Rebecca Nugent

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Health, Safety, Environmental, Quality and Compliance professional

- Passionate about promoting and improving workplace HSEQ culture, systems and improvement
- Skilled in risk assessment, gap analysis, system implementation and reporting
- Experienced in implementing HSEQ programs in diverse workplaces and industries
- Proven organisational and time management skills, with the ability to meet deadlines under pressure
- Determined, motivated and persistent, willing to go the extra mile to achieve first-rate results

Formal Education

Graduate Diploma of Occupational Health Safety Management	Adelaide University / Uni SA	2013
Bachelor of Nursing	University of South Australia	2001
Certificate IV Community Services & Health	TAFE SA	1998

Professional Development and Training

ISO 9001:2015 training workshop	LRQA	2018
ISO 14001:2015 Environmental Management	SAI Global	2017
Basic Fatigue Management and CoR	Allan Miller Transport Training	2016
Fire Warden Training	First 5 Minutes	2015
Internal Safety Leadership Training	BlueScope Steel	2014
Incident Cause Analysis Method (ICAM)	Safety Wise Training	2013
Cultural Awareness and Sensitivity Training	Women's Legal Service SA	2013
Governance, Boards and Legal Awareness	Women's Legal Service SA	2013
Insurance, Risk and Governance Training	Elders	2013
Defensive Driving LVL2	Murcotts	2012
5S and Lean Manufacturing Training and projects	ARC and Futuris	2010
Internal Competency Assessor Training	ARC	2010
Safety Observation and Safety Leadership for Mgrs.	DuPont	2010
Rehab and Return to Work Coordinator LVL2	Corporate Health Group	2009
Risk Management and Incident Investigation	National Safety Council of Australia	2008
Health and Safety Representative Training LVL1	Business SA	2007

Career Path Summary

Freelance Consultant at Safety Geek	2017-2019
HSEQ Manager at Babcock	2015-2017
Health, Safety and Environment Advisor SA / NT at LINX (Patrick)	2014-2015
Health, Safety, Environment and Quality Advisor at iiNet	2013-2014
Health, Safety and Environment Manager SA / NT at Bluescope Steel	2012-2013
Network Support Advisor – Safety, Risk and Compliance at Elders Rural Services	2010-2012
Safety, Compliance and Improvement Coordinator SA / NT at ARC (One Steel)	2010-2012
OHS / Claims Advisor at Futuris Automotive	2005-2010
Occupational Health Nurse & Rehabilitation Coordinator at Tenneco Automotive	2002-2004

Graduate Diploma of OHS Management

Subjects provided by Adelaide University:

Diseases of Occupation

Subjects provided by the University of South Australia:

Occupational Safety and Statistics

Safety Management Systems

Practical Occupational Health

Occupational Health and Ergonomics

OHS Law and Risk Management

Occupational Safety

Managing and Mitigating Risk

Key Experience and Achievements

Freelance Consultant at SafetyGeek

Key Projects:

- Integrated Management System (ISO 9001, ISO 14001, ISO 45001 & AS 4801) creation – Construction industry
- Completion of COSHH assessments – UK based Oil and Gas industry
- Creation of Emergency, Operations and Human Resources Manual and procedures – Tourism and Hospitality
- Creation of WHS training Presentation – Construction industry
- Tender preparation and legal document creation – Commercial cleaning
- SWMS preparation - High Risk Construction work

HSEQ Manager at Babcock

Key Responsibilities:

- Manage all HSEQ requirements for the Babcock Marine business unit
- Report to Managing Director of the business unit
- Lead a team of 4 people across SA and WA sites and participate as a key member of the leadership team
- Provide analysis of all HSEQ data and report monthly to the Executive Management team
- Initiate and recommend improvements and root cause analysis of identified HSEQ risks
- Support the ongoing continuous improvements of the safety culture and Safety Management Systems
- Set the standard of safety performance and regulatory compliance
- Create and implement all required processes and systems to comply with ISO 9001:2015

Key Achievements:

- Reward and Recognition Certificate for ISO 900: 2015 accreditation achievement - 2018
- CEO Appreciation award for Health and Safety - 2018
- ISO 9001 : 2015 and ISO 14001 : 2015 transition certification achieved
- AS 4801 and OHSAS 18001 continuing certification achieved
- ASC Supplier Quality Audit in 2018 – 82% achieved
- Supplier quality rating to ASC in 2018 - 98% achieved
- Implementation of a new HSEQ reporting system across Marine and Land business units

Health, Safety and Environment Advisor SA / NT at LINX

Key Responsibilities:

- Lead the execution of the LINX Cargo Care HSE strategy plan across all SA and NT sites
- Work in partnership with the National HSE Team, National and Regional Lead Teams to translate the LINX HSE strategy and plan into plans and actions specific to the needs of operational activities in SA and NT
- Support site leaders through coaching, mentoring and advice to the improve safety culture
- Contribute to the development and refinement of LINX HSEQ systems, governance and reporting systems.
- Implement projects and improvements across the business in areas such as Critical Risk Controls, Life Saver Rules, HSE training standards, HSE systems development, HSEQ audit action plans and new HSE systems roll out
- Provide Environmental management and compliance support and guidance
- Manage workplace injuries and rehabilitation and advise on health and well being
- Conduct incident management tasks including regulator reporting, ICAM investigation lead and facilitation
- Complete safety engagements, audits and investigations and effectively address root causes
- Conduct performance monitoring and reporting requirements for the different LINX operational activities
- Analyse data, recognise trends and recommend actions for improvement that are objective and factual
- Maintain HSEQ systems for stevedoring, road transport, rail, storage and quarantine operations
- Ensure all SA /NT Operations meet compliance and regulatory responsibilities within WHS, Return to Work and EPA legislations, Maine Orders, Heavy Vehicle Regulations and Australian standards
- Develop relationships with key external stakeholders including the Landbridge Group, Flinders Ports, Arrium, ASCO, Shell, Inpex, Toll, Chevron, NYK, Workers Compensation Insurers and the Maritime Union of Australia

Key Achievements:

- Development of a National HSE Standard for the LINX Cargo Care Group - LINX Exclusion Zone Standard
- Nomination as a finalist in the Asciano Thankyou Awards – 2016
- Participation in LINX tender video for the South 32 project – focusing on safety in the LINX Logistics business

- Leading the operations team to meet HSE requirements for Shell FLNG and Inpex Ichthys project work in NT

Health and Safety Advisor iiNet

Key Responsibilities:

- Management of all incidents, hazards and near miss reports for all Australian operations
- Coach all stakeholders on claims and injury management for all on-shore and off-shore sites
- Health and Safety, Quality Assurance, Environmental Management system development and support
- Lead all monthly WHS Committees for all Australian operations
- Perform internal safety audits and facilitate external audits across all onshore sites
- Conduct Health, Safety and Quality training sessions and develop training packages
- Support and assist HR, managers and facilities teams across all locations on-shore and off-shore
- Develop and implement the iiNet Group health and safety strategy, policies and framework
- Ensure the business is compliant with legislative and regulatory requirements in each state/territory
- Perform ergonomic assessments and coach front line leaders in best practice ergonomics

Key Achievements:

- Leading incident investigations and supporting early intervention strategies across all Australian sites
- Developed 2015 action plan from external audit results for all Australian sites
- Completed specific actions required to achieve the targets set for the 2014/2015 Strategic Plan
- Completed full review of policies and procedures as per schedule
- Completed full review of the National Data Centres WHS risk profiles

Health, Safety and Environment Manager SA / NT at Bluescope Steel

Key Responsibilities:

- Lead the implementation of the BANZ Health and Safety plan across all SA and NT sites
- Deliver the outputs expected in the Health and Safety business plans for each business unit
- Provide HSE leadership, coaching and strategic direction for operational sites and key managers
- Participate in HSE governance activities to ensure that compliance to legislative requirements.
- Provide technical advice and coaching to sites around auditing, incident investigation and risk management
- Anticipate health and safety issues and obstacles - initiate and implement improvements and solutions
- Assist sites in the injury management and workers compensation process for injured employees
- Facilitate audit and reporting requirements for HSE and area operations managers
- Assist and coach line and area managers to achieve their health and safety accountabilities

Key Achievements:

- Positively managing the health and safety for eight diverse business units across the BANZ business in SA /NT
- Maintaining self- insurance status for South Australian sites
- Successful integration into all teams and all levels of the business across the BANZ network
- Facilitating the implementation of HSE projects such as the SEQ system. mars risk, and info safe
- Actively participating as a member of the strategy working group for BANZ safety review

Network Support Advisor – Safety, Risk and Compliance at Elders Rural Services

Key Responsibilities:

- Monitored safety performance through onsite observation, checklists and statistical and trend analysis
- Provided support to Regional and Branch Managers and branch Safety Officers
- Developed and communicated safety and compliance policies and procedures across the regional branches
- Reviewed incident trends, actions and controls, and coached management on the completion of action items
- Conducted onsite investigations and risk management activities for serious or high-risk incidents
- Facilitated the running of regional safety forums, ensuring sufficient consultation on safety issues
- Advised the Head of Risk on planning and conducting compliance reviews around systems and procedures
- Liaise with staff to develop controls and incorporates internal controls into auditing, testing and review programs
- Conducted workshops, training and coaching for employees in key business systems and practices
- Participated in projects that supported the Insurance, Risk and Compliance and Zone Management teams

- ***Key Achievements:***
- Performed to a high standard in an advanced, safety-focused role, with additional risk and compliance activities
- Achieved significant improvements in safety culture in a short time, across nine regions in the rural network
- Successfully increased the profile of the safety throughout the business from board level to network operations
- Founded a Weight Watchers at Work program and achieved a combined health and wellness goa

Safety, Compliance and Improvement Coordinator at ARC (One Steel)

Key Responsibilities:

- Facilitated the corporate audit activities during WorkCover SA, and other compliance audits and activities
- Provided appropriate formal training across two sites to ensure high standards and levels of awareness
- Mentored, coached and trained staff across areas of computing, quality control, safety compliance and reporting
- Maintained training records and conducted training to support national plans and local operational needs
- Conducted compliance and quality audits including gap analysis, financial reporting, coordination and training
- Managed and maintained the OHSMS system including all aspects of the Self Insurers Model
- Implemented and executed the regional operations safety plans and aligned with national level plans
- Conducted safety management activities including operational supervision of work practices, incident investigations, risk reduction and maintenance of the document control system and risk register
- Coordinated and reviewed injury management activities, Job Safety Analysis and SOPs to ensure compliance

Key Achievements:

- Achieved significant improvement of the corporate safety culture across all levels of the business's SA/NT Region
- Successfully increased communication with staff and management across safety, quality and compliance area
- Successfully worked across two states, meeting management issues remotely between audit and training visits

OHS / Claims Advisor at Futuris Automotive Interiors

Key Responsibilities:

- Coordinated external training and education seminars on-site
- Implemented the Occupational Dictionary across all sites achieving a reduction in high risk jobs
- Conducted employee wellbeing initiatives and events
- Supported operations as required including restructure planning, redundancy and consolidation tasks
- Coordinated on-site physiotherapy, rehabilitation and medical services
- Provided corporate and on-site management of all injuries ensuring work cover and legislation compliance
- Supervised, mentored and advised first aiders and safety representatives across various divisions and workspaces
- Delivered effective meeting reports across Safety Committee, Consultative Committee and Management meetings
- Conducted OH&S activities including plant evaluations, risk assessments, and management of reporting systems

Key Achievements:

- Successfully reduced Loss Time Injuries across both sites and reduced the workers compensation claims by 85%
- Achieved *Best Workplace Health and Safety Management System* for the 2006 Safe Work Awards
- Volunteered in the role of Futuris Social Club President 2009 – 2010

Additional Training, Memberships and Projects

- Professional Member - Safety Institute of Australia 2012 - 2018
- Certified Generalist OHS Professional - Safety Institute of Australia
- Member of the SA branch committee - Safety Institute of Australia 2014 - 2015
- Member of the Board Management Committee – Women's Legal Service South Australia, 2013 – 2014
- Conference Presenter and Panel Member at WorkCover Annual Conference, Adelaide, 2009

Referees

- Available on request