Improving your health and safety governance and performance

Is health and safety effectively integrated into your business?
Better health and safety is better business

The evidence is clear. It makes sound business sense to manage the risks to your greatest asset: your people. Companies investing in robust health and safety management have significantly improved business outcomes – including stronger sharemarket performance.¹

Companies that achieve strong health and safety performance can avoid the considerable business costs of injury and illness, they are also more highly regarded by markets, investors, employees, and other key stakeholders.

"Health and safety governance is as important as any other aspect of governance. It is a fundamental part of an organisation's overall risk management function which is a key responsibility of directors.”


Benefits to your business

1. A safer, healthier and more productive workforce
2. Better understanding and management of your business and its risks
3. Operational cost savings and increased productivity
4. Provides a competitive advantage
5. A deeper understanding of your overall business culture
6. Enhanced reporting on material issues
7. Compliance with legislative requirements
8. Control over the personal liability of owners, directors and senior executives

The KPMG philosophy: From value protection to value creation

We can **proactively help your organisation** improve its health and safety governance and performance.

We know that **integrating health and safety into your organisation’s overall risk management and governance frameworks** is critical to improving your business performance and success.

As **your organisation is unique**, KPMG does not default to a standard ‘safety manual’, or offer tick-the-box compliance. Our approach is to support good governance – and **develop an organisation-wide culture of health and safety**.

We **work alongside you** to identify where the best improvements can be made across the three pillars of people, processes and plant.

We help you manage your risks, gain assurance, and **improve the overall performance of your business**.

We take pride in providing reasoned and **fit-for-purpose advice** to your directors and senior leadership. Accordingly, we give particular attention to the personal and proactive due diligence duties introduced in the Health and Safety at Work Act, 2015.

The KPMG team

We have deep knowledge and decades of experience in stand-alone health and safety-specific engagements, and integrated organisational initiatives where health and safety is an often overlooked yet critical value-adding component.

These credentials have been attained domestically and around the globe on assignments ranging from medium-sized enterprises through to global multinationals, across a broad range of sectors and risk profiles.

We work across New Zealand and are able to draw on the capabilities of the broader KPMG team, including enterprise risk management, IT advisory, performance and deal advisory.

**Health and safety performance is an honest barometer of the health and performance of your business.**
KPMG provides a comprehensive suite of health and safety services that assist your business build resilience and continually improve. Ways we can assist you include:

» **Safety leadership training** – assisting your directors and senior leaders understand their responsibilities, obligations and ‘better practice’ governance requirements.

» **Develop and review your governance structures and reporting frameworks**, including:
  » Gap analysis against the due diligence requirements.
  » Development of Board Audit and Risk Committee governance frameworks and reporting tools.

» **Health and safety risk management** – policy and strategy development, risk appetite reviews, risk management frameworks, and identification of areas where controls require improvement. We help you to understand and control your risks.

» **Performance assurance and auditing** – development, delivery and evaluation of your internal and external health and safety audit and assurance programmes.

» **Health and safety compliance assessments** – to assist your senior leaders understand their legal duties and compliance status.

» **Health and safety management system reviews** – working to independently and objectively assess system effectiveness and determine whether processes are reliable, fit-for-purpose and delivering the results you require.

» **Creation or improvement of your health and safety management systems**, either in full or in part.

» **Health and safety due diligence** – pre and post transaction assessments both vendor and buy-side, with a focus on director assurance.

» **Safety culture assessments** – review and improve your culture.

» **Contractor management frameworks** – development, auditing and review, of your contractors.

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**Questions for leadership**

1. Have the accountabilities for health and safety governance been clearly identified, communicated, and understood?

2. Do you feel you are provided with adequate and accurate information to exercise your due diligence requirements?

3. Are you satisfied that all your key health and safety risks are adequately controlled?

4. How do you know your business is legally compliant?

5. Have you included health and safety in your audit and assurance programme? Do you know what to ask for in these audits?

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**KPMG provided services**

- Safety leadership training
- Develop and review governance structures and reporting frameworks
- Health and safety risk management
- Performance assurance and auditing
- Health and safety compliance assessments
- Health and safety management system reviews
- Creation or improvement of health and safety management systems
- Health and safety due diligence
- Safety culture assessments
- Contractor management frameworks

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