

## Annual Report 2024

### for 1 April 2023 – 31 March 2024 Financial Year

The Human Factors and Ergonomics Society of New Zealand is the membership body for human factors/ergonomics professionals in New Zealand. HFESNZ has functioned since 1986, after splitting from the Ergonomics Society of Australia and New Zealand established in 1966. Thus, we have had a NZ society for this professional group for 56 years.

The society objectives are to promote the application of human factors/ergonomics knowledge; and advance human factors/ergonomics research, education, public awareness, and professional standards.

HFESNZ is a federated member of the International Ergonomics Association.

## Key achievements

- We held 8 committee meetings, with excellent Committee representation at meetings. Thanks to the committee members for volunteering 1.5 - 2 hours on their Tuesday evenings with such regularity.
- The Professional Affairs Board met 3 times this fiscal year. This year included processing 1 successful Professional Member application and 4 Re-certifications for Certified Members. We currently have 25 Professional Members. (See PAB report later)
- Our financial position remains strong (see Treasurer's report).
- We have communicated regularly with members with over 6 newsletters. Thank you to Karen Goodfellow for your valuable work in this area.
- The HFESNZ annual conference at Millbrook Resort in Arrowtown was a resounding success, featuring 43 delegates and 21 presentations on various HFE topics. Keynotes by Professors Phillip Morgan and Peter Buckle provided deep insights into AI, cybersecurity, and ergonomics.
- HFESNZ hosted numerous webinars and workshops on diverse topics like AI, transport accident investigations, healthcare ergonomics, and musculoskeletal health, enhancing professional development.
- In April 2023, six rule changes were approved to broaden membership categories and streamline the application process, ensuring wider accessibility for HFE professionals. The PAB, led by Convener Leanne Hunter, played a crucial role in implementing these changes and keeping members informed.
- The HFE Postgraduate programme launch at AUT was a success, showcasing new educational opportunities. International recognition was achieved with members receiving prestigious awards for contributions to HFE education and research, including the IEA Tsinghua and Kingfar Awards.
- HFESNZ announced 12 new scholarships for individuals pursuing postgraduate studies in HFE.
- Hamish Mackie and Vanessa Beanland continued to represent HFESNZ on HASANZ committees, ensuring members' interests were well-represented. Updates to the HASANZ register were made, with efforts to expand eligibility being explored.

- Several key members, including Fiona Trevelyan, Karl Bridges, and Bikram Pandey, stepped down from their roles, with acknowledgments for their significant contributions to the society. New leadership roles are being planned for 2025, ensuring continued strong governance and representation.
  - Final updates from the HASANZ Workforce Development Programme will be provided by the dedicated team, showcasing ongoing efforts to enhance the professional growth of HFE members.
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## Chairperson's Report

Talofa lava members! This is my first AGM as Chair and what a year it has been! First of all, thank you to the previous chair and my predecessor Vanessa Beanland for her support during these past few months. This also extends to the Committee and PAB members who have supported my role to date.

A big thank you to my fellow Committee members for their valuable contributions to the Society this past 18 months. The Committee consists of Vanessa Beanland (HASANZ Register committee), Hamish Mackie (HASANZ Governance committee), Fiona Trevelyan (Secretary), Bikram Pandey (Treasurer), Rachel Gordon (PAB rep), Tahlia Fisher, Karen Goodfellow (Newsletter and events), Carole Unkovich (HFESNZ administrator), Karl Bridges (PAB rep), and Parul Dager. Likewise, thank you to our fantastic PAB team for their hard work these past few months your dedication is much appreciated. See PAB report for more information.

The Society has had a busy year during 2023-24, highlighted by a number of successful national and local society events, and work for the longstanding HASANZ Workforce Development Project. A big highlight for me was the Annual conference in Arrowtown and other Society face-to-face engagements such as the HFE PG Expo. It was amazing to see our members (new and old) coming together to share their experiences, and most importantly, network. Thank you to those who contributed their time and effort into these events and activities.

Since July 2023 some of the key highlights in the society are as follows:

- **2023 Annual conference Arrowtown** - the 2023 HFESNZ annual conference, hosted at the picturesque Millbrook Resort in Arrowtown, was an overwhelmingly successful conference. It centered on the theme of 'service' in Human Factors and Ergonomics (HFE). Sponsored by ErgoHuman© and Joint Action Solutions©, and organized by a dedicated committee, the event welcomed 43 delegates from diverse professional backgrounds from NZ, Australia, and the UK. It involved 21 captivating presentations across two days from construction, healthcare, forestry, manufacturing, industrial design, transport, musculoskeletal, regulatory, aviation, space, disability and training industries. Our two keynotes Professor Phillip Morgan and Professor Peter Buckle presented profound insights into AI, cybersecurity, and the human element in ergonomics.

Outside the presentations, the conference provided fantastic social engagements, with a memorable welcome evening and a lively conference dinner with a live band. Tahlia Fisher was awarded for her exceptional presentation on communication styles between pilots and engineers. Delegates praised the venue, the diversity of topics, and the seamless organisation.

Thank you to all our members who participated and presented, it was much appreciated. Many thanks to the conference team consisting of Leanne Hunter, Fiona Trevelyan, Karen Goodfellow, Carole Unkovich, with support from Karl Bridges and Vanessa Beanland. Your work and dedication towards the successful running of the conference (especially over Christmas holiday period) was nothing short of amazing! Even better, the committee developed a conference 'playbook' which can be used to plan and facilitate future multi-day conferences.

- **Webinars and workshops** - we hosted a number of Special Interest Group webinars and workshop focusing on topics such as Artificial intelligence (Phil Morgan, UK), HF in transport accident investigations (Tahlia Fisher), Healthcare SIG online webinar and workshop at Fisher & Paykel (Shanqing Yin), NZISM Webinar 'when to call a HFE professional' (Stephven Kolose), HFESA Professional development webinar (Tahlia Fisher), musculoskeletal health risk management webinar (Leanne Hunter) and workshops (Marion Edwin, Cory Matulino, and Leanne).
- **Special General Meeting rule changes** - in April 2023, we conducted a Special General Meeting for all members to vote on six rule changes. PAB will continue to implement the new membership categories and finalise the application and assessment process. These changes were necessary to ensure more people working in HFE-related fields can join or be on the path to be professional members with the society.

I would like to thank the PAB, Convener Leanne Hunter, and her marvelous team of Rachel Gordon, Nicola Green, Karl Bridges, and Sarita Dara for their hard work on ensuring the member changes are processed in accordance with our rules, and communicated frequently with all our members This, on top of their existing roles in PAB is truly exceptional! Congratulations and thank you for your service these past 12 months and more.

- **HFE Postgraduate programme launch AUT** - the Society held a successful HFE PG programme launch day and HFE expo at AUT City Campus on 21 May 2024. The event was opened by Prof Brett Cowan, the Dean of the Faculty of Health and Environment Sciences, HFESNZ Chair, HFE program leads, with presentations from two students currently enrolled on the HFE PG programme, Erica Lawn and Shweta Dewan. Thanks to our members for getting out and supporting this event. Thanks also to Fiona and Liz for organising and facilitating this event.
- **International recognition** – congratulations (again) to Fiona Trevelyan and Liz Ashby on being awarded the 2023 International Ergonomics Association (IEA) Tsinghua award. The award represents significant and outstanding contributions to the success of postgraduate educational programs that include human factors/ergonomics (HFE) courses or substantial HFE content in the curriculum. Likewise, Fiona and Liz were instrumental in the HFE course obtaining CIEFE accreditation. I was fortunate to receive the IEA Kingfar Award for Early Career research excellence. A big thank you to Vanessa Beanland and Stephen Legg for supporting and facilitating our nominations to IEA.

Chris Polaczuk and his CHASNZ Work Should Not Hurt programme (participatory ergonomics program addressing musculoskeletal injuries amongst NZ construction workers) has been

acknowledged by the Institute for Work and Health (IWH). Their work has been selected as an international case study.

If any of our members have received awards in NZ or internationally – congratulations! We would love to know more and share this with our membership.

- **HFE scholarships** - At the beginning of 2024, we were proud to announce 12 new scholarships for individuals undertaking postgraduate study in HFE during 2024. The recipients were:
  - 1 Natalie Amersfoort – University of Otago, MSc Psychology
  - 2 Melody Chen – AUT, Postgraduate Certificate in Health Sciences
  - 3 Lucina Harding – AUT, Postgraduate Certificate in Health Sciences
  4. Madeline Herson – AUT, postgraduate Certificate in health Sciences
  5. Cory Matulino – La Trobe University (Australia), Master of Ergonomics, Safety and Health
  6. Julie Moffett – AUT, Postgraduate Certificate in health Sciences
  7. Gareth O'Donnell – AUT, Postgraduate Certificate in health Sciences
  8. Billie Petty – University of Otago, MSc Psychology
  9. Hemamalini Santosh Puthran – AUT, Postgraduate Certificate in Health Sciences
  10. Kim Sanderson – AUT, Postgraduate Certificate in Health Sciences
  11. Margaret Anne van Schaik – University of Derby (UK), MSc Ergonomics and human Factors (Behaviour Change)
  12. Rebecca Washbourn – AUT. Postgraduate Certificate in health Sciences
  
- A big thanks to Mia Troll (Business Manager) and Bronwyn Presland (Exec Director) from HASANZ for their valuable support in facilitating these awards. Thank you to Vanessa Beanland, Bikram Pandey, and Karl Bridges for your dedication on the interview panels. The Society is extremely lucky to have an amazing talented cohort, the future of HFESNZ is looking very bright!
  
- **HASANZ representatives** - Hamish Mackie has continued as our HASANZ representative on the HASANZ governance committee. Likewise, Vanessa Beanland has been our representative on the HASANZ Register committee and scholarships panels. New changes this year has meant that all individuals previously on the HASANZ register have been transferred to the new register available at <https://www.hasanz.org.nz/find-an-adviser>. Currently, only HFESNZ certified professional members are eligible to join the HASANZ register. We are exploring the possibility of expanding this to include other professional member categories and will advise if this changes. Thank you, Hamish and Vanessa, for representing our best interests. Thank you to Stephen Legg for your contributions as well. See HASANZ report for more details.
  
- **Committee and PAB personnel changes** – at this year's AGM we acknowledge three individuals who will be stepping down from their respective positions on Committee and PAB. Fiona Trevelyan will be stepping down from Secretary (but will remain on Committee), Karl Bridges is stepping down from both Committee and PAB, and Bikram Pandey is retiring peacefully from Treasurer and Committee. Hamish is also keen on relinquishing his role as HASANZ Governance committee

member. I have also taken over as IEA Council member from Marion Edwin and I am on the lookout for an interim-Chair for 2025.

- On behalf of HFESNZ, I'd like to personally thank Karl for his immeasurable contributions to the Society. Karl has done a LOT of heavy lifting for the Society whether it's representing us at the international, academic, governance, peer support, mentoring, and being on both Committee (all positions) and PAB! Thank you also to Fiona for holding down the Secretary role for multiple terms, great to still have you on Committee. A big thanks to Marion Edwin for your fantastic work as our IEA council representative these last few years. Like Karl, Marion has contributed a LOT to HFESNZ often to the detriment of her (then) own business and family commitments. Thank you all for supporting my role as Chair, your experience and counsel has been incredibly helpful.
- **Workforce Development Programme** – final updates from the HASANZ WDP will be provided by the team below.

## What is next for HFESNZ?

The HFESNZ special interest groups will be making a concerted effort to increase the reach of their work and grow their individual memberships. More workshops, webinars, are currently being planned for the months ahead.

Come June 30th 2024, funding for our four Educational Programmes (EPs) for the Workforce Development Programme will cease. Discussions are already underway to determine how HFE training (outside of postgraduate level) can be delivered in New Zealand. If you have experience in this area we would love to hear from you so please get in touch.

As noted above, we are looking for more members to join our Committee. The role of a Committee member is very important in making decisions that shape the direction of the Society. The amazing thing about our Society is that Committee members do not necessarily have to be professional members (certified, associate or technical). As long as you are a paid member of HFESNZ, a team player, can attend the meetings (approx. 1.5 hours), and proactively participate in Society events then you will do just fine! We would be particularly interested in those with a background in finance or IT (social media or website design). Sound like you? Please let us know or submit a nomination for the June AGM.

## Final word

2023/2024 was a successful period for HFESNZ. While our membership has dropped fractionally compared to previous years, I am confident that the fruits of our labour in the WDP space will ensure more HFE talent will come our way. With the new scholarships awardees and new PG students our future looks brighter than ever. Our financial situation is also strong but more work is required to ensure the lasting longevity of our society.

Over the past few months I have been contacted by many members of our HFE community who have been doing it tough. Lack of HFE opportunities, redundancies, professional issues, high workload all have affected their mental health and wellbeing. These are challenging times. My advice is this, if you are in that position, reach out for help. If you're in a position to help, then please reach out. We at HFESNZ have a responsibility

to look after the HFE profession in New Zealand not just HFESNZ members. If you need assistance I am always here to listen so please reach out.

As we move forward to the second half of 2024, look after one another and let's continue to build on the success that we have worked so hard to achieve these last 2 years. All the best for 2024.

*"O le tele o sulu, e maua ai figota."*

Through collaboration, the most difficult challenges can be overcome.

Take care and best wishes

Stephven Kolose, 29 May 2024

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## HASANZ Report (Hamish Mackie)

The past year has been my third year on the HASANZ Governance Group representing the HFESNZ. All the member societies are represented on the HASANZ Governance Group Committee. This year I was joined by Joanne Crawford to also represent HFESNZ, and this has allowed us to share responsibilities, attend all meetings when one of us is unavailable, and Joanne has made significant contributions particularly around matters related to physical ergs, and the new H&S Journal.

Technically I am still the HFESNZ Society HASANZ representative and as my time is not covered by a salary, I receive an honorarium of \$500 (inclusive GST) from HFESNZ for participating in the (Wellington) Governance meetings, paid on invoice. I have been invoicing \$300 when these meetings are online. Travel costs are funded via HASANZ for Governance Group meetings, also paid on invoice. No other of the many HASANZ related meetings are funded, with the exception of work associated with the HFE Workforce Development Project workstreams. There is quite a bit of 'extra-curricular' HASANZ engagement that happens.

Vanessa Beanland has been our main representative on the HASANZ Register Working Group, and has been contributing to the re-design of the register.

A key focus for HASANZ and the governance group is ensuring funding arrangements are in place so it can continue to carry out its important work. There is ongoing work to establish the shorter, and longer-term model for this. Because the workforce development projects are coming to an end, in future there will not be a funding stream from WorkSafe.

Still, HASANZ membership continues to grow in terms of affiliated Societies and professionals on the HASANZ register. Recently the 400th person on the HASANZ register was recorded. There is strong demand for the leadership and service that HASANZ provides and this role may be increasingly important as government agencies such as WorkSafe consolidate and focus on core services.

Some key activities and initiatives of note include:

The HASANZ Conference is planned for 18 - 20 September 2024, at Tākina Wellington Convention & Exhibition Centre

At the last Governance Group meeting new and interim CEO Steve Hazard presented to the group, some key areas of focus for WorkSafe looking forward include a focus on frontline inspector responsibilities, being a contributor to H&S (and not the owner), and working with other system players such as HASANZ. Must have functions include understanding risk, designing interventions, delivering interventions, and measuring impact. New arrangements will take effect on 1 July.

A re-vamp of the HASANZ register, streamlining registration for qualifying individuals from member organisations. Certified members now automatically qualify for the register and it only takes around 10 minutes to sign up (I recently did this!)

Ongoing work to advocate for funding for HASANZ, including income generating activities such as having a 'business brand'.

100 scholarships have now been awarded including 12 HFESNZ scholarships in the last round.

Tranche 2 of the Workforce Development Project for HFE has been a focus and will wrap up by 30 June 2024. The challenge will be how move forwards afterwards.

The new HASANZ Strategy was developed and is available if interested.

I am leading an initiative to promote collaboration among HASANZ members, and an initial meeting to gauge interest and ideas was held on Monday 17th June, with further development after that.

The 2024 AGM will be held on 25th July at the Miramar Golf club following the Governance Group meeting.

Finally, I am happy to continue on the HASANZ GG for another year but it will be likely be my last. Joanne has indicated that she is happy take over as the official HFESNZ representative.

Hamish Mackie – June 2024

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## Workforce Development Project Update for 2024

### EP01 – Postgraduate education

Success indicators for EP01 were:

1. Develop cohesive and consistent delivery of HFE content across the HFE post-graduate programme
2. Develop and implement effective communication channels
3. Accreditation

The way in which these indicators were met is outlined below.

1. Develop cohesive and consistent delivery of HFE content across the HFE postgraduate (PG) programme.

The strategy implemented by EP01 to develop cohesion and consistency across the programme was an output from a hui held in Feb 2024, attended by key people representing interested parties and NZ



universities included in the programme (n=17) and included the following:

- Cohesion was facilitated through: consistent leadership by the HFE Programme Lead, initiatives to connect courses via online websites (i.e. Canvas), further developing relationships between teaching staff from six NZ universities established during WDP Tranche 1 and facilitating ‘guest lectures’ to support, reference, and signpost other courses in the programme. Further cohesion resulted from the deepening of communication channels outlined under point 2 below.
- Consistency was facilitated by the HFE Programme Lead position, and completion of an updated audit of HFE content in new and existing courses mapped against the HFESNZ competency framework. Additionally, the EP01 hui forum provided an opportunity for discussion about nuances in HFE terminology and HFE competencies required for certification which are instrumental in establishing consistency across the programme.
- A HFE Expo / Launch event was held in part to strengthen relationships and programme cohesion between teaching staff representing AUT, Auckland, Canterbury, Massey, Otago, and Victoria Universities.

Collaboration across the HFE PG programme was recognised by the International Ergonomics Association (IEA) Awards Committee, which awarded the project team the Tsinghua/IEA Award for Collaborative Human Factors and Ergonomics Education in 2023.

### **1. Develop and implement effective communication channels.**

Effective communication channels were recognised as critical to the sustainability of the HFE PG programme, with key stakeholders including teaching staff, past, present, and future students and the broader H&S, Government, and business communities. Actions taken to develop effective communication channels for key stakeholder groups included:

- Teaching staff: a “HFE Programme and Qualification” Teams group, for teaching staff and stakeholders, was established for relevant HFE documents and resources – e.g. course information, accreditation, mapping records etc as well as reports from hui held during Tranches 1 and 2 of the WDP.
- Teaching staff and present students: a ‘within-HFE PG programme communication channel was set up whereby individual courses included in the programme were linked with one another on ‘Canvas’.
- Past and present students: a “Human Factors & Ergonomics (HFE) students in NZ Aotearoa” LinkedIn group was established to connect students on courses in the HFE PG programme (and prospective students).
- Future students: communication channels have been developed to share information with stakeholder groups and other interested parties (such as HFESNZ, HASANZ) to promote and advertise the HFE education pathway and thereby attract future students (refer EP04).



## 2. Accreditation

- The HFE PG programme was accredited by the UK Chartered Institute of Ergonomics and Human Factors (CIEHF) in 2023. Graduates from the NZ based programme will now meet the academic requirement for professional certification of HFESNZ and can become Graduate Members of the CIEHF and use post-nominals Grad.CIEHF.

## EPO2

The second phase of the Workforce Development Project that kicked off at the start of the year is close to completion. The HASANZ report to WorkSafe (funder) will be delivered in conjunction with the HFESNZ by the end of this month.

Tranche 2 has been successful with all milestones met.

The truncated six-month exercise has built on the development work carried out in Tranche 1 by:

- Enhancing HFESNZ Professional Development to support professional membership and early career development,
- Ensuring the postgraduate education pathway is set up and running, with a flow of students, graduates, and certified professionals established,
- An introductory education framework is developed,
- Development of resources to increase industry awareness is begun, and
- HFE education marketing strategies are developed and started.

Continuity is going to be key. After three years of unprecedented funding support we now need to consolidate the gains and generate our own momentum. The final report to WorkSafe will have a specific section from Workstream Leads and wider WDP group on recommendations in this regard for the Society to work with.

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## Professional Affairs Board Report (Leanne Hunter)

### Membership numbers

Over the last year the professional member levels have declined very slightly. We gained one new Certified Member, but two existing Members did not recertify (one because they moved overseas). The PAB continues to receive a good number of enquiries for Professional Membership. However, it has taken longer than expected to consult and implement the membership changes, so we have some individuals who are holding off until the new process is in place. The table below shows the membership numbers for the 2023/24 financial year compared to previous years.

| Membership category    | 31 March 2024 | 31 March 2023 | 31 March 2022 | 31 March 2021 | 31 March 2020 | 31 March 2019 | 31 March 2018 |
|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Certified Member       | 16            | 17            | 16            | 14            | 14            | 14            | 14            |
| Associate Member       | 6             | 6             | 8             | 6             | 7             | 4             | 3             |
| Technical Member       | 3             | 3             | 2             | 1             | 1             | 1             | 1             |
| General Member         | 65            | 68            | 74            | 63            | 65            | 57            | 56            |
| General Member (Life)* | 10            | 10            | 10            | 10            | 7             | 11            | 8             |
| Student Member         | 6             | 6             | 6             | 7             | 6             | 3             | 2             |
| <b>Total</b>           | <b>106</b>    | <b>110</b>    | <b>116</b>    | <b>101</b>    | <b>100</b>    | <b>90</b>     | <b>84</b>     |

### The PAB team

The PAB consists of five members from a range of backgrounds and experience. This has been invaluable as we have negotiated our way through new member applications, recertifications, and consulting on and implementing the new membership changes. Everyone has worked extremely hard to ensure our new applications and recertifications are thoughtfully considered and processed efficiently. One of our key achievements this year has been the successful consultation and progress on the membership changes. This has involved a huge amount of time and effort from all the PAB. Our team has consisted of:

- Leanne Hunter (Convenor)
- Rachael Gordon
- Nicola Green
- Karl Bridges
- Sarita Dara

Karl has decided to step down from his assessor duties for the next financial year and we would like to thank him for his valuable contributions over the past several years, particularly in the early development of the membership changes and the mentoring service. We are currently looking to fill this vacant position.

## Activities

### Professional member assessments and membership enquiries

The PAB held three professional membership assessment meetings during the 2023/24 financial year. Outcomes of these assessments include:

- 1 successful Certified Professional Member application
- 4 recertifications for Certified Professional Members.

In addition to these assessments, we received many enquiries from potential new professional members and is very promising for the future growth of HFESNZ. These potential members are waiting for the new system to be in place before beginning the application process.

We had one mentoring enquiry, but they were from overseas and did not qualify for the service.

### Workforce development activities (PD.01)

In addition to the professional member assessments the PAB have once again been busy progressing the membership changes. Unfortunately, this took longer than expected, but there was great engagement during the consultation process with professional members.

Several of the HFESNZ Rules need modifying or new rules to be introduced to enable the PAB to make the necessary changes to the application and assessment process. The PAB requested a Special General Meeting for all members to vote on six rule changes, which was scheduled for 30 April 2024. While this falls outside the reporting for the 2023/24 financial year we can advise that all six of the motions were approved by members.

### PAB goals for 1 April 2024 – 31 March 2025

The PAB will continue to work on implementing the new membership categories and finalise the application and assessment process. The upcoming 2024/25 financial year will see us implement the membership changes. The plan is to update the existing documents and create new information where needed. We plan on:

- using an iterative design approach to trial the new system with existing and potential members to improve and streamline the process,
- holding webinars and online sessions to inform potential professional members of the new system and application process and requirements, and
- contacting those potential members who have been waiting for the new system to be implemented to advise them of the changes and to encourage and support them to apply.

By the end of the next financial year, we aim to have the new system in place and encourage more people within New Zealand who are currently working in HFE or HFE-related fields to apply to become professional members. By doing so we hope to play an important part in developing HFE capability and

growth within New Zealand.

A huge thanks you to all members of the PAB, looking forward to working with you all again over the next year.

Leanne Hunter, 7 June 2024

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## Treasurer's report – Financial year ending 31 March 2024

This report comes from reviewing the document Performance Report – HFESNZ compiled by Natasja Joubert at NJCA Limited, Chartered Accountant. On the basis of information provided and in accordance with Service Engagement Standard 2 Compilation of Financial Information, NCJA compiled the financial statements of Human Factors and Ergonomics Society of New Zealand for the year ended 31 March 2023.

The report acknowledged the purpose of the Society is:

- a) To promote the application of human factors/ergonomics knowledge.
- b) To advance human factors/ergonomics research, education, public awareness and professional standards.
- c) To perform any functions or actions necessary or helpful to fulfil the above purposes.

And that the HFESNZ's Reliance on Volunteers and Donated Goods or Services

- 90% reliance on volunteers
- No goods donated
- Services include range of advisory services focusing on society development, industry updates.

Based on the financial statements provided, here is a summary:

- The Human Factors and Ergonomics Society of New Zealand promotes the application of human factors/ergonomics knowledge and advances research, education, public awareness, and professional standards in this field.
- The society has 101 members, including certified, associate professional, and technical members.
- The society conducted a two-day conference, held 8 committee meetings, and organized 6 newsletters during the year.
- Special interest groups held 3 webinars with 40-45 attendees each.
- The society aims to increase membership, raise awareness of human factors/ergonomics, and develop the industry in New Zealand.
- Revenue sources include branded items, conference/seminar income, membership fees, and

other revenue.

- The society earned a total revenue of \$45,737 in 2024, compared to \$8,464 in 2023.
- Expenses include costs related to providing goods or services and other expenses.
- The society incurred a total expense of \$42,790 in 2024, compared to \$24,825 in 2023.
- The surplus for the year was \$2,947 in 2024, while there was a deficit of \$16,361 in 2023.
- The society has total assets of \$56,663 as of March 31, 2024, compared to \$53,731 in 2023.
- Current assets include bank accounts and cash totaling \$54,734.
- Liabilities amount to \$122, primarily in the form of creditors and accrued expenses.
- The net assets (total assets minus total liabilities) of the society are \$56,541.
- The accumulated funds (surpluses or deficits) amount to \$56,541.

In summary, the Human Factors and Ergonomics Society of New Zealand had an increase in revenue and a surplus in 2024 compared to the previous year. The society's assets also increased, resulting in a positive net asset position. The society aims to promote human factors/ergonomics knowledge, increase membership, and develop the industry in New Zealand.

On that basis, I move for the treasurer's report to be accepted.