

# CURRICULUM VITAE

**Mr. Craig Davies, (DipNEBOSH, CMIOSH (interview pending), MIIRSM, MIEEEE, AIEMA, TechIFE, MInstL&M)**

## **CORRESPONDENCE TO:**

91, Heol Castell Coety  
Litchard,  
Nr. Bridgend,  
Mid-Glamorgan,  
South Wales.  
CF31 1PX.

**Email:** [craig@daviesc64.freereserve.co.uk](mailto:craig@daviesc64.freereserve.co.uk)

## **CONTACT NUMBERS:**

- 1<sup>st</sup> - 07580255819 (Primary contact - Mobile)
- 2<sup>nd</sup> - 01656 818894 (Home)

**STATUS:** Married.

**D.O.B:** 18<sup>TH</sup> April 1973

**NATIONALITY:** British

**ETHIC ORIGIN:** European Caucasian

## **PROFILE:**

I have 17 years continual professional health and safety (*CDM-C and contractor management, culture change, behavioral based safety management systems and Top Tier COMAH chemical process safety*) experience in fast-paced organisations with 7 years at a senior strategic management level covering a truly international global remit. Expertise in Contractor management and site safety, environmental / IPPC compliance, facilities mgt, mechanical and electrical engineering technical support and HGV freight management in high volume manufacturing / Specialty chemical / logistics and large scale distribution centers, security, retail and financial sectors with multi-site companies such as Galliford Try Construction, SONY (UK), HSBC, GlaxoSmithKline, Bridgend County Council, Buy As You View, G4S Justice Services and most recently with the prestigious Royal Mint with a wide range of resourceful skills, proven in a progressive series of successful worldwide engagements.

With a strong track record of delivering various successful HSE programmes in the construction industry using my influencing, strategic and communication skills and applying a flexible approach I provide direction and leadership to employees at all levels including third party stakeholders on all aspects of behavioral and cultural change, top tier COMAH, facilities, Category B prison security and safety management, emergency planning and large scale disaster mitigation, CDM compliance and commercial (HGV) road transport conformity to current VOSA standards. Most recently providing specific guidance toward the mitigation of inherent operational, product and building related liabilities through the conception of corporate auditing and compliance systems to various standards including British Safety Council 5\* Audit, ISO14001, ISO9001, ISO25999 and ISO18001 directed toward profitably achieving zero harm.

## **HEALTH, SAFETY & ENVIRONMENTAL EXPERIENCE:**

- **Extensive strategic and tactical experience in management of change procedures from inception through to roll out and ongoing task management including process, human factors, procedural, material and physical changes.**
- Establishing organisational process and internationally award winning human behavioral safety, employee engagement and culture change improvement programmes.
- Policy development in compliance with relevant HSE standards including COMAH top tier, fire safety, road transport and major disease / pandemic flu control;
- Developing and maintaining systems, processes, best practices and shape visual company objectives which deliver continuous improvement which effect the changes required to influence appropriate behaviours which move towards an embedded zero harm workplace taking a fresh and dynamic approach in order to engage staff across all areas of the site.
- Experienced in large scale on / off-site emergency planning and disaster management, risk and strategy identification via various projects and people management resulting in the control of business liabilities in high hazard COMAH sites.
- Accountable for developing layer protection to prevent predictive major accident scenarios within top tier chemical sites and managing multi-discipline industrial accident investigations throughout the UK ensuring prioritised and timely implementation of appropriate corrective actions via 5WHY methods.
- Producing legal defence documentation for group insurers and legal council.
- Developing energy and waste reduction strategies, which deliver cost savings and revenue opportunities across corporate organisations.

# CURRICULUM VITAE

**Mr. Craig Davies, (DipNEBOSH, CMIOSH (interview pending), MIIRSM, MIEEE, AIEMA, TechIFE, MInstL&M)**

## CAREER HISTORY

### **JULY 2013 – PRESENT: NATURAL SAFETY SOLUTIONS (GLOBAL OCCUPATIONAL HEALTH & SAFETY CONSULTANCY)**

#### **JOB TITLE – DIRECTOR / OWNER /CONSULTANT**

- Companies I have provided OHS consultancy services to date include HSBC, GlaxoSmithKline, Santia, JonesLangLasalle, Interserve, EEF – manufacturing support organisation, Croner.

### **JANUARY 2011 – JUNE 2013: THE ROYAL MINT (TOP TIER COMAH MANUFACTURING & FMCG DISTRIBUTION SITE)**

#### **JOB TITLE: HEAD of HEALTH, SAFETY, FIRE AND ENVIRONMENTAL AFFAIRS DEPARTMENT (SENIOR MANAGEMENT POSITION)**

- *Winner of South Wales Occupational Safety best behavioural and culture change training initiative 2012.*
- Directly manage a team of 12 health, safety, fire and environmental professionals to whom I provide structured tactical coaching and strong strategic management, and budgetary control in excess of £1.5million.
- Collaboratively lead a culture of Health, Safety & Environmental excellence throughout the business with the transformational delivery of a 5-year zero harm change plan disseminated from an employee inclusive programme.
- Driving and leading a progressive culture of safety, health and environmental improvement (SHE) across the business, ensuring SHE is naturally the number one embedded business priority and that excellent SHE practices and behaviours are second nature to every employee. Strategic corporate objectives for the zero harm 5-year plan include:
  - Establishing and embedding the newly written management of change procedure into the culture of the company with ongoing training and support to make the procedure successful.
  - Reducing accidents and RIDDOR incidents by 50% in year 1. Actually achieved an overall reduction of 68% in accidents, 80% in RIDDOR incidents and 75% in lost time averaging 24 accidents across a rolling 12-month period compared to 92 before I joined the company.
  - Developing a hazard and near miss reporting system averaging 4100 reports from 930 staff with an average completion rate of approximately 88% over 2-years with 96% employee involvement.
  - Developing 100% leadership and manager involvement in weekly site inspections, monthly senior manager tours, and daily team leader hazard walks, with further involvement of a leadership team member for every lost time accident.
  - Ensuring that all relevant departments develop their own visual SHE KPIs based on the corporate objectives and work towards them with help and guidance from my central SHE team.
  - Implement a reward based SHE culture for various SHE related milestones such as 100% monthly inspections and identified non-compliances completed, 500-days, 1000-days without a LTA, best safety suggestion each month.
  - Reducing energy and waste to landfill costs (gas and electric by 17% and waste by 500Tonnes) in the first 12-months by development of departmental environmental champions across the site and league table competitiveness.
- Act as the most senior competent subject matter expert for Safety and Environmental (IPPC), and COMAH related compliance on site, ensuring via inspection and auditing that safety (ISO 18001), health and environmental (ISO14001 & ISO 50001) management systems comply with legislative requirements and are applied consistently and rigorously across the business.
- Making sure that effective communication is established by the provision of procedures on the flow of Health and Safety information into, within and out of the organisation.
- Coordinating immediate full 5WHY investigations into serious incidents and issuing reports and lessons learned opportunities detailing causes and recommended 'SMART' actions across site.

# CURRICULUM VITAE

**Mr. Craig Davies, (DipNEBOSH, CMIOSH (interview pending), MIIRSM, MIEEEE, AIEMA, TechIFE, MInstL&M)**

- Reducing COMAH identified major accident scenarios ALARP, issuing formal monthly reports, and recommending corrective actions where necessary. *(Achieved high praise from the Competent Authorities for all COMAH strategic priority inspections i.e. Human Factors, Ageing Plant, Emergency Mgt, Safety instrumented Systems, Competence and Capability, Primary & Tertiary Containment)*
- Advising Management at all levels and technical abilities across the globe and most recently in emerging markets such as Africa and Eastern Europe on all aspects of health and safety and for keeping them appraised of the success or otherwise of their measures, and where necessary advising management of possible alternative arrangements.

## **AUGUST 2007 – JANUARY 2011: HMP & YOI PARC, G4S JUSTICE SERVICES (SECURITY / EDUCATION / FOOD SAFETY / LARGE SCALE RECYCLING)**

### **JOB TITLE: SENIOR MANAGER of HEALTH, SAFETY AND ENVIRONMENTAL AFFAIRS DEPARTMENT**

- *Winner of British Safety Councils 5\* audit award and Sword of Honour in December 2009 and November 2010 with consecutive attempts for our Health, safety, fire and environmental management systems.*
- *2009 Winner of the IIRSM / Ryder Marsh "Allan Poole" award and short-listed for the international DuPont Award and Best training initiative at the 2010 IOSH awards for best behavioral safety programme.*
- *Winner of Swansea and South West Wales Occupational Safety Group outstanding achievements in health, safety & occupational health and well-being initiatives and the BSC International Safety award in 2010. Short-listed for best safety management system at the 2010 IOSH awards for the Emergency Services and Security category.*
- Manage a team of 9 health, safety, fire and environmental biased staff and 50 employed waste recycling yard prisoners to whom I provide structured tactical management, and budgetary control in excess of £500k.
- Bespoke development and delivery of various culture change initiatives using Ryder Marsh and DuPont methodologies, safety-training and fire-training programs including accredited delivery of the IOSH 4-day Managing Safely and BSC level 1 & 2 in Occupational Health and Safety courses.
- Manage investigations of RIDDOR incidents, accidents and dangerous occurrences with the production of detailed reports and recommendations regards meaningful, workable and cost effective solutions also advise HR and line managers on reasonable return to work plans for recuperating staff.
- Conduct Workplace (Task, Dust monitoring, Noise analysis and Vibration), DSE, Pregnancy, COSHH, PPE and Manual Handling risk assessments, inspections, bi-annual audits and monthly safety tours with Departmental managers to facilitate hazard / risk identification and potential areas of vulnerability and report the cost considered recommendations to the relevant departmental senior managers and Executive Directors.
- *87% legislative compliance achieved within 9-months. 0(zero) Improvement or Prohibition notices from HSE over 5-year period (2004-2010). 79% achieved in most recent HSE inspection and 89% compliance via internal audits department.*
- Advise Senior Management via indisputable reports on all aspects of risk and keep the SMT appraised of the success or otherwise of control measures, and where necessary advising of possible alternative arrangements such as the complete upgrade of the residential fire detection system within 800 cells and holding areas at a cost of £700K during 2008 / 09 and cell inundation installation in 2008 (£1.1million).
- Ensure the effectiveness of emergency drills and major external emergency service contingency exercises in line with legislation and Ministry of Justice contracts most recently coordinating the Pandemic Swine Flu Gold Command with the South Wales Police team.
- Achieved ISO14001 accreditation in 2007 and 2010 and assisted the Purchasing department in assessing Suppliers' Health, safety and environmental Policies, ISO 14001 compliance and Safety Management Systems, obtaining supplementary information as necessary and advising the Supply Chain Manager on their acceptability.

# CURRICULUM VITAE

**Mr. Craig Davies, (DipNEBOSH, CMIOSH (interview pending), MIIRSM, MIEEE, AIEMA, TechIFE, MInstL&M)**

## **SEPTEMBER 2003 – AUGUST 2007: BUY AS YOU VIEW (RETAIL / FINANCE & UK WIDE DISTRIBUTION)**

### **JOB TITLE: UK HEALTH, SAFETY, FIRE, ENVIRONMENTAL & FACILITES MANAGER**

- Ensuring the health and safety of 847 staff across six regional UK retail / finance and distribution sites via accident investigations, risk minimisation strategies, control measure and policy implementation etc. Year-end statistics (2006) indicated an accident percentage of 8.049% (105 accidents ~ 847 staff) compared to the industry standard of 23% (*HSE statistics*).
- Acts as the company's legal liaison to statutory government agencies, company insurers and represent the company in respect safety issues at trade associations and safety groups. To date have received 5 nationwide health, safety and environmental and 4 road transport inspections from various local authorities following reportable accidents, environmental and freight issues resulting in no enforcement action.
- Provided health, safety, HGV transport, fleet and technical training to approximately 436 staff nationwide ensuring employee safety awareness is maximised, and "due diligence" is achieved.
- Reduced the number of manual handling and slip type injuries by 25%, through implementation of a risk reduction programme with specific emphasis on these areas.
- Facilitated a 10% reduction in waste disposal costs by undertaking a cost benefit analysis comparison project of the existing waste disposal streams with available recycling options.
- Responsible for the HGV freight management of 37 vehicles in excess of 7.5T, inline with road transport legislation and liaison with enforcing authorities (VOSA). Introduced various legislative regimes within the company such as digital tachograph training, speed limiter activation and Operator license management.
- Designed a bespoke Occupational Health, Safety and Environmental Management system (OHSMS) to support Regional Directors/Managers and supervisory staff in controlling relevant sections of their regional responsibility by issuing and agreeing practical guidance and standards in accordance with ISO 14001 / 18001 principles. Acceptance of key responsibilities was ensured by providing support training and monitoring the effectiveness of controls through regular (six-weekly) audits and visits to regional sites.

## **APRIL 2000 – AUGUST 2003: SONY VISUAL PRODUCTS EUROPE (UK)**

### **JOB TITLE: ENGINEERING PROJECT MANAGER & HEALTH AND SAFETY ADVISOR**

- Accountable for organising and implementing departmental health and safety training requirements. In total approximately 247 staff received training during 4-years.
- Responsible for accident investigations and trend analysis, record keeping and report writing within the manufacturing environment resulting in 46% reduction in reportable accidents (RIDDOR) and 28% reduction in lost time over a 4-year period.
- Responsible for designing a bespoke OHSMS to ensure legislative compliance within all engineering departments. Prior to leaving SONY, engineering department was 80% compliant, with further improvement unrealistic given nature of the companies business.

## **DEC. 1995 - MARCH 2000: SONY VISUAL PRODUCTS EUROPE (UK)**

### **JOB TITLE: VALUE ADDED PRODUCTS MANAGER & ELECTED SAFETY REPRESENTATIVE FOR ENGINEERING DEPTS**

- Responsible for representing engineering colleagues in consultations with senior management/health and safety managers/Human Resources and enforcing agencies with respect to health, safety and welfare matters.
- Acted as liaison between the health and safety factory manager and colleagues communicating relevant health and safety information such as impending impact of new legislation.
- Developed various strategies in association with the factory manager toward a comprehensive risk management/minimisation programme that included appropriate performance objectives and cost benefit indicators.
- Investigator of shop floor accidents with respect to the manufacturing environment.
- Managed numerous productivity improvement projects facilitating SIX SIGMA green-belt training to reduce production downtime by 75% and maximize productivity and company profits.
- Extensive knowledge in obtaining various European civil technology standards encompassing European EMC protocols, safety critical parts, BEAB registration and CE accreditation etc.

# CURRICULUM VITAE

**Mr. Craig Davies, (DipNEBOSH, CMIOSH (interview pending), MIIRSM, MIEEE, AIEMA, TechIFE, MInstL&M)**

## QUALIFICATIONS

- ILM / NVQ level 4 in Management, Human Factors and Culture Change development.
- IEMA Certificate in Environmental Management.
- Accredited IOSH Course Provider for “Managing Safely” and “Working Safely”.
- Accredited BSC level 1 & 2 Course Provider for “Occupational Health & Safety”.
- NEBOSH Diploma Level 6 in Occupational Health and Safety.
- NEBOSH General Certificate in Occupational Health and Safety.
- Certificate of Professional Competence: HGV Management.
- Further Education Teaching Certificate (F.E.T.C.).
- HNC & ONC in Electrical/Electronics Engineering and PLC programming.
- City and Guilds in Computer engineering and Electronics Engineering.
- NVQ level 3 in Mechanical, Electrical Installation and Welding skills (E.I.T.B.).
- 4-year Modern Apprenticeship with SONY UK in Electronic Engineering, High Volume lean Manufacturing and PLC programming.
- 7 G.C.S.E. (Grade ‘C’ and above).

## ADDITIONAL SKILLS / COURSE ATTENDED:

- Highly proficient in all Microsoft Office packages to expert level.
- SGS accredited lead auditor covering ISO 14001 and ISO 18001.
- Various COMAH and Emergency Planning related courses at the HSE laboratories in Buxton
- Various Emotional intelligence (EQ), Strategic influencing skills, Human factors and Behavioural Culture and Staff motivation courses
- IOSH for Executives and Managing Safely courses completed and delivered.
- Radiation Protection Supervisor with the Environmental Protection Agency.
- Familiarity with Prince2 methodologies used to implement HMP Parc expansion project
- CIEH Professional Trainer Certificate – *passed with credit*
- CITB Site Safety Plus “Site Management Safety Training Scheme” (SMSTS).
- IFE Fire Safety Courses & Fire Risk Assessment & Fire Emergency Plans Part 1.
- IFE Fire Training & Management & Fire Engineering Solutions Part 2.
- Six Sigma Green Belt.
- 4-day First Aid and 1-day Fire Warden Training with St. John.
- Manual Handling Train-the-Trainer via CHSS since 2001.
- Risk Assessment and Accident / Employee Disciplinary Investigation Courses.
- Portable Appliance testing “Trainer-the-Trainer”.
- 7 Wastes (Waste Reduction Techniques).
- Full U.K. driving license and current 10 year U.K. passport.

## OTHER INTERESTS:

I have been married for 12-years and have two daughters under the age of 12. I have a huge interest in the way people behave and plan to undertake career & / or personal development in Neuro-linguistic Programming and Human Behaviour Psychology in the near future. This is a subject that I have a huge personal interest in. I am also a member of a local health club and relax by doing basic gardening and D.I.Y. I am a hands-on governor for my daughter’s local primary school and have enjoyed playing various team sports all of my life.

### PROFESSIONAL REFEREE:

Anne Jessop – Business Director  
The Royal Mint  
Llantrisant, Pontyclun,  
Mid-Glamorgan  
CF72 8YT  
United Kingdom  
Tel: +44 (0) 1443 222111 (Switchboard)

### PERSONAL REFEREE:

Janet Wallsgrove – Prison Director  
HMP & YOI Parc,  
G4S Justice Services (Offender Management),  
Heol Hopcyn John,  
Coity,  
Nr. Bridgend,  
Mid Glamorgan.  
CF35 6AP  
Tel: 01656 300200