

NAREEN STURGES

WHS | RISK | ASSURANCE | ISO MANAGEMENT SYSTEMS

Cairns, Queensland | 0417 000 537 | nareen@dsbassurance.com.au

Professional Profile

WHS, risk, assurance and management systems professional with more than 25 years of experience across healthcare, government, mining, minerals processing, power generation and consulting environments. Experienced in WHS compliance auditing, workplace inspection, risk assessment and facilitation, management-system review and development, contractor assurance, investigation methodology, corrective-action verification and implementation support. Combines practical field-based WHS experience with contemporary enterprise risk, internal audit and governance capability.

Based in Cairns and operating through DSB Assurance, Nareen is available for assignments throughout Cairns, Far North Queensland and other locations by arrangement. She is experienced in undertaking discrete pieces of work under the direction of a principal consultant, working collaboratively as part of a broader consulting engagement, or independently delivering defined client requirements.

Core Consulting & Assurance Capability

WHS Assurance

WHS compliance audits, workplace inspections, evidence collection, verification and corrective-action close-out.

Risk & Controls

Risk assessments, risk registers, facilitated workshops, control identification and evaluation, enterprise and operational risk frameworks.

Contractor & Project Assurance

Contractor HSE management-system review, procurement assurance, project risk input, shutdown and maintenance-project support.

Occupational Hygiene

Exposure-risk assessment, respiratory protection, fit-testing systems and practical application of hygiene principles.

Management Systems

ISO 45001, ISO 9001 and ISO 14001 internal audit, gap assessment, integrated management-system review, development and implementation support.

Documentation & Implementation

WHS policies, procedures, SOPs, emergency management documentation, registers, contractor-management documentation, and training decks.

Investigation & Improvement

ICAM, WRAC and RCA methodology, investigation guidance, action development, data analysis and practical control improvement.

Governance & Compliance

Legislative compliance, Security of Critical Infrastructure framework implementation, audit/risk reporting and governance documentation.

Qualifications & Auditor Training

- Auditor Training Online - ISO 19011 Lead Auditor and Management Systems; ISO 9001 Quality Management Systems; ISO 14001 Environmental Management Systems; ISO 45001 OHS Management Systems (July 2025; training meeting Exemplar Global requirements).
- PAUFER001-PAUFER008 Fire Safety Advisor units (September 2025).
- Graduate Certificate in Human Resources Management - Deakin University, 2021.
- Graduate Diploma in Occupational Hygiene and Toxicology - Edith Cowan University, 2008.
- Graduate Diploma in Occupational Health & Hazard Management / Risk Management - VIOSH Australia, University of Ballarat, 2003.
- Bachelor of Arts (Modern History & Law/Legal studies) - University of New England, 2000.
- Certificate IV in Business (Frontline Management) - Queensland TAFE, 2004.
- Current methodology training/exposure: ICAM, WRAC and Root Cause Analysis (RCA).

Additional technical training and prior tickets: confined space, gas testing, working at heights, ventilation officer, high voltage rescue, trainer/assessor, drug and alcohol testing, rehabilitation coordination and workplace health and safety officer. Some tickets are no longer current; the underlying technical knowledge has remained relevant through ongoing WHS and risk work.

Selected Consulting Assignments | 2025-2026

Client identities are intentionally described by industry sector due to confidentiality. Assignments were undertaken as a subcontract consulting firms in Cairns and Sydney.

Community / licensed club sector | Apr-May 2025 - Developed a Safety Management System, Emergency Management Plan, fire and evacuation plans and supporting training for a Cairns community club.

Community / licensed club sector | Jul 2025 - Completed a WHS audit and developed/updated the Safety Management System and operating procedures for a Far North Queensland club.

Hospitality / marina club sector | Feb 2026 - Completed a WHS audit and developed a Safety Management System, Emergency Management Plan, asset register, electrical register, hazardous substances register and operational SOPs.

Construction / project sector | Nov 2025 - Reviewed an integrated ISO management system, assessing documentation and alignment across quality, environmental and WHS requirements.

Resources / industrial sector | Jan 2026 - Completed gap analysis and document alignment to support initial certification of an integrated ISO 9001, ISO 14001 and ISO 45001 management system.

Rehabilitation / allied health sector | Apr 2026 - Conducted a pre-certification audit of an integrated ISO management system and identified readiness issues and improvement actions.

Non-destructive testing / industrial services sector | Jun 2026 - Conducted follow-up audit activity for an integrated ISO management system, including review of evidence and progress against prior requirements.

Selected Projects & Technical Experience

Major maintenance shutdown assurance - Supported four major minerals-processing maintenance shutdowns involving approximately 1,200 additional personnel on site. Work included contractor HSE management-plan review, logistics and safety coordination, training packages, mentoring contractor safety advisors and defined communication processes.

Respiratory protection and occupational hygiene systems - Implemented and provided technical supervision for a Respirator Service Centre supporting respiratory PPE, gas monitoring and fall-protection equipment. Developed sustainable fit-testing arrangements and applied exposure-assessment knowledge across sulphur dioxide, nickel, sulphuric acid mist, arsenic and noise.

Practical high-risk work controls - Facilitated and supported risk assessments for confined-space furnace access, working at heights, heat exposure, guarding and process hazards. Worked with operational personnel and engineering teams to translate risk findings into practical engineering, administrative and PPE controls.

Safety management systems and procedures - Developed, aligned and implemented WHS management-system documentation across industrial and healthcare environments, including vehicle safety, occupational violence, permitting, incident management and emergency requirements. Experienced in reconciling corporate standards, legislation and existing operational practices.

AS 4801 to ISO 45001 transition - Supported and led health-service safety management-system improvement and transition from AS 4801 alignment to ISO 45001, including audit preparation, legislative compliance, corrective actions and system implementation across geographically dispersed facilities.

Enterprise risk management - Coordinates enterprise risk framework implementation in a complex public healthcare environment, including strategic and operational risk registers, risk facilitation, control frameworks, risk reporting, training and system implementation.

Security of Critical Infrastructure - Implemented Security of Critical Infrastructure framework requirements within a health-service environment, working across governance, operational and specialist stakeholders.

Contractor and procurement assurance - Reviews contractor-management systems and WHS evidence as part of procurement and assurance processes; earlier industrial experience included extensive contractor HSE plan review and contractor safety coordination.

Investigation and corrective action - Experienced in ICAM and RCA principles, incident investigation, investigation-quality review and development of practical corrective actions. Provides guidance to workforce and managers on investigation methodology and evidence.

Data, systems and performance improvement - Designed and implemented databases and tracking systems for training, PPE/equipment and safety information; developed WHS KPIs and reporting; analysed incident, hazard and exposure data to identify trends and target controls.

Professional Experience

Director / Principal Consultant | DSB Assurance | Cairns

Jan 2026 - current

DSB Assurance provides locally based WHS, risk, assurance and management-system support, including subcontract delivery for consulting firms requiring capability in Cairns and Far North Queensland.

- Undertakes WHS and integrated management-system audit and assurance assignments, documentation development, gap analysis and implementation support.
- Provides discrete client-facing work with findings and deliverables reported through the engaging consultancy.
- Supports practical alignment of WHS, risk and management-system requirements with client operations.
- Subcontract audit, management-system and documentation assignments across community clubs, hospitality, construction/project, resources/industrial, rehabilitation, not-for-profit and retail sectors.
- Integrated ISO management-system review, certification-readiness gap assessment, pre-certification and follow-up audit work.

- WHS audits and development of safety management systems, emergency management documentation, registers and SOPs.

Risk Manager |

Aug 2021 - current

Cairns and Hinterland Hospital and Health Service | Cairns

- Coordinates and supports implementation and ongoing improvement of the enterprise risk management framework, including strategic, operational, clinical and WHS risk registers, governance processes, reporting and training.
- Facilitates risk assessment and works with WHS, project, building maintenance, infrastructure and clinical operational teams to understand exposure, causes, controls and treatment requirements.
- Reviews and contributes to WHS, risk and audit documentation, supporting alignment between governance requirements and operational practice.
- Implemented Security of Critical Infrastructure framework requirements within the health service.
- Provides risk and assurance input to procurement processes, including review of contractor-management systems and supporting evidence.
- Provides guidance on investigation methodology and development of meaningful corrective actions.
- Supports governance and corporate reporting through analysis of risk status, controls, emerging issues and organisational exposure.

A/OHS Manager / OHS Senior Advisor |

Nov 2014 - Aug 2021

Torres and Cape Hospital and Health Service |
Far North Queensland

- Led and supported WHS, injury management and wellbeing programs across a geographically and culturally diverse health service comprising approximately 35 facilities.
- Provided technical advice on WHS legislation, standards and codes of practice and coached managers and workers in practical application.
- Transitioned the Safety Management System from AS 4801 alignment to ISO 45001.
- Oversaw annual legislative compliance activity, audit readiness and corrective-action planning and monitoring.
- Developed and implemented WHS procedures and streamlined systems, including permit-to-work arrangements, investigation requirements and interfaces between WHS and rehabilitation functions.
- Applied respiratory-protection knowledge during COVID, drawing on prior industrial hygiene and fit-testing system experience.
- Used digital audit tools to strengthen incident, risk and audit information capture, analysis and reporting.

District OHS Advisor |

Oct 2013 - Nov 2014

Cairns and Hinterland Hospital and Health Service | Cairns

- Coordinated WHS audit preparation against the health service Safety Management System / AS 4801 requirements.
- Improved investigation and event-review workflows and addressed backlogs through clearer administrative systems and work allocation.
- Represented WHS requirements in Cairns Hospital redevelopment/project advisory activities.

Health and Safety Advisor |

Jun 2010 - Sep 2013

Stanwell Corporation - Northern Hydros | Far North Queensland

- Implemented WHS requirements across geographically dispersed hydro-generation facilities and provided advice to workers, managers and contractors.
- Conducted internal safety reviews against Australian Standards and Codes of Practice, reported practical recommendations and tracked progress.
- Managed the HSE risk register and established logic for risk/control review triggers with management and environmental specialists.
- Implemented ICAM investigation processes and trained/mentored personnel in investigation methodology and report writing.
- Supported major maintenance/rebuild projects, including contractor interface, risk controls and operational improvement.
- Developed practical improvement initiatives using incident, hazard and workforce data, including manual handling, 5S/housekeeping and health/wellbeing programs.

Senior Safety Advisor / Occupational Hygienist /

May 2005 - Apr 2010

A/Safety & Health Superintendent |

BHP Billiton - Kalgoorlie Nickel Smelter & Concentrator |
Kalgoorlie, WA

- Provided senior WHS and occupational hygiene support across high-hazard minerals-processing operations and acted as Safety & Health Superintendent, coordinating a multidisciplinary team of safety, hygiene, respiratory and occupational health personnel.
- Participated in and supported corporate HSEC Management Standard and Fatal Risk Control Protocol audits; acted as technical/content specialist and oversaw corrective-action implementation.
- Facilitated formal risk assessments and worked with operations and engineering on process/equipment changes, confined space, working at heights, guarding, respiratory protection and other critical controls.

- Managed occupational hygiene monitoring and exposure assessment across sulphur dioxide, insoluble nickel, sulphuric acid mist, arsenic and noise.
- Supported major shutdowns and contractor assurance, including review of contractor HSE management plans and workforce communication/training.
- Managed significant WHS/hygiene budgets and developed WHS KPIs, monthly performance reports and improvement actions.
- Implemented and supervised the Respirator Service Centre and fit-testing systems; developed equipment tracking and reporting capability.

Safety / Training Advisor; Training Administration

Sep 1999 - Sep 2004

Officer Western Mining Corporation - Phosphate Hill Fertilizers
| Queensland

- Provided WHS advice to employees and contractors and completed audits and inspections against Australian Standards, company requirements and local procedures.
- Advised on identification, evaluation and control of workplace hazards and monitored changes in WHS standards and legislative requirements.
- Facilitated incident and illness reporting/investigation and analysed trends to support WHS program objectives.
- Developed and delivered safety, induction, computer and process training and maintained workforce training records.
- Designed a training database for more than 400 personnel and contractors; the underlying logic was subsequently adopted as a company-wide model.

Earlier Experience

Earlier roles included Australian Army Reserve (Corporal, Signals Corps; Peace Monitoring Group, Bougainville), Victorian Police administration within a confidential Special Projects environment, and legal administrative roles supporting senior barristers and solicitors. These roles developed disciplined procedural practice, confidentiality, attention to evidence and documentation, communication across diverse stakeholder groups and performance in high-pressure environments.

Technical Knowledge & Continuing Relevance

- High-risk work concepts: confined space, gas testing, working at heights, plant/guarding, vehicle interaction, contractor interfaces and permit-to-work systems.
- Occupational hygiene: exposure assessment, respiratory protection, fit testing, hazardous substances and interpretation/communication of occupational exposure information.
- Security of Critical Infrastructure (SOCl): practical knowledge of SOCl Act requirements and critical infrastructure risk management, including identification and assessment of relevant hazards vectors, determination of applicable organisational exposures and obligations, engagement with operational specialist stakeholders, and development and implementation of proportionate controls and risk-management solutions.
- Emergency and fire safety: emergency management planning, evacuation documentation and current Fire Safety Advisor training.
- Audit and assurance: ISO 19011 principles; ISO 9001, ISO 14001 and ISO 45001; evidence-based assessment, gap analysis, corrective action and certification readiness.
- Risk and investigation: enterprise and operational risk assessment, WRAC, ICAM, RCA, risk registers, control evaluation and treatment planning.
- Systems and documentation: policy/procedure/SOP development, registers, management-system architecture, information quality and implementation support.

Professional Approach

Nareen's approach is to simplify and align requirements so that compliance systems are proportionate, understandable and usable by the people who operate them. Her experience spans both the design of systems and their practical application in operational environments. She is comfortable working independently within a defined scope, engaging directly with client personnel, identifying evidence and gaps, and providing clear, defensible findings and practical recommendations.

Referees

Professional referees available on request.