

SHEQ

MANAGEMENT HANDBOOK

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The background of the entire cover is a blue-tinted photograph of a modern office interior. In the foreground, several people are silhouetted against a large floor-to-ceiling window. On the right, a man stands next to a flip chart, gesturing with his hands as if presenting. On the left, a group of people are seated on stools, facing the presenter. The window looks out onto a dense urban skyline with numerous skyscrapers under a clear sky. The scene is reflected on the glossy floor.

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When the SHEQ MANAGEMENT team started to put together the 2019 Handbook, the iconic photograph of construction workers lunching on a crossbeam over New York City came to mind. The 1932 photo, titled *Lunch atop a Skyscraper*, depicts 11 men, casually dangling 260 m in the sky, enjoying their lunch without any kind of protective equipment.

The photograph was, of course, taken in a different era – one in which occupational health and safety was not in the minds of the public. If this same photograph was published today, the public and occupational health and safety (OHS) officers across the globe would be outraged, the reputation of the responsible construction company damaged and 30 Rockefeller Plaza (where the photo was taken) would most likely face legal action. Or so we would like to believe.

The sight that now gives most people chills, for reasons the photographer probably never imagined, reminds us of how far health and safety standards have progressed.

Some 80 years later, in 2017, Chicago iron workers

recreated the photograph. While there were still no clear fall-arrest systems, all were at least wearing harnesses, reflective vests and hard hats.

Today, there are numerous companies that specialise in personal protective equipment (PPE), managing OHS risks, providing legal advice and supporting OHS officers. Even the general public is more aware of health and safety – particularly in the food and beverage industry. Consider the outcry following the listeriosis outbreak and meat fraud cases.

However, there are still a large number of organisations that run their businesses like the construction company whose staff were captured in the 1932 photograph.

The 2019 SHEQ MANAGEMENT Handbook aims to do its part for safety in South Africa by providing some of the basic knowledge, contact information and advice from experts needed to better equip OHS officers to create a safer environment for all employees countrywide.

Mariska Morris
Editor

Welcome to the very first SHEQ MANAGEMENT Handbook. We are exceptionally proud of this guide, which is a first in South Africa – and possibly a first on the African continent, too!

The field of SHEQ management is on an upwards trajectory on a global basis. Companies have come to realise that people matter. Accordingly, there is massive – and growing – emphasis on the provision of products and solutions in order to help those people work safely and remain in good health.

In a similar vein, companies have realised the importance of focusing on the environment and sustainability. We only have one planet, and corporates the world over are finally focusing on preserving it. This requires leading-edge interventions.

Quality has also become a buzzword and companies have come to realise that they ignore it at their peril. This has meant

that there has never been a greater need for guidance in the field of SHEQ management. The 2019 SHEQ MANAGEMENT Handbook aims to address this need. We believe that it will be viewed as an invaluable support to anyone and everyone associated with the field of SHEQ management.

As is always the case with any innovation, this publication will evolve and grow over the years. We would welcome your feedback in this regard. Is there some specific information that you would like to see in the 2020 SHEQ MANAGEMENT Handbook perhaps? If so, email charleen@charmont.co.za. Meanwhile, enjoy what we believe is THE benchmark reference source in the SHEQ industry on our continent!

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FOREWORD



It is an honour to write the foreword for the 2019 SHEQ MANAGEMENT Handbook. The Saiosh Council commends the editors and authors who managed to produce fine contributions of global importance.

South Africa is the continent's most industrialised economy and among one of the most developed. We are witnessing substantial changes in both the organisation and the nature of work. It is expected that the magnitude and pace of change will continue in response to global competition, advances in technology and accelerating accumulation of knowledge.

Saiosh recently benchmarked its value offering to uplift and promote the occupational health and safety (OHS) profession in comparison to other international OHS professional bodies. The findings clearly indicate that the benefits offered by Saiosh are on par and, in some cases, exceed the requirements to enhance the capability of its members.

Saiosh views SHEQ MANAGEMENT as a strategic partner and a knowledge base that supports innovation,

flexibility and openness to new and advancing thinking about OHS. The magazine helps to enable OHS specialists to develop and adapt their professional practice to changing demands of business and society.

OHS professionals have challenging jobs and operate in different industries. However, they derive satisfaction from doing their part to make sure employees go home to their families each night. This innovative handbook provides expert information for these professionals to keep ahead of the field.

The comprehensive chapters cater specifically to a variety of industries, including (but not limited to): forestry, mining, agriculture, construction, food and beverage, manufacturing and engineering, transport and petrochemicals.

The Saiosh Council congratulates the team at SHEQ MANAGEMENT and is confident that this handbook will provide tremendous benefit to our members.

Sanjay Munnoo
Saiosh president

On receiving my first copy of SHEQ MANAGEMENT in June 2015, I was impressed with the quality of the articles covering such a wide range of value-adding topics related to safety, health, environmental, quality and risk management. As a result, over the past three years, I have eagerly awaited the next bi-monthly issue of the magazine.

When Charleen Clarke, editorial director, informed me of the plans to launch the SHEQ MANAGEMENT Handbook at the end of 2018, I immediately felt that this would be a good addition to the excellent information and support provided by the team. This also meant I would have two months without having to rack my brain for an appropriate topic for my next article.

I have no doubt that the readers of this first fully encompassing guide to SHEQ management, will find the contents of value, and that it provides great support and

easy reference to products and service providers – even better than the old Yellow Pages! In addition, it includes a number of articles providing insight to several different industries.

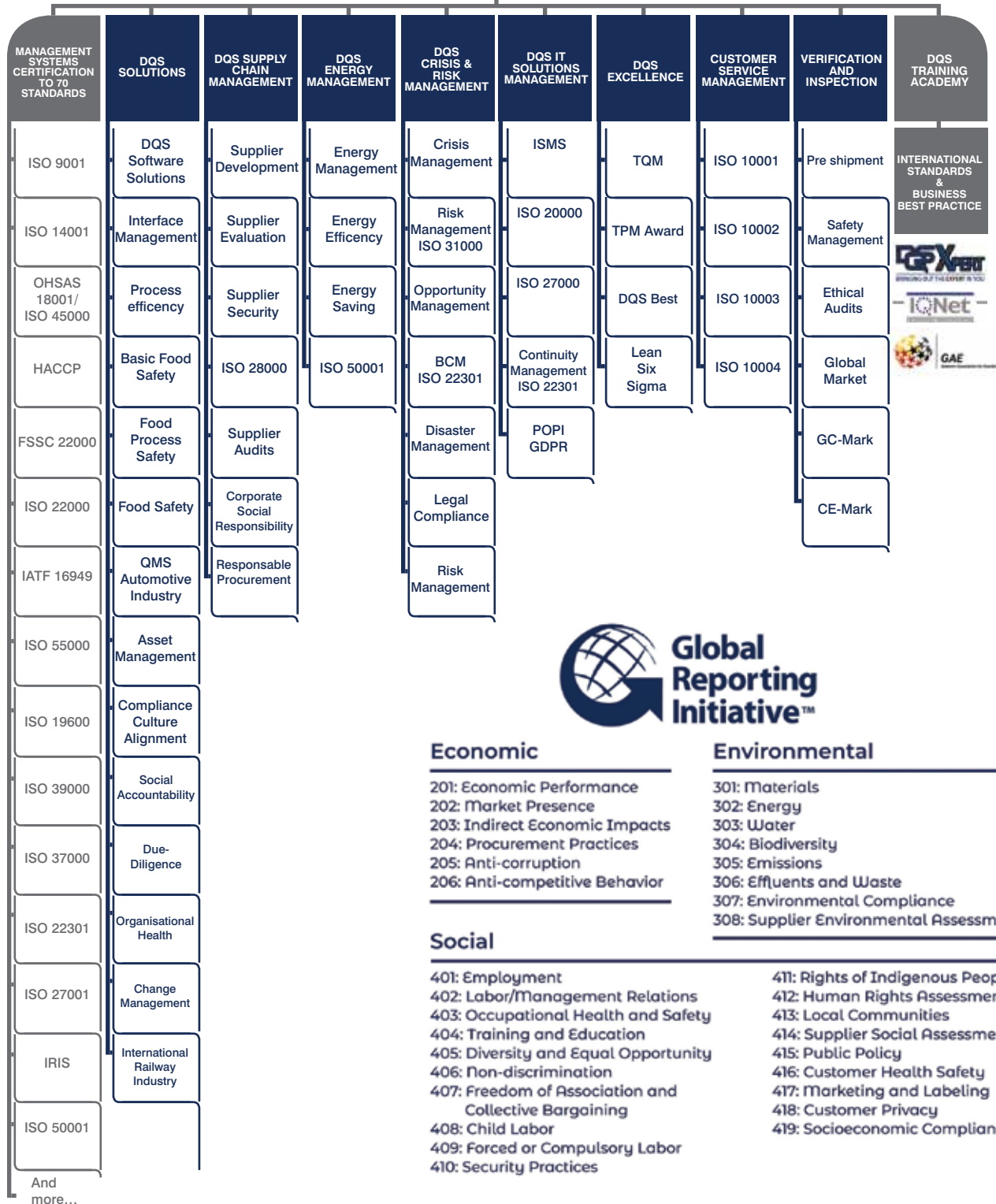
In my view, SHEQ MANAGEMENT is not only the leading magazine in its field in Africa, but also globally. It provides excellent support to professionals in the fields of safety, health, environmental, quality and risk management.

The launch of the SHEQ MANAGEMENT Handbook will further enhance the service provided. In essence, it is a one-stop shop for all the necessary information on products and service suppliers. It will support the common approach of providing a better working environment for all, and the drive towards sending everybody home safely at the end of each day.

Brian Darlington
Group head of health and safety at the Mondi Group

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	Association	Certification	Training	First aid	Fire and emergency services	Legislation/OHS Audits	Health & Safety Consulting	SHE Files
Acu-Chron		●	●			●	●	●
African Human Logistics								
Airproducts								
Alco-Safe			●					
Ampath Laboratories								
Ansell								
BATA								
BBF Safety		●	●	●		●		●
Cargo Carriers								
DQS SA	●	●	●		●	●		
Dräger South Africa		●	●		●			
Dromex			●	●	●			
ER Signs and Safety					●			
FEM								
GFOX								
Homemed								
IRCA			●	●	●	●	●	
JC Auditors		●	●			●		
Koekemoer & Associates	●	●	●		●	●		
Leo Garments								
Man-Dirk			●					
Mark Dittke Attorneys			●			●	●	●
OHSISA			●	●	●			
Optimum Safety						●		●
OHSPRO Services			●			●	●	●
Pienaar Bros								
Prime Link		●	●	●	●	●	●	
Runrite Electronics								
SABS		●	●					
Saioosh	●	●				●		
Select PPE				●				
SGB Cape			●					
Specialised Exhibitions								
St John South Africa			●	●	●			
Stress Free Safety		●				●	●	●
Supersafe Systems								
uvex Safety								

Security	Software & applications	Waste management	Assurance	Safety Signage	Slip & Fall Protection	PPE: Hard hats	PPE: Body protection	PPE: Respiratory	PPE: Foot protection
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COMPANY	SERVICE OFFERING							
	PPE: Hand protecion	PPE: Eye Protection	HCS/ dust & gas detection	IAQ/ ventilation/ illumination/ environmental noise	Breathalyzers	Biological, effect & hazard monitoring tests	Occupational hygiene/ instruments/ surveys	OHS / medical devices & tests
Acu-Chron	●	●	●	●		●	●	
African Human Logistics								
Airproducts								
Alco-Safe					●		●	●
Ampath Laboratories						●		●
Ansell	●	●						
BATA								
BBF Safety	●	●						
Cargo Carriers								
DQS SA								
Dräger South Africa	●	●	●		●	●		●
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Pienaar Bros	●	●						
Prime Link								
Runrite Electronics			●		●		●	●
SABS	●	●	●		●	●	●	
Saioosh								
Select PPE	●	●	●		●			
SGB Cape								
Specialised Exhibitions								
St John South Africa								
Stress Free Safety								
Supersafe Systems								
uvex Safety	●	●						

INDUSTRIES

Mining page 22	Construction page 28	Food & beverage page 36	Transport page 40	Petrochemicals page 46	Engineering & manufacturing page 50	Forestry page 54	Agriculture page 60	Pharmaceuticals	Medical/ pathology
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GET REGISTERED TODAY!

OCCUPATIONAL HEALTH AND SAFETY OFFICERS CAN REGISTER WITH THE SOUTH AFRICAN INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH (SAIOSH) TO OBTAIN A DESIGNATION, STAY UPDATED ON LEGISLATION AND ACCESS THE NUMEROUS OTHER BENEFITS INCLUDING BURSARY FUNDING

Professional registration for occupational health and safety (OHS) practitioners is relatively new in South Africa, despite the fact that there are more than 100 recognised professional bodies in the country (some of which were established in the early 1900s) to register and declare persons competent to practise in specific occupational fields at specific levels.

Some of these are statutory bodies with which people must be professionally registered in order to practise in that particular occupational field. Others are voluntary associations. Whether statutory or voluntary all professional bodies fulfil the same function.

Professional bodies and their professional designations are recognised and registered by the South African Qualifications Authority (SAQA) in terms of the NQF Act, Act 67 of 2008.

In terms of the SAQA Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation (SAQA Policy), a "professional body" refers to a body of expert practitioners in an occupational field and includes an occupational body and statutory council.

"Professional designation" refers to a title or status conferred by a professional body in recognition of a person's expertise or right to practise in an occupational field.

The objective of the SAQA policy is to promote public understanding of and trust in professions through the establishment of a nationally regulated system for the recognition of professional bodies and the registration of professional designations.

It also aims to promote the protection of the public, by professional bodies, from malpractice related to the

fulfilment of the professional duties and responsibilities of professionals registered with them.

The landscape of the OHS profession in South Africa changed with the establishment of Saioh in February 2010. It received SAQA recognition as the professional body for OHS in March 2013. Three professional OHS Designations were registered: Technical Member (TechSaioh), Graduate Member (GradSaioh) and Chartered Member (CMSaioh).

These designations were adopted from the Institution of Occupational Safety and Health (IOSH) in the United Kingdom. The minimum qualifications and experience required for professional registration in the OHS field are listed in the table.

Designation	Qualification/s	Experience
Technical	Certificate at NQF 5 or equivalent (RPL)	2 years
Graduate	Diploma at NQF 6 (360 credits)	3 years (postgraduate)
Chartered	Degree at NQF 7 or higher	5 years (postgraduate)

In terms of the SAQA policy, professionally registered people are required to subscribe to continuing professional development (CPD) to function effectively and maintain their registration status. Registered persons have the responsibility to keep abreast of developments and knowledge in their area of expertise to maintain their competence.



South African Institute of
Occupational Safety and Health



OHS Professional Registration



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*The Institution of Occupational Safety & Health ('IOSH') is the world's biggest professional health and safety membership organisation, with over 47,000 members worldwide. It's the voice of the profession, campaigning on issues that affect millions of working people. Find out more at www.iosh.com

Members of Saioish continually strive through personal initiative to maintain professional competence and keep abreast of, for example, emerging issues and world trends in the field of OHS. Members contribute to the development of the OHS profession by sharing skills, ideas and participating in networking to promote and enhance the competence of the profession.

The benefits of being professionally registered are immense. A person receives a professional title or status conferred by a professional body in recognition of their expertise and/or right to practise in an occupational field. The member is also kept updated with the latest trends in the occupation.


Saioish is committed to the upgrading of the professional skills of its members by keeping them informed on the latest developments in the field of OHS. Saioish does this by offering members the following benefits:

- SAQA professional registration;
- Free provincial CDP OHS workshops;
- Free OHS webinars;
- Free e-learning;

- Free legal updates and 50-percent discount on Acts and Regulations;
- Free legal advice forum;
- Online networking;
- Free subscription to SHEQ MANAGEMENT magazine;
- Online CPD and profile updates;
- OHS conferences;
- Updates and newsletters; and
- A career portal.

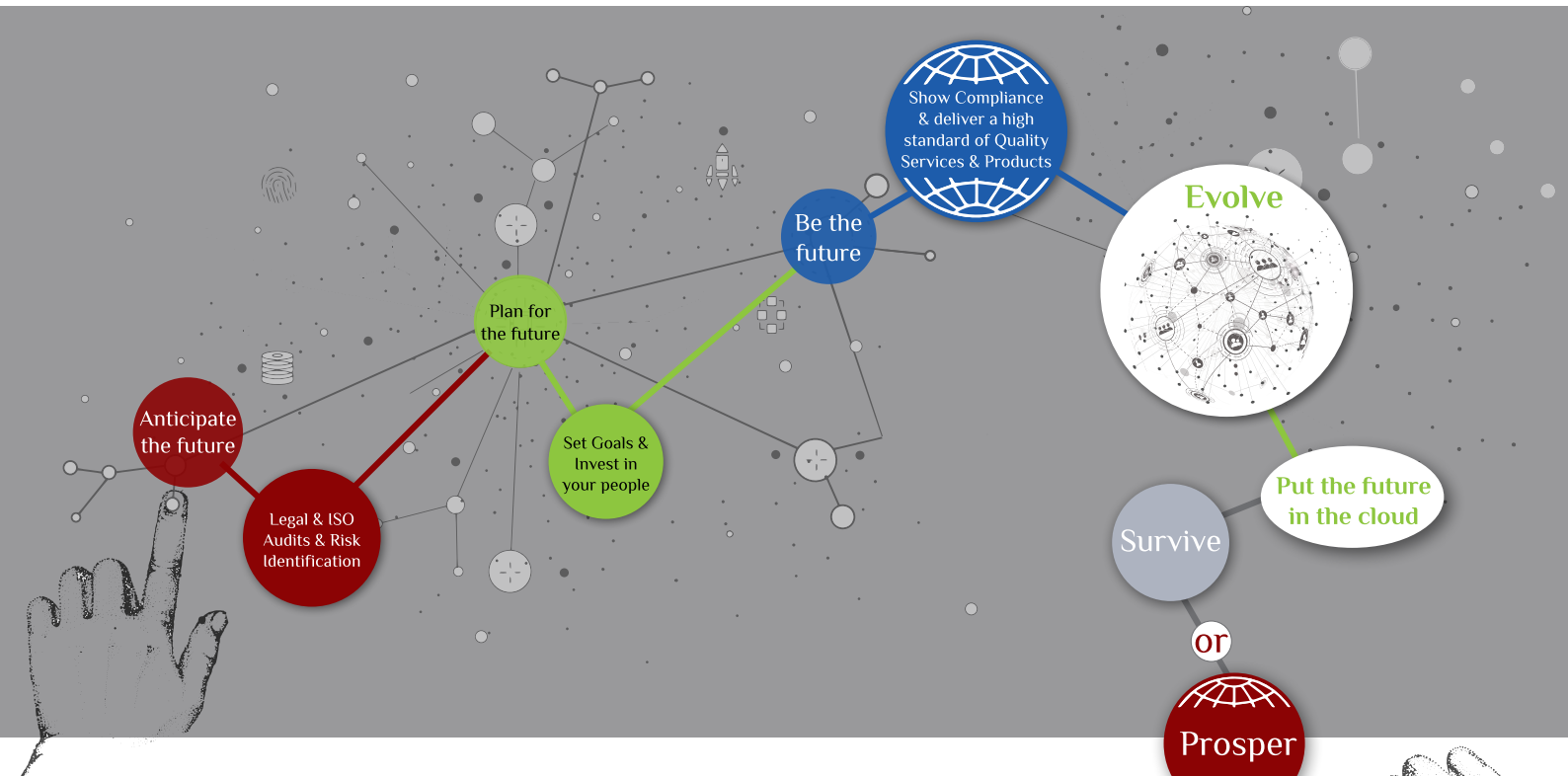
Saioish also offers the following added benefits for its members:

- Recognition of Student of the Year with a financial award;
- Recognition of Person of the Year with a financial award;
- Bursary funding for qualifying members.

In addition, Saioish also acts as a lobby group for OHS legislation and standards and for this purpose interacts and liaises with the Department of Labour and other government bodies on behalf of its members. 



Sanjay Munnoo has over 15 years' experience in the risk and financial services industries. He started his career at Alexander Forbes and now works at FEMA as regional manager. He held several leadership positions including that of chairman of the board at the Workers Accident and Rehabilitation Centre, and chairman of the KZN MBA Health and Safety Committee. He is a chartered member of Saioish (CMSaioish) and was appointed as president of Saioish in June 2017. He is currently completing a PhD in Construction Management.



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HOW CAN WE INFLUENCE BEHAVIOUR AT WORK TO MAXIMISE SAFETY? THE ANSWER LIES IN TAKING A BROADER VIEW, LISTENING TO MADIBA, AND LEARNING FROM SPORTS GREATS SUCH AS FRANCOIS PIENAAR AND BRYAN HABANA

Behavioural safety is a critical component of success for many thriving companies across a diverse array of sectors. Despite this, many organisations and safety professionals are still unsure exactly what “behavioural safety” really is. There is evidence of confusion regarding the terminology used in the fields of behavioural science, human factors and ergonomics, both anecdotally and in the scientific literature.

I’m concerned that this confusion inadvertently causes missed opportunities for a tangible and sustainable improvement in safety performance around the world.

HAVE YOU EVER WONDERED WHY PEOPLE BEHAVE UNSAFELY WHILE AT WORK?

Are you bewildered as to why people take such unnecessary risks at work, when, surely, they know the awful consequences of their actions? There is legislation in place to force people to comply with regulations and company procedures; workers often receive mandatory training and supervision; and signage is usually placed in strategic locations to warn of dangers or remind people how to lift things properly, or work safely at height.

“To understand behaviour, look at the circumstances around the behaviour.”



PERFORMANCE – THE PRODUCT OF FAILURE OR SUCCESS?

Failure (or human error) in the workplace, and the occasional catastrophic events that will inevitably follow, is well documented. However, the term “human error” is, in itself, often misleading.

Most would agree that human behaviour plays a major part in workplace accidents and injuries, but closer scrutiny may reveal that many of these behaviours were not actually errors at all, but deliberate actions towards a specific performance outcome.

In safety, we call these deliberate actions (that lead to such incidents) violations. Try to convince the person, who quickly clears a blockage on the production line, or manages to find a shortcut to speed-up a process that is failing, and the response will probably be a confused look.

They won't consider their actions to be erroneous at all. They intended to do those things and probably believe that their leaders and their organisation would want them to do them – in their eyes, at least, they are certainly not failing!

UNDERSTANDING BEHAVIOUR

To ensure a behavioural safety programme has full effect, we need to take a broader view of the factors that drive human performance. This includes knowledge of three very different (and sometimes conflicting) areas of science including behavioural, organisational and performance psychology.

It also requires consideration of the environmental, technological and ergonomic factors that influence human performance.

TO UNDERSTAND BEHAVIOUR, LOOK AT THE CIRCUMSTANCES AROUND THE BEHAVIOUR

To fully understand any human behaviour, we must ascertain all the factors and circumstances surrounding it – rather than just looking at the behaviour itself. All humans are different, so it's pointless to just look at the behaviour of a specific individual in isolation.

The great Nelson Mandela understood this perfectly. To change the world and make it a better place, he could not do it one person at a time. Madiba understood that people are different and that he would have a greater impact if he



FIGURE 1: THE DIFFERENT TYPES OF EMPLOYEES

Compliers	In-betweeners	Rebels
We've all met these people. They just don't break any rules. They wouldn't even dream of breaking the speed limit while driving.	In reality, most people sit right here. When it comes to safety rules, sometimes they will comply and sometimes they don't.	We know these people, too! They almost purposely break the rules and procedures just to see what will happen!
Their values and belief systems are set up for them to obey the law and any rules or procedures.	People vacillate and it's interesting to ascertain the many factors that determine which way people may swing in any given situation.	They want to see if anyone has the moral courage to challenge them and possibly even to experience the consequences of their actions.

could influence the circumstances and the environments surrounding the behaviours that he sought to change.

PEOPLE ARE DIFFERENT

In our consulting experience (over 20 years working in more than 120 countries), when it comes to compliance in safety, people tend to fit into one of three categories.

Of course, each individual is different and even the same individual will be very likely to behave and react differently in different environments and circumstances.

AS EASY AS A-B-C

When analysing behaviour, the surrounding circumstances or factors are referred to as antecedents (commonly called activators) and consequences. The activators are all those things that are in place to encourage people to do things safely before they actually commit to a behaviour, such as: training, information films, signs, rules, company policy, procedures and the law itself.

Even though we might have all these activators to drive performance in safety, the truth is that these things, alone, are just not very effective at actually influencing people's behaviour. Research suggests that activators are only about 20-percent effective in influencing people's behaviour!

Just think how things work in everyday life: How many people do you see driving unsafely (speeding, using mobile phones, and hogging the overtaking lane) despite all the legislation, signage and safety films that our governments may have put in place? Similar behaviours can be observed within the workplace.

GIVE THEM A NUDGE

When it comes to workplace safety, most organisations are quite good at ensuring their activators are in place. They invest most of their time, money and resources towards these things, without realising that activators, alone, are pretty useless at driving behaviour and performance – unless we create innovative activators that really grab the attention of workers.

Improved communication and coaching skills, as well as an understanding of the Nudge Theory (see my previous article in Issue 2 of 2018 SHEQ MANAGEMENT magazine) can be much more effective at predetermining a behaviour.

Here's a simple example. When giving a presentation, instead of asking whether there are any questions, try asking: "What questions do you have?" The reaction is likely to be very different, as most of the audience will start to formulate some sort of question in their head.

This, in itself, is a precursor to encouraging them to start to think differently and adapt their behaviour. That's because an effective activator has been created, which has nudged a specific behaviour.

WHAT'S THE CONSEQUENCE?

So, is it all about the consequences then? Well yes, but we need to understand that there are four different types of consequences to our actions, and only one of the consequences is actually potentially bad for the individual carrying out the behaviour.

The other three consequences, which are more likely,



are usually good news for the individual carrying out the behaviour and their organisations. Let's think about these four consequences for a moment. They are:

Punishment (or the threat of punishment): We might get hurt or killed, or disciplined or prosecuted, or fired. These are bad things, sure, but they might happen only to the individual carrying out the behaviour.

Think of the driving example again. Just how often do these bad things actually happen when people drive too fast, or look at their mobile phones? The reality is that it's not very often.

Praise (or something good happening): It might sound bizarre, but people might well be praised or encouraged by their line manager, or supervisor, for conducting unsafe behaviour, even if it's unintended.

A manager might thank an employee for getting things done quickly this week, without realising the safety shortcuts that might have been taken. Positive reinforcement like this makes a repetition of the behaviour more likely.

Rewards: If people are set targets or deadlines and are incentivised to achieve them, they'll probably do just about anything they can to ensure that they hit that target, but not necessarily very safely! Incentive schemes in any aspect of performance are extrinsic motivators and a lazy way of trying to inspire people.

They also very often lead to all kinds of unwanted outcomes. Anyone who has worked in a heavily incentivised sales environment will have many stories about what



people will do to make sure the target is hit each week, month or year.

Turning a blind eye: People think this is not actually a consequence at all, but it's actually a very strong reinforcer of the behaviour that's observed. If someone does something wrong in front of a person they admire and their actions are ignored and that person does nothing, or just walks on by, they will be encouraged to repeat this behaviour next time.

MAKING DECISIONS LIKE PIENAAR AND HABANA

The good news is that there are better ways of driving sustainable high performance. A good behavioural safety leadership programme will help a company's leaders and managers to properly understand human behaviour, to be encouraged to create much more innovative activators, and become better at reinforcing the consequences appropriately.

They'll also be encouraged to think much more like great leaders in other performance domains. An interesting aspect of elite performance, that successful leaders in

the areas of sport, politics and the arts have wrestled with recently is the area of professional judgement and decision-making (PJDM).

Many leaders wish that they could trust their people to make better decisions and judgements – especially in important or critical moments. Most leaders that we speak to yearn for the same in the workplace – especially in terms of safety. Imagine if we could just retrain the rebels to think like the compliers?

The truth is, as the sporting world has started to realise, PJDM is a very complex area of performance. Teaching others to think like George Weah Jr, Francois Pienaar or Bryan Habana isn't easy.

The really tough bit is extracting the cognition and meta-cognition process of these great individuals in the first instance. So, in sport, they've moved to a new area that's easier to implement and much more effective.

SHARING MINDSETS

It's known as developing a Shared Mental Model (SMM) in the team or organisation and it's a key factor in generating sustainable elite performance in sport, the military and in many areas of business, too.

If everyone properly understands what the leader's intent is in any given situation, then it becomes much easier for any individual to make a similar judgement or decision when placed in a similar situation.


This SMM for performance is our Holy Grail in safety and is the ultimate outcome for any effective behavioural safety leadership programme. With the right leadership in place and a better understanding of the psychology of performance, organisations are much better positioned to reduce accidents and enjoy sustainable success in safety.

IN CONCLUSION, WHAT IS BEHAVIOURAL SAFETY?

Well, it's much more than safety signs, rules and procedures. An organisation that is serious about achieving safety excellence can't get there unless there is a shared understanding, in the middle and upper tiers of leadership, of the core aspects of human performance and psychology as outlined in this article.

Behavioural safety is about understanding what drives a company's most important assets and how to take better care of them for superior performance outcomes.

Our Institution of Occupational Safety and Health (IOSH)-certified qualifications in Behavioural Safety Leadership can be delivered by us on site, or through our innovative, interactive e-learning systems so people can study in their own time and at their own pace.

Drop us a note at team@RMSswitzerland.com to find out more. Don't forget: readers of this SHEQ MANAGEMENT Handbook are entitled to a massive 20 percent off all of our programmes by using the code SHEQABC when you contact us. 



Professor **Andrew Sharman** is chief executive of RMS, consultants on safety leadership and cultural excellence to a wide range of blue-chip corporations and non-government organisations globally. He is an international member of Saioh, president-elect of the Institution of Occupational Safety and Health (Iosh) and chairman of the Institute of Leadership and Management.

HUMAN SIDE OF SAFETY

TO CREATE A SUCCESSFUL HEALTH AND SAFETY CULTURE IN AN ORGANISATION, IT IS IMPORTANT TO INVEST IN THE EMPLOYEES AND MANAGEMENT TO ENSURE THAT THEY ARE ENGAGED AND COMMITTED TO A SAFER ENVIRONMENT AND A MORE SUCCESSFUL BUSINESS

Why does zero harm remain so elusive? If you think of the amount of time, effort and money that the average company invests in safety, one would expect to hear of fewer incidents. I understand that this is a complicated matter and no one thing or “silver bullet” is going to solve everything. However, there are definite interventions that work.

Gallup's enquiry into organisational effectiveness spans over 30 years and has included 35-million workers, 3.4-million business units, in 73 countries across 49 industries. The outcomes of Gallup's research should cause us to sit up and take note.

The study proves that there is an undeniable correlation between employee engagement and safe production. Worldwide, the loss in production income, because of the lack of engagement of workers, is tantamount to US\$ 9 trillion (R128 trillion).

Specifically relating to safety, Gallup's 2016 research – which included 1.8-million workers – revealed that businesses that had high levels of employee engagement had 70 percent fewer safety incidents than companies with low engagement levels.

Gallup found that in South Africa only 15 percent of employees are engaged at work. Statistically, that means only 15 percent of staff in South African companies are

psychologically invested in their job. In other words, they willingly support company initiatives and are motivated to take responsibility for their performance and safety.

On the flip side, 67 percent of employees, who are not engaged, do only the minimum amount of work. They are detached. They do what is expected of them, but without any passion or commitment. Typically, they will work safely only when it is convenient.

Then you have the 18 percent who are outright disengaged, and are more than unhappy with their jobs. They are openly antagonistic and will gladly share their discontent with other co-workers. They have no problem with undermining efforts to improve the company's performance, including safety requirements.

The impact for safety is enormous. Engaged workers are more mindful of their surroundings. They are more disciplined and conscientious in terms of following safety procedures. They actively take responsibility for their safety and for other team members. The bottom line is that companies with highly engaged staff have stronger safety cultures than those that do not.

It is crucial for senior managers to ensure that they have a world-class safety system in place and that they constantly endeavour to make the working conditions as safe as possible. At the same time, if leaders are serious about

improving performance, reducing incidents and improving their safety culture, then having engaged employees must be a priority.

The number one contributing reason for workers to be engaged, or disengaged, is the attitude of their direct supervisor. Companies often underestimate how much their managers and supervisors impact the overall performance and safety of their organisation. The most important action any company can take toward improving its safety culture is investing in its leadership capacity.

It is disconcerting that, despite this being old news, the level of engagement remains the same. That means too many managers still do not know how to effectively lead their people. Paying lip service to fundamental leadership behaviours simply does not suffice.

If leaders want workers to be committed to safe

“ If leaders are serious about improving performance, reducing incidents and improving their safety culture, then having engaged employees must be a priority.

production, then attending to their basic human needs for psychological engagement must be taken seriously. Little things go a long way. Here are recommendations that can make a significant difference:

SENSE OF BELONGING

We are social creatures and have a deep-seated need to feel part of a community. Employees long to be part of a team where their opinions matter and they are listened to; where they feel they are not just a number, but a person who is respected, trusted, treated fairly and cared for. Managers should therefore intentionally create a greater sense of community.

SENSE OF MEANING

Part of engagement is having employees understand their role in the company and how their contributions add value. People want to feel that what they do makes a difference. Leaders should regularly remind their teams how their work aligns to the company's goals.

The number one reason workers leave their jobs is not for more money, but because they do not feel appreciated. Appreciation tells employees that their efforts are recognised and aren't taken for granted. This is highly motivational.


SENSE OF SAFETY

Fear stifles initiative, creativity and a willingness to take responsibility. The work environment should be a safe place for employees to give 100 percent. Team members like to share their opinions (especially when it comes to working safely) without the fear of reprisal. They want to be able to take responsibility without the risk of adverse consequences if they make an honest mistake.

SENSE OF EMPOWERMENT

No one likes to be told what to do or be micro-managed. People long for the freedom to decide how they will do their work. If they are there just to follow orders, they feel like robots and quickly disengage.

Employees who feel trusted and feel that their ideas count, and who have some autonomy, are more likely to give more of themselves.

What does all of this have to do with safety? Everything. Remember, companies with engaged employees have 70-percent fewer incidents than those with disengaged employees. 



Dr Brett Solomon is the CEO of The Kinetic Leadership Institute and is a recognised leader in combining neuroscience, change management and leadership theory to drive cultural transformation processes. He specialises in neuro-leadership, especially when it comes to understanding what motivates human behaviour and how to influence it. He has been involved in numerous culture change and leadership development initiatives throughout Africa, Australia, Canada, Saudi Arabia and the United States.



PREVENTING DISEASES AND INJURIES ESSENTIAL FOR ECONOMIC GROWTH

DESPITE COMPREHENSIVE OCCUPATIONAL HEALTH AND SAFETY LEGISLATION, WORKPLACE DEATHS REMAIN HIGH, WITH OCCUPATIONAL DISEASES OFTEN THE CAUSE. COMPANIES SHOULD TAKE ACTION BY EDUCATING THEMSELVES ON THE PREVENTION OF INJURIES AND DISEASES

It is imperative that there is a mindset change towards improving prevention to reduce the current heavy burden of work-related diseases, injuries and deaths in South Africa.

The number of media reports on workplace injuries, deaths and disabilities alert us to the fact that, in spite of good legislation, occupational health and safety (OHS) is in crisis in many South African workplaces.

The high prevalence of occupational diseases hardly ever reaches the media. The International Labour Organization (ILO) estimates that work-related diseases represent the main cause of workplace fatalities globally – almost six times more than occupational accidents.

The ILO 2015 global OHS report estimates that 2,3-million women and men die every year at work from an occupational injury or disease. This highlights the need for a paradigm shift to better prevention, which means a focus not only on occupational injuries, but also on diseases.

Workers in South Africa are exposed to a large number of occupational hazards, which often result in negative health outcomes, including tuberculosis, HIV, occupational lung diseases, skin diseases, reproductive-health issues and hearing loss.

Workplaces could aggravate, cause or be a catalyst of diseases such as diabetes, hypertension, work-related

stress, mental ill-health and cancer. Occupational and non-occupational diseases can be prevented or managed effectively through workplace programmes that support a healthy, safe and productive workforce.

Many South African workplaces adhere to national and international OHS best practice, but many others do not. In addition, inadequate OHS teaching and training, as well as lack of universal access to occupational health services, impact negatively on health outcomes.

The lack of access to credible data for scientific research (which can demonstrate the power of good OHS) means opportunities to share new knowledge that can prevent diseases and injuries are lost.

The ILO estimates the total cost of occupational accidents and diseases to be approximately four percent of the global gross domestic product (GDP) per year or about US\$ 2,8 trillion (R39 trillion).

Investing in good OHS reduces both direct and indirect workplace costs. It can also decrease insurance premiums and contribute to improved workplace performance and productivity.

Good OHS practices reduce absenteeism and increase worker morale. The human cost and devastating impact of poor OHS on workers and their families is often impossible to calculate or to quantify.



GENDER MAINSTREAMING AT WORKPLACES

The National Institute of Occupational Health (NIOH) Gender, Health and the World of Work Programme (Gender@Work) was launched in 2016 with support from government departments, worker organisations, employer organisations and international agencies. It aims to help mainstream gender concerns in OHS in the world of work.

The NIOH Gender Committee coordinated a participatory gender audit (PGA) in 2015/16. The PGA is globally considered to be a powerful tool for organisational transformation and can help identify organisational strengths and challenges towards gender integration.

The role of PGAs is particularly important in the context of the Global Development Agenda and the South African commitment to deliver on the 17 sustainable development goals put forward in the Key Performance Indicator (KPI).

TECHNOLOGY TO STRENGTHEN WORKPLACE OHS

Advances in technology are contributing significantly

to improved global OHS practice. These include developments in engineering devices, personal protective equipment and more efficient ways of managing diseases and injuries.

The NIOH, in collaboration with the University of British Columbia, has implemented the Occupational Health and Safety Information System (OHASIS).

Where implemented in workplaces in South Africa and beyond, the system has demonstrated significant, positive impacts on the practice of OHS. It is hoped that OHASIS will greatly enhance OHS practice in the public and the private sector in Africa and will assist with more-effective compliance with OHS legislation.

THE GLOBAL DEVELOPMENT AGENDA (GDA)

The Sustainable Development Goals (SDGs), adopted by the United Nations (UN) in September 2015, are a set of universally applicable goals that balance different dimensions of sustainable development.


They apply to all countries and are intended to promote human rights, greater equality and more peaceful and inclusive societies. They are also intended to create decent and sustainable jobs and address the enormous environmental challenges – of which climate change constitutes a significant part.

In the world of work, the SDGs provide us with a significant opportunity to aspire more determinedly to reach the goal of decent work and firmly integrate OHS into our development agenda.

The appropriate control of workplace hazards will benefit the health of workers, while also protecting the environment, communities and children in particular.

The aspirational SDGs provide incentives to workplaces to implement gender-inclusive programmes in OHS (within all industrial sectors and the informal economy) and facilitate sustainable economic growth. SDG number eight calls for the promotion of inclusive and sustainable economic growth, full and productive employment and decent work.

This enables South Africa to find inclusive processes to help address, among others, the challenge of our heavy burden of disease. Countries have to report on the 17 goals through various KPIs.

All workplace role players should consider joining the NIOH and its multi-disciplinary teams to be champions for excellent OHS practice and to use workplaces more optimally to help South Africa achieve the aspirational SDGs by 2030. 



Dr. Sophia Kisting is an occupational medicine specialist with extensive clinical and preventive occupational health and safety experience at national, regional and global level. She is the executive director of the National Institute for Occupational Health (NIOH) in South Africa. She was the head of the ILO's global programme on HIV/Aids and the World of Work for several years. Her clinical and academic service includes more than five years at Baragwanath Hospital, the Soweto Community Health Centre and the School of Public Health at UCT for 12 years. In 2017 she was awarded the UCT President of the Convocation Medal in recognition of having made "a significant contribution to the common good".

DIGGING INTO SAFETY IN THE MINING INDUSTRY



AS IT IS A HAZARDOUS ENVIRONMENT IN WHICH TO WORK, THE MINING SECTOR SHOULD BE PREPARED FOR EVERY EVENTUALITY BY PROVIDING THE CORRECT PERSONAL PROTECTIVE EQUIPMENT (PPE), UTILISING DRUG AND ALCOHOL TESTING EQUIPMENT AND PROVIDING WORKMEN'S COMPENSATION

The mining sector is undeniably one of the most important industries in South Africa. It contributes R8 to the economy for every R100 produced and employs 2.5 percent of the South African workforce, according to Stats SA.

This sector has an even greater impact in specific provinces, including the North West and Limpopo, which rely heavily on mining as a source of income.

In the first quarter of 2018, mining production in South Africa increased by 3.1 percent, with diamond production, alone, increasing by 42.9 percent.

While the sector has a big impact on the country, it is a hazardous environment. Between February and June 2018, 20 employees at the various southern African operations of the mining company Sibanye-Stillwater lost their lives.

This is close to half of the 45 mining-related deaths reported by June for 2018. The company is the biggest gold miner in South Africa and among the ten largest gold mines globally.

Sibanye-Stillwater CEO Neal Froneman was quoted in an

article by *Platinum Weekly*: "One life lost is one too many. We are appalled by the loss of our employees' lives at our mines over the past few months. It pains all of us when employees are injured or lose their lives in safety incidents.

"The safety of employees is our primary concern and, if it is not safe to operate, we expect conditions to be fixed before work can resume at the workplace. There is substantial evidence that well-organised workplaces are both safe and productive, and that is our aim."

The Association of Mineworkers and Construction Union (AMCU) expressed its concerns, and while Sibanye-Stillwater acknowledged the accidents, the company said that AMCU only wants to hurt its reputation.

Health and safety incidents lead to a loss of productivity and work days. They may also lead to expensive legal costs or damage the company's reputation. They are, however, often preventable. One precaution that could be taken is providing the employees with the correct PPE.

Most companies already supply the basic PPE including hard hats, safety boots or toe caps, overalls and reflective



employees to hear warning sirens and communicate with each other, while still blocking out noise that exceeds acceptable decibel (dB) levels.

Noise pollution is caused by loud sounds that distress and could possibly harm the hearing of employees. More than a million South Africans have a hearing impairment. The World Health Organization (WHO) estimates that around 360-million people, globally, have disabling hearing loss.

This is often caused by either an intense impulse sound, such as an explosion, or continuous exposure to loud sounds, which are generally found in a mine. The mining industry uses heavy equipment that can generate noise levels above 85 dB – the acceptable maximum noise level in the workplace.

The Mine Health and Safety Act (MHSA) limits the noise exposure in mines to no more than 85 dB. It also states that the hearing of employees, who are exposed to these noises, should not deteriorate by more than ten percent. Equipment also may not exceed a sound pressure level of 110 dB.

Noise pollution can damage the structure of the hair cells in the ear, which could result in hearing loss. This is most often a gradual process. Workers in industries with high levels of noise pollution could experience temporary hearing loss. However, noise pollution can also have non-auditory effects on employees.

It can cause stress, which is linked to high blood pressure and elevated heart rates. Stress can also lead to conflict in the workplace or at home, which can further impact the stress of the employees and potentially lead to substance abuse. Noise pollution has also been associated with some



vests. It is important to ensure that the PPE is correct for the application and fits the employee. There is a variety of hand protection products and safety gloves, for example, and each has a specific function.

Companies should always purchase PPE from a reputable supplier that complies with local and international health and safety standards and can advise clients on the best safety equipment for the particular application.

Additional safety equipment, such as hearing protection, can help prevent injuries that are developed over a long period of time. With hearing protection, it is important to consider the environment in which the employee works. If they are in an isolated, safe area, the standard hearing protection might suffice.

However, if they are surrounded by other miners, vehicles, equipment or machinery, it might be necessary to invest in noise-cancelling hearing protection, which allows



sleeping disorders and deteriorating mental health.

Aside from the physical and mental health risks associated with working in noisy environments, employees subjected to noise pollution might also not respond to health and safety protocol. They might fail to hear warning signs or simply fail to react.

Organisations can reduce noise pollution by checking whether the equipment is operating properly, or reduce the number of employees exposed to the noise and the duration of exposure by rotating personnel.

The level of noise in a mine can be measured with the help of an occupational hygienist certified by the Southern African Institute for Occupational Hygiene (SAIOH). These

can cause stress. Runrite Electronics general manager, Justin Goldblatt, points out: "The measurement of stressors in the work environment is a vital part of the health and safety plan. Many companies rely on annual or regular scheduled audits from Occupational Hygiene Approved Inspection Authorities (AIA).

"While this is a legal requirement, the reality is that occupational stressors must be monitored on a continuous basis. There are several common stressors that can be easily measured by safety officers and personnel with the right equipment and some basic knowledge."

He notes that among these are noise, heat and toxic or flammable gasses. Runrite Electronics stocks the range of

“The measurement of stressors in the work environment is a vital part of the health and safety plan.



tests are particularly important when new machinery is introduced, or if the noise levels exceed 105 dB, in which case tests should be conducted every six months.

Employees should be tested regularly for hearing loss if they are exposed to high levels of noise pollution and all staff should be educated on the risks of noise pollution. Free testing apps are available, such as HearScreen developed by hearZA.

The app is free to download and use with a two-minute, game-style test that requires a smartphone and headphones. The results are captured and shared with hearing-loss experts. Employees who fail the hearing test should make an appointment with a certified professional.

Noise is not the only aspect of the mining industry that

Cirrus Research noise-measuring instruments and offers training and aftersales support.

Goldblatt also notes that noise measuring equipment doesn't have to be expensive or require professional knowledge. He says: "There are several low-cost options recommended by Runrite Electronics that can effectively achieve a continuous monitoring programme."

These include the Cirrus 310 Sound Level Meter, an entry-level device with integrated average noise levels that allows organisations to ensure noise levels remain below 85 dB, or take corrective action if the noise exceeds the maximum acceptable level. Goldblatt stresses the value of investing in these stress-monitoring devices.

For heat monitoring, Runrite Electronics manufactures

the Tempstress, which is based on research from the Council for Scientific and Industrial Research (CSIR).

Gas detection in the mining industry is particularly important. Goldblatt says: "It is important for anyone working in a confined space to monitor for at least the standard four gases common in these environments: hydrogen sulphide (H₂S) or sewer gas; carbon monoxide (CO), which is often invisible and odourless; flammables (LEL); and oxygen (O₂)."

He adds that many companies fail to invest in the correct equipment for their environments. It is important for companies to also follow risk assessments closely to avoid accidents and be aware of potential gases in the area.

Goldblatt states: "Honeywell Analytics has invested heavily in the research and development of easy-to-use and accurate instruments. Available from Runrite Electronics, Honeywell portable and fixed gas-detection equipment will offer a comprehensive, early-warning system to avoid potentially fatal accidents."

The latest addition to the range is the Honeywell BW Ultra, which is designed with a simple user interface that aims to keep the user aware of and safe from any hazard.

"Many companies make the mistake of waiting for an audit before taking action to monitor occupational hygiene stressors in their workplaces. By purchasing a basic set of

instruments, such as a lux meter, integrating sound-level meter, gas monitor and heat-stress meter, some of the most common risk factors can be found and eliminated without the need for costly audits and consultants," he explains.

Runrite Electronics offers a Safety Officers Kit with range of equipment tailored to meet the budget and needs of most companies.

While it is important for organisations to protect employees from their environment through PPE and monitoring devices, it is also important for companies to protect employees from each other. Substance abuse among employees places them and their peers at risk.

It is important to have a policy in place to deal with substance abuse in the workplace, and to monitor for any substances that can alter the employee's ability to perform their work. Policies and procedures for testing for intoxicating substances are particularly important following the decriminalisation of marijuana in South Africa.

"The reality is that employers still want to create a safe work environment. Testing for alcohol has been done for years and the push is now to test for drugs. Alcolizer Technology, which is exclusively supplied in Africa by Runrite Electronics, is on the cutting edge of testing technology for both alcohol and drugs," says Goldblatt.



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Occupational Hygiene Monitoring Instruments



OCCUPATIONAL HEALTH AND SAFETY SERVICE PROVIDERS IN THE MINING INDUSTRY

He emphasises the importance of transparency in the process. An employee should be able to disclose any substances used in a safe environment to aid trust. There should be clear policies regarding acceptable behaviour.

"Impairment means that an employer is concerned with whether an employee is sober 'right now' and not a danger to themselves or others. Employers are not concerned with lifestyle choices, or actions taken over a leave period. They are concerned about whether a staff member is fit for duty," Goldblatt explains.


“ An employer should be concerned with whether an employee is sober 'right now' and not a danger to themselves or others.

Tests should focus on the current state of the employee and not their recreational habits. With the LE5 Drug Tester technology, linear detector arrays and an optical filtering system are used to deliver accurate drug-test results in 90 seconds. Testing saliva during drug tests allows the organisation to establish the immediate presence of a substance.

"Saliva is a fairly non-evasive test protocol and allows for drug testing to take place at any level in the business without the need for specialised test facilities," Goldblatt says.

"The Drugilizer LE5 is based on the same award-winning technology as the Alcolizer LE5 alcohol tester, which has a unique modular-based calibration system that reduces downtime on site. Its fast, accurate and robust design has made the Alcolizer LE5 the first choice in the mining industry across Australia and Africa for several years," he concludes.

Unfortunately, with all the precautionary measures, employees can still be injured on duty. It is, therefore, essential for mining companies to provide sufficient workmen's compensation to its employees. While other industries register for workmen's compensation through the Department of Labour, the mining industry can register with Rand Mutual Assurance (RMA).

With the correct PPE and protocols in place to ensure that employees act safely and are fit to do their jobs, mining companies might have an opportunity to achieve that ever-evasive goal of "zero harm". It starts with covering the basics. 

READ WHAT SHEQ MANAGEMENT CONTRIBUTOR ALBERT MUSHAI WROTE ON OUT-OF-COURT SILICOSIS SETTLEMENTS AND COMPENSATION OF EMPLOYEES





NOTHING CAN KILL AN ARMOURDILLO

SELECT PPE LAUNCHED ITS ARMOURDILLO SAFETY HELMET, INSPIRED BY THE ARMADILLO, AT THE ELECTRA MINING AFRICA 2018 EXHIBITION. SHEQ MANAGEMENT WAS THERE TO FIND OUT MORE ABOUT THIS UNIQUE HARD HAT

The 2018 Electra Mining Africa Exhibition was held at Nasrec Expo Centre, Johannesburg, from September 10 to 14. Personal protective equipment (PPE) supplier Select PPE was among the companies exhibiting.

Fabian Denson, product sourcing and quality director at Select PPE, said: "We choose to exhibit at Electra Mining Africa because the show attracts quality buyers from the mining industry. Moreover, the show attracts many visitors from related sectors who take safety seriously."

Select PPE launched the new, versatile and durable Armourdillo hard hat at the exhibition.

When asked about the Armourdillo, Denson said: "Nothing can kill an armadillo ... well, almost nothing. If it feels threatened it will roll up into a ball to defend itself. We are positioning this product to cater for the intermediate head-protection market."

A lot of hard hats are made to work with only a specific brand of accessories such as earmuffs, goggles and chin straps. "However, in the case of the Armourdillo, most accessories from various other brands will fit onto the hard hat without any alterations.

"Adding to the uniqueness of the Armourdillo hard hat is its design, as the attachment for the cap lamp bracket (on the mining version) is moulded into the hard hat. No drilling is required to add the bracket; thus the integrity of the hard hat is not compromised," explained Denson.

The Armourdillo hard hat is also available with both open and closed vents and there are mining or industrial options suitable for use in different industries.

Uncomfortable or ill-fitting PPE will often be removed

by the employee, which puts them at risk of an injury. If it's easy to get the perfect fit, employees are also safer.


Denson explained that the Armourdillo features a one-handed ratchet fastening system, which makes adjusting the hard hat to fit a specific individual effortless. It is adjustable to head sizes of 52 to 66 cm, and the liners are available in four-point and six-point (adjustable to four point) options.

Denson continued: "Look down at everyone's shoes – all of them in different colours and styles. Today, people want something that looks good and, therefore, aesthetics were another important consideration for us when deciding on



the design." This is why the Armourdillo has a bit more style and comes in a variety of colours to suit all needs.

Most importantly, the Armourdillo is durable. "Strength is not always associated with lightweight materials, but this is integral to what we wanted to achieve with this hard hat. The Armourdillo is made of ABS plastic, which is lightweight and unobtrusive, while at the same time being rigid and durable," Denson concluded.

For more information contact Select PPE. 

BUILDING BLOCKS TO SAFETY



THE CONSTRUCTION INDUSTRY IS AMONG THE MOST DANGEROUS IN SOUTH AFRICA IN TERMS OF FATALITIES. SHEQ MANAGEMENT TAKES A LOOK AT THE ESSENTIALS NEEDED TO PROTECT EMPLOYEES IN THE INDUSTRY

There are a number of hazards that construction personnel face, including immediate threats like head injuries or falling from heights, which could result in fatality or permanent disability, and long-term threats like working in uncomfortable positions or cramped spaces, which could lead to musculoskeletal disorders (MSDs).

Lennie Samuel, a senior inspector and forensic investigator at the Department of Labour (DoL), notes that there are between 1,5 and 2,5 fatalities in the construction

industry per week. It is, therefore, important to provide employees with the correct training and equipment to ensure their safety.

Training is offered by a number of institutions including professional bodies. Associations, such as Master Builders South Africa (MBSA) and the South African Institute of Occupational Safety and Health (SaioSH), or companies like the National Occupational Safety Association (Nosa), also assist companies through conferences and seminars to update construction professionals on best practice, new



procedures and legislation.

In order to ensure a construction site is safe, companies need to invest in the proper personal protective equipment (PPE), provide employees with training on occupational health and safety (OHS), use equipment correctly and provide employees with assistance in worst-case scenarios.

HEAD TO TOE PROTECTION

PPE includes protection for the head, hands, feet, respiratory systems and hearing, as well as fall-arrest systems. The correct PPE will depend on the application and environment. Hearing protection, for example, is

required for all employees in an environment with noise above 85 dB.

A site manager, who visits the site infrequently, might need toe caps and a standard hard hat, while the construction workers who are on site every day will require reinforced boots and specialised safety helmets. There are, however, some basics that every construction site should have on hand.

A HEAD FOR SAFETY

The most obvious PPE needed on a construction site is the hard hat. Every construction worker requires a safety helmet that sits comfortably with enough ventilation to avoid sweating or discomfort that can result in him or her removing the hard hat. Removing the safety helmet for only a couple of seconds can lead to injury.

There are an estimated 89 000 cases of traumatic brain injury (TBI) reported in South Africa each year. While the majority of TBIs are a result of vehicle accidents and interpersonal violence, about 25 percent can be attributed to falls. International statistics suggest that ten percent of TBIs are caused by workplace injuries.

Safety helmets or hard hats assist in protecting employees from TBIs and a number of other possible injuries. Companies should consult industry experts on the correct hard hat or safety helmet needed as they are manufactured from different materials for different applications.

Hard hats made from polycarbonate-based materials, for example, can resist heat of up to 140°C; polypropylene resists heat of up to 160°C; and acrylonitrile butadiene styrene (ABS) can resist heat of about 105°C.

Companies should also consider the colour of the hard hat to ensure visibility, its resistance to certain chemicals and the ultraviolet (UV) inhibitor to protect against burns and long-term effects of sun exposure such as skin cancer.

Some safety helmets come with additional features such as chin straps, visors, face shields, earmuffs, lamp brackets and cable clips. Although some attachments could assist an employee (for example a head lamp could free up their hands), it is also important to ensure that these attachments don't hinder them.

Uncomfortable or distracting attachments could cause staff to remove their safety helmet, which puts them at risk. Helmets should, on average, be replaced every two to three years from the date of issue to the user. Companies should consult the supplier on the lifespan of the hard hat. A construction site should also always have sufficient safety helmets available for visitors.

GIVING EMPLOYEES A HAND

Protective gloves or hand protection also plays an important role in ensuring that construction workers are protected when working with the various materials and machinery. Hand injuries are one of the most common forms of injury in the workplace, but also the most preventable. There is a





wide variety of hand PPE to choose from. It is important to choose the correct protection.

A bricklayer might require only basic gloves to protect against the roughness of the material, while an employee who is operating a saw might need reinforced gloves that are cut resistant.

Along with acquiring the correct gloves, it is important to ensure employees are well trained in using them. At the 2018 SaioSh Conference, Jeremiah Mostrom, director of sales for HexArmor/uvex, noted: "About 70 percent of hand injuries are as a result of the person not wearing gloves. The other 30 percent are due to people not wearing the right gloves."

The glove needs to fit the application, but also the employee. A glove that is too tight will be uncomfortable, while a glove that is too big will make it difficult for the employee to safely control machinery. The glove can also get stuck in machinery, which creates another hazard rather than providing a solution.

When purchasing gloves, consider whether they are cut or puncture resistant, which chemicals they can endure, their grip capability, endurance and the industry for which they have been designed.

TO CATCH YOU WHEN YOU FALL

Fall-arrest systems are arguably the most important aspect

of safety in the construction industry. The industry faces a high number of fall-related injuries, particularly falls from heights. A fall-arrest system assists in preventing injury if an employee slips and falls.

No matter what fall-arrest system is used, it is crucial that all employees are well trained to safely use the equipment and perform a rescue. While there are various local rescue services available to assist, rescuers might not be able to respond in time, in which case employees should be able to step in.

A person dangling upside down unconscious, for example, can experience pooling of blood and loss of muscle movement, which can quickly become deadly. Immediate action is therefore required.

A fall-arrest system might include cables or ropes, anchor points, harnesses and fall-arrest devices. When purchasing equipment, it is important to consider the size, weight and level of fitness of the employee who will be operating the system. For example, an employee who weighs almost 100 kg won't be able to use a harness with a carrying capacity of 100 kg if they also have a utility belt and other equipment to carry.

The combined weight of the employee and their equipment should be less than the carrying capacity of the harness. Employees who suffer from high blood pressure, epilepsy, diabetes, heart disease, or have a fear



of heights, should not work at heights as they are at a greater risk of injury. Unfit employees might also struggle to perform a rescue if needed.

Employers should consult with the supplier on the correct equipment required. Many suppliers will also be able to assist in training personnel to use the equipment and maintain it. Unlike other PPE, the entire fall-arrest system should be checked before every use. Even if an employee simply stopped for lunch or a bathroom break, they need to check the equipment before continuing with their work.

Just as choosing the correct PPE is essential, it is important for companies to ensure the PPE is in good working condition. At any sign of damage or ageing the equipment should be replaced. Consult with the PPE supplier on maintaining equipment and its suggested lifespan. The equipment should meet local and international quality standards.



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In order for companies to provide employees with the best possible safety, it is important to appoint a trained and qualified OHS officer. However, it is also important for every individual in an organisation to be trained in basic health and safety, so that they can make smarter safety decisions.

An employee who understands the importance of wearing PPE is more likely to use it. Additional training should be provided to employees who work with specialised equipment or at heights. These employees are more vulnerable to accidents and need to be regularly updated on safety procedures. It is also important for the site manager and management to have a plan in place in case of an incident.

An important part of training is reminding employees about safety procedures. This could include the use of signage or monthly refresher meetings and workshops. The latter can assist OHS officers to learn more about the concerns or challenges faced by employees. It is important for companies to continuously find innovative ways to remind employees to act safely and wear their PPE.

BACK-BREAKING WORK

Employees in the construction industry often perform

labour-intensive work in uncomfortable spaces. In the United Kingdom (UK), construction was the leading industry in terms of MSDs between 2014 and 2016.

The sector has a high prevalence of back disorders, with about 920 per 100 000 workers reporting back disorders, compared to an all-industry average of 490 per 100 000 workers.

Reportedly, 15.5 percent of construction workers complained of upper-back pains while 43.7 percent complained of lower-back pains. The latter could be caused by the bent-over position often required to perform work in the construction sector and lifting heavy equipment or materials.

According to the Construction Industry Development Board (CIDB), approximately 30 percent of construction workers suffer from MSDs globally, yet ergonomics remains an unimportant part of health and safety programmes in this industry despite its potential to assist in reducing injuries.

There are a number of interventions that can contribute to improving ergonomics such as awareness, safe working procedures, redesigning tools, prefabrication and on-site workshops.

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workmen's compensation. All industries claim workmen's compensation under the Compensation for Occupational Injuries and Diseases Act (Coida), which is managed by the DoL. This system is considered to be complex and frustrating.

In 2017, there was a backlog of 60 000 cases. The Compensation Fund is plagued with poor administration, archaic computer systems and unpaid claims. The DoL is attempting to address the backlog by updating its processes, employing new skilled staff, better monitoring and reorganisation.

However, the construction industry can easily bypass this entire system by claiming its workmens compensation from the Federated Employers Mutual (FEM) Assurance, which is a registered assurance organisation. FEM simplifies the process and offers rebates to clients who don't claim.

This could ease the financial burden on an organisation when an injury or fatality does occur. In 2015, FEM reported 7 721 injuries among policy holders of which 61 were fatal and 603 led to permanent disability. In 2016, FEM paid R163 million in medical claims.


Deon Bester, OHS manager at the Master Builders Association of the Western Cape, estimates that the national average cost per accident is R27 244.

Indirect costs, such as the incident investigation, lost production, legal fees and the cost of overtime, account for up to 14,2 times more of the total cost of an accident than direct costs, such as medical expenses and pension or wage paid to the family.

Herman Enoch, marketing and communications manager at FEM, notes: "Workmen's compensation is a compulsory insurance product and covers employees for all costs associated with injuries on duty. It will also pay a pension to the family of a fatally injured employee.

"FEM offers the same compensation a company would get from government. There are no fees or commissions to join. All assessment rates are set out by government. FEM strives to offer the best possible service to settle claims quickly. An employer, can, however, only belong to one of these institutions," he adds.

In order to be a member of FEM, the company needs to be registered under Class V, or be in the building and construction industry. FEM paid R856 million in annual merit rebates over a five-year period to its claim-free clients.

Stay up to date on the latest health and safety issues in the construction industry by visiting the SHEQ MANAGEMENT website at www.sheqmanagement.com or subscribing to the magazine. 

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WHEN PREVENTING CONTAMINATION FROM PESTS AND BACTERIA WHILE PROTECTING EMPLOYEES, THE FOOD AND BEVERAGE INDUSTRY HAS MANY OCCUPATIONAL HEALTH AND SAFETY (OHS) FACTORS TO CONSIDER

Every South African is impacted by the health and safety practices of the food and beverage industry. This was especially clear with the 2018 listeriosis outbreak that had a widespread effect as hundreds of people fell ill or died and products were pulled from the shelves.

It is important for the food and beverage industry to prevent the contamination of food, but also to protect its employees from harm.

According to the Department of Labour (DoL), the most common injuries in the food and beverage industry include musculoskeletal disorders (MSDs), occupational dermatitis (from washing hands with hard chemicals), occupational asthma and rhinitis caused by irritants such as flour or spices, and hearing loss caused by loud machinery.

Most of these illnesses and injuries are preventable with the use of the correct personal protective equipment (PPE), including hearing and respiratory protection. Commonly, food and beverage manufacturing companies use disposable PPE rather than trying to clean and decontaminate reusable equipment.

When using disposable PPE, it is important for companies to ensure that only clean items are worn. Even if the employee leaves the site for only a few minutes the protective items should be changed. There are various organisations that provide disposable PPE and are able

to give advice on the best way for its use in the food and beverage industry.

In order to avoid MSDs, the industry can invest in anti-fatigue mats that are designed to relieve pressure off the lower backs of employees who are required to remain standing in a predominantly stationary position in the workplace.

Another potential hazard (not mentioned by the DoL) is that of slipping and falling. It is estimated that the majority of falls (around 66 percent) occur on a level surface. An individual might slip on a wet surface or trip over an object. For the food and beverage industry, employees are most likely to slip on a wet surface. Anti-slip mats are a potential solution.

"Slip and fall accidents can cause minor injuries like scrapes and bruises, or major injuries like fractures, broken bones, paralysis or death. For an organisation, it could result in loss of earnings, downtime and even lawsuits," explains non-slip specialist at Supersafe Systems, Bret Johnson.

He adds: "The most common causes for slip and fall accidents are areas that have large wet patches. Besides water, these can be caused by greases, oils, dust, fats and wet sterilising agents."

Supersafe Systems offers a wide range of products specifically designed and tested to prevent slip and falls in most conditions. Johnson says: "We have a team of



well-trained anti-slip specialists, who are able to give accurate assessments of the products required."

While anti-slip mats are a good start, there are other small changes companies can make to prevent falls. Johnson notes: "Ensure that the correct anti-slip products are in place and that there are clearly marked signs for slippery and wet areas. Spills should be cleaned up immediately. Employees should be provided with the correct footwear, and basic safety rules, like the three-point contact rule, should be implemented."

Companies can also invest in equipment to dry the floor like the Hurricane cordless floor dryer from Deftoscan, which combines a safety cone with a dryer.

One of the biggest challenges for the food and beverage industry is that of pests. A pest infestation (such as rats, flies or other insects) can cost a company dearly and harm consumers. For example, >

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OCCUPATIONAL HEALTH AND SAFETY SERVICE PROVIDERS IN THE FOOD AND BEVERAGE INDUSTRY

in 2017, a consumer found a dead moth in a packet of Lay's crisps (Issue 2 of SHEQ MANAGEMENT 2017). The moth had laid eggs on the chips.

Food facilities need to comply with hazard analysis and critical control points (HACCP) regulations and are audited accordingly. Auditors YUM! and the American Institute of Baking (AIB) use the Global Food Safety Initiative (GFSI) standards.

"GFSI requirements are very stringent compared to local standards. They are also very specific in terms of quantities used in pest-control devices, visit frequencies and infestation management. While every precaution is taken and the HACCP system helps to identify any potential risk to food safety, it is only a risk-management tool and is not fail-safe," explains Nathalie Leblond, marketing communication manager at Rentokil Initial South Africa.


Even with stringent standards and controls, food facilities are still at risk of "intruders". Leblond speculates that the moth found in the packet of Lay's crisps could have been an isolated incident.

"The moth may have been unknowingly imported into the sterile environment on a piece of machinery, or on a worker's clothing," she says. Companies in the food and beverage sector should therefore continuously update their technology and consult with reputable pest-control companies on new ways to prevent pests from entering the facility.

Another danger to the food and beverage industry is bacteria that can contaminate food. Tiger Brands, owner of the Enterprise brand, which was identified as a key source in the listeriosis outbreak, lost R377 million in product recalls and R435 million in legal claims.

It is important for companies to clean the workplace often and ensure the worktops and surrounding areas are sterilised to prevent contamination from bacteria or viruses. There are a number of companies that provide sophisticated cleaning services to ensure that bacteria are eliminated.

Molapo Stanford Sewela, lab analyst at EcoLab, says: "Micro-organisms adapt. Listeriosis can adapt and become immune to cleaning products. For this reason, companies need to change their cleaning products frequently." Companies like EcoLab are continuously innovating their products and services to ensure that the workplace is effectively sterilised.

By complying with OHS standards and practices, and with help from pest-control and cleaning specialists, the food and beverage industry can provide safe, delicious products to feed the nation. 

READ MORE ABOUT THE LAY'S INCIDENT AND WHAT THE FOOD AND BEVERAGE INDUSTRY CAN DO TO PROTECT AGAINST PEST INFESTATIONS



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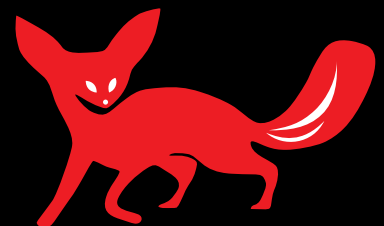
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SAFETY BEHIND THE WHEEL

THE TRANSPORT INDUSTRY IS THE BACKBONE OF THE COUNTRY'S ECONOMY, AND ENSURING DRIVERS ARE HEALTHY AND SAFE IS CRITICAL TO A SMOOTH-RUNNING SUPPLY CHAIN. OCCUPATIONAL HEALTH AND SAFETY (OHS) OFFICERS NEED TO COVER EVERYTHING FROM ALCOHOL AND DRUG PREVENTION TO TRAUMA COUNSELLING AND SPILL KITS

The transport industry is key to delivering goods to consumers while contributing significantly to the economy. In the first quarter of 2018, the gross domestic product (GDP) from the transport industry was at an all-time high of R271 billion. The cornerstone of the transport industry, however, is the drivers, who must make sure that the vehicles in their care arrive safely.

OHS officers in the transport industry play an important role in ensuring that drivers are safe and capable of delivering goods. It is essential that drivers do not operate a vehicle while under the influence, fatigued or distracted, as this could increase their risk of an accident. Drivers are also at risk of a number of health conditions including diabetes and high blood pressure.

An estimated 25 percent of South African truck drivers have admitted to being in an accident as a result of sleepiness. Truck drivers should not work more than 90 hours a week and ideally should have sufficient rest periods between long-haul trips.

Software is available to assist in monitoring fatigue

among drivers: there are systems that alert drivers and transport operators when the vehicle swerves or when the driver needs to rest. In-cab cameras can also assist transport operators to monitor whether the driver is distracted (for example, using their phones while driving) and discourage this dangerous behaviour.

Transport operators should also frequently test for drug and alcohol abuse. Rhys Evans, MD of Alco-Safe, says: "Due to long working hours, time pressures and a generally high-stress environment, alcohol and drug use is very common in the transport sector.

"Drivers may regard the use of drugs or alcohol as a coping mechanism. The effects of alcohol and drugs on the brain increase the risk of an accident in an already high-risk industry. Poor decision-making and the taking of risks (that a sober person would not take) are common behaviours among people under the influence of alcohol or drugs."

He adds that simply educating drivers on the effects of driving under the influence might not be enough. Conducting regular alcohol and drug tests is essential to



check that drivers comply with the company's substance-abuse policies. Ideally, transport operators should test for substances when drivers enter and leave depots, as well as randomly or when there are grounds for suspected abuse.

Transport operators can equip the vehicle with technology that prevents the driver from starting the vehicle before their alcohol levels have been tested. This is particularly indicated for long-haul truck drivers who might engage in substance abuse during the journey.

Evans notes that Alco-Safe has a range of equipment available to assist with alcohol testing. He says: "High-speed breathalysers make it very simple to test all employees as they enter or leave a depot every day. Further testing can be done using breathalysers that have printing kits. The printouts are an effective way of keeping a record of tests for disciplinary hearings, should that be part of the company's procedure.

"Drug tests, specifically saliva-based drug tests, are quick and easy to use, and give an indication of recent drug use. Regularly testing drivers when they return from deliveries could become a very strong deterrent to drug use in the future."

With the recent decriminalisation of marijuana, transport operators now need to test whether the driver is under the influence while at work rather than whether they have used the drug at all. Because residue of the drug can remain in the body for a couple of days or even weeks, it is important for transport operators to invest in equipment that identifies the current state of the individual.

Saliva tests are also less invasive than urine testing. Evans says that saliva testing can be conducted by trained

OHS managers or security officers. Alco-Safe also offers educational booklets for employees, which dispel the myths that drugs and alcohol improve driving.

The fitness of a driver impacts his or her ability to stay alert and react appropriately to changing driving conditions. Truck drivers are prone to back and neck problems from the long hours spent sitting in a cramped seat. They are also at risk of developing chronic health conditions such as high blood pressure and diabetes due to poor eating habits. Drivers are prone to snacking while driving to keep themselves awake and often indulge in unhealthy, fatty food. They also often drink coffee to excess, smoke a lot and exercise very little. The stress involved in the transport industry further contributes to the potential for strokes, diabetes, heart conditions and circulatory problems.

To create greater awareness among drivers of the impact of their behaviour, transport operators or OHS officers can conduct frequent health screenings to check for blood pressure, glucose levels and any sexually transmitted diseases. Drivers can be educated on the benefits of healthy eating, frequent stops to stretch, exercising and getting enough sleep.

OHS officers can provide drivers with tips on how to plan ahead, pack healthy meals and snacks, and provide cushions to support the back. Drivers can also work in pairs to relieve each other; however, it is important to ensure that the off-duty driver is resting.

Truck drivers, especially long-haul drivers, are also at risk of sexually transmitted diseases, particularly HIV. An estimated seven million South Africans are HIV positive, according to the 2017 mid-year statistics published by



Stats SA. Sex workers and their partners are among the most vulnerable, with a prevalence rate of 57.7 percent among female sex workers.

Long-distance truck drivers who engage in unprotected intercourse with sex workers are thus also at great risk. A 2014 study found that 90 percent of female sex workers along the N3 highway between KwaZulu-Natal and the Free State are infected with HIV.

Despite access to wellness centres, drivers tend not to go for tests. HIV self-testing kits are being introduced in

OHS officers should ensure that they are prepared for any environmental challenges they might face. Drivers need to have some essential tools, such as a fire extinguisher, a first-aid kit and a spill kit, on board in case of an accident. Spill kits will allow the driver to contain a spill from the vehicle to prevent damage to the surrounding area.

Drivers should also receive training to use the equipment, including training on basic first aid, firefighting, inspection of the vehicle and responding to spills as well as accident and hijacking prevention. Drivers who transport valuable goods are especially at risk and need to know how to avoid being hijacked and how to respond if a hijacking takes place.

Arrive Alive recommends that drivers receive training on dealing with protest action and looting, while effectively planning their routes, monitoring news broadcasts, continuously remaining in contact with the transport operator or control centre and communicating with fellow truck drivers regarding any dangers.

Emergency contact numbers for local police, fire and ambulance services should be kept close at hand. The driver could also receive self-defence training.

With tracking and monitoring devices, transport operators can assist by alerting a driver when they are diverting from the planned route and might be placing themselves at risk.

If an accident or hijacking does occur, it is important for transport operators to provide the driver with trauma counselling to ensure that they are in a good mental state to continue working. Drivers will respond to incidents and trauma differently. It is important to keep an eye out for behaviour that might point to post-traumatic stress disorder (PTSD).

A driver suffering from PTSD, might become more timid and reserved or more aggressive and defensive. The latter is especially concerning as it could lead to road rage, which often leads to reckless behaviour. However, the most common symptoms of PTSD include difficulty

sleeping, difficulty staying awake, panic attacks, and problems concentrating. Substance abuse could also point to PTSD.

Arrive Alive notes that anti-anxiety medication might be unsafe to use while driving; and it is essential to ensure that the medication does not affect the driver's capabilities. In addition to professional help, drivers can engage in more physical activity to relieve stress and cope with PTSD, get adequate rest, eat nutritious meals, limit exposure to negative or upsetting media reports,



South Africa and may play an important role in encouraging drivers to test themselves for any diseases. While the privacy and ease of use of the HIV self-testing kits might encourage more drivers to check their status, the cost of these kits could create a barrier.

To overcome this obstacle, OHS officers can supply these kits to drivers. It is also important for drivers to know how to use the kit, and when to seek further medical treatment to confirm their status and start taking antiretroviral medication.

In addition to taking care of the physical health of drivers,



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and discuss challenges with fellow drivers and transport operators.

To further assist in managing the health of drivers and other risks facing the transport industry, such as overloading, transport operators can implement the Road Transport Management System (RTMS), which is an industry-led, government-supported, voluntary, self-regulation scheme.

Oliver Naidoo, certification manager at JC Auditors, notes: "RTMS is important as it allows transport operators to implement a structured mechanism to mitigate the risks related to road transport. The structured and consistent implementation of the RTMS standard is especially significant in the light of South Africa's poor record of road safety."

He says that approximately 55 workshops on RTMS have been held across South Africa since 2007, which included case studies from transport operators who have implemented the system.

Some of the reported benefits include reducing vehicle overloading, downtime, vehicle breakdowns, crashes and collisions, as well as, in some cases, improved fuel consumption and better driver attitude.

Naidoo adds that transport operators often mistakenly assume that special software needs to be bought.

"The RTMS standard does not require any special software or system. Each operator will implement appropriate processes based on their unique business

context and operations. Transporters also believe that a safety file would satisfy the RTMS requirement, but a safety file in itself fails to address the requirements," he says.

"Rather, the operator would need to indicate what measures are in place to address all 13 elements of the RTMS standard. The safety file may be used to demonstrate compliance to some of the requirements."

Transport operators also often assume that a consultant is essential to implementing the system. Again, it is best for the company to use its discretion.

"The vast majority of RTMS-certified companies have used internal resources to implement the requirements. Many operators have indicated that this approach offered a more sustainable and effective way of implementing the standard."

On implementing RTMS, transport operators often perform inadequate risk assessments, have vehicle service schedules that do not make provision for the vehicle original equipment manufacturer's specified intervals, and fail to schedule trailer servicing and to survey tyres.

Vehicle pre-trip inspection is often inconsistently implemented; driver medical-fitness certificates are sometimes unavailable; and fatigue can be mismanaged.

JC Auditors is a South African National Accreditation System (SANAS)-accredited RTMS certification body that provides RTMS certification services, including pre-accreditation, stage one and certification audits.



RTMS DRIVES ROAD SAFETY

It's Simply Doing The Right Thing

The implementation of RTMS in South Africa has yielded tangible benefits including overload reduction; improved compliance with the road regulations; greater awareness of driver health and wellness; enhanced vehicle safety; promotion of defensive driving and a reduction in crash rates.

It's about taking responsibility for the company's vehicles on the roads.

It's simply doing the right thing.



RTMS has the status of a South African National Standard and is supported by the National Department of Transport and other government and industry bodies. RTMS has been implemented by South Africa's leading transport operators, consignors and consignees since 2006. The RTMS badge is a symbol of a safe, compliant and professional transport operator.

JC Auditors are specialist road transport auditors for RTMS, ISO 39001, Health and Safety (OHS Act), Supplier audits and bespoke audits within the road transport sector.



OCCUPATIONAL HEALTH AND SAFETY SERVICE PROVIDERS IN THE TRANSPORT INDUSTRY

"The RTMS certification validates that a transporter operates in a safe, compliant and professional manner. In addition to the internal safety and efficiency benefits, RTMS-certified transport operators are increasingly receiving preference by various consignors and consignees," Naidoo notes.

Transport operators that are aiming to be RTMS-certified need to submit their key performance indicators in the RTMS quarterly report published via the RTMS website (www.rtms.co.za). A diligent internal audit report and management review also need to be carried out at least once a year to verify that the operator maintains consistent compliance to the RTMS standards.

Naidoo notes that while there are often adequate measures to protect employees within the workplace, this doesn't always extend to their journey. "This same diligent approach to workplace safety is often not applied to the company's risk impact on public roadways.

"A truck driver, for example, may be rigorously monitored while at the depot, but, once they leave, the same attention is not given. Transport operators ought to ensure the same diligence and vigilance to employee safety whether on site or on the road.

"In fact, the risks on a public road are usually far greater than those in a defined workplace. If anything, there needs to be a greater focus on employee safety in the high-risk environment of a public road. The RTMS can be used as a tool to address compliance with the National Road Traffic Act and promote a positive road-safety culture," he concludes.


One example of a transport operator that takes its health and safety obligations seriously is Cargo Carriers. It has been operating in the industry for more than 60 years and continues to demonstrate its commitment to excellence as a strategic partner to South African steel, fuel, chemicals and powder-based product manufacturers.

In 2018, the company's revenue-earning fleet covered well over 19-billion kilometres to ensure the timely delivery of fuels to mines, cement to construction sites, gases to health facilities, and chemical and steel products to various industrial sectors.

The transport operator's commitment to health, safety and the environment is demonstrated by its robust integrated systems that provide a holistic view of safety, health, environment and quality (SHEQ).

Certified by independent third-party accreditation body Dekra, the company's policies and procedures are regularly reviewed and updated, while all employees undergo regular training to update risk-assessment and reporting standards.

The company conducts its own bi-annual internal SHEQ audits to monitor health and safety standards across the group; and the outcomes are used as critical benchmarks to implement improvements wherever possible.

With comprehensive health and safety procedures that focus on keeping drivers safe on site and on the road, the transport industry will be able to provide goods to South Africa in a safer way. 



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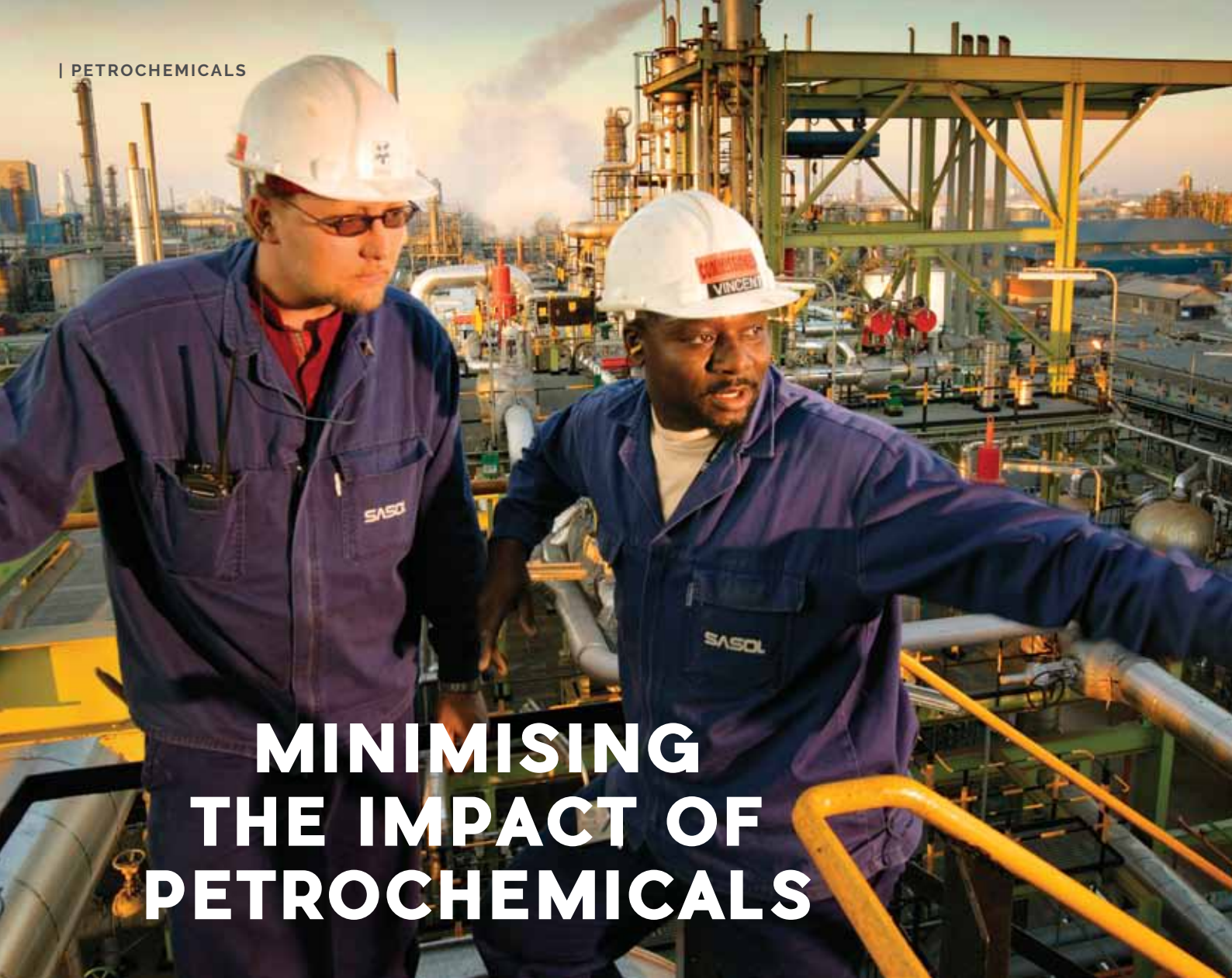
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MINIMISING THE IMPACT OF PETROCHEMICALS

WHILE ALMOST EVERYONE DEPENDS ON THE PETROCHEMICAL INDUSTRY FOR FUEL TO OPERATE MACHINERY, TRAVEL OR COOK, THE INDUSTRY HAS A RESPONSIBILITY TO ENSURE THAT ITS IMPACT ON THE ENVIRONMENT IS KEPT TO THE MINIMUM. OCCUPATIONAL HEALTH AND SAFETY (OHS) STANDARDS CAN BE KEY TO ACHIEVING THIS

The petrochemical industry in South Africa is estimated to make about R365 billion a year in sales. However, it has the potential to be detrimental to the environment. More than most industries, it needs to consider the effect on areas surrounding its operations, whether they be mining, processing or transporting chemicals.

Oil and petrochemical spills in the ocean, for example, have frequently made headlines over the years for the damage they have caused to the eco-system of the ocean, including the death of sea creatures and damage to reefs. The industry must make sure its operations adhere to the relevant standards and legislation pertaining to a range of issues – from protecting employees to transporting and disposing of materials.

The Recycling Oil Saves the Environment (ROSE) Foundation assists in reducing the impact of the industry on the environment by recycling oil. The Foundation reports that used oil contains harmful compounds and carcinogens that can easily contaminate the environment, especially when it is disposed of in drains, landfills or onto

the ground where it can leach into the soil.

Usually because of a lack of education, many people dispose of their oil improperly or illegally. South Africa generates an estimated 120-million litres of used lubricant oil annually. If not collected, this oil ends up in the environment, where it can damage fertile ground and contaminate precious water resources.

Used oil needs to be drained into a clean container with a tight-fitting lid that hasn't been used to store other chemicals. These containers need to be placed under a cover and stored away from a heat or ignition source. Oil-change pans need to be tightly sealed and covered to protect against rainwater (oil contaminated with water is very difficult to recycle).

The oil should also not mix with any other automotive fluids. Used oil can be dropped off at approved municipal garden refuse sites. Alternatively, most reputable service centres have used-oil storage facilities that accept used oil. The centres are paid according to volume by the collectors who take it away for processing.

Employees working in the petrochemical industry are



also at risk of injury or illness. Exposure to petrochemicals has been linked with increased risk of cancer, respiratory diseases and genito-urinary conditions. Companies within the petrochemical industry should provide frequent health screenings to monitor the impact of the workplace on the employees.

The appropriate personal protective equipment (PPE) should be provided, including chemical-resistant hand protection, overalls, eye protection and respiratory support systems. Deciding what PPE is appropriate will depend on the role of the employee and the application. Hand protection, for example, can be cut or chemical resistant, although not all gloves are resistant to the same level of cut or type of chemical.

Ansell is a PPE supplier for a number of industries, including industrial, healthcare and life sciences. It has a range of hand and body PPE specifically aimed at providing protection against chemicals. Companies need to ensure that the PPE also fits each individual properly, because, if the employee is uncomfortable

“ Exposure to petrochemicals has been linked with increased risk of cancer, respiratory diseases and genito-urinary conditions.

with it, they might remove it and expose themselves to harm.

Ansell notes: “Every day millions of workers across a variety of industries perform the same routines out of habit, sometimes wearing inadequate hand protection, which can lead to distraction and affect their work experience.

“Maybe their gloves are uncomfortable. Maybe they’re too bulky. Maybe they’re allowing oil to seep in, or, worst of all, maybe they aren’t providing adequate protection. It’s a distraction many workers have learned to live with. Over time though, this distraction can lead to worker dissatisfaction and jeopardise safety by prompting the employee to remove

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the gloves. It can cost both the worker and their company valuable productivity."

Organisations should consult with industry experts on the best PPE for the application. It's also recommended that they sign up for the necessary training to ensure that employees are using their PPE correctly.

Another obstacle for the petrochemical industry is transportation of material. It is often during transportation of the goods that chemicals are spilled. For South African petrochemical companies, the main focus should be on road transportation, which is the most common form of transporting petrochemicals in the country.

A first step is to ensure that the vehicle and driver comply with regulations regarding transporting dangerous goods and petrochemicals. The driver needs to be at least 25 years old with a category-D professional driving permit and be certified annually as a qualified person by a Department of Transport-accredited training provider.

Standards for transporting dangerous goods change every two years. It is therefore important for transport operators to stay abreast of amendments. Compliance with standards and legislation is key to ensuring that goods are transported safely, and that the company is protected by its insurance provider.

The vehicle also needs to be adapted appropriately; this includes fitting placards to indicate the transport of hazardous materials and a Dangerous Goods Transport Permit, which is issued by a local emergency responder. It is essential that the placards comply with the relevant specification, such as having a ten-millimetre black border to ensure all the relevant information is visible.

Safety equipment should also be on board the vehicle at all times so that the driver can respond to any emergency situations, including spills or fires. The driver should have access to a fire extinguisher and spill kit that is specifically designed to absorb the particular transported chemical.

Spill kits come in various types, with different material to absorb specific spills. The kits are often also equipped with the necessary PPE to ensure that the driver can safely handle the spill.

Cargo Carriers, a transporter of petrochemicals, gives its drivers safety training in handling dangerous goods. Drivers also receive flameproof overalls, goggles, gloves and safety shoes.

To prevent its drivers from being exposed to the petrochemicals, the loading and offloading procedures are carried out in an enclosed system. Contractors are called if a spillage occurs. There are a number of organisations qualified to respond to spills that companies in the petrochemical industry can call on when a spill does occur.

By simply providing the appropriate, high-quality PPE and complying with legislation and standards, the petrochemical industry can greatly reduce its impact on the environment while still delivering its precious products. SM

A man in a dark suit and white shirt is pulling open his shirt to reveal a bright green superhero-style chest. The text "Service that delivers the Difference" is overlaid on the green chest area.

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PUTTING PRODUCTIVITY BACK IN PRODUCTION

WHILE THE ENGINEERING AND MANUFACTURING INDUSTRY FACES MANY CHALLENGES, EMPLOYEE SAFETY IS ONE OF THE MOST IMPORTANT. INVESTING IN QUALITY PERSONAL PROTECTIVE EQUIPMENT (PPE), ADAPTING PROCESSES AND PROVIDING THE RIGHT TRAINING CAN HELP OVERCOME THESE CHALLENGES

The greatest asset any company has is its employees, as they ensure that processes run smoothly and at a productive pace. This is particularly relevant in the manufacturing industry, which relies on employees to monitor, assemble or produce goods. Their safety is essential to ensuring a profitable production line.

A good starting point is to ensure the workplace provides adequate comfort. Workers in the manufacturing industry often spend most of the day on their feet or standing. This puts them at greater risk of fatigue or musculoskeletal disorders (MSDs).

Fatigue caused by long working hours, and laborious tasks can reduce concentration by 23 percent and memory function by 18 percent, which can place employees at greater risk of an injury as they are likely to pay less attention to their work. Tasks become nine-percent more difficult when employees are fatigued and their ability to deal with stress decreases.

MSDs affect the muscles, tendons, ligaments, nerves and other soft tissue. Although these disorders initially manifest as mild discomfort, they can quickly result in acute pain. Prolonged periods of standing can damage joints and lead to swollen legs, foot disorders (such as Achilles tendonitis)

back, hip and neck pain and can slowly diminish elasticity in soft tissue.

MSDs are a big contributor to workplace absenteeism. In South Africa, MSDs account for 40 percent of all chronic conditions and 54 percent of long-term disabilities.

To combat fatigue and MSDs, the manufacturing industry can consider adapting the workplace or procedures to provide more comfort for employees. It is, after all, the employer's responsibility to reduce potential harm to the workforce. One suggested change that can be easily implemented is to provide anti-fatigue mats.

The cushioned surface of the matting encourages foot movement, which assists with blood circulation and reduces the chances of MSDs. The mat allows the body to mimic the movement of walking, despite being in a static position. Market research, undertaken by a provider of anti-fatigue matting, found that 75 percent of companies that used these mats saw an improvement in the well-being of staff.

Anti-fatigue matting was found to reduce pain and increase productivity. Some 23 percent of companies included in the market research also found that absenteeism declined as a result of the anti-fatigue mats.

Depending on the product being manufactured,



employees are also at a great risk of slips and falls. Various chemicals, oils, water or other fluids might spill onto the floor of the factory. To prevent employees from slipping, the industry can ensure spills are cleaned immediately, signs are strategically placed and employees adhere to the three-anchor rule.

The rule requires employees to always have three anchor points, for example, two hands on the railings and one foot securely grounded, when walking.

Anti-slip mats also help to prevent trips, slips and falls. There are various mats available on the market, each catering for specific spills.

Companies should consult a qualified supplier regarding the correct anti-slip mat for their industry and potential spills. Some suppliers also offer mats that combine anti-slip and anti-fatigue technology. This ensures maximum protection without an exorbitant investment.

“ In South Africa, MSDs account for 40 percent of all chronic conditions and 54 percent of long-term disabilities.

Employees in the manufacturing industry should also be provided with the basic PPE to ensure their safety. While the PPE required will depend on the product being produced, most manufacturers will have to invest in body protection or overalls, eye protection, hand protection, footwear and, potentially, hard hats.

Hand protection is particularly important, as most employees either handle the actual product or operate machinery to produce the product. It is important for safety gloves to protect against the relevant chemicals in the workplace and to fit the employee comfortably. Ill-fitting or uncomfortable PPE is often removed, exposing the employee to potential injury.

Most factories also have loud machinery. It is, therefore, important to equip employees with appropriate and adequate hearing protection. Employers should consult with the PPE suppliers to determine the most appropriate equipment as well as training in the use thereof.

Manufacturers that invest in the safety of their employees will reap the reward of a more motivated, productive and safe production line with fewer days lost to absenteeism and injury. After all, employees are the greatest asset of any company. SM



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FORESTRY: HIGH RISK, BUT MANAGEABLE

FORESTRY IS WIDELY CONSIDERED TO BE ONE OF THE MOST DANGEROUS INDUSTRIES IN WHICH TO WORK, BUT THAT DOESN'T MEAN IT HAS TO BE UNSAFE. BRIAN DARLINGTON SHARES SOME TIPS TO ENSURING A SAFE WORK ENVIRONMENT

When researching which professions qualify as high-risk, forestry and commercial deep-sea fishing are almost always ranked among the top three (together with transportation), with forestry sometimes ranked as the industry with the highest risk.

This is quite alarming when you consider that, as an industry, it's up against so many other high-risk professions such as searching and lifting of landmines, underground mining, electrical power-line workers, astronauts and firefighters.

HIGH RISK NEED NOT MEAN UNSAFE

Being regarded as one of the highest-risk industries doesn't necessarily mean that forestry needs to be an unsafe industry. Yes, there are risks associated with various forestry activities, including, for example, silviculture, harvesting and the transportation of personnel and logs,

but there are things that can be done to ensure the safety of employees.

These include identifying associated hazards or risks and developing suitable controls related to the three main safety elements: personnel safety and health; safe equipment; and ensuring a safe and healthy working environment.

Let's look at some of these safety hazards and controls in a little more detail and explore what best practice looks like.

PERSONNEL TRANSPORTATION

Forestry operations are typically labour intensive with widely spread tracts of land or activities. This requires daily transportation of significant numbers of employees and equipment to the various compartments of land (harvesting and silviculture).

In addition, the personnel transport vehicles sometimes travel long distances over treacherous terrain, often in



extreme weather conditions. This perpetuates the potential for vehicle incidents and possible serious injuries and/or life-altering or fatal injuries. As a result, the transportation of personnel is often one of the highest-risk areas in forestry operations and warrants closer inspection and investment into appropriate controls.

Examples of some of the risky behaviour typical of personnel transportation include:

- Inappropriate transportation of employees and contractors: It is not uncommon to see people being transported by tractor-driven trailers (sitting or standing) or on the back of pickup vehicles (bakkies). This is illegal and provides no protection against injury in the event of a traffic incident.
- Carrying tools and equipment in the same compartment as personnel: This presents serious risk of injury with equipment being flung around in the event of a traffic accident.

To protect employees and contractors, suitable personnel carriers should be used, equipped with individual seats and seat belts for everyone in transit. Also, the tools and equipment should either be stored in a separate compartment, or transported in a separate vehicle.

It is unfortunately not easy to engineer out all the risks associated with personnel transportation, but, by ensuring vehicles are appropriately equipped and by developing a culture where seat belts are used, injuries would be less severe in the event of an accident.

To make a meaningful difference to a company's safety culture, there needs to be a consistent commitment to safety at all times. Companies can't, for example, hope to develop a 24-hour safety culture at work when exposing their employees and contractors to unsafe modes of transport en route to work.

This suggests an insincere commitment to safety, which has the potential to create confusion as to when or how



safety controls should be applied. Companies need to consistently insist on safe behaviour 24-hours a day, every day.

TREE FELLING

In many instances, modern forestry companies have mechanised their harvesting operations, thereby maximising yield efficiencies and safety. There are, however, still instances where manual harvesting is conducted. In these cases, the use of chainsaws poses a risk to operators and other employees working in the area during tree felling, as they could enter the drop or danger zones of falling trees.

To manage this risk, safe distances need to be clearly defined. For example, no person may come within 100 m (or two tree lengths) from the base of a tree being felled. It is also important to ensure that everyone in the team understands where the felling is taking place and what's expected of them at all times – thereby ensuring their own safety and the safety of their colleagues.

Tree-felling activities should also be separated from other tasks, such as debarking or cross cutting, to keep teams apart and out of the danger zones. This can all be achieved through developing and sharing pre-harvesting plans as part of the daily toolbox talks.

FIRE HAZARDS AND FIREFIGHTING TEAMS

Fire season in South Africa is always a concern to leaders, senior managers and safety, health and environment professionals. A combination of hot and dry summer conditions increases the potential for fires. In most South African forestry operations, company firefighting teams consist of employees and contractors, sometimes supported by other companies and farmers in the region.

Careful selection and thorough training of corporate firefighting teams is critical. This helps to ensure that they are suitably prepared for duty even if they are not professional firefighters. This includes being declared fit by a medical practitioner, in terms of general health and physical fitness.

Companies also need to ensure the availability of all necessary firefighting equipment, personal protective equipment (PPE) and proper training of all firefighting teams.

Training includes regular fire drills to ensure a deep understanding of firefighting duties and to strengthen the safe behaviour needed when faced with unexpected events such as wind changes that could cause fires to jump across roads or compartments.

It is advised that all firefighting team members be put through their paces by attending refresher training and participating in firefighting drills prior to the fire season.

This should be aligned with the annual medical and fitness check. I highly recommend the film *Only the Brave* (which is based on a true story) for all firefighting teams, as it highlights the risks of firefighting and how quickly conditions can change and lead to fatal consequences.

WILD ANIMALS AND INSECTS

Forestry activities are always at risk of incident or injury from wild animals, reptiles and insects. The likely species

to be encountered varies from country to country. Those involved in forestry operations in Russia and Finland, for example, stand the risk of encountering bears and wolves, while South African operations face the risk of snakes and bees or, in some cases, even elephants and buffalos!



To guard against attacks, clear safety rules and controls should be implemented. These include:

- Daily checks to identify the presence of any wild animals or beehives;
- Assigning one person as the watch to identify any wild animals entering the work area. The person could be provided with an air alarm or whistle to give an early warning to others and to initiate the evacuation procedure;
- Providing safe assembly areas where people gather in the event of a wild animal approaching. Personnel transport carriers often present a sensible assembly point as these vehicles are always in close proximity to the workers. Once all workers are safely in the vehicle, they can be moved out of the danger zone;
- Some companies issue their employees or contractors with nets to place over their heads to protect them against bee stings;
- In areas that have a high risk of snakes, some companies provide snake awareness training for their forestry employees. This helps to manage the fear and to ensure the correct safety precautionary steps are followed when encountering a snake;
- It's important to familiarise all forestry employees with their environment, including what they can or should expect to encounter, and what they should do when faced with possible attack by an animal, reptile or insect.

LOG LOADING, TRANSPORTATION, MOBILE PLANT AND EQUIPMENT

Log loading and transportation is an everyday activity in the forestry industry, with road trucks, trailers and rail wagons loaded for delivery to paper mills, sawmills and

other storage areas. These are typically high-risk areas with the presence of large mobile plant and equipment, such as log handlers and collection vehicles, as well as smaller equipment used for stacking the logs.

The movement of people within these high-risk areas



adds to the danger. Strict rules and controls must be in place to separate people from the equipment and the loading and offloading areas. As with harvesting areas it is critical that there are controls and that rules are clearly understood. For example:

- Safe distances need to be defined and adhered to around all loading and offloading areas, including railway sidings.
- There must also be a clearly understood plan for all drivers while their vehicles are being loaded and offloaded. Some companies insist on drivers standing in a clearly demarcated waiting area, or remaining in the cab of the vehicle during loading and offloading.
- Railway sidings are ideally designated as no-go areas for any person while wagons are being loaded or offloaded.

Another important consideration ahead of log transportation is the safe stacking and securing of the logs on the vehicles. A load falling while in transit places other road users at risk. This can be avoided by carefully securing the load and not stacking it higher than the stanchions (the upright posts) of the truck and/or trailer.

Some examples of good practice during loading and transportation include:

- The operators of the mobile plant responsible for loading or offloading trucks and wagons must be empowered to take full control and responsibility for the area around their equipment. When a person enters the danger zone, the operator needs to stop their activity immediately and instruct the person to leave the area.
- Unlike in paper mills, the offloading area is not always at the same place. Providing a designated safe waiting area for drivers is therefore not possible. As an alternative, an

OCCUPATIONAL HEALTH AND SAFETY SERVICE PROVIDERS IN THE FORESTRY INDUSTRY



easily visible pole with a flag (similar to those used on golf courses) can be placed at the defined safety distance ahead of any loading or offloading.

- Ensure mobile plant and equipment are suitably equipped to provide maximum protection for operators. This includes seat belts, rollover protection, and bulletproof windscreens and doors (for protection of falling trees or flying objects).
- Drivers are required to inspect the securing of the load prior to leaving the compartment and at frequent intervals along the journey. This helps to ensure the straps are all still secured and that no logs are at risk of falling off. It is recommended that each bundle of logs be secured with two straps.

EXTREME WEATHER CONDITIONS

Forestry employees are always exposed to the weather which can, at times, be extreme. In South Africa, summer temperatures may reach in excess of 40°C. It is, therefore, critical to make sufficient water available and to provide shaded areas for colleagues to rest out of the direct heat of the sun. This ensures continuous hydration and prevents possible heat stroke which is potentially fatal.

In addition to extreme temperatures, forestry employees also risk exposure to lightning strikes. Standing under a tree is far from an ideal place to be during a thunder

storm. Suitable controls, clear rules and procedures should be in place and all employees should be trained in the appropriate steps to follow in the event of an approaching storm. These include:

- Appointing a person to monitor weather and storm forecasts, and to provide necessary and timely warnings to the teams;
- Implementing clear rules of when an area needs to be evacuated;
- Agreeing on the assembly points. The safest place to be during a thunder storm is in a well-constructed, earthed building, but with such buildings seldom available in the forests or plantations, the next best place in which to take shelter is in a vehicle;
- Implementing the safe return rule. This could, for example, confirm that employees or contractors are only allowed to return to their respective tasks 30 minutes after the storm has passed; and
- Appropriate and repeat training for all employees or contractors in the actions to be taken in the event of lightning strikes, such as moving to safe areas, or clarity around what to do if caught out in the open during a strike. This could include, for example, seeking shelter in low areas such as a ditch or ravine, moving away from water sources such as rivers or streams, and moving away from metal structures such as fire towers, water tanks and fences.

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SOLITARY WORK

Solitary working conditions are quite common in forestry operations. This brings considerable risk. Controls need to be implemented to ensure employees or contractors are safe, can summon assistance in an emergency and are contactable. Risk assessments for solitary work must be conducted and consideration given to the level of supervision required.

For example, the complexity of the work, remoteness of the activities and the competence of the individuals in dealing with the likely challenges need to be assessed. Risk assessments and controls should address the security of the employees and what actions need to be taken in the event of an emergency and injury.

These controls should include the intervals between supervisor visits, intervals between telephonic or radio contact, and emergency contact details and procedures. New employees should not be placed in solitary working conditions without suitable training and competency

- Providing suitable covers for slashers and sharp-edged tools that can be placed over the equipment when not in use and when moving between working areas. This helps to avoid contact with sharp tool edges during a fall.

Although most fall incidents are not of a serious nature, there is always the risk of fractures. Precautions must therefore be taken, and controls implemented to reduce the severity of these incidents.



tests. Conducting regular medical examinations is also important in ensuring employee suitability for solitary work.

SLIP, TRIPS AND FALLS

The risk of slip, trip and fall-related incidents in forestry is a reality. There are a number of precautions that companies can take, including:

- Providing training in the correct way of falling to reduce the likelihood of serious injuries;
- Insisting on the use of hard hats to prevent head injuries when falling; and



CONCLUSION

There is a need in all industries, including forestry, for companies to develop an interdependent safety culture where everybody looks after their own safety and the safety of their colleagues.

This requires a total commitment from everyone – from senior leaders and middle management, through to first-line managers and their teams of employees and contractors.

To ensure an effective interdependent safety culture, communication and engagement are key. Leaders need to engage employees to understand what the barriers are to working safely and agree on the controls to be implemented.

Forestry remains a high-risk industry. A 24-hour safety culture requires companies to consistently insist on safe behaviour. There also need to be suitable controls in place, a clearly understood set of rules and adherence to all necessary procedures.

If backed up by an interdependent safety culture, this greatly reduces the probability of incidents and the severity of injuries in what is typically a high-risk industry. SM



Brian Darlington is the group head of safety and health for the Mondi Group, based in Vienna, Austria. He has filled the role since 2012 and is responsible for safety and health in more than 30 countries. He started working at Iscor before joining Mondi in 1987, working in Gauteng. In 2000 he transferred to the Kraft Division in Richards Bay. During 2005, he transferred to Europe, taking up the position of business unit SHE manager, responsible for SHE in paper mills in Austria, Hungary, Israel, Slovakia, Poland, South Africa and Russia, as well as forests operations in South Africa and Russia.

HARVESTING THE REWARDS OF SAFE FARMING



AGRICULTURE IS ESSENTIAL TO THE WELFARE OF A COUNTRY. GOOD FARMING PROCESSES FEED A NATION, WHILE POOR FARMING METHODS COULD ENDANGER THE LIVES OF MORE THAN JUST THE FARMERS. SHEQ MANAGEMENT TAKES A LOOK AT OCCUPATIONAL HEALTH AND SAFETY IN AGRICULTURE

Every aspect of safety, health, environment and quality (SHEQ) is important to the agricultural sector. Farmers need to consider the safety procedures that protect the employees; their own health as well as that of their workers and livestock; the environmental impact of farming processes, including pesticides; and the quality of produce delivered.

An important part of farming is ensuring workers are safe so that they can be productive. However, as Advocate Hendrik Terblanche, MD at Legricon, noted in a 2018 interview with SHEQ MANAGEMENT, there are no specific health and safety regulations for the agricultural sector.

Often, the industry simply complies with the same regulations as factories, such as regulations for hazardous chemical substances (including pesticides) and for driven machinery.

Terblanche comments: "It is quite costly for a farmer in an isolated rural location to obtain the services of an approved inspection authority to conduct hygiene surveys. This could result in a high instance of non-compliance to the legal requirements in the sector."

Heavy machinery or equipment might be operated by unskilled workers. There might be no health and safety training and no systems in place to identify hazardous areas or dangerous practices.

Despite the lack of compliance, there are still many issues facing the industry; such as exposure to extreme weather, fatigue, noise, vibrations, contact with animals and animal excrement, exposure to chemicals, diseases, security risks

and natural disasters including droughts or flooding.

Farmers should be prepared for all of these SHEQ issues. Well-prepared workers can also assist in minimising harm. Terblanche encourages farmers to invest in personal protective equipment (PPE), a first-aid kit and portable fire extinguishers. Farmers can also introduce basic health and safety training and good practices such as encouraging employees to wear sunscreen.

Workers can be supplied with safety boots, hearing protection and gloves to prepare them for their working environment. Depending on the application, farmers can also make use of Gloves in a Bottle lotion from Medloyd Healthcare, which locks out moisture-depleting irritants for between four to 12 hours and can endure multiple washes. It prevents the skin from drying out.

"Although the remoteness of farms could be a challenge for some compliance requirements, the Department of Labour has a booklet (available in Afrikaans and English) discussing health and safety in the agricultural sector. This could be a useful starting point for many farmers," Terblanche says.

The health of farmers and their employees is just as important as safety. Farmers should ensure that employees are in good shape, have access to the necessary healthcare and are aware of the dangers of drug or alcohol abuse. Farmers should also keep an eye out for abuse of alcohol and drugs at work as this could lead to injuries or accidents.

Farmers are at great risk of depression. In an article for *Farmer's Weekly*, Lindi Botha notes that farmers face

numerous uncertainties and often live quite isolated lives, which contributes to stress and could lead to depression. Although there are no studies on depression rates among South African farmers, global studies indicate a high occurrence of depression in the industry worldwide.

Botha writes: "A 2014 Australian study, found that farmers had a suicide rate one-and-a-half times that of the general

They need to take responsibility for the produce they deliver and ensure it is safe to consume and of high quality. Farmers should be aware of any diseases threatening livestock.

Agricultural economist Wandile Sihlobo notes in an article for *Business Day* that South Africa faces some level of inefficiencies in food safety monitoring systems.

Farmers should be careful of fraud, which could damage the reputation of a product. For example, due to a high number of counterfeit honey products exported from China, Chinese farmers have become synonymous with food fraud. As a result, conscious consumers might actively avoid purchasing honey produced in China.



“Food quality and safety are important levers of food security.

population. The HUNT study (Performed by the HUNT Research Centre at the Norwegian University of Science and Technology) found that both male and female farmers had higher levels of depression symptoms than those of the general working population."

A feeling of control over one's life and situation is important for mental health. The high level of uncertainty in agriculture means that it is often difficult for farmers to feel in control. Botha quotes clinical psychologist Adri Prinsloo: "It affects their sense of self-worth and self-efficacy negatively when their coping strategies seem to be failing; the plans they had for practical solutions don't work; and when they feel unsupported by government or threatened."

Farmers might also be more reluctant to seek help. Botha notes: "The HUNT study found that mental illness appeared to be particularly stigmatising in farming communities, and farmers seemed reluctant to contact the healthcare system for help for mental-health problems."

A coping mechanism might include drinking heavily, which in turn causes other health concerns and puts farmers and their employees at risk. It is important for farmers and their employees to consult a medical professional if they suffer from depression.

Farmers also need to consider the impact of their farming methods and the use of pesticides on the environment.



Farmers should also take care to label their produce correctly. In 2018, the Economist Intelligence Unit ranked South Africa at 44th out of 133 countries worldwide in the 2017 Global Food Security Index. South Africa was ranked the most food secure country on the continent. The rankings are determined by the affordability, availability, quality and safety of food.

Sihlobo notes: "While affordability and availability have been a key focus, the quality and safety aspects have seldom been mentioned in debates on food security. This is quite regrettable, as food quality and safety are important levers of food security."

In conclusion, to ensure quality produce and food safety, it is important for the agricultural sector to invest in health and safety initiatives, despite a lack of regulations. SM

STAMP OF APPROVAL



INVESTING IN HEALTH AND SAFETY TRAINING AND CERTIFICATION HELPS PREVENT INJURIES IN THE WORKPLACE AND SAVES COMPANIES MONEY IN THE LONG RUN. THERE ARE NUMEROUS COURSES AVAILABLE

An estimated 2.2-million fatal workplace accidents occur globally every year, of which 2 643 occur in South Africa. Workplace injuries can lead to expensive health and legal expenses. By ensuring that employees and occupational health and safety (OHS) officers are trained in the necessary procedures, companies can reduce workplace injuries or fatalities and all the associated costs.

Alta Kruger, occupational health diploma training and quality manager at Occupational Care South Africa (OCSA), notes: "If employees are not trained in the basic principles of health and safety and protecting the environment, as well as on how to protect themselves and fellow workers, companies are likely to pay the price in terms of accidents and injuries."

Workplace incidents often result in litigation costs, compensation payments, hospital bills, medical expenses and fines. However, the indirect costs of a workplace injury can often have a greater impact on company finances and include loss of productivity, worker replacement and increased insurance premiums. Fatal workplace injuries can also lead to damage to the company's reputation and a loss of business.

When providing the appropriate training, companies also benefit by being OHS compliant, boosting productivity and saving money. A study by Lockheed Martin of the company's

Paducah plant revealed that employee productivity increased by 24 percent after the implementation of safety procedures. The factory costs also decreased by 20 percent following the changes.

“ If employees are not trained in the basic principles of health and safety and protecting the environment, companies are likely to pay the price in terms of accidents and injuries.

In a survey by Liberty Mutual Insurance, around 40 percent of chief financial officers cited productivity as a top benefit of effective workplace safety programmes. With a safer environment, employees are less likely to visit hospitals for workplace injuries or take sick leave. Investing in the safety of employees also helps to build loyalty.

There are numerous training courses that can help OHS officers to further their careers and provide a safer workplace for employees. By far the most important training and certification is a health and safety diploma or certificate.



It is important for an OHS qualification to cover some of the basic responsibilities of the OHS officer in the workplace including managing health and safety programmes or incentives, building knowledge of the OHS Act, legislation and standards, performing inspections and investigating incidents.

OHS officers might also need additional training regarding health and safety in their specific industry. The National Occupational Safety Association (Nosa) offers specific health and safety courses for the agricultural sector and the mining industry.

OHS officers can also be trained in health and safety for specific applications. Nosa offers training for working at heights including fall-arrest rescue. Employees who use fall-arrest systems should also receive this (or similar) training.

After undergoing basic training and certification, OHS officers can expand their knowledge and skills by taking courses that are not necessarily directly related to their day-to-day duties.

For example, every company needs at least one fire marshal for every 50 employees. OHS officers can take



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OCCUPATIONAL HEALTH AND SAFETY SERVICE PROVIDERS IN TRAINING AND CERTIFICATION



on this responsibility by getting basic fire and emergency training. They can also appoint an employee to act as a fire marshal. Ideally, a company should have multiple fire marshals in case one is ill or on leave.

OHS officers and other employees should also be trained in basic first aid to assist when an incident occurs in the workplace. There are various types of first-aid training offered by St John South Africa.


"First aid is emergency help given to an injured person or someone who suddenly becomes ill. It can be as simple as removing a splinter from a child's finger and applying a plaster, to something more complicated like giving care to many casualties at the scene of a motor-vehicle accident. The aim of first aid is to preserve life, prevent further illness or injury and promote recovery," the organisation notes. For more information see page 80.



“ The aim of first aid is to preserve life, prevent further illness or injury and promote recovery.

It is important for OHS officers to continue learning in order to remain up to date on changes to legislation, standards and practices. To help stay abreast of changes, OHS officers can join a professional body.

With the correct qualifications and work experience, OHS officers can join Saoish, for example, and establish themselves as a professional in the field. They can also further their career growth by accessing important information on best practice regarding occupational health and safety.

Companies that support their OHS officers to improve their skills and knowledge will reap the rewards of a safer workplace and more motivated staff. 

READ MORE ABOUT THE VARIOUS FIRST AID COURSES OFFERED BY ST JOHN SOUTH AFRICA





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PROTECTING THE BIGGEST ASSET

EMPLOYEES ARE UNDOUBTEDLY ONE OF THE BIGGEST ASSETS TO ANY ORGANISATION. IT IS IMPORTANT TO ENSURE THE PHYSICAL AND MENTAL WELL-BEING OF EMPLOYEES TO INCREASE WORKPLACE SATISFACTION, RETAIN TALENT AND REDUCE EMPLOYEE-RELATED COSTS

Although employee wellness has been in the minds of employers from as early as the 1920s, the modern corporate wellness programmes only began in the 1960s with exercise programmes, health risk assessments and stress management. The first wellness and safety programme in South Africa was introduced in the 1980s by the Chamber of Mines of South Africa.

Today, employee wellness is about more than just the physical well-being of an employee, but also their mental health and comfort. Various studies have found that wellness programmes can increase job satisfaction and productivity, while reducing absenteeism and the financial burden on companies.

Christina Conradie and her fellow researchers found a direct link between wellness programmes and a company's profits in their 2016 study entitled: Corporate health and wellness and the financial bottom line.

"The study provides the first evidence from employers in South Africa that workforce health and wellness programmes are positively associated with companies' financial bottom lines," the study reads.

It is estimated that South Africa loses around R55 billion to sick leave each year. While not every industry is capable of providing bean bags and sleeping pods, like Google, for example, there are areas in which every industry can improve.

ERGONOMICS BEHIND THE DESK

One of the biggest factors in productivity is a comfortable workplace. This will mean different things for different industries, but, essentially, it is all about reducing fatigue. Around 80 percent of employees become uncomfortable as the day progresses, and between 60 and 90 percent

experience work-related lower-back disorders.

For offices, this could mean implementing comfortable chairs or desks that allow employees to stand or sit. For the manufacturing industry it might mean anti-fatigue mats, while the construction and mining industry might want to avoid placing employees in cramped spaces and ensure they take frequent breaks.

Ergonomics provide ways in which the environment can be optimised to ensure that an employee is sitting or standing comfortably and able to perform at their best. Ergonomists conduct basic risk assessments to highlight potential hazards and provide countermeasures to improve the workspace.

In addition to professional assessments, companies should also educate employees on the basic principles of ergonomics to encourage a culture of self-reliance in which employees can take the initiative to adapt their workplace for optimum comfort. It could be something as simple as moving the keyboard or lifting the computer monitor to eye level to avoid slouching.

Ergonomics is deeply tied in with the physical well-being of the employee. Uncomfortable spaces could cause physical harm, such as lower-back pain. If an employee is seated for most of the day, it can increase their risk of weight gain and associated diseases such as diabetes and high blood pressure.

FITNESS FOR FISCAL GROWTH

Employers can assist employees to care for their physical health by providing important health services at the office, such as health screenings and seasonal flu shots. Companies can also provide healthy food at the canteen and encourage employees to take frequent breaks to stretch.

The physical health of employees can also be protected by ensuring good office hygiene. Bacteria and viruses can quickly spread in an office environment. Cleaner offices result in a decrease in sick days. Start by providing employees with the basics such as hand sanitiser stations and regular quality cleaning services at the office.

Discourage employees from eating meals at their desk as the keyboard is often the dirtiest tool in the office. Employers can also regularly service or clean the air-conditioning system and implement air-purification systems to improve the air quality in the workplace.

MENTALLY PREPARED FOR SUCCESS

Mental health among employees is just as important as physical health. Stress plays a big role in most work environments and can be caused by a variety of factors such as loud noises, conflict, or excessive workloads or hours.

Causes of conflict can include role interference, role ambiguity, conflicting expectations and forced role engagement during which employees are required to take on more work, or work longer hours.

Employers should ensure that positions and responsibilities are clearly defined, set goals and provide employees with support to achieve them. Mentorship

programmes provide a good way of reducing stress and conflict as employees form a close relationship with their supervisor and feel comfortable to discuss concerns.

IDENTIFYING THE WARNING SIGNS

Organisations should be able to identify when an employee's well-being is suffering. They might seem constantly tired, make more mistakes or cause conflict. Companies can support the employee by providing a safe environment to discuss their challenges and potentially ease their stress.

Substance abuse can also be an indication that an employee is stressed or unwell. Companies should educate employees on the risks of substance abuse and have clear policies in place.

Frequent alcohol and drug testing is a good way of discouraging employees from coming to work under the influence and placing themselves and their peers at risk. If an employee has an addiction, the company can assist the employee to receive professional help. SM

READ THE FULL STUDY BY CONRADIE AND FELLOW RESEARCHERS REGARDING THE LINK BETWEEN WELLNESS PROGRAMMES AND THE BOTTOM LINE OF A COMPANY



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The **V-Flap** enables women to conveniently relieve themselves on-site without having to remove the upper part of the garment and

expose themselves, while the darker colour featured on the upper thigh and hip area of our unbleached boiler suits prevents the exposure of sanitary accidents whilst on-site.

The maternity cut caters to women during pregnancy who experience changes to the shape of their bodies. The trousers feature a cotton-knit insert at the side seams and a broad knitted cotton waist band, providing comfort for a growing belly, whilst the jacket offers an extended front and sides to accommodate for the growing bust and belly areas. All trousers and jackets are sold separately to ensure that those with large bust areas, but small hip areas, or vice versa, can still have a comfortable fit.

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FIRST LINE OF DEFENCE



WHILE IT IS IMPORTANT TO HAVE OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICIES AND PRACTICES IN PLACE, IT IS OFTEN THE PPE THAT ACTS AS THE FIRST LINE OF DEFENCE AGAINST INJURY

Personal protective equipment (PPE) is arguably the most important in the health and safety industry as it protects employees against injuries when an incident does occur. Each industry has its own requirements when it comes to PPE and each worker has his or her own individual needs.

Before purchasing PPE, it is important for a company to know why it is needed. There is a range of PPE that caters for specific industries and applications. Hand protection or gloves made for the food industry, for example, won't last very long in the construction industry.

Some PPE is made to resist certain chemicals or potential injuries, like cuts, while other PPE assists employees in very specific applications, like hearing protection that cancels noise only above a specific decibel. It is, therefore, very important to carefully consider what the employee will be doing while wearing the specific PPE.

After identifying the application and appropriate PPE, it is important to ensure that the equipment fits the employee, as he or she needs to be comfortable and be able to work safely while wearing it. Employees might be inclined to remove equipment that is ill-fitting or uncomfortable, exposing themselves to injury.

Ill-fitting PPE could also place the employee at risk, as, for example, gloves can get caught in equipment or the employee might trip over the legs of overall pants that are too long.

Once the correct PPE has been purchased, it is important for it to be well maintained. The first step is to follow the instructions set out by the manufacturer regarding washing and storing. This information should be included in the packaging of the PPE.


PPE should also be inspected regularly for any damage or ageing. Manufacturers can advise on the expected lifespan of PPE and how frequently it should be inspected. Fall-arrest systems, for example, need to be inspected before every use.

Any signs of ageing or damage should be an indication that the PPE needs to be replaced. It is very important to also adhere to the manufacturer's instruction regarding disposable PPE. Under no circumstances should disposable PPE be reused, even if the employee left the site for only a few minutes.

Some manufacturers offer training on how to use and maintain PPE. Be sure to enquire whether this is possible. It is important to purchase PPE from a reputable supplier that complies with local and international regulations, such as BBF Safety.

This PPE supplier was recognised in multiple categories at the Durban Chamber of Commerce KZN Exporter of the Year Awards. BBF Safety was awarded the winner in the Emerging Markets category and was a finalist in the Manufacturing (all companies that manufacture in KwaZulu-Natal) and Africa (all companies that export to Africa) categories.

BBF Safety group export manager, Tven Heyer, says: "We are honoured to have been recognised in these categories and want to extend our sincerest gratitude to our clients in both the export and domestic markets for their ongoing support.

"As a trusted partner to hundreds of businesses across Africa and beyond, we remain deeply committed to keeping people safe at work and continue to maintain excellence and innovation in all that we do." 



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ISO 45001 is the first international occupational health and safety management system standard. It was established to address the critical need for the development of a formidable occupational health and safety (OHS) management system that addresses the dismal OHS performance of organisations globally.

Annually, worldwide, 2.7 million people suffer a workplace fatality, with 340-million people suffering non-fatal, work-related injuries or illnesses.

The International Organization for Standardization (ISO) initiated the development of the new OHS management system standard in 2013 to assist organisations in providing safe and healthy workplaces for their employees and interested parties.

The journey started in London and took ISO five years to complete with the joint collaboration of around 88 countries and 114 experts.

One of the criteria in the development of the international OHS Management system was to harmonise national and other OHS management systems like ILO OSHMS, OHSAS 18001, ANSI Z10 and AS/NZS 4801, as well as to establish globally accepted requirements.

The intention was to establish best practices for both developed and developing countries and have a single international standard in place that all countries and organisations could use.

With this standard in place, together with the right infrastructure and training, organisations will be better equipped to address OHS risks; prevent deaths; work-related injury and ill-health; while continually improving their OHS performance.

ISO 45001 is based on the High-Level Structure (HLS) for better compatibility with other widely used management system standards, improved governance and easier implementation within organisations.

The HLS also allows for full integration with these management systems, providing an integrated approach to organisational management. This reflects the increasingly complex environments in which organisations operate and enhances an organisation's ability to address its health and safety risks.

The new standard also uses the Annex SL format, which simply means that the ISO 45001 management system standard is aligned to and utilises the same



common structure, definitions and core text that is used for the latest ISO 14001:2015 Environmental Management System and ISO 9001:2015 Quality Management System standards.

This format will benefit organisations with an ease of functionality and integration when implementing and maintaining multiple management system standards.

An important and key aspect of ISO 45001 is the concept of "risk-based" thinking that is now embedded within the requirements of the standard. The risk-management principles, which address risks and opportunities as described in the ISO 31000 risk-management standard, form the foundation of the new OHS management system.

ISO 45001 requires organisations to implement processes for the elimination of hazards and the reduction of OHS

risks. This approach ensures that risks can be timeously and correctly identified, so that the effective controls can be implemented. This may combine several steps in mitigation of these risks.

Users of OHSAS 18001, which is one of the most widely used OHS management systems, are all too familiar with the requirements of "preventive action". However, this requirement no longer forms part of the Annex SL text and is not included in ISO 45001 OHS management system.

This is because the entire OHS system is now expected to act as a preventive tool. This position greatly changes the focus of OHS management systems, since it no longer merely looks at compliance issues, but at the sustainability of organisations.

The other major difference between OHSAS 18001 and ISO 45001, is that ISO 45001 concentrates on the interaction between an organisation and its business environment, while OHSAS 18001 was focused on managing OHS hazards and other internal issues.


These two standards also diverge in other ways. ISO 45001 is process-based and takes into consideration both risk and opportunities, making it dynamic; whereas OHSAS 18001 is procedure-based and focuses exclusively on OHS risks, in turn excluding the views of interested parties.

In this new standard, organisations must look beyond their immediate OHS issues and consider what the wider society expects of them. They are required to check that contractors and suppliers have systems in place to address OHS issues. Organisations must also consider the impact of their activities on their surrounding neighbours, community and society.

ISO 45001 insists that these OHS issues be embodied in the overall management system of the organisation, which requires a much stronger buy-in from management and leadership.

This will be a challenge, since many organisations delegate responsibility for OHS to other personnel rather than integrating it entirely into the organisation's operations to ensure accountability at leadership level.

The ISO 45001 OHS Management System standard has, therefore, been designed in a way that assists organisations to improve their resilience by ensuring that they can anticipate, prepare, respond and adapt to changes, so that they not only survive, but prosper.

ISO 45001 ensures that OHS management is aligned with the strategic direction of the organisation, increases involvement of the leadership team and improves OHS performance. 



Jerry Ramdunee is the CEO of the Industry Compliance and Certification Authority of South Africa (ICCASA) and is a member of the international ISO PC 283 WG 1, the committee responsible for developing the latest ISO 45001 standard for occupational health and safety.

ACHIEVING SUSTAINED SUCCESS WITH ISO 9004:2018

THE INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO) HAS PUBLISHED ITS NEW QUALITY MANAGEMENT STANDARD, ISO 9004:2018, WHICH AIMS TO HELP COMPANIES ACHIEVE SUSTAINED SUCCESS

According to ISO, before any standard is developed, guidance is needed to "confirm that a new international standard in the subject area is really needed". This applies to the ISO 9004:2018 Quality management – Quality of an organisation – Guidance to achieve sustained success.

As its title suggests, ISO 9004:2018 provides "guidance for organisations to achieve sustained success in a complex, demanding and ever-changing environment".

The standard was published in April 2018 and supersedes ISO 9004:2009 as shown in Table A. The standard is not intended for certification and has gone through development. The structure of ISO 9004:2018 is illustrated in Figure A. There are a few things to consider with the new standard.

CLAUSE 4: QUALITY OF AN ORGANISATION AND SUSTAINED SUCCESS

The interesting aspect of sub clause 4.1 "Quality of an organisation" is a link to the definition of quality, which is derived from the ISO 9000:2015 Quality management systems – Fundamentals and vocabulary standard.

Therefore, ISO 9004:2018 defines the quality of an organisation as "the degree to which the inherent characteristics of the organisation fulfil the needs and expectations of its customers and other interested parties, in order to achieve sustained success". This is not a one size fits all approach.

Companies should ask themselves whether customer loyalty to their products or services guarantees their sustained success. The business environment is becoming more complex. Each organisation needs to define what is significant in its quest to achieve the desired sustained success.

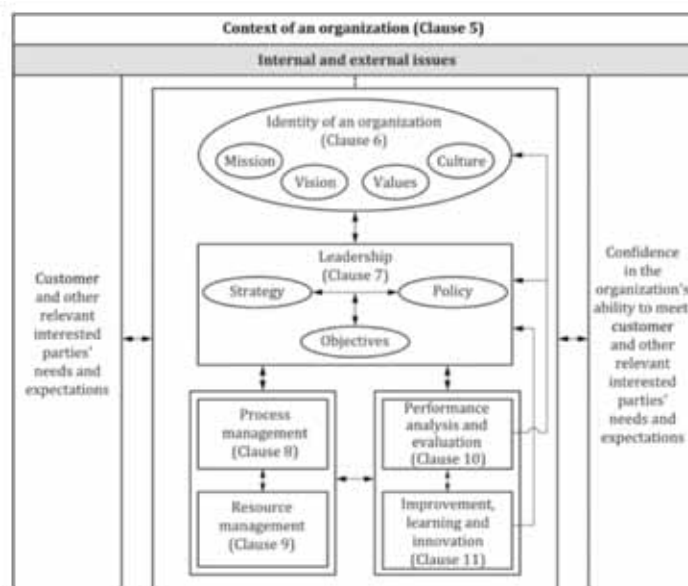


FIGURE A: Structure of ISO 9004:2018 standard.

Table A: Previous and current versions of ISO 9004

1st Edition	2nd Edition	3rd Edition	4th Edition
ISO 9004-1:1994	ISO 9004:2000	ISO 9004:2009	ISO 9004:2018
Quality management and quality system elements part one: Guidelines	Quality management systems – Guidelines for performance improvements	Managing for the sustained success of an organisation – A quality management approach	Quality management – Quality of an organisation – Guidance to achieve sustained success

In addition, embracing the quality-management principles as outlined in ISO 9001:2015 is recommended. The principles are customer focus, leadership, engagement of people, process approach, improvement, evidence-based decision-making and relationship management.

The revised guideline emphasises that organisations should look at customer-focus and relationship-management principles. It's not surprising that some organisations are embracing a customer-centric outlook. An example of a customer-centric strategy is illustrated in Figure B, which is sourced from an article by Steven MacDonald titled: How to create a customer-centric strategy for your business.

CLAUSE 5: CONTEXT OF AN ORGANISATION

The title of the fifth clause is derived from the ISO High Level Structure (HLS). Assessing a business environment is the ideal place to reflect and act on risks and opportunities. In this case, we take a glimpse into the ISO 9001:2015 Quality Management Standard and Clause 4.1: Understanding the organisation and its context. The fundamental issues to consider are the interested parties, and external and internal issues.

CLAUSE 6: IDENTITY OF AN ORGANISATION

The clause covers what defines the identity of an organisation. The saying, "tell me who you go with and I'll tell you who you are", resonates with many of us. Likewise,

an organisation's identity and context will make or break it. The revised guideline outlines the key features of a corporate identity.

These include a mission (the organisation's purpose for existing); vision (aspiration of what an organisation would like to become); values (principles intended to play a role in shaping the organisation culture and determine what is important in supporting the mission and vision); and culture (beliefs, history, ethics, observed behaviour and attitudes that are interrelated with the identity of the organisation).

It is of utmost importance to remember that any organisation that compromises on its mission, vision, values and culture will have short-lived success.



FIGURE B: How to create a customer-centric strategy for your business.



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MARI JOUBERT

CLAUSE 7: LEADERSHIP

The demand on leadership to energise everyone in the organisation will always be a cornerstone in ensuring sustained success. The clause highlights that top management should show leadership and commitment by "promoting a culture of trust and integrity".

Unlike ISO 9004:2009 Clause 5: Strategy and policy, the new Clause 7.2: Policy and strategy recommends that "top management should set out the organisation's intentions and direction in terms of ISO 9004:2018 in the form of the organisation's policy to address aspects such as compliance, quality, environment, energy, employment, occupational health and safety, quality of work life, innovation, security, privacy, data protection and customer experience".

This makes it ideal for an integrated management approach instead of just a stand-alone, quality-focused guideline! Despite the significant changes in the wording or text, strategy formulation and deployment, as well as effective communication thereof, are still relevant in the new guideline.

Michael Porter, a leading guru on strategy, sums it up well in his book *On Competition*. He says: "Strategy renders choices about what not to do, as important as choices about what to do."

“ An organisation that compromises on its mission, vision and values will have short-lived success.

CLAUSE 8: PROCESS MANAGEMENT

Behind the scenes of an organisation's sustained success lies its core and support processes. This creates a system in which the needs and expectations of interested parties thrive. The revised standard recognises: "Organisations deliver value through activities connected within a network of processes."

Like its predecessor, ISO 9004:2018 also advocates for a process approach if organisations are to attain objectives. Clause 8 has changed significantly and provides value-adding guidance to an organisation's management system. However, it is important to look out for process risks that could hinder the achievement of objectives.

CLAUSE 9: RESOURCE MANAGEMENT

The availability and provision of resources remains an overwhelming undertaking for many organisations. ISO 9004:2018 requires: "An organisation should determine and

manage the resources needed for the achievement of its objectives." This is not a new clause. A risk-based mindset had already taken stage in the ISO 9004:2009 standard.

Examples of internal and external resources are outlined as follows: financial resources; people; organisational knowledge; technology; infrastructure such as equipment, facilities, energy and utilities; the environment for the organisation's processes; the materials needed for the provision of products and services; information; resources provided externally, including subsidiaries; partnerships and alliances; and natural resources.

CLAUSE 10: ANALYSIS AND EVALUATION OF AN ORGANISATION'S PERFORMANCE

Sustained success does not happen by mistake. It calls for continual monitoring of the business environment. The requirements in this clause are better understood when reflecting on the ISO 9001:2015 Clause 9.1: Monitoring, measurement, analysis and evaluation.

It requires an organisation to determine what needs to be monitored and measured; the methods for monitoring, measurement, analysis and evaluation needed to ensure valid results; when the monitoring and measuring should be performed; and when the results from monitoring and measurement should be analysed and evaluated.

Top management needs to have a candid approach when assessing their organisation's performance. This could be achieved through, but not limited to, key performance indicators, risk assessments, integrated assurance, self-assessments and benchmarking.

CLAUSE 11: IMPROVEMENT, LEARNING AND INNOVATION

The sustained success of an organisation remains in the balance if improvement, learning and innovation is stagnant. However, this clause confirms the importance of interdependence between improvement, learning and innovation if an organisation is to achieve sustained success.

Lastly, the ISO 9004:2018 standard provides a self-assessment tool. The tool can be used to assess its current performance while identifying opportunities for improvement. It is obvious that some organisations have not taken the leap of faith to assess the maturity levels of their management systems. It is not too late.

Playing a business-as-usual card is risky. During the last 20 years, I have observed many ISO-certified organisations that have not adopted ISO 9004 to enhance their management systems and performance.

These organisations implement and maintain the standards, but never go beyond certification. In this context, I am reminded of a quote by Joe Namath: "If you aren't going all the way, why go at all?"

Organisations that have invested in quality-management systems need to consider the ISO 9004:2018. 



Hope Mugagga Kiwekete is a managing consultant at the Centre for Enterprise Sustainability. Previously he was a principal consultant risk management at Transnet Freight Rail, a management systems specialist and senior EHS auditor at the South African Bureau of Standards. He has practised as a management systems consultant, trainer and auditor in the fields of risk management, environmental, energy, occupational health and safety and quality management in various industry sectors in eastern and southern Africa and Southeast Asia.

WHY LEGALITIES SHOULD BE LEFT TO A LEGAL PROFESSIONAL

WITH HIGHLY QUALIFIED STAFF AND TWO DECADES OF EXPERIENCE IN THE INDUSTRY, MARK DITKE ATTORNEYS OFFERS SPECIALISED SERVICES IN THE FIELDS OF HEALTH AND SAFETY, ENVIRONMENT AND FOODSTUFFS TO SIMPLIFY COMPLIANCE WITH LEGISLATION AND STANDARDS

Countless acts, legislation, norms and standards govern the areas of safety, health and environment (SHE) in South Africa. These can be overwhelming to an occupational health and safety (OHS) officer – particularly as laws are constantly being amended. The answer to simplifying compliance lies with Mark Dittke Attorneys, a legal firm established in 1998 that offers all the services required to make these legalities easier to navigate.

For example, the firm offers legal compliance audits, which review the legislation applicable to a particular company and whether or not it is compliant.

"The failure to comply with a law may lead to criminal prosecution, which can result in imprisonment and/or a fine," says founder Mark Dittke. Some of the environmental laws allow for a prison sentence of up to ten years and carry fines of up to R10 million.

Dittke continues: "A thorough audit will highlight any non-compliance issues so that the company can take the required action. Performing SHE legal compliance audits is one of the key aspects of our practice.

"The aim of each audit is to provide the client with a comprehensive written report discussing its compliance, or lack thereof. Our reports are not just a table or summary with photographs of findings (as provided by many other consultants), but are value adding and informative so that the company understands why it is not compliant."

As Mark Dittke Attorneys has been contracted as an external auditor for the South African Bureau of Standards (SABS), the firm has a wealth of knowledge to ensure clients remain compliant with standards such as the ISO 14001, ISO 45001 and OHSAS 18001.

The client base of Mark Dittke Attorneys covers a broad range of industries including food and beverage, mining, transport, construction, agriculture and waste management. To assist companies to stay up to date with changes, the firm also offers online legal registers, tailor-

made for each client. All laws are in full text and constantly updated.

"Besides providing clients with the actual laws, we compile summaries in plain and accessible language to make interpretation easier. The summaries further point out licences or permits required and other documentation that must be obtained from (or furnished to) authorities," he explains.

The online legal register is particularly useful, as authorities tend not to widely announce amendments. Dittke notes: "This leads to widespread ignorance of legal obligations, which results in many companies unwittingly operating in breach of the law. We often come across companies that are surprised to hear a particular law has been in existence for some time

"To navigate this legal minefield requires constant monitoring of legal updates so that companies can take the necessary action."

He adds: "This is why the legal registers and the audits are undertaken by our attorneys; who are specialised in environmental, health and safety laws. Besides this legislation, it is often the case that other legal fields also apply, including contract law, constitutional principles (such as access to information and the right to an environment that is not harmful to one's well-being), criminal law and labour law.

"SHE laws can, therefore, not always be read in isolation, but should be applied within the broader South African legal framework. With the rapidly developing body of SHE law, it is important for companies to stay abreast of legal changes and appoint an experienced legal professional rather than a consultant with no formal legal training.

"Penalties are becoming increasingly strict, while legal requirements are getting more and more onerous and convoluted," Dittke concludes. While the firm is based in Cape Town, it assists clients throughout southern Africa. For more information visit www.dittke.com. SM

GUIDING HEALTH AND SAFETY

LEGISLATION ON HEALTH AND SAFETY IN SOUTH AFRICA IS COMPLEX AND CAN APPEAR OVERWHELMING, BUT IT OFFERS THE INDUSTRY SOME GUIDANCE ON BEST PRACTICES AND OBLIGATIONS, WHILE SOFTWARE CAN PLAY AN IMPORTANT ROLE IN COMPLIANCE

Occupational health and safety (OHS) officers face a unique challenge when it comes to legislation. They need to comply with the national OHS Act, health and safety legislation and international standards set by professional bodies, while also adhering to industry-specific legislation applicable to their specific work environment.

With legislation and standards changing frequently, it can be difficult for OHS officers to stay abreast of these changes. Professional bodies such as the South African Institute of Occupational Safety and Health (Saioh) offer assistance to OHS officers with frequent workshops and seminars to update them on the latest developments, while software can help organise the long list of regulations.

There is, for example, software that acts as a site-specific legal register of all the sections of legislation with which OHS officers need to comply, offering valuable information on how to do this. Many of these systems are designed for compliance specialists with search functions to find all related legislation, even if the key search word does not appear in any of the legislation.

Software can also be key to the day-to-day activities of OHS officers in complying with legislation. African Human Logistics (AHL) supplies INX Software, and provides implementation and support in Africa. The INX System has a number of modules that can operate as stand-alone applications or with one another in combination.

Francois Steyn, senior implementation and training consultant at AHL, notes: "The INX InControl module manages safety, health and environment (SHE)-related incidents, audits, inspections, meetings, observations and actions. It provides automated follow-up, escalation, scheduling for monthly reporting and various analysis tools.

"It also has a comprehensive risk-management tool. INX InHealth manages occupational health and hygiene processes and data," he adds.

The INX InViron is AHL's environmental monitoring and measurement module that allows clients to capture an extensive range of environmental monitoring programmes across air, water, soil, climate, waste, emissions, flora and fauna, vibration and more.

Steyn explains: "Data can be manually or automatically entered, uploaded from spreadsheets or integrated from the client's laboratory, with results validated against set thresholds to ensure that any differences are highlighted and the relevant people are automatically notified."

This system allows companies to centralise their SHE records with a single data repository. It enables a business to improve its SHE with instant, on-demand records.

"Notifications are sent via email for tasks and actions assigned as well as expiry on compliances and permits. Overdue items are escalated to ensure that important tasks are closed out. INX allows the tracking of lagging indicators, like incidents, and also leading indicators,

such as inspections, meetings, audits, observations and interactions – which more pro-active businesses are starting to do and are seeing the benefits,” Steyn notes.

He points out, however, that it is important to manage expectations when implementing SHE-management software systems – a common challenge for the industry. Clients and suppliers need to agree on what is expected from the system and what can be delivered. Another big challenge is to understand the resources, checkpoints and deliverables that make up the implementation process.


He says: “Clarification regarding roles and responsibilities is important, as is ensuring that adequate and appropriate client resources are allocated to the project.”

AHL implements the software by arranging planning and configuration meetings where the scope and functionality of the project are agreed on. “Data-upload sheets and configuration templates are supplied to the client, who populates them. We use the received data to build and configure the client’s system. We deploy the system and then conduct training. After training and going live, the software support kicks in,” Steyn explains.

He advises companies to understand the goals and confirm what software is required and what it is expected

to do; to ensure there are adequate and appropriate resources available throughout the project; and to make sure that the relevant people attend all the key phases, including workshops, training sessions and tests.

“Nominate a project manager to act as a single point of contact and a champion for the project from the client side, to ensure all stakeholders are engaged and the project is communicated properly internally. Complete a data-cleanse, as any system is only as good as the data that it contains, and use the demonstration or trial site to get the ‘look and feel’ of the software, otherwise it can be difficult to envisage how your data will be presented,” he concludes.

Even with knowledge of the array of legislation and standards with which OHS officers and industries need to comply, implementation can be a challenge. With the correct management tools and software, OHS officers can confidently remain updated and equipped to ensure that every employee goes home safely. 

FOR MORE INFORMATION ON CHANGES TO THE OHS
ACT OF SOUTH AFRICA, ANNOUNCED IN JUNE 2018,
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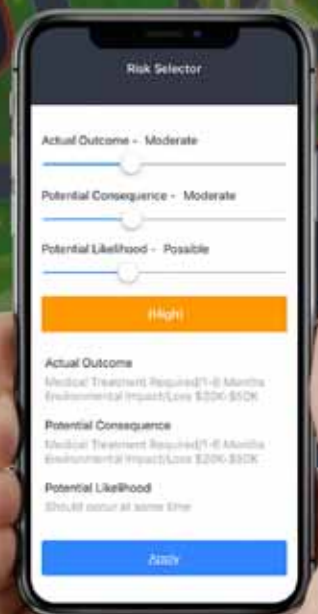


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WHEN THE SIRENS GO OFF

DESPITE ALL THE PRECAUTIONS TAKEN TO AVOID HUMAN ERROR, INCIDENTS ARE STILL A VERY REAL POSSIBILITY, AND OCCUPATIONAL HEALTH AND SAFETY (OHS) OFFICERS NEED TO HAVE THEIR FIRE AND EMERGENCY SYSTEMS IN PLACE TO QUICKLY AND EFFECTIVELY RESPOND TO EMERGENCIES

Even with the best policies, practices and personal protective equipment, companies are at risk of an incident, whether it be the injury of an employee, a fire or a natural disaster. OHS officers should have a plan in place to ensure that employees and the company can respond quickly and effectively to an incident. They can start by making all emergency contact information easily accessible and available to staff.

To prepare for a fire, OHS officers should conduct frequent fire drills to ensure that employees are aware of the procedures for when a fire does occur. Clear signs need to be placed around the workplace to help indicate what is required of employees and the alert systems, such as sirens and flashing lights.

OHS officers can also take the additional precautions of ensuring that all the fire safety doors, equipment and systems in the building are compliant with regulations. In September 2018 three firefighters died when a government building in Johannesburg caught alight. Jacob Mamabolo, Gauteng MEC for infrastructure development, claimed the building was only 21-percent compliant with safety regulations. It was suspected that the fire was started by an electrical fault.

In June 2017, the Grenfell Tower, a residential apartment building in London, caught alight and 72 people died. The building reportedly had uncompliant fire doors and a faulty ventilation and alarm system. It also had no external fire escapes, only one stairwell (not compliant with modern

building regulations for high-rise buildings) and no wet main – a series of pipes running to the top floor with water actively circulating – for firefighters. If these safety measures had been in place, the loss of life could have been greatly reduced.

The Occupational Health and Safety Institute of South Africa (OHSISA) provides services and products to assist companies with fire safety. Pieter Henrico from OHSISA notes: "The reason why fire safety is so important is that it affects everyone in the workplace. Fires can lead to serious injuries to employees, a loss of company property and critical infrastructure damage.

"OHSISA provides a wide range of services for this purpose, from basic firefighting training to evacuation officer courses and firefighting equipment." The OHS officer should have these basic skills or appoint a fire marshal to attend the courses. There should always be more than one individual who can act as a fire marshal in case one is ill or on leave. Ideally, fire marshals should not take leave at the same time. OHS officers should also make sure that fire extinguishers are available and filled, and that the contents have not expired.

OHSISA also offers the Fireball – the latest technology in fire prevention. Explaining how it works, Henrico says: "The Fireball is placed above a high-risk area. It does not need to be monitored or manually activated. Once mounted, it will go off only if there is a fire. When it comes into contact with a fire, the ball's fuse will be lit and only then will it activate

“ The importance of having competently trained first aiders in the work environment cannot be stressed enough, which is why it is a legal requirement in South Africa.

and extinguish the fire without any human contact.”

Since the Fireball is activated once in contact with a fire, it acts as a 24-hour fire extinguisher. It is also safer, as it doesn't require someone to operate it. “Employees will be protected from fires even when they're not around. Because it acts without the help of a firefighter (or any other person), the injuries caused by traditional methods of extinguishing fires will decrease,” he says.

To further assist with preventing and responding to fires,

he advises: “It is essential that all health and safety policies are in place so that employees are competent in terms of the regulations. OHSISA is a one-stop safety shop.”

Companies are also at risk of intruders who might harm employees, equipment and property. There are several types of security services and equipment, including security cameras, gates and security officers. See page 84 for more information on security.

One of the most essential emergency services in any workplace is first aid. The OHS officers, or appointed employees, need to be able to perform first aid in the case of an emergency – especially where ambulance services might not be able to reach the individual in time.

Sarah Heep, marketing officer at St John South Africa, says: “The importance of having competently trained first aiders in the work environment cannot be stressed enough, which is why it is a legal requirement in South Africa. In any working environment, employees (and even customers) can become injured or fall ill while performing their work.

“It is important that they receive fast and appropriate first-aid treatment. Simply put, it can make the difference ➤

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St John South Africa is registered in accordance with the provisions of the **OHS Act, Act 85 of 1993** and is registered with the Dept. of Labour as an **Approved First Aid Organisation** in terms of **Regulation 3(4)** of the **new General Safety Regulations**.



between life and death. Apart from this, loss of production hours due to accidents and injuries can have a huge impact on the company's bottom line, not to mention staff morale."

She adds that investing in the safety of employees through first-aid training helps staff become more safety-conscious and alert regarding potential hazards in the workplace.

"The Occupational Health and Safety Act No 85 of 1993, as amended by the Occupational Health and Safety Amendment Act No 181 of 1993, states that an employer

suitable for offices, shops, restaurants and factory environments. Our training courses include CPR/AED courses, Basic Life Support (BLS), Fire Safety and Health and Safety in the Workplace. We can tailor our courses to match a client's specific risk profile to ensure that all possible emergency scenarios in the workplace are taken into consideration," Heep explains.

"A basic first-aid course, referred to as DoL, Document C – Level 1 training, will equip an employee with the skills necessary to provide emergency scene management

and treat medical emergencies such as shock, unconsciousness or fainting, suspected spinal injuries, severe bleeding, various types of burns (including chemical), bone and joint injuries, and other medical conditions such as seizures, diabetic emergencies, allergic reactions and more. It will also teach the employee how to administer adult and child CPR and provide wound care."

In order to act as a qualified first aider, an employee will need to complete the Occupational Part Qualifications/Skills Programme, which comprises three units that all need to be passed. Heep believes, however, that it is important



“Employees are a company's most valuable asset, and are legally entitled to work in an environment that is safe.

must take all reasonable steps necessary under the circumstances to ensure that employees in the workplace receive prompt first-aid treatment in the event of injury or medical emergency,” Heep says.

The Act specifies that, if there are more than five employees in the workplace, the employer must provide a suitable first-aid box to assist in treating any injured employees. If the company has more than ten employees, the employer must ensure that for every group of up to 50 people there is at least one person readily available during normal working hours with a valid first aid certificate issued by an organisation approved by the chief inspector at the Department of Labour (DoL).


"St John offers a variety of hands-on first-aid courses

for skills to be refreshed at least every six months as first-aid techniques are updated.

She advises companies not to skimp on this valuable training. "Employees are a company's most valuable asset, and are legally entitled to work in an environment that is safe and is able to offer the necessary emergency medical care should they require it.

"No business can afford unproductive downtime due to a lack of safety standards and training in the workplace. Encourage regular safety days or drills. When staff are more aware of the possible safety risks within their workplace, they become more alert to dangers or unsafe practices generally, which can help reduce a company's overall safety risk.

"Make sure that the first aid kit is regularly checked and refills ordered," Heep concludes.

St John South Africa is registered in accordance with the provisions of the OHS Act, Act 85 of 1993 and is registered with the DoL as an Approved First Aid Organisation in terms of Regulation 3(4) of the new General Safety Regulations. 

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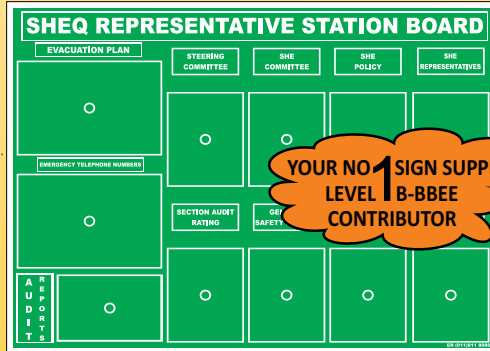
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Of Electrical Fire**
(ONLY 1 ONLY APPLIES TO OPERATING STAFF)

YOUR HEALTH & SAFETY REPS ARE

1 _____

2 _____

3 _____

4 _____

YOUR FIRST AIDERS ARE

1 _____

2 _____

3 _____

4 _____

YOUR FIRE CO-ORDINATORS ARE

1 _____

2 _____

3 _____

4 _____

YOUR EVACUATION LEADERS ARE

1 _____

2 _____

3 _____

4 _____

ENVIRONMENTAL

1 _____

2 _____



YOUR FIRST AID KIT MUST HAVE
 A MOP UP SPILLAGE KIT



EVACUATION DRILL

IN CASE OF FIRE

1. CLOSE

2. EVACUATE

3. ASSEMBLE

4. ROLL CALL

IN CASE OF BOMB

1. EVACUATE

2. ASSEMBLE

3. ROLL CALL

4. EVACUATE

STOP

DO YOU HAVE AN EMERGENCY ALARM?
 IF NOT GET ONE OF THESE

WARNING
CONSTRUCTION AREA
WATCH OUT FOR
MOVING
MACHINERY

CONSTRUCTION SITE

DANGER

NO UNAUTHORISED ENTRY
AKUNGENWA LAPHA

ALL VISITORS TO REPORT TO
SITE MANAGER

CAUTION HEAVY
MACHINERY OPERATING

HEAD OFFICE TEL No.

GET SERIOUS ABOUT HEALTH & SAFETY

SANS 1186-1 of 2013 - SAFETY SYMBOLIC SIGNS

FIRE-FIGHTING INFORMATION	GENERAL INFORMATION	MANDATORY (DO)	PROHIBITORY (DON'T)	WARNING
<p>FB1 LOCATION OF FIRE-FIGHTING EQUIPMENT</p> <p>FB2 FIRE EXTINGUISHER</p> <p>FB3 FIRE HOSE</p> <p>FB4 FIRE HYDRANT</p> <p>FB5 FIRE ALARM</p> <p>FB6 SPINKLER STOP VALVE</p> <p>FB7 FIRE TELEPHONE</p> <p>FB8 FIRE PUMP CONNECTION</p>	<p>GA1 FIRST AID EQUIPMENT</p> <p>GA2 GENERAL DIRECTION</p> <p>GA3 DIRECTION TO ESCAPE ROUTE</p> <p>GA4 DIRECTION TO ESCAPE ROUTE</p> <p>GA5 MANNED FIRST AID STATION</p> <p>GA6 DRINKING WATER</p> <p>GA7 ELATING POINT</p> <p>GA8 TRAVELING WAY</p>	<p>MV1 EYE PROTECTION SHALL BE WORN</p> <p>MV2 RESPIRATORY PROTECTION SHALL BE WORN</p> <p>MV3 HEAD PROTECTION SHALL BE WORN</p> <p>MV4 FOOT PROTECTION SHALL BE WORN</p> <p>MV5 HAND PROTECTION SHALL BE WORN</p> <p>MV6 FOOT AND LEG PROTECTION SHALL BE WORN</p> <p>MV7 FOOT PROTECTION AGAINST CRUSHING SHALL BE WORN</p> <p>MV8 DELETED BY AMENDMENT</p>	<p>PV1 SMOKING PROHIBITED</p> <p>PV2 FIRE AND OPEN FLAMES PROHIBITED</p> <p>PV3 THUNDERBOLT FOR FEEDING PROHIBITED</p> <p>PV4 WATER PROHIBITED</p> <p>PV5 DRINKING OF THIS WATER IS PROHIBITED</p> <p>PV6 PROCESSING OF THIS WATER IS PROHIBITED</p> <p>PV7 CYCLING PROHIBITED</p> <p>PV8 CARRYING OF LONG MATERIAL PROHIBITED</p>	<p>WW1 GENERAL WARNING OF HAZARD</p> <p>WW2 WARNING OF FIRE HAZARD</p> <p>WW3 BEWARE OF EXPLOSION HAZARD</p> <p>WW4 BEWARE OF CORROSIVE HAZARD</p> <p>WW5 BEWARE OF POISONOUS SUBSTANCES</p> <p>WW6 BEWARE OF BOMBING HAZARD</p> <p>WW7 BEWARE OF ELECTRIC SHOCK HAZARD</p> <p>WW8 WARNING OF SUSPENDED LOADS HAZARD</p>

SANS 1186-5 of 2013 - PHOTO LUMINESCENT





ESTABLISHING A SAFE WORKPLACE

THE ROLE OF A SECURITY OFFICER IS PIVOTAL IN ENSURING THE SAFETY OF PERSONNEL WITHIN A WORKPLACE. TO BE EFFECTIVE, SECURITY OFFICERS MUST BE PROVIDED WITH THE CORRECT TOOLS AND EQUIPMENT, INCLUDING PERSONAL PROTECTIVE EQUIPMENT (PPE)

Security officers provide many benefits to organisations: they protect the property, equipment and employees from intruders, help monitor the movement of visitors, and can play an important role in resolving interpersonal conflict in the workplace.

They can, for example, remove an employee who is "under the influence" (whether from drugs or alcohol) from the workplace or prevent them from entering the premises and harming themselves or their colleagues. However, even Superman needs protection.

Ravesh Rama, managing direct of Leo Garments, notes: "The basic PPE required for a security officer is generally focused on protecting them from the elements. What is perhaps not considered is the environment in which the security officer is deployed.

"One very rarely sees security officers issued with hearing protection, safety eyewear or even respiratory-support systems, yet they are quite often exposed to the same environmental factors as the other workers." If the security officer is near or in the workplace, they will most likely require the same PPE as the workers.

Rama notes that a common mistake many companies make when purchasing PPE is to focus only on price. He suggests that a better approach is to consider the total cost

of ownership, and the quality and lifespan of the product.

"A cheap rain suit will do the job for only a short time and will need to be replaced," he points out. With correct planning, companies can afford quality PPE. Companies on the east coast and inland areas, where there is summer rainfall and hot temperatures, for example, need to invest in breathable fabrics.

“ If the security officer is near or in the workplace, they will most likely require the same PPE as the workers.

"Combination garments could actually allow for the purchase of a better quality, breathable garment," he says. "A breathable rain jacket with a removable fleece lining for cold weather, combined with rain pants, removes the need for a separate rain suit and cold-weather jacket, and could even do away with the need for a jersey."

Leo Garments forms part of the Rama Group, which includes safety-equipment supplier Glolite, and

potential threats through recording, tracking and following up on security trends and incidents.

While controls and systems are important, creating a culture of security at the workplace can also greatly benefit a company. Employees can be encouraged to report any incidents or suspicious behaviour. They need to be aware of potential threats, know the warning signs and be able to quickly communicate with security officers if a security breach takes place.

In an office, employees might have a simple number they can dial to phone security. However, in a more

open, unstructured environment, like a mining or construction site, employers will need to think of more innovative ways of ensuring employees can communicate with security personnel quickly and effectively.

Educating employees on the importance of security will also make them more aware of potential security breaches and reduce the number of employees who bend or ignore security protocol. An employee might, for example, be less inclined to allow a stranger into the building with their access card if they are aware of the potential dangers.



manufactures a wide range of PPE for security officers.

"We manufacture a full range of protective overwear specific to the security industry, including rain-protective wear, cold-protective wear, high-visibility protective wear and ballistic body armour," he concludes.

By empowering security officers, companies will be able to keep their premises, equipment and employees safe – and the officers will be better able to perform at their very best.

Companies can further assist security personnel by installing additional security measures such as cameras and alarm systems, access-control systems and security software. With biometric technology, controlling access to the workplace can be simple and inexpensive. Employees register their fingerprints and only authorised personnel can then enter the site or secure areas.

Security software can assist in managing risks and anticipating

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“Most workplace crimes can be prevented by investing in security equipment, implementing strict security procedures and supporting security officers.”

Members of staff can also be responsible for crimes in the office. It is important that employees feel comfortable to report any suspicious behaviour among their peers. Employees should also be encouraged to take steps to ensure their own safety by, for example, taking care of their personal belongings.

The company can assist by providing lockers where employees can keep their valuables, or by providing adequate lighting in the parking areas for staff who arrive or leave the workplace after dark. Security officers can also walk an employee to their vehicle if they are parked in an isolated or dark area.

Most workplace crimes can be prevented by investing in security equipment, implementing strict security procedures and supporting security officers, who are often the most important line of defence against crime. While the initial investment might be costly, security measures will ensure that the building, equipment and employees remain safe and operations run smoothly. SM

LEARN MORE ABOUT HOW A COMPANY CAN IMPROVE
ITS SECURITY AND CRIME PREVENTION



Book your space in the 2020 SHEQ MANAGEMENT Handbook today!

The Handbook offers crucial information on safety, health, environment and quality management in a variety of industries such as forestry, mining, agriculture, construction, food and beverage, manufacturing and engineering, pharmaceutical and healthcare, transport and petrochemicals.

It includes listings of relevant service providers from personal protective equipment (PPE) to training and waste-management organisations - and everything in between. The **SHEQ MANAGEMENT** Handbook is a must-have publication for every OHS manager and a great opportunity for service providers to advertise.



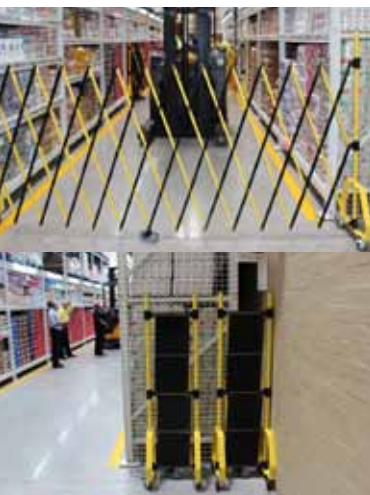
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OVERFLOWING TROPHY CASE FOR SGB-CAPE

SGB-CAPE, A LEADING SOUTH AFRICAN ACCESS, MARINE AND EVENT SCAFFOLDING SUPPLIER, WAS HONOURED AT THE NOSCAR AWARDS, HOSTED BY THE NATIONAL OCCUPATIONAL SAFETY ASSOCIATION (NOSA)

The 2018 Nascar Awards were held on Friday, October 19, at The Venue Green Park in Sandton, Johannesburg. The annual event aims to recognise and congratulate Nosa clients who have achieved excellence. In total, SGB-Cape walked away with 12 awards this year, including two individual awards.

"We have won 46 awards in the past across all our site branches, and have now collected a whopping 56 awards," says Thabo Modumaela, national health, safety and environment (HSE) manager at SGB-Cape. He adds that the organisation's success comes from prioritising safety.

"SGB-Cape is committed to ensuring that our employees are provided with a safe working environment. The commitment of both management and employees cannot be overemphasised. Without it, we would not be able to achieve our remarkable HSE record. We always look forward to pushing boundaries and do not accept the status quo and the past norms," Modumaela states.

Safety at SGB-Cape is a culture and not an afterthought. Ensuring that no harm is done to anyone and that the environment is not affected negatively remains a priority for all in the group.


The awards received from Nosa provide recognition to the company, but they also set it apart. Modumaela explains: "It means that we are in the league of our own; that we walk the talk when it comes to health and safety; and that we are not about ticking boxes, but are immersed and truly committed to transforming the HSE landscape in South Africa."

SGB-Cape has a unique way of implementing its health and safety strategy. Everyone in the organisation has ownership of it, not only the health and safety department.

Regarding the company's health and safety culture, Modumaela says: "We are caring and always refer to each other as family. There is mutual respect for everyone and we embrace diversity."

SGB-Cape is doing something right. In July 2018, the company achieved an all-time low in lost time injury frequency rate (LTIFR) at 0,05, with an average of 5 200 employees over 13-million man-hours in 12 months.

SGB-Cape's message to other organisations is simple. "Always strive to make the workplace as HSE friendly as

possible. Safety is not a separate function, but an inherent part of our everyday work ethic. Stats and milestones are important indicators along the way, but ensuring that employees return home every day – unharmed – is what it is all about!" Modumaela concludes. 

“ We always look forward to pushing boundaries and do not accept the status quo and the past norms.



ABOVE: SGB-Cape won 12 awards, including individual awards, at the 2018 Nascar Awards, which speaks to the company's commitment to health and safety.

SGB-Cape was awarded the following at the 2018 Noscars:

1. Matla: 7th Nascar
2. Kriel: 5th Nascar
3. Vaal Branch: 4th Nascar
4. Lethabo: 4th Nascar
5. Durban: 4th Nascar
6. Tedoc – SGB-Cape: 3rd Nascar
7. Namibia Walvis Bay: 3rd Nascar
8. Grootvlei: 3rd Nascar
9. Sappi Saiccor: 2nd Nascar
10. Kelvin Power Station: 2nd Nascar

Individual winners:

1. Nicolas Mwamba: 2017 HSE Coordinator of the Year.
2. Alie Ledwaba: 2017 SHE Representative of the Year.

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Serving all industrial sectors, SHEQ MANAGEMENT is published by Charmont Media. It aims to provide up-to-date, relevant information to ensure the safety and well-being of employees in the workplace, while assisting them in preparing for emergencies and preventing disasters. SHEQ MANAGEMENT is the definitive source for reliable, accurate and pertinent information to guarantee environmental health and safety in the workplace. It is our objective to raise the profile of these important subjects: these issues belong in the boardroom!

Readers include decision-makers in the safety, health and environment arena, company directors, risk managers, health and safety managers, environmental managers, quality managers, SHEQ practitioners, SHEQ officers, training managers, various labour organisations, government agencies and non-governmental organisations.



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21 - 23 May 2019
Johannesburg Expo Centre, Nasrec,
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Johannesburg, South Africa



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Resilient silicone face seal provides comfort, durability and stability with a soft but firm seal * Proprietary 3M Cool Flow valve helps reduce heat and moisture to make breathing easier * Low profile half facepiece design offers a wide field of view and compatibility with welding and grinding shields * Exhalation valve cover directs exhaled breath and moisture downward to reduce fogging of face shields * Helps provide respiratory protection in harsh, dirty environments against airborne contaminants when used with approved 3M cartridges and filters.



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