



Bringing expert global and local knowledge to your environment

## EXPERTISE IN HEALTH AND SAFETY

RSM has a comprehensive background in reviewing Health and Safety management systems for both government and private sector entities. This includes performing assessments of compliance with legislation and internal policies and procedures, as well as review of systems and processes with a focus on efficiencies and improvements.

Below we include actual examples of RSM's Health and Safety experience in helping our clients.

### CASE STUDIES

#### **A global fertiliser listed company operating multiple Major Hazard Facilities in Australia ('the company')**

We reviewed the operation of the company's established workplace health and safety management system (WH&SMS) at four Major Hazard Facilities (MHF) where workers and neighbours were at risk to release of toxic gases and or hazardous chemicals. Key elements assessed were:

- Training programs and on-going communication of risks and hazards
- Processes to report and manage WH&S hazards, near-misses incidents and corrective actions including the IT platform
- Processes to ensure key elements of the WH&SMS and commitments per the submitted Safety Cases were operating and deficiencies were appropriately escalated to Executives and the Board

We conducted site inspections and interviews with over 20 MHF site personnel (including chemical and electrical engineers) and performed sample testing of records (i.e. chemical process safety information). The company benefited from our team's ability to understand its complex operating environment and the critical questions we posed. We identified and highlighted a number of significant recommendations that needed to be addressed in both the short term and long term to ensure the company meet its legislative obligations and its stakeholders' expectations.

#### **Major health construction agency ('the agency')**

We were engaged to conduct an advisory engagement to assist in assessing the current state of safety culture at the agency, and to provide an industry best practice view on potential initiatives which would transform them from a compliance focus to an integrated safety culture.

We used our proven evaluation and transformation methodology which includes phases for discovery, assessment, development, implementation and review. Critical organisational areas influencing culture were assessed including strategy, governance, systems/ processes and people/partnerships.

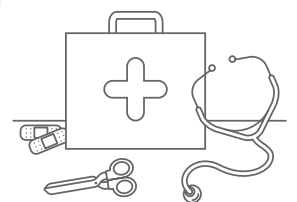
The engagement comprised of various stakeholder interviews ranging from executives, construction managers and industry representatives. We also reviewed a suite of documentation for elements such as management reporting, incident data, procurement and site audits.

To develop our report, we consulted with the agency's safety management team in order to provide a sound picture of their current state, opportunities and considerations moving forward.

#### **Regulator with staff working in remote locations facing variety of hazards ('the Regulator')**

In this engagement, we considered the implementation status of actions resulting from a prior internal WH&S review. However we also added further insight into the WH&S culture and made recommendations to improve the health, safety and wellbeing of the Regulator's workers. This included changes to align and improve work practices across the Regulator, including:

- Organisational communication
- Induction
- Vehicle procurement
- Scheduling and field visits





### Regulator with staff working in remote locations facing variety of hazards (cont.)

The Regulator's field workers, located across many different geographic regions faced a variety of WH&S hazards. We assessed the effectiveness of controls to manage the following WH&S hazards including fatigue, machinery and occupational violence.

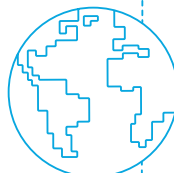
### Major metropolitan hospital ('the hospital')

We considered the operation of the hospital's workplace health and safety management system (WH&SMS) where workers faced the risk of occupational violence, manual handling and vaccine preventable diseases in providing patient care. The review considered key elements including:

- Training programs to efficiently and effectively communicate to workers on how to identify, assess and manage hazards, in particular manual handling and occupational violence
- Processes to practically report and manage hazards, near-misses incidents and correct actions to manage safety risks in the context of a patient-focused environment
- Inspection program to ensure safeguards implemented were in place and effective

We interviewed a variety of hospital staff and viewed key records to validate key processes at the hospital were effective. The hospital benefited from our team's ability to appreciate its patient outcome focus environment and hence our practical recommendations. We identified and highlighted some significant recommendations to ensure the hospital meet its legislative obligations, keep its workers health and safe and not compromise patient care, including:

- Improvements to its WH&S hazard, near-miss and incident reporting process and IT platform
- Roles and accountabilities for managing asbestos and workers' immunisation program



## ABOUT RSM

RSM is a global organisation that has 30 offices located in Australia alone. This provides unparalleled direct of access to insights and expertise across the agribusiness sector. In addition to local knowledge we can also draw on our international reach and scale to ensure our clients stay at the forefront of the world's best practices, technology, and innovation within a rapidly changing global economy.

It is our strong, collaborative approach that differentiates us. Our relationships are based on mutual respect and collaboration. We will strive to truly understand you, your business goals and aspirations and endeavour to exceed your expectations if considered to be the advisor of choice to your business.

By sharing the ideas and insights of our most senior professionals, we bring our expert local and global knowledge and resources to your environment, so you feel understood and empowered to move forward with confidence.

This is the power of being understood. This is the RSM experience.

- 6th largest global audit, tax and consulting network
- Firms in 120 countries and are in each of the top 40 major worldwide business centres
- Over 43,000 staff in 800 offices
- Clients from growth-focused entrepreneurial businesses through to leading multi-national, cross border organisations