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Editor's Comment

LOOKING INTO THE PAST

In this issue we start our new series "Looking into the past through the eyes of the Safety First Association".

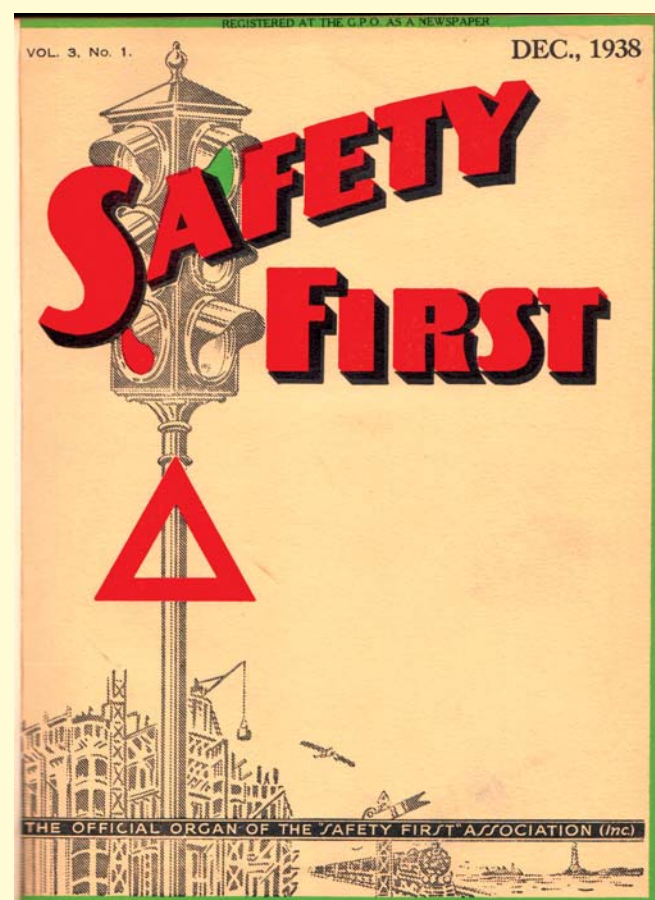
Since its birth in 1932, the Association has seen hundreds of thousands of sunsets and the dawn of almost 100 new years. It has survived a World War and a major global pandemic. It has witnessed floods, earthquakes, devastating fires and the advance of technology. Through all this, the Association has never stepped down from its position as a source of vital information to the OSH fraternity, whether through its various publications, posters or its magazine which has been published non-stop since the Association's inception.

Although much has changed over the 91 years, the concept of keeping workers healthy and safe has not and continues to be the message and vision of the Association.

In this issue, Harry Fourie, Vice Chairman Safety First Association tells us that the desire among the OSH fraternity to improve their skills and expand their knowledge is strong. He encourages everyone to remember that the Safety First Association has an unwavering commitment to OSH and is a crucial link to the resources they need.

In other words, the relevance of the Safety First Association has not changed since Sir Harry Oppenheimer first saw the need for a conduit to spread awareness and knowledge when he witnessed the unacceptable death and accident rates on his mines all those years ago.

Going forward, we will regularly reproduce articles that were published in our earlier issues. These are fascinating reads. Enjoy the first in the series on page 38.



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High and Dry:

The ocean is a dangerous place

Shipping has become a sober industry that generally not only bans the consumption of alcohol and drugs on board, but also onshore. The shipping company itself is responsible for enforcing the ban, while they strictly regulate and monitor life on board their vessels.

Every day, almost two million seafarers worldwide ensure that the crew, ship, and cargo safely reach their destination.

Tankers, bulk carriers, freighters, and container ships are constantly transporting goods including consumer goods, food, and raw materials from country to country.

"There are working time regulations, but at certain times I am simply unable to take a break," said the captain of a container ship with more than 40 years of professional experience. The same goes for the crew.

CASE STUDY

When the British cargo vessel Lysblink Seaways ran aground in the early hours of February 18, 2015, on the west coast of Scotland on its way to Norway, the first officer on duty had fallen asleep. After consuming half a litre of rum, he had forgotten to activate the navigation safety systems at the start of his shift. The breath test required by the shipping company and carried out by the captain three hours later revealed a value of 2.71 mg/l. The captain and second officer were sober. The officer on duty was fired; the vessel was scrapped after being recovered. It was human error – the cause of between 80 and 90 percent of all accidents at sea.

ALCOHOL CONSUMPTION ON THE SEAS

Alcohol consumption may play a role with incidents, but also maybe only handful of cases. And yet: If someone in charge was drunk on the bridge, this seemingly confirms excessive drinking rituals on the world's oceans. But it is often no different to the situation on land, even though people like to consume alcohol on board merchant vessels in their free time.

The notorious equator-crossing ceremonies and all-night parties in the mess luckily are a thing of the past.

Seafarers have a stressful job that remains hazardous, although safety standards have improved considerably in recent decades. Due to the high stress levels,

This article has been extracted with permission from Dräger, Review number 119.

shipping crews are among the occupations with an increased risk of addiction.

"Alcohol quickly numbs the anguish associated with the job and softens the transition from work to private life," said the Harvard sociologist Cassandra Okechukwu.

However, there is little room for manoeuvre in the global merchant fleet. A growing number of shipping companies are adopting a dry ship policy and completely banning alcohol, which means that the seafarers remain dry even when they are on shore leave.

INTERNATIONAL REQUIREMENTS

The International Safety Management (ISM) Code requires every shipowner, manager, or charterer to adopt a Safety Management System (SMS) that includes an employment agreement on the use of drugs and alcohol. The shipowner is responsible for ensuring that everybody complies with it. Anyone who wants to work on board a ship needs a seafarer's medical fitness certificate. Examining the individual's addictive behaviour is an integral part of the medical checks, which must be carried out at least every two years.

Around 20,000 seafarers were examined annually between 2009 and 2015. On average, around three percent failed. "However, addictive disorders only played a subordinate role," said Dr. Philipp Langebuch, head of the marine medical service at the German employers' liability association responsible for transport (known as BG Verkehr). Around 0.12 percent of those examined were found to be addicts.

CHECKS AT SEA AND IN PORTS

Since January 1, 2017, there has been a breath alcohol limit of 0.25 mg/l on all of the world's oceans, equivalent to 0.50 mg/ml in the bloodstream.

On tankers and vessels carrying hazardous cargo, alcohol has been banned altogether.



DANGERS ON THE OCEANS

Rapidly changing weather conditions and piracy, make the ocean one of the world's most dangerous places to work.

Around 2,000 sailors lose their lives every year. In 2016, there were 2,611 accidents; 85 ships sank. Most of the accidents happen in bad weather. Thanks to modern communication technology and sophisticated rescue services, help now arrives relatively quickly.

A NEW GENERATION OF SAILORS

Human error nonetheless remains the biggest risk. Crewing agencies that hire personnel for merchant fleet are considered the first line of defense against alcohol abuse at sea.

For example, in Manila alone there are hundreds of such recruitment agencies. Almost half a million Filipinos are employed on the oceans, approximately one quarter of all sailors worldwide. Most of them are far away from home, transferring billions of US dollars back to their families every year. Even though the consumption of alcohol plays a similar role in their homeland as it does in other countries, Filipinos often drink less. A study has revealed that this restraint is due to their socially recognised status as family ambassadors and breadwinners. There is almost always a karaoke machine in their mess, a national sport. Everything that has ever conquered the pop charts is sung – sometimes with, but also without alcohol. "This is a new generation of sailors."

This observation was made by Ulf Peterreit and his river police colleagues at the border checkpoint, which every ship has to pass through before it can leave the port of Hamburg. "This generation thinks differently and drinks less." His trained eye can quickly tell if somebody is under the influence of alcohol. "But problems are exceedingly rare," says Peterreit, who has over 20 years of professional experience behind him. The job of a sailor is a lonely one. So what could make a sailor happy?

Above all else, an internet connection on board the ship for contacting the family. The maritime industry has recognised this problem and is increasingly providing leisure and sports activities. Relaxing entertainment and the ability to switch off are no longer a luxury, but a necessity, while also attracting well-qualified personnel.

A well-equipped lounge helps the crew to bond. Films are watched together or cards played during the coffee break or after the evening meal. A ship that has a good chef and celebrates birthdays, Christmas, and New Year is a good ship.

If the company policy allows it, there is sometimes also beer, wine, or spirits. Four hours before a shift begins, however, only soft drinks are served. Most ships carry testing devices such as Dräger breathalysers so that a crew member can be tested at any time.

A growing number of ships have an absolute zero alcohol limit. "Captains are required to carry out random testing," said Peterreit. "The results are documented and presented to the shipping company in order to show the measures taken on board." However, the captain always has the final say. He himself can ban alcoholic drinks even if the shipping company allows them.

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"The international regulations require effective prevention with clear limits and tolerances and mandatory testing devices," explained Dr. Stefan Steinmeyer, product expert for impairment checks at Dräger and responsible for alcohol and drug testing.

"Random checks must be scheduled while safeguarding the privacy of those being tested."

Checks are also carried out in ports. Every ocean-going vessel that arrives in Hamburg, for example, receives a visit from the river police.

"We go on board as quickly as possible so that we find those on board in the same state as they were when the ship berthed," said Ulf Peterreit, chief investigator at the river police department in Hamburg.

If necessary, the officers also offer a breath test on a voluntary basis: "Almost everyone accepts it," continued Peterreit.

At sea, social control ensures that everyone remains fit to work. All hands are needed when 20 sailors need to keep a 300-metre container ship with a draft of 14 metres on course – a pounding powerhouse with thousands of horsepower that works on the basis of clear laws. "We all want to return home safely," said one sailor.

"If somebody overdoes it with drink or marijuana, a colleague will speak to them." This reinforces the awareness of a community at risk. Many seafarers often spend six months at a time or longer at sea. "In three months I was onshore three times for a few hours," reported the captain of another container ship. There is hardly any time for shore leave leisure activities. It takes just 36 hours to clear a mega-carrier through customs, during which time it has handled around 6,500 standard containers.

Many of the ships are intense working environments making it difficult to get away even during time off. They offer few home comforts where constantly changing nations, mentalities, and cultures converge. All this causes stress.

Having to get along with one another for months at a time – in cramped, swaying conditions, 24 hours a day – can lead to conflict, with stress symptoms such as insomnia, frustration, and general exhaustion.

"The problem is the isolation," said Langenbuch from the BG Verkehr. "The sailors have no contact with their families, wives, and children."

Once the coastline disappears from the horizon, there is generally no cell phone network.

TIMES GONE BY

When cargo ships still sailed, hard liquor flowed freely – due to boredom, but also for health reasons. For centuries, rum was the better alternative to drinking water, which went stagnant in the basins. It was also considered a remedy for scurvy. Entire crews were decimated from the disease, spoiled food and drink until Captain James Cook served his men sauerkraut in the 18th century. The vitamin C ended the sailors' anguish but also ruined the excuse for rum.

Until the second half of the 20th century, "the sailors were out to alleviate their various pains," recalled another captain. "Wine, women, and song were an effective way of doing this. As long as the duty officer on the bridge had his wits about him, there was no real danger on the high seas."



A-OSH Expo 2023: An unforgettable experience

The A-OSH Expo, held from June 6 to 8, 2023, at Gallagher Estate in Midrand, Johannesburg, proved to be an exceptionally successful event that surpassed all expectations. It served as an outstanding platform for networking and connecting with professionals from various aspects of Occupational Safety and Health (OSH).

Over the course of three productive days, attendees had the opportunity to meet both familiar faces and forge new connections. The atmosphere was filled with information sharing, assistance, and a heightened level of interest and requests for help compared to the previous year. Although the overall public attendance was slightly lower, the enthusiasm and camaraderie among the participants remained remarkably high.

The expo showcased a wide range of Personal Protective Equipment (PPE), offering attendees abundant variety and access to high-quality products. Esteemed experts like Ken Annandale shared their wisdom and insights with potential trainees and students, making valuable contributions to the educational aspect of the event.

Our esteemed Chairman, Leighton Bennett, ensured that visitors left with a wealth of knowledge. His willingness to answer questions and provide explanations showcased his extensive experience and expertise, which flowed effortlessly throughout the conversations.

Visitors had the opportunity to attend mini-courses and demonstrations on various topics, including safe work practices on scaffolding with safety harnesses.

Cutting-edge advancements in First Aid products were also showcased, providing invaluable insights for emergency situations. Additionally, software tools were introduced to assist businesses in advertising and creating materials to promote health and safety among employees.

The event featured the latest equipment available in the market, ranging from Lux meters to breathalysers, all conveniently gathered under one roof.

Published authors held book signings, creating an interactive environment where visitors could engage, ask questions, and share their experiences. Food availability for visitors and exhibitors was notable, with Broll generously sponsoring snacks, tea, and coffee for the media.

The overall quality and taste of the food were commendable, although prices may have been on the higher side. Nevertheless, considering the overall experience, many attendees felt it was well worth it.

Throughout the Expo, attendees actively sought knowledge, posing thought-provoking questions, and freely sharing their ideas and experiences. The energy and enthusiasm in the air were palpable,



Herman (Harry) Fourie has a passion for occupational health and safety and has been working in the industry for many years. He has several diplomas and certificates and continues his studies through different organisations. Herman is a part time consultant creating software systems.

cultivating a culture of continuous improvement. All visitors' positive attitudes and enthusiasm towards the future of Occupational Safety and Health were truly encouraging, reinforcing the belief that our collective efforts are indeed moving in the right direction.

From a personal perspective, attending the A-OSH Expo was an unforgettable experience. It was a time to forge new acquaintances, engage in valuable networking opportunities, and establish fresh relationships while reconnecting with old acquaintances.

As a proud member of the Safety First Association, I witnessed a surge in popularity and demand, reflecting the value we provide to our members. We were constantly engaged, sharing valuable information and offering assistance. The expo served as a powerful reminder of our unwavering commitment to our members and our passion for being a crucial link between them and the resources they need.

Looking ahead, we are determined to nurture the

new friendships we've formed and continue supporting our existing connections. Our focus now shifts to providing excellent service to our members and subscribers and preparing for the Expo in 2024. We aim to be an even better friend and a reliable resource to our members in times of need.

Together, let us strive for excellence and make a significant difference in the field of OS&H.



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From zero to care:

Embracing a vision of genuine employee-well-being

INTRODUCTION

In today's rapidly evolving workplace, a paradigm shift is underway. The traditional approach of focusing solely on metrics and performance indicators is being challenged by a more human-centric perspective.

The vision of moving beyond zero, that is, beyond mere absence of harm, to a place of genuine care for employees, is gaining traction.

This article explores the importance of this vision and the significance of psychological safety in creating an environment that fosters well-being and growth.

SHIFTING FOCUS: METRICS TO CARE

Metrics and performance indicators have long been the primary yardsticks for evaluating success and progress within organisations.

While these measures provide valuable insights, they often neglect the human element—the well-being and fulfilment of the employees who drive the company forward.

The shift towards a vision of care acknowledges that nurturing and supporting employees can have a profound impact on their overall performance, productivity, and long-term success.

THE IMPORTANCE OF PSYCHOLOGICAL SAFETY

Creating a psychologically safe environment is a crucial aspect of caring for employees.

Psychological safety goes beyond physical safety and addresses the emotional and mental well-being of individuals.

It encompasses trust, respect, and an inclusive culture where employees feel comfortable speaking up, taking risks, and expressing their ideas without fear of ridicule or retribution.

When employees feel psychologically safe, they are more likely to contribute their unique perspectives, challenge the status quo, and engage in constructive dialogue.

This fosters innovation, collaboration, and problem-solving, leading to increased team cohesion and better business outcomes.

Conversely, a lack of psychological safety can stifle creativity, breed anxiety, and lead to disengagement, which ultimately hampers both individual and organisational growth.

VISION AND GOAL: MOVING BEYOND ZERO

The vision of moving beyond zero encapsulates the aspiration to create an environment where employees are not merely shielded from physical harm but also supported in their mental and



Fabian Buckley
Idip Nebosh



emotional well-being. It involves a commitment to cultivating a workplace culture that values empathy, open communication, and proactive support.

To achieve this goal, organisations need to invest in initiatives that prioritise employee well-being.

This may involve implementing employee assistance programmes, providing mental health resources, fostering work-life balance, offering professional development opportunities, and promoting a culture of appreciation and recognition.

Leaders play a pivotal role in modelling and championing these practices, ensuring they permeate every level of the organisation.

CONCLUSION

Shifting from a metrics-driven approach to one centred on care and psychological safety is an essential step towards creating workplaces that truly value and nurture their employees.

By embracing this vision, organisations can unlock the full potential of their workforce and cultivate a culture of growth, innovation, and well-being.

Remember, caring for employees extends beyond the physical realm — it encompasses their minds, emotions, and overall fulfilment.

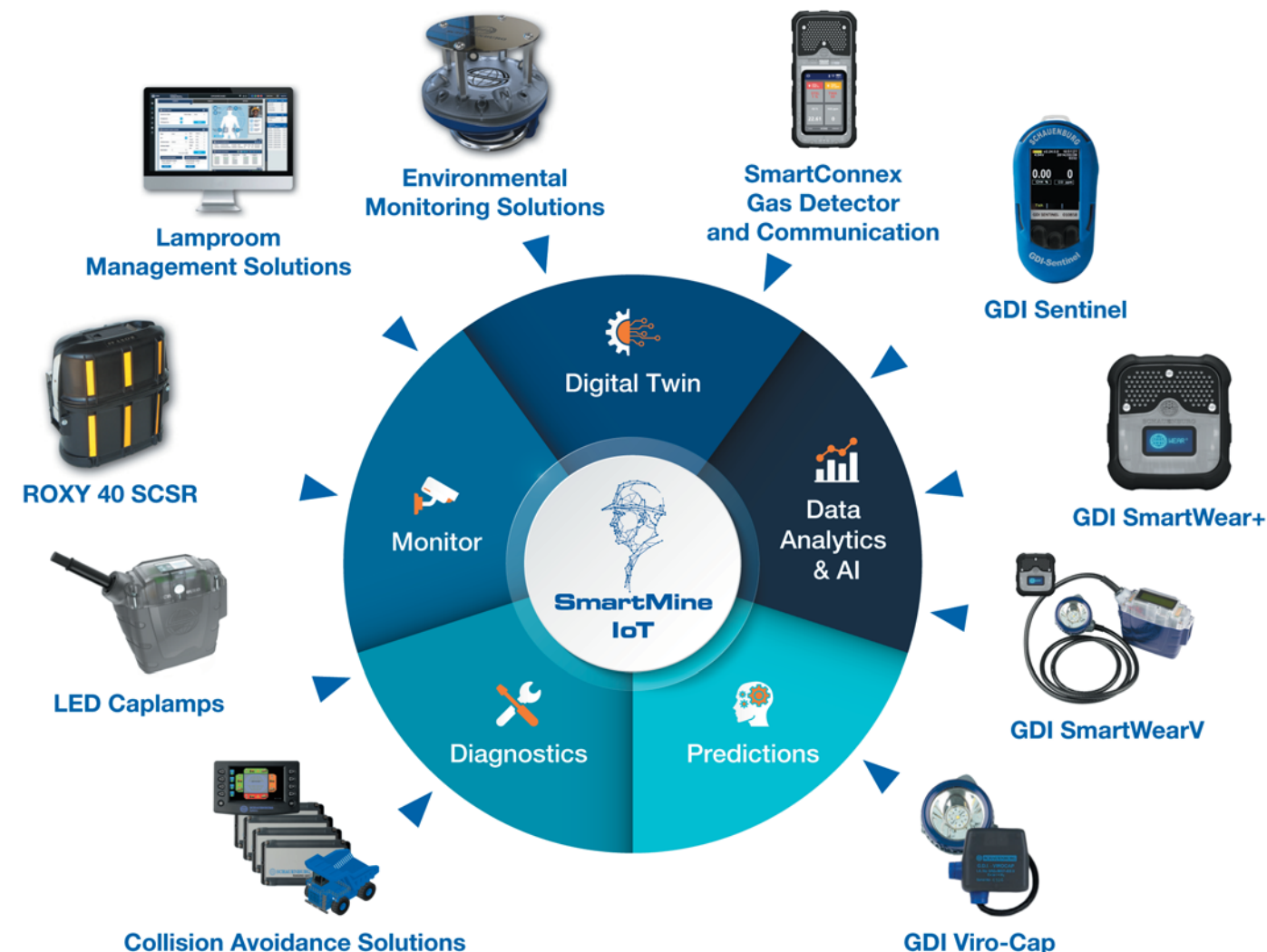
Together, let us strive towards a future where zero harm is just the beginning, and genuine care becomes the cornerstone of our organisational ethos.

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Inspections by DEL OHS Inspectors

Part 2: Visit to the premises of the employer

In Part 1, you will recall, we considered the ‘Planning of the inspection’ and what happens during the ‘Planning Phase’.

In this Part, we will consider the ‘arrival of the inspector’ at the premises of the employer and ‘how the inspection will unfold’.

Remember that the inspector has informed you of the date and time of the inspection and has indicated to you what will be required for the inspection.

INFORMATION AVAILABLE TO INSPECTORS

Throughout OHSA and its Regulations, there is an onus placed on the employer firstly, to make certain registers, appointments and other such items available to the inspector when so requested. Remember, the legislation puts an obligation on the employer/user to keep certain information available for an inspector to peruse if so required.

POINTS OF ENTRY

Following the notification of the inspection, the inspector will arrive at your premises on a date on or before the time.

If there are any special requirements to enter your premises, this should be brought to the inspector’s attention beforehand to ensure that the inspector complies with the requirements of the company. For example, if the inspector is required to go through a lengthy registration process before entering or a lengthy induction. These are all time consuming and could cause the inspector to be delayed or late for the appointment, which will not bode well as the inspection is carried out in a defined timeframe.



Tibor Szana
Chief Inspector:
Occupational Health and
Safety (Retired.)

Entry to key point installations

Another aspect to consider is if the premises is deemed to be a “Key Point Installation”. If it is and the employer knows that the inspector will not be given access to the premises for whatever reason, it is incumbent on that employer to indicate in terms of which law the inspector will not be given access. It is preferable at this stage to do all this in writing.

Despite the employer claiming that a particular premises is a ‘Key Point Installation’, the inspector could still claim that he or she would like to access the premises and may decide to follow a legal process to do so.

An example of an inspector requiring access could be related to OHS complaints lodged by organised labour. Or, there may be blatant OHS violations of which the inspectors are aware and that have not been attended to.

All things considered, the inspector is in the right place at the right time.

Entrances to employer’s premises can differ vastly. An example of such could be entry into SASOL which has several entrances which are far apart. Arriving at the wrong gate will have an influence on the inspection and the time the inspector arrives at the point to do the inspection.

THE INSPECTION STARTS

Employer preparations

The employer has pre-determined who will meet the inspector to allow the inspector to conduct the inspection and the inspector has also indicated / determined who he or she will meet while conducting the inspection.

In terms of OHSA, the employer must provide a suitable meeting place for the inspector to conduct his/her work while on the premises.

Hospitality etiquette

The OHSA does not stipulate that the employer must provide cookies and tea / coffee or even lunch to the inspector while he/she is conducting their business on the premises. Some hospitality however, such as a glass or bottle of water or even coffee/tea goes a long way. If the inspector humbly refuses such a gesture due to their ethical considerations, this must not be seen in a negative light. It is important that the conduct on the part of the employer must be seen to be free from any attempt to influence the outcome of the inspection in any way or by any means.

Introductions

Once the inspector has been guided to the room or facility that will be used for the purposes of the inspection, the inspector and the employer or employer representative will do the introductions and outline the purpose of the inspection.

The inspector will indicate how the inspection will be conducted ie. what documents should have been prepared and should be available as per the document attached to the notification of the inspection; people that he/she will expect to meet during the inspection; and how the inspection will proceed in terms of the walk through.

Who meets the inspector

I should point out here that the person meeting the inspector must be a senior person employed by the company and who works within the company as opposed to a consultant, a person who visits the company once in a while and is not permanently employed by the company.

It is in poor taste not to have a senior person available to meet and greet and understand what the inspection is about, remembering that any contravention that is identified remains the responsibility of the employer and CEO to address until there is compliance within the stipulated timeframe.

Minimise wasting the inspector’s time

There are several issues that can impact on an efficient and effective inspection being conducted.

If the employer is not properly prepared, the unacceptable amount of time that may be wasted just to get to this point is a huge concern and a huge no-no.

Still looking for the right person to do the inspection, or if the person who was supposed to meet the inspector has reported ill on the day, is in poor taste and starts the inspection off on a wrong footing.

The documents indicated to be presented must be

available by the time the inspection starts, as against the employees only starting to look for the documents when the inspection starts.

Two components of the inspection

Remember that the inspector would have explained that there are two components to every inspection viz. an **administrative inspection** and an actual physical **‘walk through’ inspection**.

The administrative components entails looking at and collecting information i.e. registers, appointments. An inspector cannot request anything that is not health and safety related or, if you like, anything that is not written down in the Act, Regulations or SANS relating to health and safety.

You will also remember that the legislation incorporates the South African National Standards (SANS) which are codes produced by the South African Bureau of Standards (SABS), which if relevant could form part of the inspection, such as steam generators. Employers are required to keep copies of the relevant Standards on the premises.

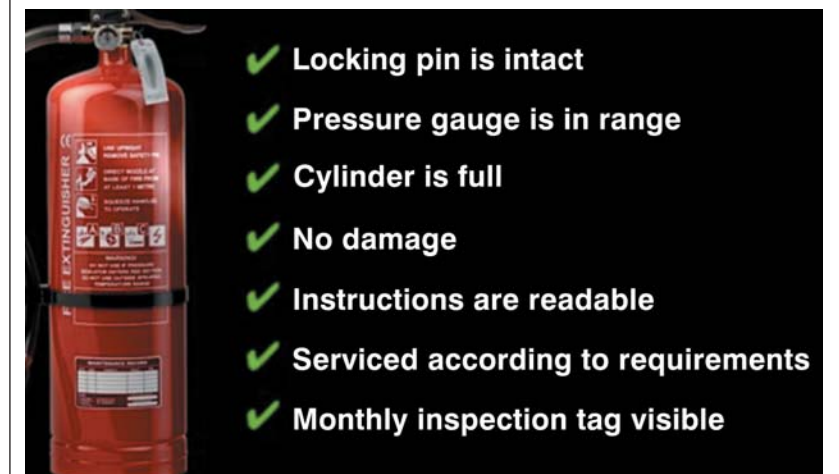
Who accompanies the inspector?

Generally, it would be preferable for a senior manager or even the CEO (where it is possible) to accompany the inspector. It is NOT acceptable for a junior staff member or junior manager to accompany the inspector.

Allowing a junior to accompany an inspector shows the level at which health and safety is pitched within the company and reflects directly on the culture.

It is in poor taste to send a consultant to accompany the inspector. This person(s) is not at the company at all times every day and therefore has no inkling about the culture of the company or even how the company operates its health and safety management system on a daily basis.

The relevant health and safety representative(s) and even the health and safety committee chair-person should accompany the inspector on the inspection.



The employer should make any other person available to the inspector that the inspector deems relevant for the inspection or even the incident investigation (more of this later).

The competent person or Certificated Engineer (CE) should make him/herself available during the inspection and may even be requested to accompany the inspector on the inspections. This person (CE) is normally absent during an inspection despite having a direct responsibility for the safety of machinery.

It's therefore time for the key people in companies to take responsibility for health and safety in their respective companies.

Again, it is unacceptable or in poor taste for any company to treat the inspection with derision and then wonder why health and safety is not working while the company is spending tens of thousands or much more annually on health and safety matters such as training, first aid, fire fighting, personal protective equipment (PPE) and the like.

Surprisingly, the health and safety of your workers may cost a lot less than envisaged by merely engaging your local or provincial OHS inspector. You may even wish to engage the services of a consultant in OHS. Conversely, of course, it may cost more if there is nothing in place or if only some things are in place.

Who is relevant that should be accompanying an inspector for inspections to enable the company to optimise?

The company should realise that if nobody accompanies the inspector, it should be seen as a wasted opportunity as the company could be gaining a huge amount of knowledge and expertise.

Who may the inspector talk with during the physical inspection?

The inspector may speak with any person present on the premises.

Furthermore, the inspector can request any person to provide him/her with any document, register, appointment, etc. that relates to occupational health and safety and which the employer is required to provide in terms of OHSA and its Regulations and/or Standards.

Who may accompany an inspector during an inspection?

The OHSA says that an interpreter, a member of the South African Police or any other assistant may accompany an inspector to perform his/her functions in terms of OHSA.

If an inspector needs an assistant (expert) to accompany him/her on an inspection then they may do so but only under specific conditions, acting under the instructions of an inspector and is deemed to be an inspector. For example, the person



must basically walk with the inspector and act under the direction of the inspector.

No person in terms of the OHSA may currently go out to an employer or user and perform work on his/her own. This Act does not allow any other person to perform the functions of an inspector in terms of the OHSA.

Can an employer refuse entry to a premises or where an inspector does not adequately identify him/herself?

An inspector operating under the ambit of OHSA may without previous notice, at all reasonable times, enter any premises which are occupied or used by an employer where an employee performs any work or where any plant or machinery is used.

Yes, in terms of the OHS an employer can refuse entry under specific conditions:

- If it is a "Key Point Installation" premises. It is however not enough to just say it is a Key Point Installation, the person needs to properly identify the place as a key point. Should the employer clearly not do so, it could be seen as an obstruction of the work of an inspector and this is an offence.
- The premises could fall entirely under another jurisdiction such as the Department of Mineral Resources or the South African Maritime Safety Authority.
- If the inspector does not have any inspector card issued by the Department of Employment and Labour then the employer or user may refuse entry to the inspector until such time as the inspector is able to prove his/her designation as an inspector.
- The inspector performing functions under OHSA is required to produce a certificate to a person affected by the functions of such an inspector. the designated inspector is provided with a signed certificate. An inspector may however be limited to any particular function or functions and the certificate carried by the inspector will state the limitation.

Can an inspector remove anything off site?

When an inspector removes or seizes any article, substance, plant, machinery, book, record or other document the inspector is compelled to issue a receipt to the owner or person in control of the aforementioned.

The receipt that must be issued and must preferably be in the form that contains the letterhead of the Department with the full details of the inspector and the full physical address of where the inspector is stationed.

Next time (Part 3): Notices that an inspector may serve on the employer for contraventions of the legislation or what happens to an employer when there are no contraventions identified.

SAIOH ANNUAL CONFERENCE 2023

Real-Time Monitoring: Revolutionising Occupational Hygiene for Safer Workplaces

Cape Town Waterfront Breakwater Lodge 23-26 October 2023

SAIOH is delighted to extend an invitation for your attendance and active participation in our upcoming annual conference, scheduled to take place in Cape Town from the 23rd to 26th of October 2023.

The conference will be paired with the International Occupational Hygiene Association's (IOHA) meeting.

The SAIOH annual conference will be held in a hybrid format.

We look forward to welcoming you to this exciting event where professionals from various fields will come together to exchange knowledge, insights, and experiences.

Whether you join us on-site or virtually, the conference promises to be a rewarding and enriching experience for all participants.



Theme	"Real-Time Monitoring: Revolutionising Occupational Hygiene for Safer Workplaces"
Location	Cape Town V&A Waterfront Breakwater Lodge
Format	Ethics webinar – half day PDC in the afternoon, 23 October 2023. Professional Development Courses (PDCs) – half day with parallel sessions on 24 October 2023. Includes an important Mining Forum session. The Annual Conference is 1.75 days from 25 to 26 October 2023 (ending at 15:30 on 26 October 2023). Snacks and lunch (arrival, mid-morning, and mid-afternoon) provided by the venue
Gala dinner	Wednesday evening 25 October 2023 Please note that there is a fee of R950.00 (excl. VAT) applicable for guests attending the gala dinner only.
SAIOH CPD points	Attendance at the SAIOH conference is accredited for 1 SAIOH CPD point per day.

SAIOH President's Message

Naadiya Mundy: SAIOH President, e-mail: president@saioh.co.za



As part of our service to our members, we provide feedback on the latest developments within SAIOH. SAIOH exists due to and for its members and is reliant on its members to continue to ethically serve this noble profession. Therefore, we invite your inputs and feedback on any matters communicated herewith.

The Internet of Things (IoT) Device Cyber Vulnerabilities: Addressing the Risks and Enhancing Security in Occupational Hygiene

INTRODUCTION

In the context of industrial hygiene management, the convergence of "hygiene" and "the Internet of Things" (IoT) presents both challenges and opportunities.

Occupational hygiene focuses on identifying, evaluating, and controlling workplace hazards to protect the health and well-being of workers.

IoT, on the other hand, involves the interconnection of devices and sensors, enabling data collection, analysis, and automation in various industries.

Thus, the integration of Internet of Things (IoT) devices in occupational hygiene has revolutionised workplace safety and health monitoring.

In the realm of occupational hygiene, the integration of interconnected devices offers real-time data, empowering improved risk assessment and proactive safety measures for workers' protection.

Nonetheless, this swift adoption of IoT in occupational hygiene also brings forth cyber vulnerabilities, posing risks to the confidentiality of sensitive health data and potentially compromising worker safety.

Therefore, understanding the IoT device cyber vulnerabilities specific to occupational hygiene and devising strategies to bolster security becomes imperative to ensure the well-being of workers and safeguard their data.

DISCUSSION

In simple terms, the Internet of Things (IoT) in the context of occupational hygiene begins with data-gathering sensors and monitors.

Wearable and mobile devices are the most common and significant for industry professionals as they enable real-time monitoring of workers, even from remote locations. These devices are the forefront "on the worker, on the job" technology that ushers in the "sensing era," a new era of information technology where the digital and physical worlds converge.

Gas detection is an exemplary application of this technology, where smartphone apps and sensors work together to warn workers of toxic substances, including otherwise undetectable gases.

The potential applications of IoT in occupational hygiene are vast and diverse, revolutionising safety practices by supplying real-time data for better risk assessment and proactive measures to protect workers' well-being. However, with the advantages of IoT come inherent risks, particularly in terms of cyber vulnerabilities.

These vulnerabilities may include:

- Weak Authentication and Access Controls:** IoT devices may have weak authentication mechanisms or default credentials, making them susceptible to unauthorised access by cyber attackers.
- Lack of Firmware and Software Updates:** Countless IoT devices lack regular firmware and software updates to address known vulnerabilities, leaving them exposed to potential exploits.
- Insecure Communication:** Inadequate encryption or unsecured communication channels between IoT devices and central systems can expose sensitive health data to interception.
- Data Privacy and Confidentiality:** The collection of real-time health data raises concerns about data privacy and confidentiality. Improper data handling or storage can lead to unauthorised access or data breaches. As IoT devices collect and send sensitive health data, including exposure levels to hazardous substances and worker health parameters, ensuring the privacy and protection of this information is paramount to keeping the trust of workers and complying with data protection regulations.
- Insider Threats:** Malicious insiders or employees with access to IoT devices may exploit vulnerabilities or compromise sensitive data intentionally.
- Lack of Cybersecurity Awareness:** Workers and personnel responsible for operating IoT devices may have limited cybersecurity awareness, leading to poor security practices and potential weaknesses.

- Interconnected Networks:** IoT devices may be connected to the organisation's network, creating potential pathways for attackers to gain access to critical systems.
- Resource Constraints:** Small and medium-sized organisations may lack the necessary resources and ability to implement robust cybersecurity measures for IoT devices.

Enhancing IoT Device Security in Occupational Hygiene:

- Implementing secure communication protocols, such as encrypted data transmission and strong authentication, ensures that data collected from IoT devices stays confidential and is accessible only by authorised personnel.
- Device manufacturers and employers should ensure that IoT devices receive regular security updates and patches to address vulnerabilities and stay resilient against emerging cyber threats.
- Adopting a multi-layered security approach with firewalls, intrusion detection systems, and secure authentication mechanisms strengthens the overall security of the IoT infrastructure.
- Employing physical security measures, such as access controls, to prevent unauthorised physical access to IoT devices ensures that tampering

- attempts are minimised or detected promptly.
- Organisations should conduct thorough audits to assess and find potential vulnerabilities.

CONCLUSION

The adoption of IoT devices in occupational hygiene offers significant benefits in enhancing workplace safety and health. However, it is essential to recognise and address the cyber vulnerabilities these devices introduce.

By implementing robust security measures, regular updates, and proactive risk management strategies, employers can mitigate the risks associated with IoT device cyber vulnerabilities in occupational hygiene.

Safeguarding the integrity and confidentiality of data collected by IoT devices ensures that occupational hygiene efforts continue to drive improved worker safety and well-being.

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National council feedback

Naadiya Mundy: SAIOH president, e-mail: president@saioh.co.za

Deon Jansen van Vuuren: SAIOH general manager, e-mail: deon.jvuvuuren@gmail.com

Strategic Plan and Objectives

The SAIOH strategy is an active document where targets are consistently being met by our formidable management board and continuous evolvement in our 5-year strategy document is seeing fruition.

A signed-off strategy will be circulated to all our members and launched at the AGM in October.

Ethics

SAIOH's Memorandum of Incorporation (Mol) is in the final stages of approval affording legal advisors, NGO Law, to concentrate on the review the SAIOH Ethics Policy and Procedure(s), empowering the Ethics Committee to instill a formidable ethical behaviour in the industry.

Please join us on Monday 23 October 2023 on-line only, during our SAIOH annual conference where Terry MacDonald will join us virtually, to deliver another SAIOH Ethics PDC.

A must for all SAIOH members (new and who have not yet complied).

SAIOH Branch activities

The Western Cape branch hosted their second in-person meeting on Friday 09 June 2023.

Johan Coetzé did a presentation on the use and application of Bayesian statistics in Occupational Hygiene.

The Gauteng branch had their third hybrid meeting on 04 August 2023 at the National Institute for Occupational Health (NIOH) offices in Johannesburg.

The Botswana branch, now registered in Botswana as the Botswana Association for Occupational Hygiene (BAOH) held their official launch and signing of their Memorandum of Understanding (MoU) with the Namibian Department of Labour on Thursday 25 May 2023 at the Debswana Training centre in Gaborone.

Naadiya Mundy, the SAIOH President attended this event (representing SAIOH).



International feedback

The Occupational Hygiene Training Association (OHTA) and The International Occupational Hygiene Association (IOHA) continue to publish their newsletters with links e-mailed to all SAIOH members and published on the SAIOH website.

IOHA has informed us that they will no longer publish their Global Exposure Manager (GEM) newsletter going forward.

Coinciding with the SAIOH 2023 conference, the IOHA Board of Directors will have their autumn meeting in Cape Town which will be hosted by SAIOH on Sunday 22 October 2023.

SAIOH will also host a formal dinner for the IOHA Board of Directors on Monday evening 23 October 2023.

SAIOH technical committee feedback

Our second technical committee started developing technical procedures and a SAIOH position paper on heat stress management enabling SAIOH to provide comprehensive and relevant proposals to strengthen the newly launched Physical Agents Regulations or PAR (the old

Annual SAIOH scientific conference

The hybrid SAIOH 2023 annual scientific conference will take place from 23 to 26 October this year, paired with the International Occupational Hygiene Association's (IOHA) meeting. The theme of this year's conference is "Real time monitoring revolutionising Occupational

Communications

SAIOH continues to communicate daily with its members and stakeholders using various platforms. Communications disseminated to our members include important news, technical information, legislation changes, new Standards, occupational hygiene job opportunities, occupational hygiene products and services, courses, and webinars on occupational hygiene, health, occupational and environmental safety.

Please contact SAIOH (info@saioh.co.za) should you require further information on some of the below communications shared with our members: -

- The OHTA - Global Link newsletter - July 2023.
- The IOHA GEM newsletter.
- The International Commission on Occupational Health (ICOH) historical conference notification (15-17 Nov. 2023 in Durban).
- ICOH 2024 Conference call for abstracts which will be held in Marrakesh, Morocco.
- Nomination of three SAIOH ROHs onto the

DISAPPOINTING NEWS FOR SAIOH

Garth Hunter the SAIOH representative on the International Occupational Hygiene Association (IOHA) Board and its' National Accreditation Recognition Committee (NARC) and a very prominent member of the PCC and PCC Exco, resigned earlier this month. He and his family are emigrating to Ireland mid-August. This is a huge loss, not just for SAIOH, but also for the Occupation Hygiene profession in South Africa.

We take this opportunity to wish Garth and his family all the best in their new country.

The SAIOH PCC will nominate a new representative on both the IOHA Board and NAR Committee, and we look forward to introducing you to our nominated ambassador in an issue in the near future.

Environmental Regulations for Workplaces).

The SAIOH Technical Committee's research on welding fumes, the measurement, and the analyses there-of, is in limbo. We are in the process of re-activating this important project.

"Hygiene for safer workplaces" and will take place at the Break Water Lodge on the Victoria and Alfred Waterfront, Cape Town.

SAIOH has developed a dedicated webpage for the conference which include comprehensive conference information and notifications.

IOHA 2024 Technical Programme Organising Committee - Dublin, Ireland from 09 – 13 June 2024.

- Virtual presentation to the Department of Employment and Labour (DoEL) Mpumalanga Inspectors on 10 May 2023.
- Webinar info on Mental Health and Wellness in Africa, by Brics, hosted by SASOM, UP and ICOH on 25 July 2023.
- Advertisement on the Diploma in Geriatric Medicine, the CPD series (4 sessions), on 26 July 2023.
- Department of Employment and Labour's National Occupational Health and Safety Conference to take place in Gauteng, on 16 – 18 August 2023.
- The OH AIA Association meeting on 11 August 2023.
- And, the usual SAIOH Branch meetings, i.e. Gauteng (04 Aug), and Mpumalanga (11 Aug).

From the Professional Certification Committee (PCC)

Lee Doolan: SAIOH PCC administrator, e-mail: lee@saioh.co.za
Deon Jansen van Vuuren: SAIOH General Manager, e-mail: deon.jvvuuren@gmail.com
Corlia Peens: PCC chairperson, e-mail: corlia.peens@sasol.com

Certification assessments

A summary of results from the March to June 2023 assessments is provided in Table 1.

Table 1. SAIOH PCC certification assessment results (30 June 2023)

Written assessments (Jan - June 2023)					Oral assessments (Jan - June 2023)			
Certification Categories	Assessed n	Passed n	Failed n	Pass Rate %	Assessed n	Passed n	Failed n	Pass Rate %
OH Assistant	74	69	5	93.2	74	69	5	93.2
OH Technologist	37	21	16	56.8	8	4	4	50.0
Occ. Hygienist	34	19	15	55.9	15	13	2	86.7
TOTAL	145	109	36	75.2	97	86	11	88.7

The Q2 PCC written assessments took place on 23 June 2023 and 23 virtual oral assessments were conducted from 21 July to 31 July 2023. The above table reflects quarter one and quarter 2 written assessment results and quarter one oral assessment outcomes.

Oral assessment improvements

The PCC technical teams continue to revise the PCC oral assessment format and questions in line with the occupational hygiene self-assessment tool. Two PCC technical teams are working in parallel. The first is updating the SAIOH self-assessment tool and revising the PCC oral assessment format and

the second is developing questions and the required answers. Improvements in the assessment format are to ensure that the growing field of occupational hygiene is covered and that the assessment format and tools still are relevant and current.

Occupational hygiene skills forum (OHSF)

The OHSF was instrumental in co-ordinating the development of a series of asbestos training courses. The most recent, Asbestos Assessments in Buildings section 1 introduction, is now available for use by OHSF registered training providers.

The assessments are administered by SAIOH at a certain fee per candidate. Please contact Lee Doolan for more information (lee@saioh.co.za).



ARE YOU MEETING ALL OCCUPATIONAL AND ENVIRONMENTAL CHALLENGES?

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MSA – The safety company remains rooted in South African soil with proud channel partner, PSA Africa

Since its establishment in 1914, MSA Safety has developed a reputation as a global leader in the development, manufacture and supply of high-quality, cutting-edge safety products.

Throughout the years, MSA has added value to the African safety industry with their expert knowledge of safety systems and equipment, and commitment to excellence in after-sales service. In their pursuit to remain leaders in their field and to stay at the forefront of the latest technological advancements has driven the need for changes and improvements in recent years.

One such improvement, and point of growth, involved their decision a few years ago to restructure and team up with Channel Partner, PSA Africa to sell, install and provide support for their products.

After operating as a successful MSA distributor for over 25 years, to encompass the supply and maintenance to support their product PSA Africa was the obvious choice as Master Distributor in Africa.

Utilising PSA Africa's technical capabilities and sales proficiency to optimise customer service and logistics efficiencies, PSA continue to provide customers with shorter lead times - due to significant amounts of stocked MSA product available locally - the ability to order in staggered quantities, access to a wider end-user network, wider coverage across South Africa and continued access to the full line of MSA safety products.

This strategic move to work alongside a local company with such a solid track record has clearly affirmed MSA's long-term commitment to investing in the African market and has revealed their intent to remain firmly rooted in African soil.

Successful projects carried out for Harmony Gold at

Kusasaletu, Doornkop and Phakisa and Nyala mines, as well as Kopanag Mine for Village Main Reef has demonstrated PSA Africa's ability to develop a customised MSA multi-gas detection solution - designed to comply with the stringent South African DMR legislation to enhance mining safety and efficiency. Other customers from the OGP sector include Shell and BP SA, Natref, and Aston Energy. Comprising onsite management of the issuing, tracking and monitoring of instruments in both the mining and general industry sector.

"This partnership has unlocked a wealth of opportunity for numerous industries, and we are certain that it will lead the South African safety industry into a future that embraces state-of-the-art technology which benefits workers in ways we have yet to imagine," says PSA director, Hank Lombard.

Placing the protection of people and facility infrastructures at the top of their priority list, MSA products have unfailingly integrated - and continue to integrate - a combination of carefully engineered electronics, mechanical systems and advanced materials to provide reliability and peace of mind to users facing hazardous or life-threatening situations daily.

MSA's comprehensive product lines, used by workers around the globe, lends itself to a broad range of markets, including OGP (oil, gas and petrochemical industry), and fire fighting services.

PSA Africa has an extensive range of quality MSA Safety products available on their website:

<https://www.psafrica.co.za>

The specialised safety equipment company offers a full range of aftersales care services ensuring comprehensive product support.

Contact their highly-capable sales force on 0860 543 356 or email them at enquiries@psafrica.co.za.



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Interceptor by HI-TEC, answers to the end-user's demand in providing high quality safety footwear with features that include a range of leather uppers, toe caps and specialised sole constructions.

Interceptor will continue to push the boundaries of industry leading design and innovation by exploring the varied dangers inherent in an industry.

Designed for both indoor and outdoor working conditions. This ultra-comfortable boot offers great stability and comfort.

Specially constructed to perform with features like a full grain crazy horse leather upper for durability and style, a padded collar and padded tongue for extra comfort, a full moisture-wicking lining to help wick sweat in a busy day and a new improved moulded, padded and removable sock liner that offer extra cushioning for greater comfort.

A steel shank, a 200j impact resistant steel toe cap and dual-density PU sole offers your feet the protection they need!

All Interceptor footwear offered are tested and certified according to the National Regulator for Compulsory Specifications and the South African Bureau of Standards. In this way, Interceptor ensures that all products released into the market performs with the purpose for which it was constructed.

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SAFIRI

Interceptor by HI-TEC, answers to the end-user's demand in providing high quality safety footwear with features that include a range of leather uppers, toe caps and specialised sole constructions. Interceptor will continue to push the boundaries of industry leading design and innovation by exploring the varied dangers inherent in an industry.

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SAPEMA at A-OSH 2023



<https://www.sapema.org>



Prevent intoxicated employees from entering the workplace

Although many companies in their attempt to be OHS compliant have installed alcohol testing facilities at entrances to their companies, the results are not always as positive as anticipated.

There are numerous reasons for this, but what stands out prominently is human intervention, or possibly human failure.

Security guards employed to man entrances and ensure all employees test for alcohol or drug before entering the premises are unwittingly often the problem. While most are honest and diligent they may bow to pressure such as abuse or threats to themselves and their families, and allow employees, sometimes their friends to enter while intoxicated.

With this in mind, AlcoSafe launched their Alcontrol, an unmanned unit eliminating the need for human control, and thus any chance of tampering with results, or the possibility of employees entering with intoxicating substances in their systems.

Once installed the Alcontrol is 100% unmanned, 100% accurate and because there is no physical contact it is 100% hygienic.

The unit is fixed on the wall at the entrance to the work premises. Employees would arrive at work, identify themselves through their biometrics (clock in) and then blow into the breathalyser. The



Rhys Evans, Managing Director of ALCO-Safe

breathalyser would either let them into the workplace or deny them access.

Employees soon learn that the only way for them to get into work, is to be totally alcohol and drug-free.

Case studies where Alcontrol has been installed, show an immediate drop in intoxicated employees on the job, and lower accident rates.

AlcoSafe provides the necessary training.

OTHER FEATURES OF THE SYSTEM:

- Cloud based allowing for speed of results, data security and saving on the cost of servers
- Blue tooth enabled for voice and data transfer which saves costs and avoids interference from other wireless devices
- Wi-Fi for ease of mobility and flexibility
- Wiegand interface offering reliable, authentication and encryption of data
- The RS485 unit has facial recognition as an additional security feature



<https://www.alcosafe.co.za>



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What is incident management, why is it important?

How many incidents, hazards and near misses does your organisation experience in a year? Failing to manage and resolve incidents not only puts your employees' well-being at risk but also the future of your organisation.

In part 1 of this article, I will examine 10 common signs that indicate you need a better incident reporting process. In part 2 I will share the key benefits of bringing your incident management process online, and explore the technology available to build a best-practice framework for incident reporting.

WHAT IS INCIDENT MANAGEMENT AND WHY IS IT IMPORTANT?

Incident reporting or incident management involves the logging of workplace events, including outages, near misses, injuries, and accidents; and it requires the documentation of all facts relating to each incident.

Incidents can be classified as accidents that



Dr. Bill Pomfret brings an unrivaled perspective on risk, regulation and liability from over 50 years of experience as a safety consultant working for leading companies around the world. He also spent nearly a decade in the North Sea exploration and production as a safety manager. Dr Bill is a passionate advocate for safety training.

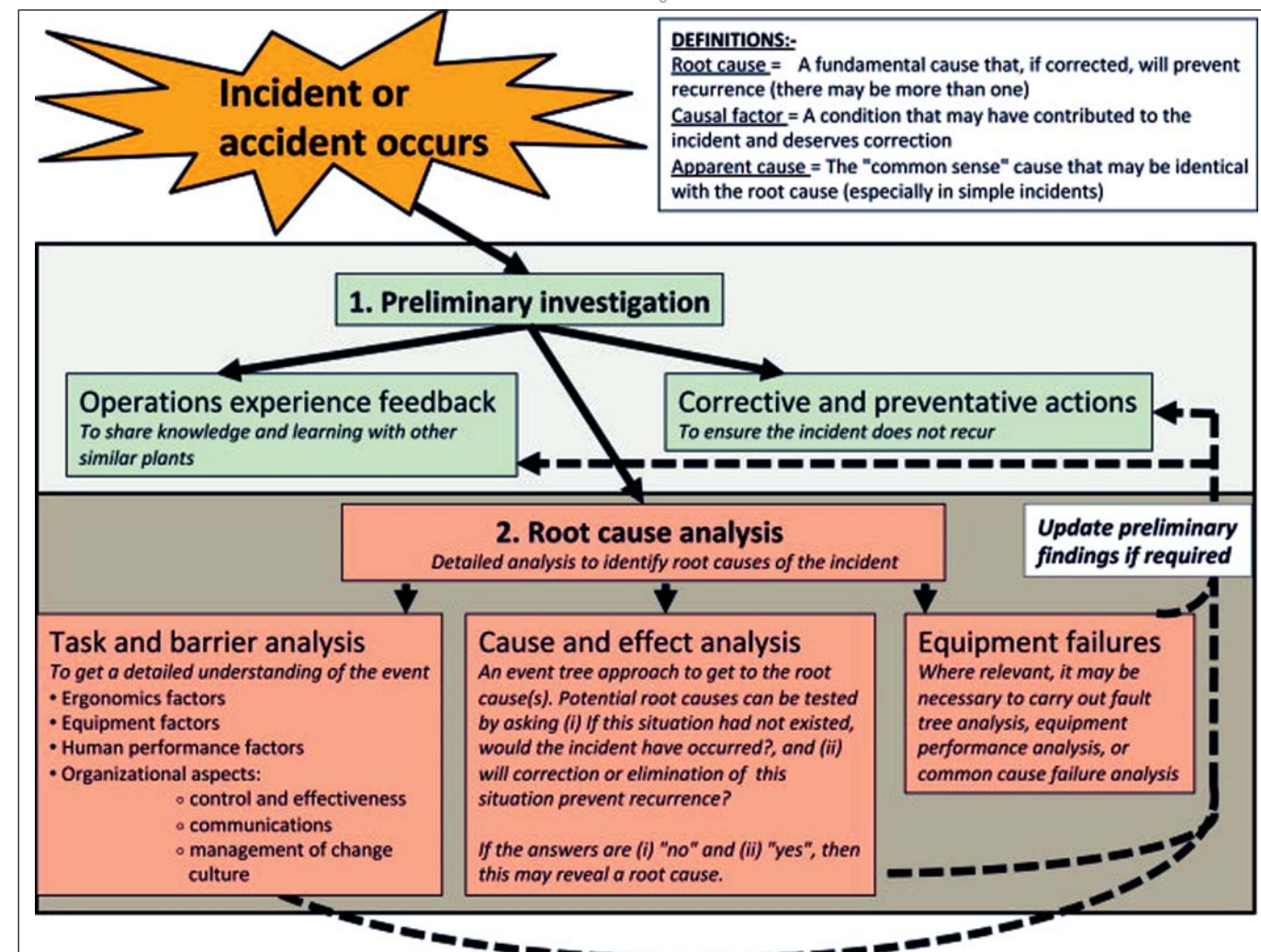
cause injuries to employees or damage to property and equipment, or events that disrupt business production operations.

It is not enough to simply keep a log of incidents, for a truly comprehensive process, you must have steps in place to resolve incidents quickly and use the results to prevent future occurrences.

Comprehensive incident programmes also enable employees to log 'near misses' - an incident that didn't result in any injury or outage as it was resolved before significant problems occurred - but had the potential to do so.

Near misses are an important indicator of potentially harmful future events and are valuable warning signs that allow us to identify and eliminate potential hazards.

Incident data contains vital information for organisations, it enables management teams to see which sites or individuals are causing the most incidents and how often they are occurring - this fundamental data enables organisations to alter



processes or put measures in place to prevent future occurrences.

Therefore, reporting should be an integral part of any incident management process. Comprehensive reports have the power to minimise the frequency and severity of incidents within an organisation.

Manual, ad hoc incident reporting processes using spreadsheets and emails with no formal reporting capabilities are guaranteed to produce poor data.

This will result in inadequate incident response plans, a string of avoidable incidents, and delayed response to incidents - which could cause an increase in injuries, fines, or significant operational outages.

10 SIGNS THAT INDICATE YOU NEED A BETTER INCIDENT REPORTING PROCESS

1. No clear process for logging incidents and near misses

An unclear process for reporting and logging incidents remains one of the biggest indicators of poor incident management.

If organisations are using manual processes, like spreadsheets and emails to log and resolve incidents, it will result in incomplete data that produces partial or deceptive reports.

2. You have difficulty viewing and analysing your incident data

Incident reporting isn't a "set and forget it event." It's an ongoing process that involves keeping a close tab on areas for improvement.

Unfortunately, you can forget about measuring the health of your current processes if it doesn't produce the necessary data to indicate which areas need to be improved.

3. Unclassified and unprioritised incidents

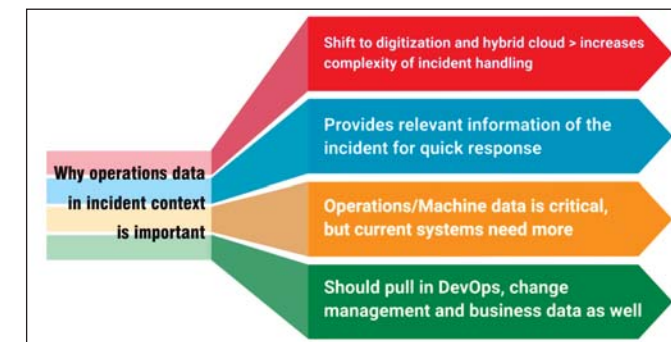
Not all incidents are equal in urgency and severity. Some will demand a speedy response, and some can be resolved over a longer period of time.

One cannot be prioritised over the other without certain incident reporting features including the ability to rate and categorise incidents to designate them as high or low priority.

4. Vague or unclear incident records

Incomplete, unclear, or inconsistent incident documentation often means the report is missing crucial details about who was involved, what processes were affected, who was informed, and photographic evidence is often required.

To resolve unclear incident documentation, teams should use a system with standardised online templates that prompt on-scene staff for the required data.



5. Your incident reporting process lacks accountability

Accountability and ownership of risk related incidents is of critical importance.

If your incident reporting doesn't link to your active directory of staff, sites, and departments, it can be difficult to run analysis on which teams or individuals are responsible for causing incidents - making it difficult to prevent future occurrences.

6. No formal escalation process

When an incident process doesn't have a formal escalation route it can take a long time to resolve incidents.

Companies that use automated workflows to escalate incidents to relevant stakeholders via a pre-defined escalation route will resolve incidents much faster.

7. No framework to conduct investigations and perform route cause analysis

When an incident is logged, it is only the start of the process. If your current incident process has no formal way to escalate the incident and perform route cause analysis investigations, then you should look at implementing a formal solution to manage this.

8. Your incident reports aren't influencing decision-making

Proactive organisations use incident reporting metrics to influence decision-making.

They use incident data to identify high risk areas and use the intel to implement further safety measures, administer training, roll out new policies and safety guidelines, and to allocate budget for areas that require significant investment to improve processes.

9. Relying on outdated, siloed incident reporting software

Still relying on outdated or disparate software?

When businesses use a stand-alone software platform for incident management, it doesn't offer integrations with other core GRC processes like risk management, compliance, and cyber and IT risk.

Therefore, it can be difficult to make improvements or understand likelihood of further risk or incidents without this critical mapping.

Many organisations even end up with different incident reporting tools with IT incidents logged in one tool and accident and health and safety related events in another tool - making it hard to understand the impact of incidents on other business areas.

10. Your incident reporting process doesn't enable contractors and third parties to log incidents

Most organisations rely on a network of third-party vendors, contractors, and suppliers to run their businesses.

Any incidents relating to vendors and contractors should be captured as part of your incident management process - to understand their criticality and impact on other business areas.

Many organisations choose incident reporting tools with online vendor portals and mobile apps - enabling vendors to log risks directly into the tool.

Part 2: The Benefits of Bringing your Incident Reporting Process Online



A technical insight into “luck factors” and the incident threshold limit

In the safety fraternity there has always been a belief that “luck” plays a part in accidents and/or incidents and the severity of them in terms of harm, damage or business interruption.

The book Ron McKinnon published in the USA in 2000 “The Cause, Effect and Control of Accidental Loss”, explains that there are three “luck factors” in the accident causation sequence of dominoes that influence an event’s occurrence and its various outcomes, as follows:

- The first luck factor occurs between the Immediate Causes and the Contact Dominoes, where a luck factor provides a chance of either a Contact occurring and leading to some form of physical loss or a No Contact occurring where no potential loss is experienced and which is known as a “near-miss” incident event.
- The second luck factor occurs when a Contact is made which provides the chance of some 3 difference luck outcomes, namely a Damage situation or a Business Interruption situation,



By Leighton Bennett,
(Pr.CHSA, Grad.Saioh,
AIRMSA, IWH FPP,
M.ACHSM), SHE & Risk
Management Consultant,
Benrisk Consulting

which both result in some form of loss costs being suffered, while the third luck outcome is where an Injury, Illness or Disease situation occurs. These three luck outcomes all end in some form of direct or hidden cost losses being suffered.

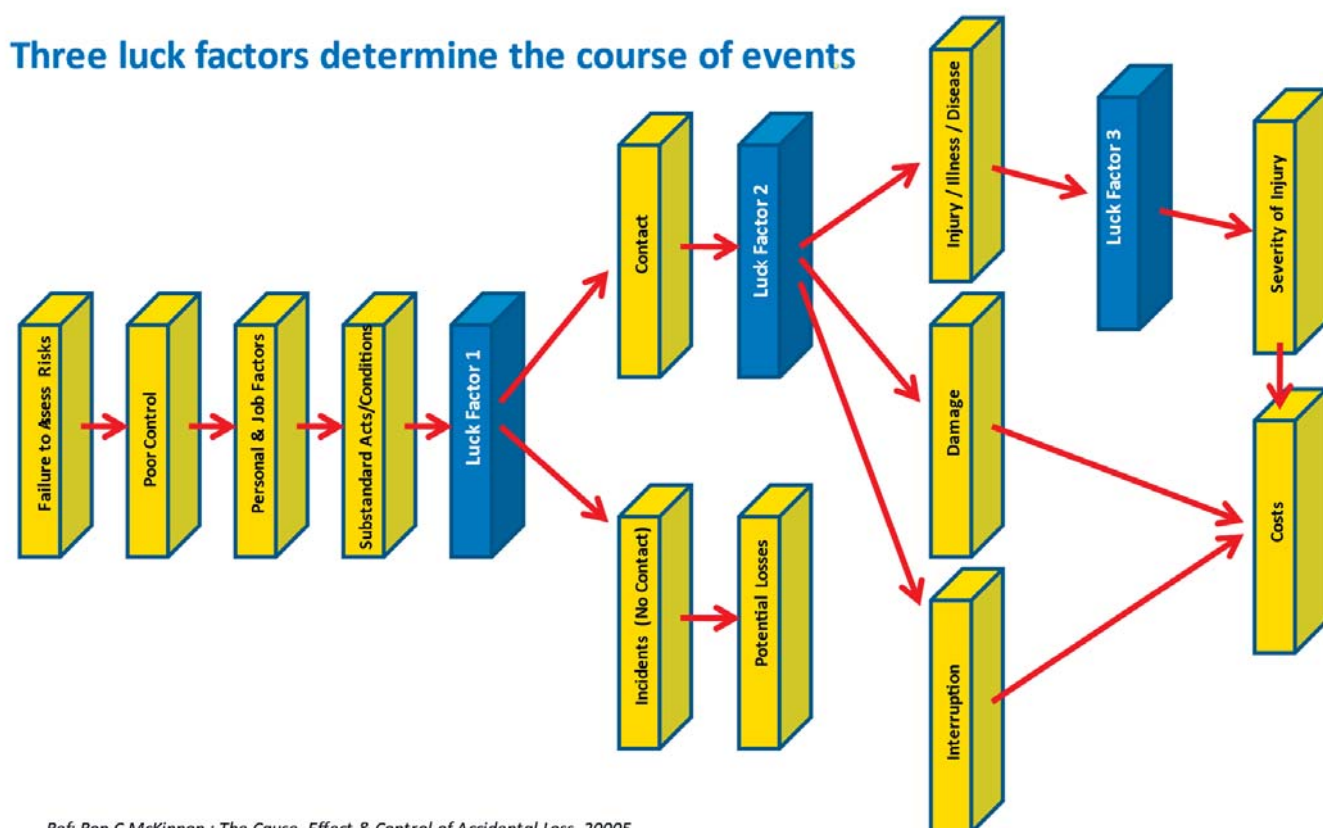
- The third luck factor follows the injury, illness or disease occurrence where the luck outcome here involves the luck determining the level of severity or not of the injury, illness or disease that occurs. (ie. the injury luck outcome here could be a first-aid case, a reportable injury case, a permanent disability case or a fatality).

But, how does this belief fit in relation to the incident threshold limit (the dashed line) that is illustrated amongst a chain of events represented by the dominoes of the incident causation model below?

A Threshold Limit is normally defined as the point at which some barrier is capable of resisting

The Luck Factors within Incidents

Three luck factors determine the course of events



Ref: Ron C McKinnon : The Cause, Effect & Control of Accidental Loss, 20005

Figure 1. Luck Factors within Incidents



some degree of force applied up to a barrier’s resistance limit level, thereafter the barrier and its boundary is no longer capable to resist the force, which now passes the barrier’s resistance level, ie. its threshold limit. In the incident causation sequence this force is normally some form of energy, a contact energy that makes contact with the threshold barrier and its threshold limit.

The question is what is this contact threshold limit? (ie. the dashed line in Figure 2).

The Energy Damage Model (after Gibson, Haddon and Wigglesworth) provides insights concerning the threshold limit. See Figure 3.

So the hazard energy can escape through a poor hazard control mechanism (ie. its dashed circle) to expose any recipient that could be exposed by being nearby or by a physical contact when either the hazard or the recipient are mobile or both are mobile which enables the hazard energy radiating out to expose the recipient’s boundary or make contact with the recipient’s boundary.

Should the energy strength be such that it penetrates through the recipient’s boundary threshold limit (ie. its dashed boundary circle) then physical harm and/or damage will occur to any recipient that becomes exposed, namely any man, machine, product or the environment, etc.

This threshold limit explanation is applicable in the incident causation dominoes model where the same threshold limit lies between the contact and the loss dominoes, as shown in the dominoes diagram Figure 2.

Essentially this Energy Damage Model suggests

that the incident causation domino’s “luck” factor is determined by the amount or strength of the energy in the actual contact.

Another aspect from this model is the concept of risk, where both a hazard and an exposure are involved in causing a loss such that one could accept that both a hazard and an exposure are necessary to constitute a risk and that a risk event involving a hazard and exposure can result in a loss.

Furthermore the hazard energy can be External Energy based and/or Internal Energy based, where external energy includes gravity, electrical, mechanical, thermal, acoustic and vibration, chemical, radiation, micro-biological, etc energy sources with the internal energy being muscle, kinetic, chemical and gravitational potential energy within a human body, for example.

So there are “luck factors” all related to the amount of energy or the lack of sufficient energy to transcend the threshold limit’s barrier capacity.

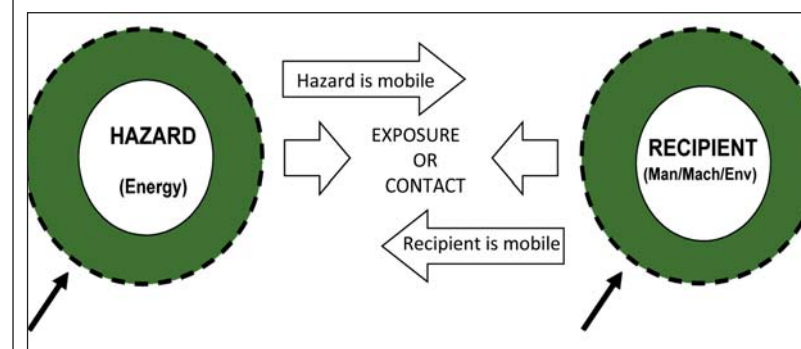
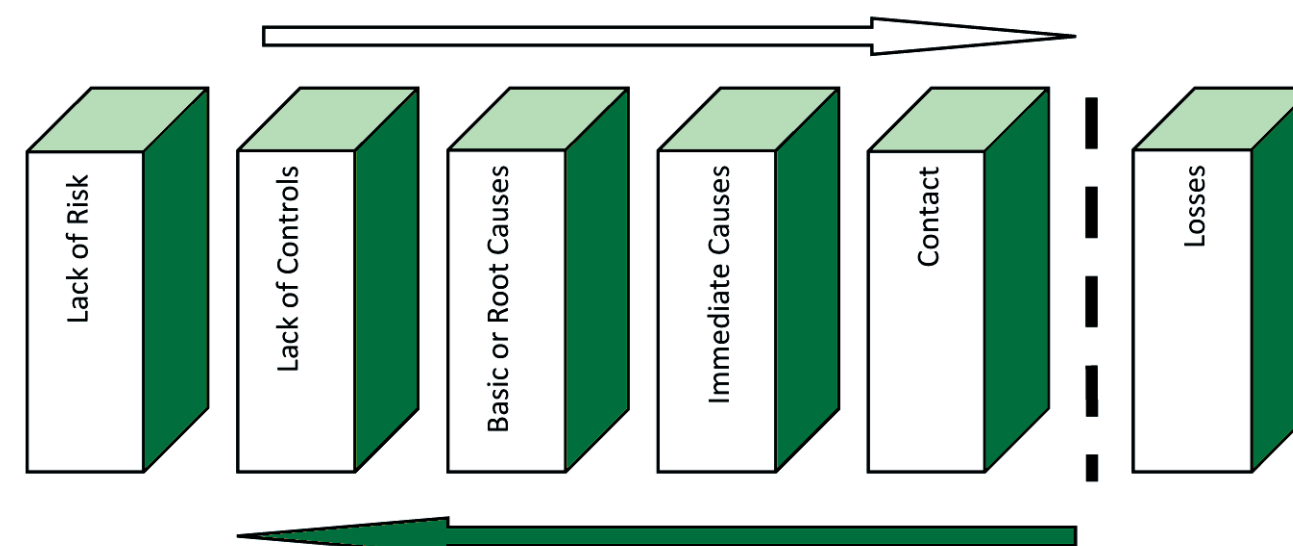


Figure 3. Energy Damage Model

The Accident / Incident Causation Sequence of Dominoes



The Accident/ Incident Investigation Sequence of Dominoes

Figure 2. Sequence of Dominoes

Eradicate cognitive dissonance: *achieve health and well-being*

COGNITIVE DISSONANCE ARISING FROM PSYCHOSOCIAL RISK; LOW RECOGNITION AND AWARD

The employer could start exploring an understanding of the motivational perks, recognition and rewards, by designing and incorporating the mechanism of acknowledging, rewarding and recognising employees for their contributions, achievements and efforts. These are essential for creating a positive work environment.

When an appropriate level of recognition and reward is present in an organisation:

- Supervisors providing encouragement, positive comments and other gestures of appreciation. Employees will feel appreciated and are more positive about themselves, their abilities and skills. They are then more likely to contribute further to the organisation's results;
- Platforms and channels of recognition of good performance and milestones reached are visible. For example, regular celebrations or acknowledgement of shared accomplishments;
- Key positions where profit sharing could be explored for lowering attrition rates and improving productivity with ownership for prolonged and sustainable outcomes;
- Regular market benchmarking by the human resource specialist together with the line manager and finance specialist to ensure employees are paid fairly for their work and within operating budget of the organisation. Where relevant, promotions or other skill development opportunities are based on recognition of capability, effort and achievements; and
- End of the year, the organisation appreciates employees' commitment and passion for their work through performance bonus, pay raise and long service awards.

Lack of recognition and reward as a potential hazard

Some of the situations that may lead to poor demonstrations of recognition and reward include:

- High attrition rates;
- Lack of feedback or inadequate feedback about performance;
- Lack of positive feedback;
- Imbalance of employees' efforts with formal and informal recognition and rewards;
- Lack of opportunity for skills development;
- Employees' skills and experience are under-utilised, potentials are not being showcased;

PART 3



Han Wenqi is an experienced workplace safety and health professional from Singapore, and an advocator with 15 years of industrial safety experience. He is a lecturer for the Bachelor of Science in SHEM and MSc in OHSW. He is currently a guest speaker / associate lecturer with the Leeds Beckett University, Cardiff Metropolitan University. His experience is highly sought after in Singapore mega projects.

- Unfair employee award processes that do not match employee contributions to the organisation;
- Underpayment or non-payment of extra hours or overtime;
- Create a family-work conflict impact.

An avenue for providing positive feedback is very important as a risk control measure to help ensure employees feel appropriately rewarded and recognised.

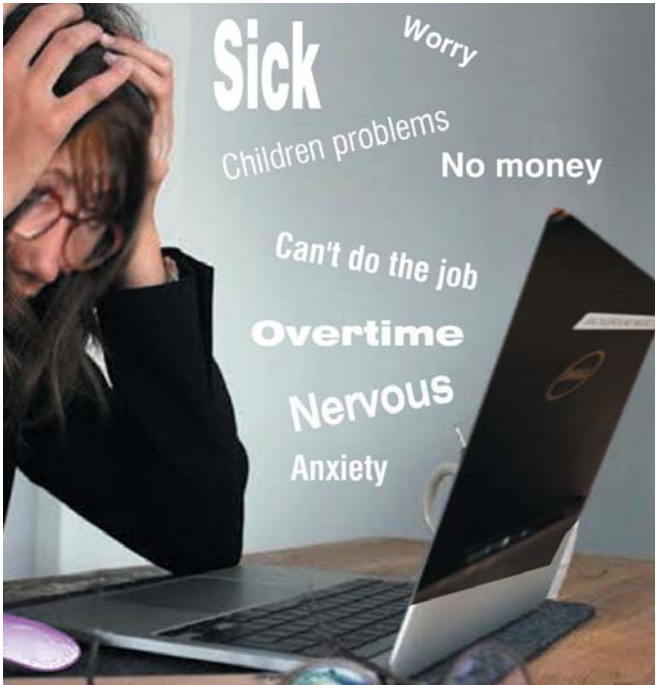
These include:

- Providing regular feedback on performance;
- Training supervisors to provide feedback positively and constructively;
- Framing negative feedback as an improvement opportunity, setting realistic improvement goals and recognising positive changes as they occur;
- Praising employees whenever they have done tasks well. Be specific about what was done well so it can be repeated;
- Listening to employees' needs, concerns and ideas and acknowledge them as a meaningful form of recognition;
- Recognising and rewarding employees for their creativity, ingenuity and effort, not just for their contribution or productivity;
- Formally or informally congratulating employees on a job well done by celebrating successes through:
 - Events such as team lunches or morning teas with top management for recognising individuals in team meetings conducting staff awards programmes;
 - Writing an internal newsletter circulated in an internal publication;
 - Advising managers further up the chain if someone performs well to promptly recognise and celebrate successes by reporting to human resources; and
 - Ensuring recognition and rewards are appropriate and relevant for the employee or team.

Providing relevant and tangible rewards

The employer should provide relevant and tangible rewards remembering every employees' needs is of utmost consideration.

Messages could spread and retain in their memories for a long time to cultivate proactive efforts and team spirit by:



- Ensure recognition and rewards are appropriate and relevant for the employee or team;
- Use rewards to acknowledge good performance;
- Consider rewards as an expression of appreciation and a way of recognising individual or group contribution to a job responsibility, task or an organisational goal;
- Define the purpose of a reward, for example, to recognise the value of the employee's contribution, and take it into account when considering and planning the reward and its value; and
- Ensure any financial reward system is fair and equitable for all employees and that rewards do not require unrealistic efforts.

Opportunities for development

The employer should calibrate a training pathway and experiential learning journey within the organisation to aid the employees' opportunity for development by:

- Providing opportunities for career development such as

acting in higher-level roles during a superior's absence or developing specialist skills;

- Offer access to various in-house or external training programmes beyond those necessary for employees' roles;
- Support participation in personal and professional development; and
- Consider rotating jobs or using coaching and mentoring to enrich employees' lives, skills and motivation.

SAFETY, HEALTH AND WELL-BEING; COGNITIVE DISSONANCE TO BE INTEGRATED INTO EDUCATION, COMMUNITY

In each level of the educational system, the safety, health and well-being including cognitive dissonance of employees should be integrated and sequentially increase the weightage as it progresses to higher levels, to create awareness and promote the prevention of cognitive dissonance.

Schools, institutions, eldercare infrastructures and related workplaces shall kickstart the integration of workplace psychological safety and mental health, well-being programmes, into their existing work process(es).

This will ensure that the needs and expectations of these vulnerable people will be prioritised.

House visits by social workers and counselling volunteers shall be in an increasing trend in terms of manpower, outreach and community care, so as ensure persons at risk are identified, taken care of and monitored closely.

A PSYCHOLOGICAL SAFE ENVIRONMENT FOR SPEAKING UP WITH CONFIDENCE

Employers should start researching and forming a steering committee to start reviewing work process(es).

They should also do a thorough review on the workplace environment physical conditions, decision making paradigms, organisation personalities and culture as well as work process(es) that posed psychosocial, psychological health and safety risks.

First thing first, the steering committee should be appointed and empowered by the top leader, to enable, communicate and ensure a psychological safe environment for speaking up, so that feedback and survey data are reliable.

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World day for Safety and Health at Work: Excerpts from speeches given by Kenyan dignitaries

Celebrations held at Tom Mboya Labour College Grounds Kisumu



KEYNOTE SPEECH BY GUEST OF HONOUR, HON. FLORENCE BORE, CABINET SECRETARY, MINISTRY OF LABOUR AND SOCIAL PROTECTION



Hon. Florence Bore opened the commemorations by remembering the 177 workers who passed away while at work and the 4,398 who suffered injuries at work - some that were maimed for life and others incapacitated for some time. 741 were reported to have sustained occupational diseases.

"We must reflect on the strides made towards promotion of occupational safety and health" said Hon. Florence Bore.

"The theme for this year, 'A Safe and Healthy Working Environment is a Fundamental Right' reminds us that safety and health is now a front runner among other categories of fundamental rights recognised by ILO.

"My Ministry's partnership with ILO has come a long way. In relation to the safety and health of workers in our country we partnered to embrace the adoption of occupational safety and health as a fundamental principle and right at work. We are also alive to the Sustainable Development Goal (SDG) No.8 which targets to promote safe and secure working environments for all workers. In Our legislative framework, the Occupational Safety and Health Act, 2007 together with its subsidiary legislations as well as the Work Injury Benefits Act, 2007 are among other Kenyan laws that are in tandem with ILO's conventions, recommendations and protocols thanks to the partnership.

"Partnership of my Ministry does not end at the international arena. Locally and thankfully so, we have a tripartite partnership with the Central Organization of Trade Unions (Kenya) (COTU-K) and Federation of Kenya Employers (FKE). It is through this partnership arrangement that reforms of occupational safety and health legal framework is now underway. The National Occupational Safety and Health Policy, National Occupational Safety and Health Act 2007, Work Injury Benefits Act, 2007 as well as transition from employer liability based system of compensation to a Social liability based system are among the reforms that have taken the centre stage.

PRINCIPAL SECRETARY, STATE DEPARTMENT LABOUR AND SKILLS DEVELOPMENT, HON. GEOFFREY KAITUKO



Hon. Geoffrey Kaituko opened his speech with a cautionary message "Safety is a fundamental aspect of our lives that should never be taken for granted. Every day, we encounter various hazards and risks that can cause harm to ourselves and others. Whether it is at the workplace, on the road, or in public areas, we must remain vigilant and take all necessary precautions to ensure our safety and the safety of those around us.

"The World day for Safety and Health at work serves as a reminder to us all that safety is a collective responsibility. It is not just the responsibility of employers, government agencies, or safety professionals, but also the responsibility of every individual in society. We all have a role to play in ensuring a safe environment for ourselves and others.

"This year's commemoration is given the concurrence in chapter four on Bill of Rights of the Kenyan Constitution and respective pieces of legislation. This calls for the need to prioritise safety measures to prevent occurrence of occupational accidents and ill-health. Workers must adhere to the safety and health guidelines to enjoy the benefits of this fundamental right. We appreciate the efforts by statutory Safety and Health Committees that have been constituted in many workplaces.

"The informal sector, a large part of our economy, has its own share of impediments when it comes to implementation of safety and health plans and programmes. I encourage the informal sector to form associations so that safety and health services are administered to them similar to companies and organisations. This move will resonate well with the Governments "Bottom Up" economic development agenda.

"Workers are faced with a number of hazards that are physical, psychosocial, physiological, chemical, mechanical and biological. Employers and employees can mitigate the hazards if they work together in;

1. The development of safety and health management systems and supervision to ensure workers put them into practice.
2. Sensitising workers on hazards they are subjected to in the course of their duty and the measures of mitigation.
3. Ensuring that workplace safety and health committees have representation from both employees and employers and knowledge on occupational safety and health is imparted to such committees.
4. Appointing and training fire marshals and fire safety teams at workplaces.
5. Appointing and training first aiders to attend to persons who may sustain injuries at the workplace.
6. Executing recommendations occasioned by occupational safety and health audits, fire safety audits and occupational hygiene surveys.

7. Ensuring medical examination, in prescribed intervals of time.

8. Ensuring examination and testing of plant in prescribed intervals of time.

"With these measures in place, workers will be assured of a safe and healthy work environment.

"Let us all pledge to make safety our top priority. Let us commit to following safety protocols at all times and take measures to prevent accidents. As individuals, we can make a significant contribution to building a safer and more secure society by being responsible and mindful of safety.

"The State Department for Labour and Skills Development will continue to play its role in enabling the Directorate of Occupational Safety and Health Services to execute its functions. A key factor necessary for the Directorate to sustain its service delivery is resource strength which the Ministry is keen in reinforcing. Support will be given where reforms are necessary for enhanced service delivery by the Directorate.

"In conclusion, I would like to urge everyone to take safety at work seriously and make it a way of life in order to reap the declared right. Let us all work together to create a safer and more secure environment for ourselves and future generations" concluded Hon. Geoffrey Kaituko.

MESSAGE FROM THE SECRETARY, OCCUPATIONAL SAFETY AND HEALTH DR. MUSA NYANDUSI LWEGADO



"Let the workers be assured that their safety and health at work is not only as paramount but also of the same recognition magnitude as other rights at work. We must be alive to this right so that our working populace can enjoy it. Workers can only enjoy this right if there is close collaboration between workers, employers and Government especially the Directorate of Occupational Safety and Health Services.

"The onset of this fundamental right has injected renewed vigour into the Directorate of Occupational Safety and Health Services to deliver its mandate as detailed in the provisions of the Occupational Safety and Health Act, 2007 together with subsidiary legislation and Work Injury Benefits Act, 2007. The Directorate will remain steadfast in the;

1. Conducting training of workers and employers on fire safety, first aid and occupational safety and health,
2. Inspection of workplaces to ensure compliance with provisions of Occupational Safety and Health Act, 2007 and subsidiary legislation,
3. Conducting medical examinations and surveillance on workers and Issuance of Certificates of Fitness,
4. The processing of compensation claims to injuries sustained by workers at places of work,
5. Examination and testing of pressurised vessels, lifting equipment and refrigeration plant to ensure their safety,
6. Conducting fire safety audits and safety and health audits at workplaces.
7. Carrying out occupational hygiene measurements like noise, dust, radiation, vibrations, light and chemical fumes,
8. Occupational Safety and Health risk assessments to identify risks with a view to providing mitigation measures,

9. Issuance of certificates of Registration of Workplaces.

"The Directorate of Occupational Safety and Health Services has been on the frontline in offering these services through the spirit of teamwork. Indeed we appreciate the team spirit and input from National Council for Occupational Safety and Health (NACOSH), the apex advisory organ that articulates matters for the sake of good safety and health culture workers in the country.

"Approved Persons and Institutions is another group of service providers that play an important role in the provision of safety and health services to workplaces.

"We appreciate their services and acknowledge them as an integral part of the larger Directorate of Occupational Safety and Health Services. We do not take for granted the continuous immense support to this Directorate by the Ministry and State department leadership.

"As we celebrate this year's world day for safety and health, let us be advocates of ILO's theme by ensuring that fellow workers observe high standards of Safety and Health at work and by so doing, exercise this very important Fundamental Right" concluded Dr. Musa Nyandusi Lwegado.

SECRETARY, CENTRAL ORGANIZATION OF TRADE UNIONS - KENYA DR. FRANCIS ATWOLI



"A safe and healthy working environment is not just a desirable outcome but a fundamental right that should be afforded to every worker.

"This recognition of OSH as a fundamental right is based on the understanding that every worker has the right to go to work and return home safely

without being exposed to harmful or hazardous conditions. A safe and healthy working environment is essential for workers' physical well-being, mental health, and overall quality of life. Workers who are exposed to hazardous working conditions are at risk of developing work-related injuries, illnesses, and disabilities, which can have long-term effects on their health and their ability to work.

"Moreover, a safe and healthy working environment is also essential for businesses' sustainability and competitiveness. Employers who prioritise OSH measures benefit from increased productivity, improved staff morale, and reduced absenteeism and turnover rates. Additionally, creating a safe and healthy working environment is often more cost-effective than dealing with the consequences of work-related accidents and illnesses.

"Despite this, many workers around the world continue to be exposed to hazardous working conditions. Every 15 seconds a worker dies from a work-related accident or illness. There is urgent need for action to ensure that all workers are protected.

"Creating safe and healthy working environments for all workers requires the commitment and collaboration of governments, employers, and workers' organisations to prioritise OSH measures, implement appropriate policies and regulations, and ensure that workers are adequately trained and informed about the risks they face.

In conclusion, let us renew our commitment to creating safe and healthy working environments and ensuring that every worker can go to work and return home safely".

FEDERATION OF KENYA EMPLOYERS, JACQUELINE MUGO, EBS, EXECUTIVE DIRECTOR/CEO



The Federation of Kenya Employers (FKE) recognises that occupational health and safety has been a fundamental right since the dawn of the human rights era.

“FKE has been at the forefront in participating and supporting the implementation of relevant ILO conventions, laws and national policies relating to Occupational Safety and Health.

“FKE continues to work with employers and enhance their awareness and obligations among other emerging issues. Employers have domesticated most of the provisions of ILO Convention 155 which contains more detailed provisions and imposes direct obligations on employers.

“Through the development and review of occupational health and safety policies that conform to ILO’s Occupational Safety and Health Management (OSH) System guidelines of 2001, employers have collaborated with workers to develop OSH systems aimed at promoting safe workplaces.

“The Federation continues to build the capacity of employers on preventive safety and health culture strategies at their workplaces. These strategies include: taking appropriate measures based on a risk assessment, safety and health audits, routine workplace inspections, worker participation through OSH committees training, instruction, and provision of personal protective equipment, among others.

The Federation frequently engages employers to enhance their compliance with the provisions of Convention 155 which have also been adequately addressed in the OSH, Act 2007. These provisions address the following areas:

- Ensuring that machinery, equipment, and processes under their control at the workplace are safe and without risk to health.
 - Ensuring that, the chemical, physical and biological substances and agents at the workplaces under their control are without risk to health when the appropriate measures of protection are taken.
 - Provide, adequate protective clothing and protective equipment to prevent, risk of accidents or of adverse effects on health.
- “Employers must further recognise that safety and health at the workplace offers significant human and economic benefits, supports inclusive economic growth, is crucial a human-centred recovery and the future of work.

“In conclusion, the Federation commends employers for the investments they made in promoting safety at the workplace. Employers are encouraged to assess the opportunities to develop a communication strategy that continues to raise awareness for a safe and healthy working environment.

“The Federation conducts a comprehensive training programme on Safety and Health Management at the workplace that equips employees with relevant practical skills and knowledge to embrace, implement and sustain Safety and Health practices in the organisation such as: Conducting Occupational Health & Safety Audits at the workplace, reporting tools and procedures, practical guidelines on risk assessment as well as field visits and de-briefs. FKE also frequently conducts practical and information sharing forums for members. We encourage employers to take advantage and participate in these forums”.

“FKE calls upon all Social Partners and stakeholders to promote the creation of a Safe and Healthy Working Environment that enhances productivity at the workplace”.

OCCUPATIONAL SAFETY AND HEALTH OFFICERS MEETING

This meeting was addressed by the Secretary of Occupational Safety and Health Services in Kenya, Dr Musa Nyandusi a day before World Day for Safety and Health celebrations.



ACHASM Update

by Yaseen Francis, Director ACHASM

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

One of the key functions of ACHASM is to facilitate CPD through hosting chapter meetings. CPD aims to enhance individuals' expertise through these gatherings.

ACHASM has officially registered as an accredited CPD service provider with the SACPCMP, ensuring members can claim CPD points for the relevant categories.

Seminars and workshops will have the necessary CPD allocation before the event.

UPDATES

Recent ACHASM Chapter Meetings

The Nelson Mandela Bay Metropole Chapter Meeting on 4 July, 2023, addressed 'Health and safety coordination between main contractors and sub-contractors on a power station project', and 'Public safety during electricity supply'. These presentations were recently presented at the CIB W099 & W123 Conference held on 21 – 22 June 2023, in Porto, Portugal.

The Buffalo City Metropole Chapter Meeting on 27 June 2023 focused on diabetes and the need for accredited laboratory testing concerning health at work.



Yaseen Francis,
Director ACHASM



Above: Smiling attendees proudly showcase their attendance at the Chapter Meeting

Left: Rudelle van der Merwe, Registered Occupational Hygienist sheds light on the critical Asbestos Abatement Regulations, 2020



Marius Eppenberger, Pr.CHSA, enlightens the audience on the crucial duties of construction health and safety agents



F. Kruger, Registered Occupational Hygienist, shares vital insights on controlling occupational exposures in the workplace



FEM Consultant, Steven Ferdinando, emphasizes the advantages of registering with the Federated Employers Mutual Assurance Company

The City of Cape Town Metropole Chapter Meeting on 1 June 2023 addressed the COID Amendment Bill and FEM construction injury statistics.

Annual ACHASM Symposium

The annual one- or two-day ACHASM Symposium will be staged in Cape Town, October / November, featuring some of the industry's most influential speakers.

MEMBERSHIP RENEWAL

ACHASM has witnessed significant growth in membership renewals and new memberships since the launch of the fully automated Glue Up system. The membership renewal and invoicing process is seamless and efficient, resulting in swift membership approval and invoicing. Existing members are encouraged to renew their membership by submitting a new application on the website to receive an invoice.

STAKEHOLDER ENGAGEMENTS

ACHASM will continue representing our members in various stakeholder committees and forums, including BEPSA, CBE transformation committees, the SACPCMP voluntary association, presidents' forum, and CASA.

ACHASM actively advocates for and addresses crucial matters concerning health and safety professionals' through engaged participation with these stakeholders.

BENEFITS OF ACHASM MEMBERSHIP

Besides the established and communicated benefits of becoming a member of ACHASM, there are several benefits which do not receive as much attention, although they are important. These include:

- Access to presentations, literature, and construction health and safety (H&S) research findings;
- Access to a pool of industry stakeholders and experts when conducting construction H&S research;
- Five points recognition when applying to register with the SACPCMP;
- Assistance in terms of identifying mentors for candidates, and
- A platform for university students to present published research to industry experts.

Members interested in establishing a Chapter in their region are welcome to contact Yaseen directly at yaseenf@ncc-group.co.za.

SARACCA at a glance: What is a bargaining council?

Director of SARACCA John Parry has introduced a new column called "SARACCA at a glance".

In this column, John will speak to need-to-know information for all SARACCA members and give reminders with regards to pertinent information and give further insight into the processes behind the scenes.

As a member of SARACCA, there is a legal requirement to be a member of a Bargaining Council.

This is not optional as it is a legal requirement for all employers to be compliant.

The Bargaining Council is a leg of industry which oversees due diligence processes.

WHAT IS A BARGAINING COUNCIL:

A Bargaining Council is a statutory body created under the Labour Relations Act (LRA) to provide for the co-regulation of stable and productive employment relations.

The Air Conditioning and Refrigeration industry falls under the Metal and Engineering Industries Bargaining Council (MEIBC).

The duty of the MEIBC is to regulate employment conditions and labour relations.

It also sees to the necessary administrative measures to ensure effective collective bargaining. The MEIBC also facilitates wage negotiations and drafts the main agreement.

On the social side, it manages the provident fund, pension fund, sick fund and dispute negotiation fund.

MEIBC LEVIES AND CONTRIBUTIONS

In our industry we belong to the Metal and

Engineering Industries Bargaining Council (MEIBC) and we need to make monthly payments to the Metal Industries Benefit Funds Administrators (MIBFA) on behalf of members.

These levies are updated periodically and paid on a weekly or monthly basis and mandated by the Steel and Engineering Industries Federation of Southern Africa.

The MEIBC levies and contributions are applicable to all companies falling within the registered scope of the Metal and Engineering Industries Bargaining Council (MEIBC).

As of 1 April 2023, the Administration levy is payable by each scheduled employee at R2.10 per week and R9.09 per month. The employee is matched with a contribution paid by the employer.

The Dispute Resolution levy is also payable by all employees with a matching contribution paid by the employer. The Dispute Resolution levy is charged at R0.76 per week and R3.30 per month.

It is important to note that where the total amount payable to the council is less than R175 per month, employers are no longer required to make this amount up.

After taking the above into consideration, are you and your sub-contractors compliant?



Off-site safety modular construction

Recently, TurnKey Modular was tasked with designing and constructing a prefabricated solution for Sasol South Africa's coarse ash dump project.

Prefabricated deployment is the future of construction.

The project required two modular structures, one of which is an 86-tonne building that is 8.5 meters wide by 20 meters long.

The building holds both medium voltage and low voltage switching equipment, switching panels, DCDVs, and battery tripping units ACDB.

Additionally, it has a segregated fire and explosion-resistant battery room to ensure optimal safety, to adhere to the oil and gas industry stringent regulations.

Batteries in the room are intrinsically safe and kept within an enclosure that won't ignite any gases that may occur in the battery room.

TurnKey Modular is committed to safety. The company conducts meticulous route surveys and uses engineering expertise to ensure that big loads are transported safely such as D9 dozers riding behind large loads.

This level of safety consciousness was also evident in the design of the buildings, which were carefully assessed after being assembled in a fully operational state inside TurnKey Modular head-quarters in Johannesburg.

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Co-author: D. NIESING

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SAFETY POLICIES - EMPLOYER'S RESPONSIBILITIES

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EMERGENCY EVACUATION PLANS - VENTILATION

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Looking into the past through the eyes of the Safety First Association

SAFETY FIRST

December, 1938.

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SAFETY FIRST

Page 3

THE SAFETY WAY TO HEALTH—No. 8.

HANDS OF DEATH

By A MEDICAL OFFICER OF HEALTH



WE are all familiar with the well-known "stop" street with its warning sign commanding all and sundry to take care not to endanger their lives by rash driving. We are all appalled by the toll of the roads to-day, and by the spectacular and heart-breaking accidents that occur. The motor-car is accused of being a weapon of destruction in careless hands. So it is, but ordinary everyday dirty hands can cause more havoc, illness and death than probably any other single factor.

Stop! Wash Your Hands! This should be the motto of every food handler. It should be emblazoned in every kitchen and every food shop. Clean hands do not carry disease germs! There are by-laws and rules of every description and type calling for proper buildings and equipment for food stores, but possibly the most important is the simple one that stresses the need for a nail brush, soap, clean towel and water.

Many diseases are spread by dirty and infected hands coming into contact with another person directly, or indirectly through his food. Typhoid or enteric fever, for instance, can be and often is spread this way, especially in the case of "carriers" of this serious illness. These "carriers" are persons who, though not ill, harbour or "carry" germs of disease in their bodies. They are liable to shed the germs from time to time and in different ways according to the disease they may unfortunately be "carrying." The typhoid "carrier" sheds the germs of typhoid with his evacuations and, unless such a person believes implicitly in soap and water, his hands can easily become infected, and

they in turn can infect other people by passing the germs on, either through food or drink, or directly to the other individual.

The food purveyor who does not wash his hands frequently and well is a danger to the community. So also is the food handler who does not ensure that his employees, especially natives, carry out this simple but vital health precaution.

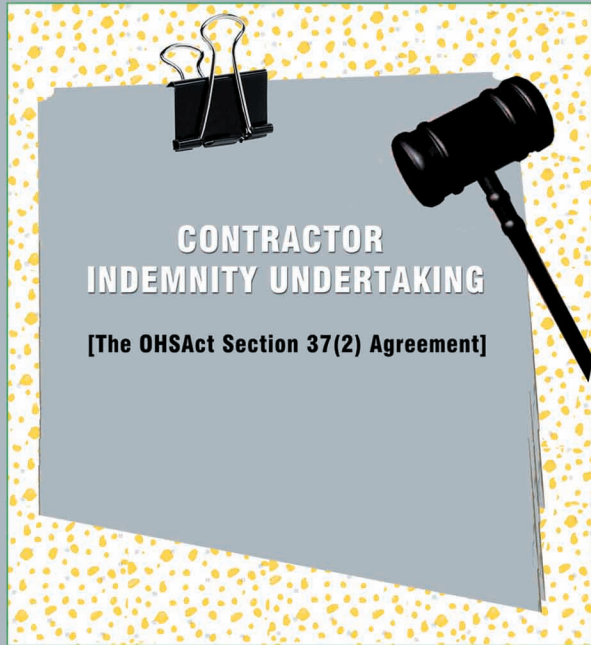
Such a food purveyor is second cousin to the fly, which insect, as you well know, never washes itself except perhaps through accidental bathes in an uncovered milk jug. The food purveyor who handles food with clean hands is not going to let flies get at it to contaminate it. He is not going to let dust and dirt of any sort get on to the food he sells. He realises the value of cleanliness as a health safeguard. He knows that a few minutes spent in the interests of ordinary everyday cleanliness is a very small premium to pay for health insurance, a very small premium to pay to save lives.

A radio in every home is possibly the aim of every radio salesman. A wash-hand basin in every food handler's establishment should be the aim of every health salesman. Who are health salesmen? They are the public health officials who strive day in and day out to sell the public health knowledge free: the public that almost cannot believe how valuable the cheap and simple expedient of cleanliness is.

So when you next visit your food shop or a restaurant, don't forget, if you value safety first, to judge not only the food, but the salesman too.

Safety first, last and always in the food trade means cleanliness everywhere.

[Special to "Safety First" by the Witwatersrand Public Health Propaganda Committee.]



CONTRACTOR INDEMNITY UNDERTAKING

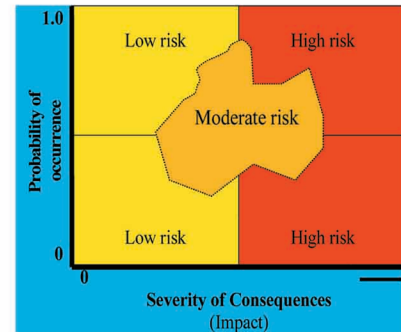
[The OHSAct Section 37(2) Agreement]



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