

CURRICULUM VITAE: CAROL O'DONNELL

Qualifications: Ph.D. (Macquarie Uni) M.Ed.(Hons)(Sydney Uni) Dip.Ed., B.A.(Qld Uni)

EMPLOYMENT HISTORY

August 95 – March 2007, Lecturer, School of Behavioural and Community Health Sciences, Faculty of Health Sciences, University of Sydney

Undertook teaching and research:

Undergraduate:

- Introduction to health sociology
- Environments, health and society
- Clients, practitioners and organizations
- Health policy and service delivery
- Occupational health and stress
- Environmental health and safety
- Professional practice and ethics
- Sexuality for health professionals

Postgraduate:

- Risk management and rehabilitation policy
- Health risk management (international perspectives)
- Occupational health
- Occupational rehabilitation
- Ecological, environmental and nutritional health
- Health promotion, planning and evaluation
- Children's health and welfare policy

October 1990-December 1994, Special Project Officer, WorkCover Authority of NSW

Wrote speeches and submissions for the Minister, Board Members, General Manager and Manager of Insurance and Fund management; provided advice to members of the WorkCover Executive, and/or started projects and assisted with negotiations in the following areas:

- Ramifications for WorkCover of decisions of Special Premiers Conferences
- Ramifications for WorkCover of Council of Australian Government Meetings
- Advice on implications of meetings of the Ministers of Labour Advisory Committee
- Mutual recognition and national standards for occupational health and safety (OHS) related goods, services, occupations and training
- WorkCover and Worksafe – analysis of issues of mutual concern
- Product testing, quality control systems and the development of national OHS standards
- Advice on development of regulatory impact statements for national OHS regulations
- Regulatory impact statement for the draft NSW hazardous substances regulation
- Regulatory impact statement for the draft NSW construction regulation
- Analysis of public comment on draft plant safety and hazardous substances regulations
- Advice on policy related to risk assessment and control requirements
- Advice on codes of practice – policy and implementation
- Audit, self audit, and other OHS risk and injury management systems
- Appropriate relationship between ecologically sustainable development and OHS

Consistency between public health and safety, OHS and environmental safety regulation
Ensuring effective and integrated service delivery by WorkCover and local government
Commercialization of WorkCover services
Advice on industry and enterprise self regulation
WorkCover Inspectors submission to the Royal Commission into the Building Industry
Four WorkCover Executive speeches for Master Builders' Assn. Seminar on WorkCover plans in the construction industry
Construction industry policy on a wide range of issues, including demolition, asbestos removal, safe work on roofs, etc.
Advice and secretariat support for WorkCover representatives on the National Medical Services Management Group
Advice and secretariat support for WorkCover Medical Services Advisory Committee
Analysis and recommendations regarding Commonwealth and State disability legislation
Hospital rates and doctors' fees – national standards or mutual recognition?
Rehabilitation provision and mutual recognition legislation – ramifications
An appropriate range of nationally consistent rehabilitation and return to work services
National consistency and cost shifting in medical and related services
Comparative recovery rates of workers compensation related patients - ramifications
Towards best practice back injury management: papers; speeches; pamphlet and secretariat support for WorkCover steering committee
Physiotherapy treatment – analysis, speeches, fee negotiations, introduction of physiotherapy treatment monitoring system
Private hospital rates – analysis and negotiations with Private Hospitals Assn.
Public hospital rates - analysis and negotiations with NSW Health Dept.
Fees for orthopaedic surgeons and other specialist groups – analysis and negotiations
Medico-legal costs – analysis and negotiations
Continuing education of general practitioners – program development and negotiation
Audit of medical service providers – analysis and recommendations
Developed and delivered training program for WorkCover fund managers on Casemix Diagnostically Related Group (DRG) funding principles
Report to the board on the proposed privatization of WorkCover insurance
WorkCover submission and comment to Industry Commission inquiry into workers' compensation in Aust.
Report and recommendations on the structure of the Treasury Managed Fund
Report and recommendations on WorkCover policy on conditions of use of scheme funds
Evaluation and revision of Aust. Insurance Institute course on NSW workers' compensation scheme
Evaluation and negotiation paper on specialized insurance schemes for Broken Hill
Advice on ILO Convention concerning benefits in the case of employment injury
Effects of the passage of hazardous substances legislation on various compensation schemes in NSW
Appropriate relationships between workers compensation and victims compensation schemes
Strategies for improving claims management by WorkCover insurers
Implications of WorkCover's new benefit structure
Self employed subcontractors in the building industry and workers' compensation requirements
Advice on gathering workplace related data through the premium renewal process
Analysis and recommendations on WorkCover licensing and certification systems (over 40 systems)
Continuing analysis and advice on the WorkCover IT infrastructure project
The provision of lump sums under the NSW Workers' Compensation and Dust Diseases Acts

Analysis and recommendations regarding WorkCover conciliation services
WorkCover inspectorate and conciliation services and the Anti-Discrimination Act
Trial of unlitigated settlement of personal injury claims

October 1987- October 1990, Manager, Prevention Programs Branch, NSW Dept. of Industrial Relations and Employment (DIRE)

Established and managed the Prevention Programs Branch to assist implementation of the NSW OHS Act. Recruited thirty-six people and was responsible for undertaking the following functions:

- Provision of secretariat support to the training committee and the non-English speaking background (NESB) committee of the NSW OHS and Rehabilitation Council
- Provision of advice and speeches for the Co-ordinator, OHS and Rehabilitation Services
- OHS and workers' compensation data analysis and research
- Development of OHS promotional programs and plain English publications
- Broadening and upgrading skills of OHS Inspectors
- Provision of OHS training and accreditation structures for the NSW workforce
- Accreditation and support of OHS workplace committee trainers and committees
- Information and assistance to people of speaking backgrounds which are not English.

In January 1990 the OHS services of the DIRE were amalgamated with the State Compensation Board (as recommended by the Prevention Programs Branch) to form the WorkCover Authority.

October 1984 – October 1987, Assistant Director, Women's Directorate, DIRE

Assisted the Director to establish the Women's Directorate and recruit nine staff. Devised and managed programs and staff related primarily to the following issues:

- Research support for the NSW Committee to Inquire into the Status of Women in Commerce and Industry
- Introduction of female and bilingual OHS inspectors
- Establishment of a multilingual work information unit
- The employment status of Non English Speaking Background (NESB) women
- The employment status of clothing outworkers
- Employment relationship and status of women doing paid work at home
- Removal of discrimination from legislation and awards
- The development of traineeships
- Encouragement of women's entry to technical jobs
- Maternity leave and child care provisions

January 1984 – November 1984, Lecturer, Dept. of Welfare and Community Studies, Uni. of Western Sydney

Developed and taught a range of subjects including:

- Political economy of the welfare state
- Basic statistics and social indicators
- Introductory sociology for police and prison officers

Employed as consultant to the Commonwealth Committee of Inquiry into Labour Market Programs (Kirby Committee) and produced a report on apprenticeship-style training in occupations where women are over-represented.

January 1979-December 1983, Tutor, School of Education, Macquarie University

Taught full-time in the Department of Education and completed a Ph.D. on the relationship between education and work allocation (published by Allen and Unwin) in the Department of Education

Worked as a research assistant in a UNSW domestic violence project and edited a related book (published by Longman Cheshire).

January 1971-December 1976, High School Teacher, Australia and Nigeria

Secondary school teacher in English and History at:

Balmain HS, Sydney

St Michael's CEGGS, Melbourne

Government Boys College, Kano, Nigeria (2 years with Australian Volunteers Abroad)

Other Activities:

During the 1970s I was active in community groups which sought to influence Commonwealth and State government policies on domestic violence and child care. I have been involved in service management committees in these areas and have published books on these topics.

For three years, commencing in 1980, I served on the national executive of the Federation of Australian University Staff Associations. I was closely involved in the early implementation of tertiary sector policy and practice on equal employment opportunity and childcare provision.

Since joining the Faculty of Health Sciences at Sydney University in 1995 I have made submissions to relevant Commonwealth, State and industry inquiries dealing with health, sustainable development and related matters. My aim generally has been to promote understanding of the importance and role of a risk management approach, in the context of the issues under inquiry. Examples of some recent submissions are attached for your information.

BOOKS AND SAMPLE ARTICLES

Books:

O'Donnell C & Hall P (1988) **Getting Equal - Labour Market Regulation and Women's Work**, Sydney, Allen and Unwin.

Brennan D & O'Donnell C (1986) **Caring for Australia's Children - Political and Industrial Issues in Child Care**, Sydney, Allen and Unwin.

O'Donnell C (1984) **The Basis of the Bargain - Gender, Schooling and Jobs**, Sydney, Allen and Unwin.

O'Donnell C & Craney J (Eds) (1982) **Family Violence in Australia**, Melbourne, Longman Cheshire.

Book Chapters:

O'Donnell C & Saville H (1989) "Domestic violence", Jagtenberg and D'Alton (Eds), **Four Dimensional Social Space**, Sydney, Harper and Row.

O'Donnell C (1985) "Apprenticeship, professional organization and occupational closure", in Palmer, I (Ed) **Melbourne Studies in Education**, Melbourne, Melbourne University Press.

Sample Articles:

- O'Donnell, C. (2007) 'From the Constitutional Past to the New Educational Ideal', **Public Administration Today**, Issue 12, Oct.-Dec. 2007.
- O'Donnell, C. (2006) 'A healthier approach to justice and environment development in Australian communities and beyond', **Public Administration Today**, Issue 9, Oct.-Dec. 2006, pp.12-19.
- O'Donnell, C.(2005) "Coordinated initiatives to improve community health management and crime prevention in Australia", **Journal of Allied Health**, Vol. 34, No 4.
- O'Donnell, C (2003) "Management of children's health in the Australian community", **Asia-Pacific Disability and Rehabilitation Journal**, Vol. 14, No. 2, pp.57-67.
- O'Donnell C (2003) "Community management structures to promote health", **Australian Health Review**, Vol. 26, No. 1, 2003, pp.151-160.
- O'Donnell C (2002) "Towards a national health risk management approach in Australia" **Journal of Allied Health**, Vol. 31, No. 1, pp. 10-14.
- O'Donnell, C (2002) "Policy, funding and management strategies to promote health, community-based rehabilitation and regional development in Australia", **Australian Journal of Rehabilitation Counseling**, V. 8, No.2, pp. 81-90.
- O'Donnell C (2000) "Improving health and sustainable development through national vocational partnerships to teach risk management" **Focus on Health Professional Education: A Multi-disciplinary Journal**, Vol. 2, No. 3, pp. 39-49.
- O'Donnell C (2000) "Will Australian workers' compensation management get better soon?", **WORK, International Journal of Prevention, Assessment and Rehabilitation**, No. 15, pp. 177-188.
- O'Donnell C (2000) "Motor accident and workers' compensation insurance design for high quality health outcomes and cost containment", **International Journal of Disability and Rehabilitation**, V.22, Nos. 1-2, pp.88-96.
- O'Donnell C (1999) "Unintended outcomes of health care delivery and the need for a national risk management approach", **Australian Health Review**, Vol. 22, No.1, pp.44-59.
- O'Donnell C and Cross J (1998) "Rationale, content and evaluation of a workshop on health risk management at work in Vietnam", **Aust. and N.Z. Journal of Occupational Health and Safety**, October, pp.473-478.
- O'Donnell C and Phan T (1998) "Towards free trade through supporting Australian, Vietnamese and international standards to protect health and the environment" **Integration - Magazine for Multicultural and Vietnamese Issues**, 14, pp16-21.
- O'Donnell C (1988) "The situation of clothing outworkers in NSW", **Aust. & NZ Journal of Occ. Health and Safety**, Aug.
- O'Donnell C & Golder N (1986) "A comparative analysis of equal pay in the US, Britain and

Australia", **Australian Feminist Studies**, No.3, Summer.

O'Donnell C (1984) "Theories of the labour market and women's place within It", **Journal of Industrial Relations**, June.

O'Donnell C (1984) "The relationship between women's education and their allocation to the labour market", **Higher Education**, March.

O'Donnell C (1983) "The relationship between labour market segmentation and child rearing", **Australian Quarterly**, Spring.

Craney J & O'Donnell C (1983) "Women in advanced education: Advancement for whom?" **Higher Education Research and Development**, Vol.2, No.2.

Craney J & O'Donnell C (1981) "Women, TAFE and employment", **Education News**, Canberra, Vol 17, No 7.

Saville H & O'Donnell C (1981) "Sex role inequality and spouse abuse", **Aust. and NZ Journal of Sociology**, Vol. 17, No.1, March.

Craney J & O'Donnell C (1980) "The effects of fees and loans in the tertiary system - A discussion of some proposals in the Williams Report", **Australian Quarterly**, Sept.

O'Donnell C (1978) "Domestic Violence", **New Doctor**, No.11.

O'Donnell C (1976) "Training in a Chinese teachers college: The philosophy and organization of the Kwantung Teachers College", **Education News**, Canberra, Vol. 15, No. 9.

Other:

O'Donnell C, **An Investigation of Skill and the Desirability of Extending Apprenticeship Forms of Training** (1984) Report commissioned by the Cwth Ctee of Inquiry into Labour Market Programs (Kirby C'tee)

O'Donnell C and Saville H, **A Study of Battered Women** (1976) (International Women's Year Grant. No.12.053.03)