



OUTSOURCED SAFETY MANAGEMENT PROGRAM

Q. WOULD YOUR ORGANISATION BENEFIT FROM THE EXPERTISE AND RESOURCES ASSOCIATED WITH EMPLOYING A SAFETY MANAGER HOWEVER YOU DO NOT HAVE THE SCOPE TO HIRE AN EMPLOYEE?

A. YES! YOU COULD SAVE CONSIDERABLE COSTS BY OUTSOURCING YOUR SAFETY MANAGEMENT PROGRAM TO BUILD AND MANAGE YOUR WORK HEALTH AND SAFETY (WHS) PROCESSES AND COMPLIANCE.

OUR SERVICES

Gow-Gates offer ongoing, flexible and tailored outsourcing solutions to ensure you have the support you need, at a fraction of the cost of directly employing health and safety professionals.

It is important to note that under the *Work Health and Safety Act 2011* there is a legal requirement to recruit safety personnel with appropriate skills and to demonstrate that your business receives and provides competent WHS advice. This can be achieved through company staff or the utilisation of an outsourced health and safety professional. Gow-Gates can assist your business with these requirements whilst simultaneously building your businesses processes and capacity.

For small-to-medium businesses, the outsourced model is the most cost-effective way to ensure your organisation is compliant with complex and evolving WHS laws and regulations whilst improving your safety culture and processes. Your organisation will benefit from having a safety manager embedded within your business whilst saving time and avoiding the potentially unnecessary overhead expenses associated with recruiting an employee.

For large employers, we aim to complement and bolster your existing resources to ensure efficiency, particularly when there is an uplift in associated workloads. We will embed ourselves within every facet of your safety management systems as required to support ongoing maintenance and continuous improvement.

Regardless of size and no matter what the risks we will be on hand to assist proactively and provide professional advice and guidance as required. You will have access to a skilled, qualified and experienced safety professional along with a variety of tools, advice and support relevant to your business. Your dedicated safety manager will provide you with a clear understanding of legislative requirements and guidance so you can be confident safety issues are under control and focus on your core business.



SAFETY MANAGEMENT OUTSOURCING INTERVENTIONS AND SERVICES

Whilst the key objective of our outsourced safety management program is to manage and assure momentum continues on your businesses safety and compliance journey, below are some common examples of services which we can work towards:

- Compliance and best practice policy development and implementation
- First aid systems
- Emergency management
- Incident and near miss reporting
- Incident and accident investigative and corrective activities
- Health surveillance
- Audits, risk assessments and inspections
- Plant and equipment management
- Work Health & Safety Management System (WHSMS) design, development, implementation and maintenance
- Hazard, near miss, incident and accident reporting, recording, investigation and analysis
- Workstation or workspace ergonomic assessments
- Bespoke training, mentoring and coaching solutions
- Management of WHS committees and meetings
- General WHS consulting, coaching, assistance and advice
- Occupational hygiene testing and interventions
- Safe work procedures and method statements
- Traffic management risk assessments and control interventions
- WHS gap analysis audits
- WHS training, seminars, workshops
- Ongoing support

CASE STUDY

Through targeted WHS coaching sessions, Gow-Gates and a corporate retail employer identified the opportunity to improve customer facing employee level support and performance through the engagement of managers in the incident prevention process. Through historical incident analysis, triage data, employee and manager interviews it was determined that there were two fundamental streams of competencies that were lacking; basic safety system/ technical understanding and a baseline suite of accident investigative skills. Gow-Gates' outsourced safety manager along with an existing employee at the retailer rolled out a new WHS management system program for managers. Ultimately the updated program and related manager skills reduced the company's incident rate by 45% over the next year. Post project return on investment analysis calculated the net savings at over \$160,000.

Gow-Gates Financial Services Pty Ltd (ABN 97 001 250 344) is an Authorised Representative of Apogee Financial Planning Limited (ABN 28 056 426 932), an Australian Financial Services Licensee with its registered office at 105-153 Miller Street, North Sydney NSW 2060.

General Advice Warning: Any advice in this brochure is of a general nature only and has not been tailored to your personal circumstances. Please seek personal advice prior to acting on this information.

CONTACT US

Contact Trevor Creech to arrange an appointment to review your outsourced safety management requirements.

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