

President's Reflection: A Year of Growth, Influence and Opportunity

Annual General Meeting – 18 August 2026

Looking Back on an Extraordinary Year

It is difficult to believe that fifteen months have already passed since I accepted the privilege of serving as President of the New Zealand Occupational Hygiene Society. While this term was originally intended to conclude in May 2026, Council agreed to extend it until August to align with our new Annual General Meeting cycle under the updated Constitution. Looking back now, I am grateful for those additional months, which have allowed us to complete a number of important initiatives and further strengthen the foundations of our Society.

Reflecting on the past fifteen months, I am incredibly proud of what NZOHS has achieved. Not because everything was easy, or because every plan unfolded exactly as anticipated, but because of the remarkable commitment shown by an extraordinary group of volunteers who continually chose to give their time, expertise and passion to something greater than themselves.

This year has been one of growth, influence and opportunity. Together, we have strengthened our governance, expanded opportunities for professional development, increased our engagement with members, raised the profile of occupational hygiene nationally, and continued to build strong relationships with our international partners. We have contributed to national policy discussions, advocated for the profession through the media, and continued to position NZOHS as the recognised voice of occupational hygiene in New Zealand.

Equally important has been the work undertaken behind the scenes. While members may not always see it, Council has invested significant time in improving the way NZOHS operates. Through strategic planning, governance improvements, succession planning and the review of key bylaws, we have continued building a Society that is not only successful today, but sustainable for the future. Our focus has remained on ensuring NZOHS continues to provide value to members while remaining adaptable in an ever-changing professional environment.

None of this would have been possible without the dedication of our Council, subcommittees, volunteers, trainers, mentors, reviewers, assessors, sponsors and partners. Every webinar delivered, every training course taught, every consultation submission prepared, every mentoring relationship established, and every member supported has been made possible by people who generously volunteered their time. Their collective contribution continues to demonstrate what makes NZOHS such a special professional community.

As I reflect on my Presidency, I do so with an overwhelming sense of gratitude. It has been an honour to work alongside such passionate and talented individuals, all united by a shared commitment to protecting worker health and advancing the profession of occupational hygiene. While this report highlights many of the achievements from this term, it is equally a celebration of the people who made them possible.

Delivering Our Strategy

At the beginning of this Council term, we committed ourselves to delivering the priorities set out in our Strategic Plan and Annual Plan. Rather than pursuing new initiatives in isolation, Council focused on delivering meaningful outcomes aligned with our strategic objectives: developing capability, growing membership, influencing policy, and elevating the profile of occupational hygiene. Looking

back, I am pleased to say that significant progress has been made across each of these areas, thanks to the dedication of our volunteers and the continued support of our members.

1. Developing Capability

One of the Society's core purposes is to develop and support occupational hygiene capability throughout New Zealand. During the past fifteen months, Council continued to invest in opportunities that support members at every stage of their professional journey, from students and early-career hygienists through to experienced practitioners seeking advanced professional development.

Our education and training programmes remained a significant focus throughout the year. While enrolment numbers for some of our traditional Intermediate Modules and Advanced Practice Short Courses were lower than anticipated, Council viewed this not as a setback, but as an opportunity to listen, learn and adapt. Extensive consultation was undertaken with trainers, participants, BOHS and OHTA to better understand changing member needs and expectations. Rather than continuing with existing delivery models simply because "that is how we have always done it", we have begun exploring new and more sustainable approaches to ensure our training remains relevant, accessible and valuable for future generations of occupational hygienists.

Our ongoing collaboration with the British Occupational Hygiene Society (BOHS) and the Occupational Hygiene Training Association (OHTA) remained an important component of this work. As OHTA continues to evolve internationally, NZOHS has remained actively engaged to ensure New Zealand's interests are represented while continuing to deliver internationally recognised training programmes. We also continued supporting the review of Commit2Fit certification and recertification processes to ensure our professional pathways remain robust and aligned with international best practice.

Beyond formal training, we continued to broaden professional development opportunities for our members. The Advanced Practice Short Courses continued to provide access to specialist expertise, while Commit2Fit once again delivered practical respiratory protection training to practitioners across New Zealand. Our quarterly member meetings, webinars and technical presentations created opportunities for members to connect, learn from one another and discuss emerging issues affecting the profession.

One of the most exciting developments during the year was the introduction of our refreshed mentoring programme. Mentoring is about far more than technical knowledge. It provides opportunities to build confidence, develop leadership capability, expand professional networks and create lasting relationships across our profession. The refreshed programme reflects our commitment to supporting members throughout their careers while strengthening the occupational hygiene community as a whole. We are delighted to have four active mentoring partnerships established since launching the refreshed programme, with a further three partnerships currently being finalised. We encourage members at all career stages to consider joining the programme, whether as a mentor or mentee, and become part of this growing initiative.

Council also continued recognising excellence and investing in the future of our profession through our awards and scholarship programmes. Congratulations again to Thomas Watson, recipient of 2025 NZOHS/3M Award, which supports members to pursue international professional development and represent New Zealand on the global stage. It was also a privilege for Council to once again award an Occupational Hygiene Scholarship, with Council members actively participating in the scholarship assessment process. Congratulations to this year's recipient, Courtney Strickland, whose passion and commitment to the profession made her a deserving recipient. Supporting emerging professionals through initiatives such as these remains one of the most meaningful ways we can strengthen the future capability of occupational hygiene in New Zealand.

Beyond supporting our existing members, we continued promoting occupational hygiene as a rewarding career through engagement with universities and career events, while strengthening our international relationships with BOHS, IOHA, AIOH and our colleagues across the Asia-Pacific region. The delivery of OHTA training in Fiji was another significant milestone, demonstrating NZOHS' growing contribution beyond New Zealand and our commitment to building occupational hygiene capability across the wider Pacific.

Developing capability is ultimately about investing in people. Whether through training, mentoring, scholarships, conferences, networking opportunities or international collaboration, Council has remained committed to ensuring our members have the knowledge, skills and support needed to protect worker health today while building a stronger profession for the future.

2. Growing Membership

Growing membership is about much more than increasing numbers. It is about ensuring that every member sees value in belonging to NZOHS and feels connected to a professional community that supports their career, advocates for their profession and creates opportunities to learn, contribute and grow.

A significant milestone this year was the comprehensive review of our Membership Criteria Bylaw. This became one of the Society's largest governance projects in recent years, bringing together Council, the Membership Committee and members from across the profession. The review was supported by extensive benchmarking against comparable national and international associations and, at times, involved robust debate, constructive challenge and differing viewpoints. While we did not always agree on every detail, the respectful discussions, encouragement to think differently and genuine commitment to getting the best outcome ultimately strengthened the final bylaw. I would like to sincerely thank everyone who contributed their time, expertise and feedback throughout this process.

The final bylaw reflects that feedback while ensuring our membership pathways remain contemporary, transparent and aligned with international practice. Importantly, the revised criteria will support future growth while maintaining the high professional standards expected of NZOHS members.

Transparency and member engagement also remained a key priority throughout the year. Our quarterly member meetings provided regular opportunities to connect with members, share updates on Council activities, seek feedback and discuss emerging issues facing the profession. These sessions have strengthened communication between Council and members and reinforced our commitment to listening before making decisions.

To better understand how NZOHS can continue delivering value, Council also commenced work on reviewing our member value proposition. We asked members what they value most about belonging to the Society, where we are meeting expectations, and where we can improve. This work will continue to inform future strategic planning and ensure that the Society remains responsive to the evolving needs of the profession. One of the key themes to emerge from the review was the need for NZOHS to establish its own professional certification scheme. Recognising the importance of this initiative, Council has already commenced discussions with the Chair of the IOHA National Accreditation Recognition (NAR) Committee to begin exploring a pathway towards achieving this objective.

Our online presence also continued to grow, particularly through LinkedIn, where we have expanded our reach and increased engagement with both members and the wider health and safety community. By sharing technical information, celebrating awards, advertising professional development opportunities and highlighting the important work of occupational hygienists, we continue to raise awareness of our profession while showcasing the value that NZOHS provides.

The refreshed mentoring programme, career promotion initiatives, stronger communications and improved opportunities for members to engage with one another all contribute to the same objective: building a vibrant, connected and sustainable professional community. Membership is not simply about belonging to a Society, it is about belonging to a profession that is continually learning, supporting one another and working collectively to improve worker health across New Zealand.

I believe we have made significant progress towards that goal. While there is always more to do, NZOHS is well positioned to continue growing not only in membership, but in the value we provide to every member who chooses to be part of our Society.

3. Influencing Policy

One of the most rewarding aspects of this Council term has been seeing NZOHS increasingly recognised as a trusted and respected voice on matters relating to occupational hygiene. Our role extends well beyond supporting our members; we also have an important responsibility to contribute our technical expertise to help shape legislation, standards, guidance and national policy that ultimately improve worker health across New Zealand. Through our ongoing engagement with government agencies, regulators, Standards New Zealand, and our active involvement with HASANZ, NZOHS has continued to advocate not only for the occupational hygiene profession, but also for the broader advancement and recognition of this specialist health and safety discipline across New Zealand. These relationships are strengthening the profession's influence, promoting collaboration across disciplines, and ensuring occupational hygiene expertise is represented where important decisions are being made.

Throughout the year, Council members and volunteers actively contributed to a wide range of national consultations, working groups and advisory forums. These included contributions to the Health and Safety at Work Act Reform, participation in a Virtual Select Committee Hearing, the development of Approved Codes of Practice (ACOPs), reviews of Workplace Exposure Standards (WES), Standards New Zealand consultations, WorkSafe New Zealand guidance, the review of Part 18 – Laboratories under the Health and Safety at Work Regulations led by MBIE, and numerous other initiatives where occupational hygiene expertise was sought.

Council members also contributed technical expertise to discussions relating to engineered stone, the review of Asbestos Good Practice Guides, and a range of other consultations where occupational hygiene expertise was essential. These opportunities demonstrate the confidence that government agencies, regulators and industry continue to place in NZOHS and our members.

What has been particularly encouraging is that this year NZOHS was not simply invited to provide feedback on proposals that had already been developed, we were increasingly invited to help shape those conversations from the outset. This represents an important shift in how our Society is viewed and reflects many years of building credibility through evidence-based, practical and balanced advice.

Beyond formal consultation, occupational hygiene also reached a broader audience than ever before. Having the opportunity to represent our profession through national media, including an appearance on TVNZ's 7 Sharp, helped raise awareness of occupational hygiene among employers, workers and the wider public. A special thank you to Lucre Pfefferman for confidently showcasing both the profession and NZOHS to a national audience, and to Nick Browne for his support behind the scenes. Every opportunity to explain what occupational hygienists do contributes to greater recognition of our profession and reinforces the important role we play in preventing occupational illness before it occurs.

As occupational hygiene continues to gain recognition nationally, NZOHS remains committed to ensuring the profession has a strong, credible and respected voice wherever decisions affecting worker health are being made.

4. Elevating the Profile of Occupational Hygiene

Raising the visibility of both the profession and the Society continued to be a key strategic priority throughout the year. While occupational hygiene has long been recognised internationally as an essential profession, awareness within New Zealand continues to grow, and NZOHS has worked deliberately to strengthen that recognition.

Throughout the year we continued improving the ways we communicate with members through our regular e-News, increased activity on LinkedIn, and ongoing improvements to the Society's website. These channels have enabled us to better share technical information, celebrate member achievements, promote professional development opportunities and keep members informed of Council and the wider Society activities.

Planning is also well underway for our 2027 Annual Conference, which will once again provide members with valuable opportunities to learn, network and strengthen professional relationships. Our conference continues to be one of the Society's flagship events, bringing our profession and the wider H&S network together while showcasing the depth of expertise that exists within occupational hygiene. While I won't give away too much just yet, I can say that the Conference Committee has been working hard behind the scenes, and we look forward to sharing more details, including a Save the Date, in the very near future.

Looking beyond our own conference, Council has also been working towards submitting a bid to host the 2027 Asian Network of Occupational Hygiene (ANOH) Conference in New Zealand. If successful, this would be a significant milestone for both NZOHS and the wider profession, providing an exceptional opportunity to showcase New Zealand's occupational hygiene capability, strengthen collaboration across the Asia-Pacific region, and further raise the international profile of both NZOHS and occupational hygiene in New Zealand.

Internationally, NZOHS continued to strengthen relationships with our colleagues across the globe. We maintained close collaboration with the British Occupational Hygiene Society (BOHS), the Australian Institute of Occupational Hygienists (AIOH), the Asian Network of Occupational Hygiene (ANOH), the International Occupational Hygiene Association (IOHA), and the Faculty of Asbestos Management of Australia and New Zealand (FAMANZ). Throughout the year, Council members represented NZOHS at international conferences, governance forums and professional meetings in the United Kingdom, Taiwan, Australia and Italy, ensuring New Zealand continues to contribute to, and benefit from, developments in occupational hygiene, asbestos management and worker health. These relationships not only strengthen NZOHS' international profile but also provide valuable opportunities to share knowledge, influence professional practice, and bring global best practice back to benefit our members and workplaces across New Zealand.

These partnerships are invaluable. They allow us to share knowledge, influence international discussions, learn from leading practitioners around the world and ensure that NZOHS remains connected to global best practice. While we are a relatively small Society, we continue to demonstrate that New Zealand has an important contribution to make to the international occupational hygiene community.

Strengthening the Society

While many of the Society's achievements are visible to members through conferences, training and professional development, much of the work that ensures NZOHS remains successful happens behind the scenes.

Good governance is rarely visible to members, but it underpins everything a professional society does. This year, Council invested considerable time and effort in strengthening our governance foundations to ensure NZOHS remains sustainable well beyond the term of any individual President or Council.

Our annual strategic planning day and mid-year strategic review provided valuable opportunities to step back from day-to-day operations, reflect on our progress, reassess priorities and ensure our work remained aligned with the Society's purpose and long-term strategic direction.

One of the most significant governance initiatives during the year was the establishment of the Operations, Finance and Risk Committee. Recognising that effective governance requires dedicated oversight of the Society's operational performance, financial sustainability and strategic risks, Council established this committee to provide greater focus in these key areas. The committee has already strengthened governance by enabling more detailed discussion and oversight before matters are considered by Council, resulting in more informed decision-making, improved risk management and greater confidence that the Society remains financially sustainable and well positioned for the future.

An early achievement of the committee was the introduction of the Society's first Enterprise and Operational Risk Registers. Developed as living documents, these provide a structured framework for identifying, monitoring and managing both strategic and operational risks. While still in their infancy and requiring ongoing refinement as the Society continues to mature, establishing these registers represents an important step towards strengthening NZOHS' long-term governance and organisational resilience.

Another rewarding governance change this year has been the continued implementation of our new subcommittee leadership model. By separating governance from operational leadership, NZOHS has moved to a structure where subcommittees are increasingly chaired by experienced volunteers from within our membership, while each Council member is assigned a portfolio to provide governance oversight, strategic support, and act as the key liaison between the subcommittee and Council. This model has exceeded expectations. It has encouraged more members to step into leadership positions, strengthened succession planning, increased ownership across the Society, and demonstrated the depth of talent and willingness to contribute that exists within our membership. It is a model that I believe will continue to strengthen NZOHS well into the future.

Council also undertook a comprehensive governance review, supported by the implementation of Govn365, which enabled us to modernise many of our governance processes. While this work will continue over the coming years, it allowed us to make a strong start on reviewing and updating our governance documentation, developing new processes where gaps had been identified, strengthening document management, refining meeting practices, identifying key bylaws requiring review, and building a suite of governance resources that will support future Councils.

A key focus throughout the year was ensuring continuity and long-term sustainability. This included progressing succession planning, developing a comprehensive induction resource for future Council members, and improving handover and support processes to better equip future Councils.

Council also continued to strengthen the Society's governance by updating the Finance Bylaw, undertaking a comprehensive review of the Membership Criteria Bylaw, publishing a formal Complaints Process to provide members and the public with a transparent mechanism for raising concerns regarding a member's conduct, and making a strong start on developing more detailed Council Portfolio Guides for future Councils.

While these initiatives may not receive the same attention as conferences or training events, they represent some of the Society's most important long-term investments. Effective governance provides

the foundation that enables everything else we do, ensuring NZOHS operates with integrity, transparency and accountability, while leaving future Councils with stronger systems, clearer guidance and a solid platform on which to continue building.

Celebrating Our Volunteers

Behind every achievement highlighted throughout this report is one simple fact:

Someone volunteered.

- Every event organised and delivered.
- Every training course taught.
- Every webinar presented.
- Every mentoring partnership established.
- Every consultation submission prepared.
- Every award application reviewed.
- Every scholarship assessed.
- Every membership application reviewed.
- Every newsletter published.
- Every committee meeting attended.
- Every governance discussion held.
- Every technical question answered.
- Every member supported.

None of these happen by chance. They happen because people generously give their time, knowledge and experience to support a profession they care deeply about.

NZOHS is, and always has been, a volunteer-led organisation. The strength of our Society lies not in the size of our membership, but in the willingness of members to contribute beyond their day jobs to help advance occupational hygiene in New Zealand.

My sincere thanks go to our dedicated Council members, Ops, Finance & Risk Committee, the Membership Committee, Technical Advisory Subcommittee, Communications and Marketing Subcommittee, Intermediate Training Subcommittee, Advanced Practice Short Courses Subcommittee, Commit2Fit, Conference & Events team, mentors, trainers, reviewers, assessors, scholarship and award panel members, international representatives, and the many members who took the time to provide feedback during consultations and reviews throughout the year.

Every contribution, no matter how large or small, has helped shape the Society we are today. While NZOHS is a relatively small professional society, we are incredibly fortunate to be supported by a large and dedicated network of volunteers whose passion, expertise and generosity enable us to achieve far more than our size might suggest.

Serving alongside such passionate and committed volunteers has been one of the greatest privileges of my Presidency. Their willingness to challenge ideas constructively, support one another, share their expertise and continually strive to improve the profession gives me enormous confidence in the future of NZOHS.

The Society exists because people choose to contribute. For that, on behalf of Council and every member who has benefited from your efforts, **thank you**.

While this report highlights many of the Society's achievements over the past fifteen months, further information on the accomplishments and future priorities of some of our individual subcommittees can be found in the reports attached at the end of this Annual Report.

A Personal Thank You

No President achieves anything alone.

While my name may appear on this report, the achievements highlighted throughout it belong to an incredible team of people who have generously volunteered their time, expertise and energy to support both me and our Society. Every Council member has brought their own unique strengths, perspectives and passion to the table, and together we have created an environment where ideas could be shared openly, challenged respectfully and ultimately strengthened through collaboration.

It has been an absolute privilege to serve alongside each of you.

Lucre Pfefferman

Lucre, serving alongside you as President Elect has been one of the highlights of my Presidency. You have been my sounding board, my right-hand person and often the first person I would call when I needed another perspective or simply wanted to bounce around a new idea. I often joked that I spoke to you more than I spoke to my husband, although, if I'm honest, I think he secretly preferred it that way!

Your leadership of Commit2Fit, involvement with our 2027 Conference planning, representation of NZOHS across ANOH and other international forums, and your willingness to step forward whenever needed has been invaluable. You consistently bring enthusiasm, thoughtful ideas and a genuine desire to see our Society continue to grow.

More importantly, you have been an incredible support throughout the year, and I know NZOHS will be in excellent hands when you take over as President. I look forward to supporting you as Immediate Past President and watching you continue building on everything we have achieved together.

Nick Browne

Nick, thank you for the calm, logical and evidence-based approach you bring to every discussion.

As Treasurer, you have not only ensured the Society remains financially strong, but you have also challenged Council to think critically about every financial decision we make. Your ability to ask the right questions, test assumptions and keep us focused on long-term sustainability has strengthened countless decisions throughout the year.

Whether reviewing budgets, managing our investments and term deposits, or planning for the Society's future financial sustainability, your stewardship has ensured NZOHS remains in a strong position to continue supporting our members for many years to come.

Thank you also for always being willing to step in wherever support was needed. Whether it was assisting a subcommittee, taking on an additional piece of work, or helping behind the scenes, your response was almost always, "Sure, no problem." That willingness to simply roll up your sleeves and help, regardless of whether it fell within your portfolio, has been greatly appreciated.

Kerry Cheung

Kerry, thank you for everything you have contributed to NZOHS throughout your term.

From developing our flashy new Council meeting minutes and action tracking application, refreshing the mentoring programme, managing our social media presence website updates, and supporting our Communications and Marketing activities, you have generously given your time and expertise to help make the Society stronger. I have also come to appreciate just how much work you quietly undertake behind the scenes, often involving confidential Secretariat matters that simply cannot be

acknowledged in a report such as this. Your professionalism, discretion, and willingness to simply get things done have been invaluable to both me and Council.

Congratulations once again on your appointment as President-Elect of the International Occupational Hygiene Association (IOHA). It is a tremendous achievement and a reflection of the respect you have earned both nationally and internationally. I know you will continue to fly the NZOHS and New Zealand flag, and I look forward to seeing the impact you will make as President of IOHA.

Nadine Barnard

Nadine, thank you for the energy and enthusiasm you bring to Council.

When you first took on the Conference and Events Portfolio, I know you weren't entirely sure what you had signed up for. But, as you always do, you embraced the challenge with both hands, and your enthusiasm and dedication have been evident from day one. Your leadership of the Conference and Events Committee has helped ensure our members continue to have opportunities to connect, learn and enjoy being part of our professional community. I have every confidence that the 2027 Conference will be a tremendous success under your leadership, and I look forward to seeing what you and the Conference Committee create together. Thank you also to you and the team for everything you are doing to bring this AGM together.

Beyond the Conference and Events Portfolio, thank you for always bringing positivity, perspective and genuine care to everything you do. You have a wonderful ability to challenge ideas constructively while keeping Council grounded and focused on what matters most. And, of course, I cannot finish without mentioning the occasional moments where your sentences unexpectedly drifted into Afrikaans after a couple of hours in a Council meeting! It was a sure sign that your airtime had run out, and a good indication that our meeting had probably gone on for too long. Those little moments of familiarity and laughter certainly helped keep us smiling through some long evenings.

Rebecca Shanks

Rebecca, thank you for your thoughtful contribution to Council and for your leadership of our Intermediate Training Programme during a period of significant change. You have consistently brought fresh perspectives to our discussions, often encouraging us to consider viewpoints or opportunities that we may not otherwise have explored. Your friendly, caring nature and willingness to contribute have been greatly appreciated by everyone in Council.

Declining enrolments would have been easy to view as a problem. Instead, working with the Chair of the Subcommittee, you approached it as an opportunity to listen, reflect and improve how we deliver our intermediate trainings. Through extensive consultation with trainers, trainees, BOHS, OHTA and our members, you have helped shape a pathway to refine our Intermediate Training Programme, ensuring it remains relevant, sustainable and responsive to the needs of both the profession and future trainees.

And all of that while growing a little human.

On behalf of everyone at NZOHS, congratulations to you and your family on the arrival of beautiful Hazel Adeline. We wish you many wonderful years of happiness together.

Levi Mines

Levi, thank you for your professionalism, reliability and calm approach throughout your time on Council. Your leadership of the Technical Advisory Subcommittee has helped ensure NZOHS continues to remain relevant by delivering high-quality technical guidance. While our Advanced Practice Short

Courses have seen declining interest in recent years, I appreciate your support in recognising the need to evolve the programme. With renewed energy within the subcommittee and a stronger focus on what our members value, I am confident the programme has a bright future.

I have particularly appreciated your support with the many external consultations NZOHS has participated in. Your thoughtful insights, practical approach and ability to quietly work through technical reviews have been invaluable, and the quick responses from you and your subcommittee have certainly helped Council meet some very challenging deadlines.

I have really enjoyed working with you. It was surprisingly easy to know exactly what you were thinking without you saying very much. Often on mute, a slight nod told us you agreed, while that unmistakable frown let us know you weren't quite convinced yet. Your measured approach and honest feedback have always helped keep our discussions balanced and grounded.

Kim Pearson

Finally, there is one person whose name appears on very few Council documents, annual plans, reports, subcommittee lists, newsletters or social media acknowledgements, yet whose fingerprints are on almost everything NZOHS delivers. The long list of actions sitting beside her name in our Council and Subcommittee meeting minutes is testament to just how much happens quietly behind the scenes.

Kim.

As our Society Administrator, friend and compass, you are the person who quietly keeps everything moving forward. You support Council, our volunteers, trainers, subcommittees, members, sponsors and partners, often juggling countless competing priorities, many of them arriving at the last minute with very little direction or background.

Throughout the year, I have lost count of the number of emails I sent that began with, *"Just get Kim to..."*, followed by another urgent request sometimes with an impossible deadline. Somehow, you always found a way to make it happen.

Your professionalism, patience, organisation and unwavering support allow us as volunteers to focus on delivering value to members, knowing that the countless administrative details, and sometimes even our personal matters, are in safe and confidential hands.

Quite simply, NZOHS would not function as effectively as it does without you. Thank you for everything you do for our Society.

Finally...

As I conclude my term as President, I would also like to thank my husband and two gorgeous girls. Volunteering for NZOHS has meant many evenings, weekends and even public holidays dedicated to Council meetings, or turning the many ideas from those meetings into reality, governance work, and countless hours behind my laptop. Thank you for so generously giving me the time and space to contribute to our wider professional community.

To my husband, thank you for your patience, encouragement, endless cups of coffee, and for so often stepping in during the evening "witching hour" with the girls while I attended yet another Council meeting. Your love and support have made it possible for me to contribute to a profession that I care deeply about, and I could not have done it without you.

Serving as President, and having had the privilege of being actively involved with NZOHS Council since 2017, has been one of the greatest honours of my professional career. It has given me the opportunity

to work alongside exceptional professionals, develop lifelong friendships, and contribute to a profession that makes a genuine difference to the health and wellbeing of workers across New Zealand.

As a final reflection of our term, I am incredibly proud of what we have achieved together. If someone asked me what I considered our biggest achievement, my answer would not be a single project or initiative. It would be the remarkable volume of work delivered across so many areas, all by volunteers working towards a common purpose.

We have strengthened our governance, expanded our influence, invested in our members, modernised key aspects of the Society, and continued building an organisation that is well positioned for the future. Most importantly, we have done so together, with respect, collaboration and a shared commitment to advancing occupational hygiene.

While my term as President comes to an end, my commitment to NZOHS certainly does not. I look forward to continuing to support the Society as Immediate Past President and to support Lucre and the incoming Council build on the strengthened foundations now in place.

Finally, to every member, volunteer, trainer, mentor, reviewer, assessor, sponsor, partner and supporter, thank you.

NZOHS belongs to all of us. It is strengthened by every person who chooses to contribute, and because of that, I have never been more optimistic about its future.

It has been an absolute privilege to serve as your President.



Miriska Gerber
NZOHS President
New Zealand Occupational Hygiene Society
2025–2026

One Final Thought...

If you've made it this far, thank you.

I certainly didn't set out to write a report quite this long! But after my reflection on what has been an astonishing year, I realised there was so much I wanted to say. Between already full Council meetings and our Sprint Member Meetings, there never quite seemed to be enough time to acknowledge everything that happened, the people who made it happen, or what it all meant. So, I decided to take the opportunity to put it on paper.

If you're already one of our volunteers, thank you for everything you continue to contribute. I hope this report reminds you that your efforts truly do make a difference. And if you are considering getting more involved, I hope this reflection has given you a glimpse of the opportunities, friendships, professional growth and sense of purpose that come from becoming involved. We'd love to have you join us.

Commit2Fit (C2F) Subcommittee Update

Subcommittee report to Council — July 2025 to July 2026 · Prepared by Lucre Pfefferman, Council Liaison

Achievements for the Term

During the term, C2F continued to deliver its training and assessment programme. Although one planned course was cancelled due to low numbers, a new opportunity arose to deliver a dedicated course for a single company. Course CXXI was delivered from 20 to 31 July 2026, with CXXII planned for 12 to 23 October 2026.

The recertification process has progressed well and is on track. The recertification model has been reviewed and consolidated, with the video submission format removed following a practical review. The updated recertification outline has also been published.

Document updates have been another major achievement this term. Documents B2, B3, and B6 were reviewed, simplified, and updated with stakeholder feedback to improve usability.

C2F also completed its external engagement objective with RESP-FIT. C2F and NZOHS are now listed as supporters of the RESP-FIT Respirator Selector Tool, alongside AIOH and the AIOH Foundation. The tool is live and linked on the NZOHS website.

Another important milestone is that an abstract on C2F has been accepted for oral presentation at the ANOH 2026 Conference: “Protecting Workers in Developing Regions and Remote Settings: A Scalable and Replicable Online Model for Respirator Fit Testing Competency from New Zealand.” This presentation aims to encourage other countries to consider a competency framework for respiratory protective equipment fit testers.

Subcommittee Acknowledgements

C2F transitioned to a Co-Chair model, with Penny King stepping in, supported by Deb McAlpine, helping to strengthen leadership and continuity within the subcommittee.

The trainer pool increased from two to three trainers, with another trainer currently being added. The assessor pool has also grown, with a new C2F assessor joining this term.

The mentoring area continues to be coordinated by Carolyn Parris, offering each C2F student up to two hours of free mentoring if they wish to access it.

NZOHS acknowledges the ongoing contribution of all C2F committee members: Penny King, Deb McAlpine, Levi Mines, Carolyn Parris, Alex Marquand-Gray, Jarrod Graham, Rebecca Shanks, Nadine Barnard, Nimé Judd, Shilpa Nerpanda, Johnny Fernandez, Suzanne Broadbent, and Lucre Pfefferman.

The C2F Subcommittee would also like to acknowledge Kim Pearson for the excellent support she consistently provides to both the subcommittee and the students.

Future Focus / Work in Progress

The next major area of work is the development of a certification-only pathway within C2F, separate from mandatory C2F training. The future model would allow C2F assessments to be opened to people who have not completed the C2F training. This work remains an important future step for C2F.

Advanced Practice Short Courses (APSC) Subcommittee Update

Subcommittee report to Council — July 2025 to July 2026 · Prepared by Levi Mines, Council Liaison

Achievements for the Term

During the extended term, the Advanced Practice Short Courses (APSC) Subcommittee continued planning and developing specialised professional development opportunities for members. While the original objective was to deliver four courses covering gas monitoring, welding fumes, health risk assessment and biological monitoring, declining member demand resulted in a review of the programme and future delivery model.

The subcommittee also progressed the development of an APSC Bylaw and supporting process flow to provide clearer governance for the programme. A draft has been completed and is progressing through the review process prior to Council consideration.

To better understand future training needs, the subcommittee surveyed members and developed a proposed programme of future courses based on the feedback received. While no single course attracted sufficient demand to proceed immediately, the survey has provided valuable information to help shape the future direction of the programme. The subcommittee also explored opportunities with external organisations to broaden future course offerings and improve value for members.

Subcommittee Acknowledgements

This year also saw a transition in leadership, with Sam McGee and Byron Frankish taking on the role of Co-Chairs. Their willingness to lead the programme through a period of review has helped position the subcommittee to explore new approaches to course delivery and member engagement.

NZOHs acknowledges the contribution of all APSC Subcommittee members: Sam McGee, Byron Frankish, Cassandra Edmunds, Almi Bradfield-van Wyk, Al Threlfall, Susan Edwards, Kerry Cheung, Lucre Pfefferman, Sage Robinson and Levi Mines. The Society also thanks Kim Pearson for her ongoing administrative support to both the subcommittee and course participants.

Future Focus / Work in Progress

The key focus for the coming year is to refresh the APSC programme to better align with member demand and contemporary learning preferences. This includes reviewing course topics and delivery methods, progressing the APSC Bylaw through Council approval, and continuing to work with external organisations and subject matter experts to expand the range of specialised professional development opportunities available to members.

Technical Advisory Subcommittee Update

Subcommittee report to Council — July 2025 to July 2026 · Prepared by Levi Mines, Council Liaison

Achievements for the Term

During the extended term, the Technical Advisory Subcommittee continued to provide technical leadership and expert advice on matters affecting the occupational hygiene profession. The subcommittee played a key role in supporting NZOHS' responses to a wide range of government consultations, technical reviews and industry initiatives, ensuring the Society remained an active and credible voice on issues impacting worker health.

Throughout the year, the subcommittee contributed to Workplace Exposure Standards (WES) reviews, Approved Codes of Practice (ACOPs), the Health and Safety at Work Act reform, the engineered stone roundtable, OHTA consultations and several asbestos-related initiatives. The subcommittee also established an internal consultation process to improve the coordination and quality of NZOHS submissions, with work continuing to formally document the process.

The mentoring programme was successfully refreshed during the year, with updated guidance, supporting documentation and promotional material developed to strengthen the programme for both mentors and mentees.

The Society also continued its representation on national Standards New Zealand committees, including ongoing participation in the Respiratory Protection Committee (SF-010), while expanding its involvement through nominations for the Work in Confined Spaces Committee (SF-037).

Subcommittee Acknowledgements

The Technical Advisory Subcommittee continued to provide valuable technical expertise and professional guidance throughout the year. NZOHS acknowledges the contribution of Laura Charlton (Chair), Trudy Geoghegan, Almi Bradfield-van Wyk, Sriram Prasath, Johan Barnard, Nadine Barnard and Kerry Cheung for generously contributing their knowledge and expertise to support the Society and the profession.

The Society also acknowledges Lucre Pfefferman for her continued representation of NZOHS on the Standards New Zealand Respiratory Protection Committee (SF-010), ensuring occupational hygiene expertise continues to contribute to the development of national standards.

Future Focus / Work in Progress

The subcommittee will continue to strengthen NZOHS' technical leadership by formalising its consultation process, maintaining representation on key Standards New Zealand committees, and supporting Council through evidence-based responses to government consultations, technical reviews and emerging occupational hygiene issues. Continuing to identify opportunities for NZOHS representation on national technical advisory groups will also remain a key focus.

Conference and Events Subcommittee Update

Subcommittee report to Council — July 2025 to July 2026 · Prepared by Nadine Barnard, Council Liaison & Co-Chair

Achievements for the Term

The Conference and Events portfolio has delivered strong progress across strategic planning, operational readiness and member engagement throughout the term.

Significant foundational work has been done to position NZOHS for hosting the 2027 ANOH conference in conjunction with the NZOHS conference. This included early scoping, feasibility considerations and logistical planning required to support the ANOH Board's decision regarding a conjunctive hosting arrangement. This preparatory work ensures NZOHS is well-placed to transition into full conference planning once formal approval is granted.

A key advancement this term, has been the decision to engage a dedicated professional conference and events service provider. This marks a shift from previous years and reflects NZOHS's commitment to elevating event quality, strengthening operational capability, and ensuring the successful delivery of large-scale national and international events.

In addition to long-term conference planning, the subcommittee has continued to support and plan for ongoing event delivery, member engagement initiatives, and the refinement of processes that contribute to consistent satisfaction and improved participation across the Society's initiatives.

Subcommittee Acknowledgements

The progress achieved in this term is a direct reflection of the dedication, professionalism, and collaborative spirit of the sub-committee members.

The sub-committee members have contributed substantial time and expertise across negotiations, presenter sourcing, stakeholder engagement, data collection, and the development of early concepts and programme ideas for the 2027 conference.

NZOHS extends appreciation to the following members for their contributions:

Nadine Barnard (Council Liaison and Co-Chair), Almi Bradfield-van Wyk (Co-Chair), Byron Frankish, Alex Smith, Cassandra Edmunds, Trudy Geoghegan, Lucre Pfefferman, Nick Browne and Kim Pearson.

The Society wishes to recognise and extend special appreciation to Lucre Pfefferman for her outstanding leadership and guidance throughout NZOHS's bid to host the ANOH 2027 Conference.

In her capacity as the Representative of the ANOH Board, Lucre has played a pivotal role as the primary liaison between NZOHS and ANOH. Her strategic insight, professionalism and unwavering commitment have been instrumental in strengthening international relationships for the Society, advancing our international standing and enhancing the value proposition NZOHS offers its members going forward.

Future Focus / Work in Progress

Looking ahead, the sub-committee will continue to build on the momentum established this term. Key areas of focus include:

- Strengthening the value proposition for our members through high-quality, relevant and accessible events.
- Expanding opportunities for engagement, participation, and collaboration across the Society, including in person and virtual offerings.

Communications & Marketing Subcommittee

Subcommittee report to Council — July 2025 to July 2026 · Prepared by Kerry Cheung & Byron Frankish, Co-Chairs

Achievements for the term

The Subcommittee developed and approved a Communications & Marketing Plan in November 2025, then reprioritised in March 2026 — in response to limited capacity — to focus effort on three channels: the e-Newsletter, the website, and LinkedIn.

E-Newsletter: a full redesign is completed, moving to a shorter format with a MailChimp-based template and scannable heading links, replacing the previous long-form layout.

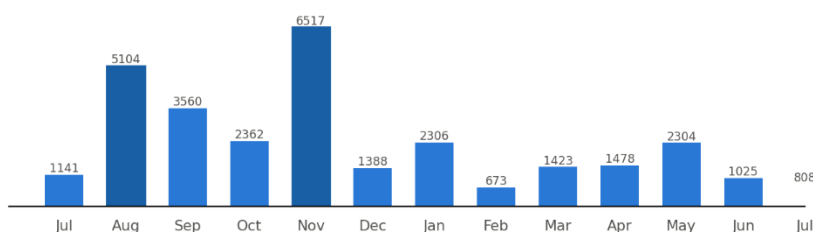
Website: 38 of the site's 75 pages (51%) were updated during the term. C&M introduced a visible “page last updated” convention now appearing on all pages, which will be included as they are updated over time.

LinkedIn: 31 posts over the year drove 30,089 impressions, a 10.6% engagement rate, and 316 new followers. The best-performing post of the term was a WorkSafe New Zealand safety alert on asbestos detected in imported coloured sand (November 2025), which reached 3,901 people and generated 12 reposts — more than any other post this year, and a sign that timely, practical safety information resonates strongly with our audience.

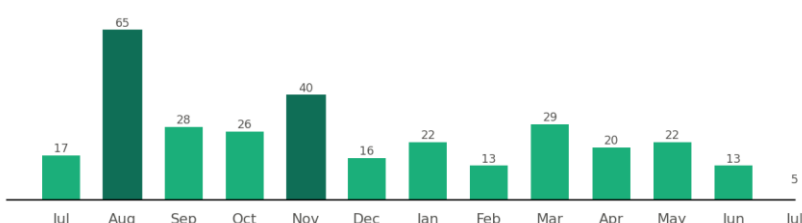
Performance from 25/07/25 – 25/07/26

Impressions	Posts	New followers	Engagement rate
30,089	31	316	10.6%

LinkedIn impressions by month (Jul 2025 – Jul 2026)



New LinkedIn followers by month (Jul 2025 – Jul 2026)



Improving our LinkedIn reach

Posting was uneven across the year, with some months carrying a single post and others several — smoothing this out with a simple forward-planned posting schedule would help sustain visibility year-round. Content in the style of our top post — timely, practical, and tied to a live safety issue — consistently outperformed routine event promotion, suggesting more of this content type would lift overall reach. Spreading posting responsibility across more Subcommittee members would also help sustain momentum through quieter periods.

Acknowledgements

Winnie Ng led the e-Newsletter redesign, exploring Canva-to-Mailchimp integration options and driving the shift to a more engaging member-facing format.

Byron Frankish stepped up as Co-Chair partway through the term, bringing renewed energy to career fair and industry event representation.

Looking ahead

The Subcommittee will continue incremental website updates and work toward a more consistent, forward-planned LinkedIn posting schedule. Recruitment of new Subcommittee members continues, alongside handover planning for the new Council term.