

WHEN GOOD ISN'T GOOD ENOUGH

Myth busters associated with
Coronavirus outbreak

How not adhering to safe choices
affected my life

The fog phenomenon on lenses
explained

Fight cancer: No Time to Lose

Demystifying ISO Management
systems, standards and related
guidelines

Behaviour-based safety
implementation mistakes

Be mindful of 0% alcohol
beverages

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African OS&H



Formerly known as National Safety

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Editor's Comment

With this issue we sadly bid farewell to **NATIONAL SAFETY** and with excitement welcome **AFRICAN OS&H**.

Change is inevitable. And for us change came in the form of a broader editorial content to cover the entire OSH discipline, as well as an increase of our circulation into Africa and beyond.

Our story begins in 1932. Sir Ernest Oppenheimer Chairman of Anglo American was becoming increasingly alarmed by the high rates of fatalities and injuries on his labour intensive mines. It was a larger problem than he could tackle alone, so he called a meeting with the mayor of Johannesburg Mr DF Corlett who was known to be public spirited. The mayor agreed to assist on the condition that their initiatives include general industry which was suffering from the same pitfalls.

Road safety was another area of concern, with too many accidents caused by the congestion on the streets from the mingling of pedestrians, bicycles and cars due to the growing car population.

After consultation with other interested parties, it was agreed that the best starting point would be through education and awareness, and a vehicle was needed as a conduit for dissemination of this information.

And so it was that the Safety First Association was born 88 years ago with Jan Smuts as its first patron. The aims of this fledgling association would be achieved through publishing informative literature such as posters, flyers and a magazine titled National Safety.

Over the years as other related organisations were launched covering PPE, occupational safety, gas safety, occupational hygiene and health etc, many appointed National Safety as their official mouthpiece.

National Safety had by now entrenched itself as an invaluable source of information for the industry.

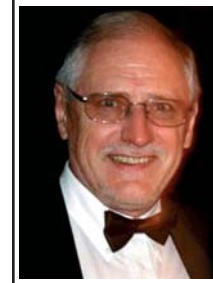
Over the years, with the global professionalisation of the industry, OSH practitioners have become hungry for information and eager to share data, expertise and lessons. Through modern communication and technology, this has become a developing trend.

Twenty five percent of attendees to the OSHAfrica 2019 Conference held in Johannesburg last year, came from out of South Africa eager to share their knowledge and experiences, keen to learn from others and excited to network with like-minded professionals. To this end, National Safety has been established as an important source of information sharing for OS & H practitioners on the African continent.

Taking all of this into consideration, and after much deliberation we acknowledged it was the time to move forward and agreed on our new name **AFRICAN OS&H**.

Debbie

Digitalisation is about empowering people



Leighton Bennett
 (Pr.CHSA)
 Benrisk Consulting,
 Insurance Surveyor,
 and OHS and
 Risk Management
 Consultant

Digitalisation is not a new concept, since we are already surrounded by mobile technology, social media and various forms of connectivity in our daily lives. Instead digitalisation is currently increasing the access to information at a speed never experienced before. It is in how we connect people, processes and technologies sustainably, where the heart of the value opportunity lies.

So digitalisation will enable people to embrace opportunities through learning faster, delivering better quality, safer work, making quality decisions, driving sustainability, and working together as engaged teams.

Digitalisation is about connecting people, leveraging digital technologies to change the way people work, and enabling people and equipment to integrate in a data rich environment. Digitalisation is not simply about technology – it is more about empowering people to improve their decision-making capabilities based on the right data being available in real time. This empowers people to innovate productivity, safety and cost efficiency improvements while routine administrative and repetitive tasks give way to new exciting ways of working.

The key focus of a digitalisation programme is to ensure a foundation of connectivity between our different areas of work. This is primarily enabled through the installation of a wi-fi/network backbone. Once wi-fi/network connectivity is enabled, we can collect terabytes

of data from sensors, equipment and even people as they capture production, safety and equipment critical data.

Prof Badenhorst described how there is a need to assess workplace conditions and control performance simultaneously, 24/7, as part of an accelerated occupational hygiene exposure reduction strategy through the optimisation and management of controls, to enable faster and better informed information that empowers employees and front-line supervisors to take corrective actions in their workplaces.

This digitalisation and data analytics of occupational environmental data provides predictive performance-based monitoring and maintenance of controls and provides real-time monitoring of the occupational environment and thereby supporting the vision of zero harm.

This digitalisation is incorporated into an Operational Intelligence Suite (OiS) system that is a real-time dynamic, business analytics application that delivers visibility and insight into data, streaming events and business operations. The OiS solution runs queries against streaming data feeds, manual uploads and event data to deliver diagnostic results, that enable the business operations to make decisions and immediately act on these analytic insights, through manual or automated actions.

This OiS digitalisation technology is making occupational hygiene tangible by providing faster and better-informed corrective actions, while the control monitoring remains pivotal with conditional monitoring in support, to accelerate the reduction of occupational hygiene exposures in the workplace.

Furthermore, digitalisation is already impacting on H&S measure aspects in workplaces, as H&S requirement documentation is now completed in real-time on-line while underground, instead of later when back on surface.

The question is, what does digitalisation mean for the occupational hygienist and the H&S practitioner with this type of monitoring of OHS in the workplace environments going forward?

This article is compiled from extracted information from an Anglo American Platinum article by their digital technology lead, Ellie Brümmer & from occupational hygienist, Prof Cas Badenhorst's OiS presentation at the OSH Africa conference during September 2019.

DID YOU KNOW?

Digitisation and Digitalisation are separate terms which we need to understand.

DIGITISATION is the conversion of text, images or sound into an electronic format that can be processed by a computer. Electronic format data saves time, improves efficiencies and makes information more visible to those that need it to perform their work.

DIGITALISATION involves a host of powerful, accessible technologies like social, mobile, cloud, various forms of analytics, internet of things, industry 4.0, cognitive computing, artificial intelligence, augmented reality, virtual reality, digital twins and biometrics

DIGITAL TRANSFORMATION is the journey that we are on to transform the way people work, leveraging digitalisation technologies to take advantage of the efficiency and cost saving opportunities these technologies create in solving business challenges and developing new skills.

Be mindful of 0% alcohol beverages – they could be a trigger for those struggling with alcoholism



By Rhys Evans,
Managing Director of
ALCO-Safe

Alcohol-free beverages

There is a growing selection of alcohol-free beverages on the market. Being the designated driver does not mean forgoing that beer or glass of wine anymore thanks to this increasing availability of alcohol-free drinks. Some of the beers available today include Castle Free, Heineken 0.0, Bavaria Non-Alcoholic and Erdinger Alcohol-Free. There is also a wide selection of different alcohol-free wines available, from sparkling wines to red and white both sweet and dry varieties. There is even a selection of non-alcoholic spirits, mostly gins, and the range is constantly growing. However, it is important to understand that not all 'alcohol-free' beverages contain zero alcohol.

What does alcohol-free really mean?

In South Africa the Liquor Products Act defines an alcoholic beverage as one that contains more than 0.5% alcohol by volume. This means that while many of the alcohol-free beverages available are free of alcohol, others may not be.

For example, Savanna Non-Alcoholic Lemon claims to offer "the same crisp taste of Savanna Cider without the alcohol", which is misleading, as they actually contain 0.3% alcohol. Castle Free similarly is not completely free of alcohol, containing 0.03%. JC Le Roux Le Domaine Non-Alcoholic NV sparkling wine does not specify the exact alcohol content, stating only that it is 'less than 0.5%'. Many alcohol-free wines also contain trace amounts of alcohol as they have been 'de-alcoholised' – comparable to decaffeinated coffee which still contains traces of caffeine.

The percentage of alcohol in these drinks is very low, which means that even if you drink them to excess you are unlikely to blow a positive result on a breathalyser. As an example an average person would have to drink 20 Savanna Non-Alcoholic Lemon beverages within an hour to be classified as over the legal limit. However, they still contain alcohol, and for recovering alcoholics this could be dangerous.

Potential trigger warning

For many recovering alcoholics, alcohol-free beverages are a big danger zone. Even small amounts of alcohol can be dangerous to an addict, but it goes beyond the simple presence of alcohol. Alcoholism is more than a physical

addiction, it is also mental addiction and force of habit plays a significant role. The similar smell, the taste, even the shape of the bottle or glass could all be triggers. For some alcoholics just the act of holding a wine glass could prove to be problematic, even if the glass contained nothing more innocuous than fruit juice.

While more choice of beverages and a move toward more mindful drinking habits are becoming popular, alcohol-free beverages are not necessarily what they appear to be, so it is important for anyone drinking them to be aware of this fact. For people in recovery, it is best to stay well away, as these beverages may be dangerous territory.

Myth busters associated with Coronavirus outbreak

Information supplied by the World Health Organisation (WHO)

Is it safe to receive a letter or a package from China?

Yes, it is safe. Coronaviruses do not survive long on objects, such as letters.

Can pets at home spread the new coronavirus (2019-nCoV)?

There is no evidence that pets such as dogs or cats can be infected with the new coronavirus. However, it is always a good idea to wash your hands with soap and water after contact with pets. This protects you against various common bacteria such as E.coli and Salmonella that can pass between pets and humans.

Can eating garlic help prevent infection with the new coronavirus?

No. Garlic may have some antimicrobial properties. However, there is no evidence that it can protect people from the new coronavirus.

Do vaccines against pneumonia protect you?

No. Vaccines against pneumonia, such as pneumococcal vaccine and Haemophilus influenza type B (Hib) vaccine, do not provide protection against the new coronavirus. The

virus is so new and different that it needs its own vaccine. Researchers are busy trying to develop a vaccine against 2019-nCoV.

Are there any specific medicines to prevent or treat the new coronavirus?

To date, there is no specific medicine recommended to prevent or treat the virus. Anyone infected with the virus should receive appropriate care to relieve and treat symptoms, and those with severe illness should receive optimised supportive care.

Are antibiotics effective in preventing and treating the new coronavirus?

No, antibiotics do not work against viruses, only bacteria. The new coronavirus (2019-nCoV) is a virus and, therefore, antibiotics should not be used as a means of prevention or treatment.

However, if you are hospitalised for the 2019-nCoV, you may receive antibiotics because bacterial co-infection is possible.

Can regularly rinsing your nose with saline help prevent infection with the new coronavirus?

No. There is no evidence that regularly rinsing the nose with saline has protected people from infection with the new coronavirus.

Can gargling mouthwash protect you from infection with the new coronavirus?

No. There is no evidence that using mouthwash will protect you from infection with the new coronavirus. Some brands of mouthwash can eliminate certain microbes for a few minutes in the saliva in your mouth. However, this does not mean they protect you from 2019-nCoV infection.

Can sesame oil block the virus from entering the body?

No. The only chemical disinfectants that can kill the 2019-nCoV on surfaces are bleach/chlorine-based disinfectants, either solvents, 75% ethanol, peracetic acid and chloroform. However, they have little or no impact if you put them on the

skin or under your nose, and can even be dangerous to do so.

Does the new coronavirus affect older people, or are younger people also susceptible?

People of all ages can be infected. Older people, and people with pre-

existing medical conditions (such as asthma, diabetes, heart disease) appear to be more vulnerable to becoming severely ill. People of all ages to take steps to protect themselves by following good hand hygiene and good respiratory hygiene.

Coronavirus outbreak explanation and recommendations

The following information has been supplied by 3M Personal Safety Division

The World Health Organization (WHO) has continually reported on the outbreak of the Coronavirus which originated in Wuhan City, Hubei Province, China.

This novel coronavirus was originally transmitted to humans via an animal reservoir (source), believed to have been encountered at the seafood and animal market in Wuhan.

However, additional cases have been identified in people who have not visited this market, but have visited other markets or have interacted with infected individuals.

Virus

The illness is being caused by a newly identified coronavirus, 2019-nCoV. Coronaviruses are common and typically cause mild to moderate respiratory and cold type symptoms, though certain strains of coronaviruses have caused more severe illness.

This newly identified virus is in the same family as the viruses that cause Severe Acute Respiratory Syndrome (SARS), which was first identified in Asia in 2003, and Middle East Respiratory Syndrome (MERS), which was identified in 2012 with cases still occurring today.

A main initial animal reservoir (source) for the virus that caused SARS is believed to be civet cats that infected other animals. The initial animal reservoir for the virus that causes MERS is believed to be dromedaries (e.g. camels).

The reservoir for 2019-nCoV is not known at this time.

Health effects

The symptoms of the illness associated with this novel coronavirus are similar to those caused by influenza and other respiratory illnesses and include coughing, shortness of breath, fever, and difficulty breathing.

Unfortunately, a small number of people infected with this novel coronavirus have already died.

Transmission

Although the original transmission was believed to be transmitted to humans via an animal reservoir encountered at the seafood and animal market in Wuhan, authorities have confirmed that human-to-human transmission has also occurred.

Secondary cases (contracted from humans rather than a reservoir) include both members of the public and also healthcare workers who have had contact with other infected people. This has occurred in several countries in addition to China.

Recommendations from WHO

- Wash your hands regularly
- Cover your nose and mouth when sneezing and coughing
- Avoid close contact with anyone who is coughing or sneezing or showing signs of respiratory illness
- Thoroughly cook meat and eggs.

At this time WHO has not made any recommendations for personal protective equipment (PPE) use, including respirators, by the general public.

The fog phenomenon on lenses explained

Many industrial settings incur severe financial losses due to fog. In oil and gas fields or off-shore platforms, as well as mining operations, production shortfall due to downtime alone can reach hundreds of thousands of dollars per day. Agricultural facilities, construction sites and even factories or warehouses also become extremely dangerous workplaces when foggy. The reduced visibility in some cases can prevent work all together, such delays lead to severe losses for the business and for contract workers that are common in these settings.

The formation of fog is not just a weather condition. The same humidity and temperature differences that create clouds of fog also fog-up surfaces such as safety glasses and goggles. When glasses fog-up it can reduce the visibility of the wearer, essentially blinding them until the condensation can be removed. In many situations, this fogging-up can occur at crucial moments and result in disaster for the wearer or those around them.

In the workplace

Just like clouds of fog that form in humid conditions because of the temperature difference between the air and a surface; eye-glasses fog-up due to temperature differences between the lens and surrounding air. This can happen when you move from a cold environment to a warmer one or the other way around. This is particularly common in oil and gas, power, warehousing and other industries where workers regularly move from indoor to outdoor environments or vice versa.

A number of factors can increase the chances of this fogging effect. Dirty and damaged lenses, for example, create more surface area upon which condensation can form. This dirt increases the fogging effect and is particularly pronounced in older glasses and goggles. In order to reduce accidents at work, businesses must ensure that their employees are equipped with new and undamaged

eyewear but also that lenses are cleaned frequently.

High humidity environments, both indoor and outdoor, are likely to result in foggy lenses regardless of temperature differences. However, longer exposure to cold temperatures can cause lenses to chill completely. Meaning any warmth will result in prolonged fogging despite wiping and other efforts. Warm factories and plants in cold environments are the perfect examples, as workers move from outdoors into the warmth they are at high risk of fogging-up.

Earing foggy eyewear reduces their visibility preventing them from working productively and increasing the risk of accidents. Many of those workers chose to remove their protective eyewear in order to see better, which in turn puts their eyes at risk from other dangers such as light, heat and airborne particles. 90% of all workplace eye injuries can be avoided by using proper safety eyewear, according to the Prevent Blindness Organisation, but foggy eyewear creates another set of safety risks.

Preventing lens fogging

Where fogging up can cause serious hazards, such as workplaces that operate heavy machinery, it is essential to not only have anti-fog but also anti-scratch protection on lenses. Anti-fog coating incorporates hydrophilic materials that absorb moisture and hydrophobic techniques that divert excess moisture to the sides of the lens. Most protective eyewear on the market only protects the inside of the lens against fogging and the outside against scratching but this does not account for all the types of fogging up that can occur. Other technology like PLATINUM® Coating by Bollé Safety offer more comprehensive protection from fogging up by applying scratch-and-fog-resistant coating on both the inside and outside of the lens.

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- Stitching pattern



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Behaviour-based safety process implementation mistakes: "Our Company is incapable of change"



Saide Aly Mansur has a BSc Occupational Health and Safety and is Managing Director Mansur and Associates International Consultants. Saide has over 27 years experience in OHS within the oil and gas industry having worked in Trinidad and Tobago and the Middle East. Saide has helped establish mentoring and safety coaching programmes and has worked on various safety improvement processes that have challenged the safety norms.

Safety is often the starting point for positive-change initiatives within organisations.

Planning and managing change is a strategic advantage if successfully executed. If not, however, a downward spiral of negative expectations can eventually paralyse any willingness to confront change.

Therefore, in addition to being an important area for positive change, a safety initiative's success or failure may foreshadow the success or failure of future change efforts.

Fortunately, today's companies, both national and international, have come to the realisation that antecedent and results-only safety programmes cannot maximise safe performance.

Safety processes that target the root cause of most accidents and incidents, human behaviour, once ignored or rarely heard of, have now claimed the spotlight.

The new acceptance and implementation of behaviour-based safety methods is a step in the right direction, but a few common missteps can prematurely cripple your organisation's process.

During the past 20 years on a number of projects and with our clients, we have identified six mistakes companies have taken in implementing behaviour-based safety, and fall under the categories of "how" you implement and "what" you are trying to get people to do. *These are:*

1. Thinking that observation and participation are the core of behaviour-based safety
2. Failing to apply positive reinforcement systematically and effectively
3. Changing only the hourly employees (worker level employees)
4. Making behaviour-based safety the primary responsibility of the employees
5. Not training managers, supervisors and hourly employees in the core principles of behaviour change technology
6. Trying to fit an activities-based "programme" to your organisation.

Thinking that observation and participation are the core of behaviour-based safety

The origin of this first and biggest mistake can usually be traced to the numerous consulting companies selling behaviour-based services. Most of the consulting firms selling

and delivering behaviour-based instruction are safety professionals by training and experience. Their understanding of the behaviour approach is limited, resulting in applications which rigidly duplicate and emphasise random pieces of applied behavioural science.

This shallow understanding of human behaviour is evident in the tendency to describe behaviour-based safety as "an observational process" or as "observational safety."

One of the most obvious activities in the behavioural safety process is to observe others at work.

But, behaviour-based safety is not primarily about observation.

Another element of behaviour-based safety that is overly focused upon is "empowerment" or "participation."

Involving hourly employees in safety management is recognised as a unique characteristic of the behaviour-based process. Yet, behaviour-based safety is not primarily about empowerment.

The biggest mistake a company's management can make is to assume that the organisation has correctly implemented behavioural safety because observations are being performed by employees, some of whom are participating on the steering committee.

Behaviour-based safety is about integrating behavioural technology into the management of safety in your company. Behavioural technology is the system and process for applying the laws and principles that govern human behaviour. The objective of applying these laws and principles is to achieve behaviour change.

Performing observations and allowing employees to conduct those observations does not necessarily lead to changes in the way people behave at work. In most instances, it only changes the way they behave when they are being observed.

This was a key finding on one of our recent projects, as we focused on the observations and not the changes in behaviour.

The major objective of an effective behaviour-based safety process is to make safe behaviour a habit. The above concepts are critical for changing unsafe habits to safe habits and for changing an organisation's safety culture.

Unsafe behaviour is habitual in most employees. They have done something the wrong way for so long that they are not conscious of the behaviour. This was identified with project management and contractor teams that had worked on similar projects in the past and were familiar with each other.

The major objective of behaviour-based safety is to replace all the unconscious unsafe behaviour with unconscious, or automatic, safe behaviour - or safe habits. To accomplish this objective, employees, supervisors and managers must understand and apply behaviour change technology effectively.

Failing to apply positive reinforcement systematically and effectively

As previously stated, achieving lasting organisational change (changing the culture) is impossible without a sufficient grounding in the basic laws and principles of behaviour. This deficiency is most critical regarding positive reinforcement.

In his book, *Bringing Out the Best in People*, Dr. Aubrey Daniels reviews the most common errors made in delivering positive reinforcement.

Most supervisors and managers make these errors daily. Positive reinforcement is the key to replacing unsafe work habits with safe habits. If provisions have not been made in your safety initiative for training in the principles and application of positive reinforcement, then the natural reinforcement that is currently supporting unsafe work habits will continue to elicit that behaviour.

We know that unsafe behaviour or risk taking (including taking shortcuts / risks in implementing behaviour-based safety) occurs because it has some natural positive reinforcements. Risk taking saves time, effort and sometimes helps the performer avoid discomfort. Unsafe behaviour then, is self-perpetuating because of the natural consequences that favour it.

Completion of an ABC Analysis usually indicates that several positive consequences (for the performer) support and maintain unsafe behaviour. The ABC Analysis (Antecedent-Behaviour-Consequence) is a simple method of systematically analysing the antecedents and consequences influencing a behaviour.

With that concept in mind, it then follows that delivering regular positive reinforcement for safe behaviours is the key to replacing unsafe habits with safe habits. Managers, supervisors and co-workers must deliver this reinforcement immediately, consistently and

appropriately or the safe behaviour we are encouraging will never reach habit strength.

Positive reinforcement is currently applied in a superficial manner, if at all, in most behaviour-based processes.

The failure of organisations to implement and manage change and to obtain long-lasting change in organisational behaviour (culture change) relates to this fact. Mistake No. 3 also stems from the lack of sufficient and correct use of positive reinforcement.

Changing only the hourly employees (worker level employees)

For long-lasting change, everyone must make a behavioural change, and not only the hourly employees. Management is integral to change, yet most initiatives target employee behaviour alone. Any behaviour-based process should include a list of support behaviours for both management and supervision. This list constitutes a measured self-inventory in the form of a checklist with points.

A measurement and graphed feedback system forms the basis of positively reinforcing managers and supervisors for specific behaviours related to supporting the behaviour-based safety process.

Hourly employees are reinforced for increased rates of safe behaviour, while managers and supervisors are reinforced for their supportive behaviours.

With measurement systems in place to track the behaviour of hourly, management and supervisory personnel, plus a knowledge of how to deliver positive reinforcement for the increased frequency of specific behaviours, Risk No. 4 might be avoided.

Making behaviour-based safety the primary responsibility of the employees

Behaviour-based safety should have a measured, well-defined role for everyone in your organisation. Too often, behaviour-based processes are positioned and implemented as hourly employee programmes. This brings about short range changes visible in the form of specific bureaucratic activities which focus on implementing change. Long range, however, one will observe:

- Resentment in the hourly ranks related to the perception that they are putting out most of the work and effort to make the process work.
- Abdication by management and supervision of responsibility for safety because it's "their programme" or "their responsibility" to manage safety now.

- A backlash in which the process dies a slow death because hourly employees tire of the additional work and responsibility without receiving adequate positive recognition and reinforcement for their efforts.

As explained above, an outline must be developed that specifically defines measured roles for management, supervisory and hourly employees.

Not training managers, supervisors and hourly employees in the core principles of behaviour change technology

To inspire managers, supervisors and hourly employees with a sense of ownership in this process, the company should provide everyone with the same training.

Training is the launch pad for change but is only worthwhile if followed by feedback and positive reinforcement for new desirable behaviours.

It is through training that a consensus and acceptance of roles and responsibility is communicated and attained.

An additional element of importance to stress during training is that though behaviour-based safety focuses on safe behaviour, we know that human behaviour is the common path to problems and improvements in the areas such as service, quality, timeliness and cost reduction.

Behaviour is the common variable in every organisational performance issue.

When an organisation learns the principles of behaviour change, those same principles can be applied to other strategic performance variables.

A grounding in basic behavioural technology precedes the natural progression to using the principles for all performance improvement. Thorough training of the entire workforce regarding behavioural technology presents the opportunity for vast changes in performance-changes unavailable to business units that view behaviour-based safety as simply a collection of meetings, observations and data review.

Trying to fit an activities-based "programme" to your organisation

This mistake is precipitated by the perception that behaviour-based safety is a sequence of activities, meetings, observations and data reviews, rather than a process for changing behaviour.

If your organisation is attempting to implement a programme that encourages lengthy (30 minutes or more) observations of a long list of behaviours.

Most organisations assume that the following

are necessary to achieve behaviour-based safety:

- A programme with time, manpower and paperwork requirements that create a new bureaucracy in the company;
- Large amounts of time off the job to complete training, paperwork and observations, and attend meetings;
- Assignment of already overworked personnel to the new initiative;
- Significant indirect costs in lost production, overtime and time off the job; and
- One to two years of hard work to attain significant results.

All of the above are reflections of the activities-based approach to behaviour-based safety.

In contrast, the principles and concepts approach provides you with an understanding for the rationales behind the activities and allows you to use your knowledge of behavioural technology to tailor and design a process that fits your requirements.

For instance, your behaviour-based training should include the following elements:

- Make observations on longer than five minutes.
- Observe only two or three behaviours at a time.
- Integrate observations into the work process so that there is no time off the job.
- Design self-observations for employees who operate vehicles or work alone.

Many of the programmes now implemented do not use the practices listed above. The traditional activities approach is, therefore, much more demanding in terms of resources.

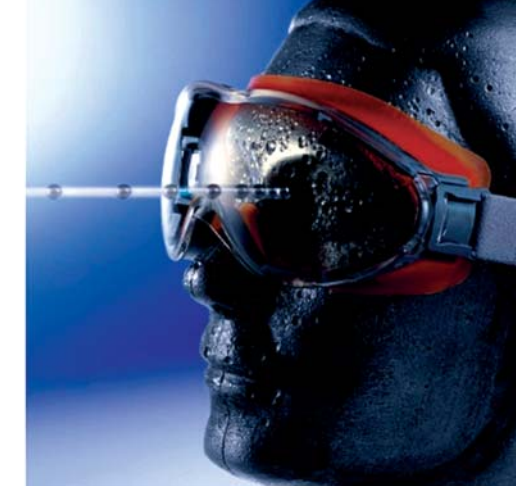
Those who become more familiar with behaviour technology will soon find that the shorter list is not only more desirable but also obtains the fastest and best results.

Conclusion

In conclusion, the abovementioned areas when implementing a behaviour-based process surround a core of misunderstanding what a behaviour-based safety process really is.

The correct approach begins with an in-depth knowledge of how to change human behaviour.

The laws and principles of behavioural technology can be engineered to the exact requirements of your company and extended to all the behaviours your organisation's strategic performance objectives demand.



At uvex safety - we take responsibility



Sustainability is one of the most pressing challenges of our time across a wide spectrum of social, environmental and economic matters.

At uvex, we want to realise our vision of protecting people in a sustainable way.

As a manufacturer with a high in-house production rate, we can influence most aspects of the value creation chain. In uvex plants, we've implemented over 300 measures and projects to improve our sustainability performance.

Sustainable protection of people and the environment

By using green energy, carefully choosing our suppliers, establishing our own social standard and much more, we take responsibility. For our employees. For the people that protect themselves with our PPE. For the environment.

uvex's approach to sustainability

In production, we consider the environmental impact of all our processes:

- over 90% of the energy we consume is green energy - generating annual CO₂ savings of more than 7000 tonnes
- our earplug production process is

waterless and virtually CO₂-neutral

- we have introduced complex energy recovery systems to reduce our energy consumption

For a number of years, uvex has followed its own social code, implemented a prohibited substances list and applied a comprehensive quality management system:

- binding social standard for all suppliers - based on globally recognised standards such as those of the ILO or SA8000

- 85 regularly audited core suppliers
- consistent implementation of defined measures across the world by trained uvex employees
- more than 10,000 hazardous substances checks are carried out each year along the entire value creation chain
- systems have surpassed legal requirements
- 80 employees dedicated to ensuring that all products are of optimum quality
- 11 uvex locations across the world with DIN-ISO-9001 certification

As a family company, we place high value on continuity and the responsible use and deployment of social, environmental and economic resources - to protect our environment, society, and the health of our customers.

Stay tuned. Stay safe.



Is your factory future ready?



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.

In this article, Dr Bill Pomfret writes about the success of any future factory programme which will be most influenced by the shop floor workers. Training, empowering, and retention will ensure that the workforce of tomorrow will be employed in the “future factory.”

The factory and the future of work

The Factory of the Future (FoF) will be more than a checklist of emerging technologies to implement, it will prove to be a single point in the evolution of manufacturing. The Factory of the Future (FOF) will be the embodiment and realisation of industrial transformation, encompassing a journey into new technologies and modes of operation that will affect plants globally for decades to come.

The FoF will not stand alone. Its focus will be inside the four walls of the factory, but its value will be in creating a competitive advantage of flexible and more cost effectively manufacturing smart and connected products that better meet the needs of consumers.

It is estimated that between 2020 and 2030, 75 to 375 million workers will need to switch jobs that will require new skills and new education due to automation and technical disruption. In terms of magnitude, it's akin to coping with the large-scale shift from agricultural work to manufacturing that occurred in the early 20th century in both Europe and North America.

But in terms of who must find new jobs, we are moving into uncharted territory. Those earlier workforce transformations took place over many decades, allowing older workers to retire and new entrants to the workforce to transition to the growing industries. The speed of change today is potentially faster. The task



confronting every economy, particularly advanced economies, will likely be to retrain and redeploy tens of millions of mid-career, or middle-age workers.

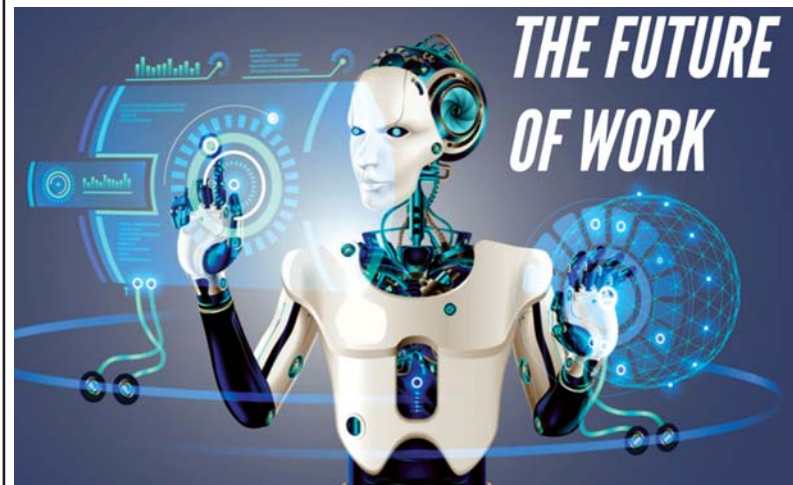
The future of work and how it is going to affect all of us in critical ways

We need look at disruption rules through the lens of paradigm shifts and disruptive forces, this will encompass Volatility, Uncertainty, Complexity, Ambiguity. We need to understand and look at what causes these changes, why it matters to you, and how it impacts you, and most importantly, what you can learn and do as a result of these disruptions.

It can be what you do to earn a living or what you do to have fun or how you live your life. In other words, it is all the stuff you do that has meaning and value for you.

When there's a disruption, most of us research information on jobs or careers to find answers and encouragement. Most old-school job books provide life, career, or job road maps. Follow these steps and you'll get to where you want to be. If you believe these principles and follow these practices, you'll find a satisfying job and enjoy a substantial salary with guaranteed yearly increases.

The Future of Work will define the causes and effects of volatility, uncertainty, complexity, and ambiguity affecting the very nature of work, that all appear at a critical moment when economic and technological changes dominate the press in alarming headlines. We need to make sense of trends, and find practical solutions for anyone coping with the forces of disruption.



Conclusions

The transformation will likely shake up your world view so that you'll never look at the nature of work in quite the same way again. That's a good thing!

No one can ever know the future but the trends that have started will be carried forward to their logical conclusions.

We all need to re-imagine our space in the working spaces of tomorrow.

What about our personal brand equity, and what it means to be an entrepreneur at all levels of employment? And we are just scratching the

surface of the information on the future of work.

Ahead of us is also the problems associated with climate change which deals with the possibility of human extinction and although this seems far in the future, we need to start taking it into consideration when we look at The Future of Work.

The Future of Work impacts people daily since it deals with our human needs, wants, and expectations. The Future of Work is now! So, let's agree that the Future of Work is important and relevant to most people worldwide.

Benefits of drones in the construction industry



Johan Heyneke has a BCom Business Management (Risk Management) degree from Davinci Institute. He started working at Riscon straight after matriculating one of their client's production plant where he learned about safety. He was then appointed as a safety officer for several sites as well as a safety consultant to ensure that the principal contractors safety officer comply with the act and regulations.

Drones have become a major asset for construction companies and for consultants.

Contractors are making use of drones to see construction progress through site pictures. This can be done once a week or even once in two weeks. The drone pictures are extremely helpful because they give another perception of the construction project as a whole.

Below you can see an example of the before and after drone pictures of one of Riscon Consultants projects.

Drones can be useful on a construction site

Drones can be used during site induction to fly over the site while live streaming to a screen in the induction training location and identify possible hazards live. This gives the site visitors a perception of how the site layout is and it gives them an indication of where hazards are on site.

Other uses of drones help safety

Health and safety consultants are making use of drones more and more to do site inspections

making them faster and more effective.

Engineers and architects are making use of drones to do inspections on difficult locations, such as when they want to ensure that the roof sheeting has been properly installed and sealed. This means that they no longer have to climb on high scaffolding or dangerous areas to do these inspections. With the result, on-site inspections are made safe and therefore are less of a concern.

Quantity surveyors are making use of drones to fly coordinates, measure distances and to make sure that material is installed as claimed by the contractor. The QS can fly over the trench and ensure that the water pipe is installed for the 400m as the contractor has claimed.

Drones and the 4IR

Drones are part of the 4th industrial revolution and we need to adapt and make use of the technology that is available for us to use.

Technology is here and we might as well use it to improve our work.

Before



After



Implementation of emergency response planning



Salatiso Mdeni is a property entrepreneur with Environment, Health and Safety (EHS) experience. He advises companies on risk management and assists them to comply by implementing risk based solutions with legal emphasis, towards statutory compliance

The true value and benefit of an Emergency Response Plan (ERP) is in its ability to, at best assist in the prevention of emergencies or at worst, reduce human injuries and loss of assets should an emergency arise.

Testing of an ERP is often literally 'trial under fire' because during an emergency people's lives need to be saved, damage to assets reduced and reputational damage limited.

It is for this reason that one needs to dedicate enough time and resources in the compilation, evaluation and testing of the plan.

Looking at an ERP in its basic form one can easily deduce that it is nothing more than a risk assessment, one needs to;

- Identify the hazards associated with your building/ workplace,
- Quantify the risk that is associated with these hazards,
- Evaluate the potential impact that could flow from them,
- Implement controls to eliminate (at best) or at least reduce the risk.

Persons entrusted with the ERP ought to be highly competent in risk assessments so I won't waste time on this.

I will however stress that one of the vital steps to an effective risk assessment is making sure that it is specific to one's operations / activities / property.

Below are some of the aspects you need to cover in your assessment;

1. The building

How a building is constructed and maintained will give away what threats the building is vulnerable to.

Poor maintenance on the building and its facilities also increase a building's vulnerability. If your building is a single storey it will be much easier to evacuate under distress than trying to vacate from the 23rd floor with smoke belching from below.

Having a generator or UPS in itself is a control against certain emergencies but it can also be the source or fuel others.

Systematically go through all the building facilities to adequately identify and control the risks associated with them including basement parking, generators with fuel tanks, hazardous chemical stores, kitchen facilities, gym and day care facilities

These are just some of the facilities that must

be assessed. Often the easiest measures of compliance will be availability of certain certifications specified by the law including Certificate of Occupancy, Certificate of Compliance, Hazardous Installations etc.

These serve as prima facie proof of compliance and their absence can lead to criminal prosecution, civil claims and will most likely invalidate insurance cover.

There are others based on the building type, purpose, municipality etc. It's also crucial to be wary of the conditions that may come with these certifications.

2. Intended purpose and surroundings

By the time one gets to this part based on the building construction and available facilities, it should be clear what can and cannot be done within that building.

The easiest way to guarantee an accident is to use the wrong tool for the right job.

A building that will be occupied by a single tenant only for administrative purposes will most likely have a lower risk profile than a multi-tenant property with different uses, as is the case with shopping centres.

Know your immediate surroundings, this will ensure that in case of an incident that starts from your neighbour you are prepared.

I have seen the advantages to an approach that encourages building owners / occupants within the same area to work close together to prevent and resolve potential and actual common threats and emergencies.

Conduct an area assessment to know the type of businesses as well as the activities that could result in an emergency.

3. Historical incidents

An area that has been historically prone to certain incidents will most likely continue to be, unless thorough evaluation of the said emergencies is done and controls implemented.

A retail building in the main street of any central business district is likely to be great for business but also there is an increased risk.

As a society we may have mastered all our rights in relation to a protest, picket or industrial actions but somehow we often seem to forget the obligation that dictates that such protest must not be done at the expense of other people's rights.

Most businesses that are located in these 'strike routes' have, at one point or another

been victims of looting, property damage and threat to life of employees within. You may not see any justification to move your business from these routes due to profit / service delivery but you are still obligated to at least make sure that you have planned for instances where you may have to lock down or intensify your security.

4. Internal capacity and external emergency support

Law abiding citizens, juristic or otherwise pay their taxes and municipal bills relating to municipal services.

In return, the expectation is that when such services are required from local government they will be provided, because they have been paid for right? Wrong!

The graphic below is an extract from the Auditor-General's media release dated 26 June 2019, which summarises how municipalities (nationally) performed in various audit areas.

So you can take your chances and rely on municipal services or you can build internal capacity.

Yes I know you've paid your taxes and municipal accounts but current experience shows that just because you discharge your obligation as a consumer and pay your account it seldom guarantees that the other party will fulfil its reciprocal obligation.

So build your internal capacity to ensure that at least for those emergencies you can't prevent you have the means to manage them until external assistance arrives!

5. People

Internally build a risk and safety conscious culture. Leadership ownership and accountability from top management is crucial.

I can never write about implementation of an ERP without mentioning the criticality of

security personnel. Often they are the first in the building and the last to leave. It is for this reason I encourage you to partner with the security team and treat them with the respect they deserve.

Outsourcing however has seen this critical function being treated as a quick win to save costs with the security personnel being abused by both their employers and clients they service.

You can open most of the fire/ emergency bylaws and you'll find a guide on the format of an ERP, in the City of Johannesburg Emergency Services By-Laws, 2003 - it's Schedule 1.

As long as you remember to be realistic and logical in your approach you're one step closer to an effective ERP.

Conclusion

Practice it as often as possible because repetition helps entrench the plan. Authorities are more eager to help you to comply than respond to an emergency / punish compliance.

Municipal fire safety officials are employees with outputs just like any other employee, so just like a burnt building will hurt your profits, to them it looks bad to have such emergencies happen under their jurisdiction before their next performance evaluation.



Financially unqualified financial statements: 51%
(2016-17: 61%)



No findings on performance reports: 35%
(2016-17: 38%)



No findings on compliance with legislation: 8%
(2016-17: 15%)



Irregular expenditure: R21,243 billion
(2016-17: R27,650 billion)

Demystifying ISO Management systems, standards and related guidelines

By Stephen Simmonds
(Independent Lead
Consultant - Integrated
Management Systems:
CGF Research Institute)
and peer reviewed by
Terrance M. Booyesen
(Director: CGF Research
Institute)

The number of management systems has risen dramatically in recent years, reflecting the increasing governance demands being placed on more and more organisations and their boards, and especially so in the wake of a myriad of governance scandals and corporate collapses locally and abroad. Indeed, as organisational stakeholders become more informed of business best practices and codes of governance such as King IV which require organisations to report upon their 6-capitals, it comes as no surprise that improving the organisation's performance across a wide range of areas becomes a critical imperative for the organisation's overall sustainability. The challenge many organisations have today is that most of them have more than one management system. These are often duplicated, redundant or inadequate which ultimately affects the organisation's performance and resilience.

In the same way there are many different types of ISO (International Standards Organisation) management system standards and related guidelines that have been developed to suit different business sectors. These standards apply to product or service quality, operational efficiency, environmental performance, health and safety in the workplace and many more. The benefits of applying these standards within an organisation include:

- more efficient use of resources and improved financial performance;
- improved risk management practices;
- increased protection of people and the

environment;

- increased capability to deliver consistent and improved services and products, thereby increasing value to customers and vested stakeholders, and
- greater stakeholder assurance that the organisation is being properly governed.

To demystify how all these standards, relate to one another, it is important that organisational leadership - namely the board and its executive - understand the inter-connectedness of these standards, moreover that they also support the principles of many codes of governance adopted across the world. In the illustration below, the four (4) quadrants set out some of the ISO documents and their relevance to the organisation's management systems.

Indeed, the overall standard that covers the actual governing of the organisation and its collective management systems, will be covered by the imminent ISO 37000, which is expected to provide guidelines for governing the organisation as a whole. It is anticipated that ISO 37000 will provide the key principles, relevant practices and a governance framework to assist the organisation's leadership to direct and control the activities required in the business. In this regard, ISO 37000 is also expected to provide clear guidelines pertaining to the accountability of the board, including management's responsibilities such that they are adequately equipped to fulfil their purpose and fiduciary duties.

Quadrant 1 in the illustration refers to generic ISO management system standards examples that give requirements (or guidance) to assist organisations to manage their policies and processes in order to achieve specific objectives.

Example standards shown in this quadrant are those which organisations can adopt and once implemented, they will make use of an ISO-approved certification body to verify, audit and certify the organisation's compliance with the applied standard. Each one of the management system standards shown in this quadrant - namely ISO 9001, ISO 14001 and ISO 27001 - have their own family of standards, but the management system standard is the only one in each family that is certifiable.

As an example to understand what a "family" (sometimes known as a series) is, in the context of ISO standards, we can use ISO 9001 as an example. There are three (3) other standards

that together with ISO 9001, form a family.

- They are:
- ISO 9000: Quality Management Systems - Fundamentals and Vocabulary (definitions)
 - ISO 9004: Quality Management - Quality of an Organisation - Guidance to Achieve Sustained Success (continuous improvement)
 - ISO 19011: Guidelines for Auditing Management Systems

These additional standards provide guidance and direction that assist in the effective implementation of an ISO 9001 management system. Their importance cannot be understated by management responsible for implementing an ISO management system.

Quadrant 2 refers to some of the sector specific management system standards. Sector-specific standards are requirements developed by a particular industry to address their specific needs. These standards are used in the main by subject matter experts that are part of the management system implementation team and provide specific knowledge and experience that is utilised in the design of the content of a generic management system.

Quadrant 3 refers to ISO management system related example standards that provide further guidance on specific aspects of the management system, the standard itself and various support techniques.

ISO 10013 provides guidelines issued by those persons responsible for the development and maintenance of the documentation necessary to ensure an effective quality management system, tailored to the specific needs of the organisation. The use of these guidelines will aid in establishing a documented system as required by the applicable quality management system standard. This standard can be used to document management systems other than that of the ISO 9000 family, for example environmental management systems and safety management systems.

The other examples are related to guidelines for the auditing of management systems. These documents provide guidance on auditing management systems, including the principles of auditing, managing an audit programme and conducting management system audits, as well as guidance on the evaluation of the competence of individuals involved in the management system audit process. These activities include the individual(s) managing the audit programme, auditors and audit teams.

Quadrant 4 refers to some of the ISO management standards that although specific, have a broad impact on the management system and should be known and understood by

leadership and senior management.

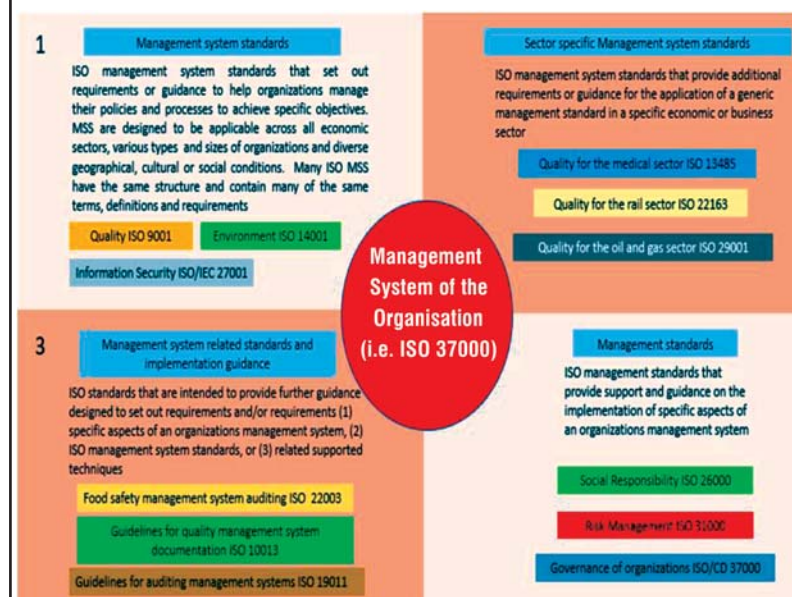
The ISO 26000 guideline on social responsibility provides guidance on the underlying principles of social responsibility, moreover, recognising the importance and value of engaging the organisation's stakeholders pertaining to the organisation's social responsibility programme. The standard furthermore emphasises the importance of results and improvements in performance on the organisation's social responsibility programme. ISO 26000 can be used with most generic standards where social responsibility should be recognised along with stakeholder identification and engagement.

ISO 31000 provides the organisation with guidelines for managing its risks. The purpose of the risk management framework within ISO 31000 is to assist organisations integrate risk management into significant activities, functions and governance structures of the organisation, including decision-making. This requires support from the organisation's key stakeholders, particularly top management.

ISO 31000 can be used with most generic standards where risk-based thinking needs to be part of the management culture and the treatment of risk managed in a planned manner.

In conclusion, the involvement of the organisation's leadership - as part of the implementation of management systems - is key to its success as they establish unity of purpose and direction of the organisation. They should create and maintain the internal environment in which people can become fully involved in achieving the organisation's objectives. Applying the ISO standards as outlined in this article, amongst others, will assist the organisation's leadership to ensure that:

- people will understand, and be motivated towards the organisation's goals and objectives;
- activities are evaluated, aligned and implemented in a unified way;
- miscommunication between different levels of an organisation will be minimised;
- a clear vision and purpose of the organisation's future is established and entrenched;
- challenging goals and targets are set;
- shared values, fairness and ethical role models are established at all levels of the organisation;
- trust is established and fear that paralyses required actions is eliminated;
- people are provided with the required resources, training and freedom to act with responsibility and accountability; and
- people are inspired, encouraged and their contributions to the organisation are recognised.





Alcohol and Drug testing specialists

Industry leaders for over 40 years, find out why over 5000 businesses trust our products and expert levels support in policy development, legal advice and after sales service.

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.

ALCONTROL



The ALCONTROL Breathalyser is an unmanned breathalyser. Made to be tough and simple to use. The ALCONTROL can be used in any environment for operator free breathalyser testing.

In its simplest application it can be mounted to any wall, switched on and used as a voluntary testing breathalyser. Any employee can walk up to the ALCONTROL at any time before entering the work premises and test themselves to make sure that they have no alcohol present on their breath.

The ALCONTROL can also be fitted to an entrance point such as a turn style gate. In this application an employee or visitor will not be able to open the gate unless they have blown a negative sample into the ALCONTROL. If they blow a positive sample the gate will not open.

A Siren and beacon light can be added to the system to attract attention should someone blow a positive alcohol sample when trying to enter and blowing into the ALCONTROL.

In its most advanced application the ALCONTROL can be fitted with a Camera. The camera can be programmed to take a picture of every person as they blow into the breathalyser or only take pictures when a test is positive. The pictures can be stored in the internal memory and retrieved via wifi connection or sent to a folder on the company server via LAN. Ideal for controlling entrance at turnstile gates.

AlcoBlow® Rapid Test

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. The subject simply blows into a cone at the end of the instrument.



BREATH TEST KEY CABINET

Breathalyser key management system. Integrated key cabinet to ensure drivers take keys and return them sober. Reports are drawn automatically to show records of key movements. Solutions for 10 to over 540 keys.



LION ALCOLMETER® 600

The LION ALCOLMETER 600 and printer have a TOUCH SCREEN DISPLAY allowing for entering of the test subject name, surname and ID number. Perfect for CCMA cases.



DDS® 2 MOBILE ANALYSER

From a saliva sample it can test up to 6 drugs within 5 minutes. Gives digital readout and multiple printouts. Zero chance for operator error.



URINE TESTING

Rest accurately for between 1 - 10 drugs in a matter of minutes. The test results are available within 5 minutes.



Five tips for ISO Systems Auditors



Wellington Mudenha is an experienced and qualified professional in the field of Safety, Health, Environmental and Quality Management. He has a wealth of experience in SHEQ legal compliance as well as SHEQ ISO management systems development, implementation, maintenance and audit. Wellington is a SHEQ trainer / facilitator and SETA registered assessor.

It does not need a second invitation for managers to quickly fill up the seats during the opening meeting of an ISO Management system surveillance or recertification audit. Naturally, the word audit itself generates an anxious environment in every organisation.

It does not matter how prepared people are, because if you look hard enough, you quickly recognise how tense everybody is as they enter a boardroom for the audit opening meeting with the auditors already seated.

In most circumstances, a quick 'good morning' is nervously shouted towards the auditors direction with barely any eye contact exchanged. Employees of an organisation that are experiencing an ISO audit for the first time usually try to sit furthest away at the table from the auditors.

On one such morning, you could cut the tension in the room with a knife. It was barely 8:30 am. The sun was hot, the air very humid and the air conditioning system in the boardroom had packed up and not yet been replaced. As the boardroom filled up with each departmental manager it got physically more uncomfortable, like passengers packed in the economy class of a low budget airline.

Time seemed to move so slowly on that day as we awaited for the audit to start. At the head of the table, the two auditors sat and stared at each face that entered the boardroom. Occasionally, they gazed at the audit programme, checked the time and whispered in each other's ear.

As an experienced ISO Management Representative that had undergone numerous audits from various certification bodies, I was well prepared, quite relaxed and as calm as I could be. Something however told me that this would be no ordinary audit.

With the door finally shut, everybody seated and the entire top management present, the ISO audit opening meeting finally got underway. The lead auditor was a gentleman in his mid fifties. He had this Boris Johnson look and posture about him. The man had unkempt hair, a slightly arched back, broad shoulders and was overweight. He wore a busy long sleeved shirt rolled up to the elbows, oversized pants and shoes that screamed 1990!

As the attendance register went around, the lead auditor took the floor and began his opening address. From previous experience, usually ISO Systems auditors allow the company CEO to give the opening remarks. It

is common courtesy. Auditors are guests in an organisation and ideally should allow those who lead it to welcome everybody including the auditors themselves before passing on the baton to the auditors.

This was not to be the case with this lead auditor. Immediately, he started off explaining the purpose of the audit, the approach in conducting the audit, confidentiality etc.

Only after he was through with his presentation did he invite the CEO to 'say a few words IF he wanted to'. This auditor had some nerve!

For three days, the lead auditor and his assistant huffed and puffed. Using what I have come to term as a 'text book approach when conducting an audit', the lead auditor loudly read out each and every clause in the ISO standard and demanded to see 'evidence' immediately on whether or not we complied with requirements of the standard.

This audit was absolutely exhausting and undoubtedly the most bewildering ISO audit that I have undergone and experienced throughout my career. Every document submitted and every record provided to the lead auditor was treated with suspicion. The auditor would cross check the document control number, revision number and revision date not trusting that the auditee could correctly read out documents and records that they worked with every day.

The longer the audit wore on, the more tired and lethargic my team grew. This particular auditor tried to counter everything and at every chance snarled at us that "this is a non-conformance". I quickly realised as the Management Representative, that I would have to keep the team calm and composed to ensure that we proceeded to undergo this audit and see it to its completion.

At the end of this harrowing experience, the auditor sat at the head of the boardroom table where he had once officiated the audit opening meeting and proudly announced the minor non-conformances he had raised.

For ISO certified auditors out there, here are a few tips that you may want to pay attention to before conducting your next audit;

1. Don't be an Arse! - No-one has the time to stoke an auditors ego. Auditing a client is neither the time nor place for an ISO systems auditor to exercise their perceived "authority". Get on with it without being overly aggressive towards auditees.

2. Don't make it a farce - Reality television never disappoints and is always exactly what you expect it to be. It is filled with drama, tantrums, volatile personalities, suspense and plot twists. An ISO Management system audit should never turn into such.

3. Be guided by values - During our audit, on numerous occasions, the lead auditor rushed to conclusions that were quite ludicrous. Auditors should be impartial, professional and respectful. An auditor must never assume that the auditee is lying and boldly make such proclamations.

4. This is not a talk show - Many companies are usually so busy throughout the year that having an audit could cut out some productive

time from their schedules. Auditors should be conscious of this and not waste auditees' time waffling away in an attempt to dig for non-conformances.

5. Be fair and just - Many years of experience have taught me that people hardly argue if a non-conformance is as clear as daylight. An auditor should never try to twist and manipulate information or records provided to them towards driving for an agenda such as raising frivolous non-conformances. This sets a dangerous precedence and serves only to destroy the value of the ISO management system to an organisation.

Be an agent of change - the time for reflection is now



Clinton Venter is an on-site operational manager with over 9 years' experience in the mining and alloys sector. He started his career as a Safety Practitioner and now has extensive experience in health and safety matters with a passion driven around a people-centred approach, while focusing on technological advancements to improve operational requirements safely. He holds a Foundation Degree in Occupational Health and Safety Management and a National Surface Blasting Certificate. Clinton is busy completing his Masters Degree in Safety and Risk Management through a UK University.

The past few months have been a rather sobering experience, with the mining house I am working at. They are struggling with financial problems as a result of the ever rising costs of electricity, aging infrastructure, the fall of commodity prices and the economic contraction to name a few.

This has given me a lot of idle time, which I must say is not always a good thing. However, I have chosen to use this time constructively by keeping myself up to date with what is going on in the industry that I have dedicated my career to. I have also taken the time to do some introspection on my leadership style, questioning if I have done enough or what I could have done differently, while also reaching out to individuals for some honest and open sound-boarding with many personal learning experiences gained in the process.

The face of the mining industry as a whole is being reshaped at an alarming rate and that which we know today will no longer be relevant tomorrow.

It would seem that the 4th Industrial Revolution has hit most unexpectedly or all too sudden. It's as if we were all too wrapped up in our own worlds without realising that the industry has shifted gears and the global trend has turned. The innovative advancements in technology through artificial intelligence and the automation of mining plants and machinery are going to have an impact on low and mid-skilled jobs, and this in itself will place a bigger responsibility on organisations to up-skill and re-skill their employees where possible. A people-centred approach will need to be at the forefront of how this transition is handled.

The phrase "Climate Change" is something we have all heard of before, yet the global movement to reduce carbonised emissions has been finally stepped up in a drive to implement greener-technologies, led by a shift away from the use of coal and diesel-powered machines, all in an effort to ensure that the rehabilitation and sustainability of the planet we live in today is handled with urgency. All this is to ensure that future generations to come can also live in the beauty of what this amazing world has to offer.

It is evident that there will be a massive impact on operational models, and how business is done will be altered altogether.

I would like to use this opportunity to challenge everyone to be an "Agent of Change" and NO, I don't mean Agent Smith who spent his time chasing Mr Anderson in the Matrix trilogy, but rather a true ambassador of change.

Take the time to reflect not only on your own actions but on the actions of the organisation or industry you work in as well.

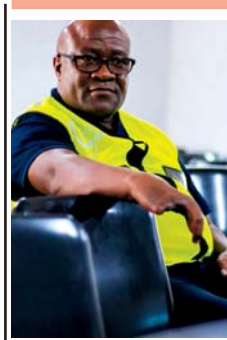
Set out to make a difference in the way you treat your fellow man and woman, show empathy, take other people's thoughts or suggestions into consideration, and LISTEN.

Use any free time you have to take in the beauty of nature, where possible reduce waste and conserve water. Embrace the changes in technology and try find workable solutions that are simplified to ensure that the organisation you work for is Efficient, Compassionate, Safer and Cleaner.

It is up to us to lead from the front because if we leave it to the person next to us, or the generation to come, it will all be too late.

The time is now!

How not adhering to safe choices affected my life



David Selepe, OSH Practitioner and motivational speaker

When I was employed in the early 90s as an apprentice electrician for a mine I went through an induction process just like anyone else. Safety was emphasised as a priority, but not necessarily for me as the only thing I wanted to do was complete my apprenticeship and earn a living.

I completed my apprenticeship and joined the country's main power utility as a technician. Once again, I went through the rigorous company safety induction process. In the beginning I adhered to the safety rules, regulations, procedures and processes but over a period of time I developed some unsafe habits and started to disregard the processes and rules. It was easy for me as I was a field worker and most of the time there was no one to monitor my activities.

I understood the importance of safety, but I got away with it so much that complacency crept in and it became normal for me to take short cuts even though I knew the dangers of electricity, and the dire consequences that might befall me and the ripple effects.

A simple assignment that I had done so many times, an assignment that would hardly take me five minutes to execute was the same that changed my life and my family structure forever. I eventually lost the game of Russian roulette that I had been playing over the years.

On that particular morning, I had to change a fuse from a pole mounted 11000 volts transformer. I did not have to climb onto the structure as I had a Linkstick which is an insulated rod that can be extended to a height of at least 11 meters. I struggled a bit to remove the faulty fuse and that irked me so I lost patience. Through wear and tear and the incorrect hook at the tip of the Linkstick, I could not remove the fuse holder.

There were other ways that I could have fixed the fault. I could have driven to the workshop to fetch the correct tool, or called for assistance on my two-way radio, but I did not. Instead, I climbed onto the structure to check what I could do. I knew that the conductors were alive - however I did no risk assessment, I had no appropriate PPE, correct tools or equipment - but it was my nature to work in that irresponsible way. I placed the stepladder alongside the pole structure and climbed. I did not use my safety harness as I deemed it unnecessary - after all, I only wanted to check. As I continued to climb, the stepladder was wobbling because of the uneven surface around

its base, but I thought I was in control. At approximately seven meters, I lost control and as I was close to the live conductors, my left hand made contact with 11000 volts of electricity, I lost consciousness and fell from that height.

I was "fortunate" as I fell on my left side. I shattered my left femur and sustained very serious injuries on both of my hands which led to three fingers being amputated on my right hand. I was taken to hospital and was in a coma for at least 21 days where I stayed for four months.

This episode of my life was as a result of the choices I made. I cannot blame the company that did everything to create a safer environment for me.

After the accident I became depressed which led to two suicidal attempts and heavy drinking - I did not enjoy any of this at all. I was merely trying to run away from myself and as a result of my attitude, I went through a divorce as well. This became the most devastating period of my life.

Over the years I managed to recover after going through rehabilitation, and eventually I went back to work. I started to share my story with my colleagues and later to anyone who cared to listen.

I learned the meaning of safety. I learned that safety means looking beyond our actions, looking beyond our in-actions, looking beyond the choices we make and acting with integrity at all times. My accident, like any other was avoidable. Had I made the correct choices, had I believed in safety rules and regulations and had I acted with integrity at all times, it would not have happened.

Do what is right, not what is easy and convenient and you won't have any regrets. We continually live with different challenges and pressures - be it at work, on the road, at home and everywhere else. We are constantly faced with pressures to perform at work due to targets we need to meet and pressures to arrive quicker at our destinations, However, these pressures are not licences to disregard and overlook safety rules and regulations. This negative attitude may lead to many unwanted accidents which are costly to individuals, families as well as the companies we work for.

Let's continue to do what is right not what is easy, convenient and faster and there won't be any regrets.

Safe choices every time everyone.

Frustrations with SACPCMP 2020 fee increases

Information supplied by
Butcher Matutle, Registrar
(SACPCMP)

The frustration from the sector in terms of employment requirements is recognised and most definitely not ignored, and as a council, we are always looking for ways to develop the construction industry and employment opportunities.

Employment is vital; safe and qualified employees are crucial

The employment of qualified professionals in the sector is of the utmost importance to the SACPCMP.

The safety of both the public (in terms of construction quality) and other employees working on sites is directly related to the competency of those working in the construction industry.

There is a degree of professionalism in the industry that needs to be adhered to, and the registration and annual renewal processes we follow account for this.

To clarify - we do not charge for PrivySeal certificates. The registration includes an application fee, the costs related to examinations/interviews/assessments (these are dependent on the category of application and are necessary to ensure competence) and an annual fee.

The registration process and fees are not unlike those related to other professions such as doctors, engineers, or architects where competency is necessary, and needs to be regularly ensured.

If a doctor fails to renew his licence, would you use him as your doctor?

What we find is that people do not pay their annual fees (they are invoiced and provided three months to pay with an option to pay pro-rata). People ignore these invoices or leave them for years without paying, which then incur penalty fees.

It is not an ideal situation, but as a regulatory authority, we cannot issue certificates where people have not completed their registration processes adequately or kept their annual fees and CPD (continuing professional development) up to date. At the moment, we are in the process of updating our systems to support applications and registered persons even more, through a smooth automation process. We also regularly present workshops to assist with the registration processes (such as logbook completion). We look to provide opportunities where people can maintain their CPD hours. And we have kept fee increases as low as possible.

We are working hard to support the sector and we encourage our professionals to meet us halfway, ensure their fees and credentials are kept up to date, and attend to their registration renewals in a timeous manner.

Invoicing, fees and deregistration

The following should be noted:

1. The SACPCMP invoices in December each year.
2. Registered persons have until the end of March to pay these fees, following which they are given an additional month as a grace period.
3. If by May, fees are not paid, the relevant persons will be put on suspension for at least six months before deregistration is even considered. The Council, which is aware of the strain faced by the economy and job sector, has looked to increase this period so as to avoid deregistration at all costs.

During the time of suspension, the Council may, under Sections 12, 20 and 22 of the Act, charge administration fees pertaining to non-payment of annual fees.

It should be noted that the annual fees are what sustains the Council's operations, which receives no grants nor subventions from the Government.

For any queries, contact:

Natasha van der Berg: SACPCMP Stakeholder Relations and Communications

Cell: 079 892 4017 or Email:

CommunicationsMedia@sacpcmp.org.za



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The devastating impact of my injury on duty



Calmin Henneberry

Many people tell their stories about work related injuries, but I would like to give you a brief understanding of the real impact and other dynamics that it has on the injured person, his/her family and even the extended family.

I am a disabled person with a left-hand amputation and I have grown to be proudly disabled.

My story

It all started on Thursday 4th July 2002 at 14h45.

I was carrying out repair work and fitting a steel plate on a ship docked in the Durban dry dock. I had to work beneath the ship and under the steel plate.

While working, the chain block on the internal frames of the ship snapped. I was in a crouched position, my left hand was lifted above my head and I was holding a wedge. Suddenly the chain block snapped above the steel plate which I was fitting. Instantly the plate whipped out and crushed my left hand in mid-air. Because I was wearing leather welders gloves at the time, I couldn't see the damage and I didn't think it was serious. I felt my shoulder and arm getting very hot so I came out from underneath the ship and I pulled the glove off. I was horrified to see the damage to my left hand.

The leather glove which I was wearing, was actually pushed into the arteries of my hand. So, when I pulled the leather glove off my hand, all the pressure was released and all the blood gushed out of the injury. I remember looking at pieces of the muscle from my hand falling to the ground. Fortunately, my older brother was working with me on that shift. He and another worker tied the bottom of my bicep with a rope to stop the blood from gushing out. I was then rushed to the emergency outpatient section at Entabeni hospital.

I spent 6 weeks in hospital and underwent surgery on 7 occasions. In my mind I thought that modern surgery techniques would save my left hand. But that wasn't possible. The surgeon explained to me that the main arteries in the palm on my left hand and wrist had been crushed and could not be repaired.

Afterwards and how my life changed

So after my time spent in hospital, I came out disabled. I had to change the way I looked at

things, I had to adapt myself to all types of situations. I had to change a lot in order to cope with my disability.

In hindsight what could I have done at the accident scene differently? Based on my limited knowledge at the time of the accident, I don't think there was much I could have done differently, simply because I was not educated enough in health and safety processes, procedures and legislation.

The physical, emotional and financial impact on my life

Psychologically and emotionally it was very draining on me and my family. When a person loses a limb it has a negative domino effect. Physically, it was the most painful experience I have ever had in my life because my wrist bones were crushed and fingers broken. On the day of the accident, when I went into the emergency outpatient theatre at Entabeni Hospital, the nurses had to give me 4 morphine injections to ease the pain. That was the only time the pain left, but the next morning when I woke, the pain was back.

The emotional impact was equally severe. After my discharge from hospital, when I went back into society, I remember feeling so awkward and inadequate because something was missing from me. People seem to look at you sympathetically when you are disabled.

The other challenge was the financial impact. I was living in a house with my family before the accident and after the injury I could not afford the rent. There was no money coming in and I was still under rehabilitation. People always think that Workmen's Compensation will pay you a R500 000 or even R1 million lump sum for losing a limb. That's not the case in our country. The manner in which government have structured the Workmen's Compensation pay-out is quite ruthless. I was only awarded a disability pension which works according to injury percentage to the body. My case was rated by Workman's Compensation as a 33% injury, and I was paid a monthly disability pension of R2,350. Before the accident I was earning about R3,000 net a week. The financial impact destroyed me. Workmen's Compensation was also very slow in processing payment and I was only paid after 10 months. I had to move out of the house I was renting and go and live with my father, back in the same room where I was raised.



There are a lot of other negative issues that tag along when you are in a work related debilitating injury. The pain is only one part. Losing a limb is only one part. It can become embarrassing and emotionally hurtful because many people look at you with sympathy and feel sorry for you. There's a big psychological and emotional part. And then, there's the effect on the immediate family and the extended families.

There are so many personal experiences that you will have to go through and it will be a difficult journey.

I wouldn't want my worst enemy to lose a limb in a work accident.

Lessons learned

What can I tell others about a work accident? There's so much more I can talk about.

1. The health and safety professional

To the HSE professionals out there; you are not a policeman. Make sure that you have the necessary expertise and that you are always equipped with information. Be professional, understanding, communicate effectively and be as knowledgeable as possible in relation to the industry where you are working. Make sure to always give good sound advice.

Remember that safety is like a product, and it's a product that you carry with you whether you like it or not. And when you carry this product around and you offend people, it becomes your achilles' heel. The people who you offend, will not like your product or buy into your HSE programme. So, the positive safety culture that you are trying to instill in your organisation will be negatively affected.

2. The worker

To the workers out there who are doing the work, you can actually educate yourself in health and safety. You can educate yourself in OHS legislation, safe work processors and procedures. All the information and education you acquire will help you.

When I was a boiler maker, I didn't know that I could ask companies for calibration certificates for lifting equipment. Had I known and just had that piece of knowledge, I don't think I would be disabled today. If you don't see the calibration certificates for the chain blocks, then don't use them. Furthermore, you don't have to rely on a safety professional to have all the knowledge. You can gather that knowledge and information yourself.

Safety is everybody's business.

News from CEO of HSECP



Fabian Buckley, President HSE Connection Point has been working in the HSE industry for over 16 years as a corporate safety, health and environmental manager. Fabian has a Nebosh International Diploma as well as many other qualifications, and is a registered Construction Health and Safety Manager and an assessor and moderator registered with SACPCMP. He also sits on the Technical Advisory Council appointed by the Chief Inspector of the Department of Labour.

HSECP Appointments - President and Vice President

Due to the organisation venturing into more philanthropic endeavours we have appointed a President and Vice President who we believe will serve our organisation to their fullest and uplift it to higher levels

Our new President of HSE Connection Point NPC is Mr. Fadley Valley and our new Vice President Mr. De Munck Menderoi.

We know they will represent the organisation well and will contribute much to the HSE fraternity and serve our members with respect and dignity.

Our highlights of 2019

- We registered as a Voluntary Association with SACPCMP
- Signed a MOU with SACPCMP
- A total of 365 members in 2019
- A total of 7 Corporate Members in 2019
- We established our Jobs group
- We assisted 14 members to find employment
- Established our SACPCMP Candidate support group

- A total of 12 members completed their Candidature and passed their exams for 2019
- We held our first successful AGM
- We held our first Women's breakfast
- We held our first Family fun day
- Had our first Men's Breakfast
- Continued our contribution to National Safety Magazine - now known as African OS&H
- We signed our partnership with Immersive Factory for our Virtual Reality Safety Training
- We were approved by Merseta for a candidate bursary programme and are awaiting the funding
- Our CEO was appointed to the Construction Technical Committee under the Department of Employment and Labour
- We had 4 training Courses CPD accredited and approved by the SACPCMP
- Negotiated a 40% discount on Diploma and short courses with Shields RSA for our members



The ergonomics issues - Are there any?



Dr Claire Deacon PhD
(Construction Management) -
claire deacon and
associates (cd&a)
PR.CHSA (SACPCMP)

The links between health and work have been noted since the ancient Greek and Roman periods. The Italian 'father' of occupational medicine, Bernardino Ramazzini was the first to formally link work and pathology, in the 17th Century. The first pictures we could probably associate with ergonomics is the drawing of Leonardo da Vinci's 'Vitruvian Man' completed in 1490. The link is the masterful recording of the human body, in various positions. The issue of ergonomics takes the human body as the central point and combines every aspect that it would be required to operate in, including the environmental issues. The word 'ergonomics' is made up of two Greek words, 'ergon', (to work or do labour), and 'nomos' (natural laws). The term itself was coined by Polish scholar, Wojciech Jastrzebowski, in a book written in 1857.

Ergonomics is one of the fields that best straddles many areas of work - engineering, medicine, the environment. Ergonomics developed into aspects of psychology and engineering, with specialists observing and investigating accidents to identify the causes. Following an aeroplane accident, it was found that the pilot's interface with the cockpit controls was so poor they misread the altimeter and the plane crashed. Today we are familiar with the terms 'ergonomically designed' and we expect more from those we buy from, more comfort, and safer use.

But what about the workspace? Is it all about position and the link between health and work? We have the Ergonomic Regulations promulgated in December 2019, requiring the identification of risks and then mitigating them. What should be looked for? Who can do what? What are employees exposed to? To keep it simple, any work that is repetitive, involves lifting materials, working below knees or above shoulder levels are the first warning signs. Add poor lighting, ventilation, high noise and vibration, and the warning bells should be ringing out of control. The difficulty with linking the results of ergonomic risks and work to the worker, who will experience some sort of musculoskeletal disorder (MSD) is the slow onset, or the delayed onset following exposure. It's always the straw that breaks the camel's back! Repeated exposures eventually wear down the body, but to link the exposure to what is experienced is very difficult. It's not the same as a cut, where the bleeding is immediate. Today there are more complications. Being in the

midst of the 4th Industrial Revolution, we are more aware than ever about psychological stressors and technology, but not so aware of the effects on the human and the surrounding environment.

The Department of Employment and Labour (DEL) has taken it back to basics, using the Occupational Health and Safety Act (No. 85 of 1993) through health and safety (H&S) representatives, and the core parameters of consultation to identify and manage ergonomic risks at work. Training is also required so that workers are informed about such risks. Employees have a duty to comply, report and cooperate with their employers in this regard. The H&S committee needs to be included in the process.

Medical surveillance is an important aspect - a physical examination at various stages of employment is required, with records being kept for 40 years.

Section 10 of the Occupational Health and Safety Act (No. 85 of 1993) is also considered, as designers, manufacturers, importers and suppliers are required to limit risk and exposure. This would include the designers of buildings and structures in the construction sector, not only in general industry. The hierarchy of control is essentially applied in the approach to managing ergonomic risks in the workplace.

Ergonomics is a specialised field of expertise, and an ergonomic risk assessment cannot be done by just anyone. The Ergonomics Society of South Africa (ESSA) are the body responsible for maintaining lists and registering those who practice ergonomics specifically. The definition of competence essentially requires that you use someone with a formal qualification such as a diploma or degree in the field, and I am sure that further information will be forthcoming in that regard. There are a number of us who are able to assist and have many years of great experience.

Professor John Smallwood and I have published a range of papers studying the effects of ergonomics, even looking at workers in their workplaces using the 'where does it hurt' model, across a range of environments and industries. No industry is exempt from the effects of poor design and the resulting range of MSDs experienced by so many that in the main are really simple to address. Where there is a will, there is a way.

https://www.ergonomics.jp/e_index/e_outline/e_ergono-history.html



News from ACHASM



Yasmeen (Jackie) Fort,
ACHASM Registrar

NEW APPOINTEES

ACHASM has undergone some changes over the past few months.

We have had to say good-bye to some of our directors and welcome some new faces into the fold. The latest person to join the ACHASM team is Rowland Adams.

Rowland is based in the Western Cape and is an enthusiastic and versatile SHEQ Leader with more than 23 years of experience. Rowland has a background in construction (building and civils), surface mining, transport, chemical/pharmaceutical manufacturing, food manufacturing and heavy industry environments. He also has proven leadership, analytical and strategic planning skills with a sound knowledge of SHEQ Management Systems and a keen eye for simplicity and innovation. His strong business sense and a flair for finding creative solutions means that he is well placed to assist ACHASM with construction health and safety issues.

We'd like to welcome him to the team and trust that we will have a long and fruitful relationship together.

CPD INITIATIVES

As we start a new year ACHASM is set to roll

out a number of initiatives for its members. CPD earning webinars will soon be available, enabling members to earn CPD from the comfort of their own office or home.

CONSTRUCTION WORKSHOPS

We are also hosting a series of construction related Saturday morning workshops for CHSOs.

Based on the more technical and hands-on knowledge areas within the construction field, we aim to use these workshops to give our CHSOs a more practical insight to the technical aspects of the construction industry.

CHAPTER MEETINGS

Our Chapter meetings have also been given a new look for the new year. Rather than the 'business as usual' meeting type, we've decided it is of more benefit to our members to gather together to learn about specific topics. Topics already showcased include the new PERI scaffolding system, chain-saw safety and construction legal liability. Moving forward we hope to roll-out an annual plan to allow members to identify the topics that most interest them and plan their attendance accordingly.

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Ergonize@ your workspace today!

Africa's largest occupational health and safety show turns 10 years old!

We invite you to share the experience as A-OSH EXPO celebrates its first decade of bringing together occupational health and safety (OHS) professionals and decision-makers.

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Embrace 2020 vision at Africa's leading OHS trade show!

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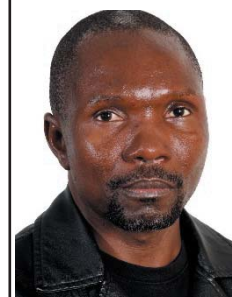


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Message from SAIOH

A Message from the SAIOH President of 2020, Mr Norman Khoza



Norman Khoza, SAIOH President (2020)

A warm welcome to 2020. I hope you had a relaxing and refreshing festive season.

As the incoming SAIOH President for 2020, let me begin by welcoming all members of this glorious and noble professional organisation. I would like to pass my sincere gratitude to my wise yet humble predecessor, Mrs Celia Keet. I watched her steering the ship in 2019, with some trepidation, but here I am, wearing the Presidential Medallion and looking forward to serving you.

I thank my mentors and the previous Presidents who have all helped to make SAIOH the strong organisation that it is today.

During the past few years, we have built SAIOH into a globally-recognised entity, governed by a strong quality management system (QMS), and an exciting strategic business plan.

In terms of growth in the past two years, SAIOH went from 621 certified members (259 Assistants, 4 Student Assistants, 166 Technologists and 192 Hygienists) in 2018, to 984 certified members in 2019 (366 Assistants, 187 Student Assistants, 220 Technologists and 211 Hygienists). This is more than a 50% growth, and the number of new entrants into the profession is especially encouraging.

As we enter the new year, we appreciate that we have new challenges ahead of us. I am positive that we will continue to have a strong contingent of volunteer Council members who will work hard to deliver on their portfolio responsibilities, both for SAIOH and in their normal daily roles.

We know that SAIOH and its members will continue in their protection of workers by delivering quality occupational hygiene services.

We remind members that in early 2020, we should be prepared for the introduction of the much-debated ergonomics regulations, recently passed into law.

There are two key events in 2020 that you should not miss, namely the IOHA Scientific Conference in South Korea (16 - 22 Oct 2020) and the SAIOH 2020 Annual Conference in Cape Town (3 - 6 Nov 2020). We look forward to seeing you there.

I am further excited about the

opportunities, benefits and initiatives SAIOH planned for this year, some of which include are listed below:

- In partnership with Nanozen and Hans Thore Smedbold, SAIOH will offer two sponsorships, to two members to attend the IOHA 2020 Scientific Conference in South Korea. These members will be selected via specific competitions, the rules of which will be communicated early this year.
- The SAIOH 2020 annual conference (Cape Town), which already promises to have excellent international speakers and professional development courses (PDCs).
- The SAIOH annual awards will be expanded to include the Branch or Discussion Group of the year.
- A proposal to take occupational hygiene and issues of health and safety into primary and high schools in the coming years, to increase awareness, is in development. Our youth are introduced to accounting, science, mathematics and business at primary school level, but not to occupational health and safety, yet we expect CEOs to make OHS a priority in their business strategic plans. We thank Deon Jansen van Vuuren for his vision and leadership on this initiative.

On my wish list is to increase reciprocity of occupational hygiene activities on the African continent, the involvement of governments in SAIOH activities, the involvement of the SAIOH veterans in a new Technical Committee, as well as to enhance regional structures, and the involvement of young blood in branch activities, such as meetings and workshops.

As a final word, I would like to sincerely thank Celia Keet, Deon Jansen Van Vuuren, Lee Doolan and Sean Chester who, even after being faced with serious challenges such as personal or family illness, continued to serve members of SAIOH. I pray that the Almighty God will reward your hard labour - to you and your generations to come.

Report by:
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SAIOH hosts a successful 2019 Annual Conference and AGM



African Pride Mount Grace Country House & Spa in Magaliesburg (Source: Hotel's marketing material)

This year's annual conference was held at the beautiful African Pride Mount Grace Country House & Spa in Magaliesburg in October 2019, under the theme "Occupational Hygiene and the 4th Industrial Revolution". The conference was a huge success, not only meeting the expectations set by the previous conferences but exceeding it.

The Conference was attended by more than 165 delegates and graced by several international guest speakers. The high attendance numbers may be attributed to the excellent programme developed by the Conference Scientific Committee. The programme included, amongst others, five Professional Development Courses, six keynote presentations and a combined professional certification committee (PCC) workshop and mining forum.

Keynote presentations

1. Prof. Babusina Paul - University of Johannesburg (UJ): *4th Industrial Revolution*
2. Dr Emmanuele Cauda - National Institute for Occupational Safety and Health (NIOSH): *Real time monitoring (USA)*
3. Ms Constance Kekana - Department of Mineral Resources: *Mining and legal framework in the Fourth Industrial Revolution*
4. Ms Bulelwa Huna - Department of Employment and Labour (DEL): *Occupational health and safety in the informal economy*
5. Dr Barry Kistnasamy - Compensation Commissioner for Occupational Diseases (CCOD):

Occupational health and workers compensation: changing legal framework
6. Prof. Johan du Plessis - North-West University (NWU): *New diseases in a changing workplace*

Professional Development Courses

PDC 1: *Laboratory sample analysis workshop* - Ms Cecilia Pretorius, CSIR Mining Cluster

PDC 2: *Respirator and hearing protection fitment testing* - Mr Jaco Combrinck, 3M

PDC 3: *Control designs and control management* - Mr Hans Thore Smedbold, Proactima, Norway

PDC 4: *Data analytics and statistical analysis* - Prof Derk Bouwer, University of the Witwatersrand

PDC 5: *Real-time sampling* - Dr Emmanuele Cauda, National Institute for Occupational Safety and Health (NIOSH), USA

Let us not forget the incredible exhibitors and sponsors without whom the Conference would not have been possible. To them, we say a big thank you!

Exhibitors and Sponsors

- AMS Haden - exhibitor
- Anglo Operations - sponsor
- Apex Environmental - exhibitor
- Aquatico - exhibitor
- Aspirata Auditing, Testing and Certification - exhibitor
- BBE Laboratory (Pty) Ltd - exhibitor
- Biograde - exhibitor and sponsor of awards and speaker gifts
- Envirocon - exhibitor and sponsor

- of the Hygienist of the Year award
- HASS Industrial - exhibitor
- Nanozen and Hans Thore Smedbold - sponsorship of specific competitions where the two winners will attend the IOHA Conference in South Korea (Oct 2020)
- Health and Welfare Sector Education and Training Authority - exhibitor
- Mine Health and Safety Council - exhibitor
- Nanozen - sponsor of delegate bags
- Noise Clipper - exhibitor
- North-West University - exhibitor
- Schauenburg - exhibitor
- Shea Safety - exhibitor and sponsor of the keynote speaker gifts
- Sedulitas - exhibitor
- SKC Safety, Health and Environment SA - exhibitor
- Uvex Safety South Africa - exhibitor and sponsor of delegate gifts

The prestigious gala dinner/annual award evening held on 17 October 2019 was an extra special event, as we had the rare privilege of recognising three outstanding members of SAIOH, by awarding them Fellowship status. The Fellow Award is the highest and most prestigious award made by SAIOH, in recognition of a lifetime of exceptional professional conduct and significant contributions to the field of occupational hygiene. The honour is awarded to registered occupational hygienists who have been with SAIOH for a minimum of 20 years and who have made distinct contributions to the advancement of the profession. Wholehearted congratulations to Mrs Julie Hills, Prof Fritz Eloff and Mr Johann Beukes.

As usual, several deserving, outstanding members received the annual coveted SAIOH Awards. A big congratulations to the 2018 Annual Award winners on their achievements!



NAME	AWARD
Sonette du Preez	Article of the Year Award: 2018
Deon Swanepoel	Occupational Hygienist of the Year: 2018
Thabo Machaba	Personality of the Year: 2018
Oscar Rikhotso	Student of the Year - Tertiary Institution: 2018
Michell Chamberlain	Student of the Year - Vocational Education and Training: 2018
Christiaan E Schutte	Top Achiever of the Year - Assistant: 2018
Greg C Little	Top Achiever of the Year - Technologist: 2018
Evert P du Toit	Top Achiever of the Year - Hygienist: 2018



SAIOH Fellow, Julie Hills, and SAIOH Vice President, Norman Khoza



Deon Jansen van Vuuren (on behalf of SAIOH Fellow, Johann Beukes) and Norman Khoza



SAIOH Fellow, Prof Fritz Eloff, and Norman Khoza (photos: Rebecca Dick, SAIOH)

No only did SAIOH recognise the Fellows and award winners, but special recognition was also given to SAIOH Past Presidents of the last 10 years, without whom SAIOH would not be the internationally recognised

professional body that it is today. Their hard work and dedication are invaluable, and this was just a small token of our appreciation.

SAIOH Past Presidents

- Celia Keet (2019)
- Julie Hills (2018)
- Kenneth Hlungwane (2017)
- Jaco Pieterse (2016)
- Cas Badenhorst (2015)
- Peter-John Jacobs (2014)
- Johann Beukes (2012 - 2013)
- Melinda Venter (2010 - 2011)
- Seni Myeni (2008 - 2009)
- Deon Jansen van Vuuren (2005 - 2007)

AGM

As is the custom at each SAIOH conference, SAIOH conducted its Annual General Meeting (AGM) which was well-attended. This year, the AGM included the required vote for three new Council members that needed to be elected onto the SAIOH National Council for the term 2020/2022. Although bittersweet, as it

sees three Council members exiting, it opens the doorway for fresh, new thoughts and energy. Congratulations to Naadiya Nadasen, Moses Mokone and Deon Swanepoel on their election to Council. We are confident that you have the dedication and passion to grow SAIOH into an even greater profession during your two-year term.



Naadiya Nadasen
Photo: Naadiya Nadasen



Moses Mokone
Photo: Moses Mokone



Deon Swanepoel
Photo: Deon Swanepoel



SAIOH recent past presidents (photo: Rebecca Dick, SAIOH)

Report by:

Kate Smart, SAIOH Chief Administration Officer, email: info@saioh.co.za

Nico Potgieter, SAIOH Marketing and Liaison, email: n.potgieter@dundeepriceous.com

Message from the President



Ehi Iden President
OSHAfrica

I take this opportunity to thank everyone for being a part of OSHAfrica and for all the great work we were able to achieve during 2019 through our collective efforts.

We encountered mountains and we surmounted them together through the power of a functional team. We made our mistakes, we had our doubts which made us stronger as a team and served as learning curves.

I am looking forward to working with you again this year and we have a lot to achieve. Below are some of our goals:

OSH Legislation and Policies Development Committee

National OSH Policies

1. We must complete the review of the national OSH policies of the 54 member states of Africa. We have established a technical partnership with the African Union Development Agency AU-DA across Africa.

The work must be completed this year and signed off in March, 2021.

For all of you who belong to the OSH Legislation and Policies Development Committee, your Committee Head, Titilola Hameed will update you on this.

OSHAfrica and AU-DA had a meeting with the ILO on this recently and everyone is happy and enthusiastic. We must give it our best shot.

We need everyone's expertise here and if you are not on any committee yet or you want to join this committee, please contact Titilola Hameed.

Education and Competency Improvement Committee

Pan African Virtual E-University

The Pan Africa Virtual and E-university was recently launched.

We will be hosting our courses here and make them accessible to Africans across the world.

Members of the Education and Competency Improvement Committee will play a huge role in this.

All hands must be on deck as we navigate along this seemingly familiar route. Do not just

have your name written down in the committee, you need to commit your time and be active within this sub group.

Your committee head will brief you further on this.

The Research, Data and Publication Committee

The Research, Data and Publication Committee has a huge task ahead. We need to complete about two or three research works this year which must reach publication stage. Your committee head needs your support, so all members of this committee must come together and work.

Commitment from Committee members

OSHAfrica runs and functions through committees, they are the engine room where all the work is being done.

If you do not actively belong to one, you won't know what is going on. We are getting reports that a number of our members submit their names for committees but are never available to do any work. To be successful, we need you to commit your time to the committees you have chosen and take a front role.

This is our appeal to everyone and for those who are yet to join a committee, please link up as quickly as possible.

If you are not a registered member of OSHAfrica, we cannot admit you into the committees. Registered members must complete their registration through the OSHAfrica's website www.oshafrica.africa.

Telegram discussion group

If you are not in our Telegram discussion group, you have really missed out on a lot. We now have over 200 members in that group sharing useful information daily.

All you need to do is download Telegram App on your mobile phone and sign up, when done, you can find me and prompt me so I can add you to the group.

You will find me on number +234 802 491 8800.

Information sharing

WHAT IS OSHAFRICA?

OSHAfrica was formed in September 2017 and is the African platform for connecting professionals and bringing them together under one umbrella for collaborative work.

OSHAfrica members continue to promote safety and health in their different countries, and help empower the African continent to achieve the ultimate goal of zero accidents, zero incidents and zero fatalities.

The information in these pages of the magazine is extracted from discussions and sharing of information on the group's Telegram platform which is an active sharing of information.

ISO 45001 EXPLAINED

- Specifies requirements for an OH-MS, gives guidance for its use
- Enables organisations to provide safe and healthy workplaces
- Intended outcomes of an OH-MS through ISO45001 include:
 - a) continual improvement of OH&S performance;
 - b) fulfilment of legal requirements and other requirements;
 - c) achievement of OH&S objectives.
- Applicable to the OH&S risks under the organisation's control, in a given operational context and the needs and expectations of its workers and other interested parties.
- Does not state specific criteria for OH&S performance, nor is it prescriptive about the design of an OH&S management system.
- Allows integration of other aspects of health and safety, such as worker wellness.
- Does not address issues such as product safety, property damage or environmental impacts, beyond the risks to workers and other relevant interested parties.

OBESITY IN THE WORKPLACE

Obesity is a big issue in the workplace. Waist circumference and body size of employees seem to be on the increase leading to several health issues such as cardiovascular diseases and stress. This impacts negatively on productivity and therefore profit.

What is obesity?

Obesity is generally caused by eating too much and moving too little. If you consume high amounts of energy - particularly fats and sugars - but do not burn off the energy through exercise and physical activity, much of the surplus energy will be stored by the body as fat.

Automation increases sedentary behaviour which robs employees' opportunities of physical activities. Due to intercoms, elevators, a printer on our desk or even a waste bin by our side, these new work patterns are referred to as "solitary arm chair confinements", or "arm chair sentences" which are fast turning employees into couch potatoes.

The concept of energy balance refers to energy intake over energy expenditure. In other words, it is important to do enough physical activities to burn the calories consumed.

Hunger is the body's physiological demand for food but appetite is not, and this is where the problem lies. Appetite is the quest for specific kinds of food even if you are full, and coupled with a sedentary lifestyle increases the possibility of obesity.

We need to look at this within our workspace, including policies on eating behaviour, dietary patterns and sedentary life styles. We need to re-evaluate our organisation's health and wellness policies.

Any portion of food that is bigger than your fist size is an overdose. Learn how to eat the correct portions, eat less junk food and look at the nutrient qualities of pre-packed foods before purchasing.

Remember, the balance of food intake and physical activities is in your best interest.

THE CULTURE OF SILENCE AROUND MENTAL HEALTH PROBLEMS

A recent study showed that only 11% of employees discussed a mental problem with their line manager, and half said that they would never discuss mental health with their line managers.

Mental health is still an elephant in the room in most workplaces. It is understandable that due to discrimination or the stigma associated with it, employees are reluctant to raise the subject. Managers often do not want to discuss the subject as they either fear making matters worse or are worried about legal consequence.

By not discussing this problem openly, the afflicted worker may miss too many days at work by not being properly supported resulting in lack of productivity.

Unfortunately there are cases where the worker has such severe mental health problems, that they are not able to hold down a job and they spend more days away from work than at work.

Until we all agree to break this culture of silence on mental health and related illnesses, we may not be able to simplify mental health management at work and presenteeism will be on the increase which is neither in the interest of the employer or employee.

NEW ISO 45003 GUIDELINES

New ISO guidelines are currently being developed.

Known as ISO 45003 - Psychological Health and Safety in Workplaces - these guidelines will be up for review in 2020 and will be due for launch in 2021.

For the first time we will have standards for mental health at work which is excellent.

Extensive work is being done on this guideline across many countries and regions of the world.

Activities

WHO GENEVA MEETING FOR MENTAL HEALTH ISSUES AT WORK

WHO Geneva held a meeting for mental health issues in the workplace during November 2019.

Session on Informal Women Workers

Mirai Chatterjee from Self Employed Women Association (SEWA) spoke on the well-being experiences of informal women workers in India where coverage of healthcare is a big issue. They cannot get loans nor health insurance from the government, so they became organised and created their own cooperative to assist with those issues such as financing. This is a model worth studying.

During The Session on Return to Work delegates learned about Individual Placement Support (IPS)



OSHAfrica Members Spo from South Africa and Lamia from Tunisia with Ehi from Nigeria at the workplace mental health meeting at WHO in Geneva.

which is a new concept.

The concept of "Train-And-Place" and "Place-And-Train" also stood out with experience from Norway highlighted.

Nick Glozier of the University of Sydney, Australia presented on disclosing mental health illnesses in

the workplace and about the problems of stigma and discrimination. He said that there is no evidence that medication helps people return to work faster. He gave examples which were drawn from the existing Anti Discrimination Legislation and Disability Discrimination Act. A study undertaken in Australia showed that those who made total disclosure had an improved mental health outcome when compared with a control group that did not disclose.

The mental health meeting ends today but I am in another one day forum for tomorrow that focuses on healthy workplace where I have been told to present a paper on Regional Partnerships.

ZAMBIA MAKES STRIDES IN OSH

Southern Africa is making great strides in the fields of occupational health and safety. This was evidenced by the OHS Strategy Development for the Centre of Excellence held in Kitwe, Zambia, during November 2019.

In attendance were Norman Khoza, Chimwemwe and Goitsewang from AUDA - NEPAD.

This Centre is poised to be a regional benchmark and model of excellence for the continent.

Well done to Zambia!!



PLANNING STARTS FOR OSHAFRICA 2020

The official scroll for hosting OSHAfrica 2022 was handed over to Kenya at the OSHAfrica 2019 closing ceremony of the inaugural conference held on 20 September 2019.

Mr Sanjay Ghandi accepted the baton from Dr Thuthula Balfour on behalf of Kenya.

Once back in Kenya, Mr Sanjay Ghandi officially handed over the scroll to their S&H regulator, the Directorate of Occupational Safety and Health Services (DOSHS) on October 14, 2019.

The Deputy Director Mr Andrew Muruka (in the attached picture) received the scroll on behalf of the Director. Mr Ghandi briefed the DOSHS senior leadership team who were in attendance.

First planning meeting

The organising committee of OSHAfrica 2022 had their first planning meeting on November 27 2019 to chart the way forward.

Dr Thuthula Balfour, Programme Committee Head of OSHAfrica 2019 was in attendance to give a presentation and share the lessons learned from the inaugural conference held in South Africa.

Meeting the Kenyan government led by Dr Musa Nyandusi to plan for OshAfrica 2022 in Kenya. Penny Munkawa from ILO also attended. Great meeting, great support!



PATIENT SAFETY EXCELLENCE AWARD



Congratulations to Ehi Iden who was honoured by the Medical Unit of Chevron Nigeria Ltd with a Patient Safety Excellence Award during their annual Patient Safety Week.

ALGERIA HSE ASSOCIATION LAUNCHED

The Algerian HSE Association, called ARIPE (Association sur les Risques Industriels Professionnels et Environnementaux), was created in July 2019.



PATIENT SAFETY INITIATIVE



The African Patient Safety Initiative in Cape Town during October 2019 had a high attendance of African professionals.

OSHAfrica was promoted with a number of new countries showing interest to join, with 2 Ethiopians being first on the list.

iosh IOSH MAIDEN WEST AFRICAN CONFERENCE

The Institution of Occupational Safety And Health (IOSH), stressed its commitment to support Nigeria's transformative strategy to raise safety and health standards and improve competencies amongst professionals across the continent.

This commitment was made at the maiden IOSH West Africa Conference held at Nigeria's Lagos Oriental Hotel which was themed, "Shaping the future of Occupational Safety and Health in West Africa".

In his opening remarks, Professor Andrew Sharman, IOSH Global President told the delegates in a prerecording, that the institution is delighted to be building on the important memorandum of collaboration signed to support the development of strong workplace safety cultures promoted by businesses and government agencies.

"To sustain growth, productivity and profitability, investors and business owners worldwide are learning that they need to look after people at work and in their supply chains.

"Countries with strong safety and health at work are prospering as investors place faith in their future" said Sharman.

In his goodwill message, the executive Governor of Lagos State, Mr. Babajide Sanwo-olu, expressed his appreciation to the chartered professional body for its commitment to help raise the standard of safety and health.

The governor who was represented by the Director in charge of Occupational Health Services, at the State Ministry of Health, Dr Kuburat Layeni, emphasised that the government is worried about the high rate of work-related injuries many of which are not accounted for. She said "Nigeria does not have accurate statistics in this regard.

"I must stress that Workplace related accidents have become a major concern for employees and employers but this could be prevented if regulators and stakeholders define

clearly their roles in an attempt to reduce the staggering statistics."

IOSH Chief executive, Bev Messenger, explained that the body's global vision is for a safe and healthy world of work.

"It's an ambition that IOSH and its 47000 members cannot achieve alone and as such is positioned to forge partnerships, develop strong frameworks and effect positive change for organisations working around the world" said Messenger.

Speaking on the impact of the

conference, the IOSH Nigeria Consultant and Chief Executive of Combined Training Services (CTS), Mrs Funmi Adegbola, expressed her joy at the success of the maiden event where the speakers had been carefully selected to do justice to the issues that affected safety and health professionals and all participants.

The one day conference came to an end with participants making a commitment to take back all they have learnt to their respective organisations.



Alan Stevens with some of the delegates

Sam Kadiri with Bev Messenger



NO TIME TO LOSE CAMPAIGN

Run by IOSH, the **No Time to Lose** campaign which aims to tackle work-related cancer was launched on 22nd January at the IOSH West Africa Conference in partnership with the Lagos State Safety Commission. It is now supported by 380 organisations worldwide.

In Africa, cancer caused by work claims the lives of an estimated 46,494 people a year.

The current statistics from the International Labour Organization et al, show that, as a proportion of GDP, the average cost of work-related injuries and ill-health in Nigeria is 4.38%. That's higher than the global average of 3.94%, reinforcing that there has never been a more important time to launch **No Time to Lose**.

The launch focused on two main occupational cancer challenges in Nigeria – asbestos and diesel engine exhaust emissions. At the event, free practical resources to help businesses manage exposure and keep workers safe and healthy were provided to delegates.

Important leaders at the event included high-level representatives of the Federal Republic of Nigeria, IOSH Chief Executive Bev Messenger, IOSH Vice-President Kayode Fowode, IOSH Head of Strategic Engagement Alan Stevens, IOSH West Africa Consultant Funmi Adegbola, the Director-General of Lagos State Safety Commission, Lanre Mojola, as well as the Nigerian Insurers Association and Chartered Institute of Personnel Management of Nigeria.

No Time to Lose was presented by IOSH Vice-President Kayode Fowode to an audience of around 800. Kayode said "The campaign is gaining impressive momentum in Nigeria where we now have seven organisations with a combined workforce of over 1000 employees who have signed-up as official campaign supporters, of which three organisations have taken the next step by signing-up to the campaign pledge – a six-point action plan to manage

carcinogenic exposures at work.

Other companies have also shown interest in supporting the campaign.

"It is exciting to know that within a short period, **No Time to Lose** is raising awareness of occupational cancer and the prevention of carcinogens in Africa and beyond. The prospects of preventing this menace are bright for the near future."

The IOSH Head of Global Engagement and Partnership, Alan Stevens explained that the body is doing everything within its powers to promote this campaign.

"IOSH has been able to reach millions of working people globally through practical guidance and tools to help organisations manage the risks of exposure to workplace carcinogens.

"Our organisation and the Lagos State Safety Commission are campaigning to stop thousands of untimely deaths due to work-related cancer.

"Most employers and workers are

not aware of the impact of cancer-causing exposures. And many don't know what to do to reduce the risk.

"The **No Time to Lose** campaign is working to get the causes of occupational cancer more widely understood and help businesses take action", said Stevens.

According to the Director General of the Lagos State Safety Commission, Mr Lanre Mojola, the campaign is a well thought out initiative to reduce workplace ill-health which many are not aware of.

"The commission as part of being proactive has partnered with IOSH Global and its national body to increase advocacy in this regard.

"The agency already has an action plan to be carried out under the 4Es programme of the agency which are Evaluation of risk, Education, Engagement and Enforcement.

"Lagos State Government and her safety agency is proud to be associated with IOSH in the drive to ensure standards in the safety profession" said Mojola.



IOSH Head of Strategic Engagement Alan Stevens, Chief Executive Bev Messenger and Vice-President Kayode Fowode



Delegates learning about the IOSH No Time to Lose campaign



Two past Director Generals, Fouad Oki and Lanre Mojola with the current DG of Lagos State Safety Commission Hakeem Dickson

Newest member of the Ansell Family:

Leading oil and gas industry supplier RINGERS GLOVES

Introduction to Ringers Gloves

Founded in 1996, with 39 employees and headquarters in Houston, Texas, the focus of Ringers Gloves has been on creating high performing, task-specific work gloves that advance hand safety technology.

Beyond the Company's broad portfolio of gloves designed to serve the unique needs of customers worldwide, Ringers Gloves offer value add programmes such as work site assessments to help their customers achieve compliance goals and improve their safety records.

Ringers Gloves recently expanded into specialty glove segments and acquired Valeo Technologies, LLC, including Valeo Safety Performance Workwear, which has further expanded their offering and position globally.

Uses for Ringers Gloves

Ringers Gloves are uniquely designed for use in demanding environments and applications and have a track record of introducing customer-focused, innovative new products to meet unique customer and industry needs.

This acquisition is a key opportunity for Ansell to acquire a

top specialty hand protection provider with a leading position in the oil and gas sector and support Ansell's expansion in the specialty, thermal and impact protection segment, in addition to enhancing our position in the oil and gas industry.

The acquisition also serves as another step toward building Ansell's overall hand protection business, especially for oil and gas workers, as part of the Ansell Industrial Global Business Unit.

Growth strategy of Ringers Gloves

"The acquisition of Ringers Gloves is consistent with Ansell's growth strategy as we look to strengthen our market leadership position across the full range of industrial hand protection needs," says Magnus Nicolin, Chief Executive Officer and Managing Director at Ansell. "Acquiring Ringers will advance Ansell's safety protection solutions platform, creating a leading position in the important and growing specialty category of impact protection gloves. Ansell has a track record of achieving accelerated growth from highly synergistic

strategic acquisitions where the acquired business can be rapidly developed through leveraging Ansell's global sales reach and strength of customer relationships, and Ringers presents an excellent new opportunity for us."

Benefit to Ringers' clients

The acquisition will offer Ringers' existing customers access to Ansell's world-class Mechanical, Chemical, Single Use and Body Protection solutions.

Ansell customers should expect to realise significant long-term value through the combination of Ringers Gloves' noted strengths with the industry-leading innovation capability, global reach, and broad product range of Ansell.



Contact:

Raymond Rainbird

Email: raymond.rainbird@ansell.com

www.ansell.com

www.ringersgloves.com



NEWEST MEMBER OF THE ANSELL FAMILY: RINGERS GLOVES

Founded in 1996, with 39 employees and headquarters in Houston, Texas, the focus of Ringers Gloves has been on creating high performing, task-specific work gloves that advance hand safety technology. Beyond the Company's broad portfolio of gloves designed to serve the unique needs of customers worldwide, this acquisition is a key opportunity for Ansell to acquire a top specialty hand protection provider with a leading position in the oil and gas sector and support Ansell's expansion in the specialty, thermal and impact protection segment, in addition to enhancing our position in the oil & gas industry. The acquisition also serves as another step toward building Ansell's overall hand protection business, especially for oil & gas workers, as part of the Ansell Industrial Global Business Unit.

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