

Lewis Stratton

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EXECUTIVE SUMMARY

I am a highly motivated self-starter with a commitment to lifelong learning. My goal is to proactively contribute to the continuous improvement of self-insured work health and safety systems. Injury management experience has reinforced the importance of a proactive approach. My experience encompasses varied risk profiles, from office-based through to medical/technical and high risk operational work. I have designed and conducted internal WHSW audits and been the organisational liaison for WorkCover evaluations. I have extensive staff, financial, program and project management experience at a senior level in community and government settings.

CAREER SUMMARY

Department of Planning, Transport & Infrastructure	Principal HR Consultant (WHSW)	2011 - current
Attorney-General's Department	Principal HR Consultant (OHSW)	2005 - 2011
Attorney-General's Department	Principal Project Officer (Disability)	2005 (5 months)
Attorney-General's Department	Project Manager (Injury Management Shared Service)	2004 - 2005
Department of Education & Children's Services	District Coordinator Children's Services	1997 - 2004
Department of Education & Children's Services	Coordinator Preschool Programs	1999 - 2001
Children's Services Office	Regional Manager (Executive)	1996 (6 months)

EMPLOYMENT HISTORY

Department of Planning, Transport & Infrastructure (SA Govt)	2011-current
Principal HR Consultant (WHSW)	

SCOPE

I am a senior member of the corporate WHS&W team, actively contributing to policy and strategy review and implementation. On occasion, as required by the department, I have assumed the acting role of Manager Organisational Environment.

Responsibilities

- WHSW Consultancy
 - Communication and consultation with internal stakeholders
 - Active contribution to
 - System review, development and documentation
 - Policy review and development
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- Development and implementation of audits and assessments
- Development and implementation of training
- Executive Officer of the departmental WHSW Committee
- Departmental decision-maker with regard to Worker's Compensation Claim determinations

Achievements

- Active role in implementing the *Work Health & Safety Act 2012*
- Development and implementation of hazard and incident reporting training
- Oversight of WHSW induction of new sections transitioning from other departments
- Development of strong relationships with stakeholders across the organisation
- Successfully supporting WHSW as A/Manager Organisational Environment

Attorney-General's Department (SA Govt)

2005-2011

Principal HR Consultant (OHSW)

SCOPE

I was responsible for all aspects of the Attorney-General's Department OHSW Management System and also responsible for liaison, coordination and reporting functions across the Justice Portfolio (i.e. SA Police, Department of Corrections, SA Fire & Emergency Services, Courts Administration Authority and Attorney-General's Department). I prepared, and on occasion co-presented, quarterly OHSW and Injury Management reports to the Justice Portfolio Leadership Council (i.e. Commissioner for Police and Chief Executives of Justice Portfolio agencies).

Responsibilities

- Lead responsibility for
 - OHSW Consultancy
 - Communication and consultation with internal and external stakeholders
 - System review, development, documentation and reporting
 - Development and implementation of audits and assessments
 - Development and implementation of training
 - Worker's Compensation Claim determinations
- Executive Officer of the departmental WHSW Committee

Achievements

- Established the "Justice Framework" for the implementation of the SA Government "*Safety in the Public Sector 2007 - 2010 Strategy*"
- Development and implementation of "*Workplace Safety in AGD*", defining the organisation's OHSW programs.
- Implementation and day-to-day management of Service Level Agreement with worker's compensation claims and rehabilitation management service provider

Attorney-General's Department (SA Govt)

2005

Principal Project Officer (Disability)

SCOPE

I undertook this short term role to develop the department's draft Disability Action Plan as part of the SA Government's "*Promoting Independence Strategy*". The draft plan became the basis for wider consultation.

Responsibilities

- Establishment of, and engagement with the Disability Action Plan reference group
- Generalist HR functions as required

Achievements

- Completion of the Attorney-General's Department draft Disability Action Plan

Attorney-General's Department (SA Govt)
Project Manager Injury Management Shared Service

2004-2005

SCOPE

Reporting to the Director HR, I was responsible for managing the Injury Management Shared Service project, across the Justice Portfolio, with the aim of ensuring consistent and high quality injury management services across the portfolio.

Responsibilities

- Managing and monitoring project timelines
- Managing staff with regard to HR transition strategies
- Analysis of cost benefits
- Regular liaison with and reporting to the reference group of Directors and Managers, HR
- Development and refinement of viable project proposals

Achievements

- Developed a range of "shared services" options, including Service Level Agreements and Job Descriptions
- Oversaw the research, development and publication of internal Justice papers on areas of high injury risk, contributing to reduced worker's compensation liabilities

Department of Education & Children's Services (SA Govt)
District Coordinator Children's Services

1997-2004

SCOPE

I was responsible for the effective provision and/or support of early childhood services within a district entailing implementation of major DECS strategic priorities.

Responsibilities

- Implementation of departmental strategic and curriculum priorities
- Program and staff management responsibilities across preschools, Family Day Care, centre based child care, playgroups, play centres, early learning programs, out of school hours care and occasional care services.

Achievements

- Establishment of several new children's centres
- Leadership contribution to the implementation of curriculum frameworks and initiatives

Department of Education & Children's Services (SA Govt)
Coordinator Preschool Programs

1999-2001

SCOPE

I had state-wide responsibility for resource allocation to 400 preschools and policy development role with regard to the full range of children's services across the state.

Responsibilities

- Monitoring utilisation / attendance trends and allocating staff and financial resources to state government preschools
- Policy development across the full range of children's services

Achievements

- Development of the preschool staffing model, implemented as part of the *Partnerships 21* initiative
- Development of a computer based monthly reporting system for Occasional Child Care Services (in commission for over 20 years).
- Effective management of a \$40m preschool staffing budget

Children's Services Office
Regional Manager, North East Region (Executive role)

1996 (6 months)

SCOPE

I managed a large regional multi-disciplinary team, providing support and services to the full range of children's services in one of three Children's Services Office regions.

Responsibilities

- Management of a large multi-disciplinary regional team (social workers, aboriginal community workers, speech therapists, special education teachers, regional coordinators etc.)
- Management of a \$20m regional budget
- Oversight of the regional transition of the Children's Services Office to the Education Department of SA

Achievements

- Successful regional transition of the Children's Services Office to the Education Department

E D U C A T I O N / Q U A L I F I C A T I O N S

Certificate IV in Programming
Certificate IV in Training & Assessment
 (TAFE SA, Adelaide)

Commenced 2013
Commenced 2013

Advocacy Skills for HR Practitioners & Managers
 (University of Adelaide)

2008

Advanced Diploma in Government: Occupational Health & Safety
 (MARC South Australia)

2007

Bachelor of Arts: (Psychology & English)
(Flinders University South Australia)

1982

GENERAL TRAINING AND DEVELOPMENT

Internal OHSW Auditing
(WorkCover SA – Trainer: Glenn Fox)

2007

Apply advanced first aid (HLTFA402C)
(O.R.C.A. - Ocean Recreation Careers Australasia)

2012

OTHER INTERESTS

- Scuba diving (Master Diver and other advanced qualifications)
- Kayaking
- Programming and website development
- Share market investing

REFEREES

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