



Vincent Theobald-Vega

Work skills and history

May 2017

Summary

A very experienced expert Health and Safety Professional, highly committed to the development of quality Occupational Health, Safety and Environment cultures with a proven track record of creating good safety cultures and reducing business costs whilst improving safety compliance.

Lawyer Monthly Expert Witness Awards 2017
Health and Safety Expert Witness Award 2016
Award of excellence for services to the health and safety industry 2015.

LAWYER
MONTHLY
Expert Witness
Awards **2017**
WINNER



Key experience includes:

- **27 years** experience as a safety practitioner in University, Construction, Asbestos, Agriculture and related disciplines (including as an HSE Inspector).
- Registered as an **Expert Witness** with the UK Register of Expert Witnesses and others.
- Undertaken **major investigations** (including on-site investigation work in the first direct imprisonment for a safety offence).
- Numerous **Court cases** as **prosecutor** and **defence** advisor (civil and criminal cases).
- Working as a lead auditor in one of the first HSE construction teams to introduce nationally co-ordinated audits using HSG65.
- Auditing all of Newcastle University and large parts of the University of Northumbria.
- Delivery of **safety training** to a wide variety of people, including: senior management, staff, students and various professional bodies. Developing bespoke courses to meet specific needs, and delivering both IOSH and NEBOSH courses.
- **Consultancy work** covering a variety of areas, including high-profile investigations, audits, inspections, advisory work and training in University and industrial settings.
- Successfully implementing positive changes to the Newcastle University safety culture, and influencing the safety cultures in many other organisations directly and through intermediary organisations (such as USHA – University Safety and Health Association).

Core Competencies

General skill areas

Management of direct and distributed teams in complex environments (Company Director, Head of Safety for 10 years, plus experience as a PRINCE Stage Manager).

- Development of strategic and operational plans with real impact, effective culture changes at Newcastle University along with numerous clients (including training of over 500 staff for Durham University in 2014).
- Currently the external “competent person” providing health and safety consultancy to numerous companies with specialisms in several high hazard sectors.

IT experience as programmer and user on many platforms (mainframes to PCs).

- Implementing on-line services at Newcastle University, increasing the efficiency of delivery of safety services, widening the availability of information for staff and increasing the accessibility and use of the accident / incident report tools.

Negotiation experience as an enforcer, entrepreneur, manager and Union negotiator.

- These skills are used on a daily basis to find effective, compliant, low cost, practicable solutions for clients, and less frequently, to develop solutions when clients have been faced with Enforcement Officers or pressures from other bodies.

Specialist skill areas

Audit to **HSG 65** (several versions) and **HASMAP** standards (HASMAP is the University safety audit methodology, broadly compliant with **OHSIS 18001**).

Investigations (using the **HSG245** standards) of fatal and serious accidents, dangerous occurrences, environmental incidents, fires, explosions, and complaints.

Asbestos Removal techniques, Bio-safety & Ionising Radiation used in laboratory environments, and **Industrial Radiography**.

Degrees

Cert Ed (LLS) 2012-2013 – Certificate in Education (LLS) – LMU via Newcastle College

Teacher training for the adult and further education sectors (life-long learning).

Pg Dip 1989-1990 – Postgraduate Diploma in Health & Safety – Aston University

Delivered for the HSE covering health and safety law, management and technology.

MSc 1988-1989 – MSc in Biological Computation – University of York

Computer programming and systems analysis, alongside biological specialisms and statistical analysis techniques. Also a research project.

BSc (Hons) 1985-1988 – BSc Hons. in Forestry – UCNW (now Bangor University)

Management of commercial forestry. Specialist subject Economics.

Accreditations

OSHCR Occupational Safety and Health Consultants Register [2011] (numbers not used)
www.oshcr.org/Search/Details/c285ca71-76ac-406c-a45c-6e0a8729c685/VincentTheobald-Vega

ENSHPO European Network of Safety and Health Professional Organisations [2014] No. 11408344523
www.euroshm.org/registerdetail.php?item=v62ju5479kw14317lc8179ml613f42rlv269ju7270kw

UK Register of Expert Witnesses Registered as an expert witness [2015] No. 1736
www.jspubs.com/staticelink.cfm?ID=224A5A534B503A0E351B2C122B

Institute Memberships

| | | |
|----------------|---|------------------------|
| FIIRSM | Fellow of the International Institute of Risk and Safety Management Upgraded to Fellow in 2014 previously Member Member of IIRSM | [2013] No. 302242 |
| FRSPH | Fellow of the Royal Society of Public Health. Previously – Royal Institute of Public Health – merger changed name in 2008 | [2002] No. 25455 |
| CMIOSH | Chartered Member of the Institution of Occupational Safety and Health. Chartered membership was established in 2005 prior to that it was Member. | [1993] No. 017963 |
| MISTR | Member of the Institute for Safety in Technology and Research. | [2000] |
| EurOSHM | European Network of Safety and Health Professional Organisations | [2014] No. 11408344523 |
| | Member of the Health and Safety Lawyers Association | [2013] |
| | Associate Member of the Institute of Ergonomics and Human Factors | [2013] |

Other Training

| | |
|---------------------|--|
| On-going CPD | CMIOSH, FIIRSM and OSHCR (all require ongoing CPD). |
| 2003-2006 | Newcastle University Senior Managers' Development Programme. |
| 1989-1999 | HSE in-house training, including the following: |
| • Basic: | Inspection, legal processes, industrial technology; |
| • Specialist: | Agriculture, construction, demolition, asbestos removal, industrial radiography; |
| • Advanced: | Investigation, Court presentation, audit systems, negotiation / conflict resolution. |

Current Employment

2012 *Safety 4 HEd LLP – Partner / Director*

safety4hed.co.uk

As founding partner and director in this new company, I have established the company prior to leaving Newcastle University to undertake a full time consultancy role. In the first year of trading, work was undertaken for: Universities, Technology companies and a Blue Chip FTSE100 company. Later contracts included:

- Providing **award winning Expert Witness services**.
- Delivering **bespoke training** for clients to their specifications, such as the 30 courses for 500 staff at Durham University in 2014, saving in excess of £15,000 if compared to the previous years training arrangements. This appointment was by competitive tender.
- Delivering standard courses for clients, including the IOSH Working Safely and Directing Safely, NEBOSH Award, and modules from the NEBOSH Diploma and NEBOSH Certificate courses.
- Undertaking critical **investigations** for clients following accidents and other incidents.
- Providing consultancy **advice** for clients on a wide range of novel issues (including the adoption of new technologies and management systems).
- Undertaking **audits and inspections** in accordance with various standards, including **HSG65** and other institution specific standards.

2012 *RRC tutor*

www.rrc.co.uk

Affiliate tutor delivering IOSH and NEBOSH accredited courses.

2003 *Northumbria University*

www.northumbria.ac.uk

A tutor delivering NEBOSH courses for the School of the Built and Natural Environment.

Previous Employment

2002-2012 Newcastle University – Head of Safety

www.ncl.ac.uk

As the Head of Safety, I was concerned with the strategic compliance and developing a safety culture in a complex fast-moving research environment. This was achieved through collaborative working and was reliant on a significant amount of training, due to a high staff turnover.

I developed strategies, policies and plans to integrate occupational health, safety, risk management and environmental issues, along with sound business management (including establishing business continuity as a management issue). Now the University does what it wants safely, accommodating the demands for flexibility in a complex research environment.

The University Safety Team became recognised as providing excellence and also supplied specialist services to two other Universities. Additionally, the team provided consultancy services largely resourced by my time and experience. Consultancy income formed a significant element of the roughly £450k annual budget.

1999-2002 Newcastle University – Assistant University Safety Officer

www.ncl.ac.uk

I provided advice, inspection and investigation, as part of the small University Safety Office. I changed the office practices from paper to predominantly electronic methods. Fire safety became a major issue, so I gained new fire safety skills, co-developed nationally applied standards and delivered local training.

1989-1999 HSE Inspector.

www.hse.gov.uk

HSE Inspectors change disciplines as instructed by adding to the basic core competencies. My role included **enforcement** of legal requirements (including **presenting cases in Court** as the prosecutor); **Investigation** of accidents, incidents and complaints; Provision of **guidance**; **Inspection** of activities (including pre-arranged and spot inspections); **Audits** (including managing national unannounced audits of companies by mass inspection). During this period I also had time (1991 to 1994) in HSE Bootle Headquarters.

My specialisms included Asbestos removal work, Construction Safety, Demolition, Industrial Radiography, Fairgrounds and the Agricultural industries (including Forestry).

Awards

2015

Award of excellence for services to the health and safety industry
Jointly by the Forensic Industry E-Magazine and the Security Industry E-Magazine.



2016

Health and Safety Expert Witness Award
from the Forensic Insider.

2017

Expert Expert Witness Awards 2017
from the Lawyer Monthly.

