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“THAT GUY DIED BECAUSE I DID NOT DO MY JOB”

Have you ever felt responsible for the death of someone? This is a feeling that was shared at the recent HSE Excellence Europe in Frankfurt ...



CHARLEEN CLARKE

“That guy died because I did not do my job.” This statement was one of the most significant utterances at HSE Excellence Europe. It's quite obvious I guess, because, when safety managers fail, people die. However, it is seldom that anyone actually accepts responsibility.

HSE Excellence Europe was all about accepting responsibility, raising safety standards and getting beyond that dreaded plateau. Numerous global experts addressed the 200 delegates on these subjects (read all about it on page 20). For me, Malc Staves, corporate health and safety director of L'Oréal, was one of the best.

He spoke about transforming the culture of the biggest company within the beauty industry (L'Oréal employs 82 900 people and has a turnover of €25,3 billion or about R414 billion).

The culture change meant going from environmental, health and safety (EHS) driven by EHS, to EHS driven by line management – this involved a strategy of transformation and a change in company culture.

Staves stressed that this meant no more “business

as usual”. “The world is changing and people have changed. Future health and safety challenges will be solved together. Forget about the old belief that leadership starts at the top! Within your company, you need to look everywhere for your future leaders. At L'Oréal, we decided that we wanted to transform all our employees into safety leaders,” he told delegates.

In order to achieve this, L'Oréal adopted a bottom-up approach to safety. “We aimed to develop a mindset of ‘I am my brother's keeper’. We trained people to challenge others in a positive way; you don't want to annoy colleagues,” Staves explained.

People were trained and processes were revised. The end results have been exceptional. “Our people have the knowledge and capability to perform tasks the safe way every time.

“Everyone is aware of and understands the dangers and risks around them. Expectations and actions are clear to all, and we continually deliver a positive outcome,” Staves revealed.



Malc Staves, corporate health and safety director of L'Oréal, is passionate about improving safety.

Proactive employee participation is obviously key. “We can feel the safety commitment and passion in their everyday interactions with each other,” he reported.

So things are going well at L'Oréal, but Staves is not resting on his safety laurels; he has a plan going forward to 2020, in which he will further improve the company's safety credentials.

It's clear that his heart is in the right place. “We do safety because it is the right thing to do – not for any monetary benefit,” he told HSE Excellence delegates. I think Staves is also passionate about safety because he doesn't want to be the speaker at the next HSE Excellence who has to say: “That guy died because I did not do my job.” SM

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LEARNING FROM THE FIRST WORLD?



I have always thought that, as South Africans, we can look up to First-World countries because they have First-World levels of safety. Well, recently I travelled to Vienna, Austria, and I was quite surprised to see these two gentlemen working on a billboard – without any personal protective equipment (PPE), or any safety equipment whatsoever! Austria is most definitely a First-World country ... but it appears that its safety protocols don't quite follow suit!

George Okiro
Cape Town

A TRENDING TOPIC

I thought the article on employees and how they express themselves on social media in the March/April issue was really good, and really important to read. While it's often only one side that's at fault, the company and the employee should work together to make sure that someone doesn't say anything that everyone will regret. Someone should take the lead, and it should be the employer.

People get used to saying whatever they want in their personal capacity, and, more often than not, they don't consider how it will impact their careers.

If neither party is protected, both can get into serious trouble legally. South Africans are more aware of what's being posted online than ever, and it's very important for companies and employers to keep this in mind at all times.

Julia Hubbard



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The focus and contents of the programme is unique in the sense that it prepares both managers and safety practitioners for performing their roles and functions on a professional and scientific basis. The programme focuses on meeting the needs of line managers and staff safety practitioners in achieving their legal responsibilities and professional accountability in making the workplace and the work procedures as safe as possible for all involved.

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PROGRAMME IN ADVANCED SAFETY MANAGEMENT (76914)

This course focuses on a broader view of Safety Management and the safety responsibilities of both line managers and staff safety practitioners. This programme investigates the advanced elements of safety management. These elements include the management of safety culture, the role and importance of safety supervisors, system safety engineering and the system safety programme plan; the importance of managers in safety and a more advanced understanding of hazards.

MODULES:

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- Safety Systems (APSM03O)
- Design for Safety (APSM04P)

REGISTRATION DATES

December - February

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COURSE DURATION:

12 Months
NQF level 7, Total 48 credits

ADMISSION REQUIREMENTS:

A Senior Certificate, equivalent qualification or appropriate experience and completed Programme in Safety Management (PSMP) with the Centre for Business Management.

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CHANGING WASTE MANAGEMENT

Global management company Averda has invested R250 million in a new waste management site – the first to be built under stringent new environmental guidelines, with the latest international best practice in landfill engineering.

The site is located in the petrochemical industrial heartland of South Africa, in Vlakfontein in the Vaal Triangle. It has been constructed and opened by Averda's local subsidiary Wasteman.

"There has been a marked increase in the region's industrial development and the industrial and mining areas of the inland regions – which increases waste volumes. The Vlakfontein landfill site will alleviate the shortage of fully compliant disposal facilities for hazardous waste in South Africa," says Jan Labuschagne, Wasteman's managing director.

Labuschagne adds that hazardous waste needs a comprehensive approach.



"Wasteman and Averda SA practice total waste management. Waste streams that can be diverted from the landfill for recycling (or recovery) are subject to our strict processes; any non-recyclable or hazardous portions of these streams, after suitable screening, can be disposed of at the Vlakfontein site."

Wasteman is in the process of implementing environmental programmes in the area, including the development of vegetation and introduction of wildlife. It also wants to invest into the local community through education and recycling programmes.

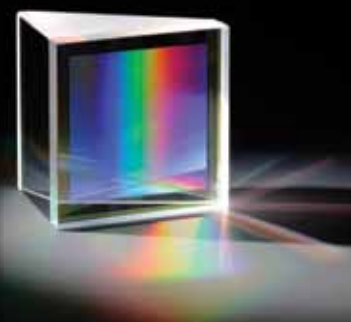
MEASURE GREENHOUSE GASES FROM SPACE

New technology developed by researchers at Fraunhofer Institute for Applied Optics and Precision Engineering, working with the German Aerospace Center and the European Space Agency, is making it possible to track the extent of greenhouse gasses in the air.

This new technology, called hydrophilic bonding, now makes it possible to connect prisms and grating in satellites with each other so that they are suitable for space. Prisms deflect blue light the most intensively, while grating is best at bending red light. Analysing the light reflected from the earth by dissecting it into its component colors makes it possible to measure the amount of greenhouse gases in the air.

Until now, it's been difficult to combine the two structures so that they would be suitable for space – normal adhesive absorbs light (thereby distorting the measurement result), is sensitive to radiation and ages too fast.

By pressing the surfaces together at elevated temperatures in a vacuum, rigid oxygen bonds form between the two parts. There is no intermediate layer, as in the case of adhesive, which would distort the measurements.



WORKPLACE CULTURE - WHICH ONE WORKS FOR YOU?

The workplace is perhaps one of the most multicultural environments experienced by South Africans.

Co-Master, franchisor for ActionCOACH Pieter Scholtz, believes that this makes the creation and maintenance of a positive workplace all the more important.

According to Scholtz, a strong culture makes the company more appealing to potential employees and helps to retain the best talent.

No two workplace cultures are ever quite alike, because no two organisations are the same. According to Scholtz, to a certain extent, the industry in which a company operates will dictate its culture.

He believes that it's useful to look at Irish philosopher Charles Handy's four overarching types of workplace culture:

Power Culture: Employees are expected to follow their superiors' instructions to the letter and do not have the liberty to express alternative viewpoints. Such cultures often suffer, falling victim to high staff dissatisfaction at the lower hierarchical levels.

Task Culture: Solving problems and achieving targets are at the heart of the company. Small teams

















with similar specialisations are grouped and expected to contribute equally to the task at hand. They tend to remain stimulated and content, and are given the room to innovate and think creatively.

Person Culture: The well-being of the company takes a backseat to the personal importance of each employee. When employees place too much emphasis on their own concerns, in the absence of a strong sense of teamwork or a common goal, productivity and staff satisfaction are low.

Role Culture: Every employee is given responsibilities based on their delegated role and their professional specialisation. This is all done in the interest of extracting the best performance out of each individual. Power and responsibility are the results of hard work and proven performance, and, therefore, employee motivation and work performance tend to be higher.

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MERCEDES-BENZ ENERGY - FOR ALL YOUR STATIONARY ENERGY STORAGE NEEDS

The demand for lithium-ion batteries is constantly rising, especially with the growing number of electric vehicles.

Daimler AG is continuing to expand its network of expertise in the field of lithium-ion battery applications, and has established Mercedes-Benz Energy, which is assuming the development and global sale of the brand's stationary energy storage systems.

By expanding this line of business to include stationary private and industrial applications, Daimler AG, with its wholly owned subsidiary Deutsche Accumotive, has opened up additional prospects for growth.

Mercedes-Benz Energy relies on close collaboration with its associated companies – Deutsche Accumotive will produce both the stationary and automotive storage systems, while the development, sale and installation are the responsibility of Mercedes-Benz Energy.

"The new focus allows us to react with even greater flexibility to our customers' requirements, and to expand our product portfolio as necessary," says Harald Kröger, head of development Electrics/ Electronics and E-Drive at Daimler AG.

Establishing a separate entity



provides greater flexibility for the stationary storage business – which is particularly advantageous when it comes to contact with customers, since the customer base for Mercedes-Benz Energy storage solutions is very diverse in comparison to the automotive division. It also allows Deutsche Accumotive to focus on developing automotive applications going forward.

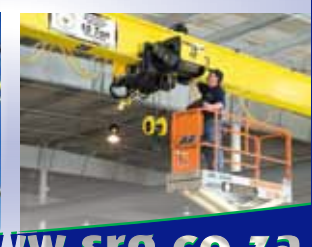
The new company is also benefiting job creation in Germany. Mercedes-Benz Energy is starting with 50 employees, and wants to increase this figure to 100 by the end of 2016.

There are further plans to increase the workforce to 200 by the end of 2017.

Marcus Thomas, who has many years of experience in the field of conventional and alternative drive systems at Daimler AG, will take over management of the company in July.

Developed specifically for use in vehicles, the storage units meet the highest safety and quality requirements. They are based on the same technology that Daimler has already used about 75 000 times in electric and hybrid vehicles since 2012.

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THE THREE-MINUTE WONDER

We've all had those stunned moments where we wonder "why did they do that?" as we stare in disbelief at an employee behaving unsafely. We need to go beyond rules to build engagement – we can change worker risk perception in just three minutes ...

You've seen them, right? The images – in magazines and on the internet – of those adrenalin-fuelled daredevils hell-bent on extreme sports? You catch your breath as you marvel at how they push the limits to manage the ultra-fine balance between life and death.

As we stare in awe, are we witnessing a super-high degree of skill, learned through years of dedicated practice? Are they just lucky, or plain stupid? What's in their minds? Why do they do it?

Now, to set the record straight, I'll admit to some pretty unusual hobbies. B.A.S.E. jumping, paragliding, sea kayaking, motorcycling and swimming with sharks would all feature in the "hobbies and interests" section of my CV.

I'm not referring to these sorts of activities here, however. In fact, to be abundantly clear, I don't even consider these "extreme" sports. They are (at least to me) simply an activity with a degree of risk to be managed – just like football, rugby, martial arts, trail

running – and, arguably, even ping-pong and almost any other sport you can think of.

Rather, I'm referring to those idiots on ladders ... The chap repairing the roof, the bloke installing the new satellite dish; those two guys who realise they don't have enough scaffolding, and so create an alternative access using whatever comes to hand.

These include: the worker stretching out to connect a cable just out of reach; the engineer replacing a broken streetlamp; the painter leaning out to get that last little bit ... These aerial acrobats have become so popular that some folk can't resist a guilty giggle and a quick photograph, shared with their friends and, ultimately, destined for immortal life in a safety toolbox talk.

THERE'S ALWAYS ONE

It doesn't matter where we are in the world, we're likely to find at least one ... Arriving at Nairobi's Jomo-Kenyatta International Airport yesterday, there he was waiting for me – free-climbing up the side of a tower



scaffold some eight metres high as its wheels danced the metal tower across the baggage hall. What a welcoming party!

Some of you, as health and safety practitioners, may have even found them in your own workplace. Only last week, during a site visit, the factory manager I was with did a double-take as we turned a corner to find a forklift truck – engine running, driver in his seat, forks raised to maximum height – balancing a “working platform” made out of an old pallet, upon which stretched upwards the longest ladder I’d ever seen.

Right at the top, many metres above us, was an intrepid maintenance technician – clearly no sufferer of vertigo – wrench in hand, attempting to fix a leaking pipe. A few metres away, a pile of temporary scaffolding pipes and clips sat silently, just begging to be noticed.

Stepping beyond their apparent commitment to “getting the job done” and their creativity in building access equipment out of everyday items, what’s happening inside the heads of these workers? Why is it that they seem so oblivious to the very real and present danger in which they place themselves? The answer lies in a combination of understanding and risk perception.

THE PERCEPTION OF GOLDEN RULES

Many organisations today have “Golden Rules” for safety. The logic behind them is sensible: identify the biggest risks of fatal or serious injuries and create an absolute non-negotiable rule for their control. For example, many of our clients have, in the past, typically generated a rule such as: “All work at height must be properly controlled. Those working at height must always wear a harness and be clipped on at all times.” This doesn’t mean that it always happens like that, does it?

Just a few weeks ago, I’d been through a pretty robust site safety induction before being taken for a tour around a large construction site in downtown Johannesburg. This creation of a new global headquarters was indeed awe-inspiring. With many floors towering above ground level, the building was magnificent in terms of both size and its architectural splendour.

The site’s “Golden Rules” were fresh in my mind. Rule number four states: “Work at Height means any work performed more than 1,2 m above the ground. Harnesses and lanyards must be inspected before each use. Workers must always clip on to a secure point when working at height.” Straightforward and clear, I thought.

Venturing out onto the site I stood in what would become the main reception area; a vast space, which would become replete with a massive vaulted glass ceiling. From here I felt like a tiny ant as I looked up at the galleries of each floor above me.

Climbing the scaffolding staircase we ascended towards the roof. On the fifth floor, however, we had cause to pause. Two men, kneeling on the floor, were working to install the fittings on which to attach the gallery windows. Both of them were wearing harnesses; neither of them were clipped on.

When asked about the “Golden Rule” for working at height, their response was spot on: “You must clip on if you are more than 1,2 m up.” I was surprised, however, when he added: “We are sitting on the ground, though, not on a scaffolding, or ladder, so it doesn’t apply to us here.”

Even when my guide nodded towards the drop of five floors, just a metre or two from where the man sat, he was still puzzled. His understanding was that he must have actually climbed up something first to make the rule come into play.

Although he knew he was on the fifth floor of a skeleton-like, work-in-progress structure, and had been up and down on all levels every day for several weeks, he simply couldn’t see the very real, and very serious, risk of falling from height right in front of him.

To this man, all was normal. He spent his day installing window brackets, usually while sitting or kneeling on the ground. Sometimes on level one, sometimes level three, four, five or ten. He had become so familiar with the heights that he didn’t perceive the risk, or see why the rule was applicable to him.





RIGHT:

"The absence of accidents doesn't equal the existence of safety," says Sharman.

ABSENCE MAKES THE HEAD FEEL STRONGER

Further discussions with the worker revealed that he had never fallen from a height in his career; he'd "always been careful" he added. This notion – that a wealth of experience makes us invincible to risk – is reinforced in some people because "it's never happened to me".

However, as I argue in my book *From Accidents to Zero*, the absence of accidents does not equal the existence of safety. Whether it's your data charts presented to the executive, or a worker's perception of risk, I'll say it again: the absence of accidents just doesn't equal the existence of safety.

What can we do to improve worker risk awareness and perception? It's all too easy to yell at the worker who is getting it wrong, to "Get down! Clip on! Stop!" However, what happens in that moment where you're not there to shout some sense into them?

Whether it's working at height, or any other potentially risky work task, perhaps it's time for a different approach. In our bid to create safety in the workplace, employee engagement is vital. It's time to build dialogue, rather than assume understanding of rules.

Instead of telling workers to "be safe", which you know often falls on deaf ears, try asking them: "What is slow, inconvenient or uncomfortable about doing this job safely?" This is a sure-fire winner to get them thinking. You'll either receive a suggestion for

improvement, or confirmation that things are under control.

Both of these approaches provide room for a follow-up: "So, if I were working with you today, what would I need to know in order to go work safely?" More thinking is encouraged, and verbalisation of the risks and procedures associated with the job. This serves as salient reminder to the worker.

If you spot a risk that's not been mentioned, this can be dropped into the conversation at this point and the discussion can be continued. You might even try: "So what could we do to make this task even safer?"

YOUR THREE MINUTE WONDER

Safety dialogues like this can be done at any time, by anyone, and without the need for special training. They take just two or three minutes and they're an efficient and impactful way for managers and supervisors to use, on a daily basis, to boost risk awareness around the workplace.

You can create your own variations of the questions to ask. The "Golden Rules" here are to keep them open-ended and positive, so as to encourage workers to describe and explain the issues.

The time for "toolbox talks" showing photos of idiots on ladders has passed. Let's move beyond "superheroes on stilts" and use good old-fashioned conversation to engage, empower and equip our workers with enhanced risk-perception skills. **SM**



Sharman on Safety is a series of extracts that SHEQ MANAGEMENT is running this year, from Andrew Sharman's new book: *From Accidents to Zero: a practical guide to improving your workplace safety culture*. Andrew is an international member of the South African Institute of Occupational Safety and Health (SAIOSH) and chief executive of RyderMarshSharman - consultants on leadership and cultural excellence to a wide range of blue-chip corporates and non-government organisations globally. More at www.rydermarshsharman.com. SHEQ MANAGEMENT readers will receive 20 percent off the price of Sharman's book at: www.fromaccidentstozero.com using the code SHEQSA.

From Accidents to Zero

A practical guide to improving your workplace safety culture

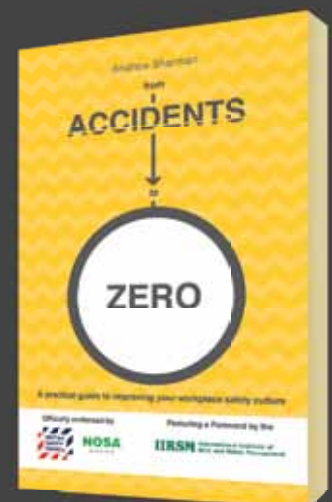
Thought-provoking and insightful. From Accidents to Zero progressively pushed me to see new connections, and new ways to address organisations' safety culture and risk management challenges.

Mieke Jacobs, Global Practice Leader – Employee Safety, DuPont

This A to Z of safety represents an eminently practical knowledge toolbox, one filled with tools which will add value to the CEO and the front line Safety Practitioner in equal measures. Relevant, accessible and applicable, this is safety distilled and a 'must-read'.

Steven Brown, Brewery Manager, Heineken

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THE “ADOPT A CONTRACTOR” APPROACH

Most large businesses use contractor companies to undertake work on site on their behalf, but ensuring the contractors achieve the required safety standards can be challenging. Here's how you can make it easier

There are a number of reasons why contractor companies are used. These include rendering services that are not an organisation's core business, or are non-routine professional services that can be high risk in nature; for example, large maintenance activities, scaffold erection, or erection of machinery.

In many cases, it is a challenge to ensure the contractor companies achieve the required safety standards, as their safety performance (or incident rates) are often not as good as those of internal employees. This is of concern to companies that continually strive for “zero harm” and prevention of incidents and injuries on their premises.

For these companies, an important point of departure is the belief that all incidents can be prevented. As such, companies invest significant time and effort in developing and entrenching the desired safety culture.

For companies to achieve equally good safety performance among employees and contractors, they need to ensure that the contractors are aligned to the safety culture of the organisation.

This can be challenging, since most contractors conduct work for several companies; each with its own set of (sometimes conflicting) safety standards and performance expectations. It is important that companies assist and guide contractors to understand and adhere to their specific safety procedures and requirements.

The reality is, however, that, despite all efforts to explain the safety rules, procedures and requirements, there is often still a misalignment in terms of safety culture and performance by

contractor companies. How can this be changed to ensure better understanding and alignment?


My proposal is that companies consider the “adopt a contractor” approach, whereby all senior managers and engineers are assigned to at least one contractor company – and are thus responsible for working closely with them.

These managers and senior engineers would then be required to guide their respective contractor company (or companies) to achieve an understanding of the organisation's various site-specific requirements, rules and methodologies. In effect, they become the safety health and environment (SHE) contact person for those contractors on site.

To ensure equal levels of competence and expertise (among coaches and contractors), the company's SHE department should provide each manager and senior engineer with the necessary tools and training on how to coach the contractor companies.

These tools would typically include: instruction materials, brochures, training presentations, examples of risk assessments, safe operating procedures, work method statements, and so on.

A detailed plan should also be developed to reflect when the coaching sessions are to be conducted.

When working towards strengthening a safety culture and performance, it is important that contractor companies are regarded as partners. This commitment to working together will go a long way in ensuring buy-in and the understanding of the safety processes. This, in turn, will benefit all parties, and, ultimately, contribute to preventing work-related injuries and incidents on site. 



Brian Darlington is the group head of safety and health for the Mondi Group, based in Vienna, Austria. He has filled the role since 2012 and is responsible for safety and health in more than 30 countries. Brian started working at Iscor before joining Mondi in 1987, working in Gauteng. In 2000 he transferred to the Kraft Division in Richards Bay. During 2005, Brian transferred to Europe, taking up the position of business unit SHE manager, responsible for SHE in paper mills in Austria, Hungary, Israel, Slovakia, Poland, South Africa and Russia, as well as forests operations in South Africa and Russia.

WHAT REALLY DRIVES SAFETY

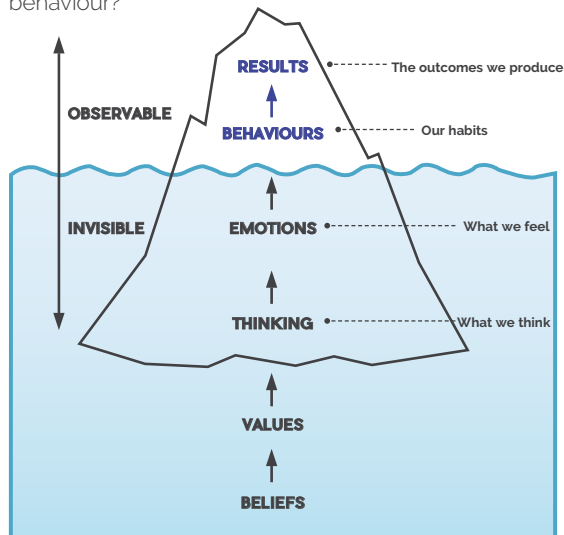
One of the key factors in embedding a resilient safety culture is having employees who are alert, vigilant in taking the necessary precautions and focused on working safely. In short, we need people who are switched on



It is a common shared statistic that between 90 and 95 percent of all accidents can be attributed to human error. It makes sense, therefore, to have a safety strategy that focuses on getting workers to be more committed and take responsibility for their safety.

We could expect to see significant progress in our safety records if our personnel would just be more aware of their surroundings; constantly seeking potential hazards and taking the necessary precautions and actions to reduce or illuminate risks.

While this is true, it is missing a key component. We first have to answer the question: What drives human behaviour?



David Rock has popularised the "iceberg" metaphor. He explained that the safety culture of a company is the product of the collective set of habits of its workforce. It is understandable that leaders target people's behaviour in an attempt to see the results they are looking for. Appropriate actions lead to required outcomes.

Many behaviour-based programmes have this philosophy. Unfortunately, it isn't that straightforward, because our conduct is fuelled by our emotions, which, in turn, are driven by our thoughts and beliefs.

The focus on results is practical because results are easy to identify and measure. However, the emotions and thinking that influences one's actions are often downplayed, or ignored, because they are not as tangible or obvious. Yet, it is these "below the surface" subtleties that are the true contributors to employee's behaviour. For leaders to be effective influencers of their team's functioning, it is vital that they to delve "below the water" to the deeper makeup of their people.

Rock summarised: "Our [safety] performance depends upon our behaviour, which is guided by our emotions, which are triggered when our thoughts (beliefs, habits, memories, assumptions, and so on) interact with certain situations in our daily life." It is only when we address this dynamic that we will see the dedication towards safety we so earnestly desire.

Let me share a personal story that will drive home the point. Recently, I was having dinner with an entrepreneur who was eager to do business with me. Getting ready for the evening I was in the men's bathroom, or so I thought, washing my hands. I was



upbeat about the evening as I knew it would be a success. As I was drying my hands, a lady walked in. Immediately my whole demeanour changed.

Upon seeing her, I went from being bold and confident to being confused. Looking around it became apparent that I was in the ladies' restroom. In another split second my state of mind changed again – this time to one of total embarrassment as I scurried out of there. In one instant my disposition had switched. Instead of walking out with a feeling of self-assurance, I rushed out feeling like I had egg on my face.

What brought about such radical transformation? It was merely a new thought! In essence nothing had changed. The bathroom hadn't changed, nor had the basin in which I was washing my hands. I was still in the same restaurant where I had been certain of a fruitful evening. One moment I was calm and collected, because I believed I was in the comfort of the gents' restroom. The realisation that my assumption was wrong, however, drove my urgency to get out of there.

While this is a simple analogy, is it possible that we have ideas concerning safety and performance that are misplaced? The dynamics of changing people's outlook and commitment towards safety lies in shifting unhelpful hardwired attitudes, perceptions and beliefs.

That new thought I had released a completely different set of emotions that triggered another set of behaviours. The challenge faced by leaders isn't to control how employees work, but to help them embrace a fresh mindset when it comes to safety. Such adjustments in these areas will manifest in the "above the water" behaviours.

However, before we endeavour to try to influence our workforce, it is paramount that we define what we want them to believe. It needs to go beyond vague and elusive concepts like "zero harm". It has to be more comprehensive than a list of general values hanging on a wall.

It is a prerequisite that we first solidify our own thinking in terms of what fundamental beliefs are required to have a robust safety culture. Do we

know precisely what types of attitudes will make a significant difference in daily practices? We may also want to ask ourselves: What is it in our current culture that is preventing this? More importantly: Are we willing to address them?

In addition, nothing sets the tone for the safety culture more clearly than having leaders who are role models. We will never succeed in persuading our employees if we don't practise what we preach. What we do carries more weight than what we say.

This is most true when we are under pressure, or when things go wrong. It is the decisions, instructions, the manner of communicating and actions in these situations that reveals our position towards safety. If, at any stage, a leader even suggests that safety can, or should, be neglected; the message is resoundingly clear – safety isn't a core value.

When a manager quickly cancels the time allocated to discuss safety, because of the pressing need to get his people into the field, he is sending a strong message that safety isn't a priority.

On the other hand, when a supervisor calls his team aside and says: "Today we are under immense pressure, but let's take the time to go through today's tasks to ensure that what we do is done safely," the message is unmistakable – we don't compromise on safety.

All of these random little acts inform people about the real attitude towards safety. Over time, workers become confident that management is serious about safety, and what they are doing is not mere lip service. It isn't long before safety becomes an entrenched culture. Such dedication to safety reinforces the understanding that working safely is truly celebrated.

Probably the most pertinent questions to ask are: What do I believe about safety? How important is it to me personally? What adjustments do I have to make in my own thinking? What unintended messages am I sending? How am I going to intentionally and proactively influence the opinions of my team? **SM**



Dr Brett Solomon is a principal consultant at Sentis, and has been involved in numerous safety culture change initiatives with progressive thinking organisations such as Anglo American, Glencore Alloys, PPC and Aveng Moolmans. Currently he is working closely with BHP in South Africa and Impala Platinum.



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A COID LOOPHOLE?

The recent case, heard by the Constitutional Court of the minister of defence and military veterans versus Thomas 2016 CC, is of interest since it throws light on the possibility of an injured employee claiming workmen's compensation, as well as being able to bring a civil action for damages

The law governing civil actions is known as the law of delict in South Africa. In the United Kingdom and the United States of America it is referred to as the law of torts.

As is now well known, workmen's compensation was introduced in the late 1800s to provide compensation for injured employees. Shortly thereafter, the workmen's compensation law was extended to provide compensation for employees who contracted occupational diseases.

Hypothetically it was possible for an injured employee to bring a civil action for damages, but the employee would have to prove the employer was legally liable to pay compensation.

At the time, because of three common law defences to these claims, the probability of a successful civil claim was remote when it came to injuries, and impossible when it came to occupational diseases.

Nevertheless, to avoid the possibility of double compensation, a civil claim was, and still is, prohibited, by virtue of section 35 of the Compensation for Occupational Injuries and Diseases Act of 1993 (COID).

Notwithstanding this, lawyers have looked for ways to bypass the prohibition. The Thomas case is a recent example of section 35 being bypassed.

Dr Thomas, a medical doctor, was employed by the Western Cape Provincial Government in its health department. She was seconded to a military hospital in the Western Cape, which fell under the control of the minister of defence and military veterans. While at the hospital she was injured when falling down some stairs.

She claimed worker's compensation and also brought a claim of delict against the minister and a private company, which was responsible for providing the hygiene services at the hospital. The minister

objected to the claim arguing that it was prohibited by virtue of section 35 of the COID, which prohibits an action by an employee against his or her employer.

Dr Thomas argued that her employer was the provincial government and not the national government and, therefore, section 35 did not preclude her suing the minister. The minister in turn argued that she was employed by the state and it did not matter if she worked for the provincial or national government, she could not sue the state.

The High Court agreed with the minister. The Supreme Court of Appeal disagreed and overturned the High Court decision. The minister then took the matter to the Constitutional Court.

As explained in previous articles, the COID recognises two distinct parties who are responsible for paying compensation: "insured" parties, and, where no "insured" party exists, the employer itself, but not as an employer, since the payments are the prescribed benefits as set out in the COID. The employer in this capacity is referred to as the "employer individually liable".

Neither the provincial government nor national government pay workmen's compensation levies. They are thus not "insured". Consequently, they are employers that are "individually liable". So, Dr Thomas would be entitled to worker's compensation benefits paid directly by either the provincial or national government – which is, in effect, paid for by the taxpayer.

In this case, since she was employed by the provincial government, it was paid for by the provincial government (in other words by the taxpayers). Yet she wanted more, so she sued the other arm of government; the national government – which would have to be paid for by the same taxpayers.

The minister argued, and the High Court accepted, that, since sections of the COID (such as the definition section and others) which exist when dealing with the

"employer individually liable", referred collectively to national and provincial government as "the employer", these spheres of the state are to be treated, where the state is concerned, as if there is only one employer, notionally the state.

Thus, the minister argued that, when it came to paying compensation, it did not matter in which sphere of the state the employee worked. Thus section 35 prohibited a state employee from suing the state. The Constitutional Court agreed there was "merit in the argument". The taxpayer is the same taxpayer. Just because different levels of government exist, this does not mean there are different taxpayers.

At this point the Constitutional Court raised what is now a familiar argument and ruled that it must "promote the spirit, purport and objects of the Bill of Rights" (whatever that may mean). It, therefore, argued that Dr Thomas had a fundamental right to bodily integrity and security of person and this right underlies her common-law claim. According to this argument, she should be paid additional compensation.

It should be added that being paid additional compensation is not the same as not being injured. The ancient obligation of the state is to protect the rights to liberty, life and property. The obligation is not for the state to pay compensation to people who are injured, but to protect people from injury.

The state, for example, has a police force and courts to catch, prosecute and punish murderers. The state cannot guarantee it will prevent murders. It does not offer to pay dependants of the murdered person compensation if a murder is committed. The difference between being injured and receiving compensation is the difference between day and night, or east and west.

Therefore, having failed to see the difference between being injured and receiving compensation, the Constitutional Court had no difficulty in ruling that if a person works for the state in the provincial government, or for the state in national government, that that person works for two different employers. Thus injured state employees (as in the case of Dr Thomas) can receive worker's compensation benefits from the state in the form of the provincial government, and additional compensation from the state in the form of the national government.

And, thus, another way of bypassing section 35 of the COID has been found. 



Legally Speaking is a regular column by Professor Robert W Vivian and Albert Mushai, both in the school of Economics and Business Sciences, University of the Witwatersrand. Robert W Vivian is a leading authority on insurance and risk management. He has written a number of books on South Africa's business history. Albert Mushai holds a master's degree from the City University, London, and was the head of the insurance department at the National University of Science and Technology in Zimbabwe before joining Wits University as a lecturer in insurance.



A POWERHOUSE OF PRODUCTION

A year ago we hailed the MAN Truck & Bus Pinetown assembly plant for its endeavour to become carbon neutral and as energy efficient as possible. Has the system been a success?

MAN's global Climate Strategy aims to reduce carbon emissions at its production sites – in Europe, Africa, Asia and South America – by 25 percent by 2020. A year after installing 6 300 m² of photovoltaic (PV) solar panels at the South African assembly plant in Pinetown, Durban, the local company has confirmed its carbon-neutral status and recorded some substantial cost savings to boot.

The R10-million system, designed and installed by Solaray, reached one gigawatt hour (1 000 000 kWh) of energy generated on May 11. Looking at the 2015 year, the plant's energy consumption was 672 000 kWh and the power generated by the PV system was 717 000 kWh. This means that 45 000 kWh of power was transferred back to the grid.

The total savings amounted to about R500 000 and 710 t of CO₂, according to plant manager Vijay Yelne. These figures are in line with original design estimates.

"We're happy with what the system has delivered," he says. "The estimate for the size of system we have was about 800 t of CO₂, but one needs to take into account that the projected savings were theoretical and based on historical weather data which was used as the basis for projections of system performance.

The PV system generates most of its energy between 10:00 and 14:00 – when the sun's radiation is at its highest. In the early morning, late afternoon and

on overcast days it is necessary for the plant to draw part of its energy requirements from the grid. During the peak generation times, however, the PV system generates more energy than is actually used by the plant, which is fed back into the grid.

"We have to produce more green energy than we use to maintain CO₂ neutrality over the period of a year. Most of the energy we feed back to the grid is generated during the peak time of day and on weekends," explains Lynette Kühn, SHEQ and process manager, MAN Truck & Bus SA.

There is potential to save more, as the savings gained in the first year were linked only to the reduction in the plant's actual energy usage, while its fixed energy costs remained. Yelne elaborates: "A huge portion of our energy bill is for the provision of demand – a fixed monthly fee for the council to always have 450 kWh of energy available for the plant. We didn't want to reduce that available energy during the first year of operating the PV system, which meant we still had to pay that higher fixed demand charge."

Naturally, the council compensates the plant for the energy it feeds back to the grid.

Kühn explains, though, that it is not possible for an operation like the plant to go completely off the grid. Currently, being tied to the grid and implementing an efficient genset is proving to be the most economical way to power the plant.

"The genset was implemented purely as a back-




up system for power outages. It runs with a MAN motor, which is extremely energy efficient. If there's a power dip or outage it switches on within ten seconds. We haven't needed to run it to date and so it hasn't influenced any of our CO₂ savings," she says.

In the event of a power outage, the PV system is designed to shut down to protect itself. In such an instance the genset is used primarily as a power source for the PV system. Once the genset starts running, the PV system sees it as an alternative power source to the grid and then begins to operate again with the genset falling into an efficient low-power mode.

initiatives. These include a current motivation for a water harvesting and grey water system for use in the shower and ablution facilities.

Furthermore, the adherence to standards is taken seriously. In 2015, the plant successfully implemented and achieved the ISO 14001 Energy Management System certification. "We also want to implement the ISO 50001 Energy Management System. We're partnering with NCP South Africa, with support from head office in Germany, as all certifications are done internationally by TÜV SÜD," concludes Yelne.

Surely the folk at MAN head office are enthusiastic about this. The Pinetown plant is, after all, a clear leader in the company's global Climate Strategy. 



Yelne adds that throughout the year there has been only one issue with the system, in which one of the 23 inverters went down. "We have a five-year maintenance agreement with Solaray, so they flew in a new inverter from Germany (none were available locally) to replace it immediately. There was a small dip in power production, but the system still ran. There have been no issues since and we can't complain about the support and backup we have received from Solaray," he says.

The PV system is not the plant's only green initiative. A water recycling system was installed at the same time, and, with the country being affected by drought, the plant is investigating more water-saving

A melting pot of culture

The MAN Truck & Bus Pinetown assembly plant brings together vehicle components from Europe, South America and India, to be assembled for the South African market. It's little surprise, then, that you'll hear German (MAN is a German brand), Brazilian and Indian accents mixed in with the local dialect.

For the plant's new manager, Vijay Yelne, this is one of the most appealing aspects of the job. Having arrived in South Africa only on December 1, 2015, Yelne joins the local operation after ten years at MAN India. He is responsible for all operations of assembly of bus and truck vehicles at the plant.

"It's a different challenge for me, because of the diversity of products from around the world. South Africa is a major change and quite different from India. The market is challenging with a lot of competition, but it is a good place to work," he says.

Yelne holds a Bachelor of Engineering and Mechanical Engineering degree, as well as a Diploma in Business Management from Bombay University. Before joining MAN, he worked for American-based engine manufacturer Cummins India Limited in Pune, India, for 23 years, where he played a key role in setting up the company's Indian manufacturing facilities.

SAFETY: SOARING TO NEW HEIGHTS

When HSE Excellence Europe started ten years ago, it attracted a handful of attendees. In stark contrast, this year's event enticed just under 200 delegates – and they truly represented the who's who of the global SHEQ fraternity. CHARLEEN CLARKE joined them in Frankfurt

It was like the United Nations of SHEQ professionals; speakers and delegates descended on Frankfurt from all corners of the globe to attend the tenth HSE Excellence Europe.

When I asked Andrew Sharman, chief executive of RyderMarshSharman and SHEQ MANAGEMENT columnist, why the conference was so popular and successful, his response was swift: "The chairman is quite brilliant."

Sharman's answer was somewhat tongue in cheek – because he was the chairman, and yes he was sensational, but so, too, were the speakers, who, with one or two exceptions, were highly qualified, knowledgeable and competent presenters. When you couple those speakers to the brightest brains in the SHEQ world ... in the form of the delegates ... well, the recipe for success is obvious.

The theme of HSE Excellence Europe this year was: "Beyond the plateau: visible HSE leadership by all". Malc Staves, global health and safety director for L'Oréal, France (already featured on page 2 of this issue), and Dr Iain Anderson, global audit and standardisation manager for environment health and safety at Molson Coors, USA, did a particularly good job of unpacking the subject matter.

Anderson made me giggle when he told delegates: "We were locked in a room at a brewery for 12 weeks and we came up with a new environmental, health and safety (EHS) strategy." Shame, I do hope they were let out for food and bathroom breaks ...

On a serious note, Anderson said that Molson Coors aims for "zero harm for people and the environment". In order to achieve this, it came up with a strategy called "Safety the Molson Coors Way", which incorporates four elements: Step, Speak, Care and Search.

"Step" is all about engaging with people, using a checklist. Everyone has to receive a safety conversation once a month. 'Speak' focuses on professional, two-way communication. It is about speaking to employees on a regular basis about relevant topics and getting feedback, as well.



"'Care' is our post-injury approach; we want to get people back to work in good shape as quickly as possible. 'Search' is a tool for safety investigations; we need to establish the root cause of an accident," Anderson explained.

The strategy has been massively successful. "From 2012 to 2015, incidents dropped by two thirds! Our audit scores are improving and our leading indicators are green. So, all we need to do is keep on doing what we have been doing and we will be at zero by 2020 – right? No. A plateau will be coming – we know this and we have to plan accordingly," he explained.

As such, the company is mindful that it needs to improve – constantly. "We need to implement and maintain a strong EHS management control system. By engaging and educating the workforce, we will build a pre-requisite capability for them to take responsibility for their own safety and for that of others," Anderson said.

This will go hand in hand with a culture of self-improvement. "We will sustain and further improve our performance and our culture by progressively transferring ownership for safety into work teams



when they are ready to accept that responsibility.

"We want sites to own their own improvement, rather than us coming along and auditing them. They need to be able to diagnose their weaknesses themselves," he noted.

Brian Darlington, group head of safety and health, Mondi Austria, also spoke about the importance of taking responsibility. He made safety really personal and it was clear throughout his presentation that safety is very close to his heart.

"Becoming a leader in HSE is a journey with many twists and turns, highs and lows. You will only be successful if zero harm is

a personal value, and a passion," he noted.

Darlington undertook a really interesting exercise at the conference. He asked us all to raise our hands and then he asked eight questions. If our answer to a question was no, we had to drop our hand.

These are the questions:

- * Have I had a safety contact session with someone in the past two weeks?
- * Do I promote "safe work" at all times?
- * Have I ignored an at risk behaviour in the past two weeks?
- * Do I always wear my seatbelt and require others to wear theirs, too?
- * Do I use my mobile when I am driving?



ABOVE: Dr Iain Anderson (top), global audit and standardisation manager for environment health and safety at Molson Coors, is keen on the workforce assuming responsibility for safety. Brian Darlington (below), group head of safety and health at Mondi, stressed that safety has to come from the heart.

They said it

"Our business is exploding from a capacity point of view. Oh dear, 'exploding' is a bad word at a health and safety conference. I think I should rather say that it's 'expanding' ..."

Kieran Phelan, global health and safety director at William Grant and Sons Distillers

"Our first step in developing our EHS policy was to ask the question: how can we kill somebody?"

Malc Staves, global health and safety director for L'Oréal, France

"We don't improve health and safety on its own. We improve the way we do business."

Alastair Davey, global vice president health safety and environment, Sodexo, France

"There is a wide-eyed optimism that work that is planned is actually done. In reality, you will find people not following procedure and failing to do logical things."

John Waters, global managing partner, sustainable safety at ERM, UK

"We have to be passionate about what we do. If we are, we will instil the same passion for health and safety within our companies."

Brian Darlington, group head of safety and health, Mondi Austria





ABOVE:
A number of suppliers exhibited at the conference.

"We do safety because it is the right thing to do, not because of any monetary benefit."

Malc Staves

"Engaged employees will go the extra mile for safety."

Dr Iain Anderson, global audit and standardisation manager for environment health and safety at Molson Coors, USA

"Most organisations are good at sign posting, but not at practical training when it comes to emergency procedures. We're very good at producing a list of actions, but not at demonstrating that they work."

Madeleine Abas, senior partner at Osborn Abas Hunt, UK

"The big challenge is to change the mindset of leaders who have not dealt with fatalities."

Brian Darlington

"How do we demystify safety so that leaders can concentrate on strategy?"

Anthony Wareham, head of health, safety and security at Royal Philips, The Netherlands

"We do safety walks. We get senior leaders onto our sites, to experience safety (or a lack thereof) first-hand."

Alastair Davey, global vice president health safety and environment, Sodexo, France

"Good business is good safety. It is not an add-on that you take at certain times."

Brian Darlington


- * Do I always hold the handrail when I walk down the stairs?
- * Do I listen to the safety briefing on the aeroplane?
- * Do I always read the emergency rules behind the door?

Incredibly, only two delegates had their hands raised at the end. "At times, our behaviour does not match up to our values – even when we are committed to safety!" Darlington noted.

Bearing this in mind, he said it was essential for everyone to work on their habits. "Then, whatever we do, we will do it automatically," he explained.

He also stressed that safety had to come from the heart. "Are you, as a manager, being believed? That is so important! You need to practise safety from the heart. You need to do it because you care.

"You need to treat your colleagues like your family. At home you are dealing with people you love. At work you are dealing with people who other people love," he urged.

In conclusion, Darlington alluded to Gandhi, who said: "Be the change you wish to see in the world." He brought this closer to home: "Be the change you wish to see in your organisation!" he urged. Hear, hear! 

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IT'S TIME FOR AFRICA!

Gensuite, a global provider of an award-winning, cloud-based suite of compliance and risk management software solutions, sponsored the 10th Annual HSE Excellence Europe conference. And, as CHARLEEN CLARKE discovered at this event, the company is keen to enter the South African market!

Gensuite is a relatively new name to the South African health and safety industry. But it's a massive – and massively successful – company that operates in over 100 countries worldwide. In fact, Gensuite is THE company when it comes to software solutions that enable operational excellence in environmental, health and safety; sustainability; quality; supplier risk; security; and cross-functional risk management.

The company was created by R Mukund – its current CEO – some 18 years ago. As an environmental, health and safety (EHS) professional, Mukund recognised the needs and challenges of functional programme leaders during his tenure in consulting and industry. "As such, working with my peers and stakeholders, we developed and refined the solutions that are Gensuite today," he tells SHEQ MANAGEMENT.

Attending HSE Excellence Europe was a first for the company. "Gensuite has a good subscriber base in Europe serving over 1 000 facilities. We participated in the conference because we wanted to share relevant case studies with delegates," explains Mukund.

The exercise was extremely valuable. "We had the opportunity to meet a broad group of SHE leaders and professionals, and to understand their safety excellence process needs. As a bonus, we also got to engage with key leaders from our subscribers – such as GE, L'Oréal and AECOM, for instance. The conference itself offered great speakers with engaging topics, for a great learning opportunity. Overall, it was a well-spent couple of days and we hope to advance the relationships we initiated at the conference. With our established office at London, we aspire to grow our subscriber base in Europe," he tells SHEQ MANAGEMENT.

And the company doesn't only wish to expand in Europe; it is also eyeing the South African market. "South Africa, the second largest economy in Africa, has developed an established, diversified manufacturing base that has shown resilience and potential to compete in the global economy with key sectors such as mining, metals, transportation, construction and chemical demonstrating continued

growth. With growth, there have been challenges in effective implementation and compliance to environmental, health and safety (EHS) regulations. This has been noted in a speech made on behalf of Department of Labour's deputy director-general: Inspection and Enforcement Services (IES), Siyanda Nxawe, who said that 'the cost of non-adherence to occupational health and safety to the economy is dire'," comments Mukund.

He notes that Gensuite, with its best-in-class solutions for compliance and risk management, would like to offer the same configurable and locally customisable solutions to the South African industry sectors. "We would like to digitise key business processes in EHS. This will drive productivity, transparency and engagement of all workers and staff, with the end goal of ensuring safety and providing a pathway to 'zero target for workplace injuries and diseases', as emphasised by Labour Minister, Mildred Oliphant.

"We know we have the best solutions available in the marketplace and understand that South Africa offers a huge untapped potential for us to serve. We aspire to be part of the country's economic growth and in driving the cause for effective EHS implementation and compliance," Mukund elaborates.

South Africa is just the starting point. "We would



like to expand into Africa. We would like to explore the strong growth potential of the African markets and Special Economic Zones on the continent. We plan to take some of our initial success stories in South Africa to other regions to demonstrate how Gensuite can drive operational excellence and, at the same time, improve EHS performance. We plan to set up a local Gensuite office in the region once we start catering to a larger African subscriber base," Mukund concludes. Watch this space! 

GE: 19 000 Gensuite users!

One of the highlights of HSE Excellence Europe was a joint presentation by R Mukund, CEO and founder of Gensuite and Jan Jaap van der Bij, executive EHS leader at GE Oil and Gas in The Netherlands.

Van der Bij explained that the company's journey to EHS excellence had been challenging. "Our EHS performance was average; we have a high potential for incidents; we have had an inconsistent and silo-ed approach to safety and we have traditionally operated in an extremely volatile business situation," he told delegates.

Based on this situation, the company came up with a vision for the future. "We want to deliver EHS excellence across all regions within Subsea Systems and Drilling, through strong, dynamic and creative EHS solutions, which promote and include all employees to drive a sustainable EHS culture," Van der Bij reported. However, the company could not achieve this vision on its own ...

Enter Gensuite. "We have a long history of using Gensuite. It supports the compliance processes, simplifies EHS processes, increases reporting capabilities, enables us to see what is happening, allows us to prioritise support and it drives EHS to our operations. But this was rolled out even further. We even distributed 300 iPad mini tablets to supervisors and cell leaders to promote operational use. Today we have 19 000 Gensuite users across more than 280 sites," he revealed.

Van der Bij believes that this will transform the way that GE addresses EHS. "This strategy is allowing us to predict accurately and we have smart delivery of information."

These – and many other – benefits are seeing Gensuite enjoy massive growth. "The number of subscribing companies has grown by ten times in the past five years," Mukund told delegates.

"Gensuite is affordable and it can be deployed fast – we can be launch ready within six to eight weeks. It is scalable and web-based. Furthermore, it is proven and reliable. We have also been named 'Best in Class' by the Dow Jones Sustainability Index," he reported.

It's certainly not hard to understand why the company is growing so fast!



EXTREME LEFT: R Mukund (above), founder and CEO of Gensuite, also spoke at the conference.
ABOVE LEFT: GE's Jan Jaap van der Bij is one of many happy Gensuite customers.
BOTTOM LEFT: Daniel Meissner, global HSE director for Chemetall (centre), won an iPad at the conference, courtesy of Gensuite. He is flanked by Andrew Sharman, conference chairman, and Gensuite's Naveen Ghodkay.

CYBER ATTACK!

No company can exist without computers, which means that each and every company must consider cyber security. CHARLEEN CLARKE reports that this is one of the greatest risks of this century

Think cyber security is a bit pie in the sky? The actual facts suggest not. James Willison, a recognised international leader in security convergence and enterprise security risk management, cites many examples of recent cyber attacks.

"Recently, a major artery within Israel's national road network was shut down after CCTV cameras were attacked by Trojan Horse. A German steel mill was unable to shut down a blast furnace as normal after hackers accessed the mill's control system through infected emails. The operating systems of German and South Korean nuclear power plants have been attacked.

"PlayStation's network has been compromised three times. Hackers, who claimed responsibility for the 2014 attack, said they had done it simply 'because they could'. And Jeep had to recall vehicles because someone got into a car's management system and crashed it," Willison reports.

"We have to face the facts that as our physical systems connect to the internet they become digitalised and so are vulnerable to cyber attack and cyber crime," he stresses.

PwC's Global State of Information Security Survey 2016 reports that the numbers relating to cyber attacks are nothing short of "numbing". "Year after year, cyber

attacks continue to escalate in frequency, severity and impact. Prevention and detection methods have proved largely ineffective against increasingly adept assaults, and many organisations don't know what to do, or don't have the resources to combat highly skilled and aggressive cyber criminals," it warns.

"Many executives are declaring cyber as the risk that will define our generation," adds Dennis Chesley, global risk consulting leader for PwC.

Mike Gillespie, managing director of Advent IM, also warns of the cyber security risk. "Some 40 billion devices will be connected to the internet by 2020 and if something has a computer attached to it, it has the potential to be hacked. Cyber security poses the biggest threat to insurers' balance sheets since 9/11, yet so many organisations have no real strategy to deal with it. Stop thinking that cyber security is an IT problem, because it's not; it's a business problem," he was recently quoted as saying on the IFSEC Global website.

Kaspersky Lab, a global cyber security company founded in 1997, believes that this risk is so great that it holds an annual Cyber Security Weekend to which it invites company experts, journalists and business guests. This year, the main topic of the event was industrial cyber security; an area that is becoming increasingly important, especially following a series

of high-profile incidents in recent years.

"Today, the cyber security of industrial systems and critical infrastructures is of vital importance. An increasing number of such systems are using devices and channels that interact with the outside world. Sometimes they use equipment that was never intended for external access, not to mention software that was created decades ago and has not been upgraded since! This is a very serious issue, because not only is the continuity of the production process at stake; the environment and even human lives can be at risk," Eugene Kaspersky, the company's CEO, warns.

The aforementioned conference focused specifically on the Middle East, Turkey and Africa (META) region, and the cybercrime statistics pertaining to this area are downright scary.

In the first three months of 2016, 45 percent of users of Kaspersky Lab technologies in the META region encountered security incidents related to local networks and removable media, and 15 percent of users faced web-related threats.

The total number of cyber-incidents detected by Kaspersky Lab's products in the Middle East during the first quarter of 2016 was up 15 percent compared to the same period in 2015; in South Africa the increase was 20 percent!

Ransomware continued to spread globally and in the region, affecting both organisations and home users. The number of attacks detected and prevented by Kaspersky Lab technologies grew in all the countries of the region, compared to the first quarter of 2015: in South Africa the number of ransomware incidents nearly doubled; the Middle East saw an increase of 67 percent; Turkey 58 percent; and Azerbaijan 14 percent.

That's the scary news. What are the solutions? Kaspersky has been piloting Kaspersky Industrial CyberSecurity (KIS), a so-called "specialised solution designed to provide holistic cybersecurity for industrial networks and critical infrastructure, regardless of the level of industrial automation". KIS has already been successfully piloted and integrated in a number of projects, including at the VARS petrochemical terminal.

Roman Yanukovich, SIA VARS technical director, explains that VARS continuously monitors the evolution of the cyber threat landscape. "As such, we realised that we were an increasingly vulnerable target for attack. Left unprotected, an IT security breach could severely disrupt and disable our automated operations. This could have severe implications for the port's commercial viability, the



Incident

Easily log incidents of varying severity from low risk potential incidents and near misses to high risk incidents.



Risk Assessment

Record process or system risks and provide proposed suggestions for improvement and reduced risk.



Call Report

Look after customer / supplier relations by documenting meetings and assigning individuals to follow up on outstanding requests.



Audit

Conduct audits, surveys, inspections, reviews and observations using customisable templates with percentage based scoring.



Innovation

Log, investigate and implement innovations and ideas which save time and or money for your company



Document Register

Manage controlled company documents and ensure you always have the latest revision as well as access to historical revisions.



All in one Safety, Health, Environment and Quality online management system.

Get SHEQ Done



Training

Log training and assessment days automatically notifying users of the date they are required to attend.



Trend Pareto Analysis

Generate Pareto analyses of production process defects, allowing easy identification of common problems.



Concession

Request special approval for a non-conforming product or service.



Calibration

Keep track of and maintain instrumentation calibration via a schedule with full calibration history.



Reports Dashboard

Extensive reporting capabilities from basic listings to graphic analysis. Filters can be applied & results are colour coded for easy identification.



Email Notifications

For all events that occur and overdue reports, automatic email notifications are sent to the relevant people.



Installation

No installation on users' computers is required as SHEQsys is a web-application, which can be hosted on our dedicated server.

For more information and an evaluation system please contact us



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Website: www.SHEQsys.com

Email: info@SHEQsys.com



UMBANI SOFTWARE

safety of our employees and the population of the nearby town of Ventspils, not to mention the risk of potential contamination of the Baltic Sea. KIS enables us to protect the terminal and its customers from such an attack," he comments.

Taneco, the oil refinery giant, has also tested KIS, and Marat Gilmutdinov, the head of its industrial control systems department, appears impressed.

"Having analysed the potential threats faced by hi-tech oil refineries, we opted for the KIS solution. It was important for us to buy more than just a security solution. We needed to put comprehensive security measures in place to protect our operations against cyber threats at every ICS level. We also needed to work with a vendor capable of assisting with any possible issues during deployment and operation.

"The capabilities of KIS exceeded all our expectations. Just months after deployment, KIS detected an unauthorised connection attempt by an outside laptop to one of the controllers. The attackers were attempting to modify the operation settings of a sensor," says Gilmutdinov.


The PwC Survey has found that companies are more willing to invest in systems as such KIS; respondents to the survey reported that they had boosted information security spending significantly,

and many are gearing up to tackle the cybersecurity juggernaut head on.

Companies are also investing in cloud computing. Research firm IDC predicts that spending on public cloud computing will soar to nearly \$70 billion (about R1 trillion) this year, and that the number of new cloud-based solutions will triple over the next four to five years.

Addressing the issue of cyber security requires more than just investing in systems. "Technology alone won't turn around the state of cyber security, however. Smart organisations have always known that the human side of the security equation is equally essential," the PwC Survey notes.

As such, businesses are expanding the roles of key executives and boards of directors to allow for enhanced communication of cyber threat information and help build better prepared, more resilient cyber security capabilities. They also are implementing awareness programmes to help educate employees and executives about cyber security fundamentals and human vulnerabilities like spear phishing, which remains a very successful attack technique.

It's ultimately all about the humans, you see. Humans created computers and cyber technology – to make our lives easier. Now they're making our lives considerably more risk-filled too ... 



July - August 2016

Are you **compliant** for 2016?

Public Course Schedule: 2016 – Johannesburg

NAME OF COURSE	DAYS	PRICE	DATES
SHE LEGAL			
Compliance Management - Module 1: OHS Act (Week 1)	5	R 12 020	18-22 July
Compliance Management - Module 1: OHS Act (Week 2)	5	R 12 020	1-5 August
Compliance Management: Module 2 (HIRA, LCA & COID)	5	R 8 610	1 July
Construction Regulations	1	R 1 650	4 August

NAME OF COURSE	DAYS	PRICE	DATES
SHE MANAGEMENT			
GMR 2(1): Supervision of Machinery	1	R 1 540	6 July
Incident Investigation Course (CAM)	3	R 3 880	25-27 July
NEBOSH: International Certificate in Construction Health and Safety (ICC)	15	R 20 220	4-22 July
NEBOSH: International Certificate in General Health and Safety (IGC)	10	R 16 330	15-26 August
SAFETRAC: Certificate in Health and Safety Mngt*	10	R 12 180	15-26 August

NAME OF COURSE	DAYS	PRICE	DATES
SHE TECHNICAL			
First Aid Level 2	3	R 1 600	4-6 July
SHE GENERAL			
HIRA (Hazard Identification & Risk Assessment)	1	R 1 460	27 July



NO MORE DISTRACTIONS

CLAIRE RENCKEN explores some helpful tips for maximising the quality of your employees' work in a world of digital distractions, such as social media

Today's world is full of distractions. Before you know it, your employees may have wasted hours on the clock. In order to understand your employees and their overall level of productivity, you have to first put yourself in their shoes.

You need to consider all of the distractions and issues they're dealing with, and then develop a plan for mitigating these issues and enhancing their focus on delivering results for your company.

While you can't physically control your employees and subordinates, you can encourage them to be more engaged and productive. Put yourself in their shoes and think about what distracts and holds them back.

Some things will be company- or location-specific, but generally speaking, the following distractions are quite common across the board.

- **Personal issues:** As an employer, the most challenging distractions to overcome are ones that are personal in nature. These include relationship issues, conflicts, parenthood, divorce, household conflicts, personal finance and other related matters. These are troubling because you have to know when to step in and when to overlook certain situations. Getting too involved could land you in trouble with the human resources department. Not doing anything at all could render an employee unproductive.

- **Social media:** For all of the great things social media has done for businesses, it's also brought a lot of harm and distraction along with it. Practically speaking, social media is a massive productivity killer. It's always there waiting to be used and frequently

takes employees away from their work.

- **Mobile devices:** Mobile devices are also major distractions. Whether employees are monitoring social media sites, texting, making phone calls, playing games, or accessing apps, smartphones and tablets can sometimes be more of a distraction than an aide.

- **Office environment factors:** Finally, you have to look at the environmental factors of your office. Is your workplace conducive to productivity, or does it easily distract employees? For example, do your employees work in an open-plan setting where everyone is in a single room, or do they have the ability to close their doors and work in silence?

There are many different methods for maximising productivity. Here are three helpful tips that may point you in the right direction:


1. Start the day off right

The key is to set the tone at the beginning of each day. You do this by making sure employees understand that showing up on time isn't optional or appreciated – it's mandatory.

2. Provide economic incentives across the board

Money talks. If you want to get the attention of your employees, start a programme that rewards productivity with financial incentives.

3. Have a firm device policy

Consider distributing your own devices, so that you can control what can be accessed. You can block social networking sites and prevent third-party downloads, among other things. 



SAFETY IN NUMBERS

Africa's Occupational Safety and Health exhibition (A-OSH Expo) was held at the Gallagher Convention Centre in Johannesburg, from May 24 to 26. CLAIRE RENCKEN reports

A-OSH EXPO 2016 saw a mass of eager industry professionals coming to take advantage of Africa's largest showcase of occupational health and safety (OHS) products and services on the exhibitor stands.

The free-to-attend Noshebo seminar theatre, sponsored by Ansell, and the Pasma working at height theatre, were both well attended, as visitors came to listen to advice on trends and regulations in the OHS industry.

The two-day Saioosh OHS conference was also well supported (read more about it on page 36). On the first day, keynote speaker Thobile Lamati, of the Department of Labour, pointed out that OHS compliance in the industry is below par, with fewer than 50 percent of companies meeting standards. He called all industry players to take action to reduce on-site risks.

In terms of exhibitors, many of the same players from previous years were back again, and there were also some newcomers.

Astutis, international provider of accredited online health and safety training courses and qualifications, returned to this year's show after making its debut at the exhibition last year. MD, Steve Terry, who hails from Cardiff in Wales, was once again impressed by the scope of the show.

He said: "In fact, I think this year it has been busier

and better than last year. We'll be back again next year, too – it's quite affordable for us compared to the London show. In terms of size, this show is on par with the show we attended in Dubai in January.

"Furthermore, it's a great way for us to interact with our learners face to face and receive their feedback. We have learners coming from far and wide to see us at the show and collect materials and so on." Terry says it's safe to say that the expo is becoming an annual South African networking opportunity for Astutis.

Alco-Safe, specialists in management of substance abuse in the workplace, exhibited for the sixth consecutive year. Director, Rhys Evans, continues to see great value in the show: "We're always here and it's always busy! It's a great way to find new clients, to show existing clients our new products and also to let people know that we sell direct to the public – they need not go through distributors and pay a mark-up on our products.

"This year we're excited to be introducing a new wall-mounted, unmanned breathalyser, as well as an intelligent electronic key-management system."

This system not only provides a full audited history of key transactions, it also ensures that an employee under the influence of alcohol cannot access the key. This means that they cannot place themselves and other employees in danger by operating equipment while in a compromised state.

This technology can enforce levels of access



to ensure that only authorised employees get the keys to equipment they need to use. It can also be configured to send alerts if the keys for equipment are not collected by the required time.

Using a combination of an access code, biometric fingerprint sensor, and a breathalyser test, this key management system is the ideal solution for hazardous industries such as mining, manufacturing, warehousing and transportation.

Also at the show once again, with an impressive, eye-catching stand, was HSE Solutions. The company, a division of the Sturrock and Robson Group, specialises in the provision of premier health and safety solutions and is the distributor for Honeywell Safety Products for sub-Saharan Africa. Honeywell is an international leader in the development, design and manufacture of personal

protective equipment (PPE).

HSE Solutions has national coverage through branches in Johannesburg, Durban and Cape Town. Its warehousing and distribution facilities are based in Kempton Park. While it targets all end-users directly, it also supplies all PPE products through a network of distributors.



The show seems to keep going from strength to strength each year. Planning for the A-OSH Expo 2017 is already well under way. The exhibition will again take place at the Gallagher Convention Centre, this time from May 30 to June 1. As always, we look forward to seeing what next year's show will offer. **SM**



What a wonderful 2016 OHS Conference and exhibition!

Saioosh hosted its sixth occupational health and safety (OHS) Conference alongside the A-OSH Expo at the Gallagher Convention Centre from May 24 to 26.

Over 250 delegates were treated to a wide range of thought-provoking topics including hazardous waste management, occupational health in the workplace, management of employee fatigue and many others.

On the first day, the keynote speaker was the chief inspector from the Department of Labour, Tibor Szana, who spoke on anticipated new legislation, which will bring existing legislation into line with the Constitution. Among some expected changes are closer compliance checks by inspectors, as well as steeper fines for defaulters.

The Saioosh Conference was again partnered with IOSH from the United Kingdom, which was the lead sponsor. Its president, Karen McDonnell, was the keynote speaker on the second day. UVEX was the gold sponsor and NOSA sponsored the cocktail function.

Our visitor from Saudi Arabia, engineer Waleed Jawadi, explained how the Saudi Electric Company decided to implement a health and safety programme in a country where there is no legislation in

place to require such a programme. The lessons learnt could well be adapted by many South African companies that have not yet adopted OHS as part of their business strategy.

While the conference was in session, the Saioosh exhibition stand in Hall 3 was manned by staff from the Saioosh head office. Hundreds of visitors stopped to enquire about membership and were taken through the process to join the more than 6 500 current members. Scores of members visited the stand to introduce themselves and establish contact.

The increasing number of members' benefits was discussed by all visitors. The Saioosh Council continues to look at ways to create more benefits for our members.

Saioosh is currently the largest Institute in this field and is recognised by the South African Qualifications Authority (SAQA) as the Professional Body for Occupational Safety and Health professionals in South Africa.

For more information about Saioosh please visit www.saioosh.co.za

PREMIUM HEALTH AND SAFETY TRAINING AND CONSULTING SERVICES

South African Safety Management and Training Services (SA SMTS) is an internationally accredited provider of health and safety training and consultancy services. Max Koen, executive director of the company's South African division, explains that this was the company's sixth consecutive year exhibiting at the A-OSH expo.

"Our focus this time has been on helping our clients make sure they are legally compliant –

but is industry-regulated, so has been made relevant to the South African market. It can work in other industries, too, such as in the pharmaceutical sector, manufacturing, quarries, logistics, construction, telecom, and so on.

Another focal point of the stand was the information relating to the Hazloc (hazardous location) training, now also offered with SA SMTS. "We provide various legal consulting and training services to the onshore



sometimes things may look compliant on paper, but we check that they really are," says Koen.

"The show has been attended by more visitors than last year – this time around I think the organisers have done an excellent job at advertising and creating awareness about the exhibition," he comments.

One of the innovations from SA SMTS, which was on show, was its safety passport. At the moment, the company is using this system to train and certify employees working on petrol forecourts at companies such as BP, Total and Engen.

The safety passport is internationally recognised,


and offshore industry, relating to areas where flammable gasses, vapours, liquids and combustible dusts and fibres are handled, stored and processed," explains Koen.

In a nutshell, SA SMTS provides consultancy, training, advisory, risk assessments and policy writing services. It also develops safe systems of work, and undertakes client / contractor audits for management (and contractor management). It is a leading provider for the Nebosh IGC and ICC training courses, which are presented across South Africa and Namibia as part of various open and in-house courses. 

SPECIALISTS IN HEIGHT SAFETY

The Heightsafety Group of Companies specialises in the service and product delivery of all aspects of safely working at height. The company's slogan "SAFETY @ HEIGHT" is its commitment to provide a one-stop solution to all safe working at height requirements.

As Heightsafety believes that every life matters and each individual is valuable, it strives to change the mindset for generations to come.

This was the third time Heightsafety exhibited at A-OSH. Director, Johan du Toit, says: "We get such great enquiries at the show. Sometimes, the stand is overrun! This year again, we had over 300 one-on-one enquiries. We received valuable enquiries from various corporations across all different industries such as CemAir, Gyproc Saint-Gobain, ImproChem, L'Oreal Manufacturing, SAB Miller and WBHO, just to name a few." 





ALWAYS SAFE WITH ANSELL

Ansell designs, develops and manufactures a wide range of protection solutions, and is a global leader in the field. CLAIRE RENCKEN met Raymond Rainbird, regional sales manager, industrial and single use, Africa, at the A-OSH expo

This was Ansell's fourth time exhibiting at the show. "We have seen an improvement in the number and quality of leads generated from the show this year," comments Rainbird, who is no novice to the industry, with eight years' experience behind him.

Industrial workers, healthcare professionals and patients, as well as consumers worldwide have come to associate Ansell with premium quality, optimal protection and superior comfort.

Ansell's vision is to create a world where people

and products enjoy optimal protection against the risks to which they are exposed. People, be it at work or during their leisure time, require the right protection solution for the right application.

Areas of expertise around which Ansell is organised comprise four Global Business Units (GBUs). Each GBU serves a unique and different market, but what connects all four is the shared focus on protection, comfort and quality, combined with a quest for innovation.

Ever since it was founded over 100 years ago, in a garage in Australia, Ansell has been expanding and





strengthening its position to become a global player. It now employs 15 000 people, worldwide, and last year billed US\$ 1.6 billion (almost R 25 billion).

The four Ansell GBUs are:

Industrial solutions: This unit manufactures and markets high-performance, multi-use protection solutions specific for hand and body protection, for a wide range of industrial applications. Ansell protects workers and products worldwide in almost every industry including: automotive, chemical, metal fabrication, machinery and equipment, food, services and agriculture, construction, mining, do-it-yourself, janitorial/sanitation, military, first responders and household goods.

Medical solutions: This unit offers a unique combination of peri-operative safety products to protect patients and healthcare professionals alike. The innovative range of medical gloves and healthcare safety devices are designed to prevent allergic reactions, staff injuries in clinical settings, and medical errors.

Single-use solutions: The single-use GBU manufactures and markets single-use hand protection solutions for applications in a similarly wide range of

RIGHT: Raymond Rainbird (far right) with his team at the company's A-OSH stand. Rainbird is the Ansell regional sales manager, industrial and single use, Africa.

was on the industrial and single-use solutions. The company generally uses the show as a platform to launch new products. This year, Ansell launched its new product, Intercept (a range of hand protection solutions with optimal cut protection), as well as its recently acquired range of Microgard disposable chemical suits.

"This year the interest was more around single-use products. We believe that this is because there are very few competitors in the market that can offer the variety of single-use solutions Ansell has on offer," says Rainbird, who has taken the Ansell range to new heights across Africa since the products first came to the continent four years ago. "We have gained serious market share – aggressively."

When asked for comment about the SHEQ industry in South Africa, Rainbird says: "There is a slow move in the right direction in terms of standards and conformity. Sadly, there are still many products on




industries, with a particular focus on life sciences and the automotive aftermarket.

Sexual wellness solutions: This unit manufactures and markets 18 global, regional and local brands of condoms and personal products. The division also takes part in the social health market, supplying major government and social organisations.

For the purposes of the exhibition, the focus

the market that don't conform, but TIA (this is Africa).

"Although we are on the right track, South Africa still has a number of years of improvement and education ahead of it; in order to catch up with the rest of the world in implementing high safety standards."

Ansell has been very involved in the drafting of the new safety standard in the hand-protection sector, which will be announced to the industry soon. 

SAIOSH INTRODUCES WALL OF FAME

The Saiosh Council has decided to recognise people who have contributed to the occupational health and safety field over many years, by establishing a Wall of Fame. Saiosh CEO, Neels Nortjé, explains

In acknowledging achievements in two occupational health and safety (OHS) fields, namely the Saiosh Top Student of the Year and the Saiosh Person of the Year, the Saiosh Council considered the first nominee without the nominee being aware of the process.

The nominee was the Saiosh president, Robin Jones, who was inducted into the Wall of Fame at the Saiosh Conference, held at Gallagher Estate on May 24.


He believes you need to carry out your tasks with enthusiasm. He calls it the "measles syndrome", which means that if you haven't got it yourself, you can't pass it on to others. Jones also believes you need to be honest in all your dealings with OHS. He always says: "Take the job seriously and never 'hide' an accident or 'juggle the statistics' so that the company looks good."

To illustrate this philosophy, Jones reminds us that safety officers are trying to create a culture of safe behaviour among the employees. If you hide an unpleasant fact, or accident, the employees identify that you are not serious about looking after them, and form the opinion that you are a "management yes man".

Over the years, Jones has participated in activities carried out by other OHS organisations. In the early years he joined the Institute of Safety Management (ISOM). He served on its Branch Committee in various capacities, such as the event coordinator and chairman. He was awarded Fellow status with that organisation, was the president for a term and was twice elected as the Safety Practitioner of the Year.

In 2010, together with six other colleagues, Jones broke away from IOSM and formed Saiosh. Between them the founding members had more than 200 years of collective service within the profession and within a professional organisation. Jones notes that being an OHS professional can be a tiring experience, especially if the work undertaken is not supported, or recognised, by management.

In this regard Jones has some clear advice: "Think of yourself as a "bop bag" – a little blow-up toy, weighted at the bottom, (usually in the shape of a clown), which small children knock over. Of course the bag just pops upright again. Eventually, the child gets tired of knocking over the clown. Management may keep knocking you down, but you keep bouncing back up. Eventually they will get tired!"

Jones has chaired and presented papers at many conferences. He has written articles published in professional journals. He has also been part of committees looking at ways of improving the OHS professional qualifications. Although he is now retired, he is still involved in OHS activities. He is a Chartered Member of Saiosh (CMSaiosh) and a retired Chartered Member of IOSH (CMIOSH). 



Robin Jones (left) is inducted into the Saiosh Wall of Fame by Saiosh CEO Neels Nortjé.

Jones has been practising OHS for more than 40 years. He started as a teacher and moved into industrial training. He persuaded the company where he worked to employ a safety officer and was given this role as an additional job.

Not having any idea where to start, he contacted other safety officers for advice. At Sapref Refinery, the safety officer said: "It will take too long to tell you over the phone. Come and have a cup of tea. Maybe I'll have some scones and jam."

Jones later moved away from industrial training and specialised in health and safety.

First he chose to adopt the phrase "safety is for sharing" – you don't know everything, but someone out there can give you a helping hand. In later years it became Jones's turn to help other new practitioners.

LEARNING AND GROWING AT SAIOSH CONFERENCE



CLOCKWISE FROM ABOVE:

SaioSh members are requested to pay their annual subscriptions by a certain date. This year the names of all the members who had met the payment deadline were entered into a SaioSh Membership Lucky Draw, and it was the beaming Bernard Khumalo who took home a 43-inch flat-screen television, a free attendance pass for the 2016 conference and free membership for 2017, totaling R10 000 in value. Khumalo is an occupational health and safety officer at the Ekurhuleni Metropolitan Municipality, and has been a Graduate Member of SaioSh since 2013.

The 2016 SaioSh Safety Practitioner of the Year is Michelle Barnard, a registered Candidate Construction Health and Safety Agent working for NCC Environmental Services.

The SaioSh Top Student of the Year is Nkhala Leipa, a third-year student at the Vaal University of Technology (VUT) studying for a National Diploma in Safety Management. She attained ten distinctions in her second year of study.

The South African Institute of Occupational Safety and Health (SaioSh) was established in February 2010. It has grown to represent 6 500 members, and is the largest occupational health and safety organisation in Africa.

Every year the Annual SaioSh Conference draws a large audience of members. This year's conference and exhibition was held at the Gallagher Convention Centre in Midrand, Gauteng, during May.





SAFETY PROGRAMMES AND NO LEGAL COMPLIANCE

With all the negativity surrounding the effect of South African power utilities on the environment, it was refreshing for MICHAEL BRANDT to encounter a utility company that has successfully consolidated its services and reached global benchmarks in health and safety controls

The tour guide on this safety journey was Jawadi Waleed Hussein, an electrical engineer, who is an internationally accredited safety engineer. He also has 18 years of experience as a specialist in the field of safety and loss prevention, and is currently the division manager for safety and environment prevention in the Western Region of the Saudi Electricity Company.

Prior to 2002, power to the Saudi Kingdom was supplied by ten companies. These were merged into four regional suppliers. Then a major turnaround occurred and these companies were merged to form the Saudi Electricity Company to provide all services; a new CEO was appointed; and a change-management programme explored various avenues of improvement towards a world-class utility.

The company boasts 32 000 employees, 87 percent of whom are Saudi nationals. It provides services to 7.6-million customers at a 99.99 percent availability level.

Its annual growth of seven percent – with 550 000 new customers each year – is the highest in the world. It operates 42 power plants and has 12 new plants under construction, with a potential output of 70 000 MW.

"A 'core business plan' was developed focusing on two main areas: a safety, health and environment system implementation, and enterprise risk management and compliance," explains Hussein.

"Basically, a five-star system was implemented to move from a no-rating status to a five-star rating in five years. This was to be management led.

Risk based and continuous improvement would be motivated and monitored through frequent audits," he says. This represented a complete turnaround in corporate thinking and operation in order to reach international standards.

The CEO and senior vice presidents approved a policy statement – which makes risk-based occupational safety and health management a core value that drives performance, and holds managers accountable for implementation. It also includes an element of cost reduction.

"The executive committee visited sites for first-hand experience and five-star workshops were implemented for 630 managers, 1 150 supervisors, 87 safety and fire engineers, and 3 150 safety representatives. This was the first training programme to be held in 20 years," says Hussein.

It did not end there. The next step included: a series of five-star audits that involved 73 auditors in 80 hours of training; an audit protocol (including 300 questions); more than 135 auditable units; and 271 audit days representing 6 506 hours.

The five-star programme involved 356 safety committees in 4 600 meetings, 16 300 near-miss reports, 21 000 inspections and 58 000 observations.

The benefits of this implementation included: a 33-percent reduction in motor vehicle accidents; a drop of 16 percent in fatal accidents; and a 26-percent reduction in disabling injuries.

A total of 457 safety people have qualified between 2009 and 2015. Says Hussein: "Promoting a safety culture is like climbing a ladder; you take one step at a time." **SM**

COMPETENCY & THE NEED FOR PROFESSIONALISM

SAIOSH CONFERENCE
24 MAY 2016

Dr Jody P. Cedras

PROFESSIONALISATION THROUGH PROFESSIONAL BODIES

To be classified as a "professional", one needs to have moved through a number of stages of education and experience to qualify for acceptance by a professional body. MICHAEL BRANDT climbs the steps to explore what's required

L leading the way in the discussion was Jody Cedras when he addressed the annual national conference of Saiosh in Midrand in May. He is currently director of registration and recognition at the South African Qualifications Authority (SAQA).

Cedras explained that on the path of professionalism one has to climb a number of specific steps. It begins at the preparatory stage that includes schooling Grades 0 to 9, moving on to Grades 10 to 12 and National Certificate Vocational (NCV).

This is followed by Stage 1 (educational qualification): professional or managerial degree; para-professional diploma; or trade certificate.

Next is Stage 2, which is more practical and consists of structured workplace training at each level of qualification.

Stage 3 involves the award by a professional body of a designation in a work environment, or a trade test qualification in a trade environment.

Stage 4 requires the retention of that designation – continued professional development (CPD) and code of ethics, or meeting compliance conditions in a trade environment.

After general and further education and training, designations apply to higher education and trades and occupations.

WHAT IS A PROFESSIONAL BODY?

An application must be submitted to SAQA for recognition as a professional body and to have professional designations registered on the National Qualifications Framework (NQF).

A professional body cannot be accredited or registered as an education and training provider. It can, however, register its employees on learnerships

and act as a workplace provider for the delivery of learnerships; recognise suitable education and training providers; be involved in the curriculum of learning programmes; and set and administer its own Board examinations.

A professional body works with Quality Councils (QCs) in setting quality assurance and standards for formal qualifications registered on the NQF.

A professional body has the option to pursue international affiliation, but must still meet local requirements.

WHAT IS PROFESSIONALISM?

Does professionalism end with educational qualifications, recognition and a designation? "Not at all," said Cedras. "Knowledge in isolation is not enough. There must be an underlying professional attitude to apply that knowledge. There must be proof of an ability to apply and perform the applicable activities, to the recognised standards, using that appropriate knowledge."

According to Cedras, the elements of "fit for purpose" and "fit to practise" must be used as a measure of the incumbent's professionalism.

The measure must be that the incumbent is "competently professional", said Cedras.

CPD programmes are essential in creating the insight into motivating the move up to the level of "competent professionalism".

"From the basic knowledge and understanding stage, one moves to the competent application of that knowledge, and the realisation that reasoned advice rounds out the process," said Cedras. "These are core competencies that require certain primary skills, but there are optional competencies that the incumbent can choose according to individual needs and desires," he added. SM

AS THE WORLD BURNS ...

Our planet is bleeding! Global warming has already had dire consequences – and there are more to come. CHARLEEN CLARKE details eight truly terrifying (yet sadly realistic) scenarios that we can expect ...



An escalation in natural disasters, decreased food security and the extinction of marine life ... Human-induced global warming could well mean the end of life as we know it! But, practically speaking, what can man or woman expect from global warming?

1. TEMPERATURES WILL SOAR

We know that this is the most obvious consequence – but it merits mention because a hotter planet is not a happier one for its inhabitants. Heatwaves kill people – it was reported that at least 35 000 people died in the scorching month of August 2003 in Europe (some say the figure was as high as 70 000). The World Health Organization says that climate change will result in approximately 250 000 additional deaths per year between 2030 and 2050 – thanks to malnutrition, malaria, diarrhoea and heat stress.

2. MORE NATURAL DISASTERS WILL AFFECT MILLIONS

Natural disasters are a "growth" industry. "Since the 1960s, on a global scale, economic losses from natural disasters have tripled, while insured losses have quintupled," reveals Jonas Strömberg, Scania's director sustainable solutions.

These natural disasters show no indication whatsoever of waning. On the contrary, they look

to be as out of control as a runaway train. In fact, the University of Cambridge's Herbert Huppert and Stephen Sparks have come up with doomsday-like predictions. "For the foreseeable future, the world can expect several natural events per year that can kill tens of thousands of people, adversely affect millions of people and cause severe economic and social disruption. A calamity with a million casualties is just a matter of time!" they warn in their article, *Extreme Natural Hazards: Population Growth, Globalisation and Environmental Change*.

3. WE WILL FACE FOOD SHORTAGES

Climate change is making a world without hunger impossible. That's because it will have a far-reaching impact on food security throughout the world, especially for the poor and those living in tropical regions. As the world's leaders highlighted at the Paris 2015 United Nations (UN) Climate Conference (also known as COP21), warmer temperatures and altered precipitation patterns will threaten food production, disrupt transportation systems and degrade food safety.

In South Africa we're already seeing the impact of the drought on food security ... but we ain't seen nothing yet. According to the Intergovernmental Panel on Climate Change (the leading international body for the assessment of climate change), if global





“ It's as if the earth has been smoking two packs of cigarettes a day!



warming continues on its merry path, agricultural production in African countries could drop by as much as 50 percent by 2020, and crop net revenues could fall by as much as 90 percent by 2100.

Ironically, climate change is about to undo all the good work that's been done in the past to alleviate hunger. According to a report – entitled Climate Change, Global Food Security, and the US Food System – which was released at COP21, we've actually done a pretty good job of reducing the number of people at risk of undernourishment. In the early 1990s,

it stood at a whopping one billion! Today, it's dropped to 805 million.

With climate change rearing its ugly head, that figure is about to increase again – by 175 million in 2080.

4. WATER SHORTAGES ARE LIKELY

All over the world, "water stress" will result from global warming. Asia, which also has to contend with population and economic growth (on top of global warming), is predicted to face a "high risk" of severe water stress. In fact, within the next 35 years, there will be one billion more people who are water stressed (versus today).

5. OCEAN LIFE WILL BE DECIMATED

Food security isn't the only problem a warmer world will present: marine life will be affected adversely as well. According to Strömberg, we have already lost more than 40 percent of the Arctic summer ice as a result of global warming – and the rate is increasing rapidly; an ice-free Arctic summer is possible by 2040.

Our oceans are also becoming more acidic because they are absorbing far too much CO₂. (The CO₂ reacts with seawater to form carbonic acid. This causes the ocean to become more acidic.) As Professor Hans-Otto Pörtner, a researcher at the Alfred Wegener Institute, Helmholtz Centre for Polar and Marine Research, so clearly explains: "To date, the oceans have essentially been the planet's refrigerator and carbon dioxide storage locker. For instance, since the 1970s they've absorbed roughly 93 percent of the additional heat produced by the greenhouse effect, greatly helping to slow the warming of our planet."

Thanks to global warming, our oceans are now in poor shape, as Professor Ove Hoegh-Guldberg, director of The University of Queensland's Global Change Institute, notes. "The ocean, which produces half of the oxygen we breathe and absorbs 30 percent of human-generated CO₂, is equivalent to the earth's heart and lungs. Quite

plainly, the earth cannot do without its ocean, but it shows worrying signs of ill health. It's as if the earth has been smoking two packs of cigarettes a day!"

Ultimately, this means that we now have the perfect storm in terms of our oceans, which are both hotter and more acidic than ever before. We could be facing a sweeping loss of species in the near future as a result. Coral reefs, for instance, will die – and they're vital to the continuation of many marine species. Ultimately, a veritable wave of marine extinctions could result.





ABOVE: In 2010 New York City added 54 349 650 t of carbon dioxide to the atmosphere. That's equivalent to 148 903 t a day, 6 204 t an hour and 1,72 t a second. The blue balls show a single day of emissions.



6. ANIMAL LIFE IN GENERAL WILL BE THREATENED

It's not only ocean life that faces extinction as a result of global warming; plants and animals that need to live in cold places could also be on the way out. According to the American Center for Biological Diversity, we're currently experiencing the worst spate of species die-offs since the loss of the dinosaurs 65 million years ago.

"Although extinction is a natural phenomenon, it occurs at a natural 'background' rate of about one to five species per year. Scientists estimate we're now losing species at 1 000 to 10 000 times the background rate, with literally dozens going extinct every day. It could be a scary future indeed, with as many as 30 to 50 percent of all species possibly heading toward extinction by mid-century," it warns.

7. THE RISING OCEAN WILL DESTROY INFRASTRUCTURE

People live near water – in fact, half the world's population lives within 60 km of the ocean. Furthermore, 75 percent of all large cities are located on the coast, but ocean levels are rising exponentially – which could translate into the flooding of millions of houses. The United Nations says that


147 to 216 million people will lose their homes to submersion or flooding by 2100.

8. INCREASED RISK OF ARMED CONFLICT

The United Nations has even warned that climate change, combined with the accompanying poverty and economic shocks, could lead to war and drive people to leave their homes. This was confirmed by American President Barack Obama, who recently stated that "climate change constitutes a serious threat to global security," which will "impact how our military defends our country". Climate change has also been blamed for exacerbating tensions in Syria.

So there you have it: just eight alarming scenarios. However, the good news is that they don't have to materialise.

All hope is not lost – yet. We do, however, need to pick up the pace in our war against climate change. As Scania's Strömberg notes: "Unmitigated climate change is jeopardising living conditions for everyone on the planet and is threatening economic growth. We can still affect the outcome, but ... the window for action is closing rapidly. Any further investment in fossil energy infrastructure will cause devastating lock-in effects!"

The message is clear. We need to act now. Or this global blight could end life as we know it ... 



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BURNING ISSUES!

Fires represent massive risks in so many industries. One of the most significant, however, is mining – as CHARLEEN CLARKE reports ...

Nothing is being done about some of the fires raging in mines. Take, for instance, Centralia in Pennsylvania. Widely known as “the town that’s always on fire”, this abandoned American coal-mining town is home to a cobweb of coalmines that are on fire. They’ve been burning since 1962 and, according to the *Smithsonian Magazine*, these fires may burn for another 250 years. No one is doing anything about the situation. Putting them out is simply too costly.

The situation in Centralia is not unique. According to the same magazine, while Pennsylvania has at least 38 ongoing coal fires, this is insignificant compared to China and India, where poverty, old unregulated mining practices and runaway development have created waves of Centralias. “It’s a worldwide catastrophe,” geologist Anupma Prakash of the University of Alaska at Fairbanks has told the *Smithsonian Magazine*.

Mine fires are, of course, not limited to coal mines. On May 2, 1972, 174 miners entered a silver mine in Silver Valley, Idaho. Thanks to a fire, 91 people never returned.

South Africa has had its fair share of mining fires. As recently as January this year, four miners died as a result of an underground fire at an Impala Platinum

mine near Rustenburg. They were overcome by fumes while they were trying to find their way to safety. And, back in 2009, 82 miners died at a Harmony Gold mine after fires in late May and early June.

While these dramatic incidents enjoy front-page news, there are many other fire-related risks that sometimes don’t receive the attention that they deserve. Just one, according to ASP Fire CEO Michael van Niekerk, is the threat of conveyor belt fires.


Belts contain polymeric materials that pose a serious risk in terms of rapid fire spread and the generation of toxic, corrosive smoke. “Conveyor belt fires threaten the lives of anyone on site and can cause the collapse of the conveyor structural elements. This will result in an excessive loss of revenue, which will be incurred by the downtime required to fix or rebuild the conveyor belt. Bearing this in mind, quality fire protection must revolve around the preservation of the conveyor belt system itself,” he tells SHEQ MANAGEMENT.

Early detection, fast-acting fire prevention solutions are key to ensuring the quick and successful extinguishing of any fire, while simultaneously cooling the affected structure. Every conveyor belt system is unique, and an individual assessment has to be made for each system in order to adequately

and accurately determine where the fire risks lie for that particular system design.

To ensure early fire detection on a conveyor belt, Van Niekerk suggests the installation of Technoswitch fire-detection technologies in conjunction with suitable fire-control and extinguishant panels, which are specially suited to long-distance and moving environments.

Tyre fires – which occur on mines all too frequently – are also cause for concern. Ian Campbell, operations support manager at Otraco (a company specialising in off-the-road tyre management), says that this can be minimised by following these tips:

- Never heat or weld rims or wheels with mounted tyres, whether inflated or not;
- Use non-flammable tyre lubricants and sealants;
- Remove all foreign objects from tyres (wood, for instance);
- Avoid working near power lines;
- Proper braking procedures should be followed;
- It is vital to isolate/change smoking tyres. 

How to choose a competent fire-risk assessor

- Ensure they are on a professional register;
- Check that they have experience of undertaking fire-risk assessments for your kind of business and premises;
- Request references from previous clients in premises of your type;
- Ensure that the scope of the work you want carried out is agreed upon;
- Ensure that you provide the assessor with access to all areas and information;
- Obtain alternative comparable quotes;
- Ask for proof that they have sufficient insurance;
- Keep records of the steps you took in selecting your fire risk.

Supplied by London Fire Brigade. For more information on fire-risk assessments visit www.london-fire.gov.uk.

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MAKING FIRST AID FIRST PRIORITY

CRAIG HARTLEY, manager of the Cape Town branch of St John South Africa, explains how to approach first aid and why it is a business imperative

In the simplest terms, first aid is help given in an emergency by first responders to preserve life, prevent an injury, illness or a situation from becoming worse, and to promote recovery. It is important for first aiders to realise that they are the very first link in the provision of care to those who are injured or sick – whether in the workplace or at home.

What are the key steps to follow when a first-aid situation arises?

1. Survey the scene to ensure that you have made the area safe, and determine the number of casualties and types of injuries. With this information, you will be able to decide on the kind of help required and devise an action plan to influence a positive outcome.
2. Ensure that you deal with life-threatening injuries or ailments first – such as breathing emergencies, cardiac arrest and severe bleeding.
3. Check if there are any secondary injuries that will need attention. These could be fractures, minor bleeding and any other injury or ailment.
4. Provide ongoing casualty care, which comprises supportive care to ensure that you minimise shock and monitor the condition of the casualty while waiting for emergency services.

How should employees handle the situation if a first-aid officer is not immediately available?

People must think logically when confronted with an emergency, whether trained as first aiders or not. The most important principle for the employee is to ensure their own safety and that of the casualty. Calling for help is as important as knowing or having emergency numbers available when required. Those providing help should always keep calm and act in such a way as to ensure a positive outcome.

How can a company ensure it has the correct first-aid kits for its requirements?

Companies must not only ensure that they have trained first aiders in place for each work shift, but also that they have access to the necessary equipment. There are regulations that govern minimum requirements in terms of first-aid equipment. Companies must also be aware that there may be additional requirements, depending on the industry in which they operate.

It is, therefore, important that risks are regularly assessed and mitigating strategies are put in place. These strategies include equipment requirements. St John has a range of these regulation first-aid kits to equip first aiders to deal with emergencies and keep companies on the right side of the law.

How often should a first-aid kit be "refreshed"?


It is important that there is a policy and procedure in place governing equipment replenishment. A key person must be appointed to monitor equipment levels and there must be reports and controls on equipment usage.

First-aid kits should be sealed if replenished. If the seal is broken, there should be a report detailing how and why the seal was broken. Collating these reports will facilitate replenishment of equipment.

Relevant controls are important to prevent abuse of equipment and shrinkage that could be very costly to the company. A lack of the appropriate equipment could lead to death and law suits.

St John South Africa is a recognised provider of first-aid training and equipment necessary to mitigate risk in the workplace.

It is important for employers to determine their risks. St John assists numerous clients in a variety of industries in putting together risk-reducing strategies to minimise loss of life due to workplace accidents.

For more than 130 years, the organisation has been providing solutions to communities and companies to ensure that they respond to emergencies in an appropriate way. 



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BUSINESS RESCUE: A LIFELINE TO COMPANIES EXPERIENCING FINANCIAL DIFFICULTY

Business rescue is a process instituted by the directors of a company, or affected person(s), to facilitate the financial rehabilitation of a company that is financially distressed. ATTIE SCHLECHTER and KOOS BENADIE, attorneys and experienced business rescue practitioners, and OLGA KOTZÉ, a business rescue practitioner and financial advisor registered with the Financial Services Board, explain the procedure

The Companies Act, 71 of 2008, ("the Act") came into effect on May 1, 2011. One of the purposes of the Act is to provide for the efficient rescue and recovery of financially distressed companies.

In terms of the Act, a "company" includes companies (both Ltd and (Pty) Ltd) and close corporations. Therefore, all references to companies include close corporations, and, likewise, all references to directors will include the members of a close corporation.

A company is financially distressed if it appears unlikely that it will be able to pay its debts when they become due, or may even become insolvent, within the following six-month period.

ARE THERE OBLIGATIONS THAT REST ON DIRECTORS OF A DISTRESSED COMPANY?

The directors may pass a resolution to voluntarily begin business rescue proceedings. Alternatively,

they must inform all affected persons that the company is financially distressed and provide reasons for not adopting such a resolution. "Affected persons" – including creditors, shareholders, employees or their representatives, as well as trade unions – all have rights in these proceedings.

Depending on the individual circumstances of each company, the directors of the company may be held personally liable for the payment of any damages suffered by the company and/or affected persons for trading in distressed circumstances.

IS THIS A STRUCTURED PROCEDURE?

Yes. The whole process is clearly outlined in the Act and all parties to business rescue proceedings, for instance the practitioner, directors, company, employees and creditors are bound by the prescriptions of the Act.

Business rescue proceedings begin when the



directors file a resolution with the Companies and Intellectual Property Commission (referred to as "CIPC") to place the company in business rescue. The directors of a financially distressed company can pass a resolution to commence business rescue proceedings despite a liquidation application by a creditor.

HOW DOES THE REHABILITATION PROCESS WORK?

A business rescue practitioner is appointed to conduct a financial investigation and temporarily supervise the management of the company. This is a person who complies with the requirements of the Act, and who is certified by the CIPC as qualified to manage the affairs of a company. This person is appointed by the directors of a company in a voluntary business rescue.

The business rescue practitioner has to prepare a business rescue plan which, if approved, would outline the financial restructuring of the company in such a manner that the likelihood of its continued existence on a solvent basis is maximised.

“ The company is therefore given “a breather” to get its house in financial order, while continuing to do business and using the assets at its disposal.

WHAT ARE THE ADVANTAGES OF PLACING A COMPANY IN BUSINESS RESCUE?

The Act also provides a temporary moratorium (commonly referred to as a “hold”) in respect of any legal action against the company. Creditors are barred from obtaining the return of assets that are the subject of any form of credit agreement.

The company can, therefore, continue to use the assets in its possession (for instance machinery or equipment) to continue its operations. The company is therefore given “a breather” to get its house in financial order, while continuing to do business and using the assets at its disposal. SM

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WASTE NOT, WANT NOT

Reduce, reuse, recycle ... those are the guiding principles of any waste-management initiative. PETA LEE asks how the corporate world can get involved in reducing waste

An astonishing 60 to 80 percent of solid waste generated in South Africa is recyclable.

"There are various waste streams, most of them appropriate for recycling," says Suzan Oelofse, president of The Institute of Waste Management of Southern Africa (IWMSA). "By seeing waste as a resource, we can help protect virgin materials and aim to create a circular economy where very little waste is generated."

Most people in business are familiar with the basics of recycling: print as little paper as possible, re-use if you can and separate plastics, cardboards and paper. There is, however, a lot more than can be done. There are also many people and organisations working to encourage recycling and make it easier.

One of them is the local website *MyWaste*, founded by Mark Gibson. This directs people to their closest drop-off and buy-back centres. It is also a platform where

collectors, emerging small businesses, recycling facilities, small, medium and micro enterprises (SMMEs) and others involved in sustainability and waste management can register their services, free.

MyWaste has also developed functionality to help companies and manufacturers: a widget for their corporate website with no reference to *MyWaste*, which helps consumers find a recycling location/collection service for their recyclable packaging/products.

Widgets are updated in real time as recyclers update, add, edit or verify their locations every three months.

Just about everything, it seems, can be re-used or recycled. Somewhere there's a place for almost everything including: old paper, packaging, engine/gearbox/cooking oil, tyres, glass, dead computers, spent batteries, cans, polystyrene or plastic. However, the rate at which companies and domestic consumers are recycling and re-using is simply not fast enough.



The Department of Environmental Affairs says South Africans generate almost 110-million tonnes of waste annually – a whopping five kilograms of waste per person daily – and only ten percent of this gets recycled.

Oelofse says this is a major problem because the country is fast running out of landfill space.

"We cannot continue with business as usual. The only alternative is to minimise waste through reuse and recycling," she says. Of the approximately 110-million tonnes of waste produced, 90 percent goes to landfills.

Fifty percent of this is general waste (domestic, building and demolition waste, and business waste), 44 percent is unclassified waste (electronic waste, sewage sludge, brine, bottom ash and dust) and 0.93 percent is hazardous waste (batteries, toxic chemical waste).

What can businesses do to help reduce this problem, and become more active in reducing waste?

"Some companies are doing an amazing job, having entrenched a culture of waste minimisation and recycling, while others haven't given it a second thought," says Ryan van Heerden, national recycling and on-site manager at EnviroServ, the leading waste-management company in sub-Saharan Africa

"Fundamental to any waste management plan is taking ownership of your waste. Once you've

done this you can start monitoring, measuring and, ultimately, managing it according to the waste hierarchy, which is: prevent, reduce, reuse, recycle, treat and dispose (listed in most to least favourable options)."

Van Heerden adds: "EnviroServ guides companies (regardless of industry, size and location) on how to achieve this. Our on-site waste management team can even take over ownership of a company's the waste at source by properly separating and monitoring every waste stream produced. Only through this awareness will customers be able to make practical and feasible decisions on how to reduce waste going to landfill."

It might be as simple as implementing recycling programmes, or as advanced as overhauling internal systems and processes to cut waste production. Changing procurement habits can also ensure that all waste produced is recyclable.

Van Heerden advises that all of this must be done "in a sustainable manner, taking cognisance of the various financial, environmental and socio-economic factors".

He says that particularly during these tough economic times, waste isn't at the forefront of many organisations' thoughts. "It should be, though. This is not only because it's the right thing to do, but also because there can be massive financial savings through proper waste management.

"Yes, there is the stick approach: warning companies about the negative impacts of not properly managing waste – like legal compliance and fines, brand reputational damage, environmental and health impacts – but the fact remains that you can actually be compliant with all of the former and save your business money."

As with health and safety, waste management is a culture needing to be nurtured and embraced by everyone in an organisation.

"Companies must be made aware of proper methods of waste management and recycling, and, in turn, ensure staff are educated. This will lead to them taking this message home and into their communities." **F**



ABOVE AND BELOW:

Almost everything can be reused or recycled. However, this is not happening quickly enough.



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SAFE FARMING

Usually when we think of safety in the workplace, we imagine an office environment. What about farmers – how can they keep their workplace safe? CLAIRE RENCKEN investigates

You don't have to be a workplace health and safety expert to develop a health and safety management system. On a farm there is already expertise available: the farmer and the workers. However, farmers might need expert help in some cases.

Good leadership and involving farm workers in developing a health and safety management system will make it a success.

Most farm injuries are preventable. Unwise risk-taking is an underlying problem in the industry and those working on their own are especially vulnerable.

Keeping everyone safe on the farm is good for business. A safer farm means:

- Improved productivity, good morale and happier, healthier workers;
- Better farming practice to help develop a sustainable farming business;
- The ability to carry out weather-critical operations at the right time;
- Less chance of damage to machinery, buildings and products;
- Lower insurance premiums, levies and legal costs;
- Less chance of enforcement action and its costs, such as the cost of dealing with an incident and/or fines; and

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- Reduced risk of damage to the reputation of the business.

One particular area of concern in the farming industry is the use of quad bikes. While they have made farming easier, they're also one of the leading causes of death from injury on farms. It is advisable to take the following precautions:

- Always wear a helmet;
- Take a riding course;

- Identify specific risks, such as overloading;
- Never let children ride adult-sized quad bikes. Studies show that children don't have the cognitive maturity to make fast decisions in high-risk situations.

The onus is on both employers and employees to create a safe farming environment. Employers should take steps to:

- Provide and keep a safe work environment;
- Include employees when developing health and safety procedures, using an agreed employee involvement process;
- Identify hazards and find practical ways to control significant hazards;
- Provide facilities to make sure employees are healthy and safe;
- Make sure machinery and systems are safe for employees to use;

- Provide and ensure the use of personal protective equipment (PPE), where appropriate;
- Make sure that employees don't do anything to negatively affect their health or safety;
- Give employees information about workplace hazards;
- Train and supervise employees;



- Record and investigate workplace accidents and illness; and
- Develop procedures for dealing with workplace emergencies.

Farm workers need to make sure that they use the PPE provided, and should refuse to do unsafe work. They also need to notify their employers of potential work hazards, and should, at all times, obey inspector-issued workplace improvement and prohibition notices. SM



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SAFETY GEAR

Working in forestry can be a hazardous occupation. CLAIRE RENCKEN highlights some of the essential components of personal protective equipment (PPE) for employees in this industry

Logging contractors should provide all logging employees with appropriate PPE for the work to be conducted. Hazards and exposures must be assessed and PPE provided to eliminate or minimise the risk of injury.

Employers must also train employees properly to use, wear, and maintain the equipment. It is ultimately the responsibility of the employer to ensure the equipment is worn and cared for. It should also be a policy of the employer that all visitors to the job site have the proper PPE. Here are some of the essential items needed in this line of work:

1. Helmet with earmuffs, visor and protective glasses

The helmet is designed to protect employees from falling branches and impacts. The visor should cover



the whole face to protect against scratches and sawdust spray. Protective glasses provide additional protection for eyes. Earmuffs also protect against harmful loud noises. The inserts for ear muffs will eventually become worn, so it

ABOVE AND RIGHT:

Multiple hazards exist in the logging and forestry sectors; essential PPE must not be neglected.



is important that they are replaced regularly.

The plastic in the helmet ages and becomes brittle, mainly as a result of exposure to the sun. For this reason, the helmet should be replaced within five years after the date of manufacture, or no more than three years after removing it from its original packaging.

2. Forestry jacket/shirt

The forestry jacket should provide full upper body coverage, have signal colouring and be ventilated.

3. Protective trousers/chaps

Protective trousers must be fitted with saw protection that meets international standards. The saw protection consists of a lining with several layers of very long fibres that become entangled in the chain of the saw and stop it in a fraction of a second. It is important that the manufacturer's washing guidelines are followed. If the protective layers become damaged or cut, the trousers must be discarded.

4. Protective boots

The boots should be fitted with protective toe caps, saw protection and deep treaded soles (anti-slip protection) in accordance with international standards.


5. Work gloves

Work gloves should always be worn to protect against cuts, scratches, oils and fuels. Gloves with saw protection in the left hand also provide protection from the saw chain.

6. First aid

A first-aid kit should always be easily accessible and close at hand in the felling zone.

7. Communications equipment in the event of accidents

If an accident occurs, help must be summoned quickly. A whistle and a mobile phone, or radio, should always be carried at the felling site. 

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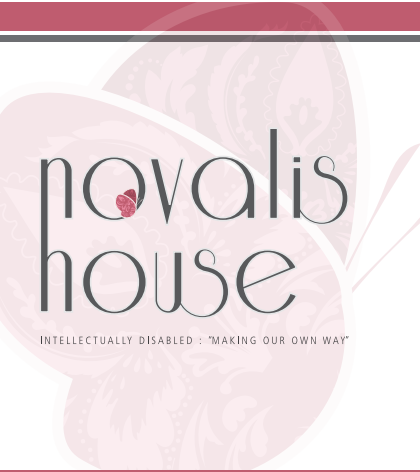
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