaberg Qld
- **Senior Member** of the Australian Physiotherapy Association (APA)
- **International experience** in USA - exposed to many clinical challenges not available in Australia and work in the hi tech corporate rehabilitation field
- **Developer** of the WorkHab Functional Capacity Evaluation (FCE) system creating a new system of functional measurement that has become an international standard. Current expert witness.
- **Founder** of the first Australian company to educate and market a home based FCE
- **Director** of WorkHab international and WorkMoves Consultancy
- **Author** of the teaching material for the International WorkHab FCE training courses
- **Teacher, trainer and auditor** - 15 years of teaching FCE methods to professional assessors
- **Patent - Workmoves** Physical Demand (PDA) and Physical Capacity Assessment (PCA) System (2013)
- **Guest Lecturer**, University of Queensland – Functional Assessments and Analysis Lecture and Practical components



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Major Presentations

The following is a sample of the conferences at which David has been an invited guest speaker.

1999	APA conference in Cairns
2004	NZ WorkBridge conference in Wellington
2000 - present	Numerous presentations to insurers and private companies regarding the functional approach to workforce wellness management

Educational Attainments, Awards and Affiliations

Bachelor of Physiotherapy	University of Queensland 1977
Cert IV in Workplace Training	Jobs Australia 2004

Professional Member:

Australian Physiotherapy Association	1977 – present
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Current Learning Agenda:

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Community Involvement

1977 – 2009	Member of Bundaberg Municipal Band
2010 - Present	Member of Sunnybank Brass Band





(Dr.) Catherine Hughes

Principal – Career Services

Career Objective

To utilize my experience, knowledge and expertise in the field of career development and vocational psychology by undertaking challenging work in a diverse range of contexts.

A specific focus for industry is to provide expert vocational and labour market assessment, particularly for complex occupational rehabilitation and as an expert witness as required.

Professional Roles and Highlights

Over twenty five years of professional achievement in industry and education

- **Principal Consultant** to education and industry - Career Counselling - Vocational Testing and Assessment - Rehabilitation Career Redirection - Expert Opinion (medico-legal) (1995 - present).
- **Researcher and Author** – experience in cross-cultural research; 8 major academic publications (1992 - 2011) for: International Journal of Educational and Vocational Guidance; Australian Journal of Career Development; Journal of Vocational Behavior; Australian Career Practitioner.
- **Educator** – design, development, implementation and evaluation of career development services, courses, workshops and seminars for client groups across the lifespan; presentation of professional development workshops and seminars to career development professionals.
- **Award Winner** – RMIT, School of Health Sciences Inaugural Student Publication Prize, 2007; The Australian Careers Service Innovation in School Careers Programs Award 2003; DEET Prize for the Best Project in the Graduating Class of 1991.
- **Reviewer** - Australian Journal of Career Development, the Australian Council of Educational Research.
- **Resource Producer** – professional development and primary user resources to support the www.myfuture.edu.au website; workshop content and resource materials to support career development workshops for clients across the lifespan.



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Recent Presentations

The following is a sample of conferences at which Catherine has been an invited guest presenter.

- 2006 Australian Association of Career Counsellors National Conference, Sydney, Australia.
- 2010 27th International Congress of Applied Psychology, Melbourne, Australia.
- 2010 Career and Transition Education Conference, Auckland, New Zealand.
- 2011 CDAA Careers Conference, Cairns, Australia.

Educational Attainments, Affiliations and Accreditations

Doctor of Philosophy – Vocational Psychology	RMIT University, School of Health Sciences (2012)
Master of Social Science – Career Education	RMIT (1995)
Graduate Diploma in Careers Education	RMIT (1991)
Bachelor of Education	University of Tasmania, 1986

Professional Member:

Career Development Association of Australia

Accreditations

- ACER user qualifications – Level R; PAR Inc user qualifications – Level C (degree plus substantial graduate or post-graduate coursework in test interpretation, psychometrics, measurement theory, educational statistics or closely related area).
- Various vocational assessment instruments that require specialized accreditation, including Personality Dimensions Stage 1; JIIG-Cal; Myers-Briggs Type Indicator Stage 1; Rothwell Miller Interest Blank.

Current Learning Interest - Career development of individuals from diverse groups and contexts, including people in career transition due to injury or disability, and people from diverse cultural backgrounds.

Community Involvement - Rotarian





Roger Edmunds

Principal - Rehabilitation

Career Objective

To deliver Human Services, in an Occupational Rehabilitation context, that consistently demonstrates a clear understanding of best practice case management principles.

To be an active, productive, solution-seeker with the aim of producing positive or desired outcomes for all stakeholders, even, and especially in, the most challenging of situations.

Professional Roles and Highlights

Over thirty five years of professional achievement in industry and education

- **Principal Consultant** to industry - Workers Compensation – (1995 – present)
- **Principal and Education Consultant** - Education, Management, Administration - Public and Private Schools (1986 – present)
- **Business Owner** - providing Rehabilitation Case Management and Education Services.
- **Travelling Scholar** – USA – awarded study tour 1978 to investigate the place of Community and Leisure Education in Schools, and Society, in general.
- **Award Winning Team Member** - Workplace Standards Tasmania Awards - for clients: Pipers Brook Vineyards (2000) and Australian Paper (2001), Category : best health and safety programs
- **Counsellor** - Rehabilitation (1995-present)



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Educational Attainments, Awards and Affiliations

Bachelor of Arts	University of Tasmania (Conferred 1970 – Political Science, Geography, Ancient Civilisations and Australian History.)
Distance Education	1972 Psychology and Philosophy.
Tasmanian Teachers Certificate	Awarded 1973
Master Educational Studies	University of Tasmania (Conferred 1988 - Leadership, Supervision and Management, Programme Design and Delivery.)

Professional Member:

Australian Society of Rehabilitation Counsellors	2008 – present
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Registration:

ComCare Rehabilitation Provider	2008 – 2010, 2012 on
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Current Learning Agenda:

Best Practice in Case Management

Community Involvement

1997 - Present	Playing Masters Cricket for Australia
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