

Pawan Kumar Pandey

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Summary

Dynamic Health, Safety & Environment Manager with over 10 years of experience in managing HSE operations across multiple power stations. Proficient in developing strategic safety plans and conducting thorough risk assessments to ensure compliance and foster a culture of safety. Successfully promoted over 1,000 days LTI-free by leading behavioural safety initiatives. Committed to driving continuous improvement and operational excellence, poised to deliver significant contributions to any organisation seeking to enhance their safety culture.

Work Experience

Health, Safety & Environment Manager, Energy Flow Technologies (EnFloTech),
Johannesburg, South Africa

08/2013 – Present

- Manage and coordinate HSE operations across Eskom power stations (Kusile, Medupi, Matimba, Duvha).
- Develop, implement, and review project SHE Plans, risk assessments (HIRA/JSA), and safe work procedures for high-risk maintenance and welding activities.
- Spearheaded behavioural safety initiatives and leadership engagements, resulting in over 1,000 days LTI-free across multiple sites.
- Conducted incident investigations and root-cause analyses; tracked corrective actions through digital dashboards.
- Liaised with client representatives, auditors, and contractors to ensure regulatory and client compliance.
- Led and mentored Safety Officers through coaching and competency development programmes.
- Prepared monthly HSE performance reports (LTIFR, TRIR, audit close-outs) for management and client review meetings.
- Oversaw environmental controls – waste segregation, spill response, noise/dust monitoring – supporting ISO 14001 objectives.
- Promoted a culture of accountability, communication, and continuous improvement across all projects.

HSE Officer, GC Constructions, Witbank, South Africa

05/2012 – 07/2013

- Performed daily inspections, risk assessments, and toolbox briefings in accordance with OHS Act 85 of 1993.
- Verified safe work methods and assisted in incident investigations and safety file preparation.
- Delivered task-specific inductions and supported client audit close-outs.

Education

NEBOSH Level 6 International Diploma in Occupational Health and Safety, Management Professionals, NEBOSH (UK), Johannesburg, South Africa

01/2024 – Present

- Unit ID1 – Know: Workplace Health and Safety Principles (International)
- Covers leadership, risk management, auditing, and organisational culture for continuous improvement. Completed June 2024.
- Unit ID2 – Do: Controlling Workplace Health Issues (International)
- Focuses on managing chemical, physical, biological, ergonomic, and psychosocial hazards. Completed February 2025.
- Unit ID3 – Do: Managing Workplace Safety Issues (International)
- Emphasises operational risk control, incident investigation, and emergency response. Due October 2025.

NEBOSH International General Certificate in OHS, NEBOSH (UK), Johannesburg, South Africa

01/2021 – 06/2021

National Diploma in Safety Management (NQF Level 6, UNISA), Safety Management, University of South Africa (UNISA), Pretoria, South Africa

2015 – 2018

Skills

HSE Inspections

Compliance Audits

ISO 45001 System Implementation

ISO 14001 System Implementation

Risk Assessment (HIRA/JSA)

Control Measures

Incident Investigation

Root-Cause Analysis

Contractor Safety Management

Permit-to-Work Procedures

Lock-out Procedures

KPI Tracking

Data Reporting

Audit Preparation

ADOSH/OHSAD Regulatory Familiarity

Behavioural Safety Leadership

Client Liaison

Communication

Mentoring

Languages

English

Fluent

Hindi

Fluent

Certificates

ISO 45001:2018 Lead Auditor & ISO 19011 (2018)

WWISE

Environmental Management

WWISE

2022

Hazard Identification & Risk Assessment

Data Matrix

2020

Facilitation of Learning

Turnstone Training

2020

Confined Space Entry

Data Matrix

2015

Fall Protection Plan

OHS Academy

2015

Incident Investigation

OHS Academy

2013

SAMTRAC

OHS Academy

2011