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Formerly known as National Safety
March/April 2020 - Volume 80 Number 2

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Editor:	Debbie Myer
Production Editor:	Lindsay Myer
Chairman:	George Browne
Vice Chairman:	Leighton Bennett
Marketing & Subscriptions:	Maureen Schwegmann
Admin Manager:	Bruce Schwegmann
Committee members:	Leighton Bennett
	George Browne
	Sankie Greyling
	Wensley Misrole
	Wellington Mudenha
	Debbie Myer
	Steward Shapiro
	Salatso Mdeni
	Fabian Buckley

Subscriptions / Administration / Marketing / Promotions
 3 Kwartel Street Vorna Valley, PO Box 321 Halfway House 1685
 Tel: + 27 11 701-5054 Fax: 086 684 2664
 E-mail: admin@safety1st.co.za

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

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Editor's comment

As COVID-19 continues its rampant spread throughout the world, and we learn to adapt to this alternate universe where we find ourselves, so the OSH practitioner needs to learn about their new rules and responsibilities in this changed world of work.

As lockdowns begin easing, and businesses start opening their doors again, the role of the OSH professional will come under the spotlight. In this issue we provide guidelines on how to prepare the workplace for the pandemic. A risk assessment for COVID-19 will have to be done and new controls introduced - if employees fall ill at work, the workplace may have to be closed while disinfection takes place. Or if measures are not in place, the authorities may be called in to do an inspection resulting in temporary closure. The OSH practitioner has probably never previously played such a critical role towards ensuring business continuity.

Even after a cure for the virus has been found, or a vaccination has been successfully tested and administered around the world, or the virus simply burns itself out through herd immunity, there are a lot of principles that will stay in place. It is hoped that many of the lessons learned such as strict hygiene controls, will become part of our future.

Failure to practice social distancing or regular hand washing could result in an uncontrolled spread of the virus. Even under normal circumstances, these habits could help to decrease the spread of the influenza virus and the common cold which will reduce absenteeism in the workplace.

BEHAVIOUR BASED SAFETY

The successful roll-out of the BeSafe Coaching Programme on behavioural change at Linde Engineering, making it one of the safest company to work for is impressive and worth reading about.

CASE STUDY

Our case study in this issue comes from AIDS activist Ntombwe Mpamba who is the oldest person born with HIV still alive in Africa.

ERGONOMICS SOCIETY OF SOUTH AFRICA

We welcome the Ergonomics Society of South Africa as a supporting organisation of AFRICAN OS&H.

In this issue our readers will learn about the new Ergonomics Regulations that were gazetted on the 6th of December 2019, as well as getting ergonomic tips for the home office.

MIDDLE EAST SECTION

Due to our recognition as a leading magazine on the continent, we were approached to include a regular section from the Middle East. This will give us an increased distribution of the magazine and publishing of articles of interest from the region.

Debbie Myer

bolle
SAFETY



Our vision has no limits.

KARAM Africa is the proud distributor of Bollé safety eyewear in Southern Africa. Our eyewear provides protection against: Impact and Dust; Light and Heat; and Chemical Exposure. We provide eyewear into the following sectors: Construction; Manufacturing; Automotive; and Healthcare.

TRACKER SPECTACLES

Ultra-comfortable and technical, TRACKER provides protection from all mechanical risks and also chemical risks making it unique in the safety glasses range.

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- Removable foam reinforcement with indirect ventilation
- Lower protection
- Removable adjustable strap
- Side ventilation



SLAM SPECTACLES

Ultra-trendy, stylish and easy-to-wear. The SLAM model provides protection at all times while offering unbeatable comfort.

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Compact, lightweight and extremely comfortable thanks to its modular TPR frame, the ATOM offers enhanced protection. Use: safety goggles or face shield.

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- Fits over prescription glasses
- Adjustable strap
- Ball-Pivot



KARAM

A guide to working safer and easier in confined spaces

Globally approximately 2.1 million workers enter and work inside a confined space every year.

The following statistics related to working in confined spaces are alarming:

- Only 15 percent of those involved in confined space incidences are trained to work in them.
- Among teams involved in incidents, none have a rescue plan.
- 60 percent of those who suffer fatalities in confined spaces are rescuers who attempt to bring a team member to safety.
- Perhaps most shockingly, 85 percent of confined spaces incidents occur in the presence of supervisors.

Working in confined spaces without suitable equipment and PPE is hazardous. Tripods help workers safely enter, work inside, and ascend from confined spaces. Without a tripod, workers face difficulties while descending and ascending from confined spaces.



KARAM Industries manufactures the PN 800 (DP) model of Tripods that help workers safely enter, work inside, and ascend from confined spaces.

WHAT IS A TRIPOD?

A tripod is a structure with three legs; hence the name "Tripod".

When workers are required to work in confined spaces that don't have overhead anchors, tripods create the overhead anchors.

Workers connected by cables to the anchors can safely descend into, work inside, and ascend from confined spaces.

The circumference of the access point of the confined space must first be measured before installing the tripod. The tripod is then positioned above the access point. Its topmost point, where its three legs converge and where the tripods anchor point must be directly above the confined spaces access point.



Tripod Over Access Point

When installed, the diameter of the circumference made internally by the legs of the PN 800 (DP) is 1.5 meters. The width of the circumference made externally by the legs of the PN 800 (DP) is 1.88 meters.

WHY ARE TRIPODS NECESSARY?

Tripods are necessary for confined space work. Firstly, workers must be lowered from an anchor point. Such an anchor point must be above the access point because if it were level with the access point, ascending the space would be very difficult.

Secondly, when workers enter confined spaces, they become exposed to many hazards which include poisonous gasses and shortage of oxygen in the space, and the real possibility that a confined space may erupt in an explosion. Other risks involve drowning and falling.

HOW TRIPODS ARE USED

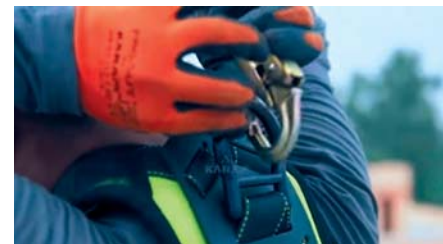
At the anchor point of a tripod is a pulley system. Two cables are installed through the pulley system and connected to a harness worn by the worker entering the confined space.



PN 800 (DP) Pulley Systems atop Tripod



Ventral D-Ring



Dorsal D-Ring

The cable with a winch hook is attached to the ventral D-Ring which is on the front of the harness worn by the worker. The cable with the retrieval block hook is attached to the dorsal D-ring which is at the back of the harness worn by the worker. Workers can be lowered and lifted from confined spaces using a winch, but a block can only arrest falls and lift workers - it cannot lower workers into confined spaces.

When only a winch is mounted on a PN 800 (DP), the worker entering a confined space must also be equipped with a fall arrest system to prevent freefall. The fall arrest system is needed because a winch cannot arrest falls. On the PN 800 (DP) the PN 187 Winch is used with the PN 800 (44) Mounting Bracket.

Blocks secure workers against falls by tightening the cable attached to the worker's harness. If a worker enters freefall, the block immediately tightens the line connected to him - halting his freefall. On the PN 800

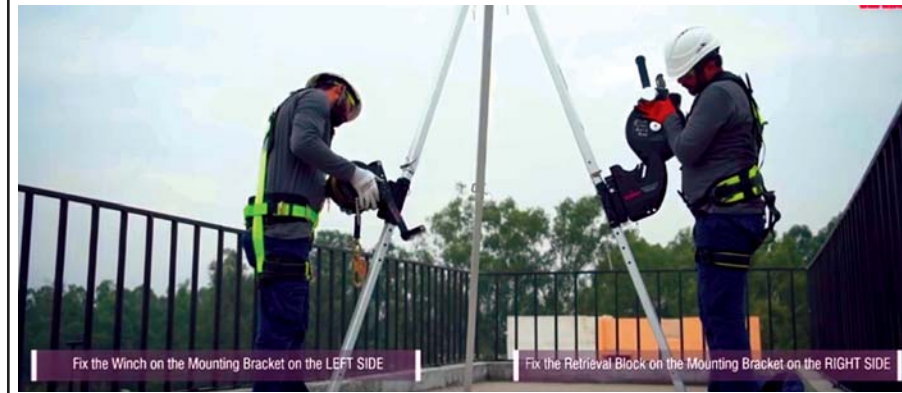


Image of Winch (L) and Block (R) Installation on PN 800 (DP)

(DP) the PCGS 30R Block is mounted using the PN 800 (45) mounting bracket.

Working inside confined spaces, workers often remove the cable connecting them to the winch because it may prove a hindrance. However, they remain connected with the block via a cable. If such a worker suffers a fall, his drop will be arrested immediately by the cable connected to the block. The worker's co-workers at the access point of the confined space can then put the block on "Winch mode" and lift him to safety.



Workers Fall Arrested by Block

INSTALLING A TRIPOD VERTICALLY

A tripod can be installed vertically or horizontally.



Tripod Legs Being Opened

To install a tripod vertically, its three legs must be opened so that the tripod stands. Once standing, its legs are locked using two pins which are inserted into holes at the top of the tripod. After the pins are inserted, the tripod's three legs remain open and locked. The tripod is now standing firmly on its three legs.



Pins Being Inserted into Holes atop Tripod

The length of the tripod's legs should be increased or shortened if required. Once the tripod's legs are at the length needed, their height is fixed by inserting pins in the legs of the tripod. Next, before installing the winch and block's mounting brackets, the tripod's wheels must be locked to prevent it from moving.

The PN 800 (44) and PN 800 (45) Mounting Brackets are installed to secure the PN 187 Winch and the PSGS 30R Block respectively. They are mounted on two separate legs of the mounting bracket. Once the mounting blocks are installed, the winch and block effortlessly fall into place inside them and must be secured using pins.



Footrests Being Installed

Once the winch and block are secure, two footrests must be secured on the tripod's legs using pins. Following the installation of the footrests, the cables of the winch and block must be extracted and dropped over the top of the tripod. Stepping on the footrests makes this easy. After this step, the two cables become suspended at the centre of the tripod's body.



Cables Being Extracted from Winch and Block

Once these steps are complete, the tripods wheels can be unlocked and it can be placed over the entrance to the confined space. The suspended cables can then be connected to the harness worn by the worker. Subsequently, he can safely enter and work in a confined space.



Worker Being Lowered into Confined Space

The PN 800 (DP) meets European Norms (EN), the worlds' most stringent manufacturing standards.

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KARAM

Nomex® Comfort

Innovative comfort, proven protection

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DuPont™ Nomex® Comfort

There is growing industry awareness about the importance of how a garment will perform not only at the moment of heat or fire exposure, but in those vital seconds just after exposure when an employee needs to escape from the emergency. Is the garment still intact so it continues to offer protection? Is it flexible enough that in a moment of crisis, an employee still has mobility to quickly escape heat and flames?

Nomex® Comfort Delivers Superior Performance

Tests have been conducted to gauge the level of fabric integrity and flexibility remaining in fabrics after testing using the industry standard thermal manikin test ASTM F1930.

As shown in these photos, the test manikin was dressed in a 7 oz/yd² non-inherent (flame-retardant treated) FRT 88/12 cotton/nylon blend shirt paired with DuPont Nomex® Comfort 6 oz/yd² inherent pants. Both garments were received new and then washed and dried in one home laundering cycle using AATCC 135 industry recommended wash and dry procedures.

The clothing was exposed to test standard 2 calories/cm² of heat energy for 3 seconds. Both the shirt and pants that were tested are commercially available certified garments. Test data shows that both garments would be well below the maximum total predicted burn injury (TPBI) percent required for a certified garment.

After exposure, the garments were very carefully removed from the test manikin to minimize damage to the fabrics. What the body burn test report does not show, but what is clearly evident in these photos, is that the non-inherent treated shirt became brittle and broke into fragments. In sharp contrast, other than a color change, the Nomex® Comfort pants were still durable and flexible enough to crumple into a ball multiple times and stayed fully intact with no breaks, holes or tears.

Choose Nomex® Comfort fabric for durability and flexibility to help protect workers in those critical seconds of escape after a flash fire or arc flash.



Test manikin before exposure



Non-inherent fabric flakes and disintegrates



Nomex® Comfort has no holes, breaks or tears



Nomex® Comfort stays flexible and pliable



DUPONT
Nomex

**Looking for flame-resistant apparel or protection against electric arc hazards?
For more information on our most complete and suitable solutions,
Please visit our online selector tool SafeSPEC™.**



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Chairman's report



by Deleane Luzzatto,
Chairman SAPEMA



Who would have thought we would be sitting through a National Lockdown due to a Global pandemic in 2020?

I must say for most of us, it feels like we are living in a real life sci-fi movie directed by Steven Spielberg. Not sure who would be up for best male or female actor in this film though.

However, for the better part it has given us time to pause, catch our breath and redirect our energies.

On the topic of redirecting energies, SAPEMA has set out on a path to do things a little different than it has in the past.

INAUGURAL BUSINESS BREAKFAST

For those of you who might not know, SAPEMA made a little history of its own by holding its first successful business breakfast towards the end of 2019. With just over 90 attendees, and a very interactive audience, it is clear that SAPEMA is moving in the right direction by engaging with its members in this manner.

The agenda was jam packed with great topics which included an introduction to professional body registration by Neels Nortje, CEO of SAIOSH; The importance of the occupational hygienist in recommending the appropriate PPE by Deon Janse Van Vuuren, SAIOH General Manager, and then the main topic and guest speaker, which had everyone glued to their chairs, was on legal liability with specific reference to the duties of employers and manufacturers related to PPE by Advocate Raynard Looch.

He covered the nitty gritty of Section 8 - General Duties of Employers to Employees; Section 10 - General duties of manufacturers regarding articles and substances for use at work of the OSH Act. And then finally went over the General Safety Regulation 2 - personal safety equipment and facilities.

The overall feedback from everyone that attended was when was the next one that they could sign up for!

PROFESSIONAL BODY ACCREDITATION BY SAQA

Off the back of the business breakfast presentation by Neels Nortje of SAIOSH, with the introduction and mechanics of an accredited professional body brings us to another point that SAPEMA is looking at doing things differently.

SAPEMA's Exco is investigating the parameters of becoming a professional body accredited by SAQA. This is a project that will not just happen overnight and will take the efforts of SAPEMA and its members to get off the ground.

So the question we have been asked is why would SAPEMA even want to look into this?

We all know far too well, that our industry is riddled with fly-by-night traders of PPE, who do not care for standards and specifications and their only barrier to entry into the PPE industry is their ability to trade.

The questions we ask is

- 1) How do we ensure that the resellers / distributors are supplying quality items of PPE complying with recognised safety standards? And, are they competent to sell the PPE item?
- 2) How do we ensure that both end-users and their companies know that they are purchasing the correct compliant product for the right application through a credible and competent reseller/distributor.

The list of questions go on and on, however by us at least investigating this option, we are able to ascertain where our short comings in this industry are and gives us the ability to start the process of uplifting and educating this sector by making sure that only quality compliant PPE items being distributed by compliant distributors / resellers. This is long overdue.

PPE CATEGORY FORUM MEETING

Another point of doing things differently, was SAPEMA's first PPE Category Forum meeting, which appropriate to our present circumstances was the respiratory forum meeting held on the 10th of March in Johannesburg.

With there being so much happening in the different categories of PPE, it is always hard to cover and share this information in our regular regional meetings.

By creating a forum for the various categories, it allows for specifics relating to that category to be unpacked, debated and shared whether its about SABS standards to NRCS or changes to international standards.

This platform will assist us in keeping our members engaged, up to speed and informed about what is happening in that specific PPE category.

The SAPEMA Respiratory Forum is now led by Rani Naidoo of 3M, with Julian Delpoort of

Hazmat and Jaco Combrink of 3M supporting her as the 2nd in lead positions of this Forum.

The scope of what the Respiratory Forum will cover are:

- Role of SABS -TC1194/SC04
- SANS Standards/EN Standards
- NRCS V.C. document

- SAPEMA respiratory handbook and training manual
- Formation of workgroups.

And then we then we went into lockdown and another game changer was placed in front of SAPEMA.

Website: www.sapema.org

SAPEMA and its involvement with COVID-19

SAPEMA being the governing body for PPE were approached by Business for South Africa (BSA) asking for our assistance by putting them in touch with our members who are either local manufacturers, importers or distributors of essential PPE items.

We had already sent out a number of requests to our members asking for confirmation if they were open and had stock of any of these items before we were contacted.

So with the COVID-19 crisis and stock both being moving targets, we reconfirmed with our members and were able to assist BSA with a list of our available members who were able to assist the cause.

BSA has established a health workgroup, whose core mandate is to support the national response, including that of government and the private healthcare sector, in their efforts to combat the COVID-19 pandemic in South Africa.

The workgroup is chaired by Stavros Nicolaou and involves a large number of volunteer leaders from the healthcare and broader business sectors, many of whom are working full time on this issue.

BSA is coordinating emergency procurement of medical equipment on behalf of the newly established solidarity fund.

SAPEMA will continue to assist BSA with whatever we can in terms of PPE, whether it includes continuing to keep our members up-to-date on developments with the health workgroup or through guidance on standards and / or specifications on PPE items.

Another problem is the availability of counterfeit PPE such as masks which have infiltrated the market, giving SAPEMA members additional responsibilities to try and expose them.

The debate over the usage of masks continues. Cotton masks which are now being recommended for use by the general public are actually not considered PPE - although they are being referred to as PPE. It is important that these cotton masks are not used in the workplace under the misleading information that they have protective properties. Employees must be given the correct masks for their type of work with the correct protection properties. It remains important that N95 masks are not abused by the public or general industry, but rather left for use by medical practitioners and healthcare workers.

In terms of pausing, taking a breath and redirecting energies, I hope that when we someday look back at this point in time, we will know why COVID-19 had to happen.

Counterfeit PPE

The infiltration of counterfeit PPE during this pandemic has increased at an alarming rate. The end-user is advised to be extra vigilant as the protection qualities of these products are now under the spotlight.

Companies like 3M are committed to do everything possible to help combat this fraudulent, price gouging, and counterfeit activity. 3M has warned that this includes people and companies fraudulently representing themselves as being affiliated with 3M and therefore giving the impression that they are selling authentic 3M products. In reality they may be selling counterfeit products falsely claimed to be from the manufacturer at grossly inflated prices.

PPE must only be bought from authorised dealers and suppliers of manufacturers to ensure that only authentic products are bought.

If in doubt, contact the manufacturer to check the authenticity of the product being purchased.



INNOVATION

INTRODUCING THE DROMEX ARC RANGE

After many years of consulting with experts, testing fabric combinations and working with world leading testing facilities, we are proud to bring the Dromex ARC range of workwear and PPE to the global stage.

Dromex is committed to developing quality products, that effectively mitigate risk, which extends to our specialist offering – specifically our ARC range which has been designed to reduce the risks associated with hazardous industries, where 2nd and 3rd degree burns can occur.

Our ARC workwear is manufactured locally using our customised Dromex A.P.T™ (Arc Protection Technologies) fabric and is certified to the highest local and international standards.

Each garment is rated to varying degrees for specific environments and conditions and our ARC range includes a number of styles and accessories for various industries.

Dromex ARC workwear and PPE is suitable during any work with or within the facility of industrial electrical panels, switch rooms, substations and utilities power generators.

THE SAFETY IS IN THE DETAIL

When it comes to safety, the smallest detail can make a difference. Through extensive research & development, and testing, we've created an ARC range that's every bit as comfortable and practical as it is safe:

- Inherent flame-retardant thread
- Triple needle stitched seams
- Transfer print & embroidery logos
- Flame-retardant Velcro
- Double needle stitched FR reflective tape

MEETING THE HIGHEST STANDARDS

Dromex believes in uncompromising safety, so we've insisted that the integrity of our specialist ARC range also passes the most stringent garment tests in addition to the fabric tests.

We're proud to be associated with the leading standards authorities locally and internationally enabling us to produce certified ARC workwear. These standards include:

- IEC 61482-1-1 • IEC 61482-1-2 • NFPA 70E • NFPA 2112
- SANS 724 • ASTM 71959 • ASTM F2621-12
- EN 11611:2015 • EN 11612:2015 • EN 61482-1-2:2014



At Dromex we believe that employees are entitled to maximum protection and that employers should never have to compromise on the quality of protective equipment they supply their staff.

Our ARC range ensures that we deliver on that promise.



FOR THOSE WHO WORK BEYOND THE ORDINARY

The specialised Dromex ARC range has been designed and tested by our team of experts at world-leading facilities ensuring that each garment meets the highest international standards.

We believe that all employees are entitled to maximum protection without compromise. And we make sure you always get it.





uvex UV400

100% UV protection.
100% safety.
100% uvex.

uvex eyewear - 100% safe



HARMFUL BLUE LIGHT IS REDUCED

UV400 minimises the thermal impact on cells (10 times greater in the 380–400 nm range), which can damage and alter the cell structure. uvex UV400 reduces the aggressive blue light content (HEV)—which is equally harmful to the retina—by 15%. uvex safety eyewear therefore guarantees effective UV protection at all times and helps to prevent long-term damage to the eye, such as degeneration of the retina, cataracts or complete loss of sight. uvex UV400 represents an important contribution to ensuring responsible health and safety practices for every industrial company.

LOOK FOR YOURSELF!

Stay tuned. Stay safe.
Your uvex South Africa team.

uvex

UVEX Safety South Africa (Pty) Ltd

uvex safety (Durban)
Phone: +27 (31) 569 6780
E-Mail: info@uvex.co.za
uvex safety (Pretoria)
Phone: +27 (12) 345 6656
E-Mail: safety@uvex.co.za

www.uvex.co.za

When working outdoors or in brightly lit production halls, UV radiation places a great deal of strain on our eyes during everyday work. This is why all uvex safety eyewear is equipped with uvex UV400 as standard. This high level of UV protection provides significantly greater safety than the current industry standard.

Most people associate UV radiation with skin damage - only 7 percent associate it with potential damage to the health of their eyes. Next to the skin, the eyes are the organ most susceptible to damage from UV rays. Even when the sky is cloudy, sunlight puts additional strain on the eye. In enclosed spaces, artificial UV light and blue light (such as that emitted by LED lamps) pose a risk to the health of our eyes.

100% OF UVA RADIATION FILTERED OUT

The World Health Organization (WHO) recommends UV protection up to 400nm. However, many goggles and safety eyewear only guarantee the industry standard (EN166/170), which requires protection up to 380nm. Recent studies show that this is not enough. Although 100% is protected from UV radiation, these safety goggles and spectacles only partially protect against the similarly dangerous long wavelength radiation (UVA). This is why all uvex safety eyewear - whether spectacles or goggles - is equipped with uvex UV400 as standard, meaning that 100 percent of UVA rays are filtered out. By comparison, UV380 lenses only filter out 80 percent.

Back to work after lockdown - guidelines for the OSH practitioner

The OSH professional is at the forefront of managing the COVID-19 virus. Businesses under supervision of the OSH professional will need to set up a core task team responsible for managing all COVID-19 issues in the workplace. This team will need to keep up-to-date with the latest developments and changes on the virus at all times. They will need to communicate these to management timeously and train and educate employees on protection measures.

A risk assessment for COVID-19 will need to be done to make sure that all additional safety and health protocols to control the virus are in place before the workplace opens again.

Business continuity is important when re-opening the economy. It will be detrimental to the economy and employees if workplaces have to shut down again because they didn't effectively manage to control the spread of COVID-19 amongst their workforce.

The responsibility to keep the workforce safe so that operations can continue without interruption will fall on the COVID-19 task team. If the workplace is found to have COVID-19 positive employees, it may have to cease operations temporarily while the workplace is sanitised.

Employees should report the company to the necessary authorities if procedures are not followed adequately - it is in their interest both financially as well as for the health of themselves and their families to do this.

DAILY SCREENING OF ALL EMPLOYEES

- Rigid screening of employees must take place every day before they enter the workplace. This will be the most effective way to control the spread of the virus within the workplace.
- Temperatures must be measured.
- Employees must advise if a member of their family is ill, or if they have been in contact with someone who has been tested positive.
- Employees must advise if they are displaying symptoms of COVID-19 - such as fever, cough, or shortness of breath. They must not be allowed in the workplace if they are displaying these symptoms, but sent home to self-isolate or seek medical care.

DAILY ENTRY CONTROLS AT THE WORKPLACE

- Place doormats sprayed with disinfectant or household bleach at all doorways and entrances and make sure that everyone entering the premises walks over them. Shoes can be contaminated from infected droplets that fall on the ground.
- Masks must be provided for employees and visitors at entrances, and hands must be

washed thoroughly before putting these on.

- Hand washing/sanitising must be enforced at all entrances and exits.
- Doors should be automated where possible, both at the entrance and throughout the workplace.

HEALTH OF EMPLOYEES

- Educate employees about the importance of maintaining a healthy lifestyle to boost their immunity which includes a balanced diet, regular exercise and adequate sleep.
- Encourage employees not to smoke and to avoid alcohol and explain the reasons for this.
- Particular attention must be given to employees with reduced immune systems, including those who are HIV positive, diabetics, cancer, heart or lung complaints and other chronic diseases etc.

REASONS FOR CORRECT HAND WASHING

- Keep hands clean at all times: Studies have shown that people touch their faces an average of 30 times an hour. If the virus is on your hands you can infect yourself by touching your eyes, mouth or nose.
- The use of soap for handwashing is particularly effective because it reduces the presence of the virus.
- Proper hand drying reduces the microbial load and therefore the transmission of the virus. Disposable paper towels are the most effective and hygienic method. Avoid air dryers which increase the dispersion of particles. Cloth towels are used by multiple people and therefore become a source of transfer of the virus.

CORRECT USAGE OF MASKS

- Many employees aren't used to wearing masks and may push them below their chins or noses. This must not be allowed. They must be taught how to don and doff masks and how to use them properly.
- Only approved masks with the correct protection levels must be supplied to employees. Extra care must be taken to avoid purchasing counterfeit masks which may not be as effective as those from the original manufacturers.
- Cotton masks must not be used in the

workplace under the misleading information that they have protective properties. Employees must be given the correct masks for their type of work with the correct protection properties. For example cleaning staff may need different masks to office workers.

- It is important that N95 masks must only be used by medical practitioners and healthcare workers and not by general industry or office workers.

IMPROVE THE VENTILATION SYSTEM

- Increase ventilation rates and the percentage of outdoor air that circulates into the system.
- Keep windows open for fresh air - recycled air can help spread the virus.
- Use fans and exhaust fans.
- Fresh air inlet of an air conditioner should be set to the maximum level.

ETIQUETTE AND HYGIENE CONTROLS

- Employees must be trained in respiratory, sneezing and coughing etiquette and other hygiene controls, such as coughing into elbows, or sneezing into a tissue and immediately disposing of it into a dustbin.
- Provide tissues and no-touch disposal receptacles.
- Hand sanitising practices must be in force for employees, customers, and worksite visitors.
- Provide soap and water in the workplace wherever possible for hand washing. Or multiple hand sanitising stations with alcohol-based hand sanitiser that is at least 70% alcohol.
- Soap and water should still be chosen over hand sanitiser. Adequate supplies of soap and hand sanitisers must be maintained.
- Provide disposable paper towels for drying hands.
- Display posters that encourage and educate hand hygiene and other hygiene practices at entrances and any other visible areas.
- Discourage handshaking and other methods of contact.
- Long finger nails can be receptacles for the virus, therefore they must be cut short.

ROUTINE CLEANING AND DISINFECTION

- Clean and disinfect all surfaces in the workplace frequently, such as workstations, keyboards, telephones, handrails, and doorknobs with a detergent or soap and water or a disinfection agent.

- Discourage employees from using other workers' phones, desks, offices, or other work tools and equipment. Or if necessary, clean and disinfect them before and after use.
- Provide disposable wipes so that commonly used surfaces such as doorknobs, keyboards, remote controls, desks, other work tools and equipment can be wiped down by employees before each use. Only use wipes that meet the specific criteria for use against the COVID-19 virus.
- Clean and disinfect public toilets regularly.
- Pour water into drain outlets and U-shaped water traps at least once a week.
- Make sure there are no blockages in drains or pipes.
- Garbage bins must be emptied frequently throughout the day.

MEETINGS AND GATHERINGS

- Consider whether a physical meeting is necessary or if it can be held rather via video-conferencing or teleconferencing.
- Avoid large gatherings and postpone non-essential meetings or events that can only occur in-person until the virus is under control.
- In the event that a physical meeting or gathering is necessary, try and hold them in the open or well-ventilated spaces where the participants can social distance.

POLICIES OF SOCIAL DISTANCING

- Advise employees to maintain distances (approximately 2 metres) from others in breakrooms, cafeterias and toilets, or even queues to enter the workplace.
- Implement flexible work hours, staggered shifts or working at home to enable additional work space for social distancing.
- Increase physical space between employees with workstations that are at least 2 metres apart.
- Increase physical space between employees and customers by introducing drive throughs and partitions.
- Deliver services remotely through phone, video, or web.
- Deliver products through curbside pick-up or delivery.
- Avoid gatherings during lunch and tea breaks. Employees must spread out and not eat at the same tables in the cafeteria. Create a roster with flexible lunch times to avoid crowding.

EDUCATION AND TRAINING

- Display educational posters at entrances, common walkways, in bathrooms, above wash stations.
- Posters should cover reasons for hand washing, social distancing, instructions on correct donning and doffing of masks.
- Information leaflets can be distributed to employees at entrances.
- A staff member should be identified who will go around the workplace to educate employees, while taking social distancing practices into place.
- A staff member should be identified to monitor that all employees are following all new regulations.
- Physical training can take place, but only to small groups of employees at a time, and make sure that they are at least 2 metres apart.

WORKING FROM HOME

- Encourage employees to work from home if the nature of their work permits.
- Advise employees on the best ergonomic practices while working from home - how to set-up a proper work station, instead of working from bed or a couch.
- Assist them with internet and other costs.
- Flexible work hours may include partial working from home and will give more space for spreading out workstations.
- Working from home often means less moving around, so regular stretching and exercises must be done to keep fit.

TRAVEL ADVICE

- Some employees have to travel as part of their employment. Always check the latest guidelines and recommendations for each country to which they will travel.
- Employees must check themselves for symptoms of COVID-19 (i.e., fever, cough, or shortness of breath) before travelling and notify their supervisor and stay home if they are displaying any of these symptoms.
- Employees who become sick while away on travel must notify their supervisor and promptly call a healthcare provider for advice.
- Sick employees must follow company policy for obtaining medical care or contact a healthcare provider or overseas medical assistance company to assist them with finding an appropriate healthcare provider in that country.

PERSONS SUSPECTED / CONFIRMED TO HAVE COVID-19

- If an employee is suspected or confirmed to have COVID-19 they must be sent home immediately to self-isolate or seek medical advice.
- Employees who they came into contact with must be monitored.
- All cleaning and disinfection guidelines around their workspace and movements must be followed.
- Disinfectant cleaners must wear the appropriate PPE - hazmat suits, surgical masks gloves, goggles, face shields etc.

SICK LEAVE AND SUPPORTIVE POLICIES

- Sick leave policies should be flexible and consistent with public health guidance and employees must be aware of and understand these policies.
- Flexible policies must be considered that will permit employees to stay home to care for a sick family member, or to take care of children due to school and childcare closures.
- Consider giving advances on future sick leave and allowing employees to donate sick leave to each other.
- Companies should consider implementing non-punitive "emergency sick leave" policies.
- Employers should not insist on a positive COVID-19 test result or a healthcare provider's note for employees who are sick, to either validate their illness, qualify for sick leave, or to return to work. Facilities may not be able to provide such documentation at short notice.

FLEXIBLE HUMAN RESOURCES PRACTICES

- Company policies must make sure that all practices are consistent with public health recommendations and country regulations.
- Employees must be assisted with applying for employee assistance programmes and community resources as needed.
- Employees may need social services and emotional support, for example, to cope with the death of a loved one, or the stress of looking after a sick family member.

ABSENTEEISM IN THE WORKPLACE

- Determine how you will operate if absenteeism spikes due to sick employees or those who stay home to care for sick family members, and those who stay home to care for their children if schools are in shutdown.

- Implement plans to continue your essential business functions.
- Prepare to institute flexible workplace and leave policies.
- Cross-train employees to perform essential functions so the workplace can operate even if key employees are absent.

CORRECT USE OF PPE

- PPE should be purchased according to the risk assessment and includes items such as gloves, aprons, masks, face/eye protection, coveralls.
- Manufacturers instructions must be followed on cleaning and care of PPE.
- The required PPE depends on the nature of the business and function of the employee.
- Incorrect use of PPE can put yourself, your colleagues, family and friends at risk.
- The virus lives longer on plastics than cloth, so if not used and disposed of correctly, they can become vessels for spreading the disease.
- PPE must be correctly fitted, taking into account body impairments, facial hair for masks and different body shapes.
- PPE must be easily accessible for usage.
- Always adhere to expiry dates.
- Must be changed and disposed of correctly if fear that they have been contaminated.
- Some PPE may be reused after cleaning.
- Follow instructions for donning and doffing which must always be done with clean hands.

CHEMICAL AGENTS

- Chemicals are vital for disinfecting surfaces and hands and are being used more now than ever before.
- Chemicals are mostly hazardous and are corrosive, toxic or irritants and can be dangerous when entering the body through inhaling, swallowing or by contact with the skin. If not used correctly or if instructions on the proper usage, protection and mixing are not followed, accidents can happen.
- Employers must provide appropriate precautionary and protective measures and give related safety training in their use and storage.
- Sodium Hypochlorite - liquid bleach - is the most widely used disinfectant, sterilising and bleaching agent. If dilution is necessary, instructions must be followed.
- Ethyl Alcohol or Isopropyl Alcohol is also recommended but is inflammatory so must be stored safely. Manufacturer's instructions

of dilution percentages for different surfaces must be followed carefully.

- Some disinfectants can lead to dry skin and irritation, so the correct gloves must be used when handling.
- It must be remembered that chemicals may alter the properties of rubber gloves.

SAFE STORAGE OF CHEMICALS

- Most companies will have to buy special disinfectant chemicals during the crisis. Manufacturers instructions on spillage, usage, disposal and storage must be followed.
- Do not eat, make food, drink or smoke in the workspace where chemicals are stored.
- Keep the passageway clear where the chemicals are stored.
- Containers must be properly labelled and securely covered and stored in dry, cool and well-ventilated areas.
- Use the appropriate PPE when handling.
- Understand all emergency and first aid measures for chemical spillages/mishandling.
- Hands, arms and face must be cleaned immediately after handling chemicals.

PUBLIC TRANSPORT

- Employers must provide alcohol-based hand sanitisers and masks for all their employees who take public transport.
- Windows inside public vehicles must be kept open at all times even during winter.
- Drivers must clean and disinfect the inside and outside of the vehicles according to instructions from the authorities - handles, push buttons, seats, handrails, safety belts and buckles - in between all departures.
- If the driver notices someone displaying COVID-19 symptoms, that person should not be allowed into the vehicle, rather be encouraged to seek medical advice.

BUSINESS CONTINUITY

- Business continuity is important for the future of the economy.
- Be prepared to change your business practices if needed to maintain critical operations - for example, identify alternative suppliers, prioritise existing customers, or temporarily suspend some of your operations.

A well executed risk assessment can be the difference between a company having to close down for disinfecting due to spread of the virus through infected personnel, or continuity of the business throughout the pandemic.

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250ml	R70.47	50 units	R3 523.50
500ml	R90.13	30 units	R2 703.90
5L	R466.80	4 units	R1 867.20



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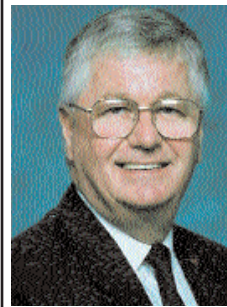
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Key elements of an effective document control system



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

In this article, I will provide insight into the requirements of an effective document control system. It is important to remember that no two documents are alike. For instance, a job description has different people and steps involved in review and approval, than a work instruction or engineering specification.

1. DIFFERENT SYSTEMS

A document control system designed around best practices will allow you to configure dedicated workflows for different document types and customise the entire document cycle. A flexible solution lets you build the document control system around your processes, rather than having to adapt your processes to a piece of software.

Comprehensive (QMS) and or HS&E management software can provide added benefits that include:

- **Flexibility:** A configurable system that matches the look and feel of your organisation's other systems makes a huge difference in terms of getting people to use the software system.
- **Ease of use:** A user-friendly interface is an important aspect of productivity and user adoption, simplifying quality and HS&E operations.
- **Best practices:** A QMS or HS&E management system with built-in best practices streamlines other business processes and workflows, including training, audits and corrective action.

2. ABILITY TO CONFIGURE METADATA

Another critical aspect of document control is the ability to segment metadata, or high-level

information that describes each document. Examples of metadata include information on a document's:

3. INTEGRATION

Tools that can "talk" to each other and external systems facilitate collaboration and help uncover process gaps and break down departmental silos. Department owner Priority level Related ISO elements.

4. REVIEW OF RULES

Intelligent business rules for review and approval metadata is important for tasks like categorising, reporting, searching and filtering documents.

A system that lets you customise metadata based on document type, allows you to create custom fields, categories, keywords and more. These configurable forms are essential to optimising your document control system to meet your organisation's unique needs.

Integration with Microsoft Office: A good document control system isn't just one that lets you check in and check out documents. You also need a controlled process for review, approval and distribution according to the workflow you've configured for the specific document type.

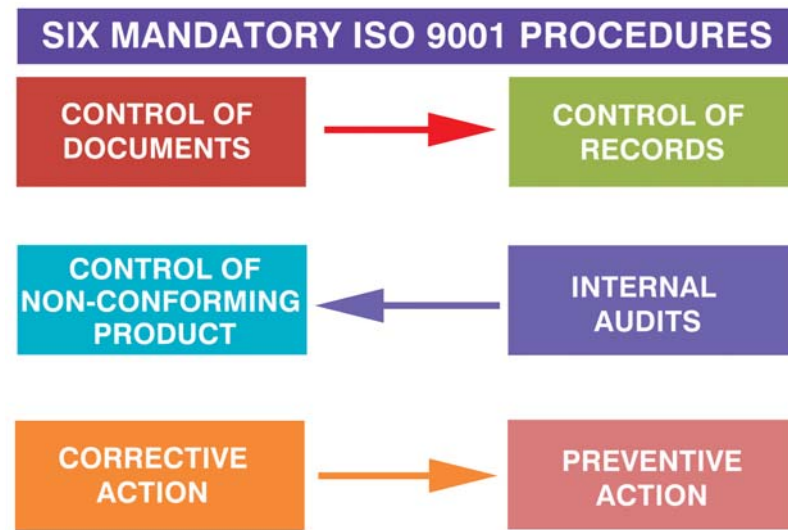
Flexible routing options are a necessity, as are intelligent business rules that eliminate inefficiencies and bottlenecks in the process. What specifically should you look for?

Word, Excel and PowerPoint are the standard for creating documents in most companies today. That's why you want to look for a document control system that works well with Microsoft Office.

When these systems are integrated, any changes you make in a document control form will sync with the Word file (and vice versa) while preserving metadata. This linkage ensures consistency among files, so you don't have to deal with costly and time-consuming versioning errors.

A good document control system isn't just one that lets you check in and check out documents. You also need a controlled process for review, approval and distribution according to the workflow you've configured for the specific document type.

- Delegation rules send documents to a designated alternate when the responsible party is out of the office.
- Escalation rules send reminders for impending due dates, and notify supervisors



of overdue documents and conditional routing options for more complex business processes

- Sequential routing sends documents to people in a specific order.
- Parallel routing sends documents to a group all at once, with the option for more detailed rules like moving the document forward if three out of five people approve it.

5. INTEGRATION WITH EMPLOYEE TRAINING

Critical to any document control system is the ability to train your workforce on changes to documents like procedures and specifications.

During document creation or revision, you should be able to specify the type of training associated with the document and link new requirements to the employee training system. Manual tracking and training leaves room for error.

A flexible document control system integrated with employee training lets you automatically "Define who needs training for each document; Update employee training records; Create and track post-training test results".

Some companies put documents in a holding pattern before releasing them, allowing employees to undergo training while documents are awaiting release. This process ensures employees are knowledgeable about the new document when it goes live.

Some systems even allow you to create tests to verify that people understand the updates.

6. CHANGE REQUEST AND REVISION CONTROL

Given the inevitable changes that you'll need to make to documents, change request and revision control both need their own customised workflows.

These processes are all about driving consistency, efficiency and control to ensure that nobody can make unauthorised changes.

New documents replace old ones and previous documents are held until the new one is released. You can make global changes to multiple documents, instead of having to waste time on individual change requests.

7. INTEGRATED REPORTING CAPABILITIES

When your organisation has a lot of documents and associated data within its system, you need flexible tools that help you visualise, streamline and share that data.

The ability to filter documents based on metadata is only one crucial aspect. Built-in reporting engines that let you create ad-hoc or scheduled reports on the health of the document control system are also important. Not only does this keep people on track with

overdue documents, it simplifies the details so you can focus on the strategic priorities that matter most.

Mobility matters

With the increased prevalence of mobile devices in the workplace, many QMS applications now offer mobile document control capabilities. What are some of the advantages of using mobile document control software?

Mobile review and approval: The ability to review documents on the go lets you make changes, approve and distribute documents more efficiently.

Quick views of system reports: Mobile dashboards allow you to quickly identify and overview documents or other issues that you need to address.

Access to records in the field: Mobile apps let you retrieve specifications, design documents or procedures when you're not in front of a computer.

8. INTUITIVE FILTERING AND DATA SECURITY

Data and document security are fundamental to compliance and process excellence. You need to make sure that only appropriate levels of personnel can access, approve review and make necessary revisions to key documents or groups

By making documents available on a need to know basis, you can be sure that your team is working efficiently, safely and securely, even in multi-site organisations.

Key takeaways

The document control system is a central hub for the information that drives your quality health, safety and environmental management system.

It is the foundation for compliance and provides a single source of truth for the policies, practices and regulations behind your QMS and HS&E initiatives.

An effective document control system:

- Intelligently automates review and approval processes
 - Links documents and records into flexible workflows based on best practices
 - Integrates document control with training and change management to streamline processes
 - Improves visibility while protecting the security of sensitive documents.
- Backed by an integrated QMS, these capabilities deliver a powerful platform for process excellence, unleashing new opportunities to drive your business forward.

My life with HIV



Ntimbwe Mpamba is a 37 year old vibrant HIV Activist who is the oldest person born with HIV still alive in Africa. The youngest in a family of 5, he was the only sibling born HIV Positive, although he only found this out when he was 23 years old. Ntimbwe wants to make a difference in people's lives.

I was born in Zambia the youngest of 5 siblings. At the age of 4 my mother started giving me vitamins, I didn't understand why I was the only child who was getting them, but my mom told me they were sweets because I was a super-hero ... and I loved super hero cartoons. All in all I had a normal childhood - I was crushed by a car, accidentally hit by flying shot-put, fell from a tall mango tree. These incidents all made me feel as though I was a super-hero.

It never occurred to me that I was the only sick child. I didn't really see myself as being ill, even though I spent a lot of time in hospital which I enjoyed because I got to choose my own food.

We then went to live in South Africa. But, during 1995, my father got Meningitis. Not knowing what it was, he didn't take it seriously because he thought it was a just a phase in life. It didn't take much time before the grave called his name - a part of me was torn apart.

We returned to Zambia where I struggled to settle down because I felt like a foreigner which took a toll on my health. First pneumonia, followed by tuberculosis and then herpes managed to sneak in. These three illnesses were dealt with individually - I didn't see the connection. My mother, my pillar of strength just kept feeding me the vitamins.

Although I missed a lot of school, my mother fortunately was able to give me schooling at home which helped me keep up, and I still came out in the top three of the class.

In 2003 I left home to study at university, but started to enjoy the company of friends who had a bad influence and my health took a turn for the worst.

A year later, in 2004, my mom suffered from a tuberculosis relapse and didn't make it. I had to leave university and was sent back to South Africa to live with my siblings.

I soon started having a lot of problems with my eyes - I first lost 3/4 vision in my left eye, it did recover but soon afterwards I lost sight in my right eye from herpes or shingles. Again it recovered and I got back 88% of my eyesight.

It was at this point that some members of my family finally made me aware of my HIV status. An HIV test was done in January 2005 and the result was positive. I was told that I had been born with HIV and that the family had decided to keep it a secret.

I wasn't really shocked at first - having lived my whole life with all kinds of illnesses and

having spent a considerable amount of time in hospitals. Nor was I concerned. My assumption was that it was a disease just like all the others I had suffered so it would have its duration and then leave my body. The reality finally sunk in after being informed that my CD4 count was 36 and viral load 135,324.

The ARV world became a member of my life. My body responded well to the drugs, and my health got a massive boost.

The first few years of living with this knowledge were the most difficult. Until I was about 30 I questioned where I went wrong or why me? I was angry. Of course no-one could give me the answers. I thought I knew better and started playing around with the medication - I decided to take it at my own time and not regularly as instructed. The virus didn't waste time to fight back and I soon became resistant to the drugs. I was sent to five different specialists. My CD4 count had dropped from 490 to 8. I was very ill and weak. I was referred to a government hospital where research was conducted on me to try and keep me alive. Luckily I responded well and I gained my health back.

I realised it was time to change my negative attitude and apply my mother's wise advice to my life - "that the only thing that can defeat you is your inner voice".

I started to philosophise - if this is what my life was going to be, how was I going to put it to positive use.

When I was at a college in Zambia, I had been such a happy person that people used to ask me what I smoked, sniffed or drank. Even after hearing that I was HIV, my positive attitude continued and people thought that I was happy because I had been given a second chance. This attitude helped me live again.

I told myself that I would share my story on every media platform. I wanted to help people. Learning I was HIV was a major crisis to me. HIV was still a taboo - people didn't understand it. HIV positive people were still being quarantined - you had your own plate, your own blanket, you couldn't touch other people's plates.

While my family were mostly understanding and supportive and knew how to deal with me, the people from the community did not understand HIV and started to avoid me. I always knew when they were talking about me, because they would suddenly stop talking or change the subject when I approached.

By not telling me my status, my mother had tried to shield me from all of this - it was such a good cover-up that I didn't stop and try to understand why I was treated differently to my siblings. It was only once I was told about my status that I understood why people had been treating me like that.

According to WHO statistics, I am the oldest person born with HIV still alive in Africa. Emboldened with this information, I realised that I need to help other people. I had learned my lesson. My goals changed to be an inspiration to the young and other victims of HIV. I also became involved with helping young children deal with different emotions related to rejection, bad health and struggling families. If I could do it, so could they.

I am now an HIV activist - I teach people how to adapt to life with the virus. The most important piece of advice that I give is - DON'T CHEAT! You can cheat on antibiotics - but you can't cheat on ARVs. You are married to your medication, they come before every other relationship in your life. Without them your life will be a circus. HIV is manageable. Obey the manual - eat right, exercise and have the right mindset.

Although there is now a lot of awareness and understanding about HIV - it still carries a stigma. There are still people who live in denial and won't find out their status - they think they

go to the gym regularly so they can't have the virus. Or they live in a wealthy suburb - so it's impossible that they are HIV positive.

Denial is real and many times I had tried to run away from the situation and ignore the reality of the disease. The saying goes - what you don't know won't kill you but in reality what you don't know will kill you faster than you know.

From the time that I learned to accept my situation, I realised that my goal would be to reshape the face of HIV especially for children born with HIV.

Today anything is possible and nothing can stop you if your spirit wills. Remember life is a straight road that has no stop sign, no corners ... just pit stops

Everyone deserves a fair chance!!!!

HIV AND COVID-19

We are going through difficult times with the COVID-19 pandemic, my advice to all HIV sufferers, is to please make sure that your immune system is up-to-date, this is most important. Remember the virus behaves like TB or pneumonia, it looks for opportunities to take a portion of your body.

The risk for people with HIV getting sick is greatest in people with a low CD4 cell count and people not on HIV treatment.

Should a construction manager be physically present on-site at all times



Louis is a practising attorney specialising in safety, environmental (SHE) and corporate legal compliance and is currently employed at Higgs Attorneys in Randburg.

Regulation 8 (1) of the Construction Regulations requires a principal contractor to appoint a full-time construction manager to manage construction work on a single site.

The construction manager is required to be competent and is responsible for the management of the physical construction processes and the coordination, administration and management of resources on a construction site.

The new Construction Regulations introduced the definition of construction site as meaning "a work place where construction work is being performed".

The appointment of a construction manager is a mandatory appointment and he or she is not allowed to manage any construction work on, or in any construction site other than the site in respect of which he or she has been appointed.

A question which often arises in whether a

construction manager must be physically present on site at all times?

Regulation 8(1) requires that an alternate be appointed "in the absence" of the construction manager. From this it is evident that an alternate must be appointed when the construction manager is "absent". The Construction Regulations do not have a definition for "absent" or "absence" and the Oxford English Dictionary definition of "absence" (non-attendance, non-appearance, truancy) provide no further clarity on when an alternate appointment will be required.

From a practicality standpoint, it is not possible for a construction manager to be on site 24 hours a day, seven days a week.

When the language of an act is not clear or concise, there are certain principles in the presumptions of statutory interpretations which may be followed.

One of these principles are that the legislator “does not intend unfair, unjust or unreasonable results to flow from its enactments” (JR de Ville, Constitutional and Statutory Interpretation (2002) at 164 167); Le Roux and Colyn, Construction Regulations (2014), at 28).

“Absence” should be interpreted with what is “reasonably practicable” in each and every instance.

What is reasonable practicable can be derived from, amongst others:

- Type of construction work;

- Identified hazards and risks;
- Length of absence.

From the abovementioned it would seem that the construction manager may be away from the construction site for a reasonable amount of time, taking into consideration what is not unfair, unjust or unreasonable.

The requirement to appoint an alternate will as such vary from site-to-site, and day-to-day, dependant on the severity of risks and hazards identified.

My observations on the use of PPE



Kumbirai Christopher Buyanga is the Chief Executive Officer of CAD. He is passionate about looking after the safety and health of employees across the African continent.

I have travelled to several countries in Southern Africa marketing and expanding my business of selling and distributing Personal Protective Equipment (PPE). These countries include Mozambique, Botswana, Zimbabwe, South Africa and Zambia just to name a few.

Having started off purely as a business venture, safety and health has grown on me and become a part of who I am. I believe that it is a calling to be in the business of safety and health. Whether you work as a safety inspector, provide safety training, sell PPE, supervise or manage employee’s safety or audit safety and health systems, you have to hold safety and health in high regard and have a passion for the profession.

On my journeys, I have encountered some of the most difficult people you could ever imagine. Employers and managers that have a total disregard of safety and health. On the other hand, I have worked with some incredible people that will go above and beyond to ensure the safety and health of their staff. I learn a lot from all of my experiences and never take anything for-granted.

The first thing I do whenever I am waiting to meet customers or potential customers, is to observe the safety and health practices that the organisation has in place. You can tell whether or not you will make the sale or grow your business by simply having a look at whether or not the staff members at your customer wear hard hats, overalls, gloves, ear muffs etc. as they walk to their workstations or operate the different machinery on site.

A few companies have stood out a cut above the rest for me. I enjoy seeing managers, non-production staff and contractors also observe the same safety and health practices demanded of other employees within the facility. Just

seeing that alone is a clear sign of management’s commitment to ensuring that they look after the safety and health of everyone who works or visits their organisation.

The clients automatically assume that I merely want to make money - a perception that I can’t change immediately. I therefore start by providing my customers or potential customers with information about our company and why we do what we do. This includes our vision for safe and healthy workers, our mission and values.

After this brief introduction, I get to do what I enjoy the most which is marketing and demonstrating the PPE solutions which we sell and distribute. You see, I have learnt never to cheat our customers. I sell a reputable, tested, calibrated and international brand. As a distributor, I am held to account in the same way as the manufacturer. I therefore sell a portfolio of safety and health PPE and equipment which I am confident would look after my own safety and health were I to be exposed to the same workplace hazards and risks that employees are faced with on a daily environment in their respective workplaces.

I demonstrate the safety and health benefits that the products I sell and distribute provide over the cost savings. I do not believe that you can put a price to the safety and health of employees. My staff members have also bought into my vision and are also aware that as a company we never look for cheap alternatives to safety if they compromise the safety of the very people that we want to protect.

It was never easy to create a reputable brand, but I thank my customers for seeing us for who we really are and buying into our shared vision of helping to look after the safety and health of their employees.

Know if a patient is intoxicated before medical treatment can proceed



By Rhys Evans, Managing Director of ALCO-Safe

“When a patient has been in a motor vehicle accident, it can be difficult to assess whether they are under the influence of alcohol or suffering from the effects of a medical complaint such as a concussion. If a patient is under the influence of alcohol their treatment is affected, as certain pain medications interact with alcohol, which aggravates their sedative effect. In addition, an intoxicated patient is treated in a different patient category as someone who is not capable of making sound decisions on their own, similarly to children or those with mental disabilities,” explains Xander Loubser, Paramedic at BestCare.

DANGERS OF ANAESTHETISING INTOXICATED PATIENTS

In addition, putting an intoxicated person under anaesthetic can be dangerous, as there is a risk of them aspirating the contents of their stomach. Doctors have to very carefully weigh up the risk of operating versus the risk of waiting for the results of a blood test to come back.

If an operation is deemed necessary immediately, all parties involved need to sign off approval owing to the fact that there would be no chance of survival otherwise.

There is also the chance that the patient is not intoxicated at all and is suffering from some other condition causing confusion, slurring and other symptoms similar to those experienced by a person under the influence. In these cases, waiting for the results of the blood test, only for them to come back negative, will be detrimental to patient care.

BREATHALYSERS - THE BEST SOLUTION

“Blood tests for alcohol intoxication take time to produce results, and in the meantime patients

may not be receiving the care they require. In addition, there is a cost involved and a constant argument over who is required to carry these costs, especially if the results come back negative.

“The answer is fortunately a simple one,” says Rhys Evans, Managing Director at ALCO-Safe.

“A breathalyser test which not only gives a ‘yes’ or ‘no’ reading but also the actual level of intoxication can be an invaluable tool in the ER and on ambulances.

“They are purchased as a once off cost, rather than an ongoing expense, and can easily be used to check all patients and obtain an instant result. Patients can therefore be given the most appropriate level of care instantly without additional time delay and expense,” he adds.

BREATHALYSERS - EFFECTIVE PERFORMANCE

While a mouthpiece can be used and a standard test performed, this is not always possible with an injured, unconscious or heavily intoxicated person. In these instances a nasal canula can be used and the device set to sample manually, which will ensure that lung air can be sampled and a reading given for all patients. Breathalyser devices like these are used effectively in hospitals in the United Kingdom to improve patient care while controlling cost.

BREATHALYSERS - EQUIPPING ER

“All hospitals, both government and private, as well as ambulances, should be equipped with breathalyser tests as standard.

They are a simple and inexpensive way to ensure that patients can be screened and treated appropriately, avoiding all of the negative consequences of treating patients suspected of being under the influence of alcohol,” Evans concludes.

COVID-19 POSTERS

Contact: Linda Botha
Email: linda@skillstrain.co.za
Cell: 082 552 7742



Alcohol and Drug testing specialists

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

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

ALCONTROL



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

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

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

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

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

AlcoBlow® Rapid Test

Strongest and fastest breath alcohol tester on the market. AlcoBlow Rapid Test requires the smallest breath sample and ensures accurate results first time, every time. Results are obtained within seconds. Very economical operation, no disposable mouthpieces are required. The subject simply blows into a cone at the end of the instrument.



BREATH TEST KEY CABINET

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



LION ALCOLMETER® 600

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



DDS® 2 MOBILE ANALYSER

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



URINE TESTING

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



Working from home during COVID-19 pandemic

Top tips for an ergonomic home office



Sarah Bannatyne
Certified Professional
Ergonomist
Ergonomics Engineering

Working from home may be a new concept to many of us. During a crisis, such as we find ourselves in now, when we are juggling being an employee, parent, client and colleague, we may not always be able to apply normal or practical thought processes and our everyday “norm” may be turned upside down.

In these instances it is important to consider our physical and mental well-being. Here are some important ergonomic tips to help keep you physically and mentally healthy and productive.

Laptop

Laptop computers were designed for short periods of use. However under the current circumstances, they are being used more extensively and for longer hours than designed for.

If you are not using an independent monitor, keyboard/mouse, ensure your laptop is raised sufficiently (and optimally) so that your neck and wrists remain in a neutral position. This can easily be done using a couple of thick books, magazines lying around the home or a more sophisticated laptop stand.

Chair

Not everyone has a designated ergonomic chair at home. That’s okay. Use any chair that has a back support and (preferably) one that can adjust up and down. You want your feet to rest comfortably on the floor (or footrest) and your thighs to be approximately parallel to the ground.

If your chair does not provide lumbar (lower back) support, roll up a towel or blanket and

place it at the required position (lumbar spine height) at your seat backrest.

If your chair is too low, use cushions to raise yourself up and/or support your back.

A footrest (or box) may be required to support your feet.

Try to sit at the correct height with your elbows level with the top of the work surface and your forearms horizontal. See Figure 1.

Footrest

If your chair is too high (so that your feet can’t reach the floor) and can’t be adjusted downwards, ensure you use a footrest. This can be a pile of books placed on top of each other or any other item that creates a comfortable hip, knee and ankle angle.

Mouse and keyboard

Where possible ensure you use a mouse and keyboard that are independent of your laptop. This will allow you to maintain neutral wrist and elbow postures and minimise muscular and joint strain.

Ensure the keyboard is centrally aligned with your body, and keep your mouse close to your keyboard. See Figure 2.

Monitor

If possible, set up a monitor that is independent of your laptop screen. Ensure you position the monitor (or adjust your seat) so that your eyes are at, or slightly below, the top of the screen and the monitor is centrally aligned with your body. Furthermore, position the monitor approximately arm’s length away. This will minimise eye strain.

Your general workspace

As with your chair, not everyone has a designated work desk at home. Use the dining room table (or any table), rather than your lap, bed or couch!

Position all the items that you use regularly (such as keyboard, mouse) within comfortable reach. Position those items that are used less frequently (such as reference material) within arm’s reach and position those items that are used infrequently (such as stationery) outside those zones. See Figure 3.

Font size

Most computers these days allow the user to adjust the font size to a size that is optimal for them. Make use of this feature to ensure the font is the correct size for you. This will minimise eye strain.

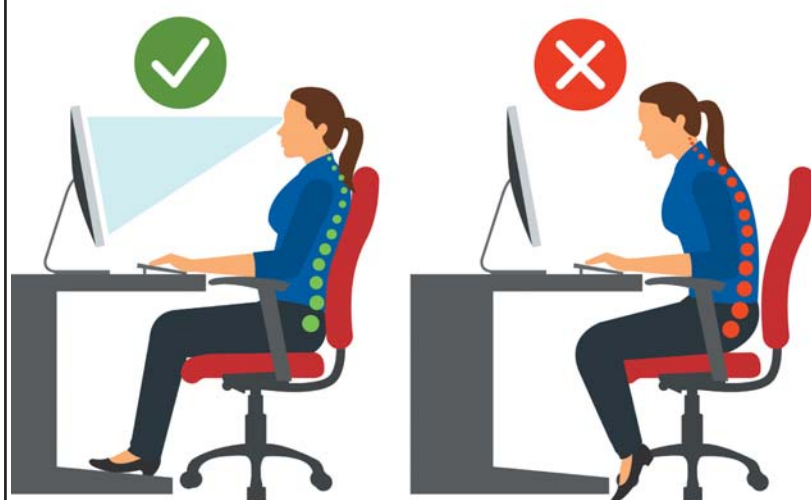


Figure 1. Correct posture, use of chair, footrests and monitor while working in front of a computer

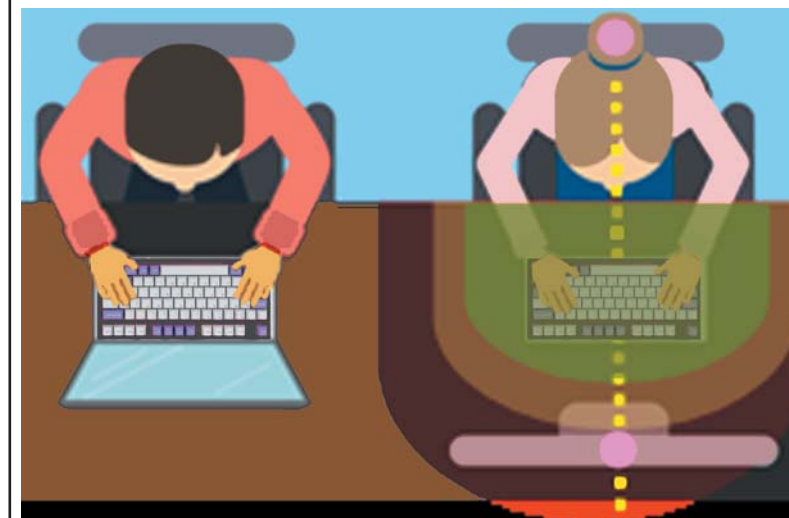


Figure 2. It is better to use a mouse and keyboard independent of the computer and to keep the keyboard centrally aligned with your body

Glare

Set up your home office in a position where there is no glare on your laptop screen, to reduce eye strain. If possible, this should be at 90° to the window. If it is not possible to rearrange your work desk in such a way, there are devices, such as anti-glare screen protectors, which work very well.

Do not sit facing a window unless you have no other option.

Makeshift workspaces (such as studies and spare bedrooms) may be quite dark so an LED lamp on the desk may help both your mood and your vision.

Phone

If you spend large amounts of time on your cellphone (and let’s be honest, we all are during this pandemic!) use headphones or put it on speaker so that you do not have to hold it or



Figure 3. Always work on the computer at a table rather than your lap, bed or couch.

cradle it between your neck and shoulder. This will minimise neck and shoulder strain.

When making telephone calls, stand up and move around whenever possible. Movement is key to reducing fatigue and maintaining productivity.

Breaks

Get up and move!! It’s easy to get yourself a cup of coffee. Take advantage of this and take short, regular breaks.

Prolonged sitting at a computer can cause muscular tension and pain. By taking a five or ten minute break to do a series of stretches, your whole body can feel better.

It’s also helpful to learn to stretch spontaneously, throughout the day. This will help greatly in reducing and controlling unwanted tension and pain.

You can install apps which remind you to take regular breaks (such as “Break Timer” or “Micro Breaks” on Google Chrome). These are simple to use and can be downloaded for free copy <https://chrome.google.com/webstore/category/extensions?hl=en> into your Chrome browser and search for Break Timer or Micro Breaks to install. Break Timer allows you to set up customisable breaks and will remind you to take them.

Taking breaks whilst working or studying is crucial in preventing repetitive strain injuries (RSI), eye-strain and tiredness.

Also, remember the 20 20 20 rule - Every 20 minutes, look at a position that is 20m away for 20 seconds. This helps alleviate eye strain (and gives your mind a break too).

Mental health

With technology being readily accessible there are expectations from work to be available 24/7 whilst still being a present parent, or guardian. Your physical health and mental well-being go hand-in-hand. Therefore it’s important to look after your mental health as well.

The uncertainty of this pandemic, and what the future holds, adds further stress for every one of us.

Even if you do not have a garden or yard, try and manage some form of exercise at home.

Keep in regular (virtual) contact with colleagues and friends to reduce feelings of isolation. If you feel isolated or anxious, speak to your manager or contact your employer’s Employee Assistance Programme (EAP) if it is available.

Work/life balance has become even more essential today. Take care of yourself and remember we are all navigating these rough waters together.

Gazetting of Ergonomics Regulations 2019



Dr. Jessica Hutchings is President of the Ergonomics Society of South Africa (ESSA)

BACKGROUND ON THE ERGONOMICS REGULATIONS OF 2019

The Ergonomics Regulations were gazetted on the 6th of December 2019 by the Department of Employment and Labour under Section 43 of the Occupational Health and Safety Act 85 of 1993.

Contrary to popular belief, while the Ergonomics Regulations are new, the requirement for organisations to manage ergonomic risks is covered in the Occupational Health and Safety Act 85 of 1993 although the term ergonomics is not used explicitly. For example, the Act requires employers to ensure that occupational risks are managed and that workplaces, as far as reasonably practicable, are safe and without risks to the health of employees. Ergonomic risks are regarded as occupational risks and can have negative health and safety consequences on employees. Despite the fact that ergonomics is covered by the Act, the application and implementation of ergonomics within organisations is not widespread.

The Ergonomics Regulations provide guidelines for the management of ergonomics within organisations and also present an opportunity for organisations to benefit from the dual objective of ergonomics which is to improve worker health and safety while also optimising work output.

WHAT IS ERGONOMICS

The term ergonomics is used synonymously with the term human factors.

The official International Ergonomics Association (IEA) definition of ergonomics is as follows: "Ergonomics is the scientific discipline concerned with the understanding of interactions among humans and other elements of a system, and the profession that applies theory, principles, data and methods to design in order to optimise human well-being and overall system performance (www.iea.cc).

Ergonomics is a discipline that aims to improve work systems in order to ensure the health and safety of employees while also optimising productivity and quality of output. This is done by designing work that is compatible to workers' capabilities and limitations. Consequently, ergonomics is said to be human-centred because all designs, interventions or programmes are based on the need to match the human/workers' capabilities

and limitations. Ergonomics assists in optimising or creating a balance between humans and systems/things with which they interact.

Ergonomics deals with three domains; namely physical ergonomics, cognitive ergonomics and organisational ergonomics, however its primary focus should be on adopting a systems approach to understand how workers interact with the various elements within the working environment (e.g. the task, equipment/tools, workstations, organisation and environments etc.). Figure 1 illustrates the systems approach that ergonomics must consider.

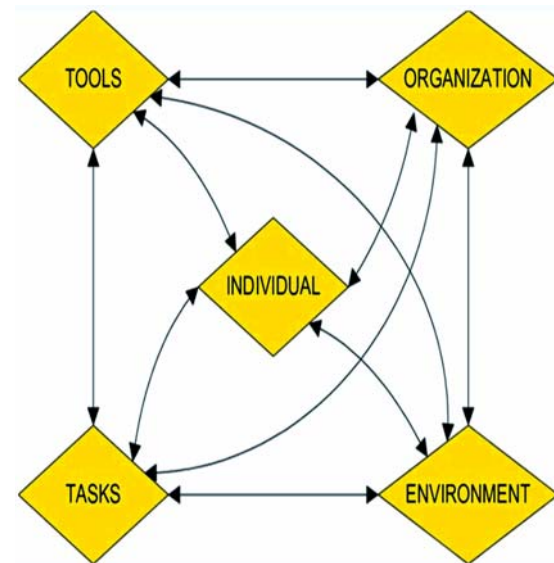


Figure 1: Work System Model (Carayon & Smith, 2000; Smith & Carayon-Sainfort, 1989)

WHAT ARE THE BENEFITS OF APPLYING ERGONOMICS IN WORKPLACES?

Organisations that take ergonomics into consideration by matching the work requirements to the workers can reap the following benefits:

- Improved worker health and safety as a result of the following:
 - Reduction in injuries, near-misses and accidents;
 - Reduction in exposure to ergonomic risks that are associated with the development of occupational diseases such as musculoskeletal disorders;
 - Reduction in absenteeism.
- Improved quality and productivity of output,

leading to cost savings, can be achieved because of the following:

- Fewer errors;
- Greater efficiency;
- Greater employee satisfaction and motivation;
- Lower medical costs associated with ergonomic risk exposure at work.

WHAT IS AN ERGONOMIC RISK

Ergonomic risks arise from hazards that manifest when there is a mismatch between the worker's capabilities and limitations, the work requirements and environment within the work system. Ergonomic risks can be physical, cognitive, organisational or result from the interaction of any/all the elements within the work system. As such, when identifying ergonomic hazards and risks, it is critical that all ergonomic domains, and their interaction within the system, are adequately considered.

WHAT IS AN ERGONOMICS RISK ASSESSMENT?

An Ergonomics Risk Assessment is the process of identifying ergonomic risks within the work system. In accordance with Regulation 6.2.b of the Ergonomics Regulations of 2019, an Ergonomics Risk Assessment should include the following:

- A complete hazard identification;
- The identification of all persons who may be affected by the ergonomic risks;
- How employees may be affected by the ergonomic risks;
- The analysis and evaluation of the ergonomic risks; and
- The prioritisation of ergonomic risks.

WHO SHOULD CONDUCT ERGONOMICS RISK ASSESSMENTS?

Regulation 6.1.a of the Ergonomics Regulations stipulates that Ergonomics Risk Assessments should be conducted by a "competent person". A competent person is defined as someone:

"who has in respect of the work or task to be performed the required knowledge, training and experience in ergonomics and, where applicable, qualifications specific to ergonomics".

In line with the participatory approach advocated by the ergonomics discipline, the Ergonomics Risk Assessment should involve the employees that perform the task being assessed. Additionally, the risk assessment

should be done after consultation with the health and safety committee or the health and safety representatives in line with Regulation 6(1)(b) of the Ergonomics Regulations of 2019.

WHAT IS AN ERGONOMICS PROGRAMME

There are various ways of implementing ergonomics within organisations. One such way is by introducing an ergonomics programme within an organisation. Ergonomics programmes can have the following features:

- Ergonomics programmes should provide a comprehensive roadmap for the management of ergonomic risks within the work system.
- The programme should be premised on a systems approach and should adequately cater for the management of physical, cognitive and organisational ergonomic risks.
- Some of the critical elements that should be included in the ergonomics programme are:
 - Appropriate policies and procedures on the management of ergonomics within the organisation;
 - Ergonomic risk management (identification, measurement, control and review of ergonomic risks);
 - Education and awareness for all stakeholders in an organisation;
 - Medical surveillance programmes that assist in adequately identifying and managing the effects of ergonomic risk exposure; and
 - A participatory approach should be encouraged and support for the programme should be ensured at all levels starting with top management.
- The objective of an ergonomics programme should be to move beyond a piece-meal approach in managing ergonomic risks to rather inculcating a culture of managing ergonomics by all stakeholders within the organisation such that the programme becomes self-sustaining.

HOW TO BECOME A CPE / CEA

The ESSA Professional Affairs Board (ESSA PAB) sets the minimum learning standards and qualifications for the recognition of competency in ergonomics. This is in line with the standards of the International Ergonomics Association as well as the European and US certification bodies (CREE and BCPE). Individuals who meet predetermined educational and practical experience criteria



The launch of the Ergonomics Regulations that took place in Johannesburg on the 10th of March. Pictured are the President of ESSA, Dr Jessica Hutchings (speaker) and on stage, from left to right, Ms. Sethunya Matsie (ESSA), Ms. Bulelwa Huna (Department of Employment and Labour) and Mr Tibor Szana (Department of Employment and Labour)

may apply to be certified and registered by the Board. Two levels of certification are available, namely Certified Professional Ergonomist (CPE) and Certified Ergonomist Associate (CEA). Applicants with sufficient education but less than the required amount of professional practice may apply as CEA/CPE in training.

An applicant must have knowledge of all domains of ergonomics, namely physical, cognitive, and organisational ergonomics. The required education may be composed of any combination of courses performed for an academic degree at a nationally or internationally recognised University (e.g for a Master's in Ergonomics) and of short courses that are recognised by the ESSA Professional Affairs Board.

Practical experience may include working as an ergonomics practitioner, educating others about ergonomics, or conducting ergonomics research, where ergonomics practice also forms part of the person's total activity. At least two thirds of the professional practice must be obtained after ergonomics education has taken place.

- Formal educational requirements:
 - 660 hours for CPE certification, and
 - 360 hours for CEA.
- Relevant ergonomics experience:
 - 4 years full time for CPE, and
 - 2 years for CEA (or the equivalent amount part time).

BECOMING A MEMBER OF ESSA

The Ergonomics Society of South Africa (ESSA) was inaugurated in 1985 and is a federated member of the International Ergonomics Association (IEA).

As a society, ESSA, aims to promote an awareness of ergonomics in South Africa and both the health and safety and productivity benefits that can be derived from the implementation of sound ergonomics principles.

Some of the major roles of ESSA include the following:

- Certification of ergonomists (through the PAB);
- ESSA promotes an understanding of ergonomics and raises awareness of the discipline and the benefits that can be derived from the successful implementation of ergonomics principles in the workplace;
- ESSA serves as a resource point for all of its members and those interested in ergonomics;
- ESSA establishes and maintains strategic partnerships with key stakeholders involved in promoting and managing ergonomics in workplaces.

Some of the benefits of becoming a member of ESSA include the following:

- All members will receive newsletters and the ergonomics SA journal;
- Attend ESSA organised events to get information and resources on the ergonomics discipline and network with other stakeholders that are involved in advancing the discipline and managing ergonomics within organisations;
- Earn CPD points when you attend some of the ESSA events including conferences and workshops;
- Being a member of ESSA is a requirement for getting certified.

ESSA would also like to thank the Department of Employment and Labour who initiated the establishment of the Regulations. The support from the Department has been instrumental and without the assistance of the various representatives along the way, these Regulations would not be in place.

Should you be interested in becoming a member of ESSA, please visit our website or email us.

Email: ergonomicssa@gmail.com

www.ergonomicssa.com

NUM trade union and its role in OHS



Mziwakhe Nhlapo, National Head of Health Safety & Environment Unit National Union of Mineworkers

Extracts from presentation given at OSHAfrica 2019 Conference.

An accident and / or a disease can have some devastating implications and consequences, and therefore must be avoided as much as possible.

Listed below are some of these incidents that will impact on the individual and the family.

- The loss of a limb.
- Permanent disablement.
- Loss of lung functioning.
- Loss of hearing.
- Loss of earnings for the dependents, etc.
- Death / fatality.
- Burden to the dependents (poverty).

We also cannot forget the financial impact on the company as well as its reputational risk.

Unfortunately there is too much reliance on social dialogism by the mine health and safety global governance architecture.

It has become imperative for countries to ratify the ILO convention 176. Without ratification by government, there will be no system of enforced compliance nor sanction from the global body. It will therefore be left to the stakeholders or social partners to sort out.

UNION'S POSITIVE INVOLVEMENT

Union pressure helped usher in a long process of legislative reform for workers which favoured worker representation and the right to strike.

Political activism increased, with the union movement at the centre of the campaign for democracy.

In 1984 NUM embarked on its first legal strike, this was two years after its inception. This strike was followed by the big strike of 1987.

Although the union did not abandon the strike as a weapon, it increasingly changed its focus to structures at mine and industry level through which it could influence the industry and working environments directly.

RISKS ASSOCIATED WITH MINING

Mining is an inherently risky activity and the industry world-wide has a record of recurring accidents (and occasional disasters) and a high incidence of occupational disease.

South Africa with its very large, deep and labour-intensive mines, has been no exception to these records.

Around the start of the decade, against a background of concern about the industry's apparent inability to improve its safety record, NUM began to press for a commission of

enquiry into health and safety.

The new government strongly supported this concept, and the Leon Commission was established with wide-ranging terms of reference.

IMPACT OF THE LEON COMMISSION

The resulting report that came out of the Leon Commission has had a lasting and positive impact. It positively prompted the industry to seek and to learn from international best practice.

Firstly, it has resulted in the establishment of a modern legal and regulatory environment governing health and safety, as well as of tripartite (government; organised labour and organised business) structures and processes for implementation.

Secondly, it sharpened the pressures on companies and management to improve their health and safety records.

IMPORTANCE OF HEALTH AND SAFETY FOR UNIONS

The unions no longer exist in a vacuum, but now have the support of various legislative systems:

1. Constitutional Right - SA Bill of Rights
2. Union Constitutional imperative:
 - Represent members to articulate their experiences and grievances.
 - Advance worker control.
3. Leon's Commission Report Findings.
4. ILO 176 ratification.
5. MHSA / OHSA Obligations.
6. Fulfilling worker rights.

KEY AREAS FOR TRADE UNION PARTICIPATION

Union activities in the industry include:

- Tripartism (ILO 176):
 - Case study of MHSC establishment in SA Mining.
 - Case study of ACOHS establishment in SA.
 - General industries.
- National Policy legislative framework.
- Appointment of health and safety representatives.
- Representation on health and safety committees.
- Participation in social dialogue within communities



Safety drivers: *Leading indicators on how to predict accidents*



Saide Aly Mansur is Managing Director Mansur and Associates International Consultants, and Advisor to the Strategic Centre for Consultancy & Technology (SCCT) Qatar.

“The way we measure safety has contributed to our tendency to manage safety reactively”

All of our early safety metrics were reactive, i.e. chronologically after accidents or incidents occurred. Since our metrics essentially were failure metrics, we fell into a pattern of managing safety to produce fewer failures.

The serious problem with this approach is that it reaches the limits of its effectiveness before it tells us how to prevent all accidents. As we fail less, our failure data diminishes, losing its statistical significance before our performance reaches zero accidents.

This limitation of traditional safety metrics and management has spawned a search for what commonly are called “leading indicators” of safety that will allow us to better predict and prevent accidents before they occur.

Although this thinking is going in the right direction, it hasn’t gone far enough. Ultimately, safety will have multiple metrics connected by algorithms, which provide truly prescriptive metrics with which to manage safety.

This set of multiple metrics will form something similar to the balanced scorecard used by strategic managers. It will have at least four major sets of metrics, the first of which might be called “safety drivers.”

These are key performance indicators of our major safety efforts designed to improve organisational safety conditions and behaviours. They fall into five major categories: leadership, supervision, conditional control, onboarding practices and knowledge/skill building.

Over the past 20 years we have worked with a number of clients on major projects and turnarounds / shutdowns to improve in the below areas:

Leadership is considered a driver of safety and is measured in many organisations with excellent safety performance. Leaders’ activities often are the crux of such metrics: the percentage of their official communications that mention safety topics; their reinforcement of safety strategies in regular interactions and performance appraisals with direct reports; their contributions to ongoing safety strategy development; and their drop-in rate on safety meetings and training sessions.

Executive-level personnel who do not supervise people directly (such as planners and engineers) often are measured on their consideration of safety in their plans and designs, and their inclusion of workers for input on such plans and designs.

Supervision often is measured in terms of safety coaching. Some organisations measure the amount of safety-coaching training and refresher training supervisors attend. Others also measure the supervisors’ efforts to create focus on specific safety-improvement targets. Still others measure the number of supervisor-to-worker contacts that result in safety feedback on performance being given. Some organisations also measure the number of influences on worker behaviour the supervisor addresses, such as perceptions about best practices, providing well-spaced reminders to help workers form safety habits and ensuring the availability of tools and equipment convenient to the worksites.

Conditional control of safety issues most often is measured as the percentage of safe vs. unsafe conditions discovered on periodic audits of the workplace. There also are opportunities to measure the percentage of discovered unsafe conditions actually addressed with action plans and brought to resolution. Some advanced programmes measure the discovery of new or previously undetected risks, or solutions to older ones. Some organisations actually give the conditions scores based on the projected probability that the risk could cause an accident and the potential severity of the accident.

Onboarding practices in safety (a challenge when working with large workforce / multiple nationalities) included selection and screening of potential candidates as well as the initial orientation, formal training and on-the-job training or mentoring new employees receive. The most common metric derived from these practices simply is a completeness score. Was the candidate put through all interviewing and onboarding steps in the prescribed order and within designated time frames? However, many organisations have developed qualitative as well as quantitative metrics, although the former often are more subjective than the latter. Many organisations have made great improvements to onboarding practices when scoring the efforts and comparing them over time to employee safety performance on the job.

Knowledge / skill-building activities include supervisory safety coaching, but more often focus on training for general and job-specific safety. Safety training can be instructor-led, classroom-type training (both in-house and outsourced), computer-based training or on-the-job types of activities. Although many organisations still rely on the Kirkpatrick



metrics for evaluating training (training evaluation, knowledge gain, transfer to the workplace and sometimes ROI on training investment), more and more actually are testing for competence in doing the job safely. This usually is a job performance demonstration by the trainee and an evaluation of demonstrated ability by a certified professional in the specific job field. Organisations with goals of excellent safety performance often state that every employee is expected to become a safety expert at his or her job as well as a competent worker.

These measurements of activities designed to drive safety performance often are given weighted scores and combined into an overall score of safety drivers. Most of these are based on a 1-10 or 1-100 scale with the higher numbers reflecting the better scores. Many organisations give ranges of performance a colour code and develop a dashboard of each metric to scan overall performance. For example: 90-100 could be green, 80-89 could be yellow and anything below 79 could be red.

A table of these metric titles and their

corresponding colours provides a focus on problem areas at a glance, which could be followed up with improvement discussions and action plans.

It’s important to remember that this “safety driver” is not the ultimate, stand-alone leading indicator of safety. It simply is a metric that tells an organisation if it is working its plans to drive safety performance. If the plan is being worked, we need to know if the plan is working, i.e. having the desired results.

The answer to that question involves two other sets of leading indicators and their correlation to the lagging indicators. If we drive safety performance, do we significantly change individual and organisational competency, does this competency in our controlled conditional environment produce more excellent performance and does that performance produce superior lagging indicators?

This approach to a balanced scorecard for safety has proven to outperform the simplistic linear thinking that a few leading indicators drive the lagging indicators.

No payment guarantee: Is it worth the risk?

South African Refrigeration and Air Conditioning Contractors Association (SARACCA)

The building industry is one of the largest contributors to the HVAC industry, many contractors, small and big, acquire a lot of business from this industry. However, an increasing number of HVAC contractors report a similar difficulty when entering into a contract with builders.

According to the JBCC Nominated/ Selected Subcontract Ed 6.2; the contractor shall 11.5.1. **Provide to the subcontractor a guarantee for payment equal to ten per cent (10%) of the subcontract sum where required in the accepted tender (CD) within fifteen (15) working days of acceptance of the subcontractor’s tender.**

The South African Refrigeration and Air Conditioning Contractors Association (SARACCA) hosts some of the most dynamic industry players, some of those members have reported a similar experience when entering a contractual agreement with builders.

When HVAC contractors request a payment guarantee from the builder, as is expected, they are often denied the request and expected to carry the cost risks of completing the installations without receiving payment on time or any form of Payment Guarantee.

It should be noted, it is not the responsibility of the HVAC contractor to fund the projects due to late payment of claims.

“Credit has always been a huge risk to the HVAC industry”, says SARACCA Director, Barney Richardson.

Based on a logical risk-analysis, an HVAC contractor should not enter into a contract which provides no payment guarantee. However, it has been reported that when one contractor insists on a payment agreement, the project manager simply moves on to the next contractor who is willing to complete the work without a guarantee and risk not being paid on time. Could this be contractual bullying?

On the face of it, the contractor could either, accept the risk of signing a contract and completing the work at risk and hoping to get paid.

Alternatively the contractor can reject the contract and be victimised and lose out on future work.

For the growth and success of the HVAC industry, the contractors should be running profitable and reasonably safe businesses.

Competitiveness is healthy in every industry, however, poorly principled practices can jeopardise HVAC contractor by placing unnecessary risks in their way.

The JBCC form of Contracts are there to protect all parties and must not be modified to the benefit of one against another.





Behavioural coaching improves safety performance



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



Kai Gransee – Head of Construction & Commissioning HSE – Linde AG

I attended the Linde BeSafe Safety Coaching programme in India, and I found it to be a mind blowing experience as I realised the way I have performing my job for over 17 years has been the wrong way.

When it came to changing behaviours I was doing nothing more than showing people or trying to fix their problems. I was taking their monkey's and adding them to my shoulders and doing nothing to change their situations or help them improve.

I thought I was coaching people, But when I actually learned what coaching was and what it entailed, it hit me hard and reality set in.

Kai Gransee, Head of Construction and Commissioning HSE of Linde's Engineering Division gave me permission to share their story which shows how successful safety coaching can benefit an organisation.

Join me on this learning journey and read how coaching helped one company get a step closer to being the safest company in the world.

I am a proud safety training coach and I know after reading this article, many will feel the same and aspire to become a better leader and manager by learning to coach and not tell.

THE BACKGROUND

In 2014 Performance Consultants International and Linde Engineering worked together to create the first coaching for safety performance programme, drawing on the classic principles of Sir John Whitmore's coaching in the workplace, developed over 40 years through his company Performance Consultants International. It was the first time something of this kind had been created and the results – a reduction in incidents due to a significantly improved safety performance and culture – were compelling.

Linde and Performance Consultants are now working together to improve safety culture in high reliability organisations around the world.

Behavioural-Based Safety Services is a first-of-its-kind safety performance programme developed and tested on the ground by HRO safety experts, together with the world leaders in creating a coaching culture. Key to its success is creating an improved safety culture where each person takes responsibility for safety, achieving proven results in incident reduction.

FEATURE SUMMARY

When it comes to something as critical as safety in hazardous workplace environments –

a matter of life and death - following the rules is not always the best approach. Linde plc the leading gas and engineering company in the world is proving the effectiveness of a different, more people-centred strategy. As a 'high reliability organisation' (HRO) the safety of its workers in plants and construction sites across the world is of primary importance.

Kai Gransee, Head of Construction and Commissioning HSE of Linde's Engineering Division realised that a coaching leadership approach would nurture and create the interdependent culture that is the ideal of all HROs, because coaching empowers people to take direct responsibility for safety with a huge increase in effectiveness. He invited the pioneers of performance coaching, Performance Consultants, to partner with them to bring their expertise in applying coaching to practical situations in the workplace.

In 2014, they delivered in-person workshops for senior leaders and self-paced e-learning for managers and supervisors to create and build a highly effective safety leadership culture at Linde Engineering. The programme proved so successful that it has been rolled out across Linde Engineering sites worldwide.

In 2018 Linde Engineering for the first time achieved a safety record with ZERO Lost Time Injuries on its construction sites globally, for the entire year.

BC - BEFORE COACHING

Safety practices at Linde Engineering saw a boost following its merger with BOC in 2006. Rules, regulations and processes were developed and more training programmes were delivered. However, successful integration of safety behaviours on shop floors and construction sites proved challenging. Progress across the organisation was slow and inconsistent.

The organisation's culture was measured in 2015 with over 65000 employees and the level Linde Engineering achieved was identified as "Dependent" on the DuPont Bradley Curve – i.e. safety performance was still very dependent on rules, regulations, training, instructions and regular monitoring and interventions.

At Linde's best-performing projects, leaders beyond the HSE team demonstrated their safety leadership by performing safety walks, addressing safety in meetings, getting involved in incident investigations, reporting near-misses and observations, participating in safety



leadership courses and holding regular safety dialogues.

Achieving the desired level of safety leadership and behaviours across the organisation was still proving elusive. Further initiatives to raise safety awareness, such as "industrial theatres" where professional actors presented a safety story with lessons were undertaken. Safety walks were introduced along with formal checklists and reports for managers and supervisors to use to address unsafe situations.

These combined efforts all helped to gradually increase safety awareness. Incident rates first improved significantly but then plateaued over several years.

The interventions were effective to some degree however a broader safety culture, with site teams taking ownership and responsibility for safety, failed to take hold. The tendency to forget what had been learned and go back to old habits remained. Linde's safety department had seen the greater potential in the organisation, however and was determined to do more.

THE GOAL

By 2014 the safety department had developed a vision to become "the safest company in the world" with a strategy to increase personal ownership for safety. They demonstrated visible leadership by operational managers and supervisors. They saw an increase in the effectiveness of their safety interactions.

Linde Engineering understood it was not possible to 'fix' people, however they recognised the need to engage individuals and teams to create safety leadership at all levels through a strong learning culture where responsibility for safety is shared, and not only part of a single department.

THE SEARCH

Kai Gransee, Head of Construction and Commissioning, HSE, explains: "We were looking for something that would make a real difference in leadership and culture and be accepted by our managers and supervisors. We did not want another safety programme, disconnected from the wider world, with thinking and methods you can only apply in

safety. We needed to find something attractive and powerful, ensuring our philosophy is widely accepted by managers and supervisors and lived every day throughout the company."

One of Kai's team members had recently attended the Coaching for Performance programme with Performance Consultants International. He felt Performance Consultants' approach to coaching leadership mirrored the behaviours required of an interdependent culture. Philosophy of awareness and responsibility was the answer to the behavioural challenges Linde was facing. He approached Performance Consultants to partner with his team and arranged for Kai Gransee to attend a programme and test its potential to help Linde realise their vision of safety leadership and culture improvement.

Kai explains: "During the two days I made several connections between "coaching" and our vision for safety. Most critically, raising awareness and generating responsibility: in traditional safety approaches you instruct and give directions however with this approach workers typically do not take the responsibility for their own safety, they just follow instructions, so ultimately responsibility remains with the one who instructed.

"The coaching techniques of asking powerful questions and active listening also had a ready application to safety awareness and I saw that this could be the holistic and also simple, human approach we were looking for."

Performance Consultants' Director of Coaching and Leadership, Tiffany Gaskell, says she was blown away by Kai's passion to create an interdependent safety culture. "We specialise in applying coaching to practical situations in the workplace and safety perfectly fits this. We wanted to work with Linde as partners because they were looking to shift their entire culture, not just roll out a training programme."

In discussion with Performance Consultants it was agreed to trial Coaching for Performance as the basis for Linde's safety programme which was supported by the Board who were eager for improvements in safety.

PROGRESS: THE BESAFE PROGRAMME

In 2014 Performance Consultants worked with Linde to develop the "Behaviour Safety Programme", soon named "BeSafe". A series of workshops supported by an online training course, soon became focused on safety leadership development.

The BeSafe Leader workshops aimed to build skills and knowledge of safety coaching within a core team of ambassadors for the programme

Actual company statistical data below:

Lost Time Injury Rate*	Global Industry Average (Construction in Oil & Gas Industry)	Linde Engineering
2007-2010	0.28	0.43
2011-2015	0.20	0.27 (-37%)

*Lost Time Injury Rate (LTIR): The number of lost time injuries (fatalities, lost work day cases) per 1,000,000 hours worked.



including managing directors and senior managers.

The online training, “LeadSafe”, consisted of six modules including the basic principles of coaching, coaching skills, how to apply them to safety, team coaching and coaching in recognition and consequence management.

To reinforce the programme learning and drive application of the new skills on project construction sites, Linde defined explicit requirements such as a minimum number of safety dialogues (called LeadSafe Engagements), workplace inspections, and toolbox talks to be reported monthly.

BESAFE PROGRAMME IMPLEMENTATION

In October 2015, BeSafe began to be implemented on Linde Engineering construction sites around the world, including: KSA, UAE, South Africa, UK, Continental Europe, Asia and the USA before being rolled out to further construction sites including in China and India.

Linde found the progress to be slow: the quality of implementation varied from site to site, dependent on the motivation and confidence of the Site Manager and HSE Manager, as well as the receptiveness of the teams and their working environments.

THE “BREAKTHROUGH”: 2017 PROJECT

2017 presented a key opportunity for Linde Engineering to accelerate its safety approach, having been engaged in the construction and commissioning of a new 1.5 million ton per year ethylene plant on the USA Gulf Coast for a major international oil company.

Linde’s Project Management team arranged an on-site safety culture development workshop, over the weekend of 16/17 September 2017 for 14 selected key persons of the Linde site management and supervision team. The workshop sessions, based on Performance Consultants’ two-day “Safety Leadership Development Programme”, aimed to transform safety awareness and performance through visible leadership.

Jon Williams, Performance Consultants International coach and facilitator who had been working with Linde Engineering to develop the BeSafe programme over the preceding months, observed: “When we arrived at the worksite the atmosphere was - as usual when we start the workshops - full of doubt. Would this approach, so different for workers who are used to the more transactional approach aligned to learning technical skills and working on-site, have a real impact?”

“The difference between transforming behaviour and technical training is that the former focuses at a human level, on the quality of relationships and interactions people are having. It’s not about what they are doing, but who they are and why they are doing it.”

The site leadership group were coached to practice the soft skills involved in having conversations and ensuring these were two-way, using powerful questions, active listening and positive reinforcement through regular check-ins and follow-ups with their staff.

Williams explains: “There is greater openness and subtlety in a coaching style of leadership. We start from the belief that all have the ability to work safely and keep themselves and others safe. With this perspective, a manager’s job moves from being the person who best knows the rules and polices workers to follow those rules, to being the person who has meaningful conversations, being curious about why someone is choosing to be safe – or otherwise.”

Participants were involved in designing their solutions, and a key part was giving managers the confidence to go out and have those conversations, including developing an ‘ice breaker’ to get over initial awkwardness.

Following the workshop, the team immediately started to apply safety coaching. There was a noticeable shift in Linde Engineering’s site team members’ style of communication and leadership.

IMPLEMENTATION AND WIDER PARTICIPATION

At the end of the Safety Leadership Development Programme workshop the team proposed to create a ‘safety dashboard’, to be updated weekly, which would show their proactive safety leadership activities and the results they achieved. They were split into four ‘buddy groups’ to continue practising the new skills. They met with their buddy groups and went out in the field to coach.

They met with the group of 14 participants and shared experiences and lessons learned. Recognising they were the first group to experience the workshop on a project site and that they had gained a deep knowledge of safety leadership, they called themselves ‘the Group of 14’ and committed themselves to ensuring implementation of the BeSafe programme.

The baton was passed to the ‘Group of 14’, and as they gathered confidence, the principles and practices they had learned were passed on, sharing their learning with others. As other site workers agreed they’d like to learn more and had been included on safety walks and

engagements, their name and targets were added to the dashboard, with their agreement.

Over the following weeks, the ‘Group of 14’ managed to get more and more colleagues involved.

The momentum was maintained through monthly video conferences where the Performance Consultants facilitator, Jon Williams, Linde’s Head of Construction and Commissioning, Kai Gransee and the group of 14 peers came together to check-in on progress, celebrate successes, learn from sharing the ‘heroic failures’ and worked on next steps.

Jon Williams commented: “What still stays with me, and was a real privilege to be part of, was seeing the turnaround among some of the group. Seeing their early doubts overcome and their growing willingness to ask questions and get curious. It was wonderful to see how some of the toughest sceptics became the strongest advocates for the approach and then later, how they were the most willing to be open and share their successes and what we called ‘heroic failures’ with their peers.”

Jon Williams credits the durability of the changes to the strong peer support process Kai Gransee set up, explaining “Everyone has dips and when they do, the others pull them out.”

Linde also introduced the “LeadSafe Quality Checks”, where a more experienced safety coach observes conversations by a colleague, providing feedback on what went well and areas for improvement.

Over the nine months until project completion the Group of 14 managed to extend the dashboard approach to include almost all site staff.

They delivered on their commitments consistently from week 1 and contributed to an accident-free commissioning of the plant.

AC - AFTER COACHING THE TANGIBLE RESULTS

The site team reported great feedback, including how much the workers liked being approached with a coaching style and with the “ice-breaker” approach the team had developed. The conversations contributed to implementing a consistently high quality safety standard over the remaining nine months.

Before leaving the site, the 14 BeSafe workshop participants committed to stay in touch and to “carry on the torch” to the next site where they would do the same ... or better. They even bought 14 torches saying ‘Group of 14 – Make LeadSafe happen!’

The ‘Group of 14’ are now dispersed to other offices and projects around the world. They continue to learn and uphold the BeSafe

standards and to support and challenge each other. The client appreciated and recognised Linde Engineering’s initiatives to improve the safety culture. It was consistent with the client’s safety direction of owner and contractor leadership engagement with the workforce to make for safer worksites.

LESSONS LEARNED FROM THE 2017 PROJECT

The project site specific roll-out of the BeSafe programme with the team in form of the Behavioural-Based Safety Transformation workshop was key.

The team knew about safety practices and had learned the basic skills through eLearning, however the site-based work with the team over a couple of weeks really helped them understand the whole concept and underlying ideas.

Kai Gransee explains “Once they started, they quickly received great feedback, over and over again. Colleagues were bright-eyed and enthusiastic, they loved the programme because they received such positive feedback and that’s why they continued with great enjoyment and motivation until the end.”

Linde Engineering has now introduced the practice of an on-site safety leadership workshop for all new construction projects.

Its goal is for a sufficient number of site managers and supervisors to successfully implement the BeSafe programme on a high-quality level, who will then carry on this experience to their next projects.

AC-“AFTER COACHING”: SUBSEQUENT PROGRESS OF THE BESAFE PROGRAMME AT LINDE

BeSafe Leader Training started in December 2014 and to date, 23 workshops have taken place in Europe, China, India, US with nearly 350 participants.

The LeadSafe Online Training started in January 2015 and has since been completed by over 2,500 managers and supervisors of project execution, construction, commissioning, manufacturing, facility management and research and development groups, with overwhelmingly positive feedback at 99% – this figure is extraordinary for safety training and has never been experienced previously.

The BeSafe programme is now implemented and operated to a high standard on all Linde’s construction sites, with a significant number of safety leadership activities and regular joint coaching quality checks to ensure quality engagements.

Compared to 2015, the number of average





HSE activities by managers tripled from 11 per month to 29 per month in July 2018 and has been constantly increasing.

Further, safety leadership is now embedded in the organisation's culture with annual targets and bonuses for senior managers based on safety practices measured by the number of HSE activities by site manager/supervisor per month. Each manager/supervisor is subject to a monthly LeadSafe Quality check.

In 2018 Linde Engineering for the first time achieved a safety record with **ZERO Lost Time Injuries** on its construction sites globally for an entire year!

Jon Williams, Performance Consultants: "Ultimately the BeSafe programme approach makes for greater openness and collaboration and a more enjoyable working experience."

PARTICIPATING STAFF OBSERVATIONS AND FEEDBACK

The following feedback was received from a team member on the 2-days "Safety Leadership Development Programme workshop" which took place 16/17 September 2017:

"My first thought after the training was: "Why haven't I done this years ago!" Oscar Vazquez, Construction Electrical and I&C Engineer.

Further feedback was received from team members on their experiences when using the new skills:

"A colleague came into my office. He was visibly touched he shared with me what he had just experienced. A worker with whom he had a LeadSafe Engagement one or 2 days ago, saw him in the parking lot, shouted his name to prevent him from getting into his car and quickly went to him to say "thank you" for the recent engagements and to tell him what they had corrected afterwards (showing him some photos on his smartphone) and what else they had done in order to improve the safety situation. It seemed to me that this was something like a magic moment to him, where he realised the potential of the BeSafe programme and safety coaching" Paul Howard, Site HSE Supervisor.

"My advice: understand the impact you will have on other people and use it for your daily business as well. These principles and tools should be part of Linde's culture in general as well." Klaus Poganski, Project Manager.

"One new skill that has impacted my day-to-day activities most is Listening with curiosity!" Oliver Lex, Pre-Commissioning Engineer.

"The programme is beneficial, because it is logical, and the people do not get an order – they come by themselves in the right direction."

Joerg Matthes, Commissioning & Start-up Manager.

"It brings people to think about problems by themselves, they do not always expect a solution from me but are ready to work on a solution by themselves." Michael Schimpfle, Project Manager

"The interesting thing ... they know everything about safety, so why did we instruct them in the past again and again on something they obviously knew already?" Siegfried Schoenhuber, Construction Manager

"By means of LeadSafe engagements and safety leadership inspections, we are succeeding in projecting us as safety leaders and in changing the mindset of workers to adopt personal ownership for safety for their own wellbeing. When you see a worker with whom you engaged a few days back, come up to you and thank you for the engagement, you feel good about it and feel satisfied that you made some difference in their lives". Arvind Devanathan, Pre-Commissioning Engineer.

Further feedback/anecdotal comments from Linde Engineering BeSafe experiences around the world:

"I believe BeSafe implementation has brought a cultural change among our engineers and we need to sustain it. BeSafe is about everyone's behaviour, not just for the front line. It is closely linked to company culture and values and, most importantly, it is an excellent tool to improve safety performance in the workplace." Head of Project Execution Linde India (2015).

Recent feedback from workshop participants after first 4 weeks of implementation at site:

"It helps us build closer relationships with the workers and improves the atmosphere. The workers are curious now ... not scared or nervous when they see us coming."

"The conversations allow us to receive great ideas from the workers to improve the job site."

"Several people including the Site Manager have had an opportunity to "Check In" with someone after an engagement and they have seen great results and relationships built from that as well."

"This training really is one of the most well thought out training programmes I've been involved with. It makes you think throughout."

"Coaching is a great style of effective management."

"This programme gives our supervisors the skills required to create an environment of continuous improvement of health and safety."

The science behind social distancing



As yet there is no cure, no vaccine or magic solution for curing Covid-19 - all we have is human behaviour. And while social distancing is not the panacea, it's the best we've got for now.

Basically this means keeping a fair distance from the person next to you who may be infected. No symptoms are shown during the first 5 days of infection so there is no way of knowing who is infected. Rather be safe than sorry and keep a reasonable distance.

For this to be effective, it has to be properly implemented, understood and adhered to, otherwise there is a high probability that the rapid spread of the virus will overwhelm health systems which are not adequately prepared.

If properly implemented with commitment from government down to the general public, this action can break up or at least slow down the chain of transmission. "Flattening the curve," will prevent a surge of the illness and give the health systems time to prepare for an influx of infected people.

This is a massive campaign for most countries, but for those with slums and informal settlements it is an even bigger nightmare.

Social distancing has never been tried on the present scale but there is evidence that it can work. Lessons from history such as the 1918

Spanish influenza pandemic, indicate these measures do work.

This preventative measure is the reason behind current lockdowns. Countries that enforced early lockdown procedures have seen a lowering of infections, and hospitalisations have started to decline.

With an infected person spreading the virus to an average of 2.7 during the earlier days of the virus, that number appears to drop down to 1.4 when social distancing is practiced because the number of people they will come into contact with is limited.

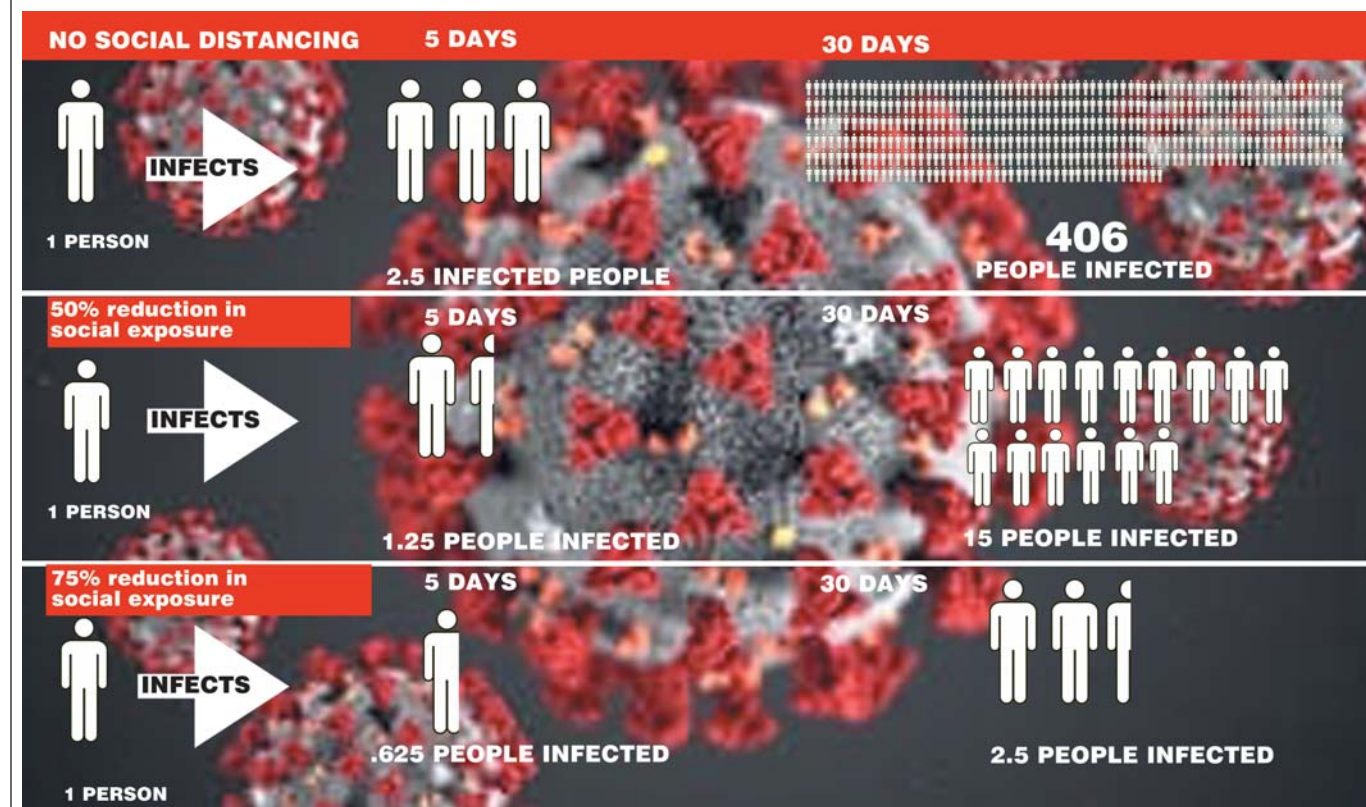
Along with physical distance, proper hand-washing is also important because infection occurs when the person with contaminated hands touches their eyes, nose or mouth.

Social distancing can never prevent 100% of transmissions, but by following these simple rules, individuals can play a critical role in slowing the spread.

Even after the end of our lockdowns, the threat of a rebound is a reality so we cannot let our guards down too soon.

Social distancing will remain part of our lives for a long time to come.

Employees who can work from home will be encouraged to do so, meetings will continue online and activities such as social gatherings and travel may still be restricted.





Two-Day **ACHASM 2020** Construction Health and Safety (H&S) **Summit**

Where: Altron Conference Centre, Midrand **When:** 6 - 7 October 2020

INTRODUCTION

The first ACHASM symposium / summit was staged in 2011. The objective of the summit is to provide a forum for construction industry role players to address construction H&S related matters with specific emphasis on topical issues, the development of knowledge and skills areas, and to debate 'challenging' issues.

The summit will be of relevance to architects, construction managers, construction project managers (CPMs), Construction H&S Agents (CHSAs) / Managers (CHSMs) / Officers (CHSOs), contractors, engineers, inspectors, interior designers, landscape architects, quantity surveyors (QSs), and all interested construction role players.

THEME

The theme for the summit is 'Managing hazards and risks throughout the project'. Given the need to integrate H&S interventions across all six stages of projects, and the challenges related thereto, many of which are persistent, the summit will be 'digitalisation' oriented. Digitalisation includes the Fourth Industrial Revolution (FIR), also known as Industry 4.0, which is a collective term for technologies and value chain organisation, which draw together cyber-physical systems, the Internet of Things (IoT) and the Internet of Services (IoS), together with other emerging technologies such as cloud technology, big data, predictive analysis, artificial intelligence, augmented reality, agile and collaborative robots, and additive manufacturing. Given the emergence of Industry 4.0, and the persistence of H&S problems, the theme for the 2019 Summit will be 'The role of Industry 4.0 in Construction H&S'.

PROGRAMME

Day 1 will feature presentations addressing, among other: the role of clients, CPMs, CHSAs, designers, QSs, CMs, CHSMs, construction supervisors, and CHSOs; building information modelling (BIM); construction planning and H&S; hazard identification and risk assessment (HIRA); integrated project management of H&S; the role of digitalisation and Industry 4.0 technologies in H&S, and an SACPCMP update.

Day 2 will feature workshops, and discussion sessions.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

The Association of South African Quantity Surveyors (ASAQS), and the South African Council for the Project and Construction Management Professions (SACPCMP) will recognise the summit.

COMMERCIAL OPPORTUNITIES

Exhibition stands, and sponsorship opportunities can be availed of.

Web Site: www.achasm.co.za

CONTACTS

Prof John Smallwood
Mobile No: +27 83 659 2492
E-mail: john.smallwood@mandela.ac.za

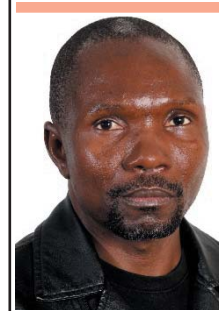
Jackie Fort
Mobile No: +27 76 263 0549
E-mail: info@achasm.co.za

Dr Claire Deacon
Mobile No: +27 83 658 5390
E-mail: claire@occumed.co.za



Message from SAIOH

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



Norman Khoza, SAIOH President (2020)

SAIOH ORGANISATIONAL CHANGES

2020 started well, but with mixed emotions as we received the resignation of Kenneth Hlungwane, one of our Professional Ethics Committee trailblazers and our former president. Sean Chester formally resigned as the Professional Certification Committee (PCC) Chairperson who, during his tenure, was the driving force in establishing numerous new PCC procedures and being a champion for occupational hygiene. Sadly, we bid goodbye to Julie Hills, a committed SAIOH member who, with her husband, will be relocating to France. We would like to take this opportunity to thank Mr Hlungwane, Mr Chester and Mrs Hills for their excellence in serving this noble profession and wish them all the best in their future endeavours.

We are excited to officially welcome Dr Hennie van der Westhuizen as the new SAIOH Vice-President. Hennie brings with him an enormous wealth of consulting and academic experience. and I have no doubt that his contribution will bring a noticeable change to SAIOH and the occupational hygiene profession. Hennie is one of the original SAIOH founding members and we are indeed blessed to have him as part of our team.

We also take this opportunity to congratulate and welcome Karen Du Preez as the new PCC Chairperson. Karen is a registered occupational hygienist, who graduated in Occupational Hygiene from North-West University (Potchefstroom). Karen is a long serving member of the PCC and has actively participated in the Gauteng-South Branch since its inception. With the departure of Sean Chester, and with Karen taking over the position of PCC Chairperson, the PCC will elect a new Vice-Chairperson.

Equally we congratulate Maryke van der Walt,

who has been appointed as the PCC Chief Examiner (in training). Maryke is a registered occupational hygienist, safety practitioner and educator with the South African Council for Educators (SACE).

Our three new council members have been allocated their portfolios, i.e. Deon Swanepoel as Technical Committee Coordinator, Moses Mokone as Branch and Discussion Group Coordinator, and Naadiya Nadasen as National and International Liaison. Furthermore, Mr Oscar Rikhotso was appointed as the new Chair of the Professional Ethics Committee. We wish you fortitude in the tasks given to you, and trust that the profession will grow from strength to strength under your leadership in these strategic portfolios.

We are extremely grateful, and warmly welcome our new colleagues who volunteered to serve SAIOH, our members and the profession.

SAIOH STRATEGY SESSION

The Council held a workshop on 27 February 2020 to review SAIOH's previous strategy and develop a new 5-year SAIOH strategy. Work in this regard is ongoing and is spearheaded by Jaco Pieterse (co-opted council member for Strategy). Council would like to thank all our SAIOH members who contributed suggestions and ideas to our workshop.

Once again we would like to acknowledge and appreciate excellent contributions from our members. We have received a number of contributions which are being considered.

REGIONAL STRUCTURES AGILITY

To accelerate the growth of the SAIOH, we request long serving members of SAIOH to adopt a branch or discussion group. The

INNOVATION CORNER

Pardon my laziness and my personal belief that nothing is new under the sun, therefore, I define innovation as "an amalgamation of two products to make a completely new and efficient product": Kevin McFathing said that it is: "the introduction of new products and services that add value to the organisation", Stephen Shapiro defines it as: "staying relevant", and David Burkus stated that it is: "the application of ideas that are novel and useful".

If you have any occupational hygiene innovative and noteworthy achievement/results/lesson learned that has an element of human interest in 200 or fewer words, please send it to the president@saioh.co.za.





objective is to support the branch with strategic direction, alignment, fundraising and mentorship of branch chairs. This function will be critical in building the organisation from grassroots. Part of the initiative will be to develop leaders and prepare them for council nomination and contributing to the profession. This will create transparent and effective promotional pathways with the concept being that council members need to be built from branch level. Members who have participated at branch level have a better understanding of how to strengthen the organisation.

Where discussion groups are established or are already in place, we ask that you kindly notify SAIOH Administration thereof, allowing us to keep communication channels open and support your initiatives.

INTERNATIONAL DAYS

On 28 April 2020, the world will be celebrating the world day of safety which will focus on violence and harassment in the world of work. It may seem that this celebration does not fall within the scope of the occupational hygiene profession. However, if we aspire to run integrated occupational health and safety management systems and subscribe to the SDG 8: Decent work and economic growth, I firmly believe we should consider supporting this cause.

What can we do as occupational hygienists? Well, we need to participate in the development and/or revision of sound OH&S laws, regulations and collective agreements and developing health and safety standards, codes of practice and guidelines to support the implementation of good workplace programmes and primary prevention. Most of all, we must not be silent when we witness any form of injustice where we find ourselves.

Further to that on the 8th of March 2020, the world will be celebrating International Woman's Day, where the International Labour Organisation calls for action on accelerated gender parity. Not degrading the work of good men out there, but women are the backbone of any economy and we even see it in our organisation. I take a moment to celebrate our women of honour who are at the forefront of occupational hygiene. Issues of women's occupational health should be examined within the context of gender-specific analyses of occupational health!

Wrapping up the first term of 2020, is National Freedom Day on 27 April 2020. Lamentably, many of us who frequently work beyond the borders of South Africa, will miss

this celebration. This year's theme is celebrating 25 years of freedom. The term freedom brings many contentious issues to many corners of this country. For me, freedom is broad and the question I ask myself is how can I contribute to free workers from the scourge of occupational diseases and injuries? The International Labour Organisation estimates that globally 2.3 million workers die each year as a result of occupational accidents or work-related diseases and about 2 million deaths are due to occupational work-related diseases². What will be our (SAIOH's) contribution to reducing that debilitating and atrocious number, unfortunately mainly due to slavery of workers?

OUR MEMBERS

Congratulations to:

- Dr Hennie Van Der Westhuizen for completing his PhD (at CPUT)
- Dr Daniel Masekameni for completing his PhD (at the University of Johannesburg)
- Mr Oscar Rikhotso who received his MTech at TUT in 2019, and recently joined TUT as a lecturer after a long spell with SASOL to give back to the community. We know that TUT students will benefit from Oscar's wealth of industrial experience, especially with Dr Leon Harmse retiring.



Photo by Daniel Masekameni



Photo by Hennie Van Der Westhuizen

EVENTS

As a result of the COVID-19 pandemic, some events may not occur on the originally planned dates. Please confirm dates closer to the time, with the relevant entities. Major events still not cancelled are:

- The 12th IOHA International Scientific Conference: 16-22 Oct 2020 in Daegu, South Korea. Remember that the call for abstracts will close on the 29th of April 2020.



- The annual SAIOH 2020 conference: 4-6 November 2020 in Cape Town, South Africa.

In line with measures instituted against the spread of the Corona virus responsible for COVID-19, scheduled SAIOH Workshops, Branch Meetings and Discussion Group Meetings planned for the near future will be deferred. Information pertaining to cancellations and new confirmed dates will be circulated to members.

The branch meeting and workshops contact person is Tracy Mphaphuli, who can be contacted at tracym@saioh.co.za.

IOHA CONFERENCE COMPETITIONS

The Hans Thore Smedbold IOHA scientific conference competition criteria are ready, is already approved by the Council and will be published soon.

The Nanozen Competition Rules are still in process and will be circulated as soon as it is approved by Council.

COVID-19 RESPONSE

A detailed message on SAIOH's response to the COVID-19 pandemic was issued to SAIOH Members on 18 March 2020, through the President's office.

SAIOH supports the restrictions and measures implemented by South African President Cyril Ramaphosa to protect the public and prevent spread of the virus.

As a result, SAIOH's public activities have been suspended / deferred, including branch meetings and workshops.

SAIOH as an organisation will continue to function as normal, fulfilling all daily duties and obligations. Administrative staff during this time will be working from home, providing required support through remote means.

Communication channels (email, phones) remain open as per usual.

One of the recommendations to prevent the spread of COVID 19 is social distancing, which is keeping a distance of at least 1 meter. We therefore suggest that care should be taken not to spread the disease through sharing of sampling equipment, and standing close or contact when putting samplers to workers. Therefore, we recommend that static samples be preferred as compared to personal sampling or sampling be avoided at this time. If unavoidable, then sampling equipment should be properly disinfected and gloves and N95 masks should be used when in close proximity of the person being sampled.

SAIOH will continue to provide information on the pandemic to its members through the various communication channels.

FROM THE PROFESSIONAL CERTIFICATION COMMITTEE (PCC)

The PCC had their first written assessments for 2020 on 06 March 2020. A large number of assessments were taken, some 51 ROHT and ROH candidates. Marking of these and the ROHA papers are in progress.

The Coronavirus pandemic also has an impact on the PCC meeting and assessment arrangements. The PCC Exco meeting scheduled for 15 April 2020 was done by Skype/virtual means, and the PCC meeting of the 24th of April via the internet (e-mails, etc.).

Oral assessments will also be done via Skype/Zoom or Whatsapp Conference calls. Thus both the oral assessors and the candidate can sit in the safety of their own homes/offices, excluding direct contact.

Report by:

Norman Khoza, SAIOH President
president@saioh.co.za; normank@nepad.org

Nico Potgieter, SAIOH Marketing and Communication
n.potgieter@dundeeprecious.com

Kate Smart, SAIOH Chief Administrative Officer
info@saioh.co.za

Deon Jansen van Vuuren, SAIOH General Manager
deon.jvuuren@gmail.com



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