

A new jobs crisis is heading our way

Inspections by DEL OHS Inspectors

Africa celebrates World day for Safety and Health at Work

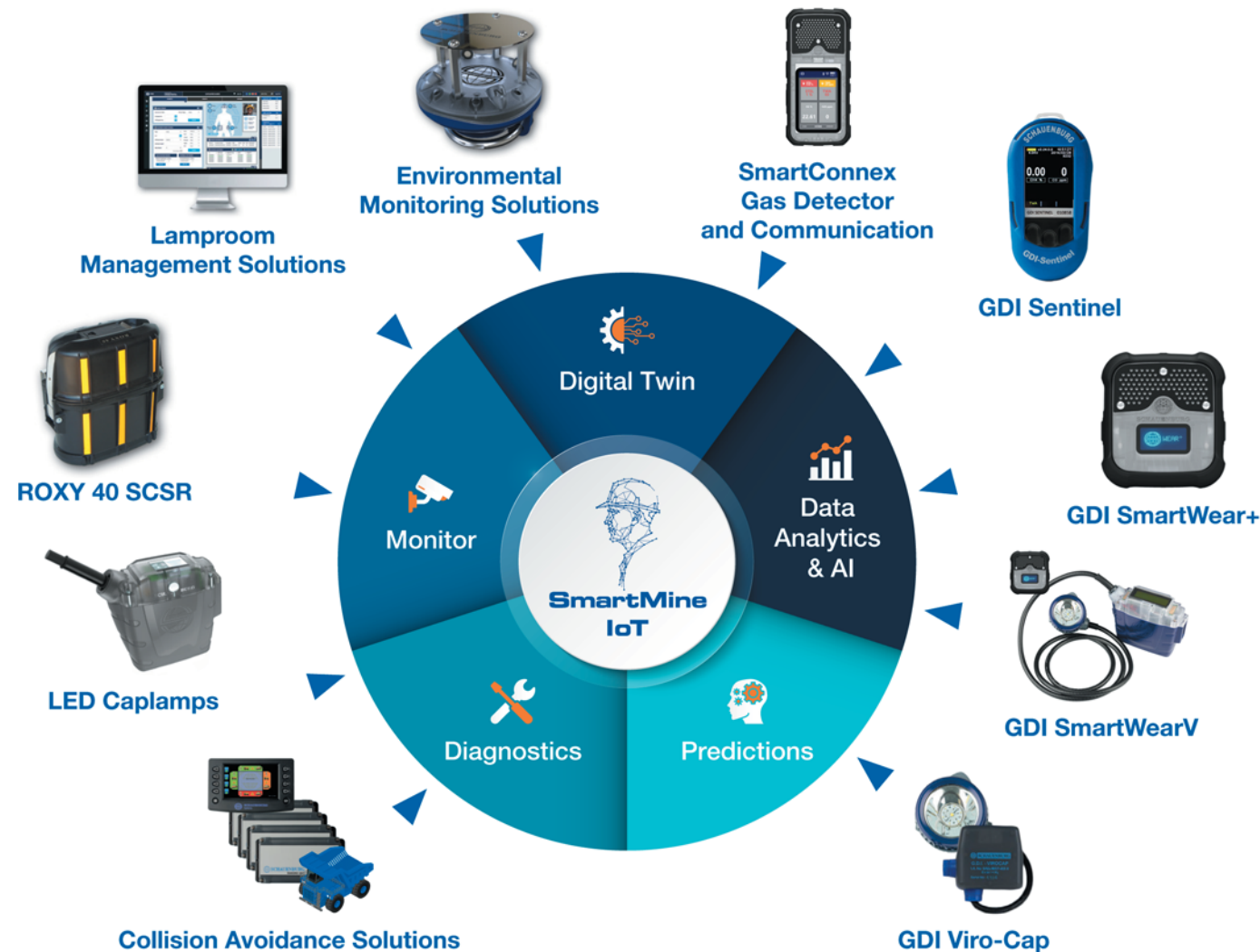


BEYOND MASKS

AT THE HEART OF PROTECTION

SmartMine Safety Solutions

DATA TRANSFORMED INTO
ACTIONABLE INFORMATION



SAFE

- Multiple Gas
- Man-down
- Panic
- Dust + Noise Integration
- Location

SMART

- Actionable Information
- Real Time Connection (WiFi/BLE)
- Location-based Events
- Interconnected Eco-system
- Android App Support

SIMPLE

- Easy to Understand
- Electronic Reports
- Interactive Dashboard
- Intuitive App Interface
- Auto-feature Updates

Data Inputs



Improvement



SCHAUENBURG
Systems

A company of the SCHAUENBURG International Group

www.schauenburg.co.za



May/June 2023
Volume 83 Number 3

CONTENTS

FEATURE ARTICLES

A new jobs crisis is heading our way	4
Safety and hazards in the kitchen	10
Productive companies through healthy and productive workers - "Worker health does not make good business sense"	14
Mitigating health and safety risks in the face of loadshedding	16
Culture still eats strategy for breakfast	19
Keeping workers in the transport sector sober ...	22
Inspections by DEL OHS Inspectors, part 1	23
Eradicate cognitive dissonance : achieve health and well-being	36

CONSTRUCTION SAFETY

ACHASM Update	35
---------------------	----

GAS SAFETY

Going off the grid? How to safely set up your gas system	18
--	----

PERSONAL PROTECTIVE EQUIPMENT

Simplicity, speed and confidence: the way forward for temporary horizontal lifelines	12
SAPEMA breakfast networking meeting	8

OCCUPATIONAL SAFETY AND HEALTH



World day for Safety and Health at Work: Celebrations in Africa	24
Cameroon Walk for Prevention	24
Kenya calls for the adoption of OS&H as a fundamental principle	24
Zambia celebrates by signing into law their National OSH Policy	25
Uganda promotes positive work culture and ethics	25
SOEHPON commemorates with a Road Walk through Lagos	26
National Walk for Nigeria OSH Act	27
Moçambique hosts 6th National Conference on Safety and Health at Work	28
NIMASA advocates ZERO offshore incidents	29
ORP XXIII Congress	29

OCCUPATIONAL HYGIENE



SAIOH President's Message	30
Promoting Worker Health: Managing seasonal illnesses e.g., influenza, through technology and occupational hygiene	30
National council feedback	31
From the Professional Certification Committee (PCC)	34

Participating associations / organisations / institutes with AFRICAN OS&H and the Safety First Association



SAPEMA



ADAO

EDUCATION OF HOPE AFRICA

OSHAfrica

SAQCC GAS

SARACCA

ergonomics SOCIETY OF SOUTH AFRICA



African OS&H is published by the Safety First Association and is the official journal of

- Southern African Protective Equipment Marketing Association (SAPEMA)
- Association of Construction Health and Safety Management (ACHASM)

African OS&H is supported by:

- Southern African Institute for Occupational Hygiene (SAIOH)
- South African Qualification and Certification Committee for Gas (SAQCC GAS)
- Ergonomics Society of South Africa (ESSA)
- Occupational Safety & Health Africa (OSHAfrica)

African OS&H incorporates:

- Occupational Safety and Health
- Personal Protective Equipment
- Corporate Risk Management
- Occupational Hygiene
- Gas Safety
- Ergonomics

Editor: Debbie Myer
Production Editor: Lindsay Myer
Chairman: Leighton Bennett
Vice Chairman: Herman (Harry) Fourie
Administration & Membership: Sankie Greyling
Committee members: Wensley Misrole, Wellington Mudenha, Steward Shapiro, Fabian Buckley, Warren Manning, Delene Sheasby, George Browse

Administration & Membership :
Sankie Greyling
Tel: +27 (0) 65 979-7879 **E-mail:** sankie@safety1st.co.za

Advertising & Editorial :
Delinds Publications cc
Tel: + 27 11 886-5985 / **Cell:** + 27 83-266-6662
E-mail: delinds@mweb.co.za

Copyright: 2023 Material appearing in this issue may not be reproduced without the permission of the editor or publishers in any form whatsoever.

The Safety First Association is a non-profit making, privately supported, public service organisation which aims to prevent accidents by promoting an awareness of accident situations in day-to-day living amongst members of the community.

The Publishers and Editors are not liable for any damages or loss incurred as a result of any statement contained in this magazine. Whilst every effort is made to ensure accuracy in this publication, neither the Publishers nor Editors accept any responsibility for errors or omissions in the content and reserve the right to edit all contributions. The views expressed in this publication are not necessarily those of the Publishers or Editors.

Editor's Comment

JOBS CRISIS HEADING TO SOUTH AFRICA

Dr Alti Kriel in her article laments the employment crisis fast approaching South Africa. With Unit Standards now falling away, they are being replaced with ill-fitting Skills Programmes that she stresses do not meet the health and safety needs of the workforce as per Department of Employment and Labour's regulations.

The Institute for Work at Height (IWH) has regularly approached the Quality Council for Trades and Occupations (QCTO) as well as the Department of Employment and Labour (DEL) about the problem that will arise when Unit Standards expire, and have offered a solution in the form of Regulated Skills Programmes that must be formally recognised and quality assured, and trained persons need to be certified. Dr Kriel concludes her article with a proposed solution.

WORLD DAY FOR SAFETY AND HEALTH 2023

In this issue we report on some of the activities held throughout Africa to celebrate this global event. It is both refreshing and encouraging to learn how many African countries participated.

It is also a highlight of this issue to know that events which focus on the health and safety of both workers and citizens are finally back to full swing following the Covid pandemic.

LOADSHEDDING

Loadshedding once again takes a prominence with Harry Fourie exploring the challenges faced during power cuts, and offers practical advice on how to mitigate health and safety risks.

SAQCC tells us how to safely set up a gas system in our homes and in industry as an alternative energy source. If set up properly, gas is a safe alternative with many benefits.

HOME SAFETY

When I once mentioned in a meeting that home safety needs to get more prominence, I was met by the comment "safety in the home is common sense". I strongly disagreed. If it is common sense, why are there so many accidents and even fatalities in the home. In his article, Christian Fournier tells what safety hazards are found in the kitchen, and how to avoid potential accidents.

DEL INSPECTIONS

DEL Inspections - a dreaded thought to many companies. Over the following issues, Tibor Szana will give some insight and advice from his experience as Chief Inspector on how to engage with inspectors.

In Part 1, published in this issue he deals with planned inspections and explains the process. To improve health and safety he advises all stakeholders to work with, not against the inspectors.

KEEPING THE TRANSPORT INDUSTRY SOBER

Our roads are filled with truckers travelling between cities and towns, driving all sizes of vehicles. Companies need to ensure that all employees behind the wheel - especially long distance drivers - are sober. Many accidents are caused by drivers who are found to have intoxicating substances in their blood. Rhys Evans explains how a sober-free trucker workforce can be achieved through regular testing and other innovations.

Dräger

Dräger Gas Detection Connect Connect to the digital future of safety

The software solution that turns individual
products into one smart system



Please visit us at
A-OSH 2023 in Hall 3
on Stand B05

A-OSHEXPO
SOUTH AFRICA | 2023

6 - 8 June 2023

Gallagher Convention Centre, JHB

9am - 4pm daily

www.draeger.com

A new jobs crisis is heading our way



Dr Alti Kriel is the Chief Executive Officer (CEO) of the Institute for Work at Height (IWH).

An employment crisis is fast approaching South Africa like a tsunami or a tidal wave, it will destroy tens of thousands if not hundreds of thousands of jobs at a stage where almost half of the working population is already unemployed!

The reason for this impending disaster is a combination of seemingly unrelated events that, when working together is about to create a perfect storm that could destroy large portions of our economy.

The Occupational Health and Safety Act (85 of 1993) under the control of the Department of Employment and Labour (DEL) touches the lives of all working persons in South Africa in one way or another and it is this Act that demands that employers take all reasonable measures to ensure the health and safety of their employees.

Skills training is the golden thread that weaves its way through all the interventions that a modern society employs to improve the lot of workers. Irrespective of a person's background and educational level, each worker needs specialised training to ensure that the work is done efficiently and, more importantly, safely.

EXPIRING UNIT STANDARDS - AN IMPENDING DISASTER

It is for this reason that the DEL has incorporated safety requirements in all of its regulations that form part of the Occupational Health and Safety Act. These regulations demand that persons at work are properly trained.

Thus, the education authorities have developed systems and policies to allow for workers to be skilled in their respective trades or occupations. And that is all good and well, but a huge gap has been created and the golden thread has been cut.

"Safety training" should run parallel with "occupational training". In other words, a person can be trained in any specific occupation but will still need additional knowledge and experience in order to perform the work safely.

For example, a qualified electrician might need to work in a hazardous environment such as working at height or in confined spaces. But nothing in the electrician's occupational qualification prepares the person for the multitude of hazards that exists in the workplace. Therefore, this electrician, when faced with the hazard of falling from heights, needs to have a short course in safety training to address that risk.

The risk of falling applies equally to the electrician and any other person performing any work whilst being exposed to the fall risk.

The electrician might need to use a ladder or some scaffold structure or be raised in the basket of

an elevating work platform to reach the position where the job task needs to be performed.

It is totally impractical and a gross waste of time and money to try and train every working person in South Africa on, inter alia, the safe use of tall ladders, the safe erection and use of scaffolding, the safe operation of a "cherry picker" (AKA an "elevating work platform") or the operation of a suspended platform on the assumption that at some stage in their working career they will need those skills.

SHORT DURATION SKILLS TRAINING PROGRAMMES : ARE THEY EFFECTIVE?

In any event, technology, equipment and operating methods will make the person's knowledge obsolete within a few years leaving the person with a false sense of security.

It is for this reason that short duration skills training programmes were developed some 25 years ago and formed part of the National Qualifications Framework. These were known as Unit Standards.

Many of these Unit Standards were specifically written to address safety training covering a multitude of situations, equipment and work methods.

For the last quarter of a century, these Unit Standards have provided the tools to maintain the golden thread of health and safety for the workforce.

Sadly, as was warned by the authorities a few years ago, these Unit Standards are now falling away and are being replaced with ill-fitting skills programmes that in many respects, do not meet the health and safety needs of the workforce as per Department of Employment and Labour's regulations.

Short duration, safety training is called for to address the regulations. These are very seldom aligned to the worker's occupation but directly addresses the hazards that the worker is going to face at work. These "skills" are known as Regulated Skills. And there needs to be formal Regulated Skills Programmes.

The Department of Higher Education and Training did not provide for these safety skills when it promulgated its new policy known as the "Occupational Qualification Sub-Framework" (OQSF).

The format and structure of the skills programmes that they have devised completely excludes Regulated Skills Programmes to the extent that the OQSF's skills programmes have to be directly linked to an occupational qualification and must take at least 10 working days to complete.

ADDRESSING ALL HAZARDS IN THE WORKPLACE

In the first instance, safety training is applicable to just about every job function and cannot possibly be linked to all occupations. There are a multitude of different hazards and likewise there are a multitude of safety training programmes to address all of those different hazards.

To address all hazards in all occupational qualifications is totally impossible. Secondly, safety training could be as quick as one day i.e.: "How to work safely on a ladder" which is being trained both locally and internationally in one day. Fall protection training takes just two days.

There are many other examples of these short course interventions but due to space constraints we will stay with these two.

If we had to follow the Occupational Qualifications Sub-Framework's requirements, each of these would have to be stretched over a ten-day period! So not only does it have to be linked to the person's occupation - which is totally impractical and unreasonable - but it must also take up to ten times as long for training!

POTENTIAL FOR A FLOOD OF ILLEGITIMATE COCs

For that reason, the Institute for Work at Height - a SAQA recognised Professional Body approached the Quality Council for Trades and Occupations as well as the Department of Employment and Labour on several occasions over the last few years to alert them to the problem that will arise when Unit Standards expire and offered a solution in the form of Regulated Skills Programmes.

Regulated Skills Programmes need to be formally recognised by the authorities, be properly quality assured to safeguard the trainees. A formal record of such training needs to be kept.

Equally important is the certification of the trained person and the issuing of licences where applicable. This work falls outside of the scope of the SETAs and should be undertaken by South African Qualifications Authority recognised Professional Bodies on behalf of and under the control of the Department of Employment and Labour.

If formal quality assurance processes are not followed, then a multitude of illegitimate "certificates of competence" will flood the market as is currently happening due to un-policed and often unscrupulous training providers that simply see this as a money-making opportunity.

South African Qualifications Authority recognised Professional Bodies can fulfil this role under delegation as is stated in SAQA's "Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation".

IWH SUPPORTS REGULATED SKILLS PROGRAMMES

The Institute for Work at Height is ready and willing to implement Regulated Skills Programmes on behalf of the Department of Employment and Labour working closely with Quality Council for Trades and Occupations and other NQF partners.

If Regulated Skills Programmes are not implemented immediately most persons that want to work will not be able to be certified by a licensing partner of the Department of Employment and Labour, thus denying thousands of persons access to construction / building sites as well as all sectors of the economy where certified safety training is mandatory.

IN SUMMARY

In June 2023, the Unit Standards that covered the regulatory skills are expiring, and there is nothing registered as yet to replace them.

Although a phase-out period is available until June 2024, new learners will not be allowed to enrol after that.

The crisis is already felt in the industry. Some SETAs refuse to accredit new Skills Development Providers or register new assessors and moderators.

The accreditation of many providers has expired, and they cannot get this renewed. Thus, safety training is already being affected and some providers are closing their doors!

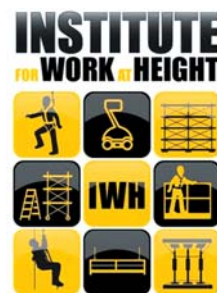
The solution to this problem has been proposed by the IWH on multiple occasions to the QCTO and DEL.

The problem is that even if these regulatory skills programmes are now registered with the QCTO, the issue of quality assurance and licensing still needs to be resolved with the DEL.

CONCLUSION: IWH's PROPOSED SOLUTION

The IWH has proposed the following solution.

- The QCTO register Regulatory Skills Programmes with less than 8 credits and disconnected from occupational qualifications.
- The DEL to use SAQA recognised Professional Bodies as Licensing Bodies for all regulatory skills.





Interceptor Razer SP

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

The Interceptor Razer SP is a rugged and hardworking safety boot offering anti-penetration protection at an affordable price.

DESIGN AND CONSTRUCTION

Some of the features that makes this the perfect choice for your unique working environment include:

- Split genuine leather upper (1.4-1.6mm) for increased durability.
- Four reinforced non-rusting, durable, metal d-rings.
- EVA foam padded collar for added comfort and ankle support.
- EVA foam padded bellows tongue that prevents debris from entering the boots.
- Cambrelle moisture-wicking lining that helps keep feet drier during work hours.
- For added reliable protection, an anti-penetration steel plate and wide-fitting, comfortable steel toe cap tested to 200J impact resistance.
- Engineered to meet ISO and 20345 specifications.

- Full padded removable EVA sock liner for increased and superior comfort.
- A ladder grip sole design.
- Oil and acid resistant features and crack-resistant technologies – tested to 30000 flex-cycles.
- The Razer SP sizing ranges from UK3 – UK13 making this unisex trusted safety boot both affordable and accessible.
- 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.

Contact our customer care team for your closest distributor or to speak to one of our Sales Representatives. (021) 506 6900 / info@interceptor.co.za



MANUFACTURED BY **HI-TEC**



RAZER SP

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.

@INTERCEPTOR_AFRICA
 INTERCEPTOR AFRICA
 WWW.INTERCEPTOR.CO.ZA
 CAPE TOWN Tel: +27 21 506 6900 JHB Tel: +27 11 1000 241



MANUFACTURED BY **HI-TEC**

SAPEMA breakfast networking meeting

On the 4th April 2023 SAPEMA together with BSI hosted a business breakfast at the Modderfontein Golf course for our members.

SAPEMA and BSI have a signed an MOU which we intend to use to the full benefit for our members and in turn add value to them and the industry in terms of knowledge.

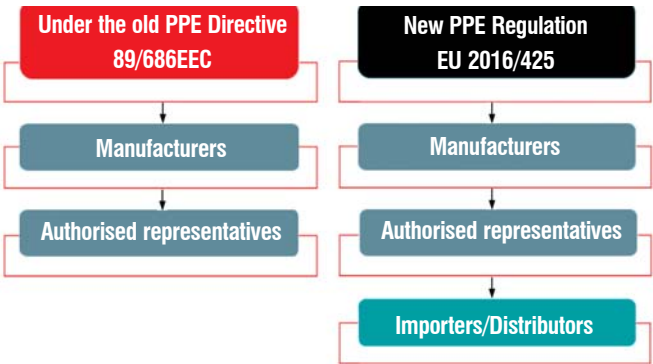
Together we planned and executed a successful morning. The intention was to introduce our members to the BSI team and provide them with an opportunity to ask the burning questions which have been on all our minds with regards to the new PPE Regulation (EU) 2016/425.

Ronel Liebenberg from BSI gave our guests a short introduction into BSI as well as an update and information with regards to the new PPE regulation changes. This followed with a Q&A session.

Below is a brief summary of the new categorisation of PPE which now falls under the new Regulation. See Figure 1. Figure 2 illustrates who is responsible for what.

One of the main points that was highlighted under the new PPE Regulation (EU) 2016/425 was the obligations for manufacturers and the supply chain. Previously the PPE directive focused on manufacturers placing products onto the market, but now under the new Regulation the whole supply chain will be involved. This means importers, distributors or anyone involved in the supply and distribution chain should

Figure 2. Who is responsible for what



take appropriate measures to ensure that PPE meets standard requirements and that they make available on the market only products which comply with the Regulation.

This is something that for us at SAPEMA and our members is important as we need to ensure that we understand how this impacts us.

A successful time was had by all in attendance, and we certainly walked out with a greater understanding of the subject matter as well as some new contacts.

We look forward to more informational sessions moving forward and look forward to a long-standing relationship with the BSI Team.

Figure 1. New categorisation of PPE

Category I Simple PPE	Category II Intermediate	Category III PPEComplex PPE
Self-declaration No Notified Body involvement	Risks other than those listed in Categories I & III	Includes exclusively the risks that may cause very serious consequences such as death or irreversible damage to health
Things to look out for: - Manufacturers Declaration of Conformity - Is it tested to a harmonised standard - Test Data, is: i) Independent ii) ISO 17025 accredited iii) Relevant iv) Recent	Examples of Products: - Eye protection (safety glasses) - Hand & Foot protection (majority of footwear & gloves) - Impact Protection (headgear) - Protective workwear (hi-visibility) - Examples of Products: - Hearing Protection (earplugs/earmuffs) - Respiratory Protective Equipment (face masks, filters etc.) - Hand & Foot protection (lethal or irreversible risks) - Headgear (Fireman's helmet)	Examples of Products: - Hearing Protection (earplugs/earmuffs) - Respiratory Protective Equipment (face masks, filters etc.) - Hand & Foot protection (lethal or irreversible risks) - Headgear (Fireman's helmet)



DON'T HOPE SO, KNOW SO!

In case of a workplace incident, know that your PPE Suppliers are **Compliant and Trustworthy!**

When choosing a PPE supplier, ensure that they are an official SAPEMA Member. SAPEMA Members are experienced Manufacturers and Distributors of compliant PPE to recognised and approved Safety standards. SAPEMA and its Members stand for Compliant Product, correct usage of PPE according to standards and specifications.

Your Protection is Our Priority!

For more information, contact SAPEMA on 063-442-9935 or info@sapema.org.



www.sapema.org

Safety and hazards in the kitchen

Kitchens are common meeting grounds for families to share meals, share how their day went, share what's new, have discussions, have debates, and of course kitchens are where the cooking takes place. Kitchens can also be a dangerous area for family members especially children.

In this article I will provide some recommendations in reducing the risk of injury and keeping your family safe in the kitchen.

FLOORS

Floors can be a risk for injury when there are spills of liquid on them. Having grease on floors from cooking can also be hazardous.

Animals can likewise create tripping hazards either by laying on the floor next you and patiently waiting for a treat or for you to drop some food on the floor.

You would then risk slipping, tripping and falling onto the floor, against a counter, an appliance, kitchen table, chair, etc.

The types of injuries that could occur range from a bruise to a bruise, contusion, a fracture, a concussion, a skull fracture, etc.

CABINETS

Cabinets left opened can become a safety hazard. Family members can strike their head, knees or legs against the cabinets which could cause injuries, for example contusions.

For toddlers, opening cabinets can be a source of adventure by providing a hiding area or a new source of musical instruments (pots and pans). Unfortunately, it can also be very dangerous when that cabinet has cleaning products.

I recommend installing locking mechanisms on the cabinets to prevent toddler access.

CLEANING PRODUCTS

Cleaning products cannot be taken for granted. They can be hazardous if not used properly.

Furthermore, cleaning products can be especially dangerous to younger children.

Depending on the material, cleaning products can lead to skin burns, external organ damage, eye, mouth, and throat irritation, partial or full blindness, poisoning, etc.

Certain cleaning products are attractive in colour, resulting in children mistaking them for juice. So, it is very important when using your cleaning product, that you also keep a close eye to ensure that your children don't handle them.

Just placing your cleaning products on the counter isn't sufficient, since your toddler can drag a chair next to the counter, climb the chair and reach the cleaning product.

I recommend that once you are finished using the



Christian Fournier has worked in the safety profession for more than 16 years and is currently an Occupational Health & Safety Coordinator for the province of New Brunswick (Dept. of Education), Canada. He holds two OH&S certifications and serves on the board of HSPC, Health and Safety Professionals Canada



SAFETY DOG and the Adventures of Emma and Ethan: Safety Heroes in the Kitchen

I have recently written a children's book with a focus on safety in the kitchen "Safety Dog and the Adventures of Emma & Ethan: Safety Heroes in the Kitchen." It is available through Amazon, or my website (<https://www.christian-fournier.org>).

It is available in English, French and Spanish.

cleaning products, you lock them in a cabinet so your toddlers can't access them.

PLANTS

Certain plants can be poisonous if ingested. Depending on the plant, they can also make your pets sick.

The effects could range from rashes to vomiting, diarrhoea, etc.

I recommend that you research how a plant might affect your family prior to purchasing. Also, teach your children not to eat the leaves of a plant and the reasons why they shouldn't.

CHILDREN ON COUNTERS/KITCHEN TABLES

Young children in general enjoy climbing. Your counter, kitchen table or even chairs can become hazardous if children stand on them.

They can lose their balance or footing causing them to fall on the floor, striking part of their body against an appliance or furniture.

The types of injuries that could occur range from a bruised ego to a bruise, contusion, a fracture, a concussion, a skull fracture.

Similar injuries can also occur if the children are sitting on the counter or kitchen table. They can easily injure themselves especially when they try to get down from the counter or kitchen table.

COOKING

There could easily be an entire article just on cooking safety alone. I'm only going to touch on a few items to remember.

Being aware of where your children and pets are located in the kitchen is important especially when you are handling hot pots and pans or using knives.

Ensuring the handles of your pot and pans are placed where your children cannot reach them is a must. That goes for kitchen knives as well.

Not following those simple rules could possibly lead to trip and fall incidents, lacerations or burns to name a few.

A-OSH EXPO
SOUTH AFRICA | 2023

6 - 8 June 2023

Gallagher Convention Centre

9am - 4pm daily

One roof, four industries

SECUREX
SOUTH AFRICA | 2023

FACILITIES
management expo
SOUTH AFRICA | 2023

FIREXPO
SOUTH AFRICA | 2023

**REGISTER
ONLINE
FOR FREE
ENTRY!**

Top reasons
to visit

BENEFIT
from the four
co-located
shows

COMPARE
latest trends
& solutions

LEARN
free-to-attend
seminars

NETWORK
industry
peers

CLOSE
deals

#AOSHexpo2023



**Connect with
our team:**

Amanda Dube, Marketing Co-ordinator
T: +27 (0) 10 003 3060
E: Amanda.dube@montgomerygroup.com

www.aosh.co.za

Organised by:
MONTGOMERY GROUP
SPECIALISED EXHIBITIONS

Simplicity, speed and confidence:
the way forward for temporary horizontal lifelines



LIFELINES ARE CRITICAL IN PREVENTING FATALITIES

How can construction and maintenance workers be sure that their temporary horizontal lifeline will save them in the event of a fall from height? And can such equipment be made easier, quicker to deploy, and safer?

Use of temporary horizontal lifelines is especially common in construction and industrial maintenance work. These are notoriously dangerous occupations, as statistics from the UK Health and Safety Executive (HSE)* confirm.

The construction sector saw more fatal workplace injuries than any other in 2021/22, accounting for 24% of the total. Manufacturing followed at 18%. The most prominent accident category – representing 24% of all deaths at work – was falls from height.

In industrial environments, temporary horizontal lifelines tend to be used in locations where work at height is needed only occasionally. By their very nature, construction projects alter in shape and height as they develop.

MSA TEMPORARY LIFELINES - SIMPLE, FLEXIBLE, ADAPTABLE AND FAST

A temporary horizontal lifeline must be connected to a firm anchor point at each end. Once attached, the lifeline needs to be locked and tightened.

Until now, these have been slow procedures involving use of nuts, bolts and wrenches. With the MSA solution, toolless locking and tensioning mechanisms are built into the lifeline.

Tests show that installation of the MSA Temporary Horizontal Lifeline is 75% faster compared to traditional cable systems.

A further issue to address is assurance of firm locking and correct tensioning. With the new MSA system there is absolute certainty. Coloured visual indicators on its inbuilt locking and tensioning devices clearly show whether the system has been set up correctly and is ready for use.

The ease and speed with which temporary horizontal lifelines can be handled, installed, uninstalled and moved between locations is another key consideration. The MSA system uses flexible, lightweight cable and can be easily carried and set up by one person. Its simplicity, flexibility and adaptability to different circumstances make it ideal for constantly changing work sites and intermittent maintenance tasks.

As a long-established leader in workplace safety solutions, MSA is always on a non-stop search for improvements. Through its new Temporary Horizontal Lifeline, MSA has found yet another way to make sure workers get back to their families at the end of the day.

*REFERENCE:

<https://www.hse.gov.uk/statistics/pdf/fatalinjuries.pdf>

MSA Cable Temporary Horizontal Lifeline
Easy and Fast to Install. No Tools Needed.

The new Cable Temporary Horizontal Lifeline (THLL) allows for a 75% faster install compared to traditional cable systems.

WE KNOW WHAT'S AT STAKE.

Productive companies through healthy and productive workers

“Worker health does not make good business sense”

Firstly, let me make it known upfront that when you read this article there is no attempt to drag you into a world where guilt is dripping off the nether reaches of your brain in order to evoke some reaction from you. I would rather that you read this article with an open mind and try to understand what the predicament is and once that is clear, then, should you feel so inclined, act on whatever it is that you feel you can do.

DIRE ECONOMY IMPACT ON WORKFORCE

Over the past several months and more so over this past week, I felt myself heavily burdened by the burgeoning weight of the economy upon us and the possible impact in relation to occupational health and safety across the sectors. After all in the past we have said at some time or the other that ‘a healthy worker is a productive worker’.

Over the past twelve months or so, we have seen the interest rate climb to new highs while the oil price itself has contributed to a severe increase in inflation giving rise to price increases across the board, and not only goods purchased at the retail and wholesale level.

We won’t delve further into the issue of the impact of loadshedding on our economy and in relation to our own financial stability on a personal level.

South Africa, like most other emerging nations, has always been at the mercy of the global economy and given the already dire state of the economy for a variety of reasons, in May 2023, we find ourselves in a situation where, due to issues indicated, workers are able to afford less and less. As a result, this will impact greatly on all families, ie. children of these workers who attend schools, kindergarten and the like. Let’s however focus on the impact on the worker at the workplace.

So what has this got to do with any of us who are able to just hold our heads above water? Well nothing of course if your head is buried deep in the sand. Okay, so when you do come up for air, you will soon realise that it has everything to do with you if you are a supervisor, a manager, a director, a board member or even a shareholder.

e’PAP PROGRAMME ADDRESSES HUNGER

Do you recall a couple of years ago a programme called e’Pap whose main purpose was to address the dilemma of hunger? It roped in the construction sector and a couple of key sector role players to ensure that the programme was a success ... my understanding at the time it was active was that it



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

was a success but for some reason it appears to have fizzled out in the sector.

Let’s explore this e’Pap programme for a moment:

“The e’Pap Vision is a healthy population. Science tells us that for our bodies and brains to perform optimally, the right daily macro and micro nutrients are a key requirement. When we feel well and have a nutrient status that serves us, we can face our life challenges more effectively. We believe that a well population is the first step for sustainable economic growth in each country”.

The organisation behind this programme (project) has undoubtedly done its homework in that it knows what the body needs for a worker to perform optimally in any particular day, regardless of the type of work that needs to be done.

The World Bank has indicated that weak structural growth and the COVID-19 pandemic have exacerbated socio-economic challenges. At the end of 2022, there were still close to half a million fewer jobs than at the end of 2019, and poverty was an estimated 63%. The World Bank says that increasingly severe domestic constraints led to GDP growth slowing to 2% in 2022 from 4.9% in 2021. The labour market has remained weak. *World Bank*

According to PcW, as similarly stated by the World Bank, economic growth slowed last year to an estimated 2.0% and is expected to continue lower in 2023 to just 1.7%. They play a large role in employment, food security and community stability.

Following last year’s labour market recovery, the unemployment rate is estimated to have reached a turning point in 2022-2023. It is anticipated that employment should increase going forward. *PcW*

It would appear from the various reports that South Africa has reached a turning point and that at some stage there will be positive change. The challenge however is now. Workers are experiencing the dire effects of a challenging economy.

The impact on workers is never discussed and the impact of the economy as shown is having a clear effect.

POSITIVE IMPACT OF A HEALTHY WORKFORCE

I wish to call on all employers, boards and shareholders and to some extent supervisors and managers including trade unions to look at putting in place programmes supporting a workforce that is healthy.

We are not talking about three course meals or any such thing but rather the type of support

through which the employers will receive direct benefit through a productive workforce.

Of course in providing a solution does not equate to throwing money at the problem but rather managing a risk that has the potential to destroy your company in these tough times.

Change in any sphere of our lives or even those around us, only happens when we take the first step and we are moving forward.

My clarion call at the end of this article will be for you improve at least one person’s life no matter how small the improvement or the change. The details can be agreed to by each company.

Let’s see then what AI has to say regarding hungry workers vs productive workers and how it can influence the direction of a company

CHATGPT 3.5

Hunger can have a significant impact on the productivity of workers in various sectors of the economy. When workers are hungry, their physical and mental health can be affected, leading to a range of negative consequences that can impair their ability to work effectively.

Research has shown that hunger can have a range of negative effects on worker productivity. For example:

- Reduced physical stamina:**
Hunger can lead to a decrease in physical stamina and endurance, making it harder for workers to perform physically demanding tasks
- Impaired cognitive function:**
Hunger can impair cognitive function, including memory, attention, and decision-making, making it more difficult for workers to perform complex tasks or make important decisions.
- Reduced work output:**
Hunger can lead to fatigue and reduced motivation, which can result in lower productivity levels and reduced work output.
- Increased absenteeism:**
Workers who are hungry may be more likely to miss work due to illness or other health-related issues, leading to increased absenteeism and reduced productivity.
- Increased workplace accidents:**
Hunger can impair concentration and reaction time, increasing the risk of workplace accidents and injuries.

NUTRITIOUS FOOD IMPROVES PRODUCTIVITY

There is a growing body of research on the impact of hunger on worker productivity.

For example, a 2018 study by the World Food Programme found that providing workers with nutritious meals can improve their physical health and cognitive function, leading to increased productivity and improved job performance.

Similarly, a 2019 study by the International Labour Organization found that providing workers with access to healthy and nutritious food can lead to improvements in worker health and productivity, as well as reductions in workplace absenteeism and accidents.

Overall, the research suggests that hunger can have a significant negative impact on worker productivity, and that measures to address hunger and malnutrition can have important benefits for both workers and employers.

IN CLOSING

It is therefore impossible to drag workers who are hungry to the finish line and to claim that getting to the end was a simple matter.

Having a tired worker with impaired cognitive function is the same as or equates to having workers who are not wearing any Personal Protective Equipment (PPE).

Having workers that are adequately nutritiously fed is like having workers who are wearing all the required PPE.

I believe that while this is not a factor currently in the risk assessments, I do believe that it should be factored in.

A healthy (well fed) worker is not optional but rather a moral (ethical) consideration for every employer.

REFERENCES

[e’Pap - e’Pap (epap.co.za)]

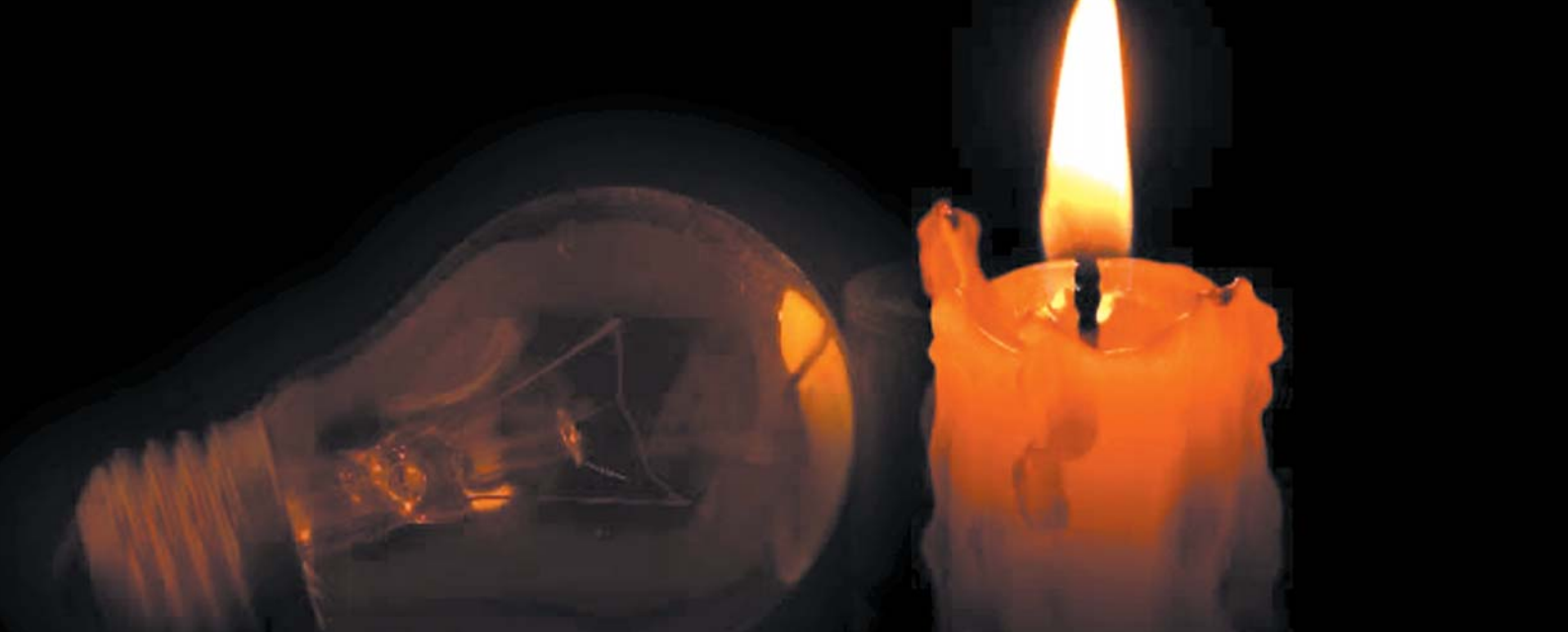
South Africa Economic Outlook - January 2023 | Press release (pwc.co.za)

<https://www.worldbank.org/en/country/southafrica/overview>

ADVERTISE your company on
the The Safety First Association
website



Contact:
Mobile: +27 83 266 6662
Email: magazine@african-osh.co.za



Mitigating health and safety risks in the face of loadshedding

South Africa is among several countries that grapples with persistent power cuts and load-shedding, resulting in a heavy reliance on generators to sustain households and businesses.

Amidst this energy crisis, it is imperative to ensure strict adherence to health and safety acts and regulations.

This article aims to explore the challenges faced and propose practical measures to mitigate health and safety risks.

UNDERSTANDING A POWER CRISIS

In South Africa specifically, power cuts and load shedding are primarily caused by a combination of factors, including ageing infrastructure, insufficient electricity supply, and mismanagement.

As a result, individuals and businesses have increasingly turned to generators to meet their energy needs, creating a new set of health and safety concerns.

IDENTIFYING HEALTH AND SAFETY RISKS

The use of generators during power cuts presents various risks that need to be addressed to safeguard individuals' well-being and comply with health and safety regulations.

Some potential hazards include carbon monoxide poisoning, fire hazards, inadequate ventilation, fuel storage concerns, noise pollution, and electrical hazards.

Additionally, prolonged power outages may impact the availability of medical services, refrigeration for perishable goods, and the functionality of critical equipment, such as life-support systems.

MITIGATION STRATEGIES

1. Education and awareness

- Launching public awareness campaigns to educate individuals about the potential risks associated with generator usage and generator maintenance.



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. He is a member of several professional organisations throughout Africa and beyond. Herman is a part time consultant creating software systems.



- Ensuring that generators are properly installed, operated, and maintained according to the manufacturer's guidelines.
- Conducting training sessions for businesses and households to promote safe operating practices and enhance preparedness for power outages.
- Follow safety precautions such as keeping generators outdoors in well-ventilated areas, away from windows, and using carbon monoxide detectors to prevent carbon monoxide poisoning.

2. Regulatory framework

- Establishing or reinforcing health and safety regulations specific to generator use during power cuts, outlining minimum safety requirements and guidelines for installation, operation, and maintenance.
- Ensuring regular inspections of generators and their compliance with safety standards, with appropriate penalties for non-compliance.

3. Ventilation and carbon monoxide monitoring

- Encouraging the installation of carbon monoxide detectors in buildings to detect harmful emissions and prompt immediate action.
- Promoting proper ventilation in generator rooms or designated outdoor areas to prevent carbon monoxide build-up.

4. Fire safety measures

- Implementing fire safety protocols, such as maintaining clear escape routes, installing fire extinguishers, and developing emergency response plans.
- Regularly inspecting electrical wiring and connections to mitigate the risk of electrical fires.

5. Fuel storage and handling

- Educating individuals and businesses on safe fuel storage practices, including proper containers,

adequate ventilation, and adherence to relevant fire safety regulations.

- Encouraging the use of designated fuel storage areas away from living or working spaces.

6. Noise pollution management

- Setting limits on permissible noise levels from generators to prevent disturbance to residential and commercial areas.
- Encouraging the use of quieter generators or soundproofing measures in densely populated areas.

7. Backup power solutions

- Exploring alternative energy sources, such as solar panels or battery storage systems, to reduce reliance on generators and enhance resilience during power outages.
- Providing incentives or subsidies to support the adoption of sustainable energy solutions.

8. Regular maintenance

Maintain generators regularly to ensure they are in good working condition. This includes checking fuel levels, inspecting and cleaning filters, and scheduling routine maintenance by qualified professionals.



9. Electrical safety

Use appropriate electrical connections and cords, and avoid overloading generators.

Inspect wiring and connections regularly to identify any potential hazards or faults.

CONCLUSION

South Africa's power cuts and load shedding have placed a heavy burden on individuals and businesses, necessitating the use of generators. However, ensuring compliance with health and safety acts and regulations is paramount.

By implementing robust education programmes, establishing a comprehensive regulatory framework, addressing ventilation and carbon monoxide concerns, promoting fire safety measures, advocating proper fuel storage, managing noise pollution, and exploring alternative energy sources, health and safety risks can be mitigated, and the way for a safer and more resilient in future can be paved.

Remember, it's crucial to consult with local authorities, electricians, and health and safety experts who can provide specific guidance for your area. They can help you navigate the regulatory requirements and provide tailored recommendations based on the local context.

Performing Corporation, Business or Project ... **BASELINE RISK ASSESSMENTS**

Many people think a HIRA (Hazard Identification & Risk Assessment) process is a Baseline Risk Assessment, but this thinking is totally wrong. A Baseline Risk Assessment is a comprehensive high-level or strategic level risk assessment that should cover all the potential and actual risks that could impact or be associated with the corporation, business or project.

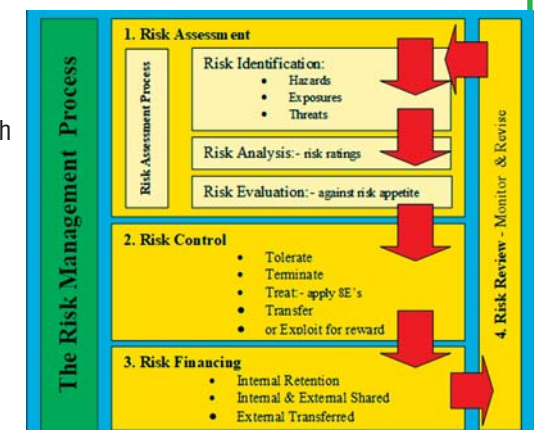
The 2018 SANS/ISO 31000 Risk Management Standard presents the Risk Management Process which incorporates a 3-stage Risk Assessment method, of Risk Identification, Risk Analysis and Risk Evaluation, which should be performed within the Plan-Do stages of the Plan-Do-Check-Act Management Systems programmes for managing quality, environmental, OHS, risk, etc.

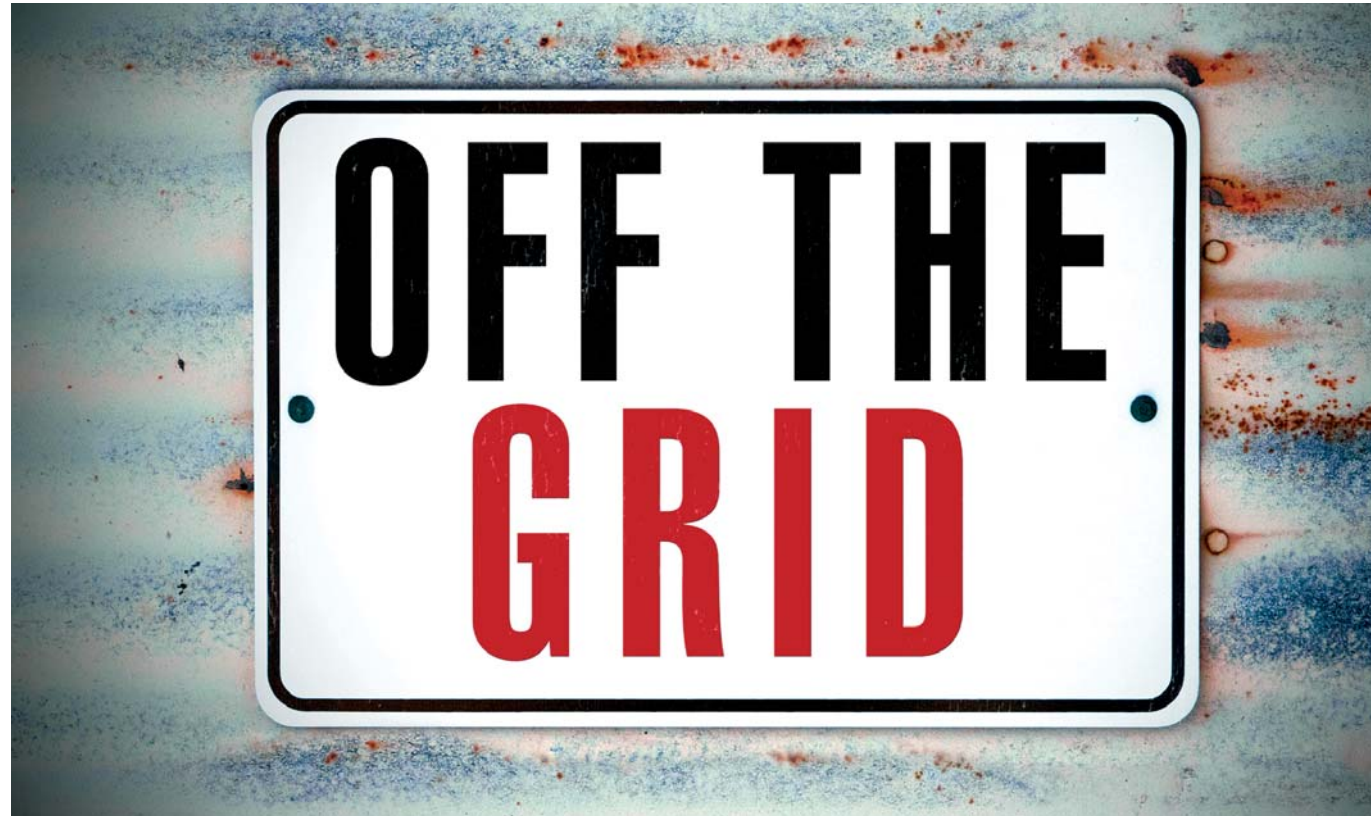
Benrisk Consulting provides a 1-day course on Risk Assessment where both the "PEPMELF" Baseline Risk Assessment and Job-Task Steps Risk Assessment methods are presented. Using "PEPMELF" is a universally applicable and user-friendly method to identify risks.

This Benrisk Consulting course is presented by the Author of the "PEPMELF" Risk Assessment methodology that was originally published in 2006, with the 2nd edition published in 2022.



Mobile +27 (0)83 325 4182 or Email benrisk@mweb.co.za





Going off the grid? How to safely set up your gas system

South Africa's power grid has been a topic of concern for many years, with load shedding and power outages being a common occurrence.

This has led many homeowners and businesses to consider going off the grid and finding alternative sources of energy.

One such alternative is gas, and with the help of a registered gas practitioner, it is possible to safely remove your home or business from Eskom's grid.

Using gas as an alternative source of energy has many benefits, including cost-effectiveness and reduced carbon emissions. It is important to note, however, that gas must be handled with care and that compliance with safety regulations is crucial. This is where a registered gas practitioner comes in.

A registered gas practitioner is a professional who is trained and qualified to work with gas systems. They can provide advice on the best gas systems for your home or business, install and maintain gas systems, and ensure that your gas system is compliant with safety regulations.

When using gas as a lifeline, it is important to ensure that your gas system is compliant with safety regulations. This includes regular maintenance and servicing of the system to ensure that it is functioning properly.

It is also important to have an Electronic Certificate of Compliance (CoC). The paper book CoC is being phased out and will no longer be valid from April 1st 2023, and an updated CoC is required

every time there is repair, maintenance, or servicing done on gas systems.

While gas is an excellent alternative source of energy, it is not the only option out there. Other renewable energy sources, such as solar and wind power, can also be used to go off the grid depending on your business or home needs.

However, gas is often the primary focus due to its accessibility, established and well-regulated industry in South Africa plus its ease of use.

Gas systems are often easier to implement immediately versus the high costs of solar power solutions that can take much longer to save up for.

In conclusion, going off the grid is a viable option for homeowners and businesses in South Africa who are tired of dealing with load shedding and power outages.

By using a registered gas practitioner, it is possible to safely remove your home or business from Eskom's grid and use gas as an alternative source of energy.

Compliance with safety regulations is crucial, and a CoC is required. Visit the SAQCC Gas website to find a local registered gas practitioner.

The South African Qualification and Certification Committee for Gas (SAQCC Gas) is an integral part of the system that ensures safe gas installation and use in South Africa. It provides training and certification for gas practitioners and oversees compliance with safety regulations.



Culture still eats strategy for breakfast

It took us years to move from top-down to people-centric management, but the journey was worth it. Peter Drucker once said, "Culture eats strategy for breakfast." Throughout my career, I have spent a lot of time in the strategy room. But no matter what we decided there, until we got the organisational culture right, we were unsuccessful in executing our goals. So, I agree with Mr Drucker.

Many of my clients have strived to improve their safety culture which I have seen improve because of the annual 5 Star Health & Safety Management System™ audit, which demonstrates to all levels from boardroom to the workshop, that improved safety culture is one of the outcomes if employee health and safety is taken seriously. It took us years to move away from traditional top-down safety management to a people-centric focus. That is not to say we are perfect yet.

We always start with an organisational culture assessment and an online survey with questions based around pay, benefits, and job satisfaction. Additionally, we include questions that we feel are important for clients, based on the mission of the company to improve things, our core values as they relate to behaviour and whether employees feel their contributions are recognised and appreciated. And we conduct one-on-one interviews with almost all personnel—in my opinion, the most important part of the process.

WHAT WE LEARNED

Overwhelmingly, people love their jobs. Organisations know mistakes happen. But what is important is how problems are solved and how to grow, through learning. People must be treated fairly for work to improve daily.

WHERE WE NEED TO IMPROVE

When I was discussing the findings with one of my clients at a board meeting, one member told us a story about milk cows. She grew up in Minnesota on a dairy farm. There were times when a fence would break and the cows from the first milking group would mix in with the cows from the second milking group. Her father said, "Just wait a little while. The cows will return to their own groups."

It seems it is human and cows' nature, to want to be with the ones you know and who you are comfortable with.

Therefore, as a leadership team, we must ensure that we are focused on improving all areas of the company and not just our direct departments.

GOING FORWARD

At the meeting they then discussed how it seemed like years since they had leadership



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.

training, although it had only been two years! Their focus had been keeping a business going during the global pandemic and had lost track of time.

Leadership teams must be committed to learning and growing together. They must help teams by being better listeners, coaching through the problems that arise, recognising individual contributions, and rallying the team around a common mission.

PUTTING IT TO THE CROWD

I started a discussion on LinkedIn about Drucker's quote. Here's a sample of what others said.

"I've always interpreted this phrase to mean that the best strategy in the world can't overcome an incompatible company culture. Example, if the strategy requires a more agile, entrepreneurial approach but the culture is rooted in a more traditional/hierarchical structure, the resulting intersection will be more heavily influenced by the prevailing culture than by the desired strategy. When a company is looking to implement a strategy that will drive a real step-change in the organisation, they must consider all the stakeholders. It's common to see a new strategy developed in response to something in the external operating environment (technological advancement, competitive re-alignment, geopolitical issues, etc). Creating a unilateral response (Strategy) without considering the skills, resources, capacity processes, history, mindset (culture) of the workforce ... and I mean the workforce beyond the executive team ... is a recipe for disaster during the execution phase." *consultant.*

"I have mixed views on this. The only drawback we see with culture fit firms is they foster complacency and same thinking and exclude diversity of thought. I guess the best thing for firms would be find out what's missing in their current culture and hire the talent with those sought-after values, so that you get a colorful hat of mixed talent."

"Great quote from a great business mind. Would you rather go into battle with a great plan and mediocre team or with a great team and mediocre plan? Great cultures create a feedback loop that often self corrects bad strategy. Horrible cultures fail to execute good strategy." *CFO at an acquisitions group.*

"I had this on the whiteboard in my office (I would always put up different inspirational quotes) and during a VP visit I was told to 'take that stupid s*** down, profit=everything is the only quote we live by here.' That's why I 'had' it in my office, past tense, lol. If the culture isn't right, nothing else will be, that's something that you can always take to the bank." *Value stream manager and author.*



What are drugged employees costing your company?

Alcohol and drug testing **specialists**
Ensuring safer working environments for over 40 years

High speed testers capable of testing high volumes of people at site entrance/exit points and portable instruments with digital readouts for use at remote sites providing immediate printed evidence.

Find out why over 5000 businesses trust our products and expert levels support in policy development, legal advice and after sales service.



ALCONTROL

Made to be rugged and simple to use, the ALCONTROL can be used in any environment for operator free breathalyser testing. Ideal for controlling entrance at turnstile gates.



LionAlcometer® 600

The Lion Alcometer 600 and it's printer have a touch screen display. Allows for entering of the test subject name, surname and ID number. Perfect for CCMA cases.



URINE TESTING

Test accurately for up to 10 drug types. Test results are available within 5 minutes.



JUSCHECK

An screen device which is simple to use. For the detection of drug abuse in saliva. Test accurately for 6 drugs in 5 minutes.



AlcoBlow® Rapid Test

Contact free breathalyser testing

The strongest and fastest breath alcohol tester on the market. AlcoBlow® Rapid Test requires the smallest breath sample and ensures accurate results first time, every time. Results are obtained within seconds. Very economical operation, no disposable mouthpieces are required.



Proven to bring about a rapid & considerable reduction in accidents, injuries & losses

➤ Help is one call away!

Call **+27 12 343 8114** or visit **www.alcosafe.co.za** for more information

Keeping workers in the transport sector sober

A sober workforce is the most effective risk management tactic a company can take. Employees who abuse alcohol and other intoxicating substances cost their company time and money, while putting their livelihoods at risk.

Employers have a duty to provide a safe working environment for all workers, which includes preventing employees from entering the workplace under the influence of intoxicating substances. Employees have an obligation to accept the workplace policies regarding alcohol and drugs, and a duty to abide by all applicable policies and laws pertaining to substance-free programmes.

While it is for employers in the transport sector to decide whether their workplace policies will involve drug testing (along with routine alcohol testing) as well as how and when these will be carried out, it is recommended that these policies be carefully relooked and brought up to date. Companies must establish that they are doing everything within their means to ensure a sober workforce is behind the wheel.

THE OCCUPATIONAL HEALTH & SAFETY ACT TAKES PRECEDENCE

Transport companies should already be accustomed to testing their drivers before they are permitted to get behind the wheel of any truck or transport vehicle. Testing drivers once they have arrived at their destination is an effective way of ensuring that such drivers have not consumed any intoxicating substances during their journey. This is important particularly for long-distance trips.

For many drivers who have come under disciplinary action due to the fact that they were found to have consumed intoxicating substances or found with a breath alcohol level above the level permissible by the Occupational Health & Safety Act, it is important to remember that the workplace does not have to be a physical location for the driver. Their workplace is their vehicle, and as such, there can be no argument that the National Road Traffic Act allows for a higher permissible alcohol level with public road users.

TESTING STARTS AT THE DEPOT

Transport drivers are considered professionals, their vehicles their workplaces, and as such, the Occupational Health & Safety Act trumps the National Road Safety Act in requiring the strict enforcement of rules relating to workplace intoxication by their employers.

While such drivers could not be prosecuted by the national traffic police in terms of the Occupational Health & Safety Act, their employers certainly can take zero tolerance disciplinary action within the full ambit of the law. Breathalyser tests



By Rhys Evans,
Managing Director of
ALCO-Safe

at the vehicle depot are useful tools within the transport company's arsenal when enforcing workplace substance abuse policies.

Saliva-based drug tests are useful for picking up a variety of substances (depending on what companies are looking for) that have been consumed within the previous two or three days.

TECHNOLOGY TAKES TESTING ON THE ROAD

Additionally, testing technology has advanced to offer employers more effective safeguarding measures on their vehicles, to prevent intoxicated drivers from being a danger to themselves and others on the road.

Many trucking companies are now making use of a device called an InterLock, which is a breathalyser that works with the ignition system of a truck. This ignition interlock device (IID) is a form of electronic monitoring that requires the driver to blow into a mouthpiece on the device before starting or continuing to operate the vehicle. If the resultant breath-alcohol concentration analysed results exceed the programmed blood alcohol concentration, the device prevents the engine from turning on. At random times after the engine has been started, the IID will require another breath sample, known as a rolling retest, which is done to prevent someone other than the driver from providing a breath sample.

Trucking companies can now also make use of an app-controlled breathalyser test management platform for regular, remote capturing, sharing and tracking of breathalyser test data. This empowers fleet operators to facilitate the remote testing of drivers. Drivers can be prompted to perform breathalyser tests on themselves, making the data instantly available for analysis and sharing, in real time. Tests are matched with photographic identity, GPS position, date, time, device serial number and test result, in order to eliminate the possibility of tricking the system.

MAKING IIDS COMPULSORY

If the government were to make it compulsory for such electronic monitoring devices to be installed in 18-wheeler trucks and vehicles used for long-distance haulage, this would be effective in reducing intoxication-related accidents and fatalities.

This would take the responsibility of monitoring driver intoxication out of the ambit of traffic police, and place it squarely with employers.

These electronic monitoring devices would have additional risk-reduction benefits that would result in lower insurance premiums and safer roads for all users.

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



Inspections by DEL OHS Inspectors, part 1

Over the next several months, I will be providing you with a bit of insight into the way inspectors from the Department of Employment and Labour: Occupational Health and Safety do inspections.

The purpose will be to provide you with insight and allow you to engage with the inspectors at an appropriate level - not argumentative - when inspections are conducted at your premises.

Companies tend to put the most junior staff forward to meet inspectors. They may even ask their contractors to meet with the inspector.

After this series, I will then also cover a series on incident investigations and inquiries.

I would like to indicate right at the outset that I am not a legal practitioner and this would be merely from my experience as an inspector and then in my latter years my experience as the Chief Inspector for OHS nationally in South Africa. Any legal issue must be appropriately dealt with by the relevant professional people.

ROUTINE VS BLITZ INSPECTIONS

In Part one, I will deal with the inspectors who are planning inspections. Planning inspections may take any form.

An inspector may do inspections based on their internal planning which is referred to as routine inspections or they may do blitz inspections.

Blitz inspections may be provincial, national or even regional. These may be led by the Minister of Employment and Labour or by the Inspector General of Inspections and Enforcement Services.

Blitz inspections are generally done in sectors that could be problematic as a result of the high number of incidents or high number of complaints or as a result of statistical concerns viz. inspections conducted in a particular sector in a quarter or semester giving rise to a high number of contraventions and therefore a concern.

Before conducting routine inspections, the inspector has to notify the employer before going out to the employer for the inspection.

However, when conducting blitz inspections, the Occupational Health and Safety Act, Act 85 of 1993 (OHSA) does not require an inspector to notify an employer beforehand.



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

A notification of an inspection may be done in as little as three days or a longer period (some offices may send out for a longer period before the inspection).

Why the notification? Very simply, to ensure that all the required documents and people must be available on site on the day of the inspections.

The notification sent to the employer will include the following:

- employer details;
- name of inspector to conduct inspection;
- contact details of that inspector;
- date of the notification;
- office stamp that the inspector is operating from;
- reference number;
- the legislation that will be inspected;
- date of the inspection.

This notification will be signed by the relevant inspector who will conduct the inspection.

Attached to this notification will be an annexure that will contain the information that the employer is required to put together for the inspection.

Is the inspection date negotiable? Only if there is a very good reason to delay the inspection by the inspector.

Continuous delays will result in the inspector invoking tools available to him/her to deal with employers who wish to avoid the inspection.

Should it get to this point, the employer could be called upon to present him/herself with all the required documentation to the office of the relevant inspector.

Next stage is recommending a prosecution to the Director of Public Prosecutions by the inspector in terms of Section 38.

CONCLUSION

Work with the inspector to improve health and safety to the benefit of the employer and employees as required by OHSA.

In Part 2 (July/August issue) we will look at the inspector arriving at your premises or the relevant site in preparation for the inspection.

ADVERTISE
on the
The Safety First
Association
website



Contact:
Mobile: +27 83 266 6662
Email: magazine@african-osh.co.za

World day for Safety and Health at Work: Celebrations in Africa

The International Labour Organization, ILO sets aside 28th April every year to draw attention to the prevention of work-related accidents and diseases.

This year's theme was "A safe and healthy working environment as a fundamental principle and right at work".

Cameroon Walk for Prevention

The aim of The Cameroon Society for Safety and Health at Work (La Société Camerounaise de Sécurité et Santé au Travail (SCSST)) is to contribute to the scientific and practical development of safety and health in the workplace, to improve the prevention of risks and to take charge of the health of the active population of Cameroon.

The Society organised the following events for International Safety and Health at Work:

Webinar - 26 April

The theme was: Promotion and realisation of the fundamental right to a safe and healthy working environment.

Speakers came from: OIT, MINTS, CNPS, Asociacion pro-QSE, intersyndicale SST, SCSST.

In attendance were 120 participants from western and central francophone African countries.

4th Walk for Prevention - 30 April 2023



The aim was to create an awareness among the general public that safety and health at the workplace is a fundamental right. About 800 people participated in the 8 km Vita/Douala walk.



Kenya calls for the adoption of OS&H as a fundamental principle

Kenya celebrated world day for Safety and Health Services in Kisumu County. The CS for labour and Social Protection Hon Florence Bore remembered the 177 workers who had passed on and the 4,398 workers who had suffered injuries at work over the past year and called on for the adoption of occupational safety and health as a fundamental principle and right at work.

The PS for Labour and Skills Development Hon Geoffrey Katlukko stated that plans are underway to advance the Directorate of Occupational Health and Safety (DOSHS) into an Authority.



The directorate of Occupational Safety and Health services (DOSHS) held the OSH Officers' meeting at the Tom Mboya College Hotel, Led by the Secretary OSH, Dr Musa Nyandusi, where activities, challenges and recommendations in various departments were discussed.



Zambia celebrates by signing into law their National OSH Policy

Congratulations are due to Zambia who signed into law their National Health and Safety Policy on 28th April 2023. The National Policy was launched by Ms Brenda Mwika Tambatamba minister of labour and social security.

The objectives of the policy are to encompass all the occupational safety and health issues in all sectors, including the public and private sector, that may have direct or indirect, inherent or potential occupational safety and health hazards on the health and safety of employees arising from their workplace.

Occupational Safety and Health (OSH) is a significant component of the world of work and cuts across all economic sectors. OSH is a discipline dealing mainly with the promotion of Safety and Health in the workplace by preventing occupational accidents, injuries, diseases and fatalities.

The major factors influencing Occupational Safety and Health through their interaction are the worker, environment and equipment. When the worker is performing a task, he or she does so in a working environment and in most cases using machinery or equipment.

A few occupational accidents may arise from the interaction of the worker and the working environment only. However, Occupational accidents are caused by uncontrolled workplace factors pertaining to the workers, environmental conditions, working conditions and/or the state of the equipment and machinery being used.

It follows that much more effort must be applied through various approaches, chief among which is the application of occupational safety and health management systems to prevent accidents which are a recognised cost to business, the workers themselves and to society.

With thanks to Roy Mwamba- MSc SHEQ/BSc HSE / DipOSH /



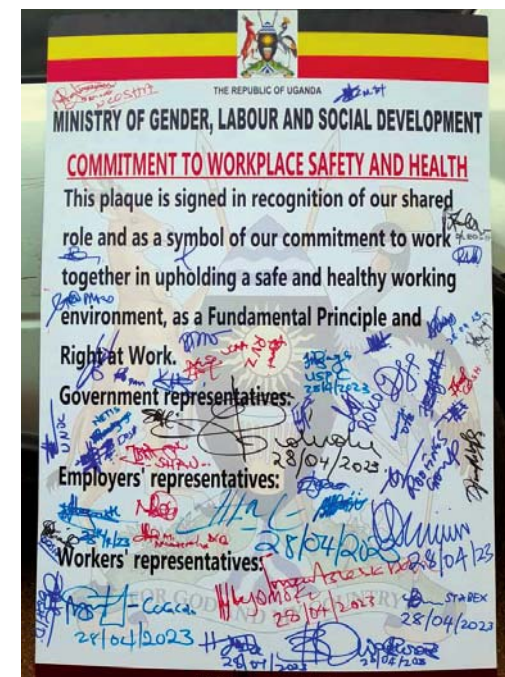
Uganda promotes Positive Work Culture and Ethics

Celebrations kicked off in the Namutumba District with performances from various teams.

The event was presided over by President of the Republic of Uganda, Yoweri Museveni. In attendance were the Minister for Gender Labour & Social Development, Hon. Amongi Betty Ongom, Minister of State for Labour, Col. Charles Oeklo Engola Macodwongo and the Permanent Secretary, Mr Aggrey David Kibenge.

A large representation of workers, employers, government officials, religious and cultural leaders, diplomatic corps and private sector players were present.

Medals were awarded to exceptional personalities who have had a profound footprint in the labour sector



SOEHPON commemorates with a Road Walk through Lagos



The Society of Occupational and Environmental Health Physicians of Nigeria (SOEHPON) commemorated World Day for Safety and Health at Work on 29th April, Saturday with a road walk which took them from the National Stadium Surulere Lagos to Constain Roundabout, and back to the National Stadium.

Since inception in 1978 , SOEHPON has been in the forefront of advocacy for the health and safety of Nigerian workers through various enlightenment programmes, capacity building among young practitioners, conferences, walk-through survey visits to workplaces and now this road walk.

A significant portion of deaths and disabilities from the Workplace affect workers in low and middle-income countries like Nigeria.

The symbolism of this walk draws attention to physical exercise, a key wellness activity which employers must not only provide for but support to enhance workers' optimal physical and mental health. The health benefits of regular exercises are enormous and too numerous to mention here!

Employers could provide for regular exercises in the workplace by installing an on-site gym, providing membership subscription of approved centres, organising lunch time team walks or walking meetings; encouraging out of office lunch breaks; setting up facilities away from workstations to encourage people to get up and move.

SOEHPON calls on stakeholders as follows:

Leadership and captains of industry - to pay sincere commitment to the safety, health and well-being of their workers by installing, enabling and supporting adequate systems to enhance OH programmes and services in their organisations. Any declaration of commitment without these systems in place can only be described as 'Lip Service'.



Workers unions - to enlighten and re-align their membership to fully exploit OH programmes and facilities in their various work locations.

Individual workers - to realise that only personal total compliance with corporate OH and safety procedures guidelines will ensure their safety and health at work.

Governments at various level - to ensure strict application of relevant laws on worker health and safety. Regulators of such laws must be properly trained and empowered to ensure effectiveness.

The National Assembly - to enact appropriate Laws to support and facilitate delivery of Occupational Health and Safety as of right to all workers nationwide.

In this regard, the Society draws the attention of the in-coming 10th National Assembly to take a look at the Bill on Occupational Health and Safety before the House. This is one of the 'Obsolete' Labour Laws currently pending in the National Assembly. This Bill need to be urgently passed into an Act of the National Assembly for the benefits of every Nigerian.



National Walk for Nigeria OSH Act

!!!WE MUST ATTEND!!!! WE MUST BE VISIBLE!!!!WE MUST BE PART OF THIS SUCCESS STORY!!!!

Against the backdrop of World Day for Safety and Health at Work, safety agencies took to the street of Lagos to raise the awareness of the need for safety in the workplace.

All OSH associations came out with one voice "we need to push more to get the OSH bill into law. We are going into the 10th assembly and we will continue to push to ensure the bill becomes reality".

The Director General of Lagos State Safety Commission Mr Lanre Mojola addressed the media and emphasised that to protect and preserve our people, accidents had to be prevented. He called on President Muhammadu Buhari to sign the occupational safety bill into law to ensure that the safety and health of workers is given the proper attention by employers.

The Permanent Secretary, Environmental Health Safety Professional Mrs Aderonke Odeneye (Retired) reiterated that the bill must become an Act and become operational so that all Nigerians can live safely, free of injuries and diseases and deaths prevented.

The Executive Director, Safety Advocate, engr. Jamiu Badmos emphasised that whenever there is one accident, and one person dies, it is not one person you killed but all the dependents of that person as well.

Mr Dapo Omolade, National Coordinator, The Safety Advocates asserted that "what we have at present does not protect the Nigerian workers and that is why we say all incidents in the workplace are not necessary. Nigerians die in their numbers while working". He continued to emphasise the need for a legal instrument that will empower everyone especially the OSH professionals to be able to implement safety in the workplace and in society.



L-R: National Coordinator, Safety Advocates, Mr Dapo Omolade; Permanent Secretary, Public Services Officer, Mrs Olanokunmi Oyegbola; Director General, Lagos State Safety Commission, Mr Lanre Mojola; Director, Lagos State Fire & Rescue Services, Mrs Magret Adeseye ; Executive Director, The Safety Advocates, Engr. Jamiu Badmos

The Permanent Secretary called on all organisations to re-direct their attention to safety and health at the workplace.

The ongoing efforts of Lagos State Governor, Mr Babajide Sanwo-Olu and his administrative, Lagos State Safety Commission and Lagos state Fire service, Ministry of special duties were also acknowledged.



Mozambique hosts 6th National Conference on Safety and Health at Work

Following the commemorations of the World Day for Safety and Health at Work, the 6th National Conference on Safety and Health at Work was held on April 28 in Maputo City.

The event was organised by the Ministry of Labour/General Labor Inspection and brought together around 450 participants representing government institutions, social partners, companies in various fields of activities, professional association for OHS, among others.

In the opening session led by Her Excellency Margarida A. Talapa, Minister of Labor and Social Security.

Eighteen companies were awarded for the best practices in OHS.

These companies belong to the sectors of civil construction, manufacturing industries and mining.



The Mozambican OHS Association (AMOSSETRA) presented the theme Importance of the OHS Management System in all Organisations



Cimentos de Mocambique was classified in first place, as the best company in the country in Best practices of health and safety at work in the category of big companies in the manufacturing sector



In the second part of this event, eight topics were presented and discussed, divided into two panels on the importance of implementing a culture of safety and health at work and on training as one of the pillars for the promotion of safety and health at work.

Parallel to the event, an exhibition of best practices in OHS at work was held with the participation of around eighteen companies.

NIMASA advocates for ZERO offshore incidents

In commemoration of the 2023 World Safety Day, the Nigerian Maritime Administration and Safety Agency, NIMASA organised a safety workshop with the theme “Zero offshore incidents, a culture of prevention.”

The Director General of NIMASA, Dr. Bashir Jamoh, OFR noted that NIMASA with responsibilities of Flag and Port State activities is obligated to ensure not only the safety of those who work in the maritime sector, but also must be committed to the safety of its staff.

The responsibilities of both workers and employers in attaining a healthy and safe work environment to achieve zero incidents particularly during offshore operations was highlighted.



Director Cabotage Services, Nigerian Maritime Administration and Safety Agency, NIMASA, Rita Uruakpa (middle) with some operational staff during the commemoration at the NIMASA headquarters in Lagos

ORPXXIII Congress - Bilboa Spain - April 26-28



The International Congress of the ORP is the largest event dedicated to the community of experts on safety and health in the workplace.

The theme for this year's event was “At Work: One Life, One Planet”.

It was held at Palacio Euskalduna, Bilbao Spain, with 218 Speakers from 41 countries.

In attendance were 1238 participants and 7350 who joined online.



Ehi Iden and Bernd Triechel, Director of Communications, ISSA



Award ceremony at the banquet led by Hans-Horst Kokonlewsky, President ORP Foundation and Prof Pedro Mondelo, Universitat Politcnica de Calalunya, Spain



The meeting of ENETOSH Members Network held in EU-OSHA Head Office in Bilbao, Spain on 27th April, 2023



Alan Stevens, Head International Engagement, IOSH, Ehi Iden, Vanessa Harwood-Whitcher, Chief Executive, IOSH, Bernd Triechel, and Ivan Ivanov, Scientist, Occupational and Workplace Health, WHO



Ehi Iden, Masego Zulu-Lekgowe, CEO SHE Masters, Manuel Valoi, Principal at Ma-Safety Consultants, Mozambique, Olajide Dejo, COO, SHE Masters



Manuel Valoi, Ma-Safety Consultants Mocambique with Hans-Horst Konkolewsky, President ORP



Victor Podnebesny, Samruk Kazyna Corporate University, Kazajistan, Dietmar Elsler, European Agency for Safety and Health at Work (EU-OSHA) Germany, Tommi Alanko, Finnish Institute of Occupational Health, Finland, Magdalena Wachnicka-Witzke, Director, Communication and International Co-operation Bureau at Agriculral Social Insurance, Poland, and Ehi Iden

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.

Promoting Worker Health:

Managing seasonal illnesses e.g., influenza, through technology and occupational hygiene

INTRODUCTION

Understanding the factors that contribute to the seasonality of influenza is crucial for effective prevention and control measures in the workplace. Among these factors, humidity and temperature play significant roles in shaping the occurrence and transmission of the influenza virus.

Apart from addressing everyday safety concerns, organisations should also focus on protecting workers from seasonal illnesses.

With the advancement of technology, innovative solutions can be employed to promote a healthy workplace and minimize the impact of seasonal illnesses on employees in the workplace.

DISCUSSION

Seasonal patterns of influenza epidemics vary depending on the geographical region. In temperate regions, influenza epidemics exhibit a wintertime seasonality, whereas some (sub)tropical locations experience annual epidemics that align with the rainy season, while other regions exhibit bi-annual incidence and in certain areas, influenza activity persists throughout the year (Tamerius et al. 2013).

Illnesses, including respiratory infections like influenza, tend to arise more frequently during the winter months for several reasons:

1. Cold weather

Chilly weather itself does not directly cause illnesses, but it can contribute to certain conditions that promote the spread of viruses.

Cold temperatures can lead to drier air, which can dry out the respiratory tract, making it more susceptible to viral infections.

Additionally, people tend to spend more time indoors in close proximity during colder months, increasing the opportunities for viruses to spread.

2. Decreased immune function and drying of respiratory airways

Studies suggest that our immune system may be less effective in fighting off infections during winter.

Factors such as reduced vitamin D levels due to limited sunlight exposure, seasonal fluctuations in immune cell activity, and increased stress levels can all contribute to decreased immune function,

making individuals more vulnerable to infections.

Additionally, insufficient relative humidity levels can cause the cells and mucous linings of our airways to dry out, negatively impacting their function as a defence against viral particles and foreign substances.

In environments with inadequate moisture, viral particles have a higher likelihood of "docking" at airway receptor sites, which increases the risk of infection.

3. Increased indoor crowding

During winter, people tend to spend more time indoors in enclosed spaces to escape the cold.

This increased proximity and crowding provide a favourable environment for viruses to spread from person to person through respiratory droplets.

4. Inadequate ventilation

Indoor environments may have limited ventilation during winter months as windows and doors remain closed to conserve heat. This can lead to inadequate airflow and an accumulation of airborne pathogens, increasing the risk of respiratory infections.

For instance, higher humidity levels contribute to the faster decay of viral particles (Hosseini et al. 2021), resulting in a reduced amount of viral material remaining suspended in the air.

Whereas, low relative humidity, such as the conditions experienced indoors during winter, promotes the evaporation of droplets, and allows even larger droplets to remain suspended in the air as aerosols for prolonged durations (Bozic and Kanduc, 2021).

5. Weakened protective measures

During winter, people may be less likely to engage in preventive measures, such as hand hygiene, due to dry skin or the perception that viruses are less prevalent. This can further facilitate the spread of illnesses.

CONCLUSION

It is crucial to recognise that viruses can be transmitted throughout the year, even though certain factors contribute to increased illness

occurrence in winter. Therefore, to safeguard worker health in relation to seasonal illnesses, it is important to address parameters such as ventilation, humidity, and temperature by leveraging modern technological advancements like real-time monitoring and enhancing good Indoor Air quality.

This proactive approach empowers organisations to swiftly identify potential hazards, evaluate exposure levels, and implement necessary control measures to ensure worker health and safety.

Real-time monitoring involves the utilisation of advanced sensors, instruments, and technology to collect data in real-time and provide immediate feedback.

Moreover, promoting good hygiene practices, encouraging vaccination, and maintaining a healthy lifestyle are essential in mitigating the risk of infections, regardless of the season.

By continuously monitoring these factors (i.e., Indoor Air Quality), organisations can promptly

respond to any deviations from recommended standards, minimise occupational risks, and prioritize the well-being of their workforce.

REFERENCES

- Bozic, A. and Kanduc, M. (2021): Relative Humidity in droplet and airborne transmission of disease, *J Biol Phys*, 47:1-29
- Hosseini, M., Behzadinasab, S., Benmamoun, Z. and Ducker, W.A (2021): The Viability of SARS-CoV2 on solid surfaces, *Curr Opin Colloid Interface Sci*, 55:101481
- Lowen A.C and Steel, J. (2014): Roles of Humidity and Temperature in Shaping Influenza Seasonality, *Journal of Virology* 14: 7692-5.
- Tamerius, J.D., Shaman J., Alonso, W.J., Bloom-Feshbach, K., Uejio, C.K., Comrie, A. and Viboud, C. (2013): Environmental predictors of seasonal influenza epidemics across temperate and tropical climates, *PLOS Pathogens*, 9 (11)

National council feedback

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

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

Nico Potgieter: Co-opted member, email: njpotgieter101@gmail.com

Strategic Plan and Objectives

The current SAIOH strategy (5-year) plan is steered by Jaco Pieterse.

The strategy is discussed, and progress thereof is evaluated at each monthly SAIOH Management Board meeting and at the quarterly Council meetings.

Several objectives/ targets have been met.

The strategy will formally be launched at a special Annual General Meeting (AGM) during June/July 2023.

The SAIOH 2023 to 2027 strategic objectives are:

- #1: To maintain and ensure SAIOH's relevance in creating workplaces free of health risks in the South African, African and Mid-Eastern context.
- #2: To embrace the application and use of 4IR and digital technologies in Occupational Hygiene Practice, i.e. Real-time Monitoring.

- #3: To preserve professionalism and ethical professional practice amongst Occupational Hygiene practitioners, i.e. approved Ethics Courses, Certificates and legal review of Ethics procedures.
- #4: To develop and build the SAIOH brand in the South African, African and Mid.-East context, locally and abroad, i.e. OH awareness videos, talks, Newsletter, etc.
- #5: To contribute to improving training and continuous development of the Occupational Hygiene Profession in the South African, African and Middle-East context, i.e. OHSF, OH technical workshops, papers, etc.
- #6: To provide and maintain good governance and administrative practices within SAIOH, i.e.. staff meetings, conditions of service updated, Mol, financials, and QMS.

Ethics

SAIOH entered into an agreement with well-known legal advisors, NGO Law, to advise the Institute when needed.

The first task was to develop a Memorandum of Incorporation (Mol) to replace our current Constitution.

The Mol will be presented at a special Annual

General Meeting (AGM) to be held during July 2023.

Our legal advisor's next task will be to review the SAIOH Ethics Policy and Procedure(s), thus enabling the Ethics Committee to start its work in earnest.

The ethics plan forms an important part of the SAIOH strategy.



Please note: From January 2023, all SAIOH certified members will be required to provide proof that they have completed an acceptable occupational hygiene ethics training course. A one-year phase-in period was allowed during 2022.

The recording of the Ethics webinar presented by Terry McDonald of BOHS during the 2021 Annual Virtual Conference was sent to all attendees and those who purchased the recording. During the 2022 conference, Terry McDonald presented a hybrid Professional Development Course (PDC) on Ethics in the occupational hygiene environment.

A multiple-choice assessment/test (MCQ) was developed, based on the 2021 webinar. This is in a

Survey Monkey format that SAIOH uses. There is a time limit of 30 minutes, and only members who qualified (attended the course) will receive a passcode and access to the test. Everyone will have three opportunities to complete the test at weekly intervals, with the system automatically marking the paper and notifying the candidate of their result. The required pass rate is 60%.

We will develop a similar MCQ for the 2022 Ethics PDC; delivery date is early 2023, and the same rules will apply.

During 2023, further ethics sessions will be offered at the branch workshops, and at the 2023 annual conference.

SAIOH Branch activities

The first **Gauteng branch** meeting for 2023 took place on 3 March 2023.

The SAIOH General Manager (GM), Deon Jansen van Vuuren did a presentation on SAIOH feedback of the last quarter of 2022, and the way forward in 2023, inclusive of the SAIOH 5-year plan.

This virtual meeting was attended by 113 Occupational Hygiene practitioners (OHPs).

The **Western Cape branch** hosted their first in-person meeting on Friday, 10 March 2023.

The SAIOH GM, Deon Jansen van Vuuren did a presentation on SAIOH feedback of the last quarter of 2022, and the way forward in 2023, including the SAIOH 5-year plan.

This was followed by a lively Question and Answer session. Around 32 persons attended this in-person meeting.

The **Gauteng branch** held their second meeting on 21 April 2023 at the Dräger SA Offices in Sandton.

- Dräger SA hosted this meeting and did a practical and insightful demonstration re. the differences between FFP2 respirators.
- This was followed by an on-line presentation on the new SAIOH Strategic (5-year) plan by Jaco Pieterse.
- The SAIOH GM then gave some feedback on the planned 2023 Annual Conference in Cape Town (23 – 26 October 2023).
- Finally a great presentation was done by Mr van Ordel on the ground-breaking research and project started by Anglo American to change their carbon footprint by replacing the massive ore

haulage truck's diesel engines with hydrogen driven engines..

Some 25 persons attended in person, and 11 on-line, a total of 36 OHPs.

The **Botswana branch**, now registered in Botswana as the Botswana Association for Occupational Hygiene (BAOH) held a special workshop via a MS Teams meeting on 2 March 2023, to discuss what will be required for them to apply to host the SAIOH 2024 annual conference in Botswana.

The **Botswana branch** (BAOH) held their first meeting for 2023 on-line on 19 April 2023. Presentations were given on:

- An update of the BAOH strategic plan and development as a national occupational hygiene association (Pheto Mosinyi, and BAOH committee members).
 - The official bid to host the 2024 Annual SAIOH conference.
 - Occupational Hygiene as a priority skill in Botswana (by a senior officer in the Botswana Department of Mines).
 - Progress on developing contacts and MoUs with important stakeholders in Botswana.
 - The SAIOH GM, Deon Jansen van Vuuren did a presentation on SAIOH and the way forward in 2023, inclusive of the SAIOH 5-year plan.
 - An excellent presentation was done by one of the Committee members on risk assessments and female OH risks at a diamond mine.
- 49 Occupational Hygiene practitioners and interested persons attended this virtual meeting.

SAIOH financial statements

Audited financial statements for 2021 and 2022 will be presented at the special AGM to be held during June/July 2023.



SAIOH technical committee feedback

The SAIOH Technical committee's research on welding fumes (the measurement and the analyses there-of), is ongoing. We anticipate completing this and putting out a SAIOH technical and position paper some-time in 2023.

Our second technical committee started developing technical procedures and a SAIOH position paper on heat stress management. This committee will continue doing research on heat stress.

The focus is two-fold, firstly, to develop a technical paper, and then enable SAIOH to provide comprehensive and relevant proposals to strengthen

the newly launched Physical Agents Regulations or PAR (the old Environmental Regulations for Workplaces).

The Gauteng branch agreed to host a paid workshop on heat stress management in June 2023. Notification will be circulated to our members in due course.

The Council Technical co-ordinator is furthermore, busy finalising a position paper on real-time monitoring.

As soon as this receives the SAIOH PCC Exco approval, it will be circulated to all SAIOH members and stakeholders.

International feedback

The American Industrial Hygiene Association (AIHA) invited SAIOH to be one of their international partners in their exciting HCA CARE programme. Watch this space.

The Occupational Hygiene Training Association (OHTA) and International Occupational Hygiene Association (IOHA) continue to publish their newsletters. Links are e-mailed to all SAIOH

members and published on the SAIOH website: <https://www.saioh.co.za> Please note OHTA's new website: <https://www.ohtatraining.org>

Garth Hunter is SAIOH's representative on the IOHA Board and its National Accreditation Recognition Committee (NARC). Both the Board and NARC held meetings in April and May respectively.

Annual SAIOH scientific conference

The hybrid 2023 annual scientific conference is planned for 23 - 26 October this year.

The conference will be paired with the International Occupational Hygiene Association's (IOHA) meeting (on 22 and 23 October 2023) and it will be a key event.

SAIOH will develop a dedicated webpage for the conference on our website detailing comprehensive conference notification flyer / Mailchimps with registration, sponsorship, exhibitor invitation details and links at the time, to alleviate administration and registration logistics..

New SAIOH website

SAIOH engaged website developers to overhaul the current website - specifically to allow integration with the Member Management System (MySAIOH).

The framework, with the necessary integration, was delivered.

The SAIOH administration team led by Naadiya

are progressing well with the implementation and population of the new website.

Special assistance was enlisted to speed up the finalisation thereof.

The aim is to launch the "new" website at the special Annual General Meeting (AGM) to be held during July 2023.

Communications

SAIOH publishes its newsletter and Presidents' page in two electronic media formats, namely *Occupational Health Southern Africa Journal*, and the *African OS&H* magazine (*A-OS&H*).

These publications are issued every two to three months. The links are sent to all members via our Mailchimp (e-mail notification) system and posted on the SAIOH website.

SAIOH communicates daily with its stakeholders via e-mails, phone calls, and virtual meetings, about 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, etc.



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.jvuvuren@gmail.com

Corlia Peens: PCC chairperson, e-mail: corlia.peens@sasol.com

Nico Potgieter: Co-opted member, email: nipotgieter101@gmail.com

Certification assessments

A summary of results from March 2023 written assessments is provided in Table 1.

Table 1. SAIOH PCC certification assessment results (Jan to Mar 2023)

	Assessed	Passed	Failed	Pass rate
Certification category	n	n	n	%
OH assistant	36	31	5	86
OH technologist	17	9	8	53
Occupational hygienist	22	15	7	68
Total	75	55	20	73

The Q1 PCC written assessments took place on 17 March 2023. From 21 April 2023, 32 virtual oral assessments followed over the next 2 weeks, with outcomes to be communicated in due course.

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 ... and fair.

Occupational hygiene skills forum (OHSF)

The SAIOH Occupational Hygiene Skills Forum (OHSF) was initiated to co-ordinate all aspects related to the recognition of occupational hygiene training materials (e.g., the asbestos training courses, and occupational hygiene training providers and institutions) and the development and management of assessment and examination systems, where needed.

The OHSF was instrumental in co-ordinating the development of a bulk asbestos sampling and analyses training course. Julie Hills, Celia Keet and Karen du Preez spent a lot of time and energy in developing the necessary course training materials.

The team developed Asbestos courses, the most recent one (AP103) related to Asbestos risk assessments.

This training material is now available for registered training providers to use, but the assessments will still be administered by SAIOH at a certain fee per candidate. Please contact Lee Doolan for more info (lee@saioh.co.za).

The OHSF also takes part in the W201 MCQ Consortium, comprising WHWB, the AIHA, SAIOH and the AIOH.

This working committee is developing and verifying MCQs, which will be on a data base that will be accessible to all assessment paper developers to use in the OHTA W201 papers and, in SAIOH's case, also for the ROHA papers.

Another function of the OHSF is to evaluate applications from tertiary institutions for recognition of their occupational hygiene-related qualifications. The OHSF is progressing well with these accreditations.

It has developed a matrix to evaluate the occupational hygiene content in line with the 50% occupational hygiene subject requirement.

All tertiary institutions that offer occupational hygiene qualifications are encouraged to contact the PCC administrator for information regarding application for recognition (lee@saioh.co.za).

Details of recognised training providers and recognised qualifications will be available on the SAIOH website (<https://www.saioh.co.za>).

This will make it easier for students and certification candidates to select suitable occupational hygiene training programmes that meet SAIOH and international requirements.



ACHASM Update



Claire Deacon
Executive Director and
Acting Registrar

TAKING ACHASM FORWARD

The past quarter has been very interesting, introducing a new phase within ACHASM. We took some time to deliberate catching up with how we were going to move forward in terms of our updating of registration and managing of annual subscriptions and invoicing.

The aforementioned was important as ACHASM has no full-time staff, and members are central to its success.

MEMBERSHIP

GlueUp was selected as the integration system that we will use to take ACHASM forward.

We issued 2 letters of extension of membership to allow for the facilitation of all the back end work that was required to do the integration.

We also decided to no longer issue certificates of membership, and evidence of being in good standing will be done through PrivySeal. That is currently being processed. Members in good standing will be able to use the PrivySeal with their email signatures and so it will limit the potential of fraudulent use of our previous system.

UPDATE TO INVOICING

We will not be issuing annual invoices. Our revised system now requires members to please head over to the website <https://www.achasm.co.za>, go to the membership tab and register from there.



We have identified that members' details have changed and this provides us with the opportunity to ensure the correctness of details.

Members will need to supply their evidence of registration with the SACPCMP, and upload a copy of that certificate. Once we have approved that, an invoice will be generated and an opportunity to pay via credit card or EFT.

STAFF MEMBERS

Further to this, we have engaged with a number of our members and Yaseen Francis who manages the Cape Town Chapter will be joining us as a Director. Yaseen will be taking over some of my responsibilities on a number of stakeholder activities going forward.

Dalene Atterbury will also be helping with the East London Chapter, and also assisting with the Voluntary Association activities with the SACPCMP.

William Pierce Jones and Luvuyo Manjo have been doing a sterling job in Gqeberha with the Chapter meetings well entrenched.

Yaseen is also negotiating with the SACPCMP to ensure that our Chapter meetings meet the CPD requirements, so members can use their attendance in complying with their conditions of registration.

We look forward to the new programmes and participants of driving the process in assisting our members and the sector with our activities.

ERGONIZE@ your workspaces!
Comply with the newly released Ergonomic Regulations

OCCUMED cc Ergonizing@ workspaces for 20 years

A good ergonomic programme could increase productivity by up to 25%!

- **Occumed cc** will assist your organization with compliance to the newly promulgated Ergonomics Regulations
- Identify specific risk areas to employees through risk assessments
- Ergonomic training programmes to limit risks to workers
- Link risks to medical surveillance programmes

Call Dr Claire Deacon for a quotation on 0836585390 or mail at claire@occumed.co.za / claire@cd-a.co.za

Ergonized workspaces : Umicore, Nestle, MDC Design, Shatterprufe, Aspen, Cadbury, Corning, Naspers, Univel Transmission, Spar, Johnson Controls, National Ports Authority, Simba, Mondi Paper, Continental Tyre SA, Bromor Foods, Engelhardt, Coega Development Corporation

Ergonize@ your workspace today!

Eradicate cognitive dissonance : achieve health and well-being

PSYCHOSOCIAL RISK; POOR SUPPORT

Poor support causing psychosocial risk at work often occurs in tasks or jobs where employees have (a) inadequate emotional and practical support from supervisors and co-employees, (b) inadequate information or training to support their work performance, (c) insufficient or defective tools, equipment and resources to do the job.

Risk control measures to address work-related stress should focus on job design, work environment and working conditions. Those that provide support for employees could include, for example, practical assistance, providing information and emotional support and constructive feedback. The following points explain how employers can provide support to employees.

Organisational structures and hierarchical design

Organisational structures and hierarchical design within an organisation should consider the flow of instruction, the communication methods and how to ensure its employees feel supported, including ensuring clear management structures across the organisation and reporting lines within work teams. This will help employees know who they are accountable to, either overall or for particular tasks, and where they can go for help;

- providing new employees with a thorough induction to the organisation and work unit and, where possible, structured socialisation with a buddy system and tailored training plan;
- providing and promoting employee assistance services that respond to individual issues or concerns, both work and non-work related;
- promoting a culture that values diversity in the workplace;
- providing and promoting flexible work practices that best suit individual and business needs, for example, working from home or flexible working hours.

Rendering sufficient practical physical support

There are various types of practical support an employer can provide, for example assisting with work demands; helping employees complete a task they find challenging; setting clear work goals and providing information on processes and procedures; providing development opportunities; conducting performance reviews which include fair, goal-focused and constructive feedback and asking employees what supports are required to achieve their goals; providing assistance when employees undertake challenging tasks, such as new duties or roles and mentally, emotionally and physically demanding tasks; ensuring the willingness of colleagues to help out when things are tough;

PART 2



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.

initiating an informal chat over a problem with an employee; and ensuring roles are backfilled or work is redistributed when employees are out of the office or away on leave.

Communication channels

Employees can experience stress if they feel unsupported and unappreciated. Regular communication can reduce stress responses. Ways to ensure regular communication can include:

- the willingness of supervisors and colleagues to discuss work problems;
- the ability to raise any work problems and discuss how they are addressed;
- regular team meetings to discuss pressures and challenges within the work unit, what is going well, and where support may be required;
- helping employees come up with and work through risk control measures for task-related issues;
- providing sufficient information so employees can perform tasks competently, particularly when taking on new work.

Competence, training and development

The following can help boost employees' confidence enabling them to complete their tasks:

- conducting a precise training needs analysis for each job role;
- employees receive suitable training to be competent in their roles. Training can be both task-specific and more general;
- supervisors receive training regarding supportive policies and effective communication with employees;
- competencies are up to date, and relevant refresher training is provided;
- training is available to part-time, casual and shift employees and those in remote locations;
- all employees, contractors and hired labour are aware of the policies concerning acceptable behaviour in the workplace;
- employees receive managerial training when appropriate to encourage a wider understanding of their tasks.

Training could include managing –

- workload and resources;
- health and safety performance management;
- conflict;
- interpersonal skills;
- emotional intelligence, including empathy and expressing and managing own emotions;
- effective communication.

Constructive feedback

Feedback from managers and supervisors, and frequency, can have an impact on employees' stress response. Employers should ensure managers and

supervisors provide appropriate and timely feedback on task performance, frequently, but not so regularly that it undermines or reflects badly on an employee's independence.

Employers should also recognise employees/team members either formally or informally when they have done tasks well and be specific about what was done well. The manager or supervisor should give employees practical advice and guidance on areas that require improving. Human resource managers and line managers can utilise annual performance reviews to provide constructive advice for future performance. It is important that this is not seen as a disciplinary measure, but rather a supportive mechanism to assist individuals reach their goals that are aligned with organisational goals.

Emotional support

Providing adequate emotional support can have a protective effect and reduce an employee's stress response, particularly in various situations of high demand and low control.

Supervisors or managers are often the first point of call for employees and should provide the necessary information, training and instruction to ensure concerns are appropriately handled.

Key areas in which an employer can ensure employees receive appropriate emotional support include:

- supporting open communication;
- encouraging employees to share their concerns about work-related stress factors at an early stage by having workplace safety reporting mechanisms normalised and available. Employees should feel comfortable discussing any safety issues that might arise;
- consideration that there might be non-work-related stress factors present in employees' lives and allowing flexible work arrangements where practicable;
- promoting and developing a team culture where employees help each other and provide support when required;
- allowing time to talk through problems with employees and promoting an 'open door' policy;
- ensuring sensitive management of employees experiencing problems;
- being aware and taking appropriate action if a team member is behaving out of character;
- improving team unity by holding formal and informal team-building activities; and
- establishing a colleague support system and a mentoring/buddy programme for new starters.

COGNITIVE DISSONANCE ARISING FROM PSYCHOSOCIAL RISK; POOR ORGANISATIONAL JUSTICE

Poor organisational justice could be defined as hierarchical inequality. This alludes to employees' sense of reasonableness at work and incorporates procedural equity and associations justice. Procedural equity is the reasonable mechanism which persons with power utilise to reach particular desired positive outcomes with balanced decisions. Interactional equity is the degree to which workers are properly educated and the degree to which they are fairly treated. It is critical for bosses to provide a positive and reasonable working environment since treachery can pose a risk to employees' mental wellbeing.

A sense of authoritative equity or decency for the most part comes about in higher levels of engagement, belief, fulfilment,

devotion, inventiveness and participation.

Working in a reasonable and straightforward environment can also help employees blend in and adapt to the challenges of their work. Poor organisational justice is a psychosocial hazard in the workplace.

Situations that are not mitigated adequately and that may lead to poor organisational justice or a sense of unfairness include:

- lack of, or inadequate, policies and procedures;
- lack of transparency of how decisions are made;
- favouritism, nepotism, bias and lack of impartiality in decision making;
- lack of communication regarding organisational direction, strategy, objectives and planning;
- excluding affected people from consultation and decision-making processes;
- failing to address inappropriate or harmful behaviour, poor performance or misconduct;
- discrimination, harassment and unequal treatment of employees; and
- employees or managers believing that rules do not apply to them and failing to follow policies, guidelines and procedures, without accountability.

To ensure a workplace has proper organisational justice, there shall be a procedural fairness coupled with various risk control measures / interventions which can help ensure that employees regard procedures as fair:

- Foster a work environment characterised by respect, equity, fairness and openness;
- Design procedures so they consistently apply to all employees and work groups in an unbiased way. For example, develop a structured performance review process so that employees are reviewed using consistent and transparent criteria;
- Ensure key performance indicators are based on criteria that is within the control of the employees;
- Carry out procedures the same way each time, for example, job selection and performance management;
- Ensure decision makers are impartial and that they collect unbiased and accurate information to guide their decisions;
- Take time to listen to the concerns of all employees affected by a procedure;
- Create ways that make it possible for employees to seek additional information or clarification about any procedures or decisions, if needed;
- Appoint or promote employees based on performance, using valid and reliable selection and recruitment methods;
- Provide employees with a mechanism to appeal the result of a procedure;
- Where an employee might consider work practices to be unfair, encourage them to access the appeal process;
- Regularly review the effectiveness of procedures to ensure they meet their objectives.

A system with informational fairness

Systems with informational fairness are risk control measures which can help ensure there is fair communication and information sharing;

- Communicate organisational policies and procedures to all employees, both at induction and ongoing, and keep checking that all employees are aware of the policies and procedures;
- Create ways for employees to have input into decisions that directly affect them, and encourage them to do so;
- Ensure policies and procedures are readily accessible to all employees;
- Engage employees at all levels of the organisation during the development of policies and procedures;
- Communicate with employees about the reasons for changes to policies or procedures;
- Communicate the reasons for decisions and the background of decisions. People are more likely to accept a decision, even if unfavourable, if they know the reasons and the intended purpose;
- Use ongoing communication mechanisms such as team meetings, all-staff meetings, internal newsletters, emails, intranets or notice boards; and
- Implement a system that allows all employees to have input into broader organisational issues, for example a mechanism for receiving and responding to suggestions.

System incorporating interpersonal fairness

Interpersonal fairness is the way in which all employees interact with each other and with their managers.

Risk control measures can help ensure a shared sense of interpersonal or relational fairness:

- Treat all employees with respect, dignity and courtesy;
- Ensure that the management structures across the organisation and reporting protocols within work teams are clear. This could help employees know who they are accountable to and who they can seek help with work problems when encountering obstacles;
- Ensure that employees have a precise job role or position description which includes the role purpose, reporting relationships and the key duties expected of them;
- Ensure that direct supervisors provide feedback to their employees on their performance so they are aware of how well they are performing and that their role expectations align with those of their managers;
- Utilising the annual job performance reviews as an opportunity to lend a listening ear and help identify the employees' skill development and to provide constructive advice for future performance;
- When investigating any interpersonal conflict or misconduct issues, ensure all parties have equal opportunity to respond to allegations and are treated respectfully;

- To advise relevant parties pertinent to the outcomes and findings of any investigations, and to the extent possible and appropriate without breaching discriminating acts, privacy and confidentiality.
- Conduct training for managers to equip them with the acumens on how to manage difficult conversations with their employees.

Managing poor performance

The process of managing performance is often correlated with feedback on exposures of unfairness.

Risk control measures which can be implemented to help create a fair approach to performance management:

- An employee handbook on the promotion of fair employment practices in the workplace given to all employees as a reference can boost their confidence;
- All supervisors treat all employees with respect, dignity and civility at all times;
- Inform all employees of the processes used to manage poor performance;
- Provide employees with evidence for decisions made about their work performance;
- Creating a psychological safe environment for all employees to have a voice or give suggestions and input in the performance feedback process, for example, allow employees to respond to issues raised about their work performance;
- Keep discussions focused on improving work tasks or behaviours that are within the employee's control;
- Train all supervisors not to focus on blame but rather to use the performance improvement process as an opportunity for learning and improvement;
- During foreseeable potential difficult conversations, carefully choose the meeting time and location carefully in order to maintain privacy and confidentiality and cater for ample employee time for reflection and support afterwards;
- Ensure grievance and complaint-handling procedures are available and applied fairly to all employees;
- Encourage employees to include a support person in performance management meetings.

The employer together with the human resource specialist shall implement a system which integrates interventions which could provide practical or emotional support from supervisors and colleagues that can have a positive impact on employees' perception of fairness, and the viewpoint of a conducive workplace with a good sense of belonging.

Part 3: July/August African OS&H



ARE YOU MEETING ALL OCCUPATIONAL AND ENVIRONMENTAL CHALLENGES?

- Indoor air quality assessment
- Risk assessors
- Occupational hygiene
- Environmental consultants

Occutech is an inspection authority for the work and business environment surrounds approved by the Department of Employment and Labour

Occutech is able to recognise, evaluate and recommend cost-effective controls of occupational and environmental hazards



PREVENTION IS BETTER THAN CURE!

<http://www.occutech.co.za>
 Email: occutech@occutech.co.za
 Tel: (031) 206-1244 Fax: (031) 205-2561

LOOKING FOR A SOFTWARE SOLUTION TO MANAGE YOUR HEALTH & SAFETY DATA, OPERATIONS AND RISK?



✓ INCIDENTS & INVESTIGATIONS

Record, monitor and analyse trends in detail. Determine root causes to take informed action.

✓ INSPECTIONS & AUDITS

Schedule and send users alerts for all events. Store relevant certificates, results and reports.

✓ SCHEDULE & TRACK TRAINING

Schedule by department and role. Store certificates. Track training expenses.

✓ DOCUMENT MANAGEMENT

For events, individuals, sites or departments. Library of SOPs, safety, data and product sheets.

✓ REPORTING & ANALYTICS

Ad hoc, customisable reports with automated export to Excel. Limitless possibilities of analysis.

✓ PAPERLESS SOLUTION

All information stored in database or Cloud and can be archived. Employee profile and history.

✓ AND SO MUCH MORE...



Call us for a quote or ask our product specialist for a demo

 **OSHPROV PTY LTD**
 HSE MADE EASY
 076 471 4458
herman@oshprov.co.za



Works perfectly in the city or in the bush, the REBEL Urban Retro are designed to fit into your lifestyle.

With a dual density outsole, it ensures comfort, durability and a specially designed tread system for maximum traction and minimal foot fatigue.

Engineered to go anywhere with a premium 2,5mm water resistant leather upper, ensuring that your feet are protected from the elements.

REBEL Urban Retro - where functionality meets style.



REBEL

SAFETY GEAR

 www.rebelsafetygear.com