



Background

- o Director, Masters Le Mesurier
- o Acumen Alliance (and its antecedent firm Stanton Partners) 1994 – 2003 (Partner from January 2001 to 2003)
- o Price Waterhouse 1994
- o Deloitte Touche Tohmatsu 1990 - 1993
- o Chartered Accountant
- o Registered Company Auditor
- o Former Council Member, NSW and ACT Institute of Internal Auditors – Institute of Internal Auditors Australia

Skills Profile

- o Management of Internal Audit Functions
- o Internal Audit & Risk Management
- o Probity Audit
- o Forensic Accounting
- o Project & Financial Management
- o Business Process Improvement
- o Occupational Health and Safety

- o Workers Compensation Consulting
- o Rehabilitation/Return to Work Consulting
- o External Audit

Experience Overview

- o Australia Post
 - Quality Assurance reviews of Claims Management and Rehabilitation functions across Australia to assess compliance with conditions of self insurance licence, the Safety, Rehabilitation and Compensation Act, 1988, Case Law and Corporate Policies and Procedures (2004 – 2007). Preparation of report for submission by Australia Post to Comcare Australia (the Federal Regulator) in March 2006, addressing Australia Post's compliance with its self insurance licence and the Safety, Rehabilitation and Compensation Act, 1988.
- o NSW Department of Housing
 - Review of maintenance systems and processes for the Minister of Housing (May 2005 and June 2006). This review was to provide assurance to the Minister that his Department were appropriately undertaking this multi billion dollar maintenance reform project.
- o Department of Employment and Workplace Relations (DEWR)
 - Provision of General Internal Audit Manager Services including review and supervision of Internal Audit Staff



and conduct of Performance, Compliance and Financial Audits (2005 and 2006).

- o YWCA
 - Forensic Accounting review of YWCA Rockhampton.
- o Cisco Systems
 - Contract Management Review of outsourced IT provider, Solectron.
 - Review and re-design of accounts payable systems for Asia-Pacific, including risk management assessments, assessment of impact on Oracle 11i and preparation of data flow diagrams and workflow systems.
- o HAL Group
 - Provision of risk management services.
- o ACT Education and Training
 - Provision of Internal Audit Services
- o ACT Chief Ministers Department, Treasury and InTACT
 - Provision of Internal Audit Services (Performance and Compliance).
 - Forensic Accounting Review of the Ultimate Rock Symphony.
- o NSW Police
 - Provision of Internal Audit Services (Performance, Compliance and IT)
- o Integral Energy
 - Provision of Internal Audit Services (Fraud, Performance, Probity and Forensic)
- o Logica/CMG
 - Consulting assistance for the provision of training services in e-commerce
- o Australian Federal Police
 - Provision of Internal Audit Services (Performance, Compliance and IT)
- o Optus Sing-Tel
 - Quality Assurance reviews of Claims Management and Rehabilitation conducted in Sydney to assess compliance with conditions of self insurance licence, the Safety, Rehabilitation and Compensation Act 1988, Case Law and Corporate Policies and Procedures (2006 – 2007).
- o Commonwealth Department of Health & Ageing
 - Forensic Accounting Review of the Western Sydney Division of General Practitioners (2003)
 - Provision of Internal Audit Services (Performance and Compliance – 2004 to 2006)
- o Reserve Bank of Australia
 - Quality Assurance review of Rehabilitation conducted in Sydney to assess compliance with conditions of self insurance licence, the Safety, Rehabilitation and Compensation Act, 1988, Case Law and Corporate Policies and Procedures.
- o Qantas
 - Review of Lost Time Time Injury Frequency Rates for the Qantas Group (2005).
 - Quality Assurance review of workers compensation and rehabilitation to assess compliance with conditions of self insurance licence imposed by NSW WorkCover (2005).
- o NSW Parliament, Public Accounts Committee



- Statutory Tri-ennial review of the Audit Office of NSW (2003 and 2006) reporting to the NSW Public Accounts Committee (reports tabled in Parliament).
- Centrelink
 - Review of the effectiveness of Internal Audit, reporting to the Chief Internal Auditor
 - Contract Management review of the performance of Wesley Mission
 - Outsourced Internal Audit Service Provision
- Rambor
 - Design and implementation of occupational health and safety and return to work systems and policies and procedures manual
- NSW Department of Education and Training
 - Provision of assistance to Audit Directorate in full audit of Occupational Health and Safety across the Department (2002).
- Comcare Australia
 - Outsourced Internal Auditor 1994 – 2001
 - Operational and Compliance Audits
 - Preparation of Tactical and Strategic Internal Audit Plans
 - Audit Committee Secretariat
 - External Audit Liaison
- Australian National Audit Office
 - Chief Internal Auditor 1999 - 2001.
 - Operational and Compliance Audits
 - Preparation of Tactical and Strategic Internal Audit Plans
 - Audit Committee Secretariat
- Urban Services (ACT)
 - Management of 325 days Operational/Compliance Audit work per year, 1998 - 2001.
 - Probity audit review of the tender process for the introduction of red light and speed cameras into the Australian Capital Territory.
- Ainsworth Game Technology
 - Led project management team for bringing new products to market, incl project planning, assessment of project deliverables & specifications
- Telstra
 - Quality Assurance reviews of Claims Management and Rehabilitation conducted throughout Australia during 1995 to 2000 and in Melbourne in December 2006 to assess compliance with conditions of self insurance licence, the Safety, Rehabilitation and Compensation Act 1988, Case Law and Corporate Policies and Procedures.
 - Review of business process flows for information technology systems supporting the claims management function.
 - Review of outsourced claims management provider.
 - Review of stress claims.
 - Provision of Assistance to Head of Corporate Health and Safety with the 'Corrs' report, a report designed to assist in re-designing the regulatory framework for self insurers under the Safety, Rehabilitation and Compensation Act, 1988.
- Network Design and Construction
 - Full design and implementation of injury management systems.



- Conduct and management of full outsourcing project to outsource claims management for Company
- TotalCare Industries
 - Outsourced Internal Auditor 1997 - 2000.
 - Management and conduct of Operational/Performance Audits.
 - External Audit Liaison
- Commonwealth Department of Transport and Regional Services
 - Outsourced Internal Auditor 1999-2000.
 - Performance and Compliance audits.
- Australian Defence Industries (ADI)
 - Re-design of Return to Work (Rehabilitation) systems and processes
- Office of Asset Sales & IT Outsourcing
 - Operational/Compliance Audits.
 - Preparation of Tactical and Strategic Internal Audit Plans.
 - Full reconciliation of the Telstra International Roadshow, conducted as part of Telstra 1 Sale, 2001.
- Austrade
 - Financial Viability Assessments.
- Australian Nature Conservation Agency
 - Management and conduct of Operational/Compliance Audits.
 - Preparation of Tactical and Strategic Internal Audit Plans.
- Commonwealth Department of Veterans' Affairs
 - Benchmarking (including Activity Based Costing) of Military Compensation Scheme against South Australia WorkCover, Comcare Australia and Australia Post.
- Commonwealth Department of Finance and Administration
 - Probity Auditor for sale of Commonwealth Buildings valued at \$500 Million.
- ATSIC
 - Provision of Internal Audit Services
- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)
 - Provision of Internal Audit Services
- Migration Review Tribunal
 - Provision of Internal Audit Services (Performance, Compliance and Financial).
- Department of the Senate, Department of the House of Representatives, Department of the Parliamentary Library, Department of the Parliamentary Reporting Staff and Joint House Department
 - Provision of Internal Audit Services (Performance and Compliance)
- Australian Centre for International Agricultural Research
 - Outsourced Internal Auditor 1997– 2001.
 - Management and conduct of Operational/Compliance/IT Reviews.
 - Preparation of Tactical and Strategic Internal Audit Plans.



- Rural Industries Research and Development Corporation
 - Outsourced Internal Auditor 1997– 2001.
 - Management and conduct of Operational/Compliance/IT Reviews.
 - Preparation of Tactical and Strategic Internal Audit Plans.
- Uncle Tobys
 - Internal Audit Review of Accounts Payable (including business process re-design and analysis using computer assisted audit techniques).
- Motor Traders Association (NSW)
 - Provision of Occupational Health and Safety and Workers Compensation Consulting to Members.
- Vandenburg Reid Solicitors
 - Forensic Accounting Services, to assess whether client being represented had allowed their company to trade whilst insolvent.
- Prudential
 - Financial Accounting Services
- Child Support Agency
 - Management of full outsourced service provision of Occupational Health and Safety and Injury Management Services across Australia (2001-2003). Services provided assisted in dramatically reducing lost time injury frequency rates.
- Wentworth Park Sporting Complex Trust
 - Risk Management Review, including preparation of full Occupational Health and Safety Manual (2006).
- Australian Pesticides and Veterinary Medicines Authority
 - Preparation of Fraud Control Plan (November 2006)
- External Audit Experience
 - Kinney Shoe Corporation
 - DML Resources Pty Ltd
 - Cascade
 - Burwood Council
 - Australia-Japan Foundation
 - Joint House Department
 - Australian Communications Authority
 - Law Council of Australia
 - Australasian Correctional Management
 - Australian Aluminium Council
 - Real Estate Institute of Australia Pty Ltd
 - Koomarri Industries Ltd
 - ACT Catholic Education Commission
 - Trinity Christian School
 - Sir Leslie Morshead War Veterans Home
 - Australian Federation of AIDS Organisations
 - National Association of People Living with HIV/AIDS
 - AIDS Action Council ACT
 - Canberra Southern Cross Club
 - Canberra Boys Grammar
 - Aerial Taxi Cabs Canberra
 - Deafness Forum Australia
 - Australia-Japan Foundation
 - Exhibition Park Canberra
- Community Work (past and present)
- Cancer Council Australia
 - Provision of pro-bono Internal Audit Services (IT, Performance, Risk Management and Compliance).



- Uniting Church in Australia
 - Elected Member Uniting Church in Australia NSW Synod Standing Committee (1994/1995)
 - Honorary Auditor, Gungahlin Uniting Church (current)
 - Honorary Auditor, North Woden Uniting Church (1997)
 - Elected Member of Council of Elders, Tuggeranong Uniting Church (1995)
 - Elected Member Uniting Church in Australia, Canberra Region Presbytery (1994/1995).
 - Member of Canberra organising committee for National Christian Youth Convention and Piano player for Main Stage Band (1993).
- Institute of Internal Auditors Australia
 - Member NSW Council of the Institute of Internal Auditors Australia (2003-2005)
 - Members Monthly Meeting Committee (2004-2005)
 - Member ACT Council of the Institute of Internal Auditors Australia (1997-1998)
- Institute of Chartered Accountants in Australia
 - Workshop Leader for CA Program (2000).
- St Stephens Anglican Church, Newtown, NSW
 - Treasurer (current)
- Fusion Australia
 - Provision of accounting support services (1994/1995).
- National Association for the Prevention of Child Abuse and Neglect (NAPCAN)
 - Provision of pro-bono external audit services (current)
- Upfront Australia
 - Provision of pro-bono external audit services (current)