



## 1 minute Biography information about our speakers.



### **Andy Rich, MS, OTR/L, CSPHP**

Andy Rich received his Master of Science in Occupational Therapy at Rush University in Chicago, IL. Upon graduation in 1997, he worked in the more traditional roles as an occupational therapist. In 2004, he entered the world of safe patient handling. He served as a member of on the board of directors for the Association of Safe Patient Handling Professionals. Andy uses his passion & creativity to design safe patient handling products & programs that help both patients & caregivers remain safe. Andy speaks at numerous regional & national conferences on topics ranging from making a business case for a safe patient handling programs to creating & sustaining success in safe patient handling. For 20 plus years, he has worked as a consultant, clinical manager & solution manager for Arjo's MOVE Programs. He leads teams using behavioural based safety, right-just culture, system theory, improvisational comedy & simple strategies to infuse fun & passion into change initiatives creating results both his mother & clients are uber-proud of.



### **Dr. Julie Adsett:**

Dr Julie Adsett is a Physiotherapist and clinician researcher, based at the Royal Brisbane and Women's Hospital. She has a keen interest in models of care which improve patient outcomes through participation in physical activity and exercise training programs. Julie is the recipient of a Metro North Clinician Research Fellowship. Her current research is focused on addressing ward-based and organisational barriers which impact upon inpatient mobility in medical inpatients. Her vision is to create "active hospitals", whereby systems support a safe environment for staff and patients, and a positive physical activity culture, which seeks to reduce functional decline and improve clinical outcomes.



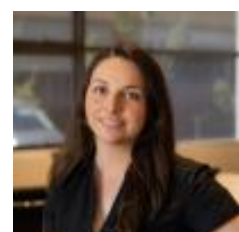
### **Mark Enders**

Brief bio – Mark is a Physiotherapist who has been working in Health and Safety for the Townsville HHS for 17 years where his focus has been the effective management of hazardous manual tasks. Over that time, he has both observed the changing nature of work, the associated risks and has contributed to the ways in which the organisation has evolved its approach to identifying the associated hazards and how they are managed. The challenges faced by health workers continue to morph, as they always have, but Mark feels health services are now better positioned to meet and safely manage the challenge of keeping staff safe.



### **Zoe Moss**

Zoe is a passionate Occupational Therapist and the Patient Handling Coordinator for Metro North Health. With over 20 years of experience, Zoe has worked across both public and private health settings in Australia and England. Her career has spanned a wide range of clinical environments, providing a valuable foundation for her practical and adaptable approach to care. She has a particular interest in improving workplace systems and processes to support more efficient practices, enhance team collaboration and ultimately improve the experience for both staff and patients. Zoe is committed to fostering positive change within healthcare by blending hands-on clinical insight with a thoughtful focus on sustainable service improvement.








### **Chanelle Oliver**

Chanelle Olivier is an Occupational Therapist and Clinical Educator at Enable Lifecare, a leading wholesaler of intelligent and innovative assistive technology solutions across Australia. With a strong clinical background from her work in South African public hospitals and experience supporting NDIS participants in Australia, Chanelle brings valuable frontline insight to her national role. She delivers education and training to healthcare professionals and product consultants, specialising in the assessment and prescription of Assistive Technology—including manual handling, seating, pressure care, and bed mobility. Chanelle is passionate about supporting clinical decision-making, providing practical guidance that enhances outcomes for clients and makes life easier for those involved in their care.






At the upcoming AAMHP 2025 Conference, Chanelle will present "Modernising Sling Selection using AI and a Game-changing App", showcasing how technology can streamline the prescription process and automate clinical justification, saving time for prescribing clinicians.



	<p><b>Jacinta Maurin</b></p> <p>Jacinta Maurin brings to Seating Matters 25+ years' experience in complex seating and postural care. Jacinta has a background in physiotherapy, and she has extensive experience in finding solutions to improve comfort, pressure care and participation. Jacinta is a regular presenter across Asia Pacific, including ATSA expo's and Oceania Seating Symposium, in the areas of 24-hour postural care and complex seating solutions.</p>
	<p><b>Susan Mitchell</b></p> <p>Susan qualified as a Physiotherapist in the UK last century before moving to Australia in 1994 and has been involved in People Handling since her first Manutention Course in 1997.</p> <p>She is based in Adelaide and works across a range of industries including Hospitals, Aged and Community Care, Disability and with Councils. Susan's passion is making tasks more efficient through a Risk management approach. She is currently a member of the Australian Physiotherapy Association (APA) Occupational Health Group and LGBTQIA+ Committee as well as the Australian Association of Manutention Practitioners and the National Back Exchange (UK). Susan has also been one of the drivers, and presenters, of a People Handling Across the Lifespan webinar series for the APA and presented at the APA Conference in October 2025.</p>
	<p><b>Heather Napier</b></p> <p>Holds qualifications in Physiotherapy and Psychology with over 25 years of experience spanning health and safety, occupational rehabilitation, injury prevention, and injury management across various sectors including, manufacturing, transport and healthcare. With 12 years of dedicated experience in aged care, Heather has been instrumental in developing master-level training programs focused on Safe Resident Handling, which have been successful in reducing both staff and resident incidents and injuries. Her work emphasizes empowering staff through education to deliver safe, resident-centered care, particularly for individuals with complex needs such as dementia, bariatric conditions, Huntington's disease, stroke, and Parkinson's.</p> <p>Heather's training philosophy centres on proactive risk assessment, correct equipment usage, and ergonomic techniques to prevent injuries, especially those related to awkward postures and strain on the lower back and shoulders. She advocates for interactive, scenario-based learning that challenges staff knowledge and moves beyond repetitive annual checklists, ensuring meaningful engagement and lasting impact.</p> <p>Heather's focus is to prevent injuries and illnesses through early intervention strategies and is an advocate for preparing staff to be "industrial athletes" so they are "match ready" for the job at hand.</p>
	<p><b>Leslea Johnson</b> is a Registered Nurse with 18 years of experience spanning acute and aged care settings. She is widely regarded as a subject matter expert in patient manual handling, with over 13 years dedicated to advancing safety, training, and best practices within healthcare environments. In her current role as Work Health and Safety Program Consultant for Patient Manual Handling at St Vincent's Public Hospital Melbourne, Leslea leads hospital-wide initiatives aimed at injury prevention and the promotion of safer manual handling practises. Her approach is grounded in a commitment to continuous improvement and evidence-based practice. She has a strong interest in the influence of psychosocial hazards—such as workload, stress, and workplace culture—on manual handling behaviours and injury risk. Leslea also plays an active leadership role in the broader healthcare community as the current Secretary and former President of the Safe Patient Handling Association of Victoria, where she contributes to advocacy, sector-wide education, and policy development.</p>
	<p><b>Dr Caz Hales</b></p> <p>Associate Professor, Victoria University of Wellington, New Zealand Adjunct Bariatric Care Advisor, Health New Zealand- Capital Coast Hutt Valley</p> <p>Caz Hales is a registered nurse who leads research in obesity care within health systems. With over two decades of clinical and academic experience, including extensive work in intensive care, she specialises in developing accessible, size-inclusive healthcare environments. Her research has transformed how healthcare services approach bariatric patient care, with particular focus on safe patient handling, mobility, and environmental design.</p> <p>Through international collaborations with industry and healthcare organisations, Caz combines rigorous research with practical applications to address the complex relationships between patient needs, staff safety, and healthcare environments. She is project lead on two funded projects: developing a Virtual Reality (VR) educational platform for health professionals caring for hospitalised people living with extreme obesity and developing a bariatric service patient data registry with Health NZ Capital Coast Hutt Valley that will enable analysis of service provision and patient outcomes for continuous care improvement. Her contributions to healthcare have been recognised through multiple awards, including the University Research Impact Award, Capital Coast Staff Excellence Award, and the Prime Minister's COVID-19 Recognition Award. As an active</p>





	<p>member of Health New Zealand's National Larger Person's Group, the Moving and Handling Association of New Zealand (MHANZ), and the Australian and New Zealand Obesity Society (ANZOS) Council, Caz continues to advocate for evidence-based improvements in bariatric care, emphasising safe handling practices, dignity in care, consumer voice, and the development of size-inclusive healthcare environments that benefit both patients and healthcare professionals.</p>
	<p><b>Tracey Carr</b> Tracey Carr – Bariatric Consultant &amp; Patient Advocate (Fat Lot She Knows) Tracey Carr is an engaging and approachable advocate who brings the unique perspective of lived experience to every event. Through her consultancy, Fat Lot She Knows, she delivers training, seminars, and product evaluations that focus on dignity, equality, and person-centred care for people of size. Known for her honesty and warmth, Tracey helps professionals understand the real impact of their work, sparking both reflection and practical change. She has collaborated with universities, healthcare providers, and industry leaders worldwide, ensuring that the voices of those with lived experience are heard, valued, and acted upon.</p>
	<p><b>Aileen Gallegher</b> Aileen has worked with support workers and people with disabilities for the last 23 years. She has a degree in occupational therapy, a master's degree in occupational health and safety, a master's degree in public health and has completed a post-graduate diploma in teaching and learning in higher education. She worked as a lecturer in occupational therapy for four years at the National University of Ireland, Galway, and she has published 10 articles in peer-reviewed academic journals. In 2018 she was a finalist for the Safe Work NSW Leadership Award in Work Health and Safety and her plenary session at the National Back Exchange in the UK was voted best presentation of the conference in 2018 and her workshop best workshop of the conference. She is the author of the Amazon #1 bestselling book The Manual Handling Revolution and SmartCare in 2021. She has created the SmartCare Passport, an on-demand manual handling plan creator, that won an award for productivity in care in 2022.</p>
	<p><b>Pippa Wright</b> <b>Chartered Fellow AIHS RSP(Aust), Certified Safe Patient Handling Professional</b> <b>Director Preventative Injury Planning Strategies P/L</b> <b>Executive member of AAMHP since 2004</b> Pippa Wright is an experienced OH &amp; S Risk management consultant with an extensive background in nursing as well as Tertiary qualification in Health Science &amp; OH&amp;S. She has worked in many industries since forming her own consultancy 25 years ago, from Aviation to entertainment but always gravitates back to her grounding industry – Health Care. Pippa is best known as the founder of the Injury prevention program "Back Attack" 27 years ago, which has been implemented into too many to count organisations across Australia and internationally. In the past 20 years she has been conducting significant research into behavioural strategies associated with the Human factor in manual handling, which has identified some significant findings in relation to organisational wellness, employee fitness and a unique methodology of treating the causative factors not just the symptoms of an age-old problem.</p>
	<p><b>Megan Green</b> Megan Green is a Registered Physiotherapist with postgraduate qualifications in Clinical Redesign. She has extensive experience as a clinical physiotherapist across a range of hospital settings and has specialised in healthcare ergonomics for the past 15 years. In her current role as Ergonomic Specialist within the Work Safety and Well-being team at West Moreton Health, Megan has led the implementation of the APHIRM program to systematically manage the risk of musculoskeletal disorders.</p>
	<p><b>Karen Davies</b> Karen Davies is a Certified Human Factors and Ergonomics Professional and Physiotherapist. Karen is a candidate in the Doctor of Public Health program at La Trobe University. She is undertaking a participatory ergonomics research project using the APHIRM toolkit in an ambulance service. She has had a 25-year career in ergonomics, health and safety including leadership roles in the public healthcare and pre-hospital care sector and currently works at the Queensland Ambulance Service.</p>



## Simone Hepburn



**Simone** is a private consulting Physiotherapist with over 20 years' experience and a special interest in Occupational Health, Bariatric care, Ergonomics, and Wellness. Her career spans hands-on clinical care, elite sport, and international practice across England, Ireland, Scotland, and the Caribbean. Frustrated by the cycle of preventable injuries, Simone is passionate about proactive workplace health—designing and delivering injury prevention programs and empowering staff across industries. She's spent 12 years supporting over 8,000 staff as Manual Handling Advisor at a major hospital, and has presented at five national conferences, including the Australian Association of Manual Handling of People (Brisbane and Perth) and the Health Roundtable.

Simone is also entrusted with inspiring future health professionals at Bond University - Schools of Physiotherapy, Medicine and Biomedical Sciences - where she teaches manual handling, healthcare communication and teamwork with her usual interactive style.

She has volunteered to lead our morning 'rise and shine walks' around the Brisbane river and invites you to come and chat.

## Jenny Bates



Jenny is an Ergonomist & Healthcare Innovator designing safer, smarter workplaces. She has over 50 years working in healthcare and two decades dedicated to healthcare ergonomics. Jenny's approach is as dynamic as it is effective— Her passion lies in transforming risk management into a collaborative, participative process that empowers the workforce to take ownership of their safety. She crafts engaging procedures and training programs using animation and multimedia to bring ergonomic principles to life.

## Neisha Sanderson



Neisha Sanderson is an Occupational Therapist and Director of Lodestar Therapy, based in Currumbundi on the Sunshine Coast. With over 23 years of clinical experience in Queensland, England and Scotland, she leads a multidisciplinary team providing NDIS-funded therapy services that empower individuals and families to thrive. Neisha is passionate about values-driven practice, neurodiversity affirmation, and supporting both clients and clinicians to achieve meaningful outcomes

## Tony Johnston



Chair of the AAMHP and long-standing member of the executive team. With a background in physiotherapy, ergonomics and health and safety, Tony has played a significant role in influencing the moving and handling programs in Queensland through his role as Director, Safety Policy and Assurance for Queensland Health and ErgoPlus training and consultancy services.

## Craig Nelson



Craig is a registered nurse who has led the moving and handling programme at Auckland Hospital for the last eighteen years. His patient handling experience goes back even further to 2002, when he was 'volunteered' to be one of the first patient handling trainers in the Auckland Hospital main operating rooms. He has a particular interest in bariatric care, especially in the provision of the right equipment at the right time and was one of the key people who set up the bariatric hire service at Auckland Hospital.

## Sarah Pazell



Sara is a human factors specialist and the principal work design strategist at ViVA Health at Work. She partners with businesses to navigate transformation – whether integrating new technologies, adapting to system changes, redesigning jobs, or managing safety-related events. Her guiding question is: *"How do we design when humans are part of the system? What can we envision today that will shape our reality tomorrow?"* Sara specializes in transformative, participatory action research, addressing real-world challenges through innovative work design. She is the founder and director of both ViVA Health at Work and ViVID Design Labs, a podcast provocateur on the WhyWork Podcast, an educator and researcher affiliated with multiple Australian universities, and an advisor for global and national wellness design accreditation and training programs. Her consulting work spans diverse industries including mining, construction, transportation – road, rail, and aviation, utilities, manufacturing, education, healthcare, government, architecture & design, and more. A prolific thought leader, Sara is currently finalising her third co-edited book, *Good Work Design: Conceptualisation and Practice for Sustainable Futures* (Taylor & Francis CRC Press). She previously co-edited *Ergonomic Insights: Successes and Failures of Work Design* and *Healthcare Insights: The Voice of the Consumer, the Provider, and the Work Design Strategist*.