

Michael A. Impey CEng GradIOSH

MMgmt BEng(hons) BSc Cert.Mgmt PGDipBusAdmin PGCert.S&AI MRAeS ISASI GradNZISM HFESNZ

Contact Information:

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Personal Profile:

Listed on the HASANZ Register of Health and Safety Professionals, I am able to deliver tailored and effective safety solutions to help drive a real safety culture. A Chartered Engineer, I hold a Master of Management Degree, with many years of experience providing operational and strategic safety advice to boards members, senior management and workers for many major New Zealand businesses, across a range of industries. I am a team player, with proven people management and leadership skills in multi-disciplinary environments. I am adept at building strong and supportive relationships with all levels of stakeholders, external organisations and regulatory bodies. I am a self-motivated, enthusiastic, conscientious and positive individual, committed to service excellence. I have a genuinely supportive and empathetic approach to others and a well-developed sense of humour. Trained and experienced in ISO9001, ISO45001, SafePlus Assessments and serious accident investigation, I am adept at taking an overall view, while maintaining an eye for detail. I am currently providing professional, independent consultancy services to a range of industries for all safety related matters.

Key Skills:

Lead Auditor	Risk Management	Safety Management
Accident Investigation	Human Factors	Just & Fair Culture
Commercial nous	Team Management	Relationship Building

Higher Education:

- PG Cert in Safety and Accident Investigation Cranfield University (UK) 2017
- Master of Management Massey University 2012
- PG Dip in Business and Administration Massey University 2010
- Bachelor of Science The Open University (UK) 2001
- Professional Certificate in Management The Open University (UK) 1999
- BEng (honours) Mechanical Engineering Kingston University (UK) 1997

Key Employment History:

ADHB	Manager, Health and Safety	June 2017 - Nov '17
CAA of NZ	Manager, Health and Safety Unit	2015 - 2017
Mighty River Power	Health & Safety Manager, Auckland Region	2012 - 2015
Fonterra Brands	Health & Safety Manager (Tip Top)	2011 - 2012
New Zealand Steel	Principal Safety Advisor	2008 - 2011
Air New Zealand	Fleet Engineering Manager	2004 - 2008
British Airways	Flight Training Manager	1998 - 2004
British Airways	Engineering Manager – international	1985 - 1998

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Recent Career Highlights:

Auckland District Health Board June 2017 – November 2017	Manager, Health and Safety (temp role)
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Responsibilities & Achievements:

- Responsible for the management, compliance, development and oversight of all aspects of health and safety for 14,700 workers at all ADHB sites and in the community.
- Implemented a new incident management system that combined all patient and worker hazards, risks and incidents.
- Conducted a complete review of all hazards and risks assessments including recommended treatments, using ISO14001 methodologies.
- Managed a team of 15 health and safety advisors and occupational health clinicians to support the 13 individual Directorates within the DHB.
- Developed and managed the DHB internal audit programme for health and safety, including compliance to HSNO Regulations.
- Reported on compliance and safety improvements for the District Health Board and Ministry of Health. Achieved ACC AEP tertiary accreditation.
- Built productive relationships with other regional and national DHBs to maximise learnings from incidents and process improvements.
- Reviewed all DHB CapEx applications for cost/effectiveness and introduced hazards.

Civil Aviation Authority of New Zealand Feb 2015 – June 2017	Manager, Health and Safety Unit
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Responsibilities & Achievements:

- Responsible for the development and management of the Health and Safety Unit such that it allowed CAA to meet its legal obligations as a designated agency under the Health and Safety at Work Act 2015 (HSWA) and Hazardous Substances and New Organisms Act 1996. As part of this, I secured a 400% funding increase from Treasury, together with a corresponding increase in FTE from the CAA Board.
- Led and managed a team of 4 warranted health and safety inspectors and a health and safety advisor, who were responsible for delivery of HSWA and HSNO regulatory functions for all certificated aviation operators in New Zealand. I attracted experienced aviation safety personnel from Canada and South Africa to join the team, significantly improving its capability to support a safe and growing national aviation system.
- Investigation of several multiple-fatality aircraft accidents alongside TAIC, writing recommendations to prevent reoccurrence, up to and including prosecution of duty holders.
- Provided high quality guidance and specialist advice to drive a sustained improvement in safety in the wider aviation sector, beyond simple compliance. Applied Just Culture principles to identify the most effective outcomes from accidents and incidents.
- Employed a continuous improvement approach to team performance, development of my people, reviewing processes and procedures, raising professional standards and developing unit business plans and budgets.

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Mighty River Power

Mar 2012 – Jan 2015

H&S Manager, Auckland Region

Responsibilities & Achievements:

- Responsible for development and deployment of strategic direction of regional health and safety across a diverse portfolio of business units, including Southdown power station, Metrix, Mercury Energy, Bosco Connect and corporate headquarters.
- Conducted all serious harm injury and serious near miss incident investigations.
- Developed recommendations to drive systemic safety improvements beyond the existing compliance model, across the entire business and collaborative partners.
- Development and deployment of the corporate root cause investigation system including procedures and investigator training, assurance and corporate governance, using the ICAM process.
- Audited the safety performance of employees and contractors against agreed KPIs and all elements of ACCPP, AS/NZS 4801 & 7901, ISO 9001 & 14001 and Enviromark.
- Reported to senior executives on H&S compliance against contracts, legislation and corporate codes of practice.
- Identified, developed and delivered learning opportunities from investigation findings to ensuring recommendations for cost effective treatments were agreed and implemented in a timely fashion.
- Relationship management with stakeholders, suppliers and regulators. Provided guidance to and support the generating industry steering group.

Other Roles Held:

British Aerospace

Inspector of Civil and Military Aircraft Manufacture 1984–1985
Kingston-upon-Thames

Cathay Pacific Airways

Line Maintenance Technician 1984–1984
Gatwick Airport

Air UK

Line Maintenance Technician 1983–1984
Norwich Airport

British Airways

Air Cabin Crew 1982–1983
Technician Apprentice 1978–1982

Other Relevant Training:

- Lead Auditor ISO9001
- ISO 45001
- Coordinated Incident Management System
- Just & Fair Culture development and application in the workplace (Marx)
- Advanced Safety Leadership (DuPont)
- Major Hazard Facility Management and Safety Cases
- Lean/Six Sigma Awareness
- Equal opportunities and cultural diversity

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- Advanced Drug & Alcohol Management Training
- Fundamentals of Accident Investigation (Cranfield University, UK)
- Applied Aircraft Accident Investigation (Cranfield University, UK)
- Witness Interviewing skills (UK Police, NZ Police, PEACE and GEMaC)
- Human Factors and Error Management (Boeing)
- Advanced Lead Incident Investigator (ICAM)
- Maintenance Error and Accident Investigation (UK AAIB)
- Maintenance Error Investigator (British Airways/Reason)
- Aviation Safety Coordinator/Officer (CAANZ)
- Maintenance Controller (CAANZ)
- Negotiating skills
- Presentation, Project Management & Report Writing skills

Professional Status:

- Listed on the HASANZ Register of Safety Professionals
- Member of the New Zealand Society for Risk Management.
- Graduate Member of the Institution of Occupational Safety and Health.
- Graduate Member of the New Zealand Institute of Safety Management.
- Member of the New Zealand Safety Council.
- Member of the International Society of Air Safety Investigators
- Member of the Royal Aeronautical Society.
- Registered with the UK Engineering Council as a Chartered Engineer.
- Member of the Human Factors & Ergonomics Society of New Zealand.
- Registered with the European Federation of National Engineering Associations as a Chartered Engineer (Eur Ing).

Personal Interests:

- Accident investigation and safety management in high risk industries, including process safety and safety cases
- Recreational diving and instruction (PADI Divemaster)
- Formula 1 motor racing
- Motorcycle restoration
- Recreational boating (Boatmaster)

Referees:

Personal and professional referees are available upon request.