

CURRICULUM VITAE

PERSONAL DETAILS:

Name: Gilmour Errol Daniels

Occupation: Safety, Health, Environmental and Quality Consultant

Sex: Male

Marital Status: Married

Date of Birth: 27 January 1969

Nationality: Namibian

Identity Nr: 690127 00 396

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Pelican Square - Windhoek

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An overview of my Character:

I am one enthusiastic young man who works best under pressure, and sets goals that often challenge my comfort zone. I strive to seek a motivational approach in areas that serve contrary to the norm.

I am currently a SHEQ Consultant in Namibia and have work for various companies e.g. NAMPOL, NAMDEB, NAMWATER, TELECOM, NAMIBIA AIRPORTS COMPANY (NAC), TSUMEB SMELTERS, HUSAB MINE (CHYNA HYDRO/CHINA ESTATE; SABMILLER AND SEVERAL CHINESE CONSTRUCTION SITES FOR MARBEL, ARCH RIGGING SERVICES ECT) in the field of occupational health and safety as mentioned in this CV.

When my character is being tested, I rely on the benefit that perseverance produces character that equips me for the next testing. I am a person with strong moral standards I believe that integrity is essential, which is something that daily controls my conviction.

I enjoy having to adjust to new environments, especially when I'm placed out of my comfort zone.

I have well-trained and confident people-skills, owing each individual respect, regardless of their social status. I absolutely love conversing with new people, and feel that every single person has something of worth to offer. I feel we should celebrate one another and learn from each other's strengths and weaknesses, and listen well before forming misconceptions.

I have excellent organizational and people management skills, and always try to bring something fresh and exciting to the table.

I want to assure your office that I will be fully committed to your company's vision and management plan. I am an energetic person and always try to improve relations with staff to turn low interest in organisational aims and objectives to high interest and to be committed to achieve work accomplishment.

2. Tertiary Education & Leadership Positions

EMPLOYMENT AND EXPERIENCE

Gilmour Daniels Health and Safety Consultancy Cc – October 2011 – Present (AIA 15/07)

Position: Safety, Health, Environment and Quality (**SHEQ**) Consultant

Duties: Writing, establishment, implementation and maintenance of Safety, Health, Environment and Quality strategies/projects for business country wide

Projects Includes:

Construction Safety Implementation and Consulting

Basic and Advance Rigging Certification

Safety, Health and Environment Training (inclusive certification of crane drivers)

Corporate Governance Compliance Consulting

Legal Claims for Accidents – Accident Consult

Hygiene Surveys

Risk Assessments - SHEQ

HACCP Implementation and Auditing

OSHAS 18001 and 14001 Implementation

ISO 9001 Implementation

CAP Auditing - SHEQ

Wellness and Chronically Diseases (HIV/AIDS inclusive) Project Implementation

First Aid and Fire Fighting Training

Telecom Namibia – September 2002 – October 2010

Position: Manager: Employee Wellness, Occupational Health and Safety and Nova Vita Rehabilitation Centre

Duties:

<u>Core description:</u> Responsible for the establishment, implementation and maintenance of an Occupational Health and Safety strategy Telecom wide; the reporting thereof to Telecom Management.		
<i>Outputs</i>	<i>Sub-Outputs</i>	<i>Range</i>
Conducted Research	<ul style="list-style-type: none">• Clarify request/ need identified to conduct research• Gather information• Analyze information• Process information• Compile draft research report• Submit findings to relevant parties• Obtain approval• Finalise research report• Disseminate information• File documentation• Drive any further action/ interventions needed	<ul style="list-style-type: none">• Benchmarking Standards• OHS practices• OHS Customer satisfaction surveys
Provided Consultation	<ul style="list-style-type: none">• Identify need/ request• Establish relationship and clarify expectations• Obtain necessary information• Determine consultative approach/ process• Provide advice/ recommendations• Evaluate actions• Follow up	<ul style="list-style-type: none">• OHS Interface Forums• Specialist Work Groups• OHS Implementation• OHS Performance Measuring• OHS policy, procedures and guidelines
Facilitated Interventions	<ul style="list-style-type: none">• Identify need/ request• Diagnose environment• Determine intervention type• Compile intervention plan• Contract with customer• Develop intervention• Implement intervention	<ul style="list-style-type: none">• OHS Policy, Procedures, Standards and Guidelines• OHS Risk Profiles• OHS Projects

	<ul style="list-style-type: none"> • Evaluate intervention • Provide feedback/ follow-up 	
Presented Information	<ul style="list-style-type: none"> • Identify need/ receive request and analyze • Conduct research • Compile presentation material • Conduct presentation • Follow up feedback with relevant role players 	<ul style="list-style-type: none"> • OHS Reports • Training Standards
Developed System, Procedures and Processes	<ul style="list-style-type: none"> • Receive request/ identify need • Evaluate request/ need • Research system/ policies/ processes • Compile results • Obtain approval • Validate system/ policies/ process • Implement system/ policies/ process 	<ul style="list-style-type: none"> • OHS Management System • OHS Hygiene • Health exposure protocols and profiles • OHS Policy, Procedures, Standards and Guidelines • OHS Objectives and Targets
Conducted Audits	<ul style="list-style-type: none"> • Identify need/ receive request for audit/ scheduled audit • Plan and schedule audit • Conduct audit • Document findings • Compile statistics • Provide feedback • Follow up on implementation of recommendations 	OHS Risk Profiles OHS Audit and Review Protocols OHS Internal Reviews OHS External Audits OHS Investigations
Implemented Business Plan	<ul style="list-style-type: none"> • Interpret business plan • Identify targets • Define goals • Utilize relevant information • Compile implementation strategy • Compile action plan 	<ul style="list-style-type: none"> • OHS Business Plan
Managed	<ul style="list-style-type: none"> • Set performance standards 	<ul style="list-style-type: none"> • OHS Section

Performance	<ul style="list-style-type: none"> • Communicate desired outcomes • Monitor progress • Evaluate/ measure results of the section • Implement corrective actions • Provide feedback 	<ul style="list-style-type: none"> • Financial Performance • IPP • Critical OHS Issues • OHS Performance Measuring • Customer Satisfaction Surveys OHS Implementation
Implemented Conducive/ Legislative Environment	<ul style="list-style-type: none"> • Interpret climate intervention strategy • Determine intervention plan • Obtain commitment • Communicate intervention plan • Monitor implementation • Initiate corrective action • Measure results • Provide feedback 	<ul style="list-style-type: none"> • Own section • Company-wide • Legislative updates on OHS Legislation • OHS documentation and configuration standards • Disaster management Plans • Emergency Preparedness • OHS incident investigation and criminal enquiries
Managed People	<ul style="list-style-type: none"> • Interpret business plan and job family plan • Conduct planning session • Empower staff • Observe and monitor performance • Give feedback/ counseling/ coaching • Assess performance and competence • Recognize and reward performance • Develop staff 	<ul style="list-style-type: none"> • OHS Section

Namibia Water Corporation- June 1999 till August 2002

Position: Coordinator: Occupational Health and Safety Sub - Division

Duties:

- Development, implementation and management of an Occupational Health and Safety Policy
- Development, implementation and co- ordination of an Occupational Health and Safety Program for the Corporation
- The use of various criteria to evaluate safety performance of the Corporation by means of statistical analysis, frequency rates, accident/injury and damage cost in order to control losses and provide vital information to the Board of Directors
- Internal and External liaison with Management, Ministry of Labour and other Safety Specialist
- Management and control over finances in the Division
- Ensure that legal requirements which have a bearing on Occupational Health and Safety are complied with by the Corporation
- Keep up to date with new developments, needs in this field and initiate new developments
- Co- ordinate the HIV/AIDS programme for NamWater

NAMDEB DIAMOND CORP (PTY) - June 1994 till June 1999

Position: Security Officer

Duties:

- Access Control
- Enforcing of rules and regulations on Diamond Plants as prescribed by the Diamond Act.
- Safety Representative and Peer Educator

Position: Occupational Health, Safety and Environmental Co- ordinator

Duties:

- Co- ordinate the overall OHS activities and to attend Safety meetings
- To participate in the negotiations of Occupational Health and Safety agreements
- To educate and conscientise workers on all aspects of OHS
- To monitor the implementation of OHS programmes including HIV/AIDS awareness

Namibian Police- September 1988 till June 1994

Position: Investigation Officer (CID) - Criminal Investigation Department

Duties:

- The holding of formal inquiries, summons persons to give evidence, the questioning of witnesses and require the production of documents and things and to retain such articles for the purpose of a trial
- Assisting the Fire Brigade Team in town

TERIATARY EDUCATION AND TRAINING

Public Administration of Southern Africa

Diploma in Safety Management

Business Management Training College of Southern Africa

Diploma in Computer Literacy

TRAINING COURSES COMPLETED

Effective Interpersonal Relations - Namdeb Diamond Corp

Effective Security Supervision - Namdeb Diamond Corp

Peer Educators Course - Namdeb Diamond Corp

HIV/AIDS in the workplace Namibia - Council on Education in Management

Performance Appraisal - Namibia Water Corporation

MS Excel 97 Intermediate - Namibia Water Corporation

Disaster Management Workshop- LICS

INCIDENT/ACIDENT INVESTIGATION – **NOSA**

SAMTRAC – **NOSA**

SHEQ RISK MANAGEMENT ORIENTATION – **IRCA**

SHEQ CAP AUDITING – **IRCA**

TRAINER DEVELOPMENT PROGRAMME (TDP) - - **Maurice Kerrigan**

References:

Dr. Raimo Naanda
Deputy Permanent Secretary: Ministry of Higher Education
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Certificate of Registration as an Approved Inspection Authority

In terms of Regulation 18 of the Regulations relating to Health and Safety of Employees at work made under

Schedule 1(2) of the Labour Act, 2007(Act 11 of 2007)

Authorization Number: **A.I.A. 24/140**

This is to certify that: **SHEQ Twenty Four Seven Investments cc**
P O Box 98493
Windhoek

Has been approved as an Inspection Authority

Approved Competencies	Name of the <u>only</u> person who is deemed competent to render the approved services
Occupational Health and Safety (OSH): Risk Assessment, Implementation, Auditing and Certification. OSHAS 18001, ISO 9001/14001	Gilmour Daniels (ID No: 69012700396)

From: 04 October 2024 – 04 October 2025

Chief Inspector:

Mr. J. Shihepo



All official correspondence must be addressed to the Executive Director