

## **Marie Boland**

Marie Boland is UniSA's inaugural 2021 **Thinker in Residence**, based at the University's Psychosocial Safety Climate (PSC) Observatory. The PSC Observatory is a world-first platform managing national and international research on workplace psychosocial safety, established in 2020 by ARC Kathleen Fitzpatrick Australian Laureate Fellow, Professor Maureen Dollard.



Marie is a distinguished national leader in work health and safety (WHS) and industrial relations, as well as a highly respected industrial relations lawyer and union organiser. She has held numerous executive roles at SafeWork SA including Executive Director, Policy and Strategy Director, Community Engagement Director, and Chief Policy Officer Industrial Relations.

As a pre-eminent authority on national WHS legislation, Marie played a key role in the 2012 implementation of the SA version of the model WHS Act and Regulations. In 2017, the Commonwealth Department of Employment appointed Marie to report on WHS and compensation issues arising from the gig economy. In 2018, Safe Work Australia engaged Marie as independent reviewer of the model WHS laws, and her definitive review underpinned major national reform in the management of psychosocial risk and psychological health in the workplace.

During 2020, Marie reviewed the SA local government sector's WHS management system and will lead the implementation of her recommendations, including the development of a procedure to manage risks to psychological health.

Marie advocates for workplace psychosocial hazards, such as bullying, harassment and discrimination, to be dealt through an organisation's WHS management system, rather than through individualised human resource grievance processes. She believes principles supporting the duties in the model WHS act are not being used effectively to manage health and safety issues arising from modern working arrangements, including the gig economy.

Marie has worked closely with families who have lost loved ones as a result of workplace deaths and is interested in further exploring justice outcomes relating to the prosecutorial and judicial processes currently provided by the WHS legal framework.

Additionally, Marie has vast experience in the arts industry as a curator at Adelaide's Migration Museum, the City of Unley Museum and the South Australian Maritime Museum. She also worked as the Community and Cultural Development Officer for the City of Port Adelaide Enfield.

Marie has a Master of Arts (History), a law degree from the University of Adelaide, and was admitted as a practitioner of the Supreme Court of South Australia in 2007.