

Michael A. Impey CEng GradIOSH

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

Contact Information:

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Personal Profile:

An experienced senior safety professional, I hold a Master of Management Degree in health and safety and have many years of experience providing strategic, operational and safety advice to boards and senior management of major New Zealand organisations, including time as a senior regulator. 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. Listed on the HASANZ Register, I am a trained and experienced ISO9001 Lead Auditor, SafePlus Assessor, process safety engineer and air accident investigator, I am adept at taking an overall view, while maintaining an eye for detail. Experienced in the management of risks. I am currently providing professional, independent consultancy services to a range of high risk industries including Major Hazard Facilities, for safety related matters including critical risk management, health monitoring and accident investigation.

Key Skills:

Lead Auditor	Critical 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:

SHEQ Ltd	Director and Principal Consultant	November 2017
ADHB	Manager, Health and Safety (temp role)	2017 - 2017
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
British Airways	Flight Training Manager	1998 - 2004
British Airways	Engineering Manager – International	1985 - 1998

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Recent Career Highlights:

SHEQ Ltd

Since November 2017

Director and Principal Consultant

Responsibilities & Achievements:

- Strategic direction of a growing safety consultancy business.
- Deployment of professional consultants in high risk industries.
- Carry out SafePlus assessments for medium to large organisations.
- Conduct accident and incident investigations for Major Hazard Facilities.
- Conduct air accident investigations both independently (for operators and insurers) and in support of designated agencies.
- Support and guide organisations through change management and culture change initiatives related to safety improvements.
- Provide coaching and guidance to company executives, senior managers and other health and safety professionals.

Auckland District Health Board

June 2017 – November 2017

Manager, Health and Safety (temp role)

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.

Civil Aviation Authority of New Zealand

Feb 2015 – June 2017

Manager, Health and Safety Unit

Responsibilities & Achievements:

- Chief Inspector, responsible for the development and management of the Health and Safety Unit to ensure CAA met 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

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team, significantly improving its credibility and capability to support a safe and growing national aviation system.

- Investigation of several multiple-fatality aircraft accidents alongside TAIC, writing recommendations to prevent reoccurrence.
- 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.

Mercury Energy	Mar 2012 – Jan 2015	H&S Manager, Auckland Region
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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
Kingston-upon-Thames

1984–1985

Cathay Pacific Airways

Line Maintenance Technician
Gatwick Airport

1984–1984

Air UK

Line Maintenance Technician
Norwich Airport

1983–1984

British Airways

Air Cabin Crew
Technician Apprentice

1982–1983

1978–1982

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Other Relevant Training:

- Lead Auditor ISO9001
- 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
- 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:

- Graduate Member of the Institution of Occupational Safety and Health.
- Graduate Member of the New Zealand Institute of Safety Management.
- 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.
- 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.