

NZISM



New Zealand Institute of Safety Management



Van Schaik
health & safety
solutions

Challenges for Health and Safety Consultants in New Zealand



Consulting Considerations

NZ Market

Core Skill Set

Professional Registration & CPD

Challenges

Business management skills

Key Support

Collaboration

Q&A

Considerations

H&S
Practitioner

Consultant

Personality



Enjoy challenge and variety



Outcome driven



Problem solving (based on experience)



Leadership and influencing



Resilience



Flexible and agile

Considerations



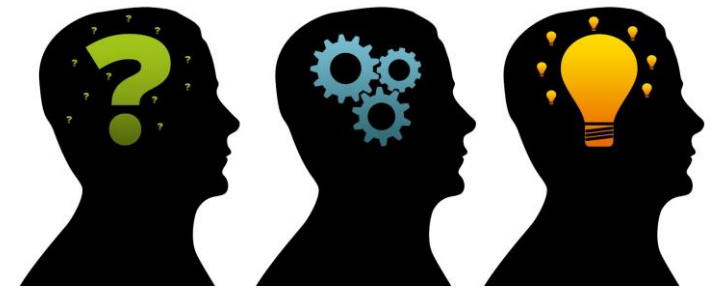
CORE VALUES



BUSINESS

New Zealand Context

- NZ in learning state
- Raising professional standards across the H&S Profession
- Significant skills shortage
- Market demand is outstripping the resource available in NZ



Consulting Core Skillset

SOFT SKILLS



Leadership
Communication
Presentation
Relationship Management
Confidence
Agile
Flexible
Resilient
Ability to self reflect
Individual motivation
Honesty
Integrity
Influencing
Mentoring
Coaching skills

TECHNICAL H&S



Competency
Understanding
Your professional limits
(reference on quals)
Experience
Professional grading
Research

STRATEGIC FOCUS



Governance
Organisation growth
Bigger picture
Business profile
Current state
Client motivation
Organisational HS culture
Understanding your value
add
Risk escalation
Governance services
H&S review
Project management

REPORT WRITING



Plain English
Logical
Clear
Concise
Executive summary
Include positive aspects
Solutions focused
Peer review
QA

Scoping and Planning Work

PLEASE LEAVE ME ALONE

I've got a weeks
worth of work to do
in 3 hours because I
have the time
management skills
of a carrot.

Thank you.

Scope of Practice



Professional Registration

Clear boundaries on practice scope

Refer to other registered specialists

Liability issues

CPD



Practice ongoing CPD



Provide robust advice



Develop in areas where knowledge gaps exist



Liability issues

Consulting Challenges

Long hours, outcome driven, high pressure

Reactive and responsive

Managing client expectations

Isolation (unless part of a team)

Planning time out, holidays, sick leave



Business Management

Business Structure

Limited
Liability

Sole Trader

Business Management Skills



Business strategy and planning



Financial management



Client relationship management



Leadership and people management



Marketing & sales

Key Support



Insurance Broker



Accountant



Business Coach



Partners

Other Registered Specialists



Human Factors/Ergonomist

Occupational Health/Medicine

Occupational hygienist

Occupational therapist

Occupational physiotherapist

Q&A



Safety it's about **people**