

## Resume, December 2002

**David Brown** B.Sc. M.A. provides senior level consulting services in occupational stress management, rehabilitation, and in the design of safe and productive work systems. He is qualified in both physics (Bachelor of Science, Sydney University 1972) and psychology (B.Sc. 1972, Master of Science (Qualifying) 1973, Master of Arts 1982, Sydney University). He is registered as a psychologist by the NSW Government, and is a full Member of the Ergonomics Society of Australia.

**Work as a psychologist:** From 1972 to 1978 he worked at Sydney University in a range of positions, including psychology tutor and tutor in Adult Education. His academic studies formed the basis of his subsequent approach to stress reduction.

For his Masters thesis he delivered the behaviour change component in a study on 6000 people on the reduction of heart disease risk. His conclusion was that community health programs targeting behaviour change could be short and inexpensive while achieving long-term results equivalent to more intensive programs.

In 1978 he began work as a clinical psychologist at Mt Wilga Rehabilitation Centre, Hornsby NSW. His work included pain and stress management; training occupational therapists, nursing and other staff in strategies for dealing with behaviourally disturbed people; and social retraining for people following head injury.

He has continued to work as a psychologist in rehabilitation to this day. He specialises in the rapid resolution of occupational stress through direct intervention in the workplace.

His experience both as a psychologist and as a company director enables him to recognise, and usually satisfy, the needs of all parties.

**Work in safety and ergonomics:** In the early 1980's he began research, and later consulting work, in ergonomics and accident prevention. From 1981 to 1983 he worked in the correlation of stress reactivity with susceptibility to musculoskeletal injury, developing and testing a microprocessor-controlled stress reactivity testing device (reported in the international journal "Applied Ergonomics" in 1985).

From 1983 in partnership with Dr Robin Mitchell of Sydney he has designed, patented, manufactured and exported worldwide muscle tension measuring instruments for assessing and improving jobs.

In 1984 he came to the conclusion that publishing in scientific journals contributed little to occupational health and safety, so he turned his attention to educating the public and the safety profession. He and Dr Mitchell directed, produced and internationally distributed an occupational health training videotape "Fresh Muscles: Preventing Fatigue at Work". They also produced "The Pocket Ergonomist", a muscle discomfort troubleshooter booklet which has been licensed by IBM for worldwide distribution to its staff in 27 languages, and is also reproduced under licence by GIO, the Melbourne Board of Works, the New Zealand Government's Department of Labour, and many others.

He wrote a number of articles which were published in "The Australian" newspaper about "RSI", in which he explained the relationship between muscle tension and pain, and showed how changes to the workplace and changes to working technique could

reduce discomfort. These articles are widely regarded as the first sensible articles published in newspapers about the problem, and together with his "Skills of RSI Management" training workshops resulted in a complete change in the way "RSI" was viewed in Australia.

He has delivered lecture tours on ergonomics for the Safety Institute, National Safety Council, and New Zealand Government, trained the NSW Government safety inspectors, and made dozens of presentations at national and international conferences and on radio and television both in Australia and in New Zealand.

He is the author of ergonomics software packages which encapsulate his experience in improving health and efficiency at work. They have been licensed by the Government Insurance Office for distribution as part of its professional risk management package, and by a number of Government departments and universities for office managers and staff.

In 1990 he identified the problem of screen flicker on computers running Windows software. His claim that Windows could cause headaches was at first met with disbelief in the computer industry. He worked for several years lobbying Microsoft, IBM and other major companies. In order to drive home the need for higher refresh rates, he mounted displays of high refresh rate screens at major computer exhibitions ("PC 92" and "PC93", and others), spoke at computer user group meetings, and published a number of articles in the computer press. He then wrote a book titled "Goodbye to the VDU Headache". Largely as a result of his work, there is now a general acceptance in Australia that the refresh rate of Windows screens needs to be set high so as to avoid visual discomfort.

His consulting clients have included Woolworths, TAB, Union Carbide, Rothmans, Kellogg, ANZ Bank, Citibank, State Bank of NSW, State Superannuation Board, Tubemakers Cast Iron Pipe Division, SA Department of Agriculture, CIG, and many others in the legal, accounting, light and heavy manufacturing, food preparation, retail and service industries.

**Service on professional bodies:** During the late 1970's and early 1980's he was Editor of the journal "The Australian Behaviour Therapist" and chairman of the major association for behavioural psychologists. He was co-organiser of a conference on the disabled in 1982.

From 1983 to 1989 he was a member of the executive committee, usually Vice President, of the Safety Institute of Australia (NSW Branch). He was responsible for planning and directing many successful and profitable conferences which lifted the public profile of safety and ergonomics in Australia. These included "Pain at Work" and "Women, Safety and the Workforce". He served on the committee for curriculum development for the Occupational Health and Safety course at Newcastle University in the late 1980's.

From 1984 to 1987 he was Editor of the NSW newsletter of the Safety Institute. From 1986 to 1988 he was the Editor of the journal "Safety in Australia", the professional journal of the Safety Institute of Australia. He was part of a small team which developed the strategic directions plan for the Safety Institute for the 1990's.

He is a full Member of the Ergonomics Society of Australia.

**Work in management consulting:** His management consulting work spans a range of industries from coal and construction to publishing and travel. In the mid 1980's he

worked with a team which specialised in solving industrial disputes through identifying hidden issues through computer analysis of attitude surveys. In 1989 he was one of the team of consultants who split Sydney Council in two. In 1989-90 he designed and installed a computer publishing system at "The Catholic Weekly" newspaper, saving it hundreds of thousands of dollars per year and taking the newspaper from a loss-making to a profitable operation.

In 1988 he conducted a national stress survey for Thomas Cook. He performed personnel consulting work in Pacific Unlimited Holidays and in a number of small airlines and tourist resort hotels throughout 1989 and 1990.

**Business experience:** David Brown has run his own electronics design business for 35 years. He has written many business plans on a contract basis for ventures in aquaculture, agriculture, and aviation. He has served on a number of company Boards in the travel industry. He was full time Director and Chairman of the Board of Southern Pacific Regional Airlines from 1991 to 1993. That position provided intensive experience in planning, budgeting and financial modelling, supervision and staff motivation, and crisis management, and also involved negotiation and on occasions confrontation with Government agencies.

He retains various interests and consultancies in tourism and aviation.

### **Research and Publications**

Unpublished research projects include a prenatal hyperthermia project, 1971-72 with Professor Marshall Edwards and Keith Jonson, measuring deep body temperature of pregnant guinea pigs.

Published works include:

David A Brown and Keith M Jonson. Automated visual threshold detection in animals. Paper presented at First ANZAAS Conference on Science Technology, Flinders University, Adelaide Nov 1973.

Keith M Jonson, David A. Brown and Richard A. Champion. Behavioural and ultrastructural techniques for the assessment of pathological states of visual processes. Paper presented at First ANZAAS Conference on Science Technology, Flinders University, Adelaide Nov 1973.

Keith M Jonson, Leo Sosula and David A Brown. Photically induced blindness in the albino rat: A behavioural and ultrastructural investigation. Paper presented at 45th ANZAAS Congress, Perth, August 1973.

Keith M Jonson, R. A. Champion, C. D. Shorey and D. A. Brown. Photically induced blindness in the albino rat. Proceedings of the Australian Physiological and Pharmacological Society (1975), Nos 1 and 2, pages 204-205.

(There were many other publications and presentations on the same topics at national and international conferences during the 1970's as a co-author with Dr Keith M Jonson, Professor R A Champion, and Professor C D Shorey. The above publications are representative of that decade.)

David A Brown. Behaviour modification, relaxation and biofeedback. Paper presented at "Rehabilitation of Disability of the Back", Coppleston Postgraduate Medical Institute, University of Sydney, March 1980.

During the 1970's various other presentations were made to groups of psychologists on the application of relaxation and biofeedback techniques.

Publications in ergonomics include:

D A Brown. Blood flow and repetition strain injury. First National Conference on Industrial Safety, Sydney 1982.

David Brown and Paul Beaumont. Repetition strain injury. Letter to the Editor. Medical Journal of Australia, June 9, 1984.

D A Brown, I R Coyle and P E Beaumont. The automated Hettinger test in the diagnosis and prevention of repetition strain injuries. Applied Ergonomics, 1985, 16.2, 113-118.

D A Brown. Advances in the prevention of RSI and muscle strain. Proceedings of the First Pan Pacific Computer Conference, Melbourne, 1985.

D A Brown. Heads down is tense, not productive. Proceedings of Ninth National Conference of the Australian Behaviour Modification Association, University of Sydney, May 1986.

D A Brown and R A Mitchell. Workplace vs workstyle influences in occupational pain. 25th International Congress of Occupational Health, Sydney, 1987.

Pruning the Stress Tree. Proceedings of the 1997 conference of the Safety Institute of Australia, Sydney, 16 October 1997.

Brown D (2000). Time could be the active ingredient in post-trauma debriefing. Brit Med J 2000;320:943.

Brown D. Ergonomics in a subjective world. Ergonomics Australia, September 2002.

### **Rapid Responses in the British Medical Journal:**

**The meaning of "stress" has changed since the 70's**

David A **Brown**

[bmj.com/cgi/eletters/324/7348/1247#22539](http://bmj.com/cgi/eletters/324/7348/1247#22539), 24 May 2002

**Why some people get bullied**

David **Brown**

[bmj.com/cgi/eletters/323/7311/480#16967](http://bmj.com/cgi/eletters/323/7311/480#16967), 12 Oct 2001

**Neutrality might not be enough**

David **Brown**

[bmj.com/cgi/eletters/320/7239/943/a#11269](http://bmj.com/cgi/eletters/320/7239/943/a#11269), 9 Dec 2000

**Anger during debriefing after industrial accident**

David **Brown**

[bmj.com/cgi/eletters/320/7228/140#6670](http://bmj.com/cgi/eletters/320/7228/140#6670), 14 Feb 2000

## **If DSM-IV doesn't work, let's try something different**

David Brown

BMJ 9 July 2001

### **Articles in newspapers include:**

"Muscle tension unlocks RSI puzzle". The Australian, December 10 1985, p 26.

"Scare tactics cripple unwary". Australian, February 19. 1985 p.45

"RSI "experts" bicker over correct name for ARMS." Australian, May 21 1985 p. 51.

Various articles on VDU screen flicker during 1990 and 1991.

### **Talks include:**

DECUS (Digital Equipment Corporation Users Group) Management Conference, Launceston 1985

Wang Users Group (several talks during the late 1980's)

Wordperfect Users Group 1991

Botany Safety Group

Medical practitioners groups

NSW Government Safety Inspectors - training in ergonomics

IBM employees via satellite educational system

Building Services Corporation

NSW Police senior management and secretarial staff

NZ Department of Energy

Dalgety

SA Department of Agriculture (3 day workshop)

Peat Marwick and other accounting firms

Moore & Bevins and other legal firms

Woolworths NSW and Victoria

St George Cancer Support Group talk on stress and disease, 26/7/97

CoDesign furniture manufacturers - talks on ergonomics

National tour of New Zealand, 1989 on occupational pain

Ergonomics talks at the launch of NEC's new FG computer monitor range, Sydney and Canberra 1991

Pacific Power - how to measure muscle strain, Doyalson training centre, 1993

Ergonomics Society of New Zealand, annual conference 1996, talk on stress

Ergonomics Society 1997, a talk on stress management

Safety Institute conference 1997, delivering a workshop on stress management

National tours of New Zealand co-presenting the workshops "Pruning the Stress Tree", 1997, 1998

Stress management presentations to cancer support groups and many other organisations in 1998 and 1999.

**David A. Brown, B.Sc. M.A. (resume in standard format)**

- 1972 Graduated in Science at Sydney University, majoring in Physics and Psychology
- 1972-3 Head of Electronics Laboratory at Sydney University's Psychology Department, while completing Master of Science (Qualifying) course in Psychology
- 1972-82 Member of research team into degenerative eye diseases
- 1974-8 Tutor in Psychology at Sydney University
- 1975- Practicing psychologist
- 1977,78 Designed and delivered courses for Department of Adult Education and Workers Educational Association on the implementation of change
- 1978 Completed literature review on the management of stress as part of Master of Arts degree. This formed the basis of subsequent stress management approach.
- 1975-82 Master of Arts research and thesis in the control of risk of heart attack by weight reduction. Large scale program (6000 subjects) looking at the effectiveness of methods of inducing behaviour change in community groups. This research showed that prolonged behaviour change courses were no more effective in the long term than one well presented information session. This finding provided the basis for his subsequent development of rapid intervention techniques.
- 1978-82 Member of editorial committee and journal production committee for the journal "The Australian Behaviour Therapist" (an association of psychologists)
- 1978-88 Sessional psychologist for the Commonwealth Rehabilitation Service at Mt Wilga Rehabilitation Centre, including back pain program and training other rehabilitation professionals
- 1980-83 Partner in "Safesearch" safety consulting group
- 1982 Developed and delivered stress inoculation program for receptionists and telephonists at Phoenix Prudential Insurance
- 1982 Awarded Master of Arts degree for research in psychology.
- 1982 Member of organising committee for conference on the disabled
- 1982-90 Sessional work with a management consulting firm writing job descriptions; conducting attitude surveys; restructuring Government organisations from process-oriented to results-oriented
- 1982 Co-organiser of "The First National Conference on Industrial Safety", Sydney
- 1983- Independent safety consultant in industries including light and heavy metal fabrication industries, municipal councils, banks, legal and accounting firms, and Government departments.
- 1983 Became full Member of Safety Institute of Australia
- 1983 Joined with Dr Robin Mitchell to develop electromyography ("EMG") as a practical tool for assessing muscular workload in factories and offices. Developed two EMG devices which became fundamental tools for occupational health consultants in Australia and New Zealand. Began using video in occupational health.
- 1984- Worked as a consultant using EMG to resolve the occupational discomforts of thousands of individual workers in factories, offices, supermarkets and banks, working on a 1-1 basis. Each consultation was a small experiment in which changes to the workplace and to working technique were tested using EMG to identify how likely they were to resolve discomfort. Clients include Woolworths, Dalgety, SA Department of Agriculture, Kellogg, Rothmans, Union Carbide, State

- Superannuation Board, NSW Police, NSW Building Services, and most major Sydney solicitors and accountants.
- 1984- After realising that sound information about occupational safety was not reaching the public, began writing articles on safety and occupational health for newspapers, in particular relating to "RSI" problems
- 1983-88 Executive member of the Safety Institute of Australia (NSW Branch), and Editor of the NSW Branch newsletter
- 1984, 85 Designed and delivered some 20 workshops titled "The Skills of RSI Management" for the Safety Institute and National Safety Council of Australia (delivered in Sydney, Canberra, Adelaide, and Newcastle)
- 1984-1990 Spoke to dozens of computer user and office management conferences and meetings about the prevention of discomfort at work
- 1984 Developed "The Pocket Ergonomist", a quick guide to discomfort at work. This publication is in use worldwide by IBM in 27 languages, and has been reproduced under licence by the NZ Government, GIO, and many other organisations.
- 1984- Design and delivery of stress management courses to industry
- 1985-1993 Director of Pacific Unlimited Holidays, the major travel wholesaler for Lord Howe Island and Norfolk Island
- 1985 With Dr Robin Mitchell, produced educational videotape "Fresh Muscles: Preventing Fatigue at Work", widely used in Australia and New Zealand for the education of keyboard operators
- 1985-88 Organised conferences for the Safety Institute (some jointly with the Ergonomics Society) titled "Pain at Work" (2 conferences); "Computers and Safety"; "Women, Safety and the Workforce".
- 1986-88 Editor of the national safety journal, "Safety in Australia"
- 1987 Commenced development of ergonomics advisory software
- 1987- With Dr Robin Mitchell, advisor to many manufacturers and other bodies in relation to seating and ergonomics generally, including working on Australian Design Award assessment team in relation to the Gregory chair.
- 1988 Member of a small team which developed the Safety Institute's corporate plan and future directions strategy.
- 1988 On curriculum development committee for safety courses at Newcastle TAFE
- 1988- Developed software version of his ergonomics information products. These have been licenced by GIO, the NZ Government, the Australian National University and others.
- 1988 Conducted national seminar tour for NZ Department of Labour, training NZ occupational health and safety practitioners how to manage aches and pains at work
- 1988 Conducted national stress survey and education/prevention sessions for Thomas Cook Travel
- 1988-90 Consulting work for Norfolk Airlines group of companies, dealing with organisational and interpersonal issues
- 1990 Identified VDU screen flicker on Windows software as a potential public health issue, contributing to headaches and eyestrain. Lobbied Microsoft to change the Windows platform so as to support higher screen refresh rates. Co-developed high refresh rate VDU screen drivers and displayed these at major computer conferences. Spoke at many user group meetings, and wrote a number of newspaper articles about screen flicker.

- 1991-93 Director of Southern Pacific Regional Airlines, a small airline which operated in NSW and Queensland. This provided intense experience in running a small business, and in negotiating with Government and statutory authorities. The position covered all aspects of management, including budgeting, business plans, finance raising, maintenance planning, safety, staffing, public relations and others.
- 1994 Returned to consulting in occupational health and safety, with an emphasis on the practical resolution of stress at work through rapid and direct intervention in the workplace  
Released Windows Help file version of ergonomics software
- 1995 Major assignment at Sydney Opera House to reduce the risk of manual handling injury for opera set crew  
Wrote "The Pocket Stress Reliever"
- 1996 Released Windows Help file versions of ergonomics software
- 1996 Major assignment at Kellogg on NutriGrain line manual handling
- 1997 Licenced ergonomics advisory information to IBM for use on its Internet site
- 1997 Released "The Pocket Stress Reliever", a quick guide to reducing stress at work  
Extensive consulting in the hospitality industry
- 1997, 1998 Designed and co-presented "Pruning the Stress Tree" workshops with Frank Darby, in national tours of New Zealand.
- 1999-2001 Wrote a book titled "Stress and Trauma in Plain English" based on those stress workshops  
Manual handling assignments with FJ Walker Foods  
Management consulting assignment to international airline
- 2000 Completing the update of the 1985 video "Fresh Muscles: Preventing Fatigue at Work"
- 2001,2002 Workshop tour for Comcare titled "When Pain gets Hard to Manage"  
Released web-enabled version of ergonomics software
- 2002 Published "The Pocket Stress Manager" book