



Health & Safety Solutions

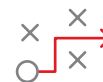
Working together to reduce
workplace risk—from compliance
to transformative programs

AON

Modern and Holistic Health and Safety Solutions that Deliver Outcomes

At Aon, we look at Health and Safety (H&S) with a holistic approach, working with you and your business to mitigate H&S risks. We can help promote a safety culture from the top down, so you meet your due diligence obligations and keep your employees healthy and productive.

Strategy and Performance Improvement



To drive technical and cultural outcomes of a H&S program, a clear strategy is essential. When formulating strategies, organisations should understand their current performance, while also having clarity on the key drivers across their business.

Services include:

- Vision development strategic planning and evaluation
- Performance evaluation
- KPIs development, structure and cascading mechanism
- Internal / external reporting processes
- Data analytics
- Ageing workforce analysis and strategy

Due Diligence and Governance



Changes to H&S legislation has emphasised the need for organisations to ensure their H&S risks are managed appropriately. The ability of organisations, leaders and managers to exercise their due diligence ultimately rests on the knowledge and capabilities of those individuals, and also with the developed systems and processes within the organisation. Transactional due diligence will include compliance, systems, and a deep understanding of specific risks and regulatory requirements. We help to identify where value creation opportunities exist, including identifying and validating synergies, and uncovering areas of risks or potential issues early on.

Services include:

- Corporate governance and due diligence reviews
- Governance systems design and development
- Executive education and workshops
- Mergers and acquisition strategic advice and reviews

Mental Health and Psychological Health and Safety



Wellbeing, mental health and psychological health and safety, and related programs are crucial to any business' people strategy. However, they must be actively managed, protected and proactively communicated.

Despite the prevalence of mental health issues, the full costs of illnesses and their broader impact on society remain largely overlooked. A proactive approach to psychosocial risk helps an organisation ensure these risks are managed, enabling them to reap significant long-term workforce and employee benefits.

Services include:

- Mental health and psychological programs and strategies
- Psychological risk management reviews (against ISO 45003)
- Mental Health First Aid training
- Psychological risk profiling workshops
- WeCARE mental health program
- Leveraging employee benefits programs
- LifeWorks employee assistance program partnership
- Healthy Minds at Work training
- Mental Health Navigator by Best Doctors

People, Culture and Leadership



Much of the success in a well-executed H&S plan lies in the abilities of leaders, managers and employees. By investing in H&S culture and leadership practices, you can help your company seek to evolve beyond compliance, to increase engagement, empower your people and cultivate the right culture.

Services include:

- Safety culture & leadership workshops and programs
- Authentic Safety Leader program – including 360° feedback surveys
- Behavioural based safety improvement programs
- Surveys and diagnostics
- Executive coaching

Health and Safety Management Systems



Aon considers both international standards and local expectations, which align to self-insurance and regulator requirements. Our approach to system development also takes into account the technical nature of processes and how best to engage with the business when implementing.

Services include:

- Health and safety systems design and integration
- Gap analysis, audits, diagnostic and evaluation
- Self-insurance assessments and preparedness
- ISO 45001 and National Audit Tool (NAT)
- Certification preparation
- Training and education

Compliance and Risk Management



It is essential to understand what risks are appropriate for your organisation, so you can ensure appropriate risk control strategies are in place and in line with regulatory requirements. Our experienced team can assist in this to ensure you have a thorough view of your risk profile, implement a plan in place to manage it, and are compliant.

Services include:

- Technical assessments (chemicals, working at heights, manual handling, traffic management, plant and equipment etc.)
- Legislative compliance assessments/audits
- Risk management review and planning
- Risk profiling and risk management planning
- Specialist risks – Legionella, occupational hygiene, property risks, asbestos, internal air quality
- Incident investigations and critical incident management advice

Why Aon

At Aon, our national team of Health and Safety practitioners are dedicated to helping reduce risks of injury in your work environment, to create a more efficient workforce through increased productivity, business results and strengthened reputation.

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