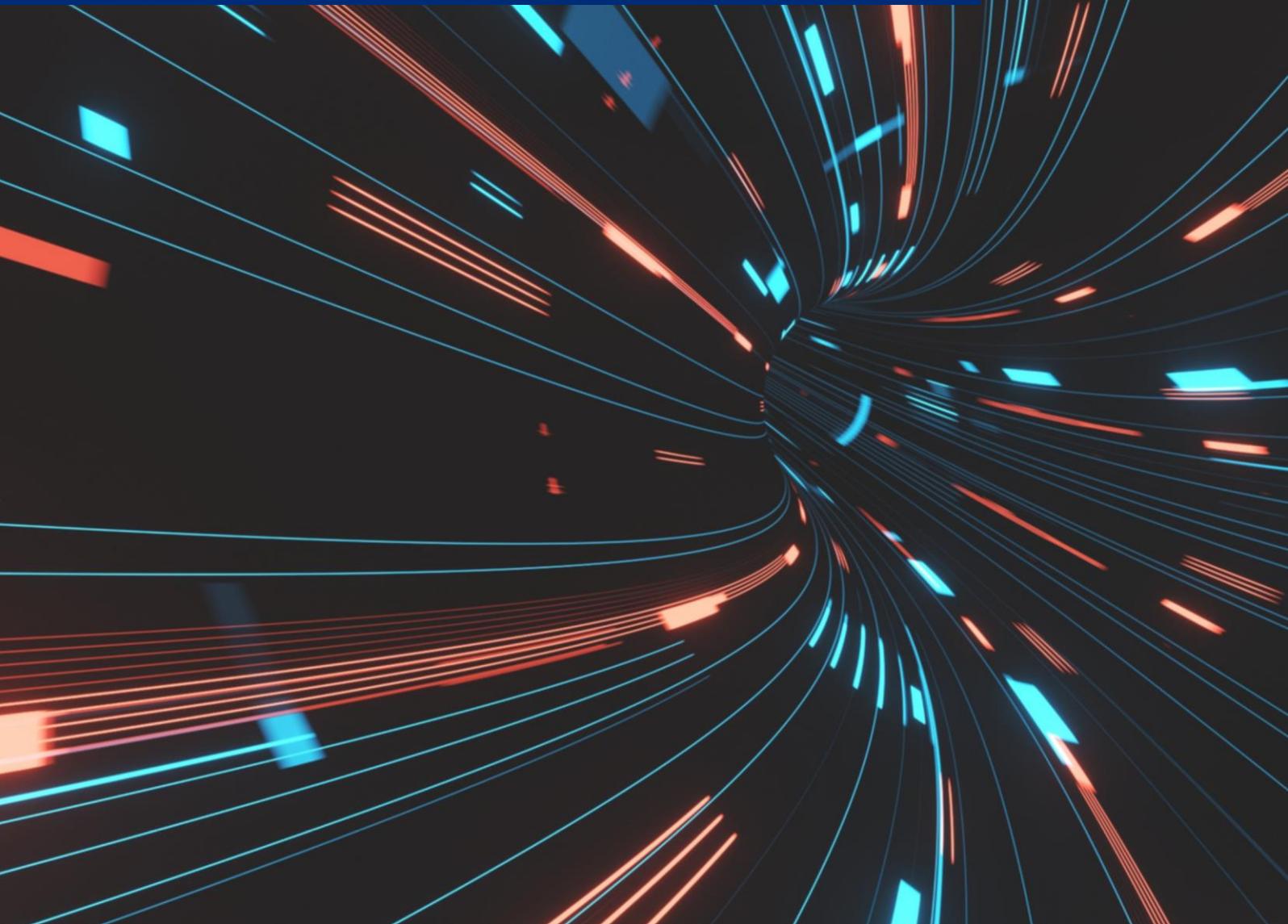




Jobs Australia

Risk Management Consulting Solutions



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Section One

Introduction

Jobs Australia Members of all types and sizes face external and internal pressures that make it uncertain whether they will achieve their objectives.

Knowing how to manage these potential risks will ensure you are making informed decisions and are on track to achieving your goals and implementing successful programs.

Lean on Marsh to understand and further establish how your organisation can develop and implement an effective risk management system. Marsh goes beyond ticking the boxes, providing you with both the insights on how to reach your goals and the capabilities to make it happen.

As specialists in both insurance and risk management, this winning combination unlocks a complete transformation. No matter where you are on your risk journey, each of our services builds a continuous roadmap of strength towards risk maturity. Our services include: Enterprise Risk Management, Business Continuity Management and Fraud Risk Management.

Build a robust and effective framework to ensure you're always ready. Gain clear and simple direction during an incident. Continuously develop a platform of resilience and capability. Create a framework that meets International standard. Identify and manage both Strategic and Operational Risks with clearly documented methodology.

Section Two

Services

In conjunction with Jobs Australia, Marsh has developed three services to increase your risk maturity at an affordable price. These services are:

- Fraud and Corruption Policy and Strategy
- Risk Management Policy and Procedure
- Business Continuity Plan Development

Fraud and Corruption Control Policy and Strategy

Deliverable

A Report that details the Client's Fraud control policy, procedures and framework.

Description

How many fraud cases has your organisation experienced in the past two years?

Do you know you can avoid fraud perpetration and reduce their impact?

According to the 2020 Report to the Nations by ACFE, a typical organisation loses 5% of revenue due to fraud each year. The average loss per case is \$1,509,000 and causing total losses of more than \$3.6 billion across 125 countries.

Asset misappropriation schemes are the most common and least costly, whereas financial statement fraud schemes are the most costly (\$954,000 median loss). No organisation is immune from fraud & corruption, and these crimes can originate from anywhere within the organisation.

Marsh will assist in developing your Fraud and Corruption Control Policy and Strategy to help build a robust fraud & corruption control framework.

Process

Delivery is via two, 2 hour workshops remotely

- 2 hour initial workshop with Fraud Consultant to review
- 2 hour workshop after documentation has been finalised

Note: Workshops can be conducted face to face at the travel expenses of client

Throughout these workshops Document Reviews will be conducted along with the creation of Fraud Control Framework documents as per AS8001-2008 (or 2020) Fraud and Corruption Control Standard.

To generate worthwhile results it is anticipated that the Executive Team and Risk/Fraud coordinators or Risk/Fraud Manager be present.

Risk Management Policy and Procedure

Deliverable

A Report that details the Client’s Risk Management Policy and Procedure.

Description

Today, with the growing demand for prudent governance and uncertainty created by an ever challenging environment, it is evident that all entities need to formally identify, evaluate and manage key organisational risks. This is to ensure that, amongst other things:

- Strategic planning and business goals are met;
- Regulatory compliance issues are fully understood and controlled;
- Risks associated with changes within an organisation are adequately addressed;
- Premium expenditure is applied tactically to areas of demonstrable risk.

Marsh will assist in developing your Fraud and Corruption Control Policy and Strategy to help build a build a robust fraud & corruption control framework.

Process

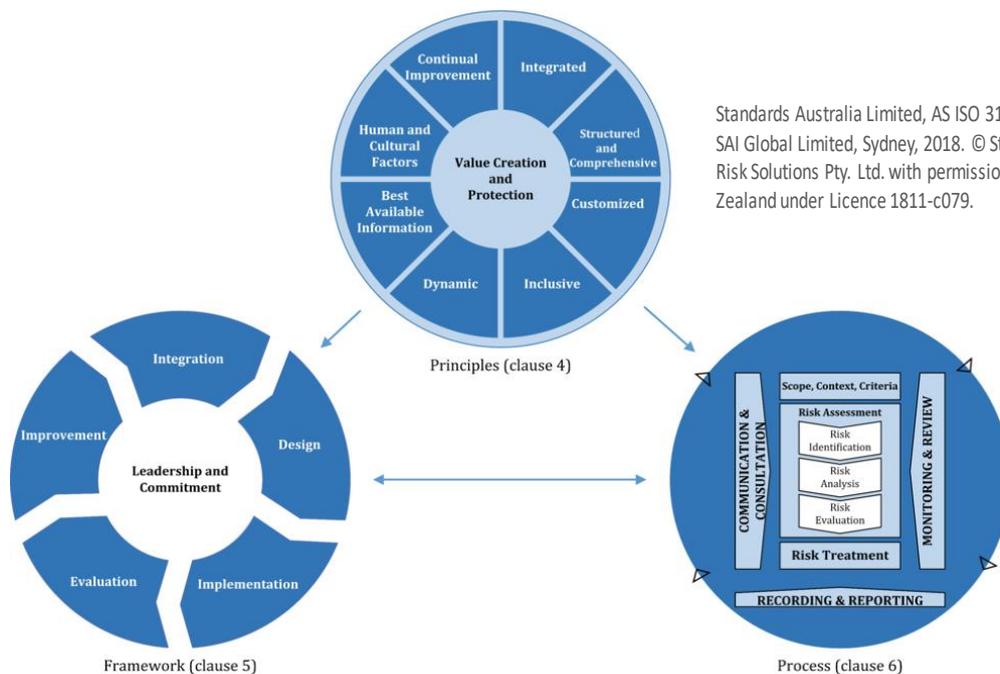
Delivery is via two, 2 hour workshops remotely

- 2 hour initial workshop with Risk Consultant to review
- 2 hour workshop after documentation has been finalised

Note: Workshops can be conducted face to face at the travel expenses of client

Throughout these workshops Document Reviews will be conducted along with the creation of Risk Management Policy and Procedure, using ISO31000:2018- Risk Management – Guidelines.

To generate worthwhile results it is anticipated that the Executive Team, Departmental Directors/Managers and Designated Risk Officers be present.



Standards Australia Limited, AS ISO 31000:2018 Risk management – Guidelines, SAI Global Limited, Sydney, 2018. © Standards Australia Limited. Copied by JLT Risk Solutions Pty. Ltd. with permission of Standards Australia and Standards New Zealand under Licence 1811-c079.

Business Continuity Plan Development

Deliverable

A completed, tailored Business Continuity Plan.

Description

How resilient is your organisation against a significant disruption?

Will you be able to quickly recover and continue to deliver services before significant harm is done to your organisation?

In this complex world of uncertainty and challenges, never have organisations been tested so much and on so many levels. In the face of significant competition and economic pressures and the increasing demands from consumers, add to it a pandemic and relentless series of natural disasters, it is likely that you are responding to a crisis even before you have had the time to plan and prepare a robust set of strategies to assist. This may give rise to inefficient actions that end up costing more than the disaster itself. An effective response is the result of comprehensive and practical preparedness.

An organisation may be required to respond to an event in many different ways; from emergency to disaster recovery, crisis management and everything else in between. This can become confusing.

Business continuity is both an overarching discipline as well as a specific response phase. Understanding this amongst all other response arrangements will prepare the responding Team to clearly execute their obligations to effectively manage the situation.

Marsh will assist you to develop your Business Continuity Plan to ensure you can respond effectively and ultimately build resilience in your organisation.

Process

Delivery is via two, 2-hour sessions delivered remotely

- 2 hour initial session with Resilience Consultant to provide guidance in the use and completion of the template; and
- 2 hour session after documentation has been completed, to review.

Note: Workshops can be conducted face to face at the travel expenses of client

Marsh will provide a Business Continuity Plan template together and host 2 sessions with a Resilience Consultant to first guide you in the completion of the template; and then review your work to ensure it meets your organisation's needs.

To generate worthwhile results it is anticipated that Senior/top management, Risk Managers and Managers of personnel responsible for core services (i.e. HR, IT, Finance, Communications, Facilities, Governance) are present.

Section Three

Consulting Team



Kyron Reshi
Project Manager, Consultant, Pacific

- Qualifications**
- Master of Logistics and Supply Chain Management
 - Bachelor of Commerce (Finance)
 - Graduate Certificate in Analytics

Experience Kyron is a Strategic Risk Consultant for Marsh Advisory and will be the main point of contact for Jobs Australia's portfolio. Kyron will lead the team in the day-to-day servicing of Members, and conduct Advisory services, specifically in the Resilience space.

Kyron has extensive experience in both the public and private sector to help analyse and prevent risk within the organisations needs and framework. With an educational background in Supply Chain Management, Logistics, Finance and Analytics, he has a solid understanding of the complexities and risks associated throughout an organisation.



Lynne Ting CPA CIA CFE
Principal Consultant – ERM and Fraud, Pacific

- Qualifications**
- Bachelor of Business (Major in Accounting)
 - Certified Practicing Accountant (CPA)
 - Certified Internal Auditor (CIA)
 - Certified Fraud Examiners (CFE)

Experience Lynne has worked 4 years in Deloitte, then 4 years in Internal Audit providing audit assurance advice within the subsidiary group that specialise in the land, property and hotel in the SEA region. Lynne began her risk management career in MetLife then QBE as risk consultant to establish the risk management framework, COSO internal control framework, control self-assessment programme, reviews of the existing policy and processes and SOX compliance reviews. In Marsh Advisory, Lynne helped clients in ERM and Fraud Control Framework according to ISO 31000: Risk Management – Guidelines and the Audit Office of NSW guidelines.



Ellie Diaz ^{AMBCI}

Principal Consultant – Resilience, Pacific

Qualifications

- Internationally certified Business Continuity Management Practitioner (AMBCI)
- Dip Risk Management - Australian New Zealand Institute Insurance and Finance (ANZIIF)
- Emergency Management Arrangements - NSW State Emergency Management Committee
- Implementing Emergency Risk Management - NSW State Emergency Management Committee
- Emergency Management Planning - NSW State Emergency Management Committee
- Certificate IV Workplace Training and Assessment

Experience

Ellie has over 20 years' experience within the Insurance and Risk Management industry. Her work spans a multi-faceted Risk Management role providing a range of services and advice to Federal and Local governments and leading companies nationally. She is seen as a leader in the Business Continuity Management field and as such has become a sought-after advisor in Disaster Recovery Planning.

Ellie has also been a key collaborator in the creation, development and promotion of the leading risk management resources for Government Authorities to drive the integration of risk management practices within the whole organisation.



Will Tang ^{CPA, CFE}

Senior Consultant – ERM and Fraud, Pacific

Qualifications

- Master in Business Administration
- Bachelor of Arts (with honours)
- Certified Practising Accountant
- Certified Fraud Examiner

Experience

Will has extensive experience in various audits, strengthening compliance programs and conducting fraud examinations. He consults to create risk aware cultures, uplift controls through strategic change management and improve corporate risk profiles.

Will has worked in-house and as an advisor for various industries including banking, global retail and local governments. He has lived and worked in Australia, Switzerland and Asia. Will offers pragmatic, tangible, solution focused advice that balances risks against business objectives.



Patrick White

Consultant, Pacific

Qualifications

- Bachelor of Arts (Counter-Terrorism and National Security)

Experience

Patrick is a strategic risk consultant with experience in Emergency Management and Business Continuity. Patrick has an educational background in National Security, with a strong understanding of significant national and international security issues that impact organisations and their operations.

Section Four

Fees and Next Steps

Fees

Type	Fee
Member Fees	\$2750
Non-Member Fees	\$4750

How to Apply

Please contact Kyron Reshi at Kyron.Reshi@marsh.com, or on 0407 281 981 for any additional questions, and to schedule the services.



About Marsh: Marsh is the world's leading insurance broker and risk advisor. With around 40,000 colleagues operating in more than 130 countries, Marsh serves commercial and individual clients with data-driven risk solutions and advisory services. Marsh is a business of Marsh McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people. With annual revenue over \$17 billion, Marsh McLennan helps clients navigate an increasingly dynamic and complex environment through four market-leading businesses: Marsh, Guy Carpenter, Mercer and Oliver Wyman. For more information, visit mmc.com, follow us on LinkedIn and Twitter or subscribe to BRINK.

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