

National Safety

Supporting Associations:

- The Institute of Safety Management (IOSM)
- Southern African Protective Equipment Marketing Association (SAPEMA)
- Association of Construction Health and Safety Management (ACHASM)
- Southern African Institute for Occupational Hygiene (SAIOH)
- South African Qualification and Certification Committee (SAQCC Gas)
- HSE Connection Point (HSECP)



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National Safety



July/August 2019 - Volume 79 Number 4

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Editor's Comment

It has arrived! It's now eighteen months since we started working on the OSHAfrica 2019 conference, and finally it's on our doorstep. Not only do we have a jam-packed conference programme which can be seen on pages 36-39 of this issue, but we also look forward to hosting participants from over 40 countries. South Africa has never seen such a vast gathering of OSH Professionals before under the same roof, and the Safety First Association is very excited and honoured to be one of the organising partners. We thank OSHAfrica for having the confidence to choose us to fulfil this role. In this issue, we publish articles from a very small sample of the presenters such as - Linda Reinstein who will join us from the USA, Ehi Iden from Nigeria, Leighton Bennett from South Africa and Saide Mansur who lives between Qatar and South Africa. Attendees will benefit from the many speakers and presentations of this high calibre. International organisations, such as WHO and ILO saw the value of this launch conference for the African continent and endorsed it by becoming actively involved in assisting with the programme and sending their members to give presentations from far and wide. We received sponsorships from international organisations IOSH and ISSA Mining who have given us generously with commitment, speakers and advice. From South African we received endorsement from the Department of Employment and Labour amongst many other organisations. Other companies who have given us sponsorships and who will be exhibiting are too many to list here - we are grateful to you all for your contributions towards making this a successful event. And of course without the dedication and many hours contributed by the programme committee we wouldn't have such an excellent programme.

Debbie

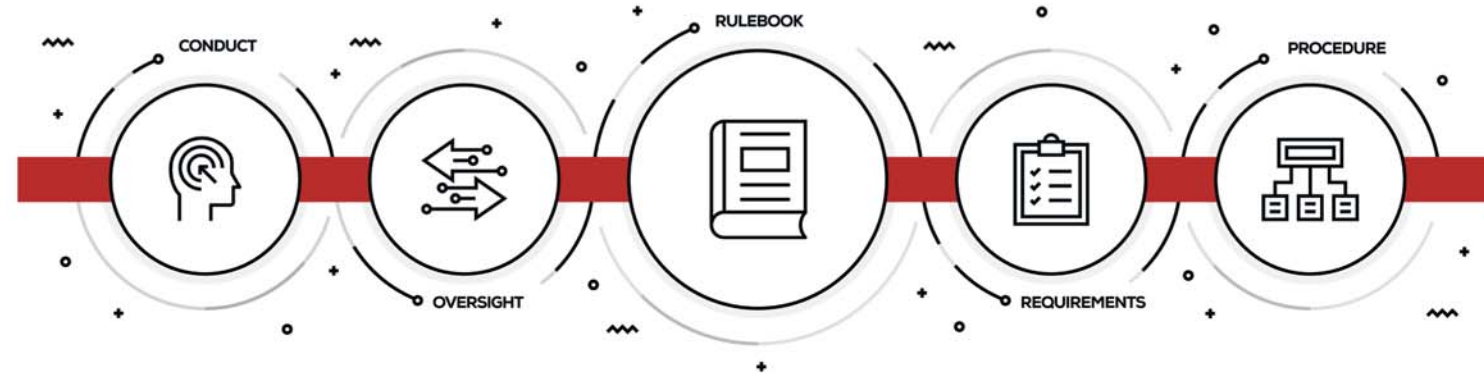


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PENALTIES awarded for fatal injury incidents

In this article, Dr. Bill Pomfret reviews three fatal injury cases and examines the penalties given

CASE #1 - DEATH OF EMPLOYEE LEADS TO PRISON SENTENCE

A metal recovery company was sentenced for safety breaches after a worker suffered fatal crush injuries.

The incident

A Sheffield Crown court heard how, on 4 March 2013, an employee was working with his son, dismantling a 3-core reactor vessel, when an unsupported metal section weighing approximately 1.3 ton fell and fatally crushed him between the fallen cylinder and a shipping container.



Case 1. An unsupported metal section weighing approximately 1.3 ton fell on a worker and fatally crushed him

The investigation

An investigation by the Health and Safety Executive (HSE) found that adequate risk control measures had



Dr. Bill Pomfret brings an unrivaled perspective on risk, regulation and liability with his 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.

not been put into place to prevent parts of the reactor vessel from falling on employees.

After the hearing, the HSE inspector said: "This was a tragic and wholly avoidable incident, caused by the failure of the company to put in place adequate risk control measures to prevent sections of the steel ring falling onto employees.

"A suitable and sufficient risk assessment would have clearly identified the risk of serious injury from falling sections and should have prompted the company to put in place adequate, properly designed support and devise a safe system of work for the employees to carry out the dismantling operation."

The fine

R S Bruce (Metals & Machinery) Ltd of March Street, Sheffield, England pleaded guilty to breaching Section 2 (1) of the Health & Safety at Work etc Act 1974 and was fined £60,000 and ordered to pay costs of £15,000.

CASE #2 - DEATH OF EMPLOYEE LEADS TO PRISON SENTENCE AND FINE

A Liverpool-based waste and recycling company has been fined and one of its directors has been jailed



Case 2. This machine is used to compress recyclable and waste materials and has a defeated interlock system enabling a worker to enter the machine while still in operation. The worker had entered the baling chamber to clear a blockage of waste materials that had caused the machine to stop. The machine automatically activated, and the worker suffered fatal injuries.

after the death of a 39-year-old worker.

Gaskell's (North West) Limited and Jonathan Gaskell were sentenced both for their part in the death in 2010 of a Polish national Zbigniew Galka, and for continuing to operate the same baling machine in a dangerous manner for up to five years after Mr Galka's death.

The incident

Liverpool Crown Court heard how the worker died while working at Gaskells Waste Services in Bootle on 23 December 2017.

The company was operating a machine used to compress recyclable and waste materials into small bales which had a defeated interlock system enabling a worker to enter the machine while it was still in operation.

The worker had entered the baling chamber of the machine to clear a blockage of waste materials that had caused the machine to stop. The machine automatically activated, and the worker suffered haemorrhaging, shock and severe traumatic injury to both legs, and died on his way to hospital.

A joint investigation by the Health and Safety Executive (HSE) and Merseyside Police found that the bailer's safety interlock system had

been defeated two months earlier. Poor maintenance of the machine meant it required frequent operator intervention.

The investigation

HSE inspectors then visited the site on 16 July 2018 having been informed that the company was continuing to use the same machine with further critical safety systems on the bailer being defeated, eight months after the workers death.

They found that the machine could be operated whilst the guarding was open, meaning it could still run and production could continue with the operator being put at serious risk of injury.

This was noted as a serious aggravating factor by the Judge upon sentencing.

The fine

Gaskell's (North West) Limited of Foster Street, Liverpool pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc. Act 1974.

The company was fined £700,000 and ordered to pay costs of £99,886.57.

Jonathan Gaskell of Peckforton Hall Lane, Tarporley, Cheshire pleaded guilty to breaching Section 37 of the Health and Safety at Work Act 1974. He was sentenced to eight months in prison.

Speaking after the hearing, the HSE inspector said: "Firstly, our thoughts as ever, are with the family and friends of the accident victim.

A great deal of time has passed since his tragic passing and we would like to publicly thank the victim's family for their patience throughout this complex investigation.

"This incident was completely avoidable and it is inconceivable that the company continued to operate the same dangerous machine in the way it did for as long as a year after this incident.

"Companies should be aware that HSE will not accept the defeating of safety systems in order to maintain production and will not hesitate to take action against those that fall below the required standards."



Case 3. This ballistic separator, which separates organic and inorganic waste, had not been isolated from the power supply when cleaner climbed into the top level. The machine was switched on from the control room and he was fatally injured.

CASE # 3. WASTE MANAGEMENT COMPANY FINED AFTER WORKER KILLED

A waste management company has been fined after a worker was fatally injured whilst cleaning a large ballistic separator machine.

The incident

Aylesbury Crown Court heard how, on 8 August 2016, a Viridor Waste Management Limited (Viridor) employee climbed into the top level of the ballistic separator, a machine that sifts through and separates recyclable materials, to clean it before it was suitably isolated from the power supply.

Whilst the employee was inside the machine, the electrical power supply to the ballistic separator was turned on from the control room and the machine subsequently restarted, resulting in the employee being fatally injured.

The investigation

An investigation into the incident, found the company had failed to identify, via a suitable risk assessment, the risks associated with the cleaning and clearing of blockages of machinery. The investigation also found the company had failed to put in place safe systems of work to ensure the safety of workers carrying out the cleaning task There were inadequate guarding measures in place at the top level of the ballistic separators, which created ready access to the dangerous parts of machinery at

the time of the incident.

This ballistic separator, which separates organic and inorganic waste, had not been isolated from the power supply when the cleaner climbed into the top level.

The machine was switched on from the control room and he was fatally injured.

The fine

Viridor, of Colts Holm Road, Old Wolverton, Milton Keynes, pleaded guilty to breaching Regulation 11(1) of the Provision and Use of Work Equipment Regulations 1998 and Regulation 3(1) of the Management of Health and Safety at Work Regulations 1999, and was fined £650,000 and ordered to pay costs of £34,197.14.

Speaking after the case, HSE inspector said: "Every year, a significant number of serious or fatal injuries in the waste and recycling industry occur because machines are inadequately guarded and because activities such as clearing blockages and maintenance are being undertaken when machinery is running.

"To prevent and reduce the risk of serious or fatal injury adequate machine guards, isolation procedures and systems of work must be in place."

Part 2: Hidden costs and consequences of serious and fatal accidents will be published in the September/October 2019 issue of National Safety.

RISK MANAGEMENT within the personal context

In 2002 I completed my National Diploma in Environmental Health but never celebrated, I didn't even attend the graduation ceremony at the institution. At the time I couldn't justify celebrating because while I may have 'achieved' a qualification that was merely a means to an end, was not an end by itself.

As a pragmatist my academic pursuits were motivated by the need to provide for my family rather than empty victories.

The end was to acquire an academic qualification to increase the chances of getting a job as well as gain practical skills and knowledge which would have direct benefits for my family even if I didn't have a job.

APPLY RISK MANAGEMENT PRINCIPLES TO YOUR PERSONAL CIRCUMSTANCES

Fast forward a couple of years and the picture has changed.

By just employing the risk management principles I learned and practiced daily, I am now less susceptible to some of the biggest problems facing the country including job/ income security and reliable energy supply.

Ironically as I am finishing this article the utility provider in my area has just been hit by a virus which impacted prepaid resident's ability to recharge energy supply amongst other things, as if load shedding was not enough to worry about! Then there's shedding jobs, one of the horrific



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

realities we face as a country in 2019. When this first happened in 2008/2009 I was petrified. My risk based long term approach has reduced both of these issues to a concern. I now no longer care whether there's power from the utility provider, and while losing my job used to terrify me, all evidence suggests this would have little to no impact in my life - in fact, quite the opposite.

I'll share how embedding risk management principles to one's own personal life can, directly benefit one's family in more ways than just income.

Occupational/industrial hygiene was probably the most difficult module in the Environmental Health course, it was also my favourite. The Association Advancing Occupational and Environmental Health (ACGIH) and American Industrial Hygiene Association (AIHA) amongst others include in their definition of Occupational Hygiene "that science and art devoted to the identification, evaluation and control of those environmental factors or stresses, arising in or from the place of work ... community." Of course since I was using this definition in my personal life I had to adapt it by substituting some of the terms such as 'place of work' with *life* and 'workers' with *family*.

Between 2007 - 2009 with a few years of experience and an asset or two under my name including my first sectional title property, loadshedding hit the country and the economy was in recession. Just when I thought my life was starting to stabilise, I was suddenly faced with the reality of an unreliable power supply as well as the realisation that I had only one income stream. It didn't help that I also had my mother and 3 younger siblings to support, anything that threatened my income automatically threatened their livelihoods. I identified these as the biggest risks in my life which, through applying risk management principles I'd attempt to mitigate over the next couple of years.

In quantifying the risks the following became apparent;

• My single source of income meant that;

- I was vulnerable. Afraid that I could lose job therefore making me susceptible to temptation thus fraud.
- The pressure to provide for a large family on a small income meant I could be corruptible. I don't believe that everyone testifying at our endless commissions actually meant to commit a crime - right?
- A weakening economy left me with a lot of month at the end of my money.

My reliance on municipality / utility provider for all energy needs was complicated by my choice of residence because unlike in rural Eastern Cape where I grew up, I no longer had the option of cooking outside with wood when there was no power.

• The hazard identification and risk assessment revealed a bleak picture that gave me sleepless nights;

- I had points of failure both in terms of my income and energy,
- My income was strained which meant the potential for temptation to commit fraud would increase. The absence of an alternative revenue stream could leave me vulnerable to execute illegal instructions out of desperation to keep my job!,
- Everytime the power went out it meant I couldn't cook so I'd be forced to spend money I didn't have by getting take always. My productivity and entertainment at home were compromised. Damage to electronic devices would result in even more expenditure. The security of my home was compromised.

With the result, I spend the next couple of years implementing controls to mitigate these risks including;

• Managing current expenses

The trick is living a level below your means - when your income increases it is not an opportunity to

get a new car (liability) but rather to reduce your debt and increase investments. If things go wrong, a lower monthly exposure means you can survive a bit longer while looking for a job.

• Increase income streams

I did this in 2 ways;
1. *Residential Property Investments:*
The buy to let format proved viable and low risk with the least barriers to entry.

Buying investment property only required me to have good credit, a bit of capital and a logical approach to ensure I bought below market to maximise my income. The transaction is between myself and a tenant with no other red tape, it is completed purely on merit instead of adding subjective requirements which thus far have condoned corruption. I resolved a long time ago not to be associated with the tendering system in its current format.

2. *Professional Advisor/ Consultant:*

Most employers allow their employees to pursue other businesses, subject to certain conditions.

As a professional with experience you are likely to have expertise that you should be able to sell?

As long as you declare your business interests, make sure never to do your own business using your employer's time/resources and not trade with the employer's clients you should be safe.

• Build internal capacity

Investing in property allowed me to add a free stand house as my primary property. That automatically restored the flexibility I had as a child of being able to use other energy sources. Now I use wood for my mbawula as well as cook outside, so no more cold nights or increased takeout consumption because of load shedding.

Over the last 2 years I've invested in solar, so unless the power outage happens for long periods and there's no sun, loadshedding is the least of my problems.

The extra income helped me build even more capacity, because ploughing it back while my job pays for my monthly expenses means I

now have a plan B.

My new 250+ sqm construction in my backyard serves as man cave, workshop and a gym, all of which can be converted to individual units with an income potential (proven) of at least R133 per square metre.

• Never stop learning

Information is readily available from Google which has made the internet accessible to the masses. In the work context this is known as Continuing Professional Development, to ensure that you not only keep abreast of new developments in your career but also learn new things and diversify your skillset. Why not do the same in your life? Use the free resources to enhance what you already know or to learn new things. This will help build expertise in other areas so that you don't need to pay someone else every time you need something done.

Just like any health and safety/risk management programme in the workplace the same success factors apply when adopting a similar programme for personal benefit including;

• Take accountability

This is consistent with any successful health and safety programme, unless there's accountability and support from above very little will be achieved.

• Prioritise your controls

Personal Protective Equipment (PPE) is prescribed as the last option in the hierarchy of controls. Unfortunately PPE is used as the first option because it appears at face value to be a cheaper alternative. Choosing PPE as the primary option means one will never invest in a sustainable solution that could eliminate/reduce the risk.

The same principle applies in your life, if you take shortcuts you end up always plugging holes instead of finding permanent solutions.

• Plan ahead, be realistic, patient and disciplined

While it might be tempting to go for a quick fix, soon enough you'll see you're always fixing the same thing! You may find yourself caught in this

reactionary loop instead of thinking holistically for solutions that could eliminate the problem at the source. The long term solution might seem unattainable but if you plan ahead and implement a realistic programme in phases that you observe with military precision, you're one step closer to success.

CONCLUSION

By only applying what I learned and practiced in my career I have managed to be resilient to some of the biggest threats facing the country. This is ironic considering when I walked into that class in the year 2000 I seemed to be one of the few who had actually chosen environmental health, most of my classmates they were there only because they couldn't get admission for their primary (fashionable/ topical) choice.

Fortunately, because I've always enjoyed swimming against the tide this further affirmed my choice.

For advice/opinion to be worthy it must come from a credible source, this means the crowd mentality is fundamentally flawed especially when viewed against the backdrop of our country. According to a BusinessTech article in 2017 of the meagre 13% of income taxpayers in the country only less than 1% earn above 1.5 million!

As a third world country with most people living in poverty, this means the collective thinking and actions of the masses has not elevated us out of poverty, so why on earth would you want to follow the masses? It's only through logic one sees this. You'll have a better chance of success by doing the opposite from everyone even when least informed about the subject matter.

My career selection was risk based, granted at the time I didn't know I was practising risk management. As a result I have never been without income, my family is more worried about the internet speed dropping below 100 Mbps than the electricity going off.

It does help though when risk management is inherent "I never chose Risk Management as a career, Risk Management chose me by being consistent with my personality".

ASBESTOS education, prevention and policy

It has been over 15 years since my husband Alan was diagnosed with mesothelioma, an asbestos-caused cancer which he contracted from both occupational and non-occupational exposure. Since then, I have dedicated my life to asbestos education, prevention and policy in the hope that someday, things will change.

Asbestos, a known carcinogen, remains a leading workplace killer. Each year, more than 200,000 workers across the globe die from preventable asbestos-caused diseases.

One benefit of my work is that I get to connect and build a community around the world. I am honoured to be speaking at the Occupational Safety and Health Conference in Johannesburg, South Africa this year, especially since South Africa has banned the use of asbestos in the country, setting an example for the United States to follow.

SOUTH AFRICA AND ASBESTOS

South Africa is no stranger to the deadly effects of asbestos exposure.

Long before the last mine closed in the country in 2002, a South African journalist predicted asbestos would cause "South Africa's largest public



Family photo with Linda, Emily and Alan

Linda Reinstein is the Co-Founder and President of the Asbestos Disease Awareness Organization (ADAO), which was created in 2004 after her late husband Alan was diagnosed with mesothelioma, an asbestos-caused cancer. Reinstein has been a strong political voice for major local, national, and international asbestos-related issues and frequently serves as a Congressional witness on asbestos-related issues. Recognised as a top public health influencer, Reinstein has shaped public policy, delivered over 100 national and international speeches, and built and sustained a diverse community to protect public health. As a strategic storyteller, Reinstein's prevention and political campaigns have reached global audiences and had affective change.



Linda and Emily, look on while Senator Boxer signs the first Alan Reinstein Ban Asbestos Now Act in 2015

health disaster." The country was the third largest exporter of asbestos in the world for more than a century. As a consequence, former workers and residents of mining regions have suffered, and the environment has been contaminated.

The devastation I felt when I lost my husband is felt amongst families worldwide who also lose someone close to them from mesothelioma.

In South Africa, take for example Debbie Myer, who recently shared her story with me. She lost her father when he was 74. Her dad had worked in a factory in the 50s and 60s, cleaning hessian bags for farmers. Years later, when her father fell ill, the family found out the factory also used to clean bags that had transported asbestos. At that time, there was little to no information available about the danger of asbestos exposure and most workers likely had no idea they were inhaling such a toxic mineral.

There is also an absence of data on asbestos-related disease during the lifetime of the South African industry under apartheid, making it difficult to know just how many South Africans have been affected by this deadly chemical.

This is why conferences like OSHAfrica are so necessary - because there is still not enough information available about the dangers of asbestos.

OSHAFRICA 2019 CONFERENCE

My 'Strategic Asbestos Education, Prevention, and Policy in Pursuit of Vision Zero' presentation will focus

on the strategic, cost-effect, and replicable educational and advocacy strategies for non-profits, trade unions, governments, and businesses.

Among other topics, I plan to discuss how I use shaping public policy as a blueprint to mitigate exposure and eliminate asbestos-caused diseases.

BANNING OF ASBESTOS

In the past 30 years, nearly 70 countries have banned asbestos, including South Africa.

Meanwhile, the majority of Americans believe that the fibre has already been banned, but the truth is that asbestos is not yet banned in my country and is still a real and ever present threat.

Unfortunately throughout the United States, asbestos can be found in consumer and automotive products, cosmetics, and construction materials.

In 1989, the United States Environmental Protection Agency (EPA) attempted to ban asbestos in all forms. But just two years later, the asbestos industry fought hard and challenged the EPA in court. Profits won over public health and the ban was overturned.

However, times have changed in the USA and around the world. Nearly 70 countries have banned asbestos and the USA is on track to ban it too.

We have something more powerful that dollars - we have the incontrovertible truth.

I look forward to speaking more on public health and safety while at OSH. The opportunity to collaborate, share information, learn from my colleagues and address commonalities among the U.S. and South Africa in the fight for public wellness will not be wasted.

There is only power to be found when we all work together.

Linda Reinstein is among over 150 speakers who will be giving presentations at the OSHAfrica 2019 Conference from 18 - 20 September 2019 at Emperors Convention Centre, South Africa



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Let's RE-HUMANISE the workplace:

Mental health is not an open wound

Logged onto social media on Sunday morning and the first story I saw was the trending headline of the banker who committed suicide. This got me disturbed. I was not too concerned about the reason behind his action because there are many versions of that story. Rather, I looked at it from the position of occupational health and wellness.

We have always advocated that employees' health and wellness must be fully integrated into the overlapping wheels of good business processes. Unfortunately, most organisations in Nigeria do not implement this. Even with the global economic hardship placing so much pressure on everyone, we all feel the huge negative effects but no one seems to talk about it. We are all mute and mutually frustrated and productivity suffers leading to more pressure on employees to scale up. This has been the cycle.

When we look at the World Health Organisation's (WHO) definition of Health and Wellness, it says "it is a state of complete physical, mental and social wellbeing and not merely absence of disease or infirmity". If you look at workplace wellness and health in this context, you will realise that an employee can be present at work with no disease or illness and

yet not well when weighed in health and wellness. The question is, what are we doing wrong?

EMOTIONAL HARM THE NEW GLOBAL WORKPLACE

In the new global workplace we have all found ourselves, there is this huge temptation to place profit above the health and wellbeing of employees. Unfortunately, in many organisations, profit is the only tone and cultural body language present, not employees' wellness or wellbeing and health. Occupational health has evolved beyond just looking at accident prevention and physical harm to employees, but now also looks at the mental harm to employees which we do not see physically - you may have an employee who is in total distress and suffering silently. This is the emotional class of harm suffered by employees in the course of performing within the scope of their task. These psychosocial issues include burnout, stress, work overload, work-family balance, fatigue, workplace harassment and a number of other associated non tangible issues. They are not like open cuts that can be plastered, for example, stress is not like an open injury that can be seen and dressed, burnout is not like tumour that can be opened and removed. Work related emotional harm is a very complex condition that must be systematically addressed from its root.

SUPPORT IS NECESSARY

Workplace health and wellness studies have recommended employees' engagement as a much useful tool in giving employees the psychological support to deliver their organisational expectations. This is as simple as doing nothing, but because the management process has not been clearly defined in our culture, it has become deficient in our corporate DNA, and both the employees and employers suffer for it.

Absence of employees' engagement

could make organisations lose so much without even realising it. To help overcome this, it is imperative for occupational health to interface with human resources. We must remember that management is all about people, not just things.

Managers need to understand that employees are people with finite emotional capacity. If they are dealing with problems in their personal lives, they may have limited capacity left to deal with issues at work. In many cases concerning underperformance at work by employees, the problem may be traceable to the home life. Employees' home and family are an integral part of employees' health and wellness. When good people have challenges, managers and management need to carry them and pull them through if they are part of your team. We preach team spirit but when things go wrong, we are quick to execute a team member without looking at how it negatively impacts on the team members left behind. If managers learn to carry employees when they most need it, we will become a stronger community. We can empower people in ways we probably cannot imagine. A re-invigorated broken employee is an organisation's most powerful force; they become a better version of themselves. We as managers must never forget that it is people we are managing.

RECOGNISE THE SYMPTOMS

Often managers don't even realise that an employee is suffering from burnout. The manager needs to recognise the symptoms, and investigate what that employee is going through. Support is necessary. Remember, employees spend an average of 7 hours a day at work, so the work environment and the people are great influencers on his or her overall wellbeing.

An Employees Assistance Program (EAP) is unfortunately lacking in most work environments. Who does

the employee talk to when he is bereaved? Are there debriefing processes? Are there provisions for counsellors or psychologists in or outside of the workplace? Are there return to work policies and processes - or after illness do you just migrate from the hospital bed back to the office? Have we created a trusting work environment so that employees can open up to the counsellors. Are mental health support professionals available?

NEW WORKPLACE DISEASES

There are new and emerging workplaces diseases, illnesses and conditions. Globally, an ageing workforce is fast becoming an issue; or people are taking early retirement because their health would not allow them to reach the ideal age of retirement. Most of these issues are being linked to workplace conditions.

Now we are seeing not just suicidal ideation but suicide in the real sense. When we drive employees far beyond what they can handle, we will see these issues occur more frequently.

CONCLUSIONS

Can we relax the work environment knowing that an employee who is not at his or her peak today could become a super performer tomorrow?

Can organisations focus less on profit and take a look also at the health, safety and wellness of their employees?

Can we change the harsh language and tone in managing people at work?

Let's re-humanise our workplaces so that employees can regain the feeling of self-worth. This is the bedrock of employees' health and wellbeing.

If the workplaces, processes, management systems and policies do not change, we will have more heart breaking issues such as the case of the banker who committed suicide.

Who is next? This will become a question that we will keep asking.

Ehi Iden is one of over 150 speakers who will be giving presentations at the OSHAfrica 2019 Conference from 18 - 20 September 2019 at Emperors Convention Centre, South Africa. www.oshafrica2019.com

OHS Conference hosted by The Department of Employment and Labour focuses on achieving VISION ZERO

The Department of Employment and Labour's occupational health and safety conference was held from 25 - 26 July 2019 at Emperors Convention Centre in Ekurhuleni, Gauteng Province. The theme of the conference was "Strategic co-operation to promote decent work and achieve Vision Zero in occupational injuries and diseases".

Aggy Moilola, Department of Employment and Labour Inspector-General delivered the opening address. Her presentation focused on how decent work cannot be achieved without sound, safe and healthy environments, and that every occupational incident is preventable.

"Workers have a right to work in an environment that is not harmful. Decent work cannot be achieved without sound, safe and healthy environments, and when that gets compromised productivity levels suffer." Moilola said.

She cautioned that safety should not be done as a 'by the way', adding that employers must never be lured by the 'short cut syndrome'.

The Department's Chief Inspector, Tibor Szana told the packed audience that The Department of Employment and Labour is on the verge of employing 500 occupational health and safety (OHS) inspectors, in a move that will have major change in the workplaces. He went on to explain that this would require the Department of Employment and Labour to broaden its scope of work by also focusing on the small, medium and micro enterprises (SMMEs) and the informal sector.

"In the next 10 years health and hygiene will never be the same. We are clear on what we are about to do. When we look back this will be a major turning point. We will be leveraging on the use of technologies to fulfil our objectives.

"We are doing all this to prepare for challenges that will be posed by the fourth industrial revolution. The health and safety profession is on the throes of major changes. The world is changing and will never be the same again" said Szana.

He continued to inform the delegates that there are some 21 regulations governing the health and safety environments and these are of no value if the high accident environments persist. He concluded that while the world of work is changing, the next 10 years will be critical as the process unfolds.



Employment and Labour Minister, Thulas Nxesi delivered a keynote address



Ehi Iden is Chief Executive Officer at Occupational Health and Safety Managers, Lagos Nigeria. He has over 20 years in practice at hospitals, workplaces and occupational health centres. He holds an MBA and MSc in Workplace Health and Safety. He is currently a PhD by Research student. He holds a number of International Certificates from institutions and universities across the world. Ehi is a prolific Occupational Health and Safety blogger and has presented papers at many international conferences.

A proud HISTORY

Saiossh CEO, Neels Nortjé, takes us down memory lane and chronicles the history of Occupational Health and Safety in South Africa

HEALTH AND SAFETY LEGISLATION

In the early years from about the First World War, it was recognised by the South African Government that too many serious injuries and fatalities were occurring in the workplace. The war effort had caused high production and desperate measures to turn out armaments according to the demand. In an effort to control this, the Factories Act, 1918 (Act no. 28 of 1918) was promulgated, which set a standard for South Africa's industry. During the Second World War, the Factories Act was improved on and replaced by the Factories, Machinery and Building Work Act, 1941 (Act no. 22 of 1941). This Act placed duties and responsibilities on users of machinery, occupiers of factories as well as builders.

Some 40 years later we saw the introduction of the Machinery and Occupational Safety Act, 1983 (Act no. 6 of 1983) followed 10 years later by the Occupational Health and Safety Act, 1993 (Act no. 85 of 1993). What was notable of this Act was the introduction of Occupational Health. There is currently a Draft Occupational Health and Safety Bill



Neels Nortjé is a founder and CEO of the South African Institute of Occupational Safety and Health (Saiossh). He qualified with ESKOM as an Occupational Health and Safety Risk Management Officer. He holds a N6 Mechanical and Electrical Engineering qualification as well as a National Diploma in Safety Management. He was appointed by the Minister of Labour to serve on the Minister's Advisory Council for Occupational Health and Safety (ACOHS). He is a Chartered Member of Saiossh (CMSaiossh) and a Chartered Member of IOSH UK (CMIOSH)

that, according to the Department of Employment and Labour, will be published shortly for public comment.

Other related Occupational Health and Safety legislation in South Africa are the Mine Health and Safety Act, 1996 (Act no. 29 of 1996), the South African Maritime Safety Authority Act, 1998 (Act no 5 of 1998), the National Railway Safety Regulator Act, 2002 (Act no. 16 of 2001), the Civil Aviation Act, 2009 (Act 13 of 2009) and the National Road Traffic Act and Regulations, 1996 (Act no. 93 of 1996). It is interesting to note that all these Acts are post democracy baring the Occupational Health and Safety Act, 1993 (Act no. 85 of 1993).

HEALTH AND SAFETY MANAGEMENT SYSTEMS

The National Occupational Safety Association (NOSA) was established in 1952, it was funded by the then Workmen's Compensation Commissioner (WCC). NOSA's purpose was to advise management on accident prevention and loss control. In doing so NOSA developed a 72 Element Management by Objective (MBO) Five-Star 5 system.

The Introduction of the NOSA Rating System came about because the Sugar Millers Association, which held an annual safety competition, was displeased by a directive issued by the NOSA board in 1966. The directive prevented competition marks from being divulged or published (coded individual marks). The Millers Association management was adamant that they needed to know how well, or otherwise, each mill had fared. Wyn Burgers, the Natal NOSA Regional Safety Organiser at the time, needed to somehow satisfy them while remaining within the parameters of the new NOSA Directive. The solution he came up with was the NOSA Rating system, which was

approved by then GM of NOSA, Godfrey Terry, in December 1967. In order to avoid a clash with the star rating system used by the Hotel Industry, initially alphabetical grading symbols were used.

Over the years a number of health and safety management systems have been developed and used in various industries in South Africa, the latest being the ISO 45001:2018 adopted by the SABS as SANS 45001:2018.

HEALTH AND SAFETY INSTITUTES

The South African Institute of Occupational Safety and Health (Saiossh) had its origins from the Natal Safety Officers group that was established in 1957. Just as the group was considering a Constitution and a role as a Professional Safety Institute, it was beaten to it by a Cape Town group called the SA Institute of Industrial Safety Officers (SAIISO) that was established in 1952. The Natal group joined SAIISO and established the SAIISO Natal Branch.

In the early 70's SAIISO decided to change its name to the Chartered Institute of Industrial Safety Engineering (ChIISE). The Natal group did not go along with this and named themselves the Institute of Safety Management (ISM). The acronym later changed to IoSM.

On 11 February 2010 the IoSM KZN Coastal Branch stepped away from the IoSM to establish Saiossh. In 2013 Saiossh achieved recognition from the South African Qualifications Authority (SAQA) as the Professional Body to register Occupational Health and Safety Practitioners in South Africa in terms of the NQF Act, Act 67 of 2008.

With more than 13500 members Saiossh is today the largest health and safety professional body in Africa and the leading source of information and networking opportunities within the Occupational Health and Safety profession. For more information visit www.saiossh.co.za



South African Institute of
Occupational Safety and Health



OHS Professional Registration



To find out how you can get Professionally Registered visit:

www.saiossh.co.za

LEADERSHIP SKILLS increase engagement, motivate teams

The fully engaged employee is one whose needs and values are aligned with their work and their organisation.

Few issues are more important to the success of a safety process than supervisors and employees who are actively engaged and committed to it. But, have we communicated the role of the leader in employee engagement?. During a recent presentation I asked how many leaders were in the audience (the audience was senior managers, engineers as well as other professionals), out of the 150 only 8 raised their hands.

Everything a leader does impacts on employees (including our contractors), and either increases or diminishes engagement. There is no middle ground.

During our current economic downturn how are we as leaders motivating our teams and ensuring full engagement?

FIVE LEADERSHIP SKILLS

The leader's focus is on developing the leadership potential of each team member, and ultimately implementing a shared leadership approach to continuously improving performance that is owned by the team.

1. Building trust

Trust is an essential ingredient in increasing engagement. The first thing leaders need to know about



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

building trust is that it does not happen just because you know you are trustworthy. People do not know how trustworthy you are until you demonstrate it by using trust building behaviours, and the most important of these behaviours is to trust others. We build trust by trusting others. This requires a basic belief in people, a belief that people are essentially trustworthy. If you have untrustworthy employees, you need to consider why you hired them and why they are still there.

2. Mentoring

The relationship between the employee and his or her immediate manager is a critical factor in how engaged the employee is.

Employees need feedback. They need to know how they are performing - not just once a year at review time - and be able to discuss their needs for growth and development.

Leaders must be able to give and receive feedback, and to coach and counsel employees in a way that increases engagement and commitment.

3. Inclusion - Know everyone's potential

Whether employees feel like an insider or an outsider also impacts on their level of engagement. Effective leaders know that everyone on their team has certain strengths, and for their team to be successful they know how to get the best out of each person regardless of their ethnic background, gender, age or sexual orientation. They understand that people with different personal values can work together effectively when they commit to the same values about trustworthiness and standards of work performance.

4. Alignment

Engaged employees feel aligned with their organisation's purpose, values and vision. Their work is meaningful to them because their leader guides them to understand how the work they do helps with the success of the company.

The effective leader also understands that gaining the team's commitment to the company's values increases the team's performance standards as well as their engagement.

5. Team development

Effective leaders understand the potential for significant increases in performance through high performing teams.

They make sure that all team members understand the strengths they and other team members bring to the team, and they work at developing a process that capitalises on all of these strengths. The leader's focus is on developing the leadership potential of each team member, and ultimately implementing a shared approach to continuously improving performance.

CONCLUSION

All of these skills are needed to keep employees fully engaged and are dependent on each other. If any are missing, engagement will be diminished.

You have to build trust before you can be effective at mentoring, and you will need your mentoring skills to be effective at inclusion and alignment. You won't have much success at getting all employees aligned unless they feel they are insiders. To build a high performing team, the leader needs all of the above skills.

The reality is that these skills don't come naturally to very many managers (supervisors, engineers, foremen, charge hands etc), but they can be learned. However, they cannot be learned effectively during a single training event.

Developing these skills for many managers requires the unlearning of old habits, habits which have learned over a lifetime. So it will take time, reinforcement and practice, and a serious commitment from both the company and each manager.

Take the first STEP start today.

Saide will be presenting at OSHAfrica 2019 Conference from 18 - 20 September 2019 at Emperors Convention Centre, South Africa

THE ROAD TO SAFETY BEGINS WITH US.

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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.



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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.



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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.



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Saliva sample collection in 1 - 2 minutes. Test accurately for drugs in 5 minutes



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How much safety is **TOO MUCH SAFETY?**

My son is a happy little chap who is turning 6 towards the end of this year. Like all other little boys, he enjoys playing, watching television, games, youtube and picks and chooses to tell me only the things he loves about school. In the past, every so often, I would find myself repeating the words my parents used to say to me. I would tell him "Listen to your teacher" ... "Okay daddy". "Pay attention in class" ... "Okay daddy". "Make sure you..." Did he ever listen to me? I will never know. Does he understand why I tell him that? I don't know.

Meanwhile, the school has a mobile application known as Class Dojo which is a communication platform between the teacher, admin and parents. Every week during the school term, I would open up the App to see an image of one of these little guys as the "Star of the week". One day I showed my son these uploaded images from the school. He was so excited to see his classmates and told me all about them and why they had won a necklace of gold coloured stars.

The next week, I opened the App as I sat in my office and could swear I almost tore the roof down that day. My son was the "Star of the week". When I got home later that evening and showed him the App he was beyond himself with pride. That day, he well and truly deserved a pat on the back plus a hot-wheel. If you



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don't know what a hot-wheel is, you are really blessed!

I learned an invaluable lesson from a five year old.

As health and safety professionals, many of us take a central role in advocating for and championing a cause for our employees to obey set and stringent health and safety rules.

Through safety talks, inspections, audits, training, inductions and other activities, we emphasise the importance of adherence to our processes and procedures.

There can be no doubt that a health and safety professional's role is crucial in every organisation. More so, in high risk environments such as construction, engineering, mining or manufacturing, to name a few.

The big question however, is "How much safety is too much safety?"

Do you find your employees staring at you with no emotion, no interest and no eye contact as you conduct training? Do you see them chat, text or watch the time during your safety talk or induction?

A lack of interest from your workmates in your safety message could very well be an indicator that you are overdoing it.

Although health and safety awareness and training is legally mandated to be provided under the OSH Act, you cannot deny that its effectiveness is dependent on the interest of your audience.

When awareness is overdone, the message becomes flat, lethargic and you are bound to find yourself mumbling away to your audience.

Below are some guidelines that may stop you from too much health and safety;

DELIVER SAFETY AWARENESS MESSAGES ONLY ONCE IN A WHILE

You are not the school head-boy or head-girl that had to say something at every school assembly. At times, get the safety reps to do the talk or a volunteer that would like to take up the opportunity. If you find yourself always having to be the focal point of

health and safety then your voice will soon be drowned in the noise like a stadium announcer.

GET STRAIGHT TO THE POINT

Adopt a business approach to health and safety. Do not be under the illusion that people just have to listen to you because they standing or seated in front of you.

Deliver impactful messages that emphasise the importance of health and safety and end it there. There is no need to drag anything longer than it should be.

FOCUS ON THE BENEFITS OF COMPLIANCE AS OPPOSED TO THE CONSEQUENCES OF LACK OF COMPLIANCE

My little boy got excited at the prospect of being a "Star of the week". I did not tell him to be one. Once the motivation to be the star of the week came from within, I stopped having to tell him to "Listen to his teacher", "Pay attention in class" etc.

ALLOW PEOPLE TO MAKE MISTAKES

Use the lessons learned for future reference. There is no better health and safety training content than that which people can relate to. When I showed my son pictures of his classmates, he could easily relate to them. In health and safety training, if you use examples of people that your colleagues cannot relate to, you will bore them to death.

LASTLY, LIVE A LITTLE!

Life must be enjoyed by everybody especially at work where we spend most of our day time throughout adulthood. Loosen up!

Do not be that uptight and unapproachable health and safety 'enforcement' officer. Get on the assembly line, visit people on the ground and interact with them one on one. It is through this interaction that you will get feedback on how to improve your health and safety awareness, information on hazards, or general comments about your health and safety initiatives.



President's Message

It is hard to believe that we're into the last third of 2019. The Cape is in the grip of winter with some much needed rain, albeit with its incumbent discomfort and the pressure on the Disaster Risk Management crews to assist those who are suffering most. Despite living down south in a winter rainfall zone, it always seems to take the Kaapenaars by surprise – so much for Preventative and Recovery Barriers!

INSTITUTE OF SAFETY MANAGEMENT

It's also hard to believe that The Institute of Safety Management has been in existence for nearly 70 years in one form or another, having started out as the South African Institute of Industrial Safety Officers established in 1952. I was going to compare that with my age but I'll keep the readers guessing – and, anyway, it's too much to contemplate in this storm-beaten Cape!

Covers wide range of disciplines

Although our Institute's name hints at a focus on Safety, its membership addresses a wide field of SHE disciplines including Occupational Injury and Accident Prevention, Loss Control, Fire Defence, Ergonomics, Physical Risk Management, Occupational Hygiene and elements of Security.

Committed to upgrading of professional skills

The Institute is dedicated to the upgrading of the professional skills of its members and, as such, has established minimum standards of competence.



Richard Whittaker

A SAQA endorsed Register of Professional Practitioners records these competencies and the technical skills of persons practising in the field, which may then be assessed and/or verified with confidence. Thus, in line with IOSM standards, SAQA recognises three categories of professionalism, viz., Registered Occupational Coordinator, Practitioner and Professional; abbreviated to ROSCord, ROSPrac, and ROSProf respectively.

National Safety magazine

All IOSM members receive a copy of this magazine, which not only gives current news regarding this and related Institutes, but also has articles of general interest in the fields of SHE management.

OSHAfrica conference and organisation

IOSM is proud to be associated with the OSHAfrica initiative – perhaps one day we will be able to share professional designations across the continent, if not the world, as has been done in the likes of Engineering and Medicine.

The upcoming inaugural OSHAfrica 2019 conference at The Emperor's Palace on 18 to 20 September is an honour for South Africa.

OSHAfrica Conferences are being held in the four African Regions on a three-yearly cycle. The next one in Southern Africa will only be in 2031 so please take advantage of the opportunity of this one being right on your doorstep!

With Keynote speakers and multiple plenary sessions, it promises to be a conference not to be missed.

THEATRE SAFETY

On a personal note, as regular readers will know, I am frequently involved in theatrical productions and this year is no exception.

At the time of writing, we're just going into our last week of "South Pacific" and issues of safety are always with us – twisted knees (one being an artificial one!), twisted ankle, stubbed toes, asthma attack (due to inhalation of hairspray!) all appearing on the "score card" but fortunately no broken bones, except the "broken legs". With the unusual precedent of all the scenery being moved by the actors instead of the experienced backstage crew, I think we may have got off lightly!

I trust that our readers are all performing well in their various professional roles and that their scorecards are better than mine!

IMPORTANT - PLEASE NOTE: IOSM contact details have changed



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The SINGAPORE ACCORD and the OHS Profession going forward



PREAMBLE

This article is compiled from Singapore Accord documentation to provide some insights as to where the world sees the OHS Profession going. The South African OHS legislators may, in time, also adopt this Singapore Accord OHS professionalism approach for the South African legislation appointed OHS professionals and practitioners.

INTRODUCTION

In September 2017, the International Network of Safety and Health Practitioner Organisations (INSHPO), a global voice for the occupational health and safety profession, held a conference in Singapore where the Singapore Accord was accepted by the various OHS Professional Bodies from around the world that are INSHPO members (South Africa is not a member).

INSHPO provides an international forum for engagement of OHS related matters, and for advancing the OHS profession through the engagement of evidence-based practices and the development of a



Leighton Bennett (Pr.CHSA)
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& Risk Management Consultant

harmonised global framework for OHS practices in the OHS profession.

An INSHPO project was established to define the roles, knowledge and skills for both vocationally and university-educated (or other higher education) OHS personnel.

COMPETENCE & CAPABILITY

The project states that OHS professionals and practitioners must be competent, effective and influential, but the OHS personnel must go beyond competent, where “Competence” has been defined as “the ability to transfer and apply knowledge and skills to new situations and environments, consistently applying knowledge and skill to a standard or performance required in the workplace”.

Competence is about delivering the present based on the past.

This suggested new performance level introduces the term “Capability” where one’s “applied theoretical knowledge that underpins practice in occupations and professions and also the industry-specific knowledge and skills that transcends particular workplaces and the tacit knowledge of the workplace.”

Capability is about imagining and being able to realise that being confident and adaptable as well as being able to develop and effectively utilise one’s knowledge and skills in complex and changing circumstances, including those that may not have been previously experienced.

This concept of capability adds a further dimension that expands the

understanding of the required knowledge and skills and how these should be applied as part of positioning the OHS profession and its OHS professionals for the future.

THE INSHPO FRAMEWORK

An INSHPO framework was developed:

- To facilitate a shared understanding of the difference in roles of the OHS professional and the OHS practitioner.
- To position the OHS professional as a key advisor, strategist and leader in fully integrating the management of OHS risk into sustainable business practice.
- To position the OHS practitioner as a skilled implementer of OHS activities and an effective OHS supporter and communicator at site level.

THE OHS PRACTITIONER AND OHS PROFESSIONAL

Furthermore, the world-wide view identifies two clear categories of OHS personnel as follows:

- The normally university educated OHS professional, usually has a role requiring a broad understanding of a wide range of hazards and controls. It has a unique multidisciplinary body of knowledge concerning risk and the elimination or reduction or work-related fatalities, injuries and illnesses as well as property damage and associated social and financial losses. The OHS professional’s scope of activities are often across the organisation, including site, divisional / regional and corporate and may include local, national or global roles.
- The vocationally or technical sector educated OHS practitioner is normally the implementer of the

developed OHS strategy, involving maintaining the OHS administration, conducting training and using a range of state-of-art tools, processes and common practice solutions for the generally known behavioural and technical hazards and risks.

The OHS practitioner’s role also requires an understanding of a multidisciplinary body of knowledge concerning well known hazards and risks and the elimination and reduction of such issues, and supporting and monitoring the compliance of the OHS management processes and procedures.

The OHS practitioner’s scope of activities are usually at a site (workplace) level of an SME or a section or site within a large organisation.

Thus when considering a practitioner’s activities, each activity should be read as applicable “at the local level.”

Obviously, this capability framework describes the activities, knowledge and skills of different levels of OHS person that may work within different sized and complexity of organisations, which may impact on the OHS person’s position of seniority, the role’s demands (eg. SHEQ and more) and the organisation’s structure.

TITLE LEVELS OF OSH PRACTITIONER DEFINED

The INSHPO framework identified three titled levels of OHS practitioner, as follows:

- **Level 1:**
The OHS Officer
- **Level 2:**
The OHS Advisor
- **Level 3:**
The OHS Co-ordinator – designing, developing and implementing innovative site-level activities to improve OHS.

The framework documentation

describes all the three title levels related to:

- **Position levels:**
Titles, key purposes roles, reporting lines
- **Professional parameters:**
Autonomy, influence, complexity, business skills
- **Nature and complexity of knowledge and skills:**
Both soft and hard skills
- **Qualifications:**
World qualification framework levels 4 to 6 for practitioners, and 6 to 9 for professionals.

Similarly three titled levels of OHS professional were also identified, as follows:

- **Level 1:**
A graduate OHS Advisor
- **Level 2:**
An OHS Manager
- **Level 3:**
A General / Group Manager, OHS / Safety VP / Director OHS / Safety

REQUIRED AREAS OF KNOWLEDGE

Both the OHS professional and OHS practitioners must have specific technical knowledge to operate effectively.

This knowledge is gained through a combination of formal education and experience.

The INSHPO framework describes six knowledge matrix areas, as follows:

- Hazards and risks
- Hazard and risk controls
- Safety and health management
- Professional role and functioning
- Underlying technical and behavioural disciplines
- Underlying management science.

The conceptual and technical knowledge under these areas must be integrated to enable the OHS professional and OHS practitioner to develop a “mental model” to inform and perform OHS practices effectively.

ACTIVITY DIMENSIONS & DOMAINS

The Capability Framework defines the role of OHS professionals and OHS practitioners using two activity levels, namely:

- **Dimensions**
Providing the scope of the distinguishing boundaries of roles
- **Domains**
Describing the fields of activity within the boundaries.

The following seven dimensions are/were used to outline the roles of the OHS professional and OHS practitioner:

1. Systems management approach
2. Organisational culture and its impact of OHS
3. OHS risk management processes
4. Measurement and evaluation of OHS performance
5. Knowledge management (the depth, breath, maturity and integration of knowledge) and knowledge levels (awareness, routine application, comprehensive application, and creative mastery)
6. Communication, engagement and influence
7. Professional and ethical practice.

As with the application of knowledge, there must be a level of skill related to a personal skill, a professional skill and a technical professional skill involved for each OHS professional or OHS practitioner to practice at their level of capability.

CONCLUSION

I trust this article provides some insights as to where the world sees the OHS Profession moving and what growth and development we as OHS professionals and practitioners need to aspire to, going forward.

REFERENCE

<http://www.inshpo.org/docs/INSHPO%202017%20Competence%20Framework%20Final.pdf>

Leighton will be presenting at OSHAfrica 2019 Conference from 18 - 20 September 2019 at Emperors Convention Centre, South Africa

SAFETY DEVICES - Ladder Safety



How many of us safety, health and environmental professionals research new or innovative devices which may reduce injuries, ill health and fatalities?

I personally believe each organisation should have at least one person who they make responsible to research new and/or innovative equipment or safety devices, which can be introduced to reduce the severity of an injury or possibly a fatality from occurring. This should be extended to the home environment as well which is a magnet for unsafe practices.

This can be done a few times during the month. A report on the benefit of these items can then be submitted to management for their consideration.

I have lists and details of various items which I believe can assist to make our working environments and homes safer places.

I will share information on various devices each article and hopefully these will be purchased and used to save lives.

This article covers ladder safety which is a high cause of falling from heights both at work and at home. Working off a ladder can be a very dangerous task which can lead to paralysis or even death.

Ladders are found at most construction sites and are used regularly in the home. In the US alone, there are approximately 500 000 falls from ladders and roughly 400 people pass away.

To minimise the risk of ladder accidents, we need to look at 3 points of danger :

1. ladder top
2. ladder base
3. person on the ladder.

I have found various interesting devices which I believe could help minimise accidents and fatalities.

We would love to hear from our readers about the safety devices that they use and have found to be indispensable.

We also know that many readers have invented their own safety devices - please share these ideas with me on email: fabian@hseconnection.org.za



Fabian Buckley is President of NPO HSE Connection Point. He has been working in the HSE industry for over 16 years as a corporate safety, health and environmental manager for an international Blue-chip company and Group SHE Manager for a South African company within the oil & gas field. Fabian has a Nebosh International Diploma as well as many other qualifications, and is a registered Construction Health and Safety Manager and an assessor & moderator registered with SACPCMP. He also sits on the Technical Advisory Council appointed by the Chief Inspector of the Department of Labour.

LOCK JAW LADDER GRIP™



The Lock Jaw Ladder grip locks onto the gutter of a roof and secures the ladder at the top, preventing it from falling over or sliding off the roof.

Ladder safety devices need to be quick and easy to use. This product can be clamped onto or removed from guttering in approximately 5 seconds.

It contains an adjustable locking jaw allowing the device to be secured to a range of different gutter types.

In addition, there are built in adjustment devices which allow the unit to be utilised on a wide variety of single and extension ladders.

<https://lockjawladdergrip.com.au/>

CABLOC™ STAINLESS STEEL SYSTEM



This is a permanent vertical fall protection system for structures such as ladders, towers or tanks that are often accessed. It allows the worker to move up and down the entire height of the system rather than having to disconnect and find new tie-off points along the way.

Permanent systems need to stand-up to the elements for extended periods of time and require corrosion resistant galvanized or stainless-steel construction.

Cabloc™ Vertical Cable system consists of an 8mm (7 by 19) stainless steel cable which is terminated at the top by a cable ferrule and cable clamps at the bottom.

The cable is supported at 10m intervals with intermediate cable guides.

This version of the system uses top and bottom brackets specifically designed for a fixed ladder.

The top bracket spreads the load across two rungs of the ladder and the bottom bracket incorporates an easy to use tensioner. It is compatible with the AC350/4 Cabloc™ traveller only.

<https://www.capitalsafety.com/afadmin/pages/Product-Category-Overview-Page.aspx?prodCatId=6>

LADDER LOCKDOWN



A ladder can easily slide backwards while in use, this can be prevented with the Ladder Lockdown which goes under your ladder, and prevents lateral movement and ladder kick up. Taking a few extra seconds before you use the ladder to place the Ladder Lockdown under your ladder could save your life.

The Ladder Lockdown works on virtually every type of surface, including grass, pavement, rocks, tile, hardwood flooring, and even on ice. How it works depends on the type of surface you're on - on ice or slippery surfaces you can use spikes that hold the Ladder Lockdown securely in place. Otherwise, the device uses non-slip rubber grips for surfaces such as hardwood floors and tiles.

According to an independent study, when used in conjunction with proper laddering techniques, the Ladder Lockdown Safety Saddle makes climbing a ladder 25 times safer!

This device weighs just under 7kgs, measures 82.55cms x 20.32cms x 3.81cms, and is designed to prevent ladder kick out and reduce lateral movement.

<https://ladderlockdown.com/industrial>

SAFE T CLAW - EXTENSION LADDER POLE-CLAMPING DEVICE



Ladder Safety Solutions' Safe T Claw is designed to clamp onto poles so that the ladder can't fall over.

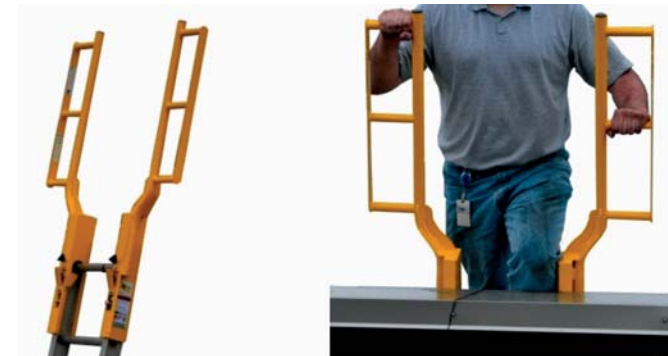
Once attached, the user simply stands the ladder up, sets the base at the approximate ground-level spot and leans the ladder against an upright object such as an electrical pole.

The unique design of Safe T Claw's callipers causes it to tighten as pressure or weight is applied allowing the worker to climb up the ladder safely.

It is made of aircraft aluminium, has a grip range of 15cm to 38cm, and only weighs 5kgs. It can be attached to any type of extension ladder in just a few seconds.

<http://www.laddersafety.com/safetclaw.html>

GRABS SAFE PORTABLE™ LADDER EXTENSION SAFETY DEVICE



The transfer from the ladder to the roof is the #1 most dangerous task relating to falls from a height. There is no good way to step off a ladder and onto a roof and back. The GrabSafe™ eliminates this common safety problem related to ladder/roof transfers.

Dr. Nigel Ellis, an expert in fall prevention and safety, has performed extensive research in the mechanics and circumstances of falls from a height. He concluded that the best way to prevent a fall is always for a worker to maintain three-point control with horizontal hand grips while using a ladder. This is difficult when stepping off or onto a ladder. A solution to this is the GrabSafe Portable, which easily mounts on virtually any extension ladder.

Studies show that vertical handholds do not support the weight of someone who is falling. Instead, slipping occurs, and the person loses his or her grip.

The GrabSafe Portable has horizontal handholds, which enable a worker to grip and keep or regain his or her balance. The wide step through design enables workers to climb up the ladder and step right onto the roof, without needing to step around the ladder.

The GrabSafe Portable extends 900mm above the elevated surface.

<https://leadingedgesafety.net/raptor-safety/>

WITH US YOU ARE ALWAYS CONNECTED



Why should I join
HSE Connection Point?

To find out why, visit our website
www.hseconnection.org.za

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Website: www.hseconnection.org.za

Company Registration No: 2017/431079/08 - 215-977 NPO



Two-Day ACHASM 2019 Construction Health and Safety (H&S) Summit

Where: Westville Country Club, Durban,

When: 2 - 3 October 2019

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, Construction H&S Agents / Managers / Officers, contractors, engineers, inspectors, interior designers, landscape architects, quantity surveyors, and all interested construction role players.

Theme

The Fourth Industrial Revolution (FIR), also known as Industry 4.0, 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: building information modelling (BIM); construction planning and H&S; H&S training; hazard identification and risk assessment (HIRA); medical surveillance; monitoring construction within the context of H&S; overview of the potential of Industry 4.0 in H&S; SACPCMP update; SMEs / subcontractors and H&S, and support work and formwork.

Day 2 will feature workshops, and discussion sessions.

Continuing Professional Development (CPD)

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

Commercial Opportunities

Exhibition stands, and sponsorship opportunities can be availed of.

Contact

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Is there a role for South African **WOMEN** in **CONSTRUCTION** health and safety?

I have three generations of seafaring in my heritage, and life at sea has never been considered as a place for women. My grandfather and father were among the founding members of the National Sea Rescue Institute (NSRI). More particularly, my grandfather, Captain Jimmy Deacon, who was all of 5'2" nearly had a heart attack when my uncle Ernest brought his then fiancée onto the vessel 'Weser', which was one of the NSRI vessels; "No woman will ever come onto my vessel, it is bad luck" he was reported to have said!

Although much has changed in the seafaring world, has it in the construction sector?

Traditionally women are supposedly nurturers, highly empathetic and preferably barefoot and pregnant in the kitchen. But what if they are not most of those? Construction in turn is deemed to be dangerous, dirty, a traditionally male environment and 'no place for women'.

WOMEN ADD EQUAL VALUE

As a professional construction health and safety (H&S) agent (PrCHSA) practicing in the construction sector I am most often one of perhaps 3 or 4 women on an entire project. Clerks, cleaners, flag 'persons', and perhaps the odd engineer or architect make up the balance.

It's a tough life dealing with the culture of being the odd one out or deemed to 'not belong'. I will be



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

honest, its demeaning to be thought of by my fellow built environment professionals (BEPs) that I am not going to really add any value to a project. However, what other conclusion can I make, as most often tenders or requests for quotations (RFQs) only occur as an afterthought, or when the project is already underway.

HIGH PERCENTAGE OF WOMEN IN CONSTRUCTION

Interestingly, the construction H&S sector has the most women among all the BEPs, and across all race groups, with approximately 41% of registered persons being women. The number in the PrCHSA is relatively low, with only 21% of women. The number of candidate CHSAs (CanCHSA) is a little better with 40% in this category. However, once everyone has completed their candidacy, the numbers will still be low in comparison at 32%.

Among the construction H&S managers, the number of women are very low. Only 25% are women, and in the candidate category, there is a slight increase with 31%.

The largest group, the construction H&S Officers, (CHSOs) have 36%

women, and among the candidates the largest number of women with 68% in the category.

OBJECTIVES FOR THE INDUSTRY

Transformation of the construction community is an important objective, and imperative to diversify the sector. The paradigm of gender equality and any sector for that matter being deemed unsafe for woman needs to change. Urgently!

As a woman who has practiced in the sector since 1985, I have seen many changes, and experienced the good and the bad.

While I cannot say I have ever experienced overt negativity or rudeness, it has been noticeable through body language and exclusionary practice.

However, I, and many of my colleagues (I am sure) are not quitters and still practicing despite the culture and difficulties.

To reach such a goal, there has to be a willingness to facilitate change and I can only hope that going forward, such changes will be realised.

Claire is among over 150 speakers who will be presenting at the OSHAfrica 2019 Conference from 18 - 20 September 2019 at Emperors Convention Centre, South Africa

Association of Construction Health and Safety Management



ACHASM CONTACT DETAILS:

Yasmeen Fort
ACHASM Registrar
Cell no: 076 263 0549
info@achasm.co.za;
www.achasm.co.za

The Association of Construction Health and Safety Management is a registered non-profit company established to provide all those working in the Construction Health and Safety (CH&S) field with an advisory and representative body.



Hazmat Protective Systems -

A division of Armscor Soc Ltd

Hazmat was established in 1992 to manufacture respiratory equipment for military applications.

Since its establishment Hazmat has diversified and now focuses mainly on the commercial respiratory market.

Hazmat manufactures air purifying respiratory equipment. These respirators remove gases, vapours, aerosols (airborne droplets and solid particles), or a combination of these contaminants from the air through the use of filters, cartridges, or canisters. They do not supply oxygen and therefore cannot be used in oxygen deficient atmospheres such as tanks, stills and enclosed areas.

Impregnated activated carbon (sorbent) is one of the major raw materials required in the manufacturing of respiratory products for vapour/ gas sorption (removal). Hazmat impregnates activated carbon in its state-of-the-art carbon impregnation plant, which is based in Centurion. This facility provides Hazmat with high quality impregnated carbon to manufacture respiratory filters that exceed the European Norms (EN) and South African National Standard (SANS) requirements.

HAZMAT CARBON IMPREGNATION PLANT

Hazmat's focus is on continual product improvement and new materials and processes are introduced to improve filter performance. Hazmat's manufacturing process is ISO 9001:2015 (Quality Management System) certified by the South African Bureau of Standards.

HAZMAT'S FILTER ASSEMBLY LINE

All products are also homologated (approved) by the National Regulator of Compulsory Specification (NRCS).

There is a test laboratory on site with the necessary equipment, skills

and capabilities required to test filters in accordance with military, EN and SABS standards. This ensures proper product design, development and conformance testing.

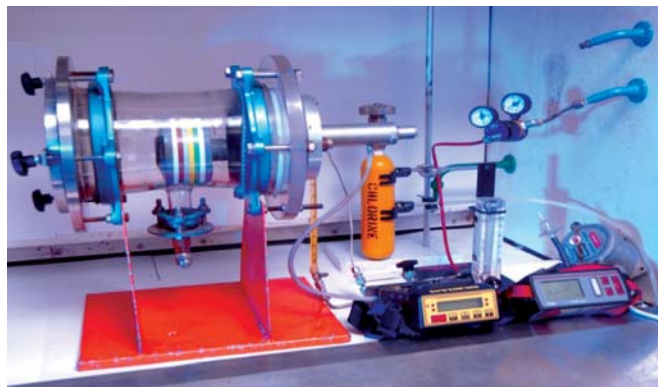
Hazmat is a proud South African manufacturer and supplier of quality respiratory equipment to the safety industry.



Carbon Impregnation Plant



Filter Assembly Line



Chlorine breakthrough test bench



Idube Safety



Idube Safety is a level 2 BBBEE company which evolved in 2005. We are 100% committed to the safety of workers in the workplace. Our range of products include Personal Protective Equipment from head to toe. We have access to all the well-known brands of footwear. Due to the wide range available we only stock the more popular styles. All other styles are available on request.

We have our own Idube Brand of overalls and we also carry the Dromex Brand. SABS garments are available on request.

Every product that Idube Safety offers must be a recognised brand and must have the required safety specifications. In house inspections are made frequently on all products.

Our warehouse situated at 13 Che Guevara Road, Umbilo, Durban has the capacity to carry large volumes of all products offered. This ensures that our customers receive their goods ordered within twenty-four (24)

hours.

Idube Safety ensures maintaining a high level of service/delivery.

CUSTOMER SATISFACTION IS OUR PRIORITY

Our sales force is overseen by Peter Hucklesby, who has over 35 years' experience in the Personal Protective Equipment industry. Peter and his sales team are more than capable of giving advice and solutions to all PPE requirements.

Idube Safety also offers all the recognised brands of corporate clothing. These products are not in-house due to the large selection available. Our sales consultants carry good quality catalogues and we can supply the necessary samples to be approved.

We have a sister company which is situated at 42B Dollar Drive, Richards Bay.

Both companies have retail outlets which offer good wholesale pricing.

Ask the PPE EXPERTS

SAPEMA experts provide the answers to those important questions
Compiled by SAPEMA Hand Protection Technical Committee

In the last article we covered the new cut standards for hand protection which have not yet been adopted in South Africa. In this article we will explain the 4 numbers that appear on gloves that provide mechanical protection (SANS1228:2012).

The four numbers represent the level of protection you receive in each of four categories covered by mechanical protection gloves. These are:

- Abrasion resistance - (0 to 4)
- Cut resistance - (0 to 5)
- Tear resistance - (0 to 4)
- Puncture resistance - (0 to 4)

So a glove that scores 4 5 4 4 is giving you the highest level of protection in each category. Most applications would not require a glove with that profile though.

Understanding your specific application (precision to heavy-duty work) and working conditions (dry to wet/oily) will allow you to select the glove that provides the best protection required that will also allow the worker a comfortable work experience.



Award Ceremony - November 8, Sheraton Hotel, Lagos, Nigeria

The Africa Safety Award for Excellence (**AfrSAFE**) 2019 will host top industrial leaders from all sectors from four African regions in a World-Class Award platform that is dedicated to the recognition and celebration of excellence in Health, Safety, Wellbeing and Environment practices.

It promises to be a night of **GLITZ, GLAMOUR** and **PROFESSIONALISM**.

For information sponsorship, exhibition and participation please contact support@afriSAFE.org

Ozobu Cynthia tel: +234 703 382 5392

Femi Da-silva tel: +2348036979392 (Whatsapp or call)

Trusted range of CHEMICAL PROTECTIVE CLOTHING from DuPont

Are you sure that the chemical protective clothing that you are currently using is the correct protection for your hazard and task?

For many decades, DuPont continues to be the trusted benchmark for chemical protective clothing in South Africa. Focusing on protection, comfort and durability with its team of experienced specialists, DuPont is able to advise on any chemical risk presented in industry – supported by an analytical tool SAFESPEC, which provides quantitative data on the permeation behaviour of DuPont fabrics.

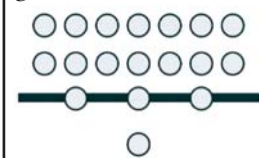
Every day, thousands of industrial workers put their trust in our garments, so we make sure that the DuPont Tychem® chemical suits go through rigorous testing.

Tychem® fabrics have been tested by third party labs for permeation against hundreds of chemicals. The result is chemical protection available against hundreds of toxic liquids and vapours from sarin to chlorine gas. In fact, as a company, we have helped improve the safety standards for the HAZMAT category. Your workers can feel confident that wearing Tychem® chemical suits will help them do their job at hand.

COMPARING AND SELECTING CHEMICAL PROTECTIVE GARMENTS

Permeation matters

When it comes to chemical protection, permeation is the only test that represents a fabric's true chemical resistance. That's why DuPont publishes permeation data. As a result, we've published more than 2,400 permeation results for our Tychem® garment fabrics.



Permeation is the movement of liquid or gas through a fabric at the molecular level

Not every manufacturer gives you the full picture

Not all garment manufacturers publish permeation data, whereas

Get the facts

To make sure that you have all the facts, go right to the source with DuPont™ SafeSPEC™. Our online selector tool makes it easy to find dependable, rigorously tested protective Tychem® garments and gloves that meet your specific hazard needs – see www.Safespec.dupont.co.uk

Chemical Details	Fabric / Material	BT 0.1	BT 1.0	EN
Sulfuric acid (18%) 7664-93-9 Liquid	Tyvek® 500	>240	>480	6
Sulfuric acid (18%) 7664-93-9 Liquid	Tyvek® 600	>240	>480	6
Sulfuric acid (18%) 7664-93-9 Liquid	Tyvek® 800	>480	>480	6
Sulfuric acid (30%) 7664-93-9 Liquid	Tyvek® 500	>240	>240	5
Sulfuric acid (30%) 7664-93-9 Liquid	Tyvek® 600	>240	>240	5
Sulfuric acid (30%) 7664-93-9 Liquid	Tyvek® 800	>480		

DuPont publishes permeation data for all our chemical protective garment fabrics. If chemical protection is your need, permeation is your test. Make sure you know the type of test that was conducted on your garments.

Not everything is what it "seams"

Seams make a big difference in the overall protection a garment provides. Some competitors may compare performance of a taped or bound seam garment to that of a serged seam garment. That's not an honest, "apples-to-apples" comparison. Performance comparisons should always be made between garments with similar seam constructions.

DuPont offers garments with different types of seams: serged, bound, and taped. When deciding which garment to purchase, make sure you compare garments with the same type of seams, and select a seam type that meets your hazard needs.

DuPont is the trusted leader in PPE garment technology for a good reason. DuPont™ Tychem® has been protecting industrial workers for over 30 years.

For protection against chemical dangers, industrial workers know that

they can rely on DuPont™ Tychem® garments. In response to feedback from multiple industries, we introduced our new Tychem® glove line which forms part of a single system for workplace chemical hazard protection.

The product line features multiple designs in five main families: PVC, Nitrile, Neoprene, Butyl & Butyl/Viton™, for protection against a wide variety of chemical hazards.

Every protective garment we make is the result of years of product development and testing.

We offer a full range of suits that are matched to nearly every on-the-job hazard, from dirt and grit to some of the most toxic compounds on earth.

We don't make confusing comparisons or offer incomplete data. Our test results and garment performance speak for themselves.



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or visit www.Safespec.dupont.co.uk



Tychem® Trusted Chemical Protection System™

Finding the right glove and coverall combination to match your protection need has never been easier

Tychem® chemical protective clothing from DuPont is recognized for its reliability against hazardous organic and inorganic chemical exposure. To ensure the highest protection right to the tip of your fingers, DuPont is extending its chemical protective solutions through its new Tychem® glove range, offering perfect compatibility with its coveralls.

safespec.dupont.co.uk

Visit SafeSPEC™ to determine your most suitable protective garment and glove combination among more than 1000 scenarios!



UNCOMPLICATED, UNCOMPROMISING PROTECTION



For further information contact
Loren Pearson Cell: +27 (0)82 377 6765
Tel: +27 (0) 11 218 8654
Email: loren.pearson@dupont.com



uvex takes to the start line again!

In the early morning of July 7, 3 400 triathletes and 650 teams from 84 nations and about 260 000 spectators transformed the calm and peaceful town of Roth in Germany into the international triathlon capital for one day during Challenge Roth - and of course uvex was at the starting line.

True to our motto "Best of both worlds", we equipped many athletes and helpers with workwear and personal protective equipment.

For the fourth time in a row, the uvex group was represented as a partner. In addition to the uvex top starters Andi Böcherer and Bart Aernouts, the uvex group was competing with two individual starters and five employee relay teams, some of which were international.

CHALLENGE ROTH 2019 - UVEX SAFETY MAI WAS THERE!

uvex safety MAI once again proved that no challenge is too big, not even Challenge Roth. With the amazing support of the uvex safety MAI sales team along the route, our relay team that consisted of Brett Horter (Sales and Marketing Manager – Middle East & India Regions), Jarryd Swanepoel (Key Account Manager) and Kyle Wood (Project Co-ordinator – uvex sports) excelled in their disciplines in true uvex manner.



PLACINGS

Swimming: Brett Horter - Place 176, 1:11,13
 Biking: Kyle Wood - Place 187, 5:40:32
 Running: Jarryd Swanepoel - Place 38, 3:03:18



Select PPE (Pty) Ltd

MAKING SAFETY PERSONAL™

Select PPE is a multi-brand distribution and service provider of personal protective equipment (PPE) and PPE related services, founded in 1998. Select PPE provides customers, with partnership-based management solutions for the procurement and record keeping of PPE.

We are the leaders in the procurement and distribution of quality and application specific products that protect the people that we serve, and we have evolved into an organization which serves many industries including mining; manufacturing; agriculture; construction, petroleum; hospitality; medical; corporate and security.

Our Primary Activities:

- We specialise in onsite stores and have over 20 years' experience in this service offering.

- Sourcing and distributing Personal Protective Equipment to customers and their employees across the African continent.

- Monitoring the individual usage of PPE per employee based on specific job requirements and maintaining documented proof of legislative compliance.

- Solving customers PPE challenges by offering tailor made and customer specific solutions with our wide range of service offerings and with software which provides real-time information on all PPE issued and PPE usage.

MAJOR SERVICES INCLUDE:

All services are customized to the requirements of the client:

- Onsite Store Solution (Vendor Managed Inventory Solution)
- Ppe365.net Solution
- Vending Machine Solution
- Consignment Store Solution
- Mobile Store Solution
- Retail Store Solution
- Safe@work Solution
- Direct Sales



Select PPE

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 www.selectppe.co.za



Bova unveils DCR SAFETY FOOTWEAR range

Bova, showcased their latest safety footwear offering at A-OSH this year, featuring innovative dual compound rubber (DCR) soling technology that will better address the specific safety needs of the extreme and demanding environments in which the products are intended for use.

Peter Gerbrands, Group Marketing Manager at BBF Safety Group, which manufactures and distributes the Bova brand says, “Bova has earned a reputation for manufacturing safety footwear that is engineered for purpose rather than applying a one-size-fits all approach.”



He explains that different personnel within the same industry often require very different levels of protection and, therefore, different specifications.

Uptil now, those working in extreme and hazardous conditions, relied on footwear with either a single density vulcanised rubber sole, nitrile rubber sole or a dual density polyurethane / rubber (PU/Rubber) sole.

While single density rubber soles provide the wearer with the necessary protection in these harsh conditions, they cause discomfort due to their heavy nature and lack of a midsole.

PU/Rubber soles answered the demand for a lighter boot with improved comfort, through the inclusion of polyurethane in the midsole, but this compromised the durability of the products in the face of extreme environments.

Gerbrands adds, “The challenge for us, was to find a way to bring together

the benefits offered by both these soling technologies, whilst eliminating their short-comings.”

Our continuous improvement and technological advancements resulted in the development of a new range of safety footwear.

DCR is an innovative soling technology that utilises two different layers of rubber, where the soles are directly injected into the uppers for a superior bond, increasing the longevity of the product.

By removing polyurethane from the PU/rubber product offering, and replacing it with a light-weight rubber, we eliminated the destructive effects caused by hydrolysis in the face of fluctuating temperatures and damp, harsh conditions. This increases its durability to the level of nitrile rubber sole footwear whilst maintaining the comfort that dual density soling products offer.

“Due to the complexity of the sole injection, this technology is only available through a handful of manufacturers around the world. Until now it has not been manufactured on the African continent, resulting in an imported boot with an expensive price tag,” Gerbrands says.



DCR soling technology offers a variety of benefits, including 300°C direct and radiant heat resistance, a 100% waterproof sole, resistance to acids, oils and chemicals, superior slip resistance, enhanced penetration resistance, superior abrasion resistance and shock absorbency on impact.

This footwear is specifically targeted at those who work in extreme environments, such as tarmac and asphalt, mining, oil and gas, heavy construction and engineering.

The launch phase of the DCR footwear will consist of the following offerings:

- 1 x 6-inch boot
- 2 x 8-inch boots
- 1 x shoe
- 1 x Chelsea Boot

The second phase of DCR footwear will include specialist boots for extreme risk associated with specialist applications.

“It is our responsibility to constantly explore the products we release into the market and ask if this is the best that we can offer our wearers. As technology evolves, it is our job to update our products to reflect the latest in safety footwear engineering, in line with market requirements and costs,” concludes Gerbrands.

Benefits of UNMANNED BREATHALYSERS

- safeguard security personnel from the threat of retaliatory violence

Compulsory alcohol testing is generally put into place in hazardous industries such as mining, manufacturing and transport as a safety measure. However, there are certain challenges when using a manned breathalyser which is the typical approach.

Security personnel administering the tests often live in the same communities as the workers they are being asked to police, and this is problematic on a number of levels. Those being tested are often resentful, and if they have been drinking, may resort to physical violence against the guards. This issue can be solved by using an unmanned breathalyser system that can be integrated into access control or time and attendance solutions, and there are other benefits as well.

NEGATIVE RESULTS UNDER THREAT OF VIOLENCE

The Operational Health and Safety (OHS) Act mandates a zero-tolerance approach to intoxication or the consumption of alcohol in the workplace.

To prevent contravention of this Act, many organisations implement compulsory alcohol testing before workers are permitted entry. While in theory this would seem to be the ideal solution, the reality is that it is often not as effective as organisations would like to believe.

The weak spot is the human element.

The security guards doing the testing are seen as the ‘bad guys’ and



Rhys Evans,
Director ALCO-Safe



those being tested often threaten or actually physically harm the guards once they are away from the safety of the workplace. This is a clear case of ‘shooting the messenger’ since the guards are simply doing their jobs. Unfortunately, the prevalence of such violence is high. Even if they are not physically harmed, the guards may be socially ostracised and isolated, which causes other problems.

These threats and intimidation not only create an unpleasant working environment for security personnel, but also negatively impact the effectiveness of the testing policies. Under threat, or following bribery, security personnel may not report all of the positive tests they come across. This means that intoxicated workers may be permitted access, with the knock-on negative effects on the safety of all on site.

THE REALITY OF HUMAN ERROR

Even in an ideal world without the threat of violence, manual breathalyser tests can be prone to human error.

Security personnel must be trusted to conduct the test properly each and every time, and they may be distracted or busy, people may slip through, or the tests may not be performed

accurately. New technology in the form of unmanned breathalysers provides the ideal solution to all of these challenges.

BENEFITS

- An unmanned breathalyser ensures that there are no operators required to perform compulsory alcohol testing, so there are no human elements involved.
- Security guards cannot be blamed or intimidated, and all positives are reported.
- Such a system can simply be wall mounted.
- It can be integrated into access control and time and attendance turnstiles. The access control will not permit access unless a negative result is obtained, and a siren and/or light can be fitted to alert security should a positive sample be obtained.
- Reports show how many people were tested and how many were positive or negative. This ensures that access is denied to anyone who blows a positive result, and these individuals can be brought in for further testing and disciplinary processes.
- Unmanned breathalysers can also be fitted with a camera that can record every test, or every positive result, for evidentiary purposes.
- Systems can be installed at entrances as well as exits, to prevent intoxicated workers from entering as well as to prevent workers from drinking while on the clock.

CONCLUSION

With an unmanned breathalyser solution in place, compulsory testing is integrated into access control through a simple plug and play interface.

No changes to policy are required, the wellbeing of security guards is improved, and the safe working conditions of all workers can be improved on all levels.

Participation at the World Scout Jamboree 2019

by Sam Kadiri

I participated in the World Scout Jamboree 2019, West Virginia, USA during August. With 44,000 participants, and 10,750 international service teams from 152 countries it was a resounding success.

I was awarded a certificate by the safety team for my outstanding performance, and to my surprise the award certificate was written in both English and Yoruba.

I dedicate this award to all our leaders and colleagues for their encouragement.

I am happy we were able to provide a safe environment in which accidents and injuries were reduced to a minimum and the participants had fun and memorable jamboree experience.



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Eskom promotes awareness of **SAFE ELECTRICITY** usage

Eskom officials embarked on a nationwide roadshow at schools and communities during August to promote National Electricity Safety month by promoting the safe use of electricity.

This initiative kicked off with the launch of the new “Ska Baiza” campaign that is aimed at educating communities about the safe use of electricity and reducing the number of fatalities and injuries caused by unsafe practices.

The name of the campaign is derived from everyday South African “township lingo”, “U-ska baiza” which means “don’t do anything foolish”.

Eskom professionals spread this message across the country, actively engaging local schools and communities to ensure that the safe use of electricity is top of everyone’s mind.

Ms Miranda Moahlodi, Corporate (Occupational Health & Safety) Senior Manager in Eskom said: “While issues like illegal connections, vandalism, electricity/cable theft, meter tampering and bypassing are national problems, there are some areas with a higher prevalence. The hot spot areas are in Gauteng, KwaZulu-Natal and the Eastern Cape. Eskom officials will be shining the spotlight on these areas during this week and will be bringing members of the public important messages on how to stay safe from harm.”

The launch was hosted by Ndabankulu Secondary school in Butterworth on 12 August. Eskom representatives, together with learners from surrounding schools, spent the morning engaging about the safe use of electricity.

The message from Eskom was clear: U-Ska Baiza - don’t overload your plugs, don’t take chances with unsafe and illegal connections’ and don’t touch exposed cables.

“It’s important for us to start speaking to young people, particularly in this age group, about the safe use of



electricity because soon they will leave school and become independent members of society.

“We care for the communities within which we work and if we want to have a consistent supply of electricity and for our communities to be safe, we must encourage the safe use and access to electricity right from the start,” emphasised Eskom General Manager in Distribution, Ms Lindi Mthombeni.

“With ‘Ska Baiza’ we are urging South Africans to go back to basics when it comes to using electricity safely.

We’re encouraging people to

actively monitor their environment inside and outside the home so as to avoid unnecessary injuries and fatalities. We want South Africans to know that we care about their safety and ask communities to assist us by reporting illegal connections in their neighbourhoods to us so as to ensure that we serve them effectively,” Mr Zama Mpondwana Senior Advisor Stakeholder Management said.

Ms Miranda Moahlodi concluded “We place more emphasis on electricity safety in August every year, but our campaigns and community education sessions run throughout the year”.

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Provisional Programme

29-08-2019

DAY 1: Wednesday, 18th September

08:30 – 09:30

Welcome Ceremony

Co-Chair:

Mr Ehi Iden, CEO, Occupational Health and Safety Managers, Nigeria
Dr Thuthula Balfour, Co-Chair OSHAFRICA 2019 Conference Organising Committee

- Mr Ehi Iden - OSHAFRICA President, Nigeria
- Mr Kwasi Adu-Amankwah, General Secretary, ITUC-Africa, Ghana
- Mr Tibor Szana, Chief Inspector OHS, Department of Labour & Employment, - South Africa

09:30 – 10:30

PLS-1 – Theme: OSH in Africa, the status quo

- Mr Frank Muchiri, Team Leader OSH – Senior OSH Specialist ILO Geneva
- Dr Ivan Ivanov, Team Lead, WHO Workplace and Occupational Health, Health and Labour in Africa: Challenges and opportunities for sustainable development, Switzerland
- Mr Peter -John Jacobs – President, IOHA, South Africa

10:30 – 11:00

Tea Break

11:00 – 12:30

Parallel Sessions 1

PS-1.1 OSH Prevention Strategies	PS-1.2 Wellbeing and disease prevention and management	PS-1.3 Occupational hygiene challenges
<p>Co-chairs: Prof John Smallwood, Nelson Mandela University, SA</p> <p>Mr Sedat Yenidunya –The Turkish Experience, OHS Turkey</p> <p>Prof Gasanna, A Culture Perspective and Sustainable Improvements in Occupational Safety and Health (OSH) Performance Kuwait</p> <p>Dr Bara Kabaka Brown, Mobil Producing Nigeria Unlimited - Improving Safety Behaviours: the role of safety-specific transformational leadership and safety management practices in the Nigerian construction industry. Nigeria</p> <p>Dr Sven Timm, Using Digital Media in Occupational Safety and Health DGUV - German Social Accident Insurance. German</p> <p>Mr Ron McKinnon, Changing Safety's Paradigm - McKinnon & Associates. South Africa</p> <p>Mr Matthew Grant, National H&S Officer, AMCU. Right to refuse dangerous work, South Africa</p>	<p>Co-chairs: Mr Charles Akong, WHO/AFRO</p> <ul style="list-style-type: none"> Mr Frank Muchiri, ILO Switzerland <p>Dr Ivan Ivanov, Prevention and management of non-communicable diseases and mental health at the workplace: UN call for action – Lead, Global Worker's Health, WHO Switzerland</p> <p>Dr Charles Mbekeni- Total Worker Health, a new approach to occupational health - Lead, Health, Anglo American South Africa</p> <p>Dr Lanre Ajayi - The future of work and the role of occupational health - crossroads between health and wealth, Nigeria</p> <p>Dr Blessing Garamumhango - Practical approaches for total worker health in the mining industry, Zimbabwe</p> <p>Dr Frank Pega, Occupational health of migrant workers – WHO Switzerland</p>	<p>Co-chairs: Mr Peter John Jacobs Ms Cecilia Keet</p> <p>Mr Norman Khoza, Regional occupational Hygiene strategy and Progress – NEPAD South Africa</p> <p>Ms Keneilwe Matjola, Growing Occupational hygiene in Botswana: The Debswana journey – Senior Occupational Hygiene Manager , Debswana Corporate Centre South Africa</p> <p>Mr Deon Swanepoel, Welding fume exposure and control in Southern Africa. South Africa</p> <p>Ms Cynthia Ramotsehoa, Solar ultraviolet radiation exposure and sun protection behaviours and knowledge among outdoor workers in informal sector in North West Province of South Africa.</p>

12:30 – 13:30

Lunch Break

13:30 – 15:00

Parallel Sessions 2

PS-2.1 Risk and Safety Management Systems	PS-2.2 Policy, legislation and its enablers	PS-2.3 OSH in Informal Sector: Session
<p>Co-Chairs: Dr Hanan Elnagdy, Egypt Mr Leighton Bennett, Consultant, SA</p> <p>Mr Sanjay Gandhi - Chief Operating Officer, Kurrent Technologies Ltd, Kenya</p> <p>Dr Sarel Smit, A new science-based view on safety hazards and safety risks- Safety Practitioner, South Africa</p>	<p>Co-chairs: Labour Mr Jakes Malatsi, DoEL, SA</p> <p>Dr Titilola Hameed, Prioritizing the Need for a Harmonized Occupational Safety and Health Legal Regime for Africa – Lecturer, Nigerian Law School, Lagos. Nigeria</p>	<p>Co-Chairs: Dr.Ivan Ivanov Mr. Sabelo Mbokazi</p> <p>Mr Oumer Diop, Status of health and safety in the informal sector in Africa – AUC, Ethiopia</p> <p>Ms Karen Du Preez, Control of health hazards amongst informal waste handlers in Johannesburg – NIOH, South Africa</p>

Mr Johannes Mandowa, A critical evaluation of Occupational Safety and Health Management Systems' Implementation: A Case of Mutare urban timber processing factories, Zimbabwe - National Social Security Authority , Zimbabwe

Dr Obiageli Nuala Uraih, Evaluating the Quality Management System in a Maritime Laboratory in Lagos, Nigeria

Mr Gert Matshoge - Exploration of Health and Safety risks at Childcare centres in low income settlements in the city of Tshwane, South Africa.

Mr Lester Claravall -Mainstreaming OSH into education at schools, USA

Ms Peneyambeko Munkawa, Regional profile on policy and legislation - Occupational Safety and Health Specialist ILO, Zambia

Dr Gerlinde Reiprich, The state of mine health regulation and Occupational Safety and Health (OSH) service in Southern Africa: Desktop review, South Africa

Mr Tibor Szana - Chief Inspector Dept of Labour, South Africa

Ms Barbara Kyayongo – A Lens through National Occupational Safety and Health Policy for Eastern Region of Africa .Uganda

Mr Teboho Mafooa - Improving Health and Safety in the Informal Sector, Principal OSH Inspector, Ministry of Labour and Employment, Lesotho

Dr Dingani Moyo – Detection of mercury - related levels and neurotoxic symptoms in artisanal small scale diggers in Zimbabwe.

Prof Amani Waheed, Chronic Pesticides Exposure and Certain Endocrine Functions among Farmers in East Alimnaif District, Ismailia Governorate, Egypt

Mr Mphatso Kapokosa, Cost-effective methods for improving the safety of Artisanal and Small-scale miners - Department of Mines, Malawi

Ms Winnie Makokha, Occupational Injuries Among Artisanal and Small-scale Gold Mining Workers in Rosterman, Kakamega County, Kenya:

15:00 – 15:30

Tea Break

15:30 – 17:00

Parallel Sessions 3

PS-3.1 OSH in Construction	PS-3.2 Mental Health	PS-3.3 Solutions for protecting and promoting the Safety and Health of workers in the informal sector: Panel discussion.
<p>Co-Chairs: Ms Milka Mungunda, Vice President ISSA, Namibia Mr Phumudzo Maphaha, DoEL, SA</p> <p>Mr Sanjay Gandhi - OSH Risk reduction throughout the Facilities' lifetime. Kurrent Technologies, Kenya</p> <p>Prof Karl-Heinz Noetel - Falls from a height – What has changed during the last 20 years in the construction industry? Germany</p> <p>Prof John Smallwood - Preventing Accidents' in Construction - Professor and Head of the Department of Construction Management, Nelson Mandela Metropolitan University, South Africa</p> <p>Mr Leighton Bennett, Excavation Safety: An African Perspective - Benrisk Consulting RSA</p> <p>Ms Itohan Egbedion, Analysing the Role of Effective Safety Risk Management in Workplace Incident Prevention: A Case Study of Some Workplaces in Nigeria - Russelsmith</p> <p>Dr Claire Deacon, Professional Health and Safety Issues in Practice -Nelson Mandela University. RSA</p>	<p>Co-chairs: Dr Lanre Ajayi, Occupational Physician, Nigeria Dr Tumi Legobye, Head of Health, Harmony Gold, SA</p> <p>Dr Spo Kgalamono, Mental health in the workplace – NIOH South Africa</p> <p>Dr Cheikh Al Khalifa Cisse -Management of occupational Psychosocial Risk Factors. Senegal</p> <p>Dr Joy Osifo, Job stress and psychological health of female doctors and nurses/ midwives in selected tertiary hospitals in Ibadan, Nigeria - University of Medical Sciences, Ibadan.</p> <p>Prof Amani Waheed, Occupational Stress and Lipid Profile: A Study among Professional Drivers in Ismailia City- Suez Canal University, Egypt</p> <p>Dr Lesego Rametsi, Comprehensive wellness programme for mental illness – what is the business case. Group Head of Health and Wellness, ABSA, South Africa</p>	<p>Co-Chairs: Mr Frank Muchiri (ILO) Mr Frank Pega, (WHO)</p> <p>Panelists</p> <ul style="list-style-type: none"> Mr Charles Akong, WHO/AFRO Mr Sabelo Mbokazi (AUC) Ethiopia Mrs Namakau Kaingu Veteran Small Scale Miner. NIOH (TBC) WIEGO (TBC) Chimwemwe Chamdimba, NEPAD

DAY 2: Thursday, 19th September

08:30 – 10:30

PLS-2 Leadership for Occupational Safety and Health

Co-chairs:

Mr Kwasi Adu-Amankwah, General Secretary ITUC-Africa
Dr Barry Kistnasamy, Compensation Commissioner DoH, SA

- Mr Alan Stevens, Latest approaches to Safety and Health - Head of Global Engagement and Partnership, IOSH , UK
- Mr Jukka Takala, President, ICOH, Finland
- Joaquim Pintado Nunes, Global Governance of OSH, Officer in Charge, ILO - Budapest
- Prof. Andrew Curran - Chief Scientific Adviser and Director of Research at the Health and Safety Executive, (UK)

10:30 – 11:00

Tea Break

11:00 – 12:30

Parallel Sessions 4

PS-4.1 Professional development and capacity building	PS-4.2 Occupational Health and the TB Epidemic	PS-4.3 Ergonomics in Africa: Building towards sustainable economic and social development	PS-4.4 Mining
<p>Co-chairs: Prof. Cas Badenhorst, Anglo American, South Africa</p>	<p>Co-chairs: Dr Jameson Malemela, Vice President Health, Sibanye-Stillwater, SA Dr Dingani Moyo, Baines Centre, Zimbabwe</p>	<p>Co-Chairs: Prof Karl-Heinz Neotel, President, ISSA Construction Ms Bulelwa Huna, DEL, SA</p>	<p>Co-chairs: SAIMM</p>

Dr Ulrike Bollman, Mainstreaming OSH into education – a strategy for Africa, - ENETOSH Germany

Prof Derk Brouwer, Wits School of Hygiene, South Africa

Prof Janvier Gasana - Online Graduate Certificate in Occupational Safety and Health (OSH) to be offered by African OSH experts in the Diaspora Kuwait/Luwanda.

Dr. Kruger Kaswaswa - Providing sustainable occupational health capacity training: A Cross - Sectional Review in Malawi.

Vaughn Duke, Vice, President, SAIMM SAIMM South Africa

Panellists

- **Mr Perry Gottesfeld** – Context of the UMHLM and Silica-Exposed workers and TB: New Opportunities to protect workers. USA
- **Mrs Chimwewe Chamdimba** – NEPAD Agency. The African Response. South Africa
- **Prof Amani Waheed** – Egypt
- **Dr Theoneste** – Rwanda
- **Dr Rajen Naidoo**– UKZN University
- **Dr Barry Kistnasamy** -RSA
- **Dr Conrad Mwanza** – Zambia (Global Fund and World bank Initiatives on TB)

Dr Soukouna Dadjo, Ergonomic and Sanitary Aspects of Child Labour in Gravels Operating Carriers in South of Togo., Direction Générale Du Travail,

Prof Andrew Todd (Rhodes University and IEA international development standing committee chair) -The role of Human Factors and Ergonomics in African Social and Economic Development-

Mr Andrew Thatcher – (University of Witwatersrand and Science, Technology and Practice chair for ErgoAfrica) -The systems ergonomics approach to promoting healthy and safe working environments- South Africa

Mr Jonathan Davy (Rhodes University and acting president of Ergonomics Society of South Africa) -Sleep, working time, shift-work and the role of ergonomics in optimising human performance-

Mr Isaac Kwesu President: Mining Industry Association of Southern Africa (MIASA) Regional Mining Overview

Mr Henk Langenhoven Chief Economist, Minerals Council South Africa Global and Regional trends in mining South Africa

Mr David Msiza Chief Inspector of Mines (ZA); Chair Mine Health & Safety Council (ZA) Overview of Mine H&S in South Africa

Mr Helmut Ehnes General Secretary: ISSA Mining Success of Vision Zero in Global Mining - UK

Mr Mark Holmes Executive: ICM Developments around Mine Health and Safety UK

12:30 – 13:30 Lunch Break

Lunch break Skills building Session Abstract Writing - Prof Malcolm Sim

13:30 – 15:00 Parallel Sessions 5

<p>PS-5.1 Information management systems and application of technology in H&S –</p> <p>Co- Chairs: Dr Titilola Hameed, Lecturer, Nigeria Dr Muzimkhulu Zungu, NIOH, SA</p>	<p>PS-5.2 Occupational diseases and health</p> <p>Co-chairs: Prof Amani Waheed, Egypt Dr Spo Kgalamona, NIOH, SA</p>	<p>PS-5.3 Gender and the World of Work</p> <p>Co-Chair: Prof Sophia Kisting</p>	<p>PS-5.4 Mining</p>
<ul style="list-style-type: none"> • Prof Frank van Dijk- Foundation Learning and Developing Occupational Health (LDOH), Netherlands - The function or use of information and education in OSH by workers, companies, professionals, government, social security- Netherlands • Mr Frank Pega, WHO/HQ – Work-related burden of diseases in information management in Africa - Switzerland • Mr Cas Badenhorst – Lead Occupational Health and Hygiene: OIS system from Anglo American - South Africa • Mr David Jones: SHE / OHASIS Manager, NIOH - Occupational Health and Safety Information System - South Africa • Mrs Ntombizodwa, Ndlovu, University of The Witwatersrand - The usefulness of administrative data for occupational disease surveillance- South Africa 	<p>Mrs Linda Reinstein - President and CEO, Asbestos Disease Awareness Organization (ADAO)- USA</p> <p>Dr Nomfundo Moroe- Head of Audiology, School of Human & Community Development- South Africa</p> <p>Mr Kobus Dekker - The mine workers' exposure to crystalline silica dust levels in Southern Africa- South Africa</p> <p>Dr Musiba Zumbi - The use of the UK HSE classification of audiograms in the prevention of noise induced hearing loss - Tanzania</p> <p>Dr Elton Dorkin - Do routine executive medical examinations improve the health risk and work engagement of company senior - South Africa</p> <p>Dr Paul Obadia - Erectile dysfunction and mining- related jobs. A case-control study in Lumbumbashi, DRC.</p>	<p>The Nordic Gender Effect at Work</p> <p>The ILO Violence and Harassment Convention, 2019, and Violence and Harassment Recommendation, 2019 - How best can Africa engage with these new international labour standards?</p> <p>Dr Lindiwe Zungu – South Africa 'Women in mining'. The experience of the MHSC in research, promotion and implementation for greater gender equity.</p>	<p>Panel discussion 1: Panel Discussion: The maturity of the mining industry in reaching desired Health & Safety success</p> <p>Co-chairs: Mr Mark Holmes, ICMM Mr Isaac Kwesu, President MIASA</p> <p>Mr Perry Gottesfeld-ICOH: MinOSH USA</p> <p>Mr Themba Mkhwanazi Chair: CEO Zero Harm Forum, MINCOSA</p> <p>Dr Bafedile Chauke – Health Vice President, AngloGold Ashanti SA</p> <p>Jurgen Kretschman: Society of Mining Professors (SOMP)</p> <p>Panel 2: Occupational Hygiene and Health Risks and Controls</p> <p>Co-chairs: Ms Claudina Nogueira Mr John Dobbie – BOSH President (Breathe Freely) - South Africa</p> <p>Mr Norman Khoza – Identification & selection of efficient sub-micron silica dust monitoring and control measures for mining industry in Southern Africa South Africa</p> <p>Willie Deyzel - Principal Adoption Specialist for Noise, Mineral Council South Africa. Industry-wide Buy and Maintain Quiet Initiative for Noise</p> <p>Mr Mziwakhe Nhlapo – National Head H&S, NUM. Role of organised labour in OSH. South Africa</p>

15:00 – 15:30 Tea Break		Tea Break	
15:30 – 17:00		Parallel Sessions 6	
<p>PS-6.1 OSH in Manufacturing</p> <p>Co-chairs: Dr Francis Soukouna, Togo Dr Claire Deacon, SA</p>	<p>PS-6.2 OSH in Oil and Gas</p> <p>Co-chairs: Dr Bara Kabaka Brown, Nigeria Dr Lindiwe Ndelu, DMRE, SA</p>	<p>PS-6.3 OSH Agriculture</p> <p>Co-chairs:</p>	<p>PS-6.4 Mining</p>
<p>Prof Amani Waheed, Suez Canal University - Serum Manganese, Serum Iron and Ferritin Concentrations among Welders of Shipyard of Arab Contractors in Ismailia City, Egypt:</p> <p>Mr Matthew Ncube- Senior Executive Vice President ,Agisanang SA Training Zimbabwe</p>	<p>Mr Florian Peter - How a global oil & gas company improved its Health & Safety Culture by an personal and emotional Campaign focusing on an attentive and caring culture Hamburg</p> <p>Mr Ncazane Mabena, Astron Energy - Emergency Preparedness in Entering Reactors - South Africa</p> <p>Mrs Agharese Ojelede - Promoting a positive workplace safety culture to prevent incidents through Intervention programs Nigeria</p> <p>Mr Saide Mansur - Behavioral and Human factor Interventions -South Africa</p>	<p>Dr Ivan Ivanov – Protecting the health of outdoor workers from environmental risks -Switzerland</p> <p>Livio Health - Protecting laboratory workers from infection with zoonotic veterinary diseases ARC- South Africa</p> <p>Ms Nadia Correale- Vulnerable groups and cooperation with ESP on child labour in Agriculture. Rotterdam convention Secretariat. Italy</p> <p>Prof Hanna Andrea Rother - Head - Environmental Health Division Deputy Director - Centre for Environmental & Occupational Health Research (CEOHR) South Africa</p>	<p>Panel 1: Artisanal and small scale mining</p> <p>Co-chairs: Mr Perry Gottesfeld Mrs Namakau Kaingu - Veteran Small Scale Miner Mr Charles Akong – eliminating mercury Mr Manti Michael Nota - Implementing safer mining in Nigeria Mr Peter Appel - Mercury-free gold mining</p>
<p>Mr Satchmore Muchiriri – MD, Ignite Potential Solutions – South Africa</p>	<p>Panel 2: Vision Zero Implementation and organisational alignment to the 7 Golden rules</p> <p>Co-chairs: Dr Sizwe Phakathi, Head Safety, Minerals Council Mr Obete Matine- Inspector General of Mines, Mozambique Dr Mark Fullemann, ISSA Mining Europe</p>		

DAY 3: Friday, 20th September

08:30 – 10:30		PLS-3 4th Industrial Revolution and the Future of Work	
<p>Co-chairs: Mr Obete Matine, PS Labour, Mozambique</p> <ul style="list-style-type: none"> • Commissioner Mthunzi Mdwaba, ILO at 100 years and the Future of work South Africa • Mr Collin Govender – Group Executive Shared Services, Altron – South Africa • Ms Rhoda Buor Boateng, Programme Officer, ITUC- Ghana • Mr Ehi Iden: The African Economy: OSH significance and sustainable Future of Work (Nigeria) • Prof Malcolm Sim, Director Centre or Occupational and Environmental Health, MONASH University and President ICOH 2021 Congress - Australia 			
10:30 – 11:00		Tea Break	
11:00 – 12:30		PS-7	
<p>PS-7.1 Disaster Management/Fire Safety.</p> <p>Co-chairs: Mr Carel Labuschagne</p>	<p>PS-7.2 Occupational health, safety and security of health workers</p> <p>Co-chairs: Ms Peneyambeko Munkawa, ILO/Zambia Ms Mary Anne Groepe, WHO,</p>	<p>PS-7.3 Rehabilitation compensation and Social security</p> <p>Co-chairs: Dr Sven Timm, German Social Accident Insurance, Germany</p>	
<ul style="list-style-type: none"> • Mrs Jannette Kibogy, - Implementation of Disaster Risk Management and Business Continuity Program: A Case Study. Kenya • Dr Siphon Senabe- OHS Implications of Fire Management-Aftermath of fire outbreaks in GDOH. Gauteng Department of Health, Chief Director: HRD and EHPW South Africa • Mr Schalk Carstens - Director Disaster Risk Reduction. Western Province Government <p>Demonstration of ILO/WHO tools and manual on Occupational Health and Safety in public health emergencies, Ivan Ivanov (WHO)</p>	<p>Dr Ivan Ivanov – WHO/ILO national programmes for occupational health of health workers - Switzerland</p> <p>Prof. David Rees, NIOH, South Africa the road map for implementing the national programme on occupational health of health workers in South Africa</p> <p>Mr Kiriu Collins Kipkosgei -Ministry of Health Tuberculosis screening among healthcare workers in Bureti-sub-county.</p> <p>Dr Andronick Kambol, Moi University School of Medicine - Experience of medical doctors and clinical officers on work-related hazards at Longisa County Referral Hospital Chesby</p>	<ul style="list-style-type: none"> • Ms Milka Mungunda, Vice President, ISSA Namibia • Dr Deodat Kritzinger - Managing efficiencies in the administration of occupational injuries and diseases- General Manager: RMA South Africa • Dr Elizabeth Nkumbula, Compensation Commissioner, Zambia • Ms Milly Ruiters, Chief Director, COID Services, South Africa • Dr Hanlie van Vuuren, Head OHS, Solidarity South Africa 	

CAIRO OCCUPATIONAL HEALTH AND SAFETY CONFERENCE



Dr Dingani Moyo above with Prof Waheed and Prof Ayman at the Occupational Health Conference held in Cairo on 20 June 2019. "I thank my colleagues for an excellent conference with outstanding hospitality and was honoured to present at such a prestigious event in North Africa" said Dr Moyo.

HEALTH & SAFETY COLLEGE CLUBS

A successful Community Service was held at Carley College, Lagos Nigeria in partnership with Bayer on 21st June 2019.

An integral part of this event was the inauguration of the Health & Safety Club and the decoration of a set of Health & Safety Ambassadors who will drive and lead the practice of health, safety and hygiene in Carley College.

Donations were made to the school such as fire extinguishers, first aid boxes, sanitary pads, detergents, liquid soap, tissue papers and many others materials for the improvement of hygiene, sanitation, safety and health. One of the high notes of this project is the inclusion of a Sanitary Pad Box specially for the young school girl who may suddenly need an emergency sanitary towel.

This turned out to be a successful and enjoyable ceremony. We hope to have more such projects in the future by training and setting up health and safety clubs in as many colleges as we can reach, and by handing over materials to start off the school health and safety process and by following up on their progress.

We are creating a position in



colleges called "The Health & Safety Prefect". This person will take ownership of health and safety during his reign and work with the Health and Safety Club members to create measurable improvements.

By inducting children into health and safety early enough, we can build the healthy and safe society that we are all hoping to achieve.

KENYA AVIATION SAFETY



Kenya held a three day aviation safety campaign from 12 - 14 June 2016 attended by air operators and maintenance organisations. The Main topics of discussion were:

1. Incident/accident investigations
2. Setting of SPI/KPIs
3. Pratt & Whitney - engines and maintenance

OSHAFRICA CONFERENCE 2022

It has been announced that Kenya will host OSHAfrica 2022 Conference after polling the highest number of votes above fellow East African countries.

A preview of what delegates can look forward to seeing at Kenya 2022 will be presented at the 2019 conference closing ceremony in South Africa, where the 2019 conference planning committee Chair will hand over the conference hosting baton to our Kenyan colleagues.

**APPOINTMENT
PROF JANVIER GASANA**

Prof Janvier Gasana has been appointed as the new Head, Scientific Committee on OSH Research, Data and Publication. He took over from Dr. Minha Rajput-Ray who stepped aside due to other pressing demands. She was the Pioneer Head of that Committee and was full of energy and brilliant ideas, we wish her a productive time in her career.

Prof Gasana needs everyone's support on this new role as he embarks on a new journey of success with the team.



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OCCUPATIONAL HEALTH**

- Physical Examination & Health Assessment Skills
- Occupational Health Risk Assessment
- HIV Testing Services for Nurses
- Ethics and Professionalism in Nursing
- HIV Rapid Testing Quality Improvement Initiative (RTQII)
- Clinical Management of Tuberculosis for Nurses
- Basic Epidemiology and Disease Surveillance
- Dispensing Practices
- Dispensing Refresher
- Physical Examination & Health Assessment Refresher
- NIMART (Nurse initiated management of anti-retroviral treatment)

DISTANCE / E-LEARNING

- Pest Management Officer
- Medical Evaluation for Professional Drivers
- Medical Terminology and Anatomy for Non-Healthcare Professionals

WORKSHOPS

- Evaluation of Permanent Medical Impairing Rating (based on AMA – 6th edition)
- Cannabis & Substance Abuse in the workplace - legislation, policy, testing & compliance with legislation
- Evaluation of Professional Drivers and Fitness for duty
- Pregnancy & Breast feeding in the workplace - legislation, policy and compliance with legislation
- Implementation of SANS 16001:2018 - Wellness and Disease Management System

MULTIDISCIPLINARY SHORT COURSES

- Audiometric Testing Techniques
- Spirometry Testing Techniques
- Vision Screening in Industry
- Introduction to Occupational Health
- HIV in the Workplace
- Audiometry Refresher
- Spirometry Refresher

Contact: Alta Kruger
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Email: ohs@foundation.co.za

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DISTANCE AND BLENDED COURSES

A man with a beard and sunglasses is shown from the chest up, wearing a black t-shirt. He is holding a silver, reflective helmet in front of his chest with both hands. He is wearing black gloves with orange accents and the 'uvex' logo. The background is dark.

uvex

Equipment of champions

uvex pheos cx2

uvex pheos cx2 pushes boundaries

uvex's fastest selling safety spectacle just got better. The addition of innovative features further enhance the protective performance and wearing comfort. New X-tended eye shield and X-Twist side arm technology are proven to provide complete protection of the eyes and deliver the ultimate fit.

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