



DUPONT  
**Nomex**

## Nomex® trusted protection for a changing industry

Are prohibition notices ideal during COVID-19?

Contractor non-construction worksite health and safety files

The woes of practising as a professional health and safety agent (PrCHSA)

Companies need to increase testing as illicit drug use increases post lockdown

Coaching and induction training

**uvex**

# working sustainably

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 by following our philosophy 'made in uvex'. In uvex plants, we've implemented numerous measures and projects to improve our sustainability performance.

**"protecting people - our mission, responsibility and commitment"**



protecting people

uvex.co.za

## CONTENTS

### FEATURE ARTICLES

Companies need to increase testing as illicit drug use increases post lockdown ..... 4

Are prohibition notices ideal during COVID-19? ..... 8

Think and manage HSE like a business leader ..... 9

Contractor non-construction worksite health and safety files ..... 12

Amendment to SANS 490 - *defining alcohol-based hand rubs and sanitisers to contain minimum alcohol content* ..... 15

Fatality free record at Murray & Roberts Cementation ..... 16

Remote auditing is the new norm ..... 21

So, you want to be a safety officer ..... 23

Vaccine isn't your guarantee of safety ..... 24

Learning online: *Home schooling for everyone* ..... 26

### PERSONAL PROTECTIVE EQUIPMENT

#### SAPEMA MEMBERS

Nomex® trusted protection for a changing industry ..... 3

DuPont webinar: Understanding the protection needs in the mining industry ..... 5

uvex protecting people - our mission and responsibility ..... 10

KARAM Retractable Fall Arrester Blocks - *The perfect solution for tricky situations* ..... 18

### OSH AFRICA



OSHVersity - for free OS&H training ..... 14

### GAS SAFETY



Equipping gas inspectors ..... 28

Refrigeration registration - *The process* ..... 28

### OCCUPATIONAL SAFETY



Artisans and safety induction training ..... 20

Coaching first ..... 20

### CONSTRUCTION SAFETY



The woes of practising as a professional health and safety agent (PRCHSA) ..... 11

### OCCUPATIONAL HYGIENE



SAIOH President's Message ..... 30



Cover story: See page 3

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





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

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

African OS&H is supported by:

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

African OS&H incorporates:

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

**Editor:** Debbie Myer  
**Production Editor:** Lindsay Myer  
**Chairman:** George Browse  
**Vice Chairman:** Leighton Bennett  
**Administration & Membership:** Sankie Greyling  
**Committee members:** Leighton Bennett, George Browse, Sankie Greyling, Wensley Misrole, Wellington Mudenha, Debbie Myer, Steward Shapiro, Salatiso Mdeni, Fabian Buckley, Herman Fourie

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

**Advertising & Editorial :**  
 Delinds Publications cc  
 12 Delta Road, Blairgowrie, Randburg, PO Box 72366 Parkview 2122  
 Tel: + 27 11 886-5985 / Call: + 27 83-266-6662  
 E-mail: delinds@mweb.co.za

Copyright: 2021 Material appearing in this issue may not be reproduced without the permission of the editor or publishers in any form whatsoever.

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

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

## Editor's comment

### NEGATIVE PERCEPTION OF OS&H

The OSH professional plays a vital role in an organisation, and yet, they often do not enjoy the recognition they should be getting. Where does the fault lie? Employers are often so focused on profit, that they are either not aware, or choose to ignore that when employees are injured on the job, or ill, they will either be absent from work, or not be able to perform properly, impacting on the profit of the company. As Claire Deacon says in her article "Parents proudly tell their social groups about their children graduating in this or that. But, I have yet to see a parent bragging about their offspring graduating in health and safety – in any form". This says it all!

Fabian Buckley explains that OSH professionals are often seen as destructive policemen, and need to learn how to change this perception. He also tells us how proper coaching can successfully change safety attitude and behaviour

Johan van der Merwe believes that only safety managers with the right attitude stick to the career. Some may go into the profession without really understanding what it's all about. This same attitude continues through to management who don't understand the importance of a properly qualified HSE professional

To make sure that OSH employees are successfully fulfilling their functions within an organisation, employers must ensure that they are properly trained and educated in the discipline. Unfortunately, many of the newcomers into the industry may not have the the proper qualifications, nor do they have practical training and experience, it is for this reason that organisations such as OSHiversity and Kepus Training have been launched. OSHiversity Training and Development Company (TDC) offers free OS&H training to fresh graduates. With the growing volume of people interested in the field of OS&H, many may have been unknowingly subjected to second rate training by unqualified institutions. Ultimately, this will impact on the negative perception of the discipline.

### COVID-19

COVID-19 is still here, and probably will continue to be a big part of our lives for at least another year.

But, with the roll-out of vaccinations now in place, the landscape has changed since it was first declared a pandemic by the WHO during 2020.

With the dreaded third wave on our doorstep, many people are still hesitant about getting vaccinated. Employers will need to adopt a policy amid the ongoing confusion whether to make vaccines mandatory in their workplaces. A lot of questions are being asked. Can they impose mandatory vaccination policies before allowing employees into the workplace? Or, can they only make it a recommendation? What about visitors?

The different scenarios will need to be considered where employees refuse to get vaccinated. What will happen where staff who have refused vaccinations have direct and close contact with the general public in their every day activities? What about their close contact with colleagues who have been vaccinated, especially those with co-morbidities? What about staff who refuse to come to the workplace if their co-workers are not vaccinated? Can PPE be enforced for those who refuse vaccinations? Can social distancing policies remain in place?

The COVID-19 story is far from over.

## Nomex® trusted protection for a changing industry



Now more than ever, utility companies face challenges associated with stricter regulations, technological disruption and greater accountability for safety performance.

With innovation being an integral part of our DNA at DuPont, the new Nomex® range of arc protective fabrics brings a new dimension of

performance and reliability to electrical utilities in South Africa. As the Nomex® fabrics are inherently fire resistant, it means that the very fibers provide flame resistant protection for the lifetime of the garment. Unlike treated cotton fabrics where there is a chance that the protection can wash out, fabrics made from Nomex® fibers do not have this issue.

Nomex® Arc  
 Exposure: 16 cal/cm<sup>2</sup>  
 Fabric Weight  
 240 g/m<sup>2</sup>, 7.1oz/yd<sup>2</sup>



\*Test performed according to IEC 61482-1-1, Method B. This test method is not used to determine Arc-Rating. Both garments passed evaluation.



Our research facility with Arc-Man® is the only such test unit located at a commercial textile producer. The Arc-Man® test assesses and compares the protection a material provides in an electrical arc.

- Arc-Man® test facility located in Switzerland
- Determination of ATPV from fabric and garments
- Garments made from DuPont™ Nomex® Arc fabric which has an arc rating ATPV12.4cal/cm<sup>2</sup> complying to ISO 11612, IEC 61482-1, EN 1149, ASTM F1506, NFPA 2112, ASTM F2621 M-19, SANS 724, NFPA 70E.

For more information contact:  
 Dharmesh Lakmidas Cell: +27 (0) 72 098 0791  
 Email: dharmesh.lakmidas@dupont.com  
 Patricia Ntsekhe Cell: + 27 (0) 82 305 6279  
 Email: patricia.ntsekhe@dupont.com



<https://www.safespec.dupont.co.uk>

See DuPont Arc- Man® in Action

<https://www.youtube.com/watch?v=7Hixf4oldhs&t=3s>

# Companies need to increase testing as illicit drug use increases post lockdown



By Rhys Evans,  
Managing Director of  
ALCO-Safe

## IMPACT OF LOCKDOWNS ON CANNABIS USE

The global pandemic and resultant lockdown have impacted businesses and the lives of people significantly, with stringent measures in place including those that would curb drinking alcohol. However, we have seen the opposite effect when it comes to narcotics with an increase in use post lockdown.

Though the evidence is still very anecdotal, it suggests a jump in drug usage among more people. Users of casual drugs have reported increasing their doses or even switching to harder drugs. There are also signs that some cigarette smokers have turned to cannabis when cigarettes were banned.

## PROBLEMS IN THE WORKPLACE

As people start returning to work, organisations should factor in the increased risk of illicit drug use among their

employees. They may have picked up some bad habits during the harder lockdown periods, stemming from boredom, unavailability of legal substances, or to be sociable during very socially-challenging times. We shouldn't judge people too harshly under the current conditions. But their choices still translate into a potential problem for employers.

## SCREENING SOLUTIONS

The most widely-encountered form of screening is the mandatory alcohol breathalyser presented at the entrances of factories, warehouses, mines and other industrial sites. This test is very brief and easy to apply, and other than the upfront cost of the equipment, it is a very economical way to ensure alcohol rules aren't broken.

But other drugs can't be tested for using breathalysers, which has made companies reluctant to implement more extensive drug testing. Yet the influence of the lockdown on people's drug habits is prompting them to reconsider their position. The question is: how can they go about this smartly and affordably?

I'll address both concerns here. What does it mean to test for drugs smartly? A company must have clear policies and procedures, dictating when tests are done, for what reasons, and who is authorised to do so. There must be consideration for cross-reactions - when someone took a legal substance that might give a false positive. For example, if someone used mouthwash which is then flagged by a breathalyser. Usually doing a second test, and testing a neutral party at the same time, can address such scenarios. There should also be a policy around presenting prescriptions or allowing an employee's healthcare provider to weigh in on their results.

Smart testing also has to consider the rapidly legalising position of cannabis. Employees can imbibe this narcotic in their private capacity, which can be an issue for some testing. For example, urine tests will spot marijuana use dating back days and even weeks. But saliva tests can narrow usage down to the past few hours. So, using the right type of test will greatly enhance results and reduce false accusations.

The third point on smart testing relates to this not being a witch hunt. There are 'bad apples' in every workplace, but not every employee who acts irresponsibly is one of those. Involving unions from the start to discuss drug testing policy is very helpful to create positive buy-in. Compassion and context are also important, reinforced by a culture of accountability and responsibility.

Random drug tests are a potent way to establish the company's position on the matter. If the tests are done in a way to exclude whatever employees do in private, it can lead to a proactive culture. This approach should be coupled with an education campaign to explain the health and safety risks on the job when drugs become involved.

But drug tests cost money, and in a depressed economy, companies do not want to know about escalating costs. Unlike breathalysers, other drug test kits work once-off. At the cost of between R100 and R200 per test, that can compound quickly into a significant amount. But not if one considers the following two factors.

Not every employee needs to be tested. Tests can be random or focus on circumstances such as suspicion of drug use. Some of our customers buy a set number of kits per month and use all those kits during the month. Others buy kits and shelf them - a kit can last as long as 12 months. If the strategy for buying kits aligns with an appropriate drug testing policy, it can be very efficient and a justified, affordable operational cost.



Kits that test for multiple drugs at once can also be useful. For example, six-panel saliva tests cover the most popular illicit narcotics. An employee might not be using the narcotic they are suspected of, but there could be something else. Multi-panel testing covers that risk.

The goal is to create a culture of safety and sobriety, and breaking a culture of alcoholism and drug use which can quickly develop within a company - especially if there are people that are using drugs and encouraging coworkers to partake. This represents the biggest risk: as everyone returns from lockdown conditions, they can bring bad new habits with them. Left unaddressed, those will amplify drug use at work. But by addressing policy and strategic testing, this can be countered effectively and affordably.



DuPont Personal Protection

## WEBINAR - SAVE THE DATE

**Date:** Tuesday, March 23rd 2021  
**Time:** 10 AM CET (09.00 UK time)  
**Duration:** 45 minutes



## Understanding the protection needs in the mining industry

Working conditions in the mining industry can be quite extreme. Workers are often exposed to all kinds of pollutants from both the vehicles and environment. Oils and lubricants, coal dust and soot, dirt and lack of roads, the scorching sun and heavy rains - these are the everyday hazards mining industry workers have to face.

Join our webinar to know more about the protection needs in the mining industry and protective solutions suited for this kind of environment.

Register for the live webinar to learn more!

To get the link to register email - [noleen.clarke@dupont.com](mailto:noleen.clarke@dupont.com)

## SPEAKERS

**Steve Marnach**  
Training expert Protective Apparel  
DuPont Personal Protection



**Evgeniy Yaroslavtsev**  
Regional Sales Manager  
Eastern Europe  
DuPont Personal Protection



What are  
drugged  
employees  
costing your  
company?



**JusCheck**

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

**NEW!**



**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.



**ALCONTROL**

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



**URINE TESTING**

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



**LionAlcometer® 600**

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



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

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

Ensuring safer working environments for over 40 years  
Help is one call away +27 12 343 8114 or visit [www.alcosafe.co.za](http://www.alcosafe.co.za) for more information

## Are prohibition notices ideal during COVID-19?



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.

According to SA News, in 2012 the Department of Labour in conjunction with the police, immigration officials, traffic cops and the South African Revenue Services (SARS) conducted a joint-inspection aimed at clamping down on companies not complying with labour laws and conducting illegal business operations in Pretoria.

During the joint-inspection, 24 businesses were issued with written warnings for contravening the Basic Conditions of Employment Act and under-paying workers. One of the companies was shut down for non-compliance with the Occupational Health and Safety Act (OHS Act) and many of them had not registered with the UIF and the compensation fund while compliance with the OHS Act was found to be non-existent.

After the inspection, Gauteng Department of Labour spokesperson Mishack Magakwe stated that notices of non-compliance that were issued would be followed up on, and added that employers were given 21 days to correct matters. This 2012 statement by Magakwe is very important as it may very well be equally relevant today.

### COVID-19 INSPECTIONS FIND NON-COMPLIANCE

The Department of Employment and Labour reported on its website that following a tip-off, on 13 August 2020, labour inspectors in the Western Cape conducted a reactive inspection at a local call centre called African Debt Advisors (ADA). The company was found to have contravened the OHS Act by failing to present a COVID-19 risk assessment, failing to provide personal protective equipment to staff, failing to implement social distancing and poor sanitisation. Furthermore, the company violated other OHS Act basic principles and environmental regulations.

A prohibition notice was issued to the employer and they were asked to vacate the premises. Yet according to the Provincial Chief Inspector (PCI), "This reaction lead to the lives of the inspectors being placed at risk and as they tried to leave the premises. The entrances were blocked by the employees and employer, demanding us to overrule our decision that the premises were dangerous".

Although the PCI advised the employer of the risks of continuing with operations they had to call upon the South African Police Service (SAPS) following aggressiveness of both the employer and employees which threatened inspectors.

Six months later in 2021, the same thing happened again in the same province of the Western Cape. The Department of labour also reported that following a complaint, on 3 February 2021 an inspection was conducted by the Department of Employment and Labour inspectors at a

manufacturing company called Turnerland. The company was also found to have contravened the OHS Act by failing to present a COVID-19 risk assessment, failing to provide personal protective equipment to staff, failing to implement social distancing and no sanitisation. Furthermore, the company did not follow basic principles of the OHS Act and workers were informed by their employer that there was no need to wear a mask.

This is a carbon copy of the violations at African Debt Advisors but it does not end there. As was the case 6 months before, after a prohibition notice was served to stop operations, this was not received well by the employees who locked the gates of the premises with the inspectors and their departmental vehicles inside. The business owners did not answer telephone calls from the inspectors and workers refused to leave the premises despite being informed of the risks of continuing to stay on by the PCI and being asked by their employer to leave.

### REASONS FOR NON-COMPLIANCE

Something is terribly wrong here. Section 30 of the OHS Act refers to the special powers of inspectors under the OHS Act.

In an article on the South African Labour Guide, Boshoff states that "In the case of threatening danger, an inspector may prohibit a particular action, process, or the use of a machine or equipment by means of a prohibition notice. No person may disregard the contents of such a notice and compliance must take place with immediate effect".

In both cases in the Western Cape, the PCI warned the employer and employees of the consequences of continuing with operations, yet in both instances inspectors were threatened, locked in and had their "special powers" tested.

This is not the first time this may have happened. It has probably happened many times before but it is the reasons behind these two prohibition notices which may be of particular interest.

Before COVID-19, prohibition notices were usually issued whenever it was in the opinion of an inspector that the health or safety of any person at a workplace was under threat through the use of plant machinery, equipment, processes or other violations of the OHS Act. In this instance, prohibition notices were issued to employers due to contravention of COVID-19 regulations. Does this mean that COVID-19 health risks are less important than health and safety risks posed by machinery, chemicals etc?

One may attempt to conclude from these two incidents in the Western Cape that employers and employees are failing to recognise that COVID-19 is



a serious pandemic which could easily spread in workplaces if COVID-19 regulations are not implemented but this is highly unlikely. These individuals are aware of COVID-19 and the danger it poses but they are fiercely defending their means of living. Their livelihoods.

The big question now is, what can the Department of Employment and Labour do to prevent these events from happening.

Many companies have shut down as a result of COVID-19. Workers have lost their jobs and livelihoods while others have had to endure salary cuts and a lot of uncertainty. Retrenchments are happening all over the country and there are many complaints about delays in paying out UIF-COVID19-TERS by the same department. Government COVID-19 grants although useful are not enough to sustain many families.

When inspectors issue prohibition notices on the basis of COVID-19, it seems to be stirring a pot of issues. The inspectors are doing their job but in this time of relative uncertainty for many employers and employees, in some instances prohibition notices

will likely provoke the reaction that has played out in those two companies in the Western Cape. If this reaction is not already happening in other companies too, it could happen more often if the Department of Labour fails to find a solution.

### SOLUTIONS TO NON-COMPLIANCE

Boshoff describes an improvement notice under the OHS Act as a notice issued in circumstances "where the health and safety measures which the employer has instituted, do not satisfactorily protect the health and safety of the workers. The inspector may require the employer to bring about more effective measures. An improvement notice prescribes the corrective measures and is then served on the employer".

The Department of Employment and Labour could start issuing improvement notices directing employers on the improvements that they should make. These improvement notices should be within strict timelines and have follow-up actions by the labour inspectors as was stated by Magakwe in 2012. This could help as opposed to issuing prohibition notices.

It is certainly something that the Department of Employment and Labour need to seriously consider. At the moment, prohibition notices seem to ignite fear, retaliation, violence and threatening behaviour among employees and employers.

This article by no means condones such behaviour but perhaps there needs to be a change of strategy by the powers that be.

## Think and manage HSE like a business leader



By Olawale Ogunyebi, veteran HSEQ practitioner and the Managing Partner at MTC ENT. Dev. Limited.

In the early years of my career, I was so obsessed with safety that I took little or no interest in other functions. At meetings, my safety presentation came up first and once I was done with it, I would give little attention to other departmental presentations. I rarely asked questions after their presentation. I was an HSE Manager, Q.E.D.

I remember a particular case when HR and safety departments had to jointly address the workers. The HR presentation came first and I hadn't arrived yet. When it was my turn to make the health and safety presentation, guess what the HR Manager did? He beckoned to all the HR personnel in the room and they all left.

Most HSE managers complain of lack of top management commitment or line management ownership of health and safety. This may be partly due to the fact that we often do not demonstrate a visible commitment to other functions.

As an HSE manager, are you aware of how the finance department runs? Can you discuss production planning and logistics with your supply chain team? Are you there on the shop floor when

there is a machine breakdown or a quality problem? Do you only show up to enforce safety rules, or to offer suggestions or support even though you are not an engineer?

Are you available and visible whenever there is a marketing function, like an internal launch of a new product? Have you ever gone on a sales trip with your sales department?

The effective HSE manager is more like a business leader or a business partner than a departmental manager.

One of the key drivers of an interdependent safety culture is total employee engagement. The more employees you have driving the safety agenda, the safer your organisation becomes and the less your frustration on the job. Let your colleagues see you more as a business partner than as a policeman or an auditor.

If you don't want to be a frustrated lone ranger, but want your fellow managers to be interested in driving workplace safety, you also need to be interested in what they do.

Article reprinted with permission from HSE Nations.





protecting people -  
our mission and responsibility

The uvex group has been committed to protecting people in sport, at work and in their leisure pursuits since 1926. It is no wonder that uvex has exceptional social and environmental standards. Acting in a sustainable way is essential to the uvex world. This commitment is embodied by the mission "protecting people" as it is the company's responsibility to people, society and the environment.

"Made in uvex" is a concept that the company is extremely proud of. All products are designed to exceed the specifications of the relevant standards. "Made in uvex" is a quality seal – and our promise to customers, employees and the environment.

**Our Social Responsibility:**

As a global leader in the development, manufacture and sale of personal protective equipment, uvex has integrated fundamental ethical principles into its corporate policy and into the way it does business ever since the company was established in 1926. We expect the same commitment from all our business partners. Our principle of protecting people is an abiding commitment to our customers and their employees – and also to our own staff and those of our business partners.

**We Take Responsibility:**

Environmental protection starts right at the development phase – and doesn't stop even when the product is ready: Every employee at uvex makes a constant effort each day to handle resources responsibly. The concept of the environment is a core part of our daily life and our operational activities. The performance capacity of our company is essential in order to strengthen our competitive edge, but it must never be at the expense of people and the environment. Environmental protection at uvex is therefore a fully integrated matter – for which every single employee is responsible:

- >> We qualify our staff and motivate them to act in a committed, competent and environmentally responsive way.
- >> We take measures to limit the environmental effects of our operations and to make the working environment a safe place for our staff.
- >> We respect the careful use of resources, starting with product development and at all later stages, including production, storage and transport.

**"protecting people - our mission, responsibility and commitment"**

**uvex**

**Protecting people**

<p><b>Green Manufacturing</b></p> <ul style="list-style-type: none"> <li>• CO<sub>2</sub>-neutral manufacture</li> <li>• Sustainable environmental and energy management (ISO 14001/ISO 50001)</li> <li>• Substances and pesticides not used in production</li> <li>• Made in Germany</li> </ul>	<p><b>Health</b></p> <ul style="list-style-type: none"> <li>• Exceeds compliance with REACH regulations on eliminating harmful substances</li> <li>• Ongoing analysis of almost 200 critical substances</li> <li>• Exceeds harmful substances standard</li> <li>• DEKRA certified free from allergenic substances</li> </ul>
<p><b>Corporate social responsibility</b></p> <ul style="list-style-type: none"> <li>• Full implementation of the RLO standard</li> <li>• Awarded and unannounced social audits at partner companies (uvex social standard)</li> <li>• Social engagement with a focus on disadvantaged children</li> </ul>	<p><b>Comfort</b></p> <ul style="list-style-type: none"> <li>• Extremely comfortable thanks to the use of breathable natural and functional fibres</li> <li>• Optimum tactile feel thanks to an ergonomic fit</li> <li>• Natural feel against the skin</li> </ul>

MADE IN GERMANY

Member of the uvex group

**SWEDSAFE**  
NO. 1 IN EARPLUGS

ISO 9001 – 14001 – 45001 all in one certificate

We are first in our business!

SwedSafe proudly announces the latest progress in our development! We have been audited, then approved and now certified to meet the standards for Quality Management – Environmental Management and Occupational Health and Safety Management.

It has taken a fair amount of resources – but due to our existing strategy to focus on handling in sustainable the process has probably been less complicated for us than for others.

I would like to thank all members of our staff for all efforts, and a special thanks to Martin and Peter who have been the leaders in this process.

This is just the end of the beginning and Martin has already a plan for TOPIKAWO with increased training levels to set new challenging targets. So... let us enjoy the moment NOW and please join us in the celebration TODAY!

I am sure that this will further strengthen our position in the market and will be another important argument in front of customers at the point of sales. All the best!

Göran

MADE IN SWEDEN

**CERTIFICATE**

SwedSafe AB  
Företagsvägen 1, 214 21, Sjöbo  
Sweden

Development, production and sales of hearing protection devices.

ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018

Development, production and sales of hearing protection devices.

SwedSafe AB  
Företagsvägen 1, 214 21, Sjöbo  
Sweden

ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018

**Eyewear Instruction Manuals**

- >> printed on recyclable paper
- >> smaller text
- >> reduction in paper size

MADE IN GERMANY

The woes of practising as a professional health and safety agent (PrCHSA)



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

I like to believe that everyone wants to be recognised as a professional something. We are brought up being asked what we will do when we leave school; where we want to be, and what we want to aspire to. Parents proudly tell their social groups about their children graduating in this or that, and that is really well done. But, I have yet to see a parent bragging about their offspring graduating in health and safety – in any form.

Those of us who practice in the construction health and safety (H&S) arena didn't start there. Many years ago, the typical H&S officer (or 'safety' officer) hailed from the security side of business, but over the last 17 years since the Construction Regulations were first promulgated, most of us 'morphed' from any number of areas of industry into the construction sector.

**IS CONSTRUCTION SECTOR REGISTRATION EFFECTIVE?**

Since 2014, seven years ago, the construction sector became one where those practising H&S have to be registered with a statutory body in order to practise, just like a doctor, lawyer, engineer or those categories our parents aspired us to be. But does it carry the same weight?

Those who practice construction H&S are passionate about what they do, aspire to change the industry, save lives, have high empathy levels, are caring. I could go on. I don't believe, and I must be honest, we don't have anywhere near the same level of recognition or value among the built environment (BE) professionals (BEPs). Most BEPs don't know the difference between a construction H&S officer (CHSO), manager (CHSM) or agent. Neither do they know the scope of work, or whether they are a professional or registered person. Or that there is a difference in where they practice, the level of responsibility and liability. Clients and BEPs appoint registered categories where there should be a professional, and who has been legislated to work at the correct stage. Can one place the blame anywhere for this? I think to a certain extent we have ourselves to blame, but we could do with some help.

Since the statutory registration commenced in 2013, there has only been one undergraduate diploma developed. The post-graduate study options are there at various institutions around South Africa. The difference is that the post-graduate training does not give construction specific training – so in many respects they are not providing the same grounding as the other BEPs would have.

Despite the lack of industry specific learning, the

PrCHSA in most cases has many years of practical experience in the sector, on the ground and has 'learnt' to work with all levels of the industry and understand contracts, programmes, read drawings and advise clients and principal agents. I have heard that the numbers of fatalities have dropped on projects where there is a PrCHSA, but no statistics have been forthcoming.

It is easy to focus on the faults of individuals and blame ourselves for the lack of respect and opportunity. With only approximately 100 PrCHSAs, and the equivalent number of candidates we are a scarce resource. We should be inundated with work and be able to develop and train the next generation of H&S professionals. The opposite is true. CHSOs and CHSMS get appointed in the place of the PrCHSA, or indeed shelf or companies with no H&S resources get appointed with seemingly little regard for the liability this attracts.

**WHAT CAN BE DONE TO MAKE US A RECOGNISED PROFESSIONAL?**

Transformation is a non-negotiable and we have much to do to change the landscape. In my view the PrCHSA needs to develop the registered categories into the professional level. That can only happen where projects are available, and mentoring can be done as with every other BEP organisation.

How can we promote the good that I believe we are doing in the construction sector with no back up statistics to show that we do make a difference? Can we change the status quo?

Our voluntary association, the Association of Construction Health and Safety Management (ACHASM) constantly works to change the status quo. A WhatsApp support group for the PrCHSA category exists, we assist our candidates, and we advise each other with information and available resources.

We cannot afford to work in silos, and we have to broaden exposure. We are members of the Construction Alliance of South Africa (CASA) and we are very much a part of the Built Environment Professions Grouping (BEPG) that is made up of the other BEP voluntary associations.

We all need to work together to make the PrCHSA a recognised professional and an integral part of the client team.

We can only make a difference together and by talking with a unified voice. Perhaps one day we will be the proud parents or grandparents who can be proud of our graduate H&S practitioner.

Please visit <http://www.achasm.co.za> if you are interested in becoming a member of ACHASM.



## Contractor non-construction worksite health and safety files



Leighton Bennett  
(Pr.CHSA)  
Benrisk Consulting,  
Insurance Surveyor,  
and OHS and  
Risk Management  
Consultant. He is Vice  
President Safety First  
Association

Since January 2021, I have been asked to provide several contractors with Contractor Non-Construction Work Site-Specific Health and Safety Plans and Files, for their clients who operate and manage significant OHS programmes.

For what types of non-construction work activities are their clients requiring a Contractor Site H&S plans and files to be provided?

- For a contractor performing crane and lifting gear maintenance, load testing and regular Driven Machinery Regulation 18 crane and lifting gear compliance inspections.
- For a supplier/contractor to perform site inspections and maintenance, as necessary, on the client's liquids and sludge pumps and pumping stations.
- For a roofing contractor to perform roof integrity and condition inspections at several of their clients' factory sites, onto which solar panels will be installed.

None of these projects are 2014 Construction Regulations (CR) defined construction work projects, but there are many health and safety aspects for which their clients require a health and safety plan and file, to ensure safe working practices are performed by the contractors performing these non-construction work site work activities.

Obviously, these contractors must present letters of good standing, sign OHSAct section 37(2) agreements, lockout procedures and where fall risks (from gantry cranes and roofs) are possible, a fall protection plan, and a DEL date-stamped notification must be provided to their clients. The non-construction work contractor health and safety plan should cover all the higher risk activity and precautionary measures and the contractor's site H&S file must contain all the required OHS compliance documentation.

The contractor's construction/site manager is not a CR 8(1) construction manager appointment. The contractor's site responsible person is also not the General Machinery Regulation (GMR) 2(1) appointment for machinery supervision and maintenance at the client's site, but he could be the Contractor's GMR 2(7) machinery supervisor reporting to the Contractor's GMR 2(1) about the condition of the machinery, as he/she was sent out on the client-contractor's service provider contract to perform competent person inspections and maintenance. The GMR 2(7) inspecting cranes and lifting gear should also be appointed as the responsible Driven Machinery Regulation (DMR) 18(5 & 6) inspector.

The working at heights roof inspector again is not a contractor's CR 8(1) construction manager appointment, as normally only an extension ladder is required to gain access to a roof, if no machinery (MEWP) is required to access a lofty roof, so the roof inspector is also not a GMR 2(7) machinery supervision appointee. However the roof inspector can be appointed as the responsible person to ensure a fall protection plan is developed and implemented under CR 10(1), a fall protection competent person, and as a CR 9(1), a competent risk assessor in terms of assessing the roof integrity and condition risks.

From the comments above, it becomes obvious that a "copy and paste" of a construction work health and safety plan and file is not suitable for a contractor's non-construction site work activities.

The OHS file documentation has to be customised depending on the type of non-construction work to be performed by the contractor or service provider, and this customisation is normally created using the client's scope of work provided and not on a formal client's construction work specification. However, the clients often use their construction work evaluation checklists to monitor the OHS documentation compliance, although the main construction legal appointments are not correct for non-construction work situations.

We need to remember that the 2014 Construction Regulations were promulgated for promoting improved OHS performance in the construction industry, but as health and safety practitioners we need to provide compliance health and safety documentation to promote improved worksite health and safety compliance, also aimed to avoid injury incident occurrences.

I trust this article will or has made you relook at the definitions and applicability of several aspects of the Construction Regulations and the other OHSAct Regulations as they relate to non-construction worksite activities.



# COVID-19 RISK ASSESSMENT SERVICES



The COVID-19 pandemic, with its now gazetted legislative requirements and the impact of the COVID lockdown has introduced a series of new risks into the business and workplace arena which need pro-active responses to achieve a health and safe workplace environment.

Benrisk Consulting offers a risk assessment service which includes an assessment of the COVID risks a workplace or project site may be exposed to and provides protective measures guidance and protocols to achieve legal compliance.

The first risk assessment available is the workplace issue /job-task based hazard identification risk assessments (eg. HIRAs) related to managing the detection of and the possible exposure risks to the transmission of the COVID virus in the workplace and during the daily job-task work processes.

The second risk assessment level available is the higher-level Baseline Risk Assessment, where both the inner and external context risks related to the impact of the COVID pandemic are workshopped with the Management Team to obtain risk profiles which can be used to focus the organisational vision, mission, continuity and business strategy for recovering from and surviving the negative impact of the COVID pandemic and the lockdown.

Businesses frequently lack the in-house expertise to perform or to meet these business and legally required risk assessment and COVID risk management requirements.

## Let Benrisk Consulting help you

Contact: Leighton Bennett,  
(BSc, MDP Dip, Pr.CHSA, AIRMSA, GradSaiosh, OHS Prof, FIOSM)  
Pr,CHSA & SHE & RM Consultant  
Cell phone: 083 325 4182  
Landline: (011) 678 7983  
E-Mail: benrisk@mweb.co.za

# OSHVersity - for free OS&H training



OSHVersity Training and Development Company (TDC) is a complete training and competency improvement organisation that offers FREE Occupational Safety and Health training to fresh graduates who are interested in going into the OSH profession. These trainings are funded through proceeds from paid trainings offered to corporate organisations.

The free training idea was inspired by growing concerns over the high volume of people who are interested in the field of occupational safety and health but are not able to access entry level trainings and qualifications in starting a career in the field. We hope this approach will help cut down the level of quackery and offer fresh minds an opportunity to acquire the relevant skills and knowledge needed for entering the OSH profession and improving the skills of existing OSH practitioners. Our goal is to support ambitious young Africans and citizens from low to medium income countries in OSH skills acquisition. We offer them training that will make them employable. We do not train for certification, we train for competencies development. Our for-profit-courses are targeted at corporate organisations that are able to afford OS&H training for their employees. We encourage them to buy our courses to improve the skills of their employees. This will then empower us to train more fresh graduates into the field of health and safety. For every 400 paying candidates, we can train another 400 for free. This will greatly enhance the OSH Profession.

## COURSES

### OSH Training and Skills Improvement

It has become obvious how training in the field of OSH and related areas are fast changing in line with the “post-normal” situation and the much talked about “Future of Work”.

### WORKPLACE MENTAL HEALTH TRAINING COURSE

The mental health and wellbeing of employees has become even more important during the Covid-19 pandemic. There is a need for programmes that specifically cater for this to achieve a healthy workplace, and increased levels of productivity.

Most offices have been designed and enabled for optimum productivity but never designed with the health and wellness of workers in mind. Working in such spaces means the health and wellness of employees are traded for profit.

**Our classes have been carefully designed to cover the following and much more.**

- What does it take to create or design healthy workplaces?
- Stop thinking only of how machines fit into the space, but rather how comfortably safe it is for employees to work.
- Helping employees take personal responsibility for their own health and wellness.
- How do I take charge of those factors within my control?
- What am I currently doing wrong and what are the best healthy approaches?
- Am I able to work with a healthy retirement in mind?

### Developing Workplace Health and Wellness Programmes

It has become obvious that health and wellness do not thrive in most workplaces because there are no definite programmes designed to promote them, neither is there a workplace health and wellness culture to support them.

### Safety, Health, Wellbeing and Productivity

It is almost impossible for employees to be optimally productive without adequately securing health and wellbeing built on safe workplace culture.

### Patient Safety and Quality Improvement in Healthcare

Workplaces are generally characterised by different degrees of hazards, but the healthcare work environment has always been known as highly hazardous.

### Life Coaching

This works hand in hand with both our Workplace Mental Health and Career Advisory segments of our offerings.

We coach people to realise their potentials and true self.

### First Aid and EMS Training

This caters for courses such as Basic First Aid and CPR, Ambulance Drivers, Basic Life Support (BLS), Advanced Cardiovascular Life Support (ACLS).

### Safety and Health Leadership

This has been designed as a senior management programme which speaks clearly to the roles of leadership in workplace health and safety.

Visit <https://www.oshversity.com>

Email: [info@oshversity.com](mailto:info@oshversity.com)

Follow us on

- [fb.com/oshversity](https://www.facebook.com/oshversity)
- [twitter.com/oshversity](https://twitter.com/oshversity)
- [instagram.com/oshversity](https://www.instagram.com/oshversity)



# Amendment to SANS 490 -

## defining alcohol-based hand rubs and sanitisers to contain minimum alcohol content



The South African Bureau of Standards (SABS) has published the amendments to the national standard, SANS 490 that specifies the requirements for all alcohol-based hand sanitisers and hand rubs in the form of liquids, gels, foams and aerosols. These changes have been driven by global guidelines such as the requirements specified by the World Health Organisation and locally by the South African Health Products Regulatory Authority (SAHPRA) in the fight against the coronavirus pandemic.

The amended South African National Standard (SANS) 490 was published in October 2020 and is freely available on the SABS website. The amended SANS supersedes the 2013 version and is effective from the date of publication.

The amended SANS 490 provides greater and more detailed requirements for hand sanitisers and hand rubs.

- Manufacturers must ensure that they now submit evidence that their products will retain their physico-chemical properties and efficacy for the duration of the expected shelf life of the product until the expiry date as stated on the product’s label.

- Packaging must clearly indicate the details of the manufacturer, the ingredients of the product, the volume and type of alcohol, and the expiry date of the product.

- It is now specified that a minimum of 70% alcohol content is

- required if alcohol, such as ethanol, isopropanol or n-propanol is the main ingredient
- 60% alcohol content is required if there are other active ingredients.
- Solvents such as acetone (propanone), methanol, methylated spirits or other spirits are **not** allowed to be used as they can cause toxicity and even fatalities, if absorbed through one’s skin.

“Since the outbreak of the coronavirus, the SABS and its technical committee, together with regulatory authorities, have been working vigorously to review and publish South African National Standards that are able to respond efficiently to protect the health and safety of South African citizens. Even though SANS 490 was amended and published in October 2020, the testing protocols of sanitisers to verify the alcohol content was implemented prior to the publication of the standard. SAHPRA published the requirements for alcohol-based hand rubs and sanitisers in July 2020 and the amended standard includes those product requirements,” clarifies Jodi Scholtz, Lead Administrator.

The process of developing, reviewing or amending national standards is underpinned by international best practice principles amongst others, consensus development within the SABS technical committees (TC) represented by a diverse portfolio of stakeholders. The SABS TC 1022: Antiseptics, Disinfectants and Detergent-disinfectants was responsible for the much-needed amendments.

The duration of testing against SANS 490, if conducted by SABS is approximately 20 days. For certification, or the ‘SABS Approved’ Mark Scheme requirements the duration is approximately three months as audits of the product and the production processes need to be conducted. These audits include the provision of the required documentation of the production processes and shelf testing by the manufacturer.

### Notes:

1. SANS 490: 2020 can be downloaded from SABS webstore
2. The SAHPRA requirements are contained in the SAHPRA communication published on the site of the South African Medical Research Council (SAMRC)
3. Hand rubs, sanitisers or disinfectants that are intended to be used to protect against germs, fungi, bacteria, spores or other substances can be manufactured against other standards such as SANS 1853, SANS 51276, SANS 51650, SANS 53704, SANS 54885, or SANS 53610



# Fatality free record at Murray & Roberts Cementation



Mike Wells, managing director of Murray & Roberts Cementation

## YEARS OF SAFETY FOCUS DELIVER ZERO HARM

The year has started strongly for mining services specialist Murray & Roberts Cementation, with a resounding safety achievement of five million fatality free shifts.

According to Mike Wells, managing director of Murray & Roberts Cementation, this landmark has been reached as part of a concerted corporate journey towards Zero Harm.

“This exciting milestone, which we reached in early January 2021, is the result of years of commitment by every member of the company – through multiple initiatives and programmes,” says Wells. “This has included our unrelenting focus on the Major Accident Prevention (MAP) programme, as well as stringent risk assessments and the verification of critical controls in the field.”

Perhaps the greatest outcome of these efforts, he highlights, is that the company’s safety leadership has succeeded in motivating and inspiring all employees in fully internalising safety principles. This has entrenched the belief that Zero Harm can indeed be achieved, with each employee returning home safely every day.

“We have seen a vital attitudinal change over the years, where success has bred more success and all our people take ownership of their safe work practices – both personally and collectively,” he says. “This builds a resilient safety culture, which has included a crucial commitment to doing work right the first time.”

Underpinning much of the success in safe working practices has been the increased investment in effective training strategies at the Murray & Roberts Training Academy at Bentley Park near Carletonville. Here, the latest technologies and methods – supported by realistic mock-ups of

mining environments – ensure that all workers are fully prepared for all working conditions.

“Our mining customers today regard the commitment to fatality-free operations as a given – not only for themselves but for their service providers,” he says. “We are proud to be able to demonstrate our success as part of the broader progress in this field by the whole mining sector.”

Over the years during which the five million fatality-free shifts have been achieved, Murray & Roberts Cementation has conducted a diverse range of projects across sub-Saharan Africa, including large shaft sinking contracts. Employee numbers over this time have averaged about 4,000, says Wells.



Above: Murray & Roberts Cementation people take ownership of their safe work practice

Below: Reaching the 5 000 000 Fatality Free Shifts landmark as part of a concerted corporate journey towards Zero Harm.



# RETRACTABLE FALL ARRESTER BLOCKS

The Perfect Solutions for Tricky Situations

KARAM range of fall arrest blocks offer its users optimal safety and ease of use. They are designed to reduce the vertical force on the body caused by falling from a height.



Tel: 032 940 0993

hello@karamafrica.com

www.karamafrica.com

# KARAM Retractable Fall Arrestor Blocks - The perfect solution for tricky situations

KARAM are leaders in fall protection and the manufacturing of personal protective equipment (PPE)

KARAM has achieved for itself a name to reckon with in the fields of fall protection and PPE across boundaries globally.

With a mission that speaks of commitment towards the safety of millions of workers working at a height throughout the world, KARAM stands tall in achieving its goals.

Over the last 20 years, we at KARAM have worked tirelessly and relentlessly, to understand the needs of our valuable customers, and manufacture products, which not only comply with the world safety standards, but are also designed to provide the best in safety and ergonomics.

Amongst the various solutions in fall protection, fall arrestor blocks are one of the major pieces of equipment used as part of a fall arrest system. In

this article we discuss the products benefits as well as its uses.

## WHAT ARE RETRACTABLE FALL ARRESTOR BLOCKS AND WHERE ARE THEY USED?

Retractable fall arrestor blocks are vertical lifeline products that are used as part of a complete fall arrest system subjected to a quick jerk, however, an internal mechanism acts to engage a braking system.

When the tension is released, the lifeline moves freely again.

During a fall, the internal braking system of the block functions to disperse the energy of the fall over a short distance, thus limiting the force applied to a user's body.



## WHERE ARE FALL ARRESTOR BLOCK USED?

- Work in areas with a small clearance distance.
- Lack of enough suitable anchorage points.
- Repeated work on a defined site, at a height.
- Confined spaces.

## FEATURES OF KARAM RETRACTABLE FALL ARREST BLOCKS

These can be anchored to a single point and allow the user to move uninhibited at different levels.

The connecting lanyard is such that it retracts or extends to different lengths as required and is always taut with no slack.

In the event of a fall, the block locks immediately with minimum fall distance and lowers the impact of force to less than 6 kN.

- **Casing:**  
Available in both polymer and aluminium casing
- **Lock mechanism:**  
Unique centrifugal braking mechanism
- **Applications:**  
Ideal for vertical use in various hazardous like edge, confined spaced, work at heights etc. for personnel weighing up to 100 kgs for SE and for 140 kg for EN/ZS.
- **Tractable life line:**  
Available in both webbing and galvanized steel (GS) wire rope
- **Harness end connector:**  
Swivel snap hook with load indicator PN 162 which indicates a warning line when a fall has occurred
- **Certification:**  
Tested and certified to EN 360:2002

## FOUR-POINT CENTRIFUGAL BRAKING (FPCB) MECHANISM FOR FOOL-PROOF LOCKING

KARAM retractable block comes with the unique KARAM Four Point Centrifugal Braking (FPCB) mechanism where most of the fall arrest blocks manufactured in the world have only 2 braking powels which are responsible for the locking during a fall.

This provides fool-proof locking by applying a brake that is multiplied by a large factor of 4, to give the highest level of safety.

KARAM retractable blocks are made of high impact strength polymer, to prevent breakage. As we know the blocks are exposed to harsh and extremely tough conditions.

Karam retractable wire rope blocks are provided with a 'holding snout' made of soft thermoplastic elastomer

**The snout minimises the accidental locking of the block when the wire rope is released suddenly:** The holding snout provides dampening

of the impact experienced on to the block casing when the wire rope is released suddenly. This prevents the block to 'lock' accidentally in such cases, and hence allows better usage. It allows a safer and more comfortable grip on the wire rope when the block is inspected for retraction and locking prior to use.

It is mandatory, the same as with all other PPE to inspect the block for its working (which includes retraction and locking of the wire rope) prior to each use.

In the absence of the holding snout you may feel discomfort while retracting the wire rope to inspect the block.

The holding snout allows you to grip the wire rope safely as you retract it to test the block for locking and retraction without any discomfort.

KARAM introduces a built in side handle with special grip for supreme comfort while carrying galvanized iron wire heavier blocks.

This special handle comes incorporated in all polymer casing, GS and webbing lanyard blocks of 10m size to 30m size.

## CONCLUSION

One of the biggest challenges in fall protection is when the anchorage point is too high to access, and the clearance distance is too small. KARAM retractable fall arrestor blocks provide an ideal solution for such a problem.

Falling from height remains one of the most common risks in the workplace. Regular maintenance and inspection rule out any additional risks.

Moreover, one doesn't have to spend money unnecessarily buying new products because they last longer.

It is necessary to get your fall protection PPE inspected at least once a year and after every fall incident. In this way, you are legally compliant and demonstrate that you are truly concerned about the safety of your employees.

For more information on Karam Africa's products visit the [Website: https://karamafrica.com/](https://karamafrica.com/) or Phone:+27 32 9400993

Email: [hello@karamafrica.com](mailto:hello@karamafrica.com)

# KARAM®

## Artisans and safety induction training



Fabian Buckley  
CEO HSECP

Do our artisans understand safety and if they do, why is it that what we have been doing is still not working?

Let us consider the following aspects and then ask this question at the end of the article.

Let us ask how many safety inductions the average artisan has attended during their working career?

If an average artisan of 10 years has been working in the construction industry, he would have attended at least 3 training sessions which included his contractor's internal safety induction, the principal contractor's induction and the client's induction per year. So, for 10 years a total of 30 inductions sessions ranging from one hour with some being a full 8-hour day.

If we take the median of these two and agree four hours of safety induction training, multiply it by three for each company and multiply this by 10 years, we end up with 120 hours of safety information and induction being shared with them over that period.

Then we look at 15 minutes for a safety toolbox talk shared each day with an average of 260 days, excluding Saturday and Sunday, with 17 regular holidays. If all falls on the weekdays, we have 242 working days.

So, we take 242 days multiply this with 15 minutes and we have an additional 3630 hours and taken over 10 years we have 36300 hours of safety information which is being shared.

We can do the same with the DSTI/JSA and risk assessment, but I think you get the picture.

If an average artisan of 10 years has been exposed to over 36300 plus 120 hours, they have accumulated 36420 hours of safety information which excludes JSA/DSTI and Risk assessments.

If we divide this total by eight hours for a working day and it gives us 4552 shifts or working days. So, if our employees are exposed to such safety information then why is it that we continue to have accidents, we continue to have deviations, and nothing is improving through the years?

The answer is we keep on drilling the same information into our workers, but we are not focusing on how is the information being imparted to them, and whether they are ever asked their opinions, or just giving them an opportunity to share their experiences and allowing them to come up with their own suggestions.

How many of us safety leaders take the time to ask the artisans a few powerful questions relating to HSE?

How many of us just stop during our busy day, to ask them how their day was going and show true care?

Most of us would answer that not many of us do it or take the time out of our day. And that's the truth.

So let's try a different approach and give it a try and you will be surprised by the response you will get from the artisans and workers in general.

We have been doing the same thing in the same way with the same poor results. We need to try something different now. Let's see if this approach can have a different outcome as I believe it can.

## Coaching first

"Safety first!" You have heard it, right? Maybe you even said it?

But isn't "Safety" just a result? A result of actions, behaviours, measures? And if so, how can it be "first"?

Or is it something we need to do before we do other things? And what is it? And once this is done, we are done with safety for that day? Or is "Safety first" maybe just another platitude?

Maybe instead, we could think of some specific behaviours that we should always consider "first" for safety. Something we consider "first", when we approach someone for feedback on his unsafe practices we just observed? Something we consider "first", when we react to an accident in our area of responsibility? Something we consider "first", when we take over charge of human beings' health and safety as head, lead, manager or supervisor?

Well, how about "coaching"? Coaching has been and still is successfully used in different areas, such as sports, health, personal relationships, business, leadership, etc ... always following one main principle: **Unlocking the potential of a person or team by raising awareness and generating responsibility.** Which basically is the opposite of solving others' problems and giving advice (or even instructions) to someone to take specific action.

A coach supports others to find their own way to identify solutions and next steps towards performance improvement.

So, why not use coaching in safety? Why not make it our "first" choice of style, attitude and behaviour?

Do you remember the last time when you did something unsafe or maybe not as safe as it could or should be?



How would you feel if someone would approach you in a non-judgmental way and help you to explore how to do that better next time instead of telling you what the rules are, which probably you already know?

For example, we continually see announcements, safety campaigns and signs indicating the prohibition of using the phone while driving. And mostly every day we see someone violating this rule. Why is that happening? It is not because they do not know the rules. Therefore, repeating the rules one more time will not bring any difference.

A coaching approach can make the difference. With coaching, we ask questions focusing on what is important for the person, raising awareness about why not using the mobile phone while driving could be important for them and others. This self-exploration and increased self-awareness then usually result in an increased responsibility for own actions.

"Safety" and "Coaching" fit perfectly to each other. Only when we believe in the potential of everyone to work safely, we will be able to stop the hopeless fight to overcome the non-existing "people problem". And it is then, when coaching provides safety pros and makes it easier that everyone else is in charge of other people's lives and everything it needs to unleash this potential.

To make a start - if you wish - we invite you to think on one of your normal days about the following questions:

- How many instructions that you provide during your day are really necessary?
- How many of such instructions could be rephrased as questions to raise some new awareness which is not provided with the instructions?
- What makes it difficult for you to ask a question instead of giving instructions or advice.

## Remote auditing is the new norm



Dr. Bill Pomfret Founder and President of Safety Projects International Inc

The main service that my company, Safety Projects International Inc. (SPI) performs are Health & Safety Audits using our proprietary 5 Star Health & Safety Management System™ to clients around the world. Since Covid-19 we have taken a technology-led approach to perform these audits.

### TECHNOLOGY AND AUDITING

The way my business operates and how auditors work has changed significantly in recent years thanks to technological advances.

Technology has become an indispensable part of health and safety auditing. It allows assurance companies like SPI to provide a more enhanced service that accurately tracks, reports, reviews, and archives data. It has changed how we can carry out audits. Auditors no longer need to be in a certain location - access to technology means they can complete audits from anywhere in the world.



This is an approach we have taken at Safety Projects International (SPI) in recent years. While we believe that face-to-face audits will always continue to have great value, the technology we use at SPI enables us to offer our customers the best of both worlds.

This means we can carry out some parts of the audit remotely where permitted by accreditation rules and still provide our customer with the same level of excellent service and outcomes.

### HOW COVID-19 CHANGED AUDITING

There is no doubt that the Covid-19 pandemic increased the demand for remote auditing in 2020.

While organisations could postpone some audits for six months, most chose to continue carrying out their audit.

Technology has been an audit enabler for businesses to effectively manage risk and remain compliant with ISO management systems. The results from our clients revealed an overwhelming amount of support for remote audits. They felt remote audits provided additional flexibility without compromising on consistency or thoroughness.

I think that our clients audit results speak for themselves and they echo what we're hearing from other organisations that are looking for more flexibility with both online and on-site audits, and whatever the delivery, they want the same outcomes. That is what our remote audits have been able to deliver - the same high standards of on-site audits, while benefiting from more flexibility for your business.



Our customers can see that remote audits are fast and flexible - dates can be agreed quickly, minimising any potential on-site disruption, and audits can be co-witnessed by multiple stakeholders within your business, who can also interact with auditors via a live stream, through secure, easy-to-use, online platforms to protect your information and the integrity of your audit.

#### HOW TO DELIVER A REMOTE AUDIT

The MD4 guidance published by the International Accreditation Forum, introduced remote audits back in 2008, and while SPI did not offer it then, we did keep abreast of new technology which enabled some solutions a few years ago.

Through a range of safe and secure platforms and applications, we can deliver essential services both online and on-site, in accordance with accreditation and standard or scheme owner requirements. In addition, we have also trained and upskilled our consultant auditors globally to deliver the same quality of 5 Star Health & Safety Management System™ audit remotely, with the same value and outcomes as you would expect from an on-site visit.

Organisations that embraced the changes are already reaping the benefits. Some of our customers jumped straight into remote auditing and have since said how impressed they are with the amount of benefits it brings. Suddenly, auditor availability, double booked meeting rooms, and travel schedules are no longer the key drivers or challenges in planning and delivering a successful audit.

#### BENEFITS OF REMOTE AUDITING

Remote audits effectively removed geographical boundaries, minimised disruption for companies, and allowed more people to be involved, including sector and technical specialists based any-where the world.

Emirate Airlines and Emirate Flight Catering in Dubai can be assured that its systems are continuously monitored and improved during the pandemic, but now sees remote auditing as an efficient way forward longer term.

While some of our customers were understandably concerned about the quality of the service that comes with a remote audit, others wanted to know how it would work.

And I think that led them to express interest and give it a try.

#### RESISTANCE TO REMOTE AUDITING

Several of our customers were flexible and worked with us to reassess how the audit could be conducted offsite. They were reassured that the audit provided them with the same outcomes. They were the same clients who before the pandemic, would have used remote auditing as a last resort. In fact, they would often show resistance to the idea of not completing the audit face-to-face for fear of the digital process not being robust enough. Those companies were encouraged to assess how remote technologies could provide them with the assurance they needed for their business.

#### CONCLUSION

During a 5 Star audit, our customers quite rightly want to make sure they are doing everything they can to achieve a safe and healthy workplace and achieve a successful outcome, so the idea of experiencing that audit remotely could feel uncomfortable for someone who is used to completing them face-to-face.

But now that they have experienced the benefits of remote auditing, they are all encouraged to continue with it in the future, even once the pandemic has been eliminated.

**Unusual Times Demand Creative Solutions**



## So, you want to be a safety officer



Johan van der Merwe

So you want to be a safety officer/manager, call it what you want. Reality is that very few who start in this career actually stick around, unless they have the right attitude. Let me give you my take on this. It's up to you to agree or disagree. Safety is something that everyone thinks they are an expert at and can do the job better than the person who is assigned to do the job. Really?

Back to my statement "So you want to be a safety officer..." What happens when you leave school you, you need to pursue a career that will help you earn money. Most of us have aspirations to attend university, but the reality is that we are not all Einsteins or have the potential to become an engineer, doctor, etc. Dad then comes up with the solution, become a safety officer. We have this glamorous job at my workplace, where "the person just walks around and looks busy". All that is needed is a two-week course and you're set to change the world. Are you really ready? Do you know that the health and safety practitioner's job influences and impacts on and is part of everybody's actual job? Think about that!!!?

Gone are the days when a job is given to someone who one doesn't know what to do with it, or they look like the person who has too much unproductive time available.

#### IMPORTANCE OF UNDERSTANDING THE SAFETY OFFICER / MANAGER'S ROLE

Today the safety officer/manager is or should be one of the most important people in the organisation, especially now with the Covid-19 pandemic. Unfortunately, this is not the case in some organisations. Just look at how many employees in the health and safety field have lost their jobs during this Covid-19 pandemic period.

Safety has become as critical to companies, as ISO certifications which are often required by client businesses for their vendor registrations. However, often safety is "management's grudge buy requirement" and is filled by someone hidden somewhere who is seconded to a low-level position, and who is taken out when visitors come, or when management need to find a method to relieve their frustrations, while trying to dodge their legal responsibilities.

Hence my statement that everyone thinks they can do your job better than you, which may take the focus off their short comings.

The health and safety profession is not a career that facilitates a get rich quick scheme, it's a calling, a passion to make a difference to lives in the workplace and at home.

The "old school" safety practitioner will tell you it's hard work, long hours and every time the

phone rings in the middle of the night and someone is injured you feel that emotional pain.

#### TOSS-UP BETWEEN PRODUCTIVITY AND SAFETY

You will never please everyone and you will take a lot of criticism especially if you work for a company with the lame slogan "SAFETY IS OUR NUMBER ONE PRIORITY". We all know that is a lie, production is always first in any company.

In my twenty-seven odd years as a health and safety practitioner I have never heard a company ever say "SAFETY IS OUR THIRD PRIORITY", which in reality it usually is. However, priorities do change as the need arises. After a serious or fatal incident safety suddenly becomes the main focus for a short while. Once things settle down, safety disappears into hiding again.

#### HEALTH AND SAFETY DOESN'T END ON THE JOB

Everybody is the health and safety officer of their own lives, think about it!! When you wake up, you need to start assessing the risks around you:

- Are the kids safely away from the kitchen cooking risks?
- Is the house locked and the alarm on before I leave home?
- Have I got my Covid-19 mask and am I wearing it correctly?
- While travelling to work: Is my vehicle safe? Is the taxi that I travel in sanitised and ventilated, etc?
- Are the vehicle and the taxi tyres okay?
- Are any travel route intersections potential high-jacking hot spots?
- Was I Covid-19 screened when I arrived at work and am I keeping social distancing?

#### CONCLUSION

Health and safety can be a very exciting career for the person with the right mind-set and attitude. It is challenging and demanding but there is no glory. Success is not determined by statistics or the safety board. Workplace health and safety success is when the teamwork that you were/are part of creating adopts a safety culture that puts preserving lives as an important priority matter.

After reading this and you feel you could be part of this safety culture and you want to do it for the RIGHT reasons. Go for it!!!!

# The vaccine isn't your guarantee of safety



Burt Rodrigues CEO of Biodx

According to Burt Rodrigues, CEO of Biodx, "Vaccination remains a personal choice and if you are prepared to face the odds register and get vaccinated. It's better to be mentally healthy than not."

In a recent interview with the BBC Prof Karim was quoted as saying, "There's a mistaken belief by some countries that they can vaccinate their populations and they'll be safe. It simply isn't true!"

Until the entire world is successful in ridding their populations of the ever-mutating SARS-Cov-2 virus the pandemic will still be there.

## THE CAT AND MOUSE VACCINE GAME

According to Karim, "The longer it takes some countries to get the vaccines, the more danger of keeping the virus, not only alive but mutating, is a real threat to the entire world. By standing together it's in everyone's interests."

Around the world scientists, epidemiologists and virologists are still trying to analyse the 501Y.V2 variant against the current vaccines and antibodies in people infected earlier on.

## DOES THE VACCINE MEAN SAFETY FOR THE RECIPIENT?

In a recent WHO 'Science in Five' online talk, Dr Katherine O'Brien, Director of the Immunisation, Vaccines and Biologicals Department at the WHO answered several pertinent questions on people's immunity after they've had the vaccination.

## When does immunity kick in?

Right now we have two dose vaccines with a good immune response kicking in within two weeks of the first dose. After the second dose the immunity will get even stronger in a shorter period of time.

## How long does vaccination immunity last?

We still don't know how long immunity lasts

from these vaccines. We're currently tracking people who have received the vaccine to find out whether their immune response is durable and to see how long it lasts against the disease.

## After you've been vaccinated can you still infect others?

The clinical trials demonstrated that these vaccines protect people against the disease. What we don't know yet is whether or not they protect people from transmitting it to someone else, (even if the vaccinated person has no symptoms) which is a really important part of our understanding around what these vaccines do.

## Once we're vaccinated how long do we still need to take precautions?

Until we fully understand what vaccines can or can't do we definitely need to take precautions. In some countries there's very broad transmission and in others it's totally out of control. It's really going to depend on what communities and countries can do to really crush the virus and the transmission. In that way the vaccines can do their best job at preventing this disease. Right now we don't have evidence in certain areas, such as children for instance. So those age groups are going to continue to be at risk of both infection as well as transmitting to other people.

The other danger is simply not having enough vaccines to protect everyone. So we have to continue wearing masks, physical distancing, sanitising, handwashing and not gathering in big groups. Only time will tell how long this will go on. Once we get broad vaccination in the community and know more about what the vaccine can actually do to prevent infection, can we slowly start taking our foot off the pedal. But right now we just need to make sure this dreadful pandemic doesn't escalate again.



Innovation that Saves

# Schauenburg's Occupational Hygiene Solutions can Assist Mines with COVID-19 Compliance

## Thermal Imager

UTi165K

With a high-temperature alarm



## Body Infrared Thermometer

With a measuring distance of 5 - 15cm

## deconta Air Purifier

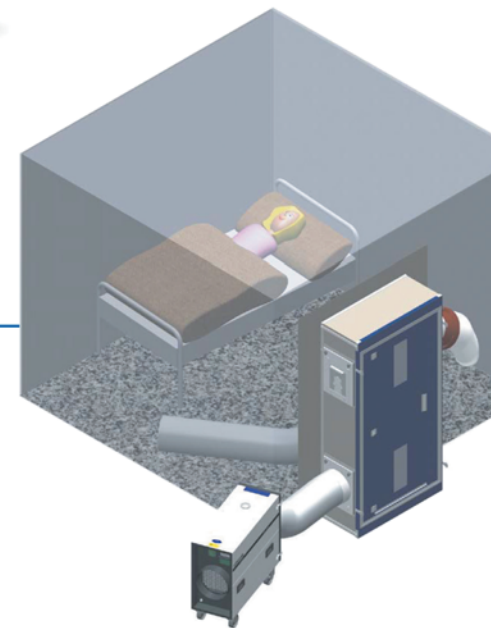
Smart Dec S50

Designed for the purification of atmospheric air and reliably remove aerosols, bacteria and viruses, including corona viruses.



## deconta Room Isolation Door

SMART-DOOR  
Transforms rooms into closed isolation/clean rooms, quickly and without structural changes.



## AI Social Distance Monitoring

Capacity Measurement

## Fever Scanning

with Facial Recognition for Access Control



## Person Tracing

Schauenburg offers the technology required to trace personnel who have been in proximity or contact with COVID-19 incidences

Schauenburg Systems (Pty) Ltd  
26 Spartan Road, Spartan Ext, 21 Kempton Park, 1619  
Tel: +27 (11) 974-0006 | Email: sales@schauenburg.co.za

www.schauenburg.co.za



A company of the SCHAUEBURG International Group

## Learning online: *Homeschooling for everyone*



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

As a realist, I believe there is nothing so bad that no good can come of it. 2020 has been etched in history as a year of upheaval whose impact will be felt by the next generation, at least.

Amidst the pain and uncertainty we've had to adapt and learned lessons to cope, all the while searching for a cure. Hindsight is 20/20, so courts will adjudicate the grievances, thankfully those sessions now take place online.

It's almost a year since I've been to my employer's premises, with my office and residence now intertwined. I'm paying for my office equipment, heating and cooling but things could be worse. Sharing the space with my pre-adolescent nephews is yet to prove a challenge. Even when my three year old son and his two cousins of similar age group join in - however brief the period before being whisked away - it is seldom an unwelcome distraction.

### TRANSITIONING TO HOME SCHOOLING

Having studied through the traditional schooling system, experiencing both strengths and weaknesses I was already looking elsewhere for my kids. It was not until we were confined to the house that homeschooling presented itself as the best option. In June last year our journey started as we officially pulled the children from their existing schools. The schools had already started to deliver content online which we appreciated, but that further reinforced the decision.

The commencement of the school calendar on time in the house this year, despite the postponement nationally and intimidations in some private schools, vindicated any doubts about the decision. It has been an arduous task to get to this point and anticipating further hard work going forward, but it's worth it.

The departure point was to realistically evaluate what traditional schooling provided and see if we could provide it at home.

Education is but one of many benefits of traditional schools, there is also;

- supervision while parents are at work,
- socialisation and group activities, and
- in some cases meals.

Compliance to COVID regulations was automatic with homeschooling but we looked at safety in a broader sense.

### SAFETY AND HEALTH CONCERNS

While having grandma at home has its benefits, one of the tradeoffs is the obligation to keep her safe by not bringing the virus from outside. The 15 km trip to school is relatively low risk but not having to undertake it is even better. Why mitigate



when elimination is a realistic option? I would have gladly traded long walks to school, only to be exposed to potential pathogens while cleaning the toilets on Fridays for homeschooling. Not having to travel has also endowed the boys with more free time, as this used to take 2 hours of their day.

Diet has also improved from the cold lunch boxes they took to school, to the healthy produce grown with their aid from the garden which is served warm.

### ADEQUATE SUPERVISION

Supervision was the next point. While I am physically available, I am working as well so my presence is far from enough. Extra supervisory assistance was even more important for a smooth transition considering the boys are adjusting to the new routine. Fortunately, I have a big household, between my sisters, mother and partner, everyone has turned teacher. The pre-COVID pandemic of unemployment that affects thousands of graduates turned out to be a benefit for the students who now have their aunt, an unemployed graduate as one of their teachers. Even when Visa had to part with her employment due to COVID concerns, after compensating for her income loss with the rental income, she now applies her time to the children's wellbeing. My partner, who still has to go to the office daily, avails her evening time to oversee progress. Having their grandmother and all aunts in the same household did not only save me trips to the Eastern Cape but ensured none of the children have ever been without family care.

### SOCIAL INTERACTION AND SPORTING ACTIVITIES

Physical activity comes courtesy of the morning walks with our dog at least three times a week before class. Apart from the social benefits of being with other children, engaging in physical exercise was another traditional school benefit we had to match.

They will be enrolled for sporting activities of their choice when it is safe to do so, karate has already proven a favourite. For now they have their hands full between the online classes, chores and helping grandma in the garden for their agricultural lessons.

Between the routine DIY that comes with living in a free-standing old house that's under perpetual construction, seldom has anyone showed restlessness or boredom out of having nothing to do. There's also the workshop we renovated last year. We produced the bookshelf in the home office amongst other items.

### LEARNING RESOURCES

The value proposition offered by Impaq for homeschoolers proved irresistible. Their offering is CAPS aligned and includes curriculum, student and teacher guides and material, online classes and so much more, from grade R to 12.

As an autodidact, finding educational resources has been the least challenge. Beyond the multitude of free academic resources, I maintain paid subscriptions to some libraries.

Content from The Great Courses through the affordable quarterly Plus membership has proven a hit.

Having to drive for about an hour daily before lockdown, the 120 kilometre roundtrip to work, I already found relief in audiobooks, the Audible, Audiobooks.com and Scribd. They kept me sane and are now at everyone's disposal.

While we are waiting for Elon Musk's Starlink to bring even more internet access to improve the world, the billionaire's donation to Khan Academy earlier this year is already enabling access to quality educational content worldwide for free!

Having waited until I was in tertiary to touch a computer, I decided my children would never wait that long. Consequently, my nephew got his first tablet in 2013 when he was 3 years. By the time he

had to attend school online he had no problems. The same approach has been applied to all the children in the family, and will continue with those that came after him. The fibre connection in the house provides seamless connectivity so that everyone can be online at will.

Last year Google finally bought Neverwear, the proprietor of Cloudready. This not only settled a question that has plagued me for almost a decade as per my June 2020 article but will lead to cheaper computing, as I alluded in the article. The number of educational apps that are freely available on the Android platform, at a quality that rivals and sometimes better-paid apps is also growing!

There are plenty of helpful guides on the Department of Education website, including the requisite forms one needs to complete for their notification. The applicable legislation and compliance requirements are also specified by the DoE website. The process is the same as transferring a child from one school to another so it is familiar to those that have changed schools.

First-year expenses to buy the hardware will offset most savings from switching to homeschooling, but most of them are once off. It is also important to note that having my family in the same household is a privilege one might not have, and must factor if someone to help will be paid.

Impaq's costs for the curriculum, classes and full online service suite hasn't reached 10 thousand rands per child, significantly cheaper than the cost of the previous traditional school.

There's no transport, uniform and other costs normally associated with traditional school. Savings will be directed towards ensuring not only the computer and office equipment is adequate but also go towards educational equipment and trips.

The last year has changed the way we live, most likely permanently. Despite all the bad, it could have been worse. Had a similar pandemic prompted similar actions in 1999 when I matriculated I would have been doomed with no options but to wait it out. In 2010 we would still be worse off, albeit a little less than 1999. While computers and cell-phones were gaining ubiquity at home, the former was still too expensive while the latter could do very little with the tiny screens.

Internet coverage has gradually increased with data prices going the opposite way since then. Most people have cell phones adequate screens for productivity and computers that they can afford to go online with.

Some ICT companies zero-rated online educational services which also eases the financial impact. More people have alternatives to safely continue their jobs and education.

Whether what we are going through is absolutely or relatively bad may continue to be debated but what won't be is that it could have been worse!



## Equipping gas inspectors



Safety and compliance is an ongoing necessity in the gas industry. Many gas-related accidents are a result of non-compliance and installations that do not conform to the approved gas regulations and standards. The proper regulation and inspection of gas installations is crucial, the Department of Employment and Labour (DEL) has appointed 500 inspectors across the provinces to assist in keeping the gas industry safe. The increased number of inspectors will ensure gas installations completed in South Africa have been inspected timeously and thoroughly.

The South African Qualifications and Certifications Committee of Gas (SAQCC Gas) is mandated by the DEL to ensure the gas industry operates as stipulated by the Pressure Equipment Regulations (PER). The primary object of the SAQCC Gas is to ensure both the end-user and the gas practitioner is safe, this includes ensuring all installations have been completed compliantly and safely. To properly equip the new inspectors, SAQCC Gas together with the DEL organised training for the inspectors, to assist them on what they should look for when they do inspections for the gas industry. Due to Covid-19, the training was held virtually from 2-5 November 2020 and attended by more than 100 inspectors.

The four associations that SAQCC Gas is made up of presented the training: The Southern African

Gas Association (SAGA), South African Refrigeration and Air Conditioning Contractors Association (SARACCA), Liquefied Petroleum Gas Safety Association of South Africa (LPGSASA), Southern African Compressed Gases Association (SACGA).

- **SAGA** covered natural gas, LNG and CNG in domestic, commercial, and industrial environments, including natural and liquefied gas thermo-processing as well as legislation and the regulatory framework (PER).
- **SARACCA** gave training on refrigerants commonly used, the phasing out of HCFCs and HFCs, and the aspects of safety in refrigeration equipment.
- **LPGSASA** shed light on different types of cylinders, illegal filling and the different grades of installers.
- **SAGCA** gave a presentation on gas cylinders, including the history and development of gas cylinders, cylinder filling, cylinder testing and other types of gas containers.

The inspectors were given checklists for each gas type to be used when conducting inspections.

The inspectors were impressed with the level of training they received which included technical information as well, and said that they are looking forward to the next session which will include practical inspections.

The objective of the training was to fully equip the inspectors to conduct thorough inspections and keep the gas industry safe and compliant.

"As an industry, we are excited about the increase in the number of inspectors. This will make a huge difference in the gas industry in terms of policing and enforcement".

## Refrigeration registration - *The process*



The refrigeration industry is growing. The South African Refrigeration & Air Conditioning Contractors Association (SARACCA) has recorded continuous growth with new companies entering the industry regularly.

As governed by the Pressure Equipment Regulations (PER), all refrigeration mechanics and installers must be trained and assessed by a Skills Development Provider (SDP) in the safe handling of refrigerants.

### THE PROCEDURE

SARACCA's Guide to Registration gives details on the registration process and requirements. There are the SDPs accredited by QCTO and recognised by SARACCA to provide learning programmes

aligned to the NQF standards, unit standards (which will be phased out by 2023), and qualifications. This recognition must be seen as an audit process of a quality system and the learning programme that is offered. It ensures that learning and assessments result in a nationally recognised formal qualification and competence in refrigeration and the safe handling of refrigerants.

Once certified by the SDP, the practitioner must apply for registration with the South African Qualifications and Certification Committee of Gas (SAQCC Gas) through SARACCA on the prescribed application form.

The registration is valid for 3 years after which the practitioner must apply for license renewal. A refresher course at a recognised SDP must be undertaken before applying for a renewal.

### SUBMITTING PRACTITIONERS' DETAILS

When the practitioner has completed the safe handling of refrigerants course and assessment, the accredited SDP is required to submit the details of

each practitioner to SARACCA for registration or renewal purposes.

SARACCA must receive this information to facilitate the registration process and to assist practitioners to be compliant with the Pressure Equipment Regulations.

### TIME LIMIT

From the date of the assessment, the time limit on registration is 6 months. This applies to both first-time applicants as well as renewal applicants.

If the applicant fails to register within these 6 months, they will have to re-do the full course or the refresher course.

The success of the refrigeration industry, and the practitioner's career growth are dependent on all industry players complying with the necessary regulations and standards.

Ensure your registration and license are up-to-date, visit <https://www.saracca.co.za> for a copy of the Guide to Registration.

## ERGONIZE© your workspaces!

Comply with the newly released Ergonomic Regulations

OCCUMED cc Ergonizing© workspaces for 20 years

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

Occumed cc will assist your organization with compliance to the newly promulgated Ergonomics Regulations

- Identify specific risk areas to employees through risk assessments
- Ergonomic training programmes to limit risks to workers
- Link risks to medical surveillance programmes

**Call Dr Claire Deacon for a quotation on 0836585390 or mail at [claire@occumed.co.za](mailto:claire@occumed.co.za) / [claire@cd-a.co.za](mailto:claire@cd-a.co.za)**

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

**Ergonize© your workspace today!**

## ARE YOU MEETING ALL OCCUPATIONAL AND ENVIRONMENTAL CHALLENGES?

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

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

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

PREVENTION IS BETTER THAN CURE!

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

# SAIOH President's Message



Hennie Van Der Westhuizen  
SAIOH President  
MSc Occupational Hygiene: University of Greenwich  
PhD Environmental Health (Occupational Hygiene): Catholic University of Leuven and CPUT

As the incoming president of SAIOH from January 2021, I stepped into the big shoes of Norman Khoza. Fortunately, Norman's personality and skills will not be lost to us as he will continue to serve on the SAIOH National Council in the position of the immediate past president. A change in the SAIOH constitution, which was ratified at the annual general meeting in 2020, now specifies a two-year term of office for presidents, as from 2021. Therefore, my tenure, and those of my fellow Council members (see Table 1), will be for two years. I look forward to serving with them to focus our experience, knowledge, and skills towards growing and strengthening SAIOH, and serving our members and our profession.

COVID-19 negatively affected the attainment of some goals which were set for 2020 and the future remains uncertain. However, planning, backed by contingency planning, is being put into place to address the affected issues, such as marketing and the Annual National Conference. A face-to-face scientific conference is planned for October this year (in Cape Town) and, in addition, regional workshops/ seminars are currently being considered. More information regarding these events will be disseminated through the course of the year.

Operational matters will be dealt with in the usual manner. The only difference is that there is a shift towards the electronic execution of activities, where possible. Matters on the horizon that require mentioning are the finalisation of the improved oral examination procedures and the fine-tuning of the quality management system.

Occupational hygiene is an integral part of the interdisciplinary specialist team in Occupational

Health and Safety (OHS), locally and internationally. SAIOH champions occupational hygiene and supports the combined OHS effort by honouring, liaising with, and entering into memorandums of agreement with bodies that represent the various disciplines. Credit needs to go to our members, as their professional conduct puts the stamp on the principles that SAIOH advocates.

Throughout all our operations, the administrative staff are key to the success of our endeavours. We thank and honour them for their integrity, loyalty, and dedication.

As we venture into the new year, with as many possibilities as there are challenges, I know that we, as the occupational hygiene community, will persist and strive to protect our fellow workers and communities.

## SAIOH STRATEGY

Nico Potgieter: SAIOH marketing and communication  
e-mail: n.potgieter@dundeeprecious.com

Following the SAIOH Council's Strategic Workshops and input from members, we look forward to implementing the short-/medium-term strategy.

### Strategic objectives include:

- to maintain and ensure SAIOH's relevance in creating workplaces free of health risks, in the African context;
- to embrace the application and use of 4IR and digital technologies in occupational hygiene practice;
- to preserve professionalism and ethical professional practice amongst occupational hygiene practitioners;

Table 1. SAIOH National Council and Key Management, 2021

Title	Name	Portfolio	Contact Details
Dr	Hennie Van Der Westhuizen	President	Hennievwest@gmail.com
Mr	Norman Khosa	Past President	NormanK@nepad.org
Ms	Naadiya Nadasen	Vice President	naadiya@apexenviro.co.za
Ms	Karen Du Preez	PCC Chair	KarenD@nioh.ac.za
Mr	Andrew Dickson	PCC Vice Chair	andrewd@geoenv.co.za
Mr	Nico Potgieter	Council Member (Marketing and Communications)	n.potgieter@dundeeprecious.com
Mr	Deon Swanepoel	Council Member (Technical)	deon@d-oh.co.za
Mr	Moses Mokone	Council Member (Branches)	MosesM@nioh.ac.za
Prof	Cas Badenhorst	Co-opted Member	cas.badenhorst@angloamerican.com
Mr	Jaco Pieterse	Co-opted Member	Jaco.Pieterse@gijima.com
Mr	Deon Jansen Van Vuuren	General Manager	deon.jvuuren@gmail.com
Ms	Kate Smart	Chief Administrative Officer	info@saioh.co.za
Ms	Lee Doolan	PCC Administrator	lee@saioh.co.za



- to develop and build the SAIOH brand in the African context, locally and abroad;
- to contribute to improving training and continuous development of the occupational hygiene profession in the African context;
- to provide and maintain good governance and administrative practices within SAIOH.

## SAIOH ACTIVITIES

Nico Potgieter: SAIOH marketing and communication  
e-mail: n.potgieter@dundeeprecious.com

Kate Smart: SAIOH chief administrative officer  
e-mail: info@saioh.co.za

## SAIOH Webinars and Conferences

Based on the successful webinars in 2020, SAIOH will again host webinars on topical and technical aspects during 2021.

Dates and topics will be communicated to members, using the relevant platforms.

Members can look forward to virtual mini-conferences this year, which will be hosted by the various SAIOH branches. Keep an eye open for communications from SAIOH or your branch chair.

COVID-19 permitting, SAIOH will host its annual scientific conference from 26 to 29 October 2021, in Cape Town.

Venues, topics, and presenters will be confirmed as arrangements are made and will be communicated to our members. We wish the organising committee well in this endeavour!

## We welcome inputs

The SAIOH Council invites ideas and suggestions on topics for the upcoming webinars, regional conference and our annual conference.

If you have any suggestions or contributions in this regard, please e-mail them to our President at [president@saioh.co.za](mailto:president@saioh.co.za) or to the Chief Administrator at [info@saioh.co.za](mailto:info@saioh.co.za).

## COUNCIL ACTIVITIES

Council members are eager to start their work with renewed energy, following the holiday period.

For 2021, some of the following key initiatives will be driven:

- Ethics training and awareness webinars.
- Additional Position and Technical Papers.
- Revamping of the SAIOH website, to make it more interactive.
- Marketing of SAIOH and occupational hygiene to schools and universities.

SAIOH will continue liaising with its sister organisations, governmental departments and other key stakeholders, to further the occupational hygiene profession. SAIOH will furthermore continue exploring novel ways, and improve existing means, to add value to its members.

## MAKE YOUR MARK

The SAIOH Council invites topics and the establishment of working groups for technical papers, from its members.

If you have any suggestions or contributions in this regard, please e-mail them to our President at [president@saioh.co.za](mailto:president@saioh.co.za) or to the Chief Administrator at [info@saioh.co.za](mailto:info@saioh.co.za).

## FROM THE PROFESSIONAL CERTIFICATION COMMITTEE (PCC)

Lee Doolan: SAIOH PCC administrator  
e-mail: [lee@saioh.co.za](mailto:lee@saioh.co.za)

Deon Jansen van Vuuren: SAIOH general manager  
e-mail: [deon.jvuuren@gmail.com](mailto:deon.jvuuren@gmail.com)

## SAIOH PCC registration assessment and meeting dates, 2021

We urge all prospective members, as well as current members wishing to attain certification at the next level, to familiarise themselves with the assessment dates in Table 3, as well as associated fees in Table 4.

For all assessment matters, please visit the SAIOH website (<https://www.saioh.co.za>) or contact Lee Doolan, PCC Administrative Officer, at [lee@saioh.co.za](mailto:lee@saioh.co.za).

The 2021 certification assessment and PCC meeting dates are also available on the SAIOH website (<https://www.saioh.co.za>), or on request from the PCC administration.

Table 2: SAIOH National Council and Management Meetings, 2021

Thursday, 28 January	SAIOH Management Board Meeting
Thursday, 11 February	SAIOH Strategy Meeting
Friday, 19 February	SAIOH Council Meeting
Monday, 15 March	SAIOH Management Board Meeting
Monday, 12 April	SAIOH Management Board Meeting
Friday, 07 May	SAIOH Council Meeting
Monday, 07 June	SAIOH Management Board Meeting
Monday, 26 July	SAIOH Management Board Meeting
Friday, 20 August	SAIOH Council Meeting
Monday, 13 September	SAIOH Management Board Meeting
Monday, 04 October	SAIOH Management Board Meeting
Monday, 08 November	SAIOH Management Board Meeting
Tuesday, 30 November	SAIOH Council Meeting

**ASSESSMENT OUTCOMES, 2020**

The PCC completed three certification assessments in 2020. After the first quarter's written assessments, using SAIOH facilities, the final two written assessment sessions were completed online. All oral assessments were held via virtual platforms. In 2021, all assessments will be online until

conditions allow otherwise.

A lot of time and energy was spent on developing the online electronic written assessments, including ironing out some glitches, and making access and usage easier. The team working on the new oral assessment formats is making progress and should reach the halfway mark early in 2021.

Table 3. Important PCC dates, 2021

Assessment/meeting	Closing date for applications and payments for application and evaluation	Final date for all assessment payments	Assessment date
Written assessments	29 January	19 February	12 March
PCC ExCo meeting	26 March		
PCC meeting / oral assessments	23 April		
Written Assessments	14 May	4 June	25 June
PCC ExCo meeting	2 July		
PCC meeting / oral assessments	30 July		
Written assessments	6 August	27 August	17 September
PCC ExCo	1 October		
PCC meeting / oral assessments	15 October		
Written assessments (universities)	November		

Table 4. SAIOH assessment, membership, and other fees, 2021

SAIOH Fees 2021	Excl VAT	Incl VAT
<b>Membership</b>		
Certified Members	R1,832.30	R2,107.15
Non-Certified Members	R1,099.38	R1,264.29
Pro Rata - July 2021 (6 months)	R 916.15	R1,053.57
Pro Rata - November 2021 (2 months)	R 305.38	R 351.19
Organisational Members	R3,118.50	R3,586.28
<b>RTP</b>		
Application Fee	R1,969.23	R2,264.62
Renewal Fee	R 623.70	R 717.26
W201 – Course: assessment	R 924.00	R1,062.60
<b>Certification</b>		
Application Fee	R 383.91	R 441.49
Assessment Fee Assistants (W201)	R 924.00	R1,062.60
Assessment Fee Technologists/ Hygienists 1050.20	R1,207.73	
University Students Application	R 661.31	R 760.51
Remark / one-on-one review	R 668.62	R 768.91
<b>Advertising</b>		
SAIOH e-mail System*	374.15	430.27

\* for advertisements/notifications sent via the SAIOH e-mail system  
RTP: recognised training provider; W201: Fundamentals of Occupational Hygiene module

Table 5. Written and oral assessment results, as of December 2020

WRITTEN ASSESSMENT RESULTS					
Certification Categories	Assessed	Passed	Failed	Pass Rate % 2020	Pass Rate % 2019
OH Assistants *	150	111	39	74%	88%
OH Technologists	49	31	18	63%	58%
Occ. Hygienists	45	15	30	33%	54%
<b>TOTAL</b>	<b>244</b>	<b>157</b>	<b>87</b>	<b>64%</b>	<b>81%</b>
FINAL ASSESSMENT RESULTS - WRITTEN AND ORAL					
Certification Categories	Assessed	Passed	Failed	Pass Rate % 2020	Pass Rate % 2019
OH Assistants *	ROHAs do not do oral assessments				
OH Technologists	41	27	14	66%	58%
Occ. Hygienists	16	12	4	75%	88%
<b>TOTAL</b>	<b>207</b>	<b>150</b>	<b>57</b>	<b>73%</b>	<b>84%</b>

\* includes members writing OHTA W201 exams through the RTPs (ROHA)

**2020 ASSESSMENT STATISTICS**

The number of written assessments for registered occupational hygiene assistants (ROHAs) was exceptionally low for 2020 (i.e. down 40% from 2019). However, the numbers of assessments for registered occupational hygiene technologists (ROHTs) and registered occupational hygienists (ROHs) were higher than in 2019.

Regrettably, the ROH written and oral assessment pass rates were again low (i.e. lower than in 2019), but the ROHT written and oral assessment pass rates improved from 2019.

Table 5 summarises the results for written oral and final assessments.

The column 'Oral assessment' results are also the final assessment outcomes, and these members will now be certified at the respective levels.

With the exception of ROHAs who are exempt from oral assessments, the ROHTs and ROHs must pass the written assessment (65% and 70%, respectively) before qualifying to sit for their final/oral assessments (the same pass rates are required).

All ROHA assessments now comprise of the Occupational Hygiene Training Association's (OHTA's) W201 (Fundamentals of Occupational Hygiene module) questionnaires.

We congratulate all our members who passed their assessments and wish them the best in their professional development journey! All the candidates who passed were certified and registered at the respective levels, as per the SAIOH PCC established processes. We encourage those who did not pass to persevere and to seek mentors through SAIOH's mentorship programme to assist them in their development. Lee Doolan, the PCC administrator, can be contacted in this regard.

**OCCUPATIONAL HYGIENE SKILLS FORUM**

The Occupational Hygiene Skills Forum (OHSF), a sub-committee of the PCC, was busy in the latter part of 2020.

Activities included:

- developing the application (requirements and forms) and the evaluation (criteria and matrix) for training organisations that wish to become SAIOH recognised training providers (RTPs) in any occupational hygiene skill set or course; and
- developing criteria and formats for the evaluation of the tertiary institutions' occupational hygiene qualifications (meeting the PCC's 50% occupational hygiene content requirement).

As soon as the above activities are completed, they will be incorporated into the SAIOH Quality Management System (QMS) and be available on the SAIOH Web site ([www.saioh.co.za](http://www.saioh.co.za)).

**HAVE YOUR SAY**

The SAIOH Council invites and welcomes your feedback on how this communication is helping you as a SAIOH member, and how we can improve.

If you have any suggestions, inputs, or contributions, please e-mail them to our president at [President@saioh.co.za](mailto:President@saioh.co.za) or to the Chief Administrator at [info@saioh.co.za](mailto:info@saioh.co.za).





# Are you using a **SAPEMA Member** for your PPE requirements?

During this unprecedented time of Covid-19, many have jumped onto the PPE band wagon in order to survive. Their only knowledge of PPE, is their ability to trade.

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

**Your Protection is Our Priority!**

For more information, contact SAPEMA on 063-442-9935 or [info@sapema.org](mailto:info@sapema.org).



Southern African Protective  
Equipment Marketing Association

[www.sapema.org](http://www.sapema.org)