

CURRICULUM VITAE

Mr Elton Christopher Smith

Expert Witness | WHS & Ergonomics Consultant | Independent Medical Examiner | Registered Physiotherapist

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QUALIFICATIONS

Certificate IV in Work Health & Safety (BSB41419)

Completed January 2026. Training in hazard identification, risk assessment, evaluation of safe systems of work, and application of WHS legislation, Regulations and Codes of Practice.

Diploma of Work Health and Safety

Currently completing.

Diploma of Quality Auditing (BSB50920)

Completed 2026.

Diploma of Business (Compliance) (BSB50120)

Completed 2026.

Bachelor of Applied Science (Physiotherapy) – La Trobe University, 1999

ICAM-style Incident Investigation Training – 2008

Change Management – Short Course, Swinburne University (Swinburne Edge), 2018

Manual Handling & No-Lift Training – Epworth HealthCare (various years)

PRESENT POSITION

Private Consultant / Expert Witness

InCharge Healthcare | Independent Medico-Legal & WHS Consulting

AREAS OF EXPERTISE

- **Safe Systems of Work:** Assessment of safe systems of work and compliance with WHS legislative, regulatory and code-based requirements, to inform expert opinions on system adequacy and reasonably practicable risk control
- **OHS System Audit & Evaluation:** Audit and evaluation of workplace tasks, risk controls and overall system adequacy against WHS obligations, including consideration of whether systems of work met accepted safety standards at the relevant time
- **Job Task Assessment & Analysis:** Job task assessment and detailed job task analysis across healthcare, industrial and general workplace environments
- **Manual Handling Risk Assessment:** Evaluation of lifting, pushing, pulling and repetitive tasks, including assessment of manual handling capacity using accepted reference models (e.g. Snook & Ciriello and related biomechanical guidance), with comparison of task demands and controls to requirements for an adequate and reasonably practicable safe system of work
- **Ergonomic Assessment:** Assessment of workstations, equipment and task design, including identification of ergonomic risk factors and practical control measures
- **Slips, Trips & Falls:** Assessment of incident circumstances, accessways, floor and stair hazards, environmental factors and adequacy of risk controls
- **Functional Capacity & Work Capacity:** Assessment of physical capacity against job demands and inherent role requirements, including pre-employment and fitness-for-duty assessment
- **Aged Care & Patient Handling:** Assessment of mobility, falls risk, transfer methods, patient-handling systems and equipment within aged-care and healthcare environments
- **Medico-Legal Causation:** Analysis of injury mechanisms, workplace task demands, temporal factors and the relationship between alleged hazards, controls and injury
- **Independent Medical Examination:** WorkSafe Victoria panel IME assessment, functional evaluation and independent medico-legal reporting within physiotherapy scope

PROFILE

I am a registered Physiotherapist, Independent Medical Examiner and expert witness with over 27 years' experience in musculoskeletal injury, occupational rehabilitation, functional assessment and workplace assessment. My background includes nine years working within Epworth HealthCare's Pain Management Program, including approximately two years as Head Physiotherapist followed by ongoing locum appointments across pain management and rehabilitation services, together with occupational rehabilitation consulting, before transitioning into independent expert witness and WHS consulting through InCharge Healthcare.

My work includes assessment of job tasks, manual handling, ergonomics, slips and falls, functional capacity and high-risk activities, together with evaluation of safe systems of work against applicable OHS/WHS legislation, Regulations and Codes of Practice. I prepare independent expert and medico-legal reports for solicitors, insurers and employers, and conduct site inspections, job task assessments and detailed task analyses across healthcare, industrial and general workplace environments. I am available to give oral evidence and to be cross-examined on my opinions where required.

I have extensive experience assessing manual handling capacity, functional work demands, slips, trips and falls risks, workstation and task design, aged-care mobility and patient-handling risks, and the adequacy of workplace controls. My opinions are informed by clinical and occupational rehabilitation experience, formal WHS, auditing and compliance qualifications, objective measurement where appropriate, and accepted assessment frameworks.

In addition to my clinical background, I have completed a Certificate IV in Work Health & Safety, a Diploma of Quality Auditing and a Diploma of Business (Compliance). These qualifications support a systems-based, compliance-focused approach to expert matters, with emphasis on hazard identification, risk control, legislative obligations, audit methodology and prevention. I am currently completing a Diploma of Work Health and Safety.

PROFESSIONAL EXPERIENCE

Independent Expert Witness & WHS Consultant

InCharge Healthcare | Independent Consulting – 2022 – Present

- Preparation of independent expert and medico-legal reports for instructing solicitors, insurers and employers, including instructions received through multiple expert referral and medico-legal agencies
- Conduct of workplace inspections, causation analysis and ergonomics reviews across healthcare, logistics and community workplaces
- Assessment of manual handling and safe systems of work against WHS legislation and Codes of Practice
- Application of objective measurement tools including force gauges and slip testing to provide defensible, evidence-based findings
- Preparation of structured expert reports and opinions for lawyers, insurers and employers in accordance with legal and procedural requirements
- Evaluation of risk controls and system adequacy, with recommendations for corrective action and continuous improvement
- Assessment of workplace, environmental and task-related risk factors to inform independent expert opinions

Director / Principal Physiotherapist

InCharge Healthcare – 2021 – Present

- Operation of a physiotherapy practice delivering services within aged care and community settings, including business management, compliance and quality assurance
- Provision of clinical assessment and management for elderly clients, including mobility, balance and functional capacity considerations
- Delivery of falls prevention and safe mobility interventions for aged care and community clients
- Contribution to manual handling and injury risk considerations within care environments
- Preparation of clinical and service-related documentation appropriate to the setting and scope of work
- Management of stakeholder relationships across healthcare providers, referrers and support coordinators

Occupational Rehabilitation Consultant

Nabenet – 2019 – 2021

- Conduct of workplace assessments under WorkSafe Victoria and TAC frameworks across industrial, manufacturing and general workplace environments
- Performance of job task assessments and detailed job task analysis for manufacturing operations, including manual handling and high-risk tasks
- Delivery of pre-employment screening and fitness-for-duty assessments, with formal reporting to employers to inform recruitment and work capacity considerations
- Conduct of ergonomic assessments of tasks and workstations, with identification of risk factors and recommendations for task and workstation modification
- Preparation of structured reports addressing safe systems of work, work capacity, functional capacity and return-to-work considerations
- Provision of advice to insurers and employers regarding risk controls, task modification and suitable duties

Head Physiotherapist / Locum Physiotherapist – Pain Management Program

Epworth HealthCare (Camberwell/Richmond) – 2009 – 2018

- Held the Head Physiotherapist role for approximately two years within a multidisciplinary pain management program, followed by ongoing locum appointments across pain management, orthopaedic inpatient and neurological rehabilitation services
- Produced a high volume of TAC and WorkCover reports addressing injury history, clinical presentation, functional impact and prognosis
- Provided independent clinical opinions to support occupational rehabilitation and case management processes
- Participated in Safety and Falls Prevention Committees over a nine-year period, contributing to patient-handling risk reduction, OHS policy review and systems-based prevention strategies
- Developed strong expertise in medico-legal style reporting through detailed clinical interviews, functional assessment and objective documentation
- Built collaborative working relationships across multidisciplinary teams, management and external stakeholders

Contract / Quality Support Role

Lifestyle & Rehabilitation – 2006 – 2008

- Involvement in service delivery of equipment under a TAC-funded contract, with responsibility for supporting contractual and reporting requirements
- Review and analysis of TAC data and spreadsheets to monitor service activity, quality indicators and outcomes against contractual expectations
- Contribution to quality improvement processes, including identification of trends, gaps and issues affecting service delivery and reporting compliance
- Preparation and collation of documentation required for TAC reporting, audit and contract management purposes
- Liaison with external clinicians as the primary point of contact for equipment provision, including coordination, communication and documentation in accordance with contractual requirements
- Liaison with internal stakeholders regarding service performance, reporting requirements and quality outcomes

Physiotherapist – Community & Rehabilitation

United Kingdom – 2000 – 2005

- Delivery of musculoskeletal and community-based physiotherapy services, including clinical assessment, rehabilitation planning and management of persistent pain and functional limitations
- Preparation of clinical reports and liaison with multidisciplinary teams regarding client progress and return to functional independence

PROFESSIONAL REGISTRATIONS & APPOINTMENTS

- **Registered Physiotherapist** – Australian Health Practitioner Regulation Agency (AHPRA)
- **Independent Medical Examiner – WorkSafe Victoria Panel**
- **Independent Expert Witness & WHS Consultant** – InCharge Healthcare
- **Principal Consultant** – InCharge Healthcare
- **Committee Participation** – Safety Committee & Falls Prevention Committee (Epworth Rehabilitation Hospital)

PROFESSIONAL DETAILS

- Professional indemnity insurance held to a limit of \$10 million
- Experience preparing expert and medico-legal reports for matters in Victoria and New South Wales
- Available for independent expert instructions Australia-wide
- Available for regional and interstate matters
- Willing to conduct site inspections and workplace assessments
- Experience conducting desktop reviews and remote assessments where appropriate