



Karen Turner
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MEMBERSHIPS: A registered member on the HASANZ Register for Health and Safety Professionals. Registration number: 702873.

Professional member of NZISM (New Zealand Institute of Safety Management). Member: 1876.

Private Investigator
COA Expires 10-02-2029

Work Experience:

2016 – Current: Founder and Director of Work Safety Investigations Ltd (WorkSI). A health and safety company based in Papamoa, Tauranga. Working with a variety of clients and industry groups. Experience working such in: construction and related contractors; airports; district councils; manufacturing; agriculture; schools; events. Completing: Health and Safety Management systems (or parts of it); consultancy; investigations; training.

May 2019 – September 2023 Contract Trainer for the [Employment Manufacturers Association \(EMA\)](#). In Health and Safety and Leadership subjects. (Bay of Plenty and Waikato).

October 2021 – March 2022: Health and Safety Advisor for Bay of Plenty District Health Board.

April 2021: 5-week full-time contract at Livestock Improvement Corp. (LIC) Health Safety Advisor completing Evacuation Scheme Application.

April 2021: Contract Trainer for Business Central (Wellington) Health and Safety Rep: Taranaki.

2013 – 2016 Contract Trainer and assessor (NZQA) for [Vertical Horizonz NZ](#) Health and Safety; Leadership; Mana Whakatipu courses in Waiouru at the Army Base Marae.

2015 Health & Safety Consultant for Complete Safety Management (CSM)

2011 Assessor for the Earthquake Commission (EQC) in Christchurch April - December

2008 - 2012 Real Estate Agent (Ray White Papamoa)

1991- 2007 New Zealand Police (Last position front line Sergeant in Tauranga)

Training and Qualifications:

- September 2024 Mental Health First Aid – St Johns
- 19 July 2024 World Health Organisation: Introduction to Emergency Response Framework Certificate
- 18 July 2024 A roadmap to Safety differently - Safety 2 - Moni Hogg NZISM training in Hamilton
- March 2024 Haz-subs training: Regulation 4.5 HSWA (Hazardous Substances)
- January 2024 Completed Maritime VHF Operators Certificate MVOC2 23
- January 2024 Completed Beginning Boating Course (Online) Coastguard NZ
- September 2023 – Qualified as a SafePlus Assessor [Safe Plus Assessor information](#)

- Current Licensed holder of Private Security Certificate of approval (COA) as a Private Investigator, Crowd Controller, Confidential Document Destruction Agent, Property Guard and Personal guard
- First Aid Certificate (current)
- Certified TetraMap Facilitator 11 June 2020 (www.tetramap.com)
- Certified Puzzle People Facilitator June 2021 (www.puzzlepeople.nz)
- 5 May 2020: World Health Organization: Simulation Exercise Management Introduction
- 5 May 2020: World Health Organization: Standard precautions: hand hygiene
- 5 May 2020: World Health Organization: Infection prevention and control for Novel Coronavirus
- World Health Organization: On-line training: How to put on and remove personal protective equipment (PPE) Module 1: How to guide for putting on and removing PPE according to droplet/contact precautions for Covid-19. Module 2: How to guide for putting on and removing PPE according to airborne/contact precautions for Covid-19 aerosol generating procedures.
- 22 March 2020: On-line training: World Health Organization: Health Emergencies programme: Operational planning guidelines and Covid-19 partners platform to support country preparedness and response.
- September 2019: TetraMap Bridge course. Course facilitator for Why are you like that.
- April 2019 Te Wananga O Aotearoa: He Papa Tikanga – (Completed NZ certificate in Tikanga (Matauranga Māori) Level 3.
- 4-5 April 2019 Train the trainer – Delivering Effective Training Programmes Auckland EMA
- 11-12 March 2019 Health and Safety Rep training unit standard 29315 EMA
- February 2019: 30-day Te Reo Bootcamp
- October 2018: Co-ordinated Incident Management System (CIMS2 & CIMS4) run by Search & Rescue Institute NZ (SARINZ). (2-day workshop)
- 17-18 May 2018: Incident Cause Analysis Method (ICAM) Investigation
- April 2018: Certificate in Social media forensics for investigators
- April 2018: Certificate in How to respond to active shooter in the workplace.
- April 2018: Certificate in Documenting your workplace investigation.
- 2016: TAE40110 Certificate IV in Training and Assessment (To train in Australian Qualifications Framework)
- 2014: Diploma in Health and Safety through Southern Institute of Technology (SIT). (Level 6)
- 2013: Completed NEBOSH (National Examination Board in Occupational Safety and Health) Certificate (International General Certificate in Health and Safety) (Passed with Distinction- Highest Level)
 - Unit IGC1: Management of International Health and Safety
 - Unit IGC2: Control of International Workplace Risks
 - Unit IGC3: International Health and Safety Practical Application
- Trained as specialist Trainer and Assessor for a range of Health and Safety and Professional Development courses NZQA with Vertical Horizonz Group (2013-2016)
- Confined space and gas testing
- HSNO approved handler course
- Fall Arrest Systems course
- Fire Safety course
- NZQA qualified trainer in adult education and training (Level 5)
- 2013 and 2019 Train the trainer course (4098)
- Business First Line Management (Level 3 AND 4) including Mana Whakatipu (Waiouru)
- Diploma of Policing
- Sergeant qualified (New Zealand Police) (Obtained 14-year New Zealand Police Long Service and Good Conduct medal)

- Trained Police Association staff health and safety representative
- Sexual harassment and welfare contact officer (Police)
- Member of Woman's Consultative Committee (Police)
- Licensed Real Estate Agent (Ray White Papamoa / Mount Maunganui)
- Advanced Real Estate course (Towards Managers certificate)

SOME WorkSI work examples:

- May 2024: Investigation into school incident. Review of current processes and procedures. Summary report with findings and recommendations (interviewing 11 staff) including meetings with Senior Leadership Team.
- Current provider for Te Puni Kōkiri in the Bay of Plenty- Health and Safety workshops.
- October 2019 – current: On the Operations Committee for Pasifika in the Bay Trust Festival: Organised the Health and Safety for the event, included on-site advisory. (Public event: multiple schools/food stalls) – an annual community festival in the Bay of Plenty area.
- Oct – December 2023 Consultancy work hazard and risk site review for Bay Venues for Mount Hot pools Maintenance closure and Bay Park construction site.
- May – July 2023 Consultancy work for Western Bay District Council Water Treatment Plants on site hazard and risk review and development of Contractor induction.
- 14 February 2022: Helped design and run a desktop training scenario with Rotorua Airport. Involved multi agencies including Fire; Police; Ambulance; Council; Coastguard; Council; Air NZ; Air traffic control; Airport staff including live debrief. Training under Civil Aviation Requirements. Scenario plane crash in lake.
- 28 November 2022: Helped design and run desktop training exercise Rotorua Airport multi agencies including live debrief. Training under Civil Aviation Requirements. Mock Damar fire.
- December 2021 and August 2022 Designed and delivered training packages for McFall Fuel driver trainers. Covering legal roles and responsibilities and Hazardous substances regulations. Second training package designed and delivered on Diversity in the workplace.
- 2016-2020 Onsite monthly site audits on Construction sites for Generation Homes NZ. This involved providing assistance with workers during any incidents. Also included meeting with the Board of Directors and submitting monthly reports. Generation Homes purchased on-site Health and Safety packs and Hazard Boards nationwide.
- 2017-2019 Signature Homes: (Vogue Homes Ltd) Tauranga. (Construction Industry) Completed construction site audits and various investigations on-site.
- 2016-2020 Completed Contractor Pre-Qual and on-site training for the construction industry. Have also completed SHE and IMPAC applications for construction groups.
- 2016-2020: Utilised by Generation Homes and Signature Homes for training with contract workers annual get together. (In excess of one hundred workers).
- 2016-2020: Completed various tool-box training sessions with documents for Construction sites. Assorted topics and resources.
- 2017-2018: Training to National site supervisors Construction at annual conference. (Generation Homes Tauranga).
- 15 November 2018 Part of planning team who ran CAA related desktop emergency training exercise. (Regional Airport) and follow up practical training exercise 22 November 2018. Multiple role players and agencies (Emergency staff: Fire; Police; Ambulance; Council; Air NZ and airport staff; role players included trainees from Air NZ and Police recruitment courses. Included live debrief. (Plane crash into buildings airside)
- From 2018-2020: Updating CAA Emergency Plan for Regional Airport

- From May 2018-2020: Working knowledge & experience in SMS implementation plan and action points for CAA. (Regional Airport)
- 2017-2018: Various works for Hawaiki Rising: Including health and safety management system and training. Risk assessment for Tukua voyage.

Professional development::

- 15 March 2024 NZISM meeting Mental Health “Good yarn” presented by Seed Talks
- 23 August 2023: Christchurch: iCue workshop with Nippin Anand
- 23 July 2021: Online workshop: TetraMap Introducing TetraMap to clients
- 6 July 2021: Online workshop: TetraMap Facilitating online: TetraMap for Organisational development
- 18 June 2021: Online workshop: Delivering TetraMap online
- 25 Feb 2021: WorkSafe NZ Forklift Roadshow in Hamilton
- 14 November 2019: EMA Health & Safety conference Rotorua “Who’s it going to hurt”.
- August 2018: Presentation: Management of Fatigue. Carmen Goodwin Body in Motion
- August 2018: Rotorua: ISO45001 Risk Management Standard Masterclass by Chris PEACE
- 10-11 May 2018: Civil Aviation Authority (CAA) Safety Management Systems industry workshop
- Nov 2017: Healthy Work Conference: Sky City Auckland
- Nov 2017: Mental Health Strategy workshop
- 2017 Dunedin: Safety Differently Masterclass workshop. Run by Daniel Hummerdal
- 2017 Auckland: Safeguard Conference

Webinars:

- 25th September 2024: The power of community in health and safety. Presenter Sarah McGuinness rowwellbeing.com
- 24th September 2024: TetraMap and multi-generational workers. Presenter: Olive Strachan MBE.
- 22 September 2024 Wellbeing at work – leveraging practice into wellbeing: Professor Joanne Crawford from Victoria University Webinar
- 27 June 2024: NZISM Health and Safety reform: Making the boat go faster or losing a paddle
- 12th June 2024: CHASNZ Contractor Safety Management - Sue Bottrell
- 5th June 2024: Empowering Safety, Haumarū Tāngata-ACC
- 10th June 2024: Whakaari: Retrospective from an expert witness- Dr Chris Peace
- 29th May 2024: Whakaari Eruption - Expert Witness Insights and Lessons Learnt
- 21 August 2023: Keeping young workers alive to become old workers – Chris Peace
- 17th January 2023: Webinar Nippin Anand: Why language matters in tackling risk and safety
- 16th January 2023: Webinar Legal Update with Grant Nicholson NZISM
- August 2021: TetraMap: Cultural protocols teach and learn by Ruhia King
- July-August 2021 Sidney Dekker Masterclass Series: Understanding human error, understanding, and managing risk, safety differently and a restorative just culture
- May 2021 NZISM: Working with angry people in the workplace
- March 2021: Transform mental health in your community. GROW
- Jan 2021 Māori cultural issues in the workplace: Vance Walker
- Jan 2021 Introduction to Bow tie risk assessment
- October 2020: TetraMap: Cultural protocols teach and learn by Ruhia King.
- July 2020 Nippin Anand Masterclass workshop series. Costa Concordia investigation
- 5 May 2020: Workplace Hygiene Management During a Pandemic. Presented by Dr Michael Taylor. MyOSH
- 4 May 2020: Netflix documentary: Coronavirus explained.
- 21 April 2020: COVID-19 Series – Health and Safety Approach to Level 3. Presented by Paul Jarvie (EMA), Brett O’Riley (EMA), Paula Knap (WorkSafe), Paul Mackay (Business NZ), Matt Dearing (Head of legal EMA)

- 16 April 2020: Webinar Psychological risks of working from home. (Covid-19) The Effect
- 14 April 2020: Webinar Michael Hempseed. Managing the stress and change of the lockdown. (Covid-19)
- NZISM Webinar: Three lines of defence for safety governance. Presented by Brent Sutton, Safety Associates
- 18 March 2020 Webinar: The Coronavirus and Business workplace relations issues
- 27 January 2019: Webinar: How to deal with workplace dishonesty. I-sight
- 26 January 2019: Webinar: Recall and create Truth or lie during interview. I-sight
- July 2018 Webinar: Human Factors & Ergonomics Society of NZ