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How Safety Managers Can Empower Officers/ Directors To Fulfil Due Diligence Obligations



Speaker

Craig Bleakley

Award Winning H&S
Trainer, ecoPortal



Introduced by

Chirag Ahuja

Head of Marketing,
ecoPortal



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Empowering Safety Leaders to keep people Safe

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MITRE 10

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Speaker



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Webinar structure/plan

●

**What are we
required to do**

●

**How do we
actually do that**

●

**Roles and
responsibilities**



Officer due diligence 101

- **Who is an officer**
- **What is their duty**



Due diligence outcomes

- PCBU has appropriate systems of work
- Must actively monitor and evaluate management of H&S
- Take reasonable steps to:
 - Continually learn & keep up to date on work H&S issues
 - Understand the work of the PCBU
 - Know the risks that workers and others may face
 - Check PCBU has processes:
 - to eliminate & minimise risk and that they are in use
 - to communicate, consider and respond to H&S information
 - to comply with duties and requirements under H&S legislation & that they are in use



If things go wrong

Regulator may consider enforcement action

Regulator engages with officers when: –

- there is evidence of systemic failure in the PCBU's governance
- the officer's failure is preventing the PCBU from meeting its duties. Examples include failures by a PCBU across multiple sites or a series of incidents over time.

Regulator may consider taking enforcement action when: –

- a PCBU is not meeting their duties
- evidence has established that at a governance level, an officer has not met their due diligence duties under H&S legislation



Officer prosecution examples



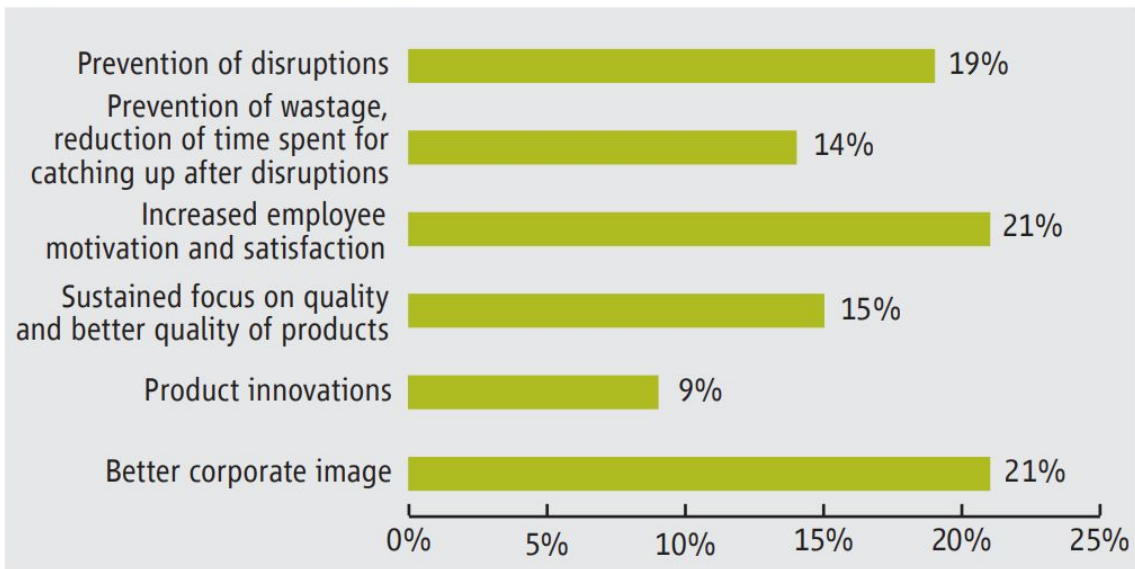
The benefits of good health and safety

- Reputational
- Organisational culture
- Decreased worker absence turnover
- Engagement and productivity
- Reduced business costs
- Potentially increased economic returns



The benefits of good health and safety

Figure 5. *Relevant benefit types*



International Social Security Association, Geneva, 2011



Table 1. Prevention costs and benefits for companies

Prevention costs (for companies)		Prevention benefits (for companies)	
Value in EUR		Value in EUR	
Per employee per year		Per employee per year	
Personal protective equipment	168	Cost savings through prevention of disruptions	566
Guidance on safety technology and company medical support	278	Cost savings through prevention of wastage and reduction of time spent for catching up after disruptions	414
Specific prevention training measures	141	Added value generated by increased employee motivation and satisfaction	632
Preventive medical check-ups	58	Added value generated by sustained focus on quality and better quality of products	441
Organizational costs	293	Added value generated by product innovations	254
Investment costs	274	Added value generated by better corporate image	632
Start-up costs	123		
Total costs	1,334	Total benefits	2,940
Cost-benefit ratio: 1 : 2.2			



Governance H&S Policy



Targets



Board structure



CEO responsibilities



Understanding of risk management and controls of PCBU

Risk Assessment

Severity	Disaster	High	Medium	Low	Minimal
Probability					
Regularly	Critical	Critical	High	Medium	Low
Probable	Critical	High	Medium	Low	Minimal
Occasional	Critical	High	Medium	Low	Minimal
Rarely	High	Medium	Medium	Low	Minimal

External audit and reviews



Contractor management



Safety culture



Plant & equipment, competencies and training



The Role of the H&S Manager - Reports



The Role of the H&S Manager - Reports

- All incident data
- Absence rates due to sickness
- Data on trends, especially exposure rates
- Plans and policy implementation status
- Actions underway (Corrective, Preventative, & General)
- Contractor performance
- Internal & external audit reports
- Safety visits / observations / inspection insights

The Role of the H&S Manager - SMS



The role of the H&S Manager

- **Understand Communication flows**
- **Challenge status quo - Speak up**
- **Be proactive and visible to officers and ensure vice versa**
- **Be a part of the creation of targets**
- **Effective safety management system**
- **Work with external experts**



Q&A

**Your turn:
Questions!**



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