

Michael A. Impey CEng

MMgmt BEng(hons) BSc Cert.Mgmt PGDipBusAdmin PGCert.S&AI MRAeS MISASI CertIOSH ProfNZISM Eur.Ing

Contact Information

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Preferred name: Mike

Personal Profile

Holder of a master's degree in health and safety, I am a chartered engineer and senior safety professional, with strong strategic and operational management experience in international organisations, including time as the chief inspector of a regulator. I am a qualified and experienced accident investigator, lead auditor and licenced private investigator.

Since 2017 I have been providing independent consultancy services to support executives, managers and workers at all levels to implement successful safety management systems. I have strong knowledge-based expertise and experience in a range of environments including process safety, health care, aviation, logistics, FMCG, manufacturing, construction and working in a kaupapa Māori care service provider. I am adept at building collaborative relationships with internal and external stakeholders, and regulatory bodies. Self-motivated and committed to service excellence and continuous improvement. I enjoy roles that allow me to engage with a complex business to help invigorate the workforce to implement best practice systems. I effectively manage contractors, audits and help develop and implement genuine improvement programmes. I have undertaken or partaken in auditing and assessments to ISO9001/AS9100, ISO45001, AS/NZS4801 (including ACC AEP) and SafePlus.

Key Skills

Strategic Safety Leadership	Accident Investigation	Multicultural workers
Process Safety	Human Factors	Safety Management
Collaborative teams	Risk Management	Just & Fair Culture

Higher Education (reverse chronological)

PG Cert in Safety and Accident Investigation	Cranfield University (UK)	2017
Master of Management (H&S)	Massey University	2012
PG Dip in Business and Admin	Massey University	2010
Bachelor of Science degree	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 (NZ)

SHEQ Ltd	Principal Consultant and CEO	Nov '17 - present
MercyAscot Group	Manager, H&S (12 month contract)	Aug '22 – Aug '23
ADHB	Manager, Health and Safety	June 2017 – Nov '17
CAA of NZ	Manager, Health and Safety Unit	2015 – 2017
Mercury Energy	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

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Recent Career Highlights

SHEQ Ltd

November 2017 - Current

**CEO, Executive Director and
Principal Consultant**

Responsibilities & Achievements:

- Delivering a full range of leadership, guidance, engagement and mentoring for all levels of workers from company boards and CEOs to the shop floor.
- Providing strategic leadership and roadmaps to ongoing systemic improvements.
- Investigations of high-consequence incidents including road, rail and air.
- Development and implementation of tailored incident management systems that combine immediate containment, emergency response and investigations by in-house teams, including by regulators.
- Auditing and assessments to ISO9001/AS9100, ISO45001, AS/NZS4801 (including ACC AEP) and SafePlus.
- Creating and supporting collaborative working groups to ensure overlapping duties managed efficiently and effectively.
- Critical risk assessment and management using BowTie analysis methodologies.
- Providing oversight and support to achieve HSNO compliance including the transport of dangerous goods.
- Providing safety oversight of vertical construction of commercial properties and maintenance of industrial buildings.

MercyAscot Hospitals Group (HHL)

August 2022 – August 2023

Manager, Health and Safety
(1 year contract)

Responsibilities & Achievements:

- Delivering a full range of leadership, guidance, engagement and mentoring for all levels, from CEOs, SLT and below (mostly for MercyAscot Group and New Zealand Radiology Group). Approx 1100 staff across 20+ sites.
- Provided guidance and support to wider HHL group and directors.
- Developed and implemented a range of new and updated policies and procedures to improve risk management, worker return to work, incident investigations, worker health screening, etc.
- Providing strategic leadership and developed a 5 year roadmap to drive ongoing safety management system improvements, including competency matrices for managers.
- Investigations of high-consequence incidents including emergency evacuations and staff incidents.
- Creating and supporting collaborative working groups to ensure overlapping duties managed efficiently and effectively, especially related to tenants.
- Critical risk assessment and management, including taking others on the journey.
- Providing oversight and support to achieve HSNO compliance including the transport of dangerous goods (biomedical waste).
- Providing support for multiple construction projects and maintenance of existing buildings.
- worker/mobile plant separation.

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<u>Auckland District Health Board</u> June 2017 – November 2017	National Manager, Health and Safety (Temp Contract)
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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.
- Oversight of major building projects and asbestos removal programme.
- Developed and managed the DHB internal audit programme for health and safety, including compliance to HSNO Regulations.
- Investigated serious accidents across all Hospital sites and activities. Developed recommendations and presented findings to Board.

<u>Civil Aviation Authority of New Zealand</u> Feb 2015 – June 2017	Chief Inspector and Manager, Health & Safety Unit
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Responsibilities & Achievements:

- Development and delivery of the strategy for implementing the new Health & Safety at Work Act (2015) alongside the Civil Aviation Act.
- 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.
- Worked with airport operators to assure operational safety and general safety of airport construction works.
- Led and managed a team of warranted inspectors and a health and safety advisors, who were responsible for delivery of HSWA and HSNO regulatory functions for all certificated aviation operators in New Zealand.
- Investigator In Charge of several multiple-fatality aircraft accidents. Writing of recommendations to prevent reoccurrence, up to and including prosecution of duty holders where I deemed appropriate.
- 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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<u>Mercury Energy</u>	H&S Manager, Auckland Region
Mar 2012 – Jan 2015	

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 (thermal generation), Metrix (metering), Mercury Energy (distribution and retail), Bosco Connect (retail) and corporate headquarters.
- Conducted all serious harm injury and serious near miss incident investigations.
- Provided oversight of all high risk work, including construction, trenching, crane operations, fuel supply system projects and high voltage works.
- 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 ACC AEP, 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.
- Relationship management with stakeholders, suppliers and regulators. Provided guidance to and support the generating industry steering group.

Other Roles Held (UK)

British Airways

Manager, Flight Training 1998–2004
Engineering Manager (International) 1985–1998

British Aerospace

Inspector of Civil and Military Aircraft Manufacture 1984–1985

Cathay Pacific Airways

Line Maintenance Engineer 1984–1984

Air UK

Line Maintenance Engineer 1983–1984

British Airways

Air Cabin Crew 1982–1983
Technician Apprentice 1978–1982

Other Relevant Training

- SafePlus Assessments
- Site Safe Passport
- Advanced Safety Leadership (DuPont)
- OSHA Bloodborne Pathogen Training
- Advanced Drug & Alcohol Management
- Lead Auditor ISO9001/AS9100
- Lean/Six Sigma Awareness
- ISO45001 Master Class
- Laser Safety Officer
- Presentation, Project Management & Report Writing skills
- Transportation of Dangerous Goods

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- Equal opportunities and cultural diversity
- Just & Fair Culture development and application in the workplace (Marx)
- Coordinated Incident Management System
- Major Hazard Facility Management and Safety Cases
- Human Factors and Error Management (Boeing)
- Advanced Lead Incident Investigator (ICAM)
- Maintenance Error and Accident Investigation (UK AAIB)
- Fundamentals of Accident Investigation (Cranfield University, UK)
- Applied Aircraft Accident Investigation (Cranfield University, UK)
- Witness Interviewing skills (UK Police, NZ Police, PEACE and GEMaC)

Professional Status

- Professional Member of the New Zealand Institute of Safety Management
- Certified Member of the Institution of Occupational Safety and Health
- Registered with HASANZ as a Health and Safety Professional
- 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 (CEng)
- Registered with Engineers Europe as a Chartered Engineer (Eur Ing)
- Licensed Private Investigator

Personal Interests

- Accident investigation and safety management in high risk industries, including process safety
- Human behaviours, response and adaptability to stressors
- Formula 1 motor racing
- Motorcycle restoration, training and riding

Referees:

Personal and professional referees are available upon request.
Please also see my LinkedIn profile and company website www.sheq.co.nz