

Dr Steve Cowley

Senior Consultant



PhD, BSc (Hons) (OHS), MSc (Occ Hyg), GCert(Ed), CMIOSH, AFOH

Expertise

Health and Safety Management Systems

Manual Handling

Organisational culture

Noise

Training & Education

Thermal Comfort & Stress

Incident Investigation

Confined Space entry

Workplace traffic management

COSHH Assessments

Machinery safety & guarding

Airborne Contaminant Control

Experience

Dr Steve Cowley is a Chartered OHS expert (CMIOSH) and experienced OHS manager and Industrial Hygienist with a focus on practical workplace solutions that improve productivity and efficiency.

Steve has significant experience in building and managing OHS teams, engaging with and reporting to boards and influencing at all levels.

He has also established and directed teams providing consultancy, training and research in the UK and Australia. He has had experience as an in sectors ranging from mining and heavy manufacturing to food, electronics and pharmaceuticals and service industries and government.

He has provided his expertise in a range expert witness cases including confined space incidents and musculo-skeletal injury claims.

Steve has maintained academic links throughout his career and is Associate Professor at the Department of Transport, Emergency and Safety Sciences, School of Health, Medical and Applied Sciences, Central Queensland University. Steve has led practical, solution-orientated research in a diverse range of industries from mining, through manufacturing, health and farming to thoroughbred horse racing.



Steve was appointed by the Minister of Labour as an independent member of the Victorian (Australian) Government's statutory OHS Advisory Committee.

Professional Qualifications and Memberships

Chartered Member of the Institute of Occupational Safety & Health (CMIOSH)

Fellow of the Safety Institute of Australia (FSIA)

Associate of the Faculty of Occupational Hygiene (AFOH)

Selection of Experience

Health and Safety Management Systems

Designed and reviewed management systems for small medium and large organisations. Reviewed and advised on strategies for the governments of Thailand and the Fiji Islands.

Occupational Hygiene

Undertaken numerous COSHH, noise and other hygiene assessments with a focus on finding practical risk controls.

Training and Education

As a qualified trainer, designed and delivered formal university courses as well as many short courses covering topics ranging from general principles of OHS through practical risk assessment and control to management of confined space entry and specific hazards such as machinery, manual handling, noise, etc.

Industry sectors have included:

- Agriculture (Dairy, Wool and Grain)
- Aviation
- Defence
- Education
- Emergency Services
- Entertainment and Public Events
- Fishing (commercial)

- Forestry
- Public Sector
- Health
- Manufacturing (light and heavy and food)
- Mining
- Protective equipment supply
- Post and Telecommunication
- Power Generation
- Printing
- Racing
- Retail
- Transport & Logistics
- Wildlife management

Incident Investigation

Numerous incident investigations have been undertaken as an OHS manager and Steve has frequently been called upon to assist organisations as an independent consultant. In particular investigations have been conducted in the health sector and a range of manufacturing environments.

Expert Witness

Steve has provided expert witness services in the areas of confined space entry, manual handling and a number of occupational hygiene-related matters.

Employment History



Finch Consulting Limited

Senior Consultant

2016 - Present

SafeWork Solutions Ltd

Occupational Health & Safety Consultant & Occupational Hygienist

1982-2016

Royal Children's Hospital Melbourne

Manager OHS

2009-2010

Rural Ambulance Victoria

Manager Health & Safety Services & Strategy

2006-2008

University of Ballarat

P/T Senior Lecturer & Research Coordinator, VIOSH Australia,

2001 – 2005

Director & Associate Professor, VIOSH Australia, University of Ballarat

1992-2001

Senior Lecturer, VIOSH Australia, University of Ballarat & P/T Consultant

1985 – 1992:

University of Aston

Consultant Hygienist & Research Officer

1983-1984

British Leyland Technology Ltd.

Environmental (OHS) Technician

1980 – 1981

Selected Publications



Refereed

Cowley, S., and Borys, D. (2014), *Stretching but not too far: Understanding adaptive behaviour using a model of organisational elasticity*, *J Health & Safety Research & Practice* 6(2), 18-22

Cowley, S., Bowman, B. and Leggett, S. (2013), *Impact of increasing obesity on primary health carers: an Australian perspective*. *Journal of Paramedic Practice* 5(9), 436-442

Cowley, S. and Leggett, S. (2011), *Manual handling risks associated with the care, treatment and transportation of bariatric (severely obese) patients and clients in Australia*. *Work, A Journal of Prevention, Assessment, & Rehabilitation* 39, 477-483

Pickering, A. and Cowley, S. (2010) *Risk Matrices: implied accuracy and false assumptions*, *J Health & Safety Research & Practice* 2(1), 9-16

Cowley, S. and S. Leggett, (2010), *Manual handling risks associated with the transportation of bariatric patients in Australia*, *Journal of Emergency Primary Health Care*, 8(2) Article 990362

Cowley, S. and S. Leggett, (2010), *Manual handling risks associated with the care, treatment and transportation of bariatric patients and clients in Australia*. *International Journal of Nursing Practice*. 16(3) 262-267

Cowley, S. and S. Leggett (2010), *Falls from plasterers' (wallboard) working platforms in*

Australia, *Journal Health Safety & Environment* 26(2) 259-268

Merriman, G. and Cowley, S. (2009), *Are health and safety representatives more effective at representing their designated work group having completed a Certificate IV course in OHS?* *J Health & Safety Research & Practice* 1(1), 13-18

Cowley, S., Bowman, B., Lawrance, M. (2007). *Prevention of injuries that result from working with horses in the Victorian thoroughbred horse racing industry*. *J Occup Health Safety — Aust NZ*, 23(5): 421–431

Cowley, S., Bowman, B., Lawrance, M. (2007). *Injuries that result from working with horses in the Victorian thoroughbred horse racing industry*. *Brit, J, Sports Med*. 41:639-643

Cowley, S., & Runnalls, J. B. (2004). *Action research: a practical methodology for OHS practitioners*. *Journal of Occupational Health and Safety Australia and New Zealand*, 20(1), 49-58.

Cowley, S., Else, D., & LaMontagne, A. (2004). *Increasing the adoption of OHS risk controls in small business: can social marketing help to achieve change?* *Journal of Occupational Health and Safety Australia and New Zealand*, 20(1), 69-77.

Cowley, S., & Leggett, S. (2003). *Prevention of falls and manual handling injuries among plasterers: the case for intervention*. *Journal of Occupational Health and Safety Australia and New Zealand*, 19(5), 447-456



Culvenor, J., Cowley, S., & Harvey, J. (2003). *Impact of health and safety representative training on concepts of accident causation and prevention. Journal of Occupational Health and Safety Australia and New Zealand, 19(3), 279-292.*

Payne, W., Culvenor, J., Lawrence, M., Harvey, J., Cowley, S., Stuart, D., & Williams, R. (2002). *Reducing the energy cost of dragging sheep during sheep shearing. Journal of Occupational Health and Safety Australia and New Zealand, 18(2), 173-179.*

Harvey, J., Culvenor, J., Payne, W., Cowley, S., Lawrence, M., Stuart, D., & Williams, C. R. (2002). *An analysis of the forces required to drag sheep over various surfaces. Applied Ergonomics, 33, 523-531.*

Other Publications & Reports

Cowley, S. (2011) *Social marketing and changing behaviours of decision-makers; A Discussion Paper to inform the National OHS Strategy development, SafeWork Australia, Canberra.*

Cowley, S. & Borys, D. (2011) *The organisational elasticity model; A Discussion Paper to inform the National OHS Strategy development, SafeWork Australia, Canberra.*

Timmins, P. and O. Granger (Contributing authors: Cowley, S., Leggett, S., Walker, L., Govan, C., Ong, A., Mercer, R.) *Occupational noise-induced hearing loss in Australia: Overcoming barriers to effective noise control and hearing loss prevention. Canberra, Safe Work Australia*

Cowley, S. and S. Leggett, (2009). *Literature review and analysis of injury data associated with*

the use of plasterers' stilts during the finishing of plasterboard in domestic construction. University of Ballarat: Ballarat

Cowley, S. and S. Leggett, (2009). *Manual handling risks associated with the care, treatment and transportation of bariatric (severely obese) patients and clients in Australia. 2009, Australian Safety & Compensation Council: Canberra*

Cowley, S., B. Bowman, et al. (2006). *Prevention of injuries that result from working with horses in the Victorian thoroughbred horse racing industry. Ballarat, University of Ballarat.*

Cowley, S. (2004). *Is small business risky business? Occupational Health & Safety Magazine, December/January, 16-19.*

Cowley, S. (2003). *National Priority: Prevent occupational disease more effectively. Safety In Australia, 25(3), 15-17.*

Cowley, S. (2003). *Review of Spray Painting Safety. Ballarat: University of Ballarat.*

Cowley, S. (2003). *How can we increase the uptake of OHS risk control measures? CCH OHS Alert, 5, 17 June 2003*

Cowley, S., & Else, D. (2003). *Social Marketing of Hazard Controls - Increasing the Rate of Adoption. Paper presented at the Safety Institute of Australia, Safety In Action Conference, Melbourne.*

Cowley, S., & Else, D. (2002). *Social Marketing of Occupational Hygiene Controls - Increasing the Rate of Adoption. Paper presented at the A New Era of Occupational Hygiene, IOHA 5th International Scientific Conference, Bergen.*



Culvenor, J., & Cowley, S. (2001). *Safety Performance and Profitability - Is There a Relationship?*, *Safety In Australia*, 23, 7-13.

Cowley, S. (2001). *Hazardous Substances - focusing on control*. *Safety In Australia*, 23, 22-26.

Culvenor, J., Lawrance, M., Payne, W., Pryor, J., Cowley, S., McElroy, K., Stuart, D., Freeman, R., & Williams, C. R. (1997). *The Ergonomics of Sheep Shearing, Productivity Ergonomics and Safety: The Total Package*. Paper presented at the *International Workplace Health & Safety Forum and 33rd Ergonomics Society of Australia Conference, Gold Coast*.

Cowley, S. (1997). *Occupational Health and Safety in Thailand*, *VIOSH Australia Working Paper No 17*. Ballarat: University of Ballarat.

Cowley, S. (1997, March). *Hazchem and the Case for Better Control*. *Complete Safety Australia*.

Borys, D., & Cowley, S. (1997). *Topic 3 Hazard Management*. In *Deakin Australia (Ed.), Occupational Health & Safety Assessor Handbook (2nd ed.)*. Geelong: Deakin Australia.

Lawrance, M., Payne, W., Pryor, J., Cowley, S., McElroy, K., Stuart, D., Freeman, R., & Williams, R. (1996). *Shearing shed design factors that contribute to the incidence of back injuries and high energy cost of sheep shearing*. Paper presented at the *Worksafe Australia Occupational Injury Symposium*, Sydney.

Culvenor, J., Cowley, S., & Else, D. (1996). *Evaluation of Health and Safety Representative Training in South Australia*. Adelaide: WorkCover Corporation of South Australia.

Cowley, S. (1996). *Developments in PPE Supplier Competency Training*. Paper presented at the *Futuresafe 96 National Safety Council of Australia Congress and Exposition, Sydney*.

Cowley, S. (1995). *Developments in PPE Supplier Competency Training*, *Safety Institute of Australia (Victoria Division) Newsletter*.

Cowley, S. (1994, August). *Taking people out of the safety loop*. *HR Monthly*, 16-17.

Cowley, S., & Murray, P. (1992). *Occupational Health and Safety Case Study Teaching in Engineering Education Programs* *VIOSH Australia Working Paper No 3 (Vol. 3)*. Ballarat: University of Ballarat.

Cowley, S. (1992). *Occupational Health and Safety Case Study Teaching in Engineering Education Programs*. Paper presented at the *Futuresafe 92 National Safety Council of Australia Congress and Exposition, 24th - 27th May, Sydney*.

Cowley, S. (1990). *Occupational Hygiene - Measurement or Control?* Paper presented at the *Managing Safety into the 1990's*, Hobart, Tasmania.

Cowley, S., & Else, D. (1987). *Trade Union Health and Safety Representative Training Evaluation Report (unpublished)*. Ballarat: Ballarat College of Advanced Education.