



Paul Sage
Senior Consultant

ACADEMIC & PROFESSIONAL QUALIFICATIONS

- Graduate Certificate in Occupational Health, Safety and Environmental Management, Australian Catholic University, 2015
- ISO 9001:2015 Transition, SAI Global 2016
- RABQSA-QM – Quality Management Systems, SAI Global 2014
- Lead Auditor in OHS Management Systems, SAI Global 2011
- Lead auditor – OHSAS 18001, TÜV Rheinland Occupational Health and Safety Management Systems, 2009
- ISO 14001:2004 Bridging course, 2005
- Plan and conduct assessment of learning outcomes, 2003
- Implementation and evaluation of Quality Systems – ISO 9000, 2000
- Occupational Hygiene, Technikon Natal, 1995
- Safety Management, National Occupational Safety Association (NOSA), 1993
- Further Diploma in Education (Computer Education), University of Kwa-Zulu Natal South Africa, 1993
- Higher Diploma in Education, University of Kwa-Zulu Natal South Africa, 1986
- General Safety Induction for the Construction Industry

ACCREDITATIONS

- Accredited Workplace Health and Safety Self-Insurance Auditor (Qld Govt)
- Exemplar Global Accredited Principal Auditor OHS Management Systems
- Exemplar Global Accredited Principal Auditor Quality Management Systems

MEMBERSHIPS

- Member of Safety Institute of Australia (SIA)
- Member of Risk Management Institution of Australasia Ltd (RMIA)

PROFESSIONAL CAREER

2011 to present	Senior Consultant, QRMC Risk Management Pty Ltd
2000 to 2011	Owner, The Quality Connection (quality, safety and environment management consulting)
1996 to 2000	Director / Shareholder, Legend Security (Pty) Ltd
1993 to 1996	Divisional Loss Control Manager, Tongaat Hulett Group (Tongaat Textiles)
1989 to 1993	Teacher, Natal Education Department, Berea West School

PROFESSIONAL EXPERIENCE

Senior Consultant for QRMC Risk Management:

- Responsible for review and development of Work Health and Safety, Quality and Environmental Management Systems (AS/NZS 4801/OHSAS 18001, ISO 9001 and ISO 14001)
- Work Health and Safety Management services:
 - Conducted WHS Due Diligence Audits against the requirements of the WHS legislation,
 - Conducted WHS Management Systems Audits against the requirements of the National Self Insurer OHS Audit Tool, AS/NZS 4801:2001 and other organisation-specific WHS audit tools across a variety of industries
 - Undertaken gap analysis and compliance reviews of Health, Safety and Environment Management Systems to identify non-compliance with Australian jurisdictional requirements
 - Developed and implemented Work Health and Safety Management Systems (WHSMS), working with the client organisations to ensure the effective implementation of the Systems.
 - Conducted organisation wide, and task specific Work Health and Safety Risk Assessments
- Quality management system development, implementation and auditing
- Review and development of Integrated Management Systems (comprising Work Health and Safety, Quality and Environmental Management Systems)
- Enterprise Risk Management services:
 - Conducted gap analysis of risk management frameworks
 - Developed and implemented Risk Management Frameworks
 - Developed Strategic and Operational Risk Registers, and supporting risk treatment plans
 - Developed integrated reporting systems and processes
- Development and review/updating of procedures, forms and other system documentation
- Development and facilitation of training and staff awareness programs in quality, safety, environmental and risk management
- Development of Natural Disaster Risk Assessments for local government
- Development and review of Business Continuity Management Frameworks and Plans

Owner of The Quality Connection

- Developing Quality Management Systems for companies to attain ISO 9001 certification
- Developing Environmental Management Systems for companies to attain ISO 14001 certification
- Managing companies ISO 9001 and 14001 management systems in order to maintain their international certifications. This involved:
 - Conducting internal quality and environmental audits
 - Facilitating management reviews
 - Advising on compliance issues
 - Managing the process interaction of the company's management systems
 - Coordinating activities around the 3rd party certification audits
- Advising companies in regard to health and safety legal compliance in relation to Work Health and Safety legislation
- Conducting Work Health and Safety risk surveys

- Setting up training and induction programs for staff and contractors in relation to Work Health and Safety
- Skills development facilitator and assessor (training and development)
- Advising companies on Industrial Relations and Human Resource issues involving:
 - Union negotiations
 - Facilitating and Chairing disciplinary enquiries
 - Establishing compliant employment documentation
- Representing companies in the area of labour disputes

Director / Shareholder, Legend Security (Pty) Ltd

- Managing a workforce of approximately 300 staff
- Human Resource management including: recruitment and selection, discipline and counselling of staff
- Industrial Relations and union management
- Client liaison and interface
- Ensuring legal compliance
- Establishing the business, quality and human resource management processes of the company from inception
- Gaining new business and working with corporate, blue chip clients

Divisional Loss Control Manager, Tongaat Hulett Group (Tonga Textiles)

- Managing the Loss Control Department, including ensuring compliance with all Safety Health and Environment Legislation
- Managing the Safety structures of the division
- Conducting risk audits
- Coordinating all industrial accident investigations
- Setting up and maintaining Disaster Recovery / Emergency Evacuation Plans
- Managing the security of the facilities

Teacher, Natal Education Department

- Class teacher
- Head of sports
- Teaching of computer skills
- Coaching of sports (Cricket, Rugby, Swimming, Athletics)
- Organising inter school sporting events