

SHEQ

MANAGEMENT

SHEQMANAGEMENT.COM

MERCEDES-BENZ TRUCKS DRIVES THE DEVELOPMENT OF SA TRANSPORT

SPOTLIGHT ON THE TRANSPORT INDUSTRY:

Training, drunk driving and regulations

THE BIG QUESTION:


Has safety become a waste
of time?

THE RECYCLING INDUSTRY IS THIRSTY ...

for your drink cartons!

Why you need to keep
your employees'

EYECARE IN FOCUS



**GET DROMEX
QUALITY
BECAUSE
'JUNK STATUS'
SHOULDN'T
REFER TO
YOUR PPE.**

At Dromex we believe that all employees are entitled to maximum protection and that employers should never have to compromise on the quality of the protective products they supply. We believe that it is our responsibility to supply products that will deliver on this promise and it's not something we take lightly.

Know safety. No injury. Know Dromex.

0861 DROMEX
WWW.DROMEX.CO.ZA

HEAD OFFICE
Unit 1, 1 Blase Road,
New Germany,
3610

T. +27 (0)31 713 1960
F. +27 (0)31 705 6508
E-Fax. 0866 844 595
Email. sales@dromex.co.za
Web. www.dromex.net



Dromex

CONTENTS



AS SWEET AS HONEY

Making safety the easy choice means making it as easy as possible for employees to follow the correct procedures and give greater consideration to the risk than the reward. **12**



HAS SAFETY BECOME A WASTE OF TIME?

If we are honest, how much that is done in the name of safety is a waste of time? **20**



BLOWING HARD FOR DRIVER SAFETY

Companies can train their drivers, but they have very little control over drivers' behaviour once they leave the premises. **28**



FOOD TRANSPORT WHIPPED INTO SHAPE

Maintaining the quality of products is essential in the transportation of food, especially with the introduction of the new Notice R364 draft regulation. **32**



A CARTON A DAY KEEPS THE WASTE AWAY

While it was previously not an option, the recycling of used cartons is now possible. **34**



PREVENTION TRUMPS CURE ON SIGHT

We explore the importance of eye care and eye protection in the workplace. **36**



BREATHING DEEPLY

By 2016, more than 12 000 deaths had been documented in the United Kingdom, as a result of hazards in the workplace that resulted in respiratory diseases. **43**



A LINE TO CATCH YOU WHEN YOU FALL

Falls from heights are one of the main causes of death for mine and construction workers. **48**

COVER STORY

Mercedes-Benz Trucks has embarked on a programme to raise driver skill and road safety in South Africa. **P26**



Published alternate monthly by Charmont Media Global
Unit 17, Northcliff Office Park, 203 Beyers Naude Drive,
Northcliff, 2195
P O Box 957, Fontainebleau, 2032, South Africa
Tel: 011 782 1070 | Fax: 011 782 1073 / 0360

EDITORIAL DIRECTOR

Charleen Clarke
Cell: 083 601 0568
charleen@focusontransport.co.za

PUBLISHER

Tina Monteiro
Cell: 082 568 3181
tina@focusontransport.co.za

EDITOR

Gavin Myers
Cell: 072 877 1605
email: gavin@charmont.co.za

SUB-EDITOR

Jeanette Lamont
email: jeanette@charmont.co.za

JOURNALISTS

Mariska Morris
Cell: 084 788 8399
email: mariska@charmont.co.za

William George
Cell: 078 053 5937
william@charmont.co.za

CONTRIBUTORS

Albert Mushai
email: albert.mushai@wits.ac.za
Andrew Sharman
email: andrew@rmsswitzerland.com

Brett Solomon
email: brett@kineticleadership.com
Brian Darlington
email: brian.darlington@mondigroup.com
Hope Kiwekete
email: hope@enterprisesustainability.com

ADVERTISING SALES

Barend van Wyk
Cell: 076 217 1883
email: barend@charmont.co.za

Elsie van Wyk
Cell: 072 827 2913
email: elsie@charmont.co.za

CIRCULATION MANAGER

Bev Rogers
email: bev@charmont.co.za

DESIGN AND LAYOUT

Nelio da Silva
email: netlio@charmont.co.za

© Copyright. No articles or photographs may be reproduced, in whole or in part, without specific written permission from the editor. In the interests of preserving the environment, SHEQ MANAGEMENT is printed on environmentally friendly paper, using soya-based ink.
www.sheqmanagement.com

REGULARS

Editor's Letter **P2**
News **P4**
Safety from the heart **P12**
Sharman on safety **P14**
News from Saiosh **P18**
Safety culture **P20**
Legally speaking **P22**
Risk perspective **P24**
Subscription form **P47**



FOLLOW US
facebook.com/focus_mag
twitter @FOCUSmagSA

ZERO CONCERN, MAXIMUM HARM

"ZERO HARM". YOU READ ABOUT THE CONCEPT IN JUST ABOUT EVERY ISSUE OF SHEQ MANAGEMENT. CAN THE CONCEPT BE APPLIED TO SOUTH AFRICA'S CURRENT LEADERSHIP CONUNDRUM?



GAVIN MYERS

A little internet reading (dangerous, I know...) on the topic of zero harm reveals that this concept is rather hotly debated, with opponents and proponents equally stating the merits of their respective cases.

While some might question the validity of the terminology; the binary nature of the concept; the psychology of measuring "zero harm" as opposed to full or 100-percent safety; and whether the idea detracts from other risk-mitigating concepts, I think that the terminology – at least – could be applied in a greater scenario than the shop floor... Now, I'm no health and safety practitioner – but I see a lesson somewhere in there that those in the Union Buildings could learn.

My thinking comes from a recent press release issued by the United Association of South Africa (UASA) – which is one of South Africa's oldest trade unions and represents more than 73 000 workers across all industries – following the Minister of Finance Malusi Gigaba's maiden mid-term budget policy statement.

UASA is concerned that 105 000 jobs have been shed in the manufacturing, construction and agricultural sectors and that the unemployment rate in South Africa has remained at 27,7 percent for the third successive quarter. It points out that the South African economy could be at a tipping point.

Gigaba's speech was not inspiring: a tax shortfall of R50,8 billion; economic growth forecast reviewed down to 0,7 percent; gross debt set to rise to 61 percent by 2022; and debt-service costs set to reach 15 percent by 2020/22.

"If an individual were to continually increase their expenditure beyond their income, they would be forced to borrow more, even to the point of forcing them into eventual bankruptcy and causing pain to the entire family. It seems the South African government is very close to this point," UASA points out.

Economists are predicting that we are in for another downgrade (some have commented that this could be a good thing) and that interest rates – on both government and personal debt – will rise. So, too, will taxes – meaning


that each month honest South Africans will have less to spend on keeping food on the table. We must also not forget that as more jobs are lost, due to decreased spending, less tax will be gathered.

It doesn't take a degree in economics to see that huge harm is being done to the country and its citizens, and that there is no clear plan of mitigation. South Africa's "injury rate" could be about to go off the charts. Gigaba – who, in theory, is our economy's own health and safety manager – should be aghast...

“ UASA is concerned that 105 000 jobs have been shed in the manufacturing, construction and agricultural sectors and that the unemployment rate in South Africa has remained at 27,7 percent.



The CEO, though, has other ideas; as UASA states: "The puppet master appears to have become bigger than his own party."

South Africa's citizens, including it's "workers on the shop floor", can only hope that the harm is reduced dramatically in 2018. In a perfect world, the harm would be reduced to zero ... it's a matter of constitutional right. 



Bata Industrials[®]

IMPROVING WORKING LIVES



Gumboots



Atlantic



Pacific



Chelsea

To qualify for a guaranteed discount on your next quote/order,
email: **david.earle@bata.com** and quote **SHEQ**.

Dbn: 031 701 4951 • Jhb: 011 997 3300 • www.bataindustrials.co.za

ROBBEN ISLAND CONVERTS TO SOLAR ENERGY

Robben Island has an energy-usage profile that comprises residential needs, desalination, the harbour and offices. In total, the island uses almost two million kilowatt hours (kWh) of electricity annually. Up to half of this requirement will now be fulfilled by the installation of a solar photovoltaic (PV) project.

The solar energy microgrid was designed and constructed by SOLA Future Energy. Commissioned by the Department of Tourism, the system is situated on the island and consists of a solar PV farm, combined with a lithium-ion battery storage facility and smart controllers to ensure a seamless electricity supply.

The solar PV farm consists of 1 960 mono-crystalline modules with a total of 666,4 kW power supply. The battery bank, consisting of 2 420 lithium-ion battery cells, is able to store 837 kWh and output a maximum of 500 kVA. The diesel generators are used when no solar or battery storage is available.

"For Robben Island, the solar microgrid will reduce its fossil-fuel consumption by 235 000 litres of diesel per annum, or 50 percent of previous usage. This will reduce the Island's carbon emissions by at least 820 t," explains

Dom Wills, CEO of SOLA Future Energy.

As the island is a World Heritage Site, environmental and historical considerations meant that the site for the PV farm had to be carefully chosen. SOLA staff were also sent for training on how to handle penguins, snakes and wildlife as well as archaeological artifacts that might have been discovered underground.












"The microgrid on Robben Island is the largest combined solar and lithium-ion storage microgrid system in South Africa. It is a very good example of how non-electrically connected Africa will be powered in the next 20 years," Wills says.



Improve processes and systems, Get SHEQ Done.

**SHEQsys is an all in one
Safety, Health, Environment
& Quality Management
Online Software Solution.**

MODULES

-  **Incident**
-  **Audit**
-  **Calibration**
-  **Risk Assessment**
-  **Document Register**
-  **Concession**
-  **Trend Pareto Analysis**
-  **Innovation**
-  **Training**
-  **Feedback**
-  **Call Report**

**Book a free online Demonstration
and Evaluation System**

Reasons to Subscribe to SHEQsys:

- ✓ **Integrated Modules**
- ✓ **Dashboard**
- ✓ **Mobile compatible**
- ✓ **Upload attachments**
- ✓ **Easy to use**
- ✓ **Comprehensive**
- ✓ **Cost effective**
- ✓ **Fully supported**
- ✓ **Overdue reports**
- ✓ **Schedulers**
- ✓ **Automatic email notifications**
- ✓ **Extensive reporting capabilities**
- ✓ **Out-the-box customisation**



www.SHEQsys.com

info@SHEQsys.com

+27 11 849 7053



**UMBANI
SOFTWARE**

CELEBRATING 25 YEARS



TRUST US TO BRING YOU THE MOST TRUSTED IN SAFETY FOOTWEAR.

Finding quality you can trust can be tough. Finding it in a product that meets your specific need and within your budget can be even tougher.

That's why Pienaar Bros is a proud supplier of BBF Safety Footwear – the largest manufacturer of safety footwear in Africa. This means that we're able to offer our customers a wide range of market-leading brands that comply with all safety footwear quality standards and cater to every need, application and budget.



SAFELY LOCKOUT PIPES

Brady Corporation offers a new pipe blind lockout solution that can be applied to the widest range of pipes. By easily and temporarily locking pipe blinds in place, companies can improve safety by preventing the release of gas, steam and hazardous liquids during ongoing pipe maintenance.

The Pipe Blind Lockout can provide a visual, physical barrier that acts as a deterrent for touching pipe blinds during maintenance. When used with a properly installed pipe blind, the lockout device and a padlock reduce the risk of accidental release of pipe contents.

The Pipe Blind Lockout has been UL tested for, and falls within the parameters of ISO 80079-36:2016 Explosive Atmospheres.

The device is built out of a heavy-duty 304 stainless steel with rugged, cast-aluminium locking bars and a powder-coated polyester finish.

The extendable locking arm enables users to optionally lock two pipe bolt sets for additional security, and up to four workers can apply a padlock directly onto the device. Available in three sizes, the device is appropriate for the widest range of pipes, including all pipe diameters from 13,2 to 1 219,2 mm.



PLACING PEOPLE AT THE FOREFRONT OF OHS

The world's largest trade fair for the occupational health and safety industry, A+A Düsseldorf, attracted a whopping 1 930 exhibitors from 63 nations, and more than 67 000 trade visitors, during October. With its new look and strong focus on people, this rise in the fair's activities indicates the undeniable importance of health and safety in the workplace.

"It is fabulous that A+A is not just a stage for new technologies, but is now also being seen globally as a bridgehead between the past and the future of our world of work," says Messe Düsseldorf MD, Joachim Schäfer.

"We are proud to have been able to send out strong signals to the markets and key impulses for political debate," he adds.

"People matter, and the A+A once again introduced many innovative products, even more exhibitors from all specialist fields and a rising number of very interested trade visitors from home and abroad," comments Klaus Bornack, president of the Trade Fair Advisory Board and MD of Bornack GmbH.

"This is confirmation that personal protective equipment (PPE) is a growth market and that A+A is a leading international marketplace for safety at work."

The adjoining International Congress for Occupational Safety and Occupational Medicine attracted some 5 000 delegates, who could benefit from up to 60 seminars. One of the most popular of these was Fighting Cancer at the Workplace.

The A+A Congress was accompanied by the conference of the International Labour Organisation (ILO) and the International Social Security Association (ISSA), which were attended by top-ranking figures.

The next A+A Düsseldorf trade fair will be held from November 5 to 8, 2019.



Alcohol and Drug testing specialists

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

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



BREATH TEST KEY CABINET

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

AlcoBlow® Rapid Test

Strongest and fastest breath alcohol tester on the market. AlcoBlow Rapid Test requires the smallest breath sample and ensures accurate results first time, every time. Results are obtained within seconds.



Help is one call away +27 12 343 8114 / email info@alcosafe.co.za or visit www.alcosafe.co.za for more information

INTRODUCING **MAXIMUS** — AND — **SPARTACUS**

FROM THE BRAND THAT BROUGHT YOU MAXECO, COMES
A WHOLE NEW ERA IN ALL-ROUND SAFETY FOOTWEAR.

MORE DURABLE

WITH FULL
LEATHER UPPER
AND BELLOW'S
TONGUE

MORE COMFORTABLE

WITH HEEL GRIP COUNTER
LINING AND PADDED
COLLAR

MORE STURDY

WITH A
3MM WIDER
SOLE UNIT

MORE SLIP-RESISTANT

BY 17%* DUE TO THE SQUARE
CLEAT DESIGN ON THE
NEW SOLE

MORE VISIBLE

WITH A
REFLECTIVE
INSERT



To find out more about the latest offering in ALL-ROUND SAFETY FOOTWEAR please contact us: 041 484 3291

* Compared to Maxeco based on SRA slip-resistance criteria

Made in South Africa



www.lemaitre.co.za



LEMAITRE

BUREAU VERITAS BRINGS FOOD TESTING TO THE CAPE

Bureau Veritas recently unveiled its technologically innovative, state-of-the-art microbiological laboratory in Cape Town. Designed and engineered to focus primarily on the fast-growing food and agricultural sectors in the Western Cape, the M&L Laboratory is an extension of the company's Johannesburg laboratory.

solution in the marketplace – all under one roof," says Joanne Barton, director of M&L Laboratories.

"Our accessible facility is in the hub of the food and agricultural centre in the country, eliminating the need to transport samples over long distances. The technology is sophisticated and highly accurate, which



The automated facility will improve lead times for testing and delivery efficiencies. Testing results will now be traceable and reported automatically off the refined Laboratory Information Management Software systems.

Waste will be reduced by more than 50 percent in this environmentally friendly green facility, which marks the company's commitment to the country's growth and development.

"We are proud of our unique, state-of-the-art facility which enhances our technical offering. It reflects our drive to get closer to our customers and provide a service that includes faster analysis time, traceable results and a reduction in human error. We are offering a unique

means our clients will receive technically competent analyses from our highly skilled professional team in a shorter timeframe, thereby adding value to their supply chain process," she adds.

The benefits of shorter timeframes are particularly useful when dealing with high-risk foods such as fish.

In the agricultural sector, reduced lead times when testing for pesticides, aflatoxins, heavy metals and the like enhance product safety, ensuring the customer enjoys a safe and healthy experience.

Cosmetic and water testing will also be conducted in the new facility to ensure product safety and a longer shelf life.



The World's First and Award Winning Stairway Evacuation Chair

EVAC+CHAIR® is the only SIMPLE, SAFE AND EFFECTIVE stairway emergency descent for the disabled, injured and mobility impaired.

- Fast emergency evacuation
- Travels down stairs safely
- Nobody needs to be carried
- No congestion in fire escapes
- Easy operation
- Training provided
- 10 year warranty



Model 600-H



22 - 24 MAY 2018

GALLAGHER CONVENTION CENTRE, JHB

www.aosh.co.za

REASONS TO EXHIBIT

LAUNCH

new products
and services

BENEFIT

from unrivaled
marketing
exposure

MAXIMISE

return on
your marketing
investment

GENERATE

on-site sales
& hundreds
of leads

CONNECT

with thousands
of industry
professionals

**BOOK YOUR
STAND NOW!**

**OCCUPATIONAL HEALTH
AND SAFETY IN ACTION**
PREPARE. PREVENT. PROTECT.



FOR MORE INFORMATION ON HOW TO BOOK YOUR STAND, CONTACT:



Zelda Jordaan
+27 (0) 10 003 3082
zeldaj@specialised.com

Grant Bydawell
+27 (0) 10 003 3085
grantb@specialised.com

Brought to you by:



www.aosh.co.za

Co-located with:

SECUREX
SOUTH AFRICA | 2018



SPECIALISED EXHIBITIONS
MONTGOMERY

UVEX SPONSORS SPECIAL LEARNERS

Uvex South Africa and the Rainer Winter Foundation are making a difference in the lives of two hearing-impaired children at the Eduplex School in Pretoria.

Through their annual sponsorship of the school fees for Thuto (7) and Seabelo (9), Uvex South Africa and the Rainer Winter Foundation have provided these children from disadvantaged backgrounds with an opportunity to receive a first-class education.

Eduplex is a parallel-medium mainstream and inclusive school, which caters for learners with normal hearing and a small number of hearing-impaired learners.

Each class hosts three to four deaf children. Making use of the latest medical technology (cochlear implants, hearing aids and FM communications systems) and with the help of classroom assistants, as well as access to speech and language therapists and audiologists, Eduplex offers hearing-impaired children exceptional facilities to aid their success.

Thuto and Seabelo both have profound hearing loss. This means that without hearing instruments only very loud sounds, like that of a jack hammer or the firing of a gun, can be heard.



Thuto, was diagnosed with profound hearing loss by the age of three and was fitted with top-of-the-range sponsored hearing instruments. Seabelo contracted meningitis at the age of 30 months, resulting in his profound hearing loss. With the help of sponsorship, Seabelo received a cochlear implant in 2012.

The sponsors will be closely monitoring the children's progress.

STRIVING FOR EXCELLENCE IN THE SERVICE WE PROVIDE



WE PROVIDE MANAGEMENT SYSTEM SUPPORT IN THE FOLLOWING SPHERES:

- Occupational Health & Safety
- Environmental Management
- Risk Management
- Quality
- GMP (Good Manufacturing Practices) and Food Safety

This include the full spectrum: Gap analysis, development, support on implementation, training, review and internal audit

WE PROVIDE AUDITING SUPPORT IN THE FOLLOWING SPHERES:

- Construction Regulations
- Supplier audits for Clients
- Preparation for client supplier audits
- Stage 1 Management system audits
- Internal audits

Collectively our team as a wealth of knowledge and more than 50 collective years' experience in the SHERQ industry.

AfriSHE is able to provide Simple, Sustainable SHERQ solutions to any industry. Our solutions are based on the client's requirements and our model is flexible enough to suit clients of all sizes.

RMA ESTABLISHES AN OHS PROGRAMME

“PREVENTION IS BETTER THAN CURE” IS HOW THE ADAGE GOES, AND SO RAND MUTUAL ASSURANCE (RMA) IS EMBARKING ON AN OHS PROGRAMME WHICH IT BELIEVES WILL HELP TO BETTER EQUIP ITS CLIENTS TO EFFECTIVELY REDUCE INJURY, ILLNESS AND FATALITIES IN THEIR WORK ENVIRONMENTS

Taking the prevention of injuries and diseases to the next level

Programmes that focus on prevention and awareness of occupational injuries and diseases have been found to have enormous social and economic benefits for both employers and employees, locally and internationally. This includes improvements in productivity and competitiveness of employers, safe working environments for employees and an overall improvement in their quality of life free from injury or disease.

Through this programme RMA intends to ensure a more equitable provision of compensation benefits to injured workers, including medical treatment, financial compensation and access to rehabilitation and return-to-work services.

The programme aims to help reduce premiums paid by employers. Premiums are aligned to each company's claims experience which in turn can often be tied to good safety and preventative measures.

RMA believes that this programme will contribute towards:

- the promotion of health and safety in the workplace; and
- prevention and reduction in the number of occupational injuries and diseases in Class IV and Class XIII industries.

What are the key components of this health and safety programme?

In line with established key elements of successful occupational health and safety programmes, it will include: Leadership, Stewardship, Worker engagement and participation, Hazard risk identification and assessment, Hazard prevention and control, Education and training, and Medical surveillance.

To assist in developing an effective intervention programme that promotes occupational health and safety, RMA intends to encourage employers to collect and share their medical surveillance data. This data will also be critical in the future assessment of rates.

What are the expected benefits of participating in the programme?

Benefits for Employers

- Improvement in compliance with requirements

of Occupational Health and Safety (OHS) and Compensation for Occupational Injuries and Diseases (COID) legislations;

- Increased productivity;
- Reduced absenteeism; and
- Reduced assessment rates and possibly premiums.

Benefits for Employees

- Prevention and/or reduction in the number of occupational injuries, diseases and fatalities; and
- Improvement in quality of health.

Benefits for Government

- Creation of safe work places as encouraged by the International Labour Organisation; and
- Effective enforcement of compliance.

Benefits for RMA

- Fair pricing of COID cover; and
- Fair compensation, optimal rehabilitation and speedy return to work.

How will this programme be rolled out?

The programme will roll out with various awareness campaigns focusing on high-impact injuries and diseases, in order of priority. In other words, the most prevalent injuries and diseases experienced within the RMA client base will be addressed and rolled out first.

This year-long programme will be launched with an awareness drive focusing on Noise Induced Hearing Loss (NIHL). The NIHL campaign will run from October 12 to March 1, 2018. Both Classes IV and XIII, which are equally affected by NIHL, will be targeted.

RMA is normally at the receiving end of system and process failures, immobilised to assist in managing this cost. Bringing these failures to the forefront will contribute to sustainable partnerships going forward.

Feel free to chat to RMA about your involvement in the campaign. Surely you agree, participation makes good business sense.

Contact us on 0860 222 132, contactcentre@randmutual.co.za, or visit our website: www.randmutual.co.za. 

AS SWEET AS HONEY

MAKING SAFETY THE EASY CHOICE MEANS MAKING IT AS EASY AS POSSIBLE FOR EMPLOYEES TO FOLLOW THE CORRECT PROCEDURES - AND GIVING GREATER CONSIDERATION TO THE RISK THAN THE REWARD

Some months ago, I watched a documentary on the age-old tradition of collecting honeycomb from the cliffs in Nepal. For centuries, local communities have climbed bamboo rope ladders, hanging hundreds of meters above the ground off sheer cliff faces, in search of the coveted honey from the hives of the largest bees in the world – the giant honeybees of the Himalayas.

Those harvesting the honey face the risk of falling from their self-made bamboo rope ladders to certain death below. They wear no form of fall-arrest equipment or protective clothing to guard against the inevitable bee stings from the agitated bees as they cut the hives from the cliff faces.

In addition to the many domestic uses (including medicinal), the honey from the Nepalese cliffs is sold in the Asian markets at higher prices than traditional honey from the Himalayas. Sourcing this lucrative product drives the local communities to continue taking the risk to bring in much-needed revenue for their families, despite the potential of falling from heights with guaranteed fatal consequences.

DOES THE END ALWAYS JUSTIFY THE MEANS?

As a safety professional, it was hard for me to watch ... community members harvesting honey while swinging in mid-air from ladders with no fall-arrest equipment, stepping off onto cliff ledges while holding on by their fingertips of one hand, and cutting the hives away from the cliff face with the other hand. It was worse than watching a thriller!

This documentary reminded me that people will often convince themselves that the end (in this case, revenue from the honey) justifies the means (high-risk harvesting).

They will take risks to secure their job, or to get the job done as quickly as possible, despite the potentially life-altering, or even fatal, consequences.

It's up to leaders to ensure that safety is the easy option for employees and contractors.

POOR CHOICES IN EXCHANGE FOR SAFETY

What employees and contractors are convinced of is the personal financial benefit, and getting the job done. They can at times also (and sadly) guarantee the respect of their colleagues and even their leaders, for saving time and keeping the production lines running.

These tendencies are all the more prevalent in geographies where there are high rates of unemployment. People feel insecure in these work environments and are more likely to do what they believe is necessary to retain their jobs, regardless of potential impacts on their safety.

The reality is that nobody works unsafely with the objective of getting injured. Instead, people make choices and conduct work in an unsafe manner for reasons that they believe justify the means. Some examples of the poor choices made, in exchange for safety, include:

- **Speed:** Employees take risks so that they can complete a task as fast as possible with the least effort.
- **Profits:** They conduct adjustments, repairs or cleaning activities on running equipment, failing to isolate and lock out equipment prior to entering. This allows the business to keep the machine(s) running and avoids maintenance requirements having a negative impact on production targets.
- **Spreadsheets:** Maintenance work is sometimes not conducted in strict accordance to the charts. When



“ As a safety professional, it was hard for me to watch...



the maintenance completion dates reflected on the spreadsheet get ever closer, teams will do whatever is required to get the work done on time, even if it means taking shortcuts and contravening the safety rules.

- **Bureaucracy:** Permit to work and risk-assessment systems are too complicated and bureaucratic, making it almost impossible to meet all the requirements. For example, having too few people available to conduct joint site visits with those who provide permits often results in teams deciding to skip the joint site visits, which would enable them to ensure all necessary controls are in place.
- **Logistics:** Isolation and lock-out switches and equipment are located far from the machinery where the maintenance, cleaning or repair work is being done. In these instances, the duration of the task itself is quicker than the time it takes to walk to the electrical sub-station to conduct the isolation and lock out. As a result, the work is often done without following the isolation and lock-out procedures.

ENSURING SAFETY IS THE EASY CHOICE


To provide a safe and healthy working environment, leaders need to ensure that safety is the easy choice, every time. Leaders need to provide the necessary training, easy-to-use systems, as well as tools and equipment that employees can understand. They should be able to adhere to the rules and procedures with ease.

Engaging the relevant people when developing these procedures, standards and requirements is key to ensuring buy-in from employees and ultimately ensuring their safety. Involving the relevant people helps to ensure that the requirements are practical and can be adhered to with ease. When procedures are complicated and/or impractical, safety isn't the easy choice.

Personal protective clothing should be comfortable, and the equipment and tools easy and convenient to use. Again, it makes sense to involve the relevant employees when deciding on the most suitable clothing and equipment. If the clothing isn't comfortable and the equipment and tools are not convenient or easy to use, safety, once again, isn't the easy choice.

Ensure the required tools and equipment are available for the tasks to be conducted and preferably as close to the working areas as possible. Should an employee realise that he or she needs additional tools for a job that are not available, he/she may use another tool (or object) that is not suitable for the task.

Place local isolation points at the equipment making it possible for the employees to conduct the isolation and lock out with ease prior to commencing the task.

Leaders and safety professionals can't assume that employees will always choose safety. Just as with the Nepalese honey thieves, employees often choose at-risk behaviour because the risk is not a sufficient deterrent and safety is not the easier choice. 



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.

YOU'RE GONNA NEED A BIGGER BOAT

IT'S BEEN MORE THAN 40 YEARS SINCE THE MOVIE *JAWS* SCARED US ALL OUT OF THE WATER. YET THERE IS MUCH THAT MOVIE CAN TEACH US ABOUT ORGANISATIONAL CULTURE AND THE WORK OF THE SAFETY PRACTITIONER

Sure, you may well have vowed never to go back in the water again after watching the film, but *Jaws* catalysed a fascination of sharks in me. Several times each year, a team of fellow divers and I charter a boat and head off into the "deep blue" to get "up close and personal" with these magnificent creatures.

Following a day of formidable diving with more than 20 different great white sharks, our group settled into the boat's saloon, cold beers in hand, for that night's movie. On screen, as the beautiful blonde slips into the water for a moonlit dip, that familiar theme quickly penetrated our brains. Duh-Duh, Duuuuh-Duh, Duh-Duh, Duh-Duh, Duh-Duh...

I've seen the movie *Jaws* hundreds of times since its release in 1975 and – despite the shark losing in the end – it remains one of my all-time favourite films. After this recent viewing I found myself reflecting a little more deeply. I concluded that the movie is an incredible parallel of the work of safety professionals in many organisations around the globe.

"WELCOME TO AMITY, CHIEF!"

First, we meet the police chief Martin Brody, freshly flown in from the big city to lead the local police force on the quaint and peaceful holiday island of Amity. The chief is in "sponge mode" as he tries to figure out his surroundings, learn local lingo and understand who the movers and shakers are – in just the same way a newly appointed safety practitioner gets used to the culture when joining a new organisation.

When the body of Chrissie (the moonlight swimmer) is found washed up on the shoreline, the shock waves penetrate the local tightly knit community. A ripple of panic washes over the island when the coroner concludes that the girl lost her life due to a shark attack. Brody must take action – but how? He's never had to handle a shark attack before, so his instinct takes over.

Stepping up, he responds by having his team swiftly close all of the beaches. News just in tells him that there are boy scouts completing a swimming test over in the lagoon. As a father, Brody is immediately concerned and

racers to the ferry to get the boys out of the water.

Before the boat gets going, though, it's commandeered by the town mayor and his henchmen who rather overbearingly show their collective might. Mayor Vaughn even nudges the coroner to declare that Chrissie's death did not occur as a result of a shark attack, but that it "could have been" a simple boating accident. The conclusion? Brody is railroaded into re-opening the beaches, a direct U-turn on his judgement.

Looking back on these few scenes, is it possible that Brody and his dilemma could mirror that of the safety professional shutting down a process according to his gut feel that there's a significant risk of imminent and serious harm, yet being "encouraged to do otherwise" by higher authorities to ensure production targets are met?

"YOU KNEW ALL THOSE THINGS..."

Realising he has no choice, Brody agrees to keep the beaches open – after all, it's the holiday season and he doesn't want to stop people having fun – but we can see he isn't happy with this outcome. Soon enough we learn that his hunch was right, as a young child is taken by a shark.

As the crowds leave the water in panic Brody sees the error of his ways. With the island in mourning and Brody racked with guilt, he's faced down in the street by the mother of the lost child, who proceeds to tear a strip off him for not closing the beaches, slapping him hard in the face.

Let's replay the lines from the movie:

"Chief Brody... I just found out that a girl got killed here last week – and you knew it! You knew there was a shark out there! You knew it was dangerous, but you let people go swimming anyway? You knew all those things. But still my boy is dead now. And there's nothing you can do about it. My boy is dead."

After seeing the police chief being publicly humiliated, the mayor offers less than sincere support, telling Brody the woman was wrong, and that it's not his fault, but, deep in thought, Brody realises that she wasn't wrong as he rationalises his responsibility.

Again, the parallel to the work of the safety practitioner comes to the fore with Brody assuming his role as the appointed guardian of the island people's safety. He clearly understood what he should have done to keep people safe, but allowed himself to be bullied into not doing it and there was another incident.

As the film plays out, gangs of fishermen fight to grab supplies, bait and boats as they race to find the killer shark and claim the sizeable reward offered by the grieving mother of the last victim. Brody variously instructs, advises and begs them not to overload their boats and to take care on the water, but the fishermen – hell-bent on winning the bounty – don't listen.

It's a classic example of a safety practitioner who – in a work environment focused on productivity targets and

"getting the parts out the door" – can see the accidents coming, yet has no control over the behaviour of those beyond his direct control.

Soon enough, a boat returns with a large shark, hoisted high on the dock for all to see. The mood is high and the anglers await their reward, but shark expert Matt Hooper has rocked up on Amity Island.

His experience and knowledge confirm that this shark is not the one responsible for the attacks on Chrissie or the boy, but the jubilant crowd won't listen. Hooper feels as though he's wasting his time.

“The deaths have caused deep scars in him. He's struggled with trying to keep everyone happy, while balancing safety with productivity.”

"THEY CAUGHT A SHARK. NOT THE SHARK."

Chief Brody senses that Hooper is right. The duo sneak into the mortuary so that Hooper can examine the remains of the first victim. Within seconds he sees the cause of the woman's death:

"Well, this is not a boat accident! And it wasn't any propeller, and it wasn't any coral reef, and it wasn't Jack the Ripper! It was a shark."

At this point, Brody is forced to admit to himself that he should have held his nerve and resisted the mayor's instructions... Perhaps just like many safety practitioners playing back events post-accident, with the benefit of hindsight and the prompting of a regulatory inspector or industry expert.

Later, Brody finds his young son sitting in his new boat outside their home. Filled with emotion he screams at his kid to get out of the boat. His wife tells him to calm down – the boy is just excited by his birthday gift, and the boat is still tied to the dock, so he's going nowhere.

As she tries to soothe her husband, she notices what Brody is reading – a book on shark attacks – and suddenly turns to scream at the boy in the boat, overcome with fear and emotion.

How often have you, as a safety professional, struggled through a similar situation – alone like Brody – until someone close to you finally sees it from your perspective?

"I THINK WE'VE GOT ANOTHER SHARK PROBLEM"

With concerns racing through his brain, guided by the



technical expertise of Hooper, Brody learns of another death, so finally takes the decision to close the beaches. When he tells the mayor what he will do, he's met with absolute resistance.

The mayor's instruction is for the police chief to do whatever he needs to do to keep people safe, but that the beaches must remain open. His justification is that Amity is a holiday town and relies on the tourist dollar.

It's that classic juxtaposition of safety versus productivity... Rather than shut the beaches, instead beach-tower observers, extra boat patrols and helicopter fly-bys are all thrown into play – but this completely ignores the real root cause of the problem.

Another attack occurs in shallow water among scores of happy holiday makers. This time, the shock of seeing what was right in front of them causes people to think differently. Even the mayor realises the gravity of the situation and eventually agrees to a local fisherman's demands for a large fee to find and execute the killer shark.

The parallel here with safety culture is the epiphany gained by business leaders who personally experience a shocking accident and then realise that safety actually does matter – and they don't like that uneasy feeling of responsibility that dawns on them.

The movie now enters a different paradigm as the hunt for the shark plays out. Brody has to confront his fear of the water and quickly learn the skill of boat skippering and the art of shark fishing, while managing the expectations of the grisly, well-experienced seaman Quint and the strategic-thinking, technical genius Hooper.

Have you ever felt like Brody? Perhaps as you, the practitioner charged with keeping people safe, must learn to understand and find the balance in the "way things are done around here".

You'll recall the end of the story... The angry fisherman, who had taken chances all his life, meets his maker, while Brody and Hooper's plan comes to fruition and culminates in some solid risk elimination with the demise of the killer shark.

As they paddle back to shore it's obvious that Brody has reflected deeply on his actions (and inactions). The deaths have caused deep scars in him. He's struggled with trying to keep everyone happy, while balancing safety (the lives and community spirit of the islanders) with productivity (their economic dependence on tourists coming to the island).

As the police chief, Brody's responsibility is to always do the right thing – even though his decisions may not land well with his stakeholders.

My work as a consultant takes me around the world, (I've been to more than 100 countries) and I've met several people like Matt Hooper – the technical expert who struggles to communicate what really needs to be done, seeking someone to listen and provide support.

I've also encountered too many people like Quint – who are deeply experienced, but brash, with a myopic focus on result and reward.

I've also met many like Brody – the safety professional who is "otherwise encouraged" to go against their gut feeling or expert advice, who have tragically ended up with scenes of destruction playing out in front of them, as happy lives are turned upside down with irreversible effect.

Do you find them in your organisation, too? For the final scenes of this feature, you're not going to need a bigger boat. You just need to face your fears, stand up for that in which you believe, and get back into the water. Don't wait for the shark to bite first. **SM**

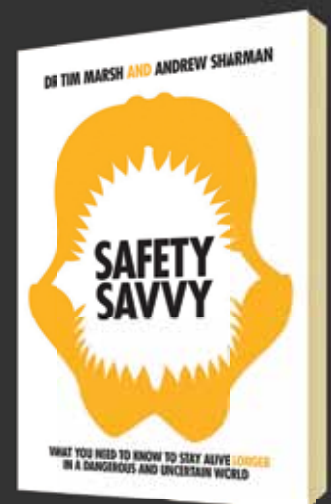


Sharman on Safety is based on ideas and concepts from **Andrew Sharman's** book: *From Accidents to Zero: a practical guide to improving your workplace safety culture*. Andrew is an international member of the South African Institute of Occupational Safety and Health (SAIOSH) and the Chief Executive of RMS - consultants on leadership and cultural excellence to a wide range of blue-chip corporates and non-government organisations globally. More at www.RMSswitzerland.com.

Safety Savvy

What you need to know to stay alive longer in a dangerous and uncertain world

This month SHEQ MANAGEMENT readers can download Sharman's best-selling **Safety Savvy** in e-book format for FREE. Simply go to: www.fromaccidentstozero.com and enter the code **BIGGERBOAT**.





South African Institute of
Occupational Safety and Health



www.saiossh.co.za



Saiossh is recognised by the South African Qualifications Authority (SAQA) as the Professional Body to register Occupational Health and Safety Professionals in South Africa in terms of the NQF Act, Act 67 of 2008.



YEAR IN REVIEW

WHILE THE SAIOSH BRAND HAS REMAINED RESILIENT, 2017 HAS BEEN A YEAR OF VOLATILITY WITH A NUMBER OF CHALLENGES RAISED BY ECONOMIC, POLITICAL AND SOCIAL FORCES. HERE ARE SOME HIGHLIGHTS FROM SAIOSH



SANJAY MUNNOO

Saioosh membership has grown consistently in excess of 200 members per month. The Institute had 9 511 members as at September 30.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) OCCUPATIONAL HEALTH AND SAFETY (OHS) WORKSHOPS

Saioosh holds regular free CPD OHS workshops for its members. The topics are carefully selected to ensure that members are kept up to date with the latest developments in the OHS field. The workshops are also accredited by the South African Council for Project and Construction Management Professions (SACPCMP) with three CPD hours.

More than 600 members attend one round of workshops and they are held twice a year. For those who cannot attend

the workshops, we record them and provide all members with the link to view them via webinar in their own time.

FREE LEGAL UPDATES

Saioosh entered into an agreement with a legal software service provider to provide all Saioosh members free access to all the latest legal updates of more than 800 Acts.

Members have access to the update notice and the actual included text into the law title in comparative. Members qualify for a 50-percent discount should they wish to subscribe to the full service.

FREE E-LEARNING

Saioosh entered into an agreement with an e-learning training provider to provide members free access to a construction health and safety e-learning programme. Saioosh covers the cost associated with the programme to enable Saioosh Members to do the courses for free. To date more than 9 000 e-learning modules have been completed by our members.

HEALTH AND SAFETY ADVICE AND ASSISTANCE

Saioosh makes use of a state-of-the-art online membership networking programme. Via this online system members

can submit "contact forms" and Saiosh provides the necessary advice. During the past 12 months Saiosh processed more than 14 500 online health and safety-related queries.

HEALTH AND SAFETY NEWSLETTER

Saiosh is committed to the upgrading of the professional skills of its members by keeping them updated and informed on the latest developments in the field of OHS. Saiosh sends three to four newsletters per month to its members. The news is also posted on the Saiosh *Facebook* page.

COURSES AND CPD ACCREDITATION

Courses that meet the academic criteria for our first level of professional registration, namely Technical Member (TechSaiosh), qualify for Saiosh course accreditation. To date Saiosh has accredited 54 courses that meet the criteria for professional registration at TechSaiosh level.

Shorter OHS courses (that do not meet the academic requirements for TechSaiosh membership) can be accredited by Saiosh for CPD. Events such as OHS workshops, seminars,

applications received are reviewed by the Saiosh Council. The Top Student gets to attend the Saiosh Health and Safety Conference for free (valued at R10 000).

BURSARIES/FUNDING

Saiosh developed and implemented a bursary fund policy after confirmation was received that Saiosh will be receiving an annual safety grant from Federated Employers Mutual (FEM). The call for applications for the academic year of 2017 was opened in October 2016 and I'm pleased to report that Saiosh awarded four bursaries in January 2017.



ABOVE: Saiosh members attended the Saiosh CPD OHS Workshops in Johannesburg, Bloemfontein, Durban, Port Elizabeth and Cape Town, followed by the AGM on October 24.

LEFT: Adv. Raynard Looch, managing member of Klass Looch Associates, was the guest speaker at all the workshops. He is pictured with Saiosh CEO Neels Nortjé (left) and Saiosh president Sanjay Munnoo.



LIAISING AND ATTENDING ALL OHS STAKEHOLDER MEETINGS

Saiosh attended over 50 stakeholder meetings and events during the past 12 months.


FINANCIAL REPORT

Saiosh needs to specifically acknowledge the most generous sponsorship from FEM. This sponsorship will enable Saiosh to widen its services to all members and specifically towards those in the construction industry.

CONCLUSION

Thank you to the Saiosh staff for their dedication and hard work. The CEO, Neels Nortjé, must be acknowledged for being an exemplary leader. The passion displayed by this highly effective team has been phenomenal.

Thank you to my fellow colleagues on the Council during the year. I wish to thank all our corporate members for their continued support and participation in Saiosh activities.

We honour and thank our members for their professionalism and dedication to ensuring that workers can go home safe to their families every day. 

conferences and summits can also be CPD accredited. Saiosh has to date accredited 461 courses and events for CPD.

SAFETY PERSON AND SAFETY STUDENT OF THE YEAR

The Safety Person of the Year award gives recognition to a member for outstanding work in the field of OHS, which may be related to the general field of OHS, or may be for specific activities related to the Institute.

The Student of the Year award is made to a member whose second-year results were exceptional. All the



HAS SAFETY BECOME A WASTE OF TIME?

WAS THERE A TOOLBOX TALK? YES, TICK. WAS THERE A TIME ALLOCATED TO SAFETY? YES, TICK. DID IT MAKE ANY DIFFERENCE? ABSOLUTELY NOT! SO, IF WE ARE HONEST, HOW MUCH THAT IS DONE IN THE NAME OF SAFETY IS A WASTE OF TIME?

Over the years I have been to countless safety meetings and toolbox talks. Sadly, so few have been inspirational. At the most recent one, it was apparent that most of the workers weren't paying attention to what was being communicated. Their attention was focused solely on completing the circulating attendance register before rushing off to their stations. In spite of the obvious distraction, the safety representative continued to share his briefing.

I had spent the previous day with the leaders of the safety department and their passion and commitment to safety was stirring. With much enthusiasm, I was shown everything that they do to promote the importance of safety.

Rightly so, the safety manager was incredibly proud of the concerted effort the company had made to create a robust safety culture. What I found interesting was that having engaging toolbox talks was pivotal to this strategy.

Despite all the good intentions and genuine desire to improve safety, that particular toolbox talk, like countless others, resulted in an artificial reading of a briefing to which almost no one was listening – the attendance form received far more attention. This one act exposed what was important to those in attendance.

No attempt was made to check whether understanding had taken place. There was no chance to ask questions and, most significantly, time was not taken to make it applicable to the employees' work. It landed up being trivial and inconsequential and was a perfect opportunity missed.

It would have taken two minutes extra to make it a worthwhile toolbox talk. Only once the clipboard had gone around, should the safety representative have started his presentation.

Even better, he should have familiarised himself with the content beforehand, instead of reading it off in a dull parrot fashion. He could have generated more discussion by asking his team questions and by creating a platform for the crew to ask him questions.

It is astounding that with all the money, time and work that goes into creating a zero-harm culture, so little of it translates beyond compliance. I cannot help to ask where the real benefit is...

If safety is truly a value, we need to find ways to make initiatives more meaningful. Imagine insisting on a new standard in which merely reading off the safety topic and moving onto the next item on the agenda is unacceptable. When leaders are properly prepared and make it a priority

to use this time effectively, it sends out a message that safety is not frivolous.

Providing a supervisor with basic group-facilitation skills would make a substantial difference. By using these skills, especially if they include the art of asking questions, toolbox talks can become an ideal opportunity to promote safety concepts in a relevant, practical and time-efficient way.

By asking critical questions, leaders can easily get their team's input on how to effectively plan and manage relevant risks throughout the day. Asking "Do you understand?" simply does not cut it... Some more effective questions would include:

"Joe, you have lots of experience in this area, how can we apply this?"

"Considering what was shared, what are we going to do differently today?"

“ Imagine insisting on a new standard in which merely reading off the safety topic and moving onto the next item on the agenda is unacceptable.

"What changes do we need to make?"

"How are we going to use this information to ensure we work more safely today?"

Having a safety meeting before a shift is a fantastic idea if properly facilitated. Unfortunately, when done poorly, it loses its usefulness. In some cases, it can become counter-productive as people start to believe that safety is a farce as it isn't taken seriously.



This doesn't apply only to safety talks; doing repetitive risk assessments, leadership safety walkabouts, and hazard hunts can all easily fall into the same trap.

The practice of proactively looking for hazards is fundamental. However, this becomes a pointless exercise as soon as a leader puts a compulsory target to it, as the focus then shifts from finding hazards to meeting a quota.

It also turns into a frustrating superficial paperwork activity that generates a lot of negativity, as quality has been replaced with quantity.

The challenge that leaders face is to honestly evaluate the effectiveness of their safety practices. They need to ask themselves whether it is possible that they may be doing something that started out as a good idea, but has become a tedious, redundant exercise.

They need to be brutally honest and ask whether there are practices that need to be redesigned, or stopped altogether, because they add no value. On the other hand, they need to ask whether there are new practices that need to be introduced that will galvanise the desired safety culture. SM



Dr Brett Solomon is the CEO of The Kinetic Leadership Institute and is a recognised leader in combining neuroscience, change management and leadership theory to drive cultural transformation processes. Brett specialises in neuroleadership, especially when it comes to an understanding of what motivates human behaviour and how to influence it. He has been involved in numerous culture change and leadership development initiatives throughout Africa, Australia, Canada, Saudi Arabia and the United States.

CASE DISMISSED

WHAT HAPPENS WHEN AN OCCUPATIONAL ACCIDENT AND DISEASE CLAIM AGAINST AN EMPLOYER IS DISMISSED?

We have often pointed out that if an employee is injured, or contracts an occupational disease, he or she would receive compensation in terms of the workmen's compensation scheme and not from their employer. This article discusses two recent cases where employees unsuccessfully attempted to sue their employers for occupational disease.

It is well known that an injured employee cannot sue his or her employer for occupational injury or disease, but, as pointed out in previous articles, the reason for this prohibition is less clearly understood. It is usually said that, with regard to occupational injuries and diseases, a trade-off exists between the interests of employers and those of employees.

Employees get compensation through an administrative process, which is more certain, quicker and cheaper than suing the employer. In return, the employer is relieved of the risk of being sued by his employees. This is an anachronism – when workmen's compensation was introduced, there was very little chance of a successful action being brought against the employer, because of three defences that existed.

In the United Kingdom there was the "fellow employee" also known as the "doctrine of common employment" defence. No claim could succeed if the accident was caused through the negligence of a fellow employee, which is almost always the case. The "fellow employee" defence

was abolished in 1947 (about 50 years after workmen's compensation had been introduced).

The second defence was the *volenti non fit injuria* – the "voluntary assumption of risk". This defence still exists today, but is seldom evoked and, when evoked, is seldom successful. The third defence is "contributory negligence" which, until the 1950s, was a completed defence.

Over and above these defences, winning a court case is expensive, risky and takes a long time to resolve – sometimes more than a decade. To deal with claims on this one-on-one basis is simply too inefficient to be considered as a viable policy option.

The original purpose of prohibiting claims against employers was to prevent double compensation; an employee would not be able to receive compensation from the compensation fund and then also from the employer.

This would be equivalent to suing the person who causes a motor accident, after getting paid by the other motorist's insurer, and then also wanting to receive payment from the motorist, because, in your view, the motorist had not paid.

So, compensation can come from only one source.

In addition, it is correct to say that the employer would not like to be involved in litigation (which could take several years) when a more efficient method, such as the workmen's compensation system, can be put into place.

In South Africa, the prohibition against suing the employer is contained in section 35 of the Compensation for

Occupational Injuries and Diseases Act of 1993 (commonly referred to as Coida).

An unsuccessful attempt was made to have section 35 of Coida declared unconstitutional in the case of Jooste versus Compensation Commissioner 1997 SACC.

For a long time, the system has been that claims are made against compensation funds and not employers. There have been two recent attempts by injured employees to sue their employers, but neither succeeded. These are examined in chronological order.

In *Skorbinski versus Bezuidenhout ta/DB Transport* 2009, Eastern Cape High Court, Skorbinski sued his employer DB Transport. It is not at all clear why Skorbinski thought he could sue his employer when this has been prohibited for nearly a century.

When someone is being sued (the defendant) and believes that no basis exists in law for the action, they can raise an exception and the court can then simply look at the legal arguments. This is what happened in this case.

The judge identified the argument and concluded: "The gravamen of the plaintiff's defence to the exception raised is the contention that his damages claim against the defendant is founded in delict and 'falls outside the ambit of the Act'. The stance adopted is disingenuous and the invitation by plaintiff's counsel to view the particulars of claim benevolently to sustain such an interpretation must be declined."

In short, the judge could find no legal basis for the action. The exception was thus upheld. Skorbinski raised some issues such as his employer's late notification of the accident to the commissioner, but this did not constitute a valid basis for the claim to be entertained.

The second case is *Sanan versus Eskom* 2010, which was heard in the South Gauteng High Court, where an employee tried to sue Eskom for R16 million, alleging that he contracted an occupational disease. He alleged that he was employed by Eskom as an apprentice electrician from 1966 to 1971 and while working there he had been exposed to asbestos.

In 2009, 38 years later, he was diagnosed with mesothelioma. Once again, the defendant (Eskom) raised an exception based on section 35 of Coida. When this case was heard the Supreme Court of Appeal (SCA) had upheld the same exception in *Thembekile Mankayi versus AngloGold Ashanti Ltd* 2010 5 SA 137 SCA.

The SCA confirmed the dismissal of the case in the High Court. The court once again upheld the exception, holding that in South Africa there are no legal grounds to sue an employer for an occupational disease, since such a claim is barred by section 35.

The plaintiff tried to raise a technical matter, alleging that the case should have been dealt with as a special plea and not as an exception. However, it is usual to deal with a matter such as this by way of an exception.

The judge was also not impressed with this argument and went on to say: "In my view there is no substance in this argument. First of all, it is highly relevant that the section 35(1) objection to particulars of claim in the Mankayi matter was raised by exception before the court a quo. In the judgment of Malan JA as well as that of Harms DP and Cloete JA, the procedure adopted of raising the defect by way of an exception, was not criticised or disapproved of."

Cases where the event takes place four decades prior to the manifestation of harm are problematic for a number of reasons (other than legal ones), particularly where some form of insurance is involved.


First, insurance is never designed to deal with this circumstance. So, to bring a claim within the purview of the policy, the interpretation of the words used in insurance policies would need some distortion.

The usual words used are "accidental injury, which occurs during the period of insurance". An accident is usually traceable to a particular time and place, so when a person contracts an occupational disease we need to know when the "accidental event" occurred. This is a relevant, but complex question, since, by their very nature, most diseases occur gradually and they do not meet the commonly thought of idea of an accident.

Second, it needs to be determined which policy would be involved – the accident must occur during the period of insurance.

Since it is not possible to pinpoint the event, it is not possible to allocate the event to a specific policy. With some imaginative interpretation the American courts came up with the idea of "multiple triggers". This could result in all the policies along the way being triggered.

One solution adopted in many insurance markets was to change the wording from "losses occurring" to "claims first made" wherein the insurance policy in place when the claim is made becomes liable for the claim. This solved only part of the problem... For example, if the claim is contested in court, the "claims first made" policy does not address the delays caused by protracted litigation.

It can therefore be said that in South Africa the general rule is that an employee cannot sue an employer for an occupational injury or disease. One exception to this rule is the case of mineworkers, who, as a result of the Constitutional Court's surprising decision in the Mankayi case, have been held to fall outside the section 35 prohibition. 



Legally Speaking is a regular column by **Albert Mushai** from the school of Economics and Business Sciences, University of the Witwatersrand. 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 the University of the Witwatersrand as a lecturer in insurance.

UNDERESTIMATE REPUTATIONAL RISK AT YOUR OWN COST



KPMG SOUTH AFRICA IS MAKING THE NEWS FOR ALL THE WRONG REASONS... THE QUESTION SUPPOSEDLY BEING ASKED BY THE RISK FRATERNITY AND THE INDUSTRY AT LARGE IS HOW AN ASSURANCE PROVIDER OF THE STATURE OF KPMG GOT IT SO WRONG

Companies need to ask what events have unfolded in their business environment that could have plunged their reputation. Inevitably, the cost of unmanaged reputational risk exposes organisations of all sizes and complexities, and one may wonder whether we are losing the plot on what constitutes risk appetite.

Organisations are constantly taking risks in order to pursue their objectives. This puts them in the spotlight among their stakeholders. Knowingly or unknowingly, the appetite for risk tends to increase. The subject of risk appetite is highly debated, and the task at hand is for organisations to re-assess the risks that are tolerable while remaining truthful to their stakeholder's mandate.

We need to shift our focus on risk appetite as a cornerstone for reputational risk. The International Organisation for Standardisation (ISO) Guide 73:2009 Risk Management – Vocabulary defines risk appetite as “the organisation's approach to assess and eventually pursue, retain, take, or turn away from risk”.

Every event that occurs teaches us a lesson. There has never been a better time for risk practitioners to review their entity's exposure, but the intention is not for organisations to be overly watchful; otherwise they will fall short of their targets.

There are, therefore, many lessons to learn from the KPMG scenario. Among them is the necessity for every person in the

organisation to be vigilant and aware of the underlying risks that might pose reputational damage. This may be supported by leadership commitment through promotion of a risk-based thinking when making decisions.

However, top management needs to be clear and communicate the organisation's risk appetite. It should not be left to the company's personnel to make their own judgements.

LIGHT AT THE END OF THE TUNNEL

An organisation facing the dilemma of salvaging its reputation, or looking to the future in order avoid an unpleasant brand reputation, should not lose hope. I recently read the *Harvard Business Review* article entitled Reputation and its risks, by Robert Eccles, Scott Newquist and Roland Schatz.

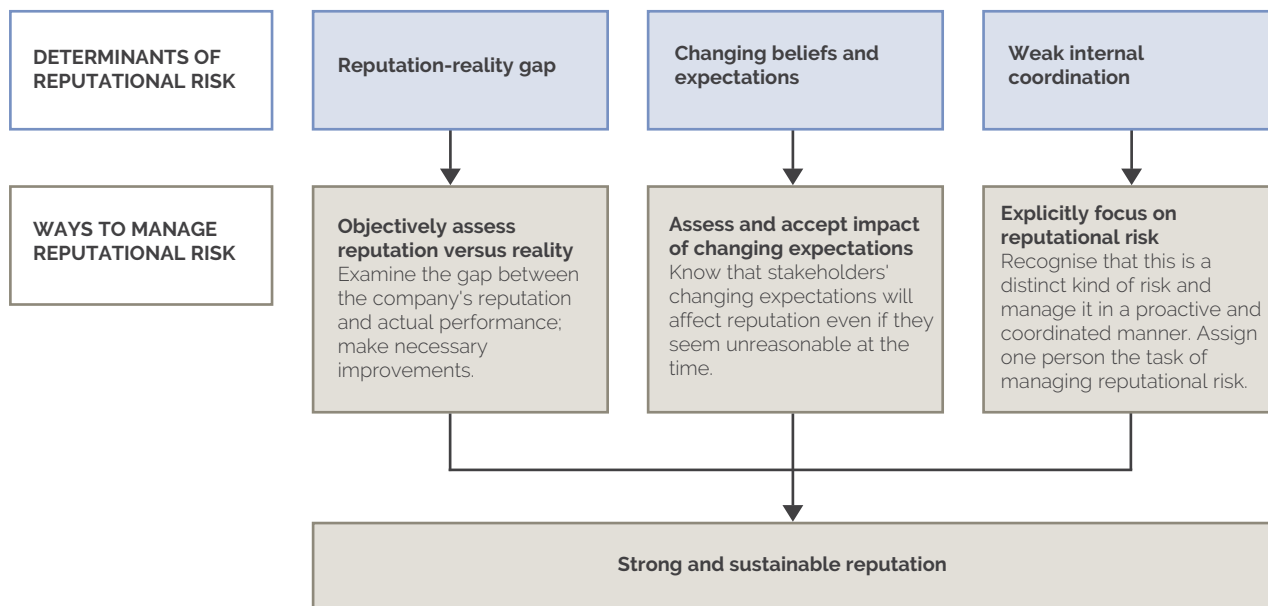
The authors propose a framework for managing reputational risk (see overleaf).

Personally, I am always reminded by an article I wrote in 2011 entitled: In pursuit of profits do not forget your risk appetite (*National Safety*, May/June Vol. 71, 3). I quoted Richard Barfield from PricewaterhouseCoopers, who noted: “To embed risk appetite effectively in the business requires management to establish limits for each risk type and cascade them to lower levels in the organisation.”

As Henry Ford once said: “You can't build a reputation on what you are going to do.” 

A FRAMEWORK FOR MANAGING REPUTATIONAL RISK

Understanding the factors that determine reputational risk enables a company to take actions to address them.



Hope Mugagga Kiwekete is a managing consultant at the Centre for Enterprise Sustainability. Prior to his current role, he was a principal consultant: risk management at Transnet Freight Rail, and a management systems specialist and senior EHS auditor at the South African Bureau of Standards (SABS).

AFRICA ENERGY INDABA

SOLUTIONS FOR AFRICA

20 - 21 February 2018
Sandton Convention Centre
Johannesburg | South Africa

WHAT KEEPS AFRICA'S ENERGY LEADERS AWAKE AT NIGHT?



In preparation for the 10th edition of the Africa Energy Indaba, the Indaba Steering Committee, the World Energy Council, SANEA and the NEPAD Agency, have collaborated to develop the conference programme to discuss the strategic issues which keep Africa's energy leaders awake at night.

The conference programme will discuss and engage on the following:

PLENARY SESSION DISCUSSION TOPICS

- Africa's regional pathways: Resilience and regional integration
- In conversation with Energy Leaders: charting the way ahead for the continent's energy sector
- The new age of digitalisation and the impact on the African energy sector

BREAKAWAY SESSION DISCUSSION TOPICS

- Innovative funding solutions to accelerate Africa's energy sector growth & development
- Energy access & securing the future for Africa's citizens
- "Beyond the light bulb." Providing electricity in the form of light only, does not automatically increase productivity. Electricity should be valued as a means to generate income and boost economic & social development. Sometimes additional assistance is required: e.g. working capital, access to markets, local development projects, skills/capacity.
- The role of off grid and mini grid in rural electrification
- The impact of energy uncertainties for Africa: Commodity prices, electricity prices, talent and energy poverty
- Accelerating the development of Africa's gas infrastructure and the deal flow linked to the gas economy
- Regional projects as a means for regional integration. Challenges and opportunities
- Global trends driving innovation and the evolution of the energy sector towards a sustainable energy future: e.g. population growth and rising consumption, urbanisation, transportation, energy storage, market dynamics, trade, climate change and CO2 reduction, technology changes, policies and regulations
- The business opportunity linked to renewable energy and energy efficiency
- Power systems development: National and regional power systems and the new roles of electricity utilities and power pools

REGISTER NOW!

www.africaenergyindaba.com ✉ info@energyindaba.co.za

STRATEGIC PARTNERS





SUPPORTING HUMAN CAPITAL BEHIND THE WHEEL

THE SOUTH AFRICAN TRANSPORT INDUSTRY HAS SOME WORLD-CLASS ELEMENTS TO IT. GAVIN MYERS FINDS OUT HOW MERCEDES-BENZ TRUCKS SOUTH AFRICA'S ADVANCED DRIVER TRAINING AND DRIVER-WELLNESS INITIATIVES HELPS TO RAISE THE STANDARD

Road transport is often said to be the lifeblood of South Africa's economy. The vast majority of goods are transported by road across the country, as well as to and from neighbouring countries. There are, therefore, numerous aspects of the transport system that must be taken into account to ensure safe and efficient transport.

These include the road infrastructure (of which South Africa's national routes are indeed up to world-class standards), the vehicles themselves (again, South Africa has some world-class long-distance transport operations that are run to high standards of safety, efficiency and environmental friendliness) and the drivers who, quite literally, live on the road.

It is the drivers who are possibly the most critical aspect in the chain. A well-trained driver behind the wheel will save the company costs related to wear and tear on the vehicle, its fuel consumption and insurance premiums. The driver will also ensure the load gets to its destination on time and in good condition.

Beginning in October Transport Month (OTM) 2017, and running until the end of the year, Mercedes-Benz Trucks South Africa took it upon itself to offer complimentary training to 200 of the country's commercial vehicle drivers. It is doing this through its FleetBoard division, which is

responsible for telematics, fleet-management and driver training.

Globally, there are about 220 000 trucks linked to the FleetBoard system, which is increasingly sophisticated and technologically advanced.

"As the leading truck manufacturer in South Africa, it is imperative for Mercedes-Benz Trucks to continue to increase the safety of our transport system. FleetBoard Professional Driver Training yields highly competent drivers that have been trained and tested and can be trusted," comments Jasper Hafkamp, executive director for Daimler Trucks & Buses Southern Africa.

Through its OTM training initiative, the selected drivers had their skills sharpened by the renowned FleetBoard Professional Driver Training team. This programme provides tailor-made, high-quality training that contributes to the development of skilled, professional drivers.

"Mercedes-Benz Trucks realises the importance improved road safety. Businesses and consumers are at an advantage when goods can be transported faster and more efficiently on our roads. This increased mobility, in turn, positively affects the economy, which impacts South Africa's social development," comments Hafkamp.

Naturally, the driver-assistance technology inherent in Mercedes-Benz trucks helps ease the driver's job.



"Besides positively contributing to the growth of the South African economy, safety is also of paramount importance to us and we have been a leader in this area for decades. Life-saving safety features on our vehicles – such as Telligent Lane Assist, Telligent Stability Control, Telligent Distance Control, Active Brake Assist and Driver Airbag – are just some of the ways we have actively contributed to preventing road accidents," Hafkamp adds.

Mercedes-Benz South Africa's involvement doesn't end there, though. For more than two decades it has invested in driver health through the Trucking Wellness campaign – in a bid to help the country's drivers maintain their health while enduring life on the road.

"The most important asset of a company is its human capital. In the transport industry, the driver is the most important asset a company can have. Trucking Wellness aims to keep the wheels of this powerful industry turning by supporting drivers in staying healthy, providing them with a holistic approach to health and wellness," explains Hafkamp.

Initiatives like this are especially important considering the transport industry is challenged by the impact of poor health and shortened lifespan of its workforce.

"The illness or loss of skilled, professional drivers has a direct impact on the operations of our customers and impacts on the economy of South Africa. The effects



TOP AND ABOVE: The FleetBoard control module allows accurate monitoring of driver behaviour, among many other parameters.

ABOVE RIGHT: In 2015 South Africa came out tops in the global FleetBoard Drivers' League.


of HIV/Aids can be felt in the constant search to replace lost drivers, either through high absenteeism or death. The results are a reduced earning potential or the closure of transport companies and the loss of jobs," Hafkamp adds.

"Trucking Wellness treats and supports the drivers and educates them on all aspects of general health and specifically HIV/Aids. We believe as we educate the drivers of the country, they in turn educate their families, friends and communities. In this way we spread the word and help create a better and healthier South Africa."

Mercedes-Benz South Africa has even gone a step further in recent years, extending its support to five of its customers by setting up wellness programmes for them.

"As a close-knit family we continue to ensure that the physical and mental health of fleet drivers is always at the forefront. It seems like I am stating the obvious, but not a single fleet would be in existence if it was not for the men and women behind the wheels. They selflessly give of their all to feed their families, maintain their companies' existence and even keep economies growing. For this, we will always be in their debt," Hafkamp says.

It is through initiatives such as offering driver training, introducing potentially life-saving technology and supporting the overall health and wellbeing of drivers that will lead to increased competence, efficiency and safety of the South African transport industry.

"By producing safer, healthier drivers, Mercedes-Benz Trucks is helping to move South Africa forward," Hafkamp concludes. 

TAKING A DEEP BREATH FOR DRIVER SAFETY



MOST ACCIDENTS OCCUR AS A RESULT OF HUMAN ERROR. COMPANIES CAN TRAIN THEIR DRIVERS, BUT THEY HAVE VERY LITTLE CONTROL OVER DRIVERS' BEHAVIOUR ONCE THEY LEAVE THE DEPOT. MARISKA MORRIS INVESTIGATES

The World Health Organisation (WHO) estimates that globally around 1.2 million people die on the roads annually, with many more sustaining serious injuries. Most accidents are caused by human error such as speeding and driving while under the influence of alcohol.

The WHO notes that 58 percent of road traffic accidents in South Africa result from drunk driving, despite South Africa being one of only 34 countries with national laws on drunk driving.

The Road Traffic Management Corporation (RTMC) notes in its Traffic Offence Survey of December 2016, that a total of 211 432 drivers were tested for alcohol levels and 27 143 arrests were made for drunk driving in 2016.

South Africa has very strict legal alcohol levels for drivers. The legal limit for a breathalyser test is 0,24 mg per 1 000 ml for drivers of private vehicles, and 0,1 mg per 1 000 ml for professional drivers with a Professional Driving Permit (PDP), including taxi, bus or truck drivers.

"This is significantly lower than many countries, such as the United Kingdom (UK), yet we are still seeing higher rates of drunk-driving incidents and accidents than those countries," says Rhys Evans, director of Alco-Safe, a supplier of drug and alcohol testing equipment.

Accidents involving large vehicles, such as trucks or busses, are often very serious. The RTMC investigated 36 major accidents involving 49 trucks in 2016, which led to a total of 143 fatalities and 136 injuries.

Evans also points out that alcohol is often a cause of workplace accidents. He comments: "Around 20 to 25 percent of injuries in the workplace involve employees under the influence of alcohol. Drugs and alcohol supplied at work amounts to 15 to 30 percent of all accidents at work."

Many companies, especially in the transport industry, are very strict with their policies. Evans points out: "If a truck or bus driver under the influence is involved in an accident, the company needs to prove that it took reasonable steps to ensure the driver was fit for duty."

"For our construction clients and those in the transportation industry, a breathalyser test on entry to the site and at the end of the day will ensure workers arrive sober and stay that way throughout the day," he adds.

Robert Soares, director of Trailer Sol – which offers the Patrol DX breathalyser – notes that many of his clients request a limit even lower than the required limit for PDP drivers. He says: "Clients are requesting a limit 0,01 mg per 1 000 ml."



There are various systems available to ensure that drivers comply with a company's policy on alcohol, such as dashboard cameras, alert signals and even breathalyser test kits.

"Even though many companies undertake a breathalyser test at the depot, they have no control of drivers or operators while they are outside the depot," Soares states.

The Patrol DX is a tethered alcohol breathalyser technology that prevents the driver of a heavy commercial vehicle from starting the truck while under the influence.

"The unit is connected to the vehicle's electrical system to disable the starter motor until the driver has taken a breathalyser test. Once the driver has given the sample and passed, the unit will engage the starter motor relay and the driver can start the vehicle," Soares explains.

The driver is able to see the results of the breathalyser test (whether the test was passed or failed and the alcohol content). The device can also request repeat samples while the truck is in motion. If the driver fails the test, the vehicle will be immobilised as soon as the ignition is turned off.

"The unit will ask for a random sample. This is determined by the client and programmed into the unit. It will prevent the driver or operator from consuming alcohol while using the vehicle. If you have two drivers in the vehicle, the driver change function is there to ensure that the driver operating the vehicle has given a sample," Soares points out.

Drivers are able to reactivate the vehicle in emergency


situations with two override functions. A once-off override function keeps the vehicle mobile, while an emergency override pin code can be issued by the control centre in the case of a technical failure.

"The override function is on a one-time pin system that is randomly generated by the control room and is unique to each handheld device. The emergency override is only used to override the system in case of a unit failure. The pin will be provided only after the control room has been contacted by management and has obtained the required permission," Soares states.

"Once the truck is switched off again, the unit will require a sample to restart. On-site training will be undertaken with the operations team, management and drivers where the vehicles are based," he adds.

The device is fully customisable to local legislation, or to a company's policy. The units are also calibrated every six months to ensure accuracy and to meet legal requirements. It is important to ensure there are disposable mouthpieces to accompany the unit for hygiene purposes.

Soares notes: "The system can also be linked to the Sniper RX system – a video recording system with live view – to establish that the correct person gave the sample and is driving the vehicle."

"Alco-Safe has found the single most dependable and effective stance has proved to be creating a culture of safety within an organisation where no drugs are allowed and any level above a reading of zero blood alcohol is too high – also known as a zero-tolerance approach," Evans concludes. 

“ Even though many companies undertake a breathalyser test at the depot, they have no control of drivers or operators while they are outside the depot.



086 100 77 42













HEALTH, SAFETY & OPERATOR

TRAINING

www.srg.co.za



MOVING SOUTH AFRICA FORWARD – TOGETHER

CARGO CARRIERS HELPS DEVELOP A WORLD-CLASS SOUTH AFRICAN TRANSPORT INDUSTRY

With October Transport month behind us, specialised transport provider Cargo Carriers recognises the important role that the larger transport industry has to play in growing the country's economy and thereby helping to address unemployment and inequality.

Importantly, it also emphasises the need to establish robust partnerships between the private and public sectors to develop a world-class transportation, logistics and supply chain industry in the country.

Cargo Carriers continues to demonstrate its commitment to promoting excellence in the industry and setting the standard by which the quality of transportation, logistics and supply chain services is measured.

The many awards and accolades it has received bear testament to the success of the company's significant investment into research and development. The outcome of this research and development programme includes patented trailers designed for specialist haulage operations, which have reduced fuel burn and lowered the overall carbon footprint of the large transport and logistics component of business.

Meanwhile, the use of intelligent telematics has streamlined fleet management and improved flexibility on contracts. The power of the internet is also being harnessed to bolster supply chain efficiencies.

This calculated and strategic approach has ensured that Cargo Carriers has remained the first point of contact for an integrated transport logistics solution for participants operating in a variety of specialist industries.

The company was founded by Des Bolton in 1956 and listed on the Johannesburg Stock Exchange in 1987.

While a listed company, Bolton's key traits and values are still very much engrained in the company's DNA. They are evident in Cargo Carriers' unrelenting commitment to the highest standards of corporate governance and ethics, as well as its strict adherence to internationally recognised standards for quality and environmental stewardship.

Cargo Carriers is acknowledged by several industry regulatory accreditation bodies, including Dekra, a global custodian of safety and quality standards for companies

specialising in technology, environment and mobility.

The company is also a signatory to the Responsible Care programme of the Chemical Allied Industry Association, which promotes the safe handling and transportation of hazardous substances.

These initiatives are also in line with government's own drive to significantly improve safety levels in the local transport industry, as well as with the "Cargo Way" which, in addition to championing strong values and work ethics, places immense credence on health and safety.

This culture spans the boardroom and various branches and is also evident in the behaviour of the many drivers tasked with safely hauling product and materials, including hazardous substances.

High health and safety standards are ensured by bi-annual internal OHSAS 18001 compliance checks, as well as annual external OHSAS 18001 and bi-annual SQAS assessments.

They are augmented by regular Road Safety Management System Compliance audits conducted by clients, as well as annual health inspections of drivers to ensure they are fit to perform their duties safely.

In addition to being a large employer, Cargo Carriers continues to invest heavily into skills development and training programmes for employees. These initiatives are complemented by employee-share ownership programmes, such as Ikamvalethu and WomenCo.

Ikamvalethu has ensured employees enjoy meaningful participation in the economy, while creating a culture of ownership by allowing them to share in the future success of the business.

In a further development, WomenCo was launched earlier this year by the board of Ezethu Logistics, a subsidiary of Cargo Carriers, to bolster initiatives geared at transformation.

This new investment vehicle affords eligible woman employees (of both the parent company and its subsidiary) the opportunity to acquire a majority share in Ezethu Logistics.

Both initiatives complement Cargo Carriers' dedication to transformation, demonstrated by its own robust Broad-Based Black Economic Empowerment (B-BBEE) credentials. SM



CONTROL COSTS WITH SHELL CARD FOR FLEETS



With the economic pressures in South Africa today, fleet managers could use a little help. Look no further than Shell's Shell Card Platform, tailor-made specifically for commercial road transport companies and fleets.

With around-the-clock support, fraud control mechanisms, detailed purchase history across categories and an online invoicing service where customers can securely store, view and download invoices, fleet managers have more control than ever.

Better yet, the Shell Card Online (SCOL) service enables fleet managers to transact online, order and cancel cards as well as set up customised alerts to notify you of any unusual transactions.

The Shell Card provides drivers access to **600** fuel sites nationwide, of which, more than **450** are Shell Card participating sites where you can earn Customer Loyalty Bonuses in the form of savings across the Shell network.

There are two types of cards:

- **Single network cards**, which can only be used at participating Shell sites;
- **Multi-network cards**, which can be used at any service station in South Africa.

Learn which card is best for your business today at www.shell.co.za.

A food truck is shown from the side, driving on a two-lane road that curves through a hilly, grassy landscape. The truck's trailer is decorated with a large image of fresh vegetables like tomatoes and cucumbers. The background shows rolling hills under a clear sky.

FOOD TRANSPORT WHIPPED INTO SHAPE

**MAINTAINING THE QUALITY OF PRODUCTS IS ESSENTIAL IN THE TRANSPORTATION OF FOOD, ESPECIALLY WITH THE INTRODUCTION OF THE NEW NOTICE R364 DRAFT REGULATION.
MARISKA MORRIS REPORTS**

Food is delivered to restaurants, supermarkets and spaza shops daily. Aside from delivering food on time, companies in the food transport business are also responsible for delivering quality, safe food. To ensure food on the supermarket shelves is safe, the Department of Health has updated the Foodstuff, Cosmetics and Disinfectant Act.

A new draft regulation, Notice R364, is set to be introduced in South Africa. It will require food transport companies and vehicles to have a certificate of acceptability similar to that of a food establishment.

Venisha Bachulal, MD at Aspirata, a food auditing, testing and certification company, notes: "It is a legal requirement in this country for companies that prepare food to have a certificate of acceptability. This is provided by the local authority in the Department of Health.

"It has now been decided that a vehicle used to transport food will also have to have a certificate of acceptability, which is a good thing. We will now be able to ensure that food is safe when it is delivered," she adds.

Bachulal notes, for example, that food for hospitals and

mines is prepared in a centralised kitchen, after which it is transported to various smaller kitchens. While the centralised kitchen might comply with food preparation standards, the smaller kitchens might not. The food also needs to be transported in a suitable vehicle. The temperature of the food needs to be kept at an acceptable level and cross-contamination needs to be prevented.

Meat transportation has been specifically highlighted in the new regulation. Bachulal notes that meat transporters often wore dirty clothes and carried meat on their backs. The delivery vehicle would often be switched off during the delivery process to save fuel. This could affect the freshness of the meat especially in areas such as Durban where temperatures can be as high as 38°C.

According to Bachulal, fresh food products need to be kept at a maximum temperature of five degrees Celsius. In more developed countries, such as the United States (US), when meat is transported it is kept at a level temperature.

Bachulal explains: "In the US, the receiving point is usually flat. The truck pulls up to a docking station and docks into the receiving area. The temperature in the truck is kept at



this is because offal is not as popular in many other countries as it is in South Africa.

"Offal is one of the biggest sellers in South Africa. There are many stores where you'll find a cow, sheep or pig's head wrapped in plastic and kept for sale," Bachulal points out. For this reason, it was important for the transportation of offal to be included in the new regulations.

The Notice R364 states that: "No offal that has not been cleaned or scraped, or hides or related products, or any other food or materials that can contaminate the interior surface, may be transported in the vehicle used exclusively for the transportation of meat and meat products."

Other requirements for the transportation of meat are:

- A suitable vehicle must be provided for exclusive use for the delivery of meat or meat products;
- The compartment must be lined with a suitable impervious, joint-free material that can be cleaned and disinfected;
- No tarpaulins or cloths are allowed in or on the vehicle;
- The box and the body of the vehicle must be clean when meat is loaded.

The new regulation also requires that the person in charge of food premises must be suitably qualified, or adequately trained in accordance with the relevant Sector Education and Training Authority (SETA) requirements. Companies will need to be able to prove that adequate training has been provided.


Compliance to the new regulation remains a challenge. Bachulal notes that the Department of Health has its own challenges. She estimates that around 90 percent of food establishments in Ekurhuleni, for example, don't have a certificate of acceptability, or an updated certificate of acceptability.



five degrees Celsius and the receiving point is no higher than five degrees. The worker at the receiving point walks into the truck and pulls out a rail with the meat and goes into the delivery location."

The new regulation aims to introduce a similar high standard to meat transportation in South Africa. A unique addition to the local law is offal, which is often not included in legislation in First World countries. According to Bachulal,

Food establishments also often don't display their certificate of acceptability. Since the Department of Health is struggling to enforce current regulations, it is possible that this new regulation may not be implemented sufficiently.

One can only hope that large supermarkets, which undergo frequent audits, will demand a certificate of acceptability from their transport suppliers. 

NEW WAYS TO CLEAN UP WASTE

USED CARTONS IS ONE GROUP OF WASTE THAT WAS PREVIOUSLY NOT RECYCLABLE. THIS IS, HOWEVER, NOW POSSIBLE. WILLIAM GEORGE FINDS OUT WHAT THE BENEFITS ARE AND HOW BUSINESSES AND ORDINARY CIVILIANS CAN HELP

Earlier this year, Mpact Recycling and the Minister of Water and Environmental Affairs, Edna Molewa, announced a R46-million project aimed at collection of recyclable carton material, also referred to as liquid packaging.

The carton material was previously not recyclable, due to its complex structure: the plastic and polyalu could not be separated from the paper. This is, however, now possible and Mpact Recycling estimates that it will recycle 25 000 t of the material in its new project.

Mpact Recycling processes the cartons through a special pulping process, where the paperboard reduces into a pulp and separates from the polyalu layer. The pulp is then used to make new paper-based products, such as tissue and paper towel.

"Since the official launch, we have seen progress in terms of greater awareness and more enquiries from people wishing to sell this material," says Roland Thompson, business development officer at Mpact Recycling.

The company has been working with various small businesses and groups in the collection of carton material. Another organisation that has been collaborating with Mpact Recycling is Tetra Pak South Africa. Their joint objective is to recycle 40 percent of all beverage cartons by 2020 globally.

According to the 2016 Market Intelligence Report, South Africa has recycled 68 percent of its paper waste, plastic is recycled at 21 percent, while glass is recycled at 41 percent.

Thompson says: "Every country can recycle more. That being said, South Africa has some healthy recovery rates. As the end user of materials, Mpact Recycling contributes significantly to a paper recycling rate of 68.4 percent, as well as a polyethylene terephthalate (PET) bottle recycling rate of 58 percent."

Over 5 000 t of carton material has been recycled since the beginning of 2016 by Mpact Recycling through partnerships and collaborations. "We work with thousands of small businesses and groups. For example, the Shomang Sebebzani Development Initiative sold us over a tonne of



cartons in September," Thompson notes.

"We believe approximately 500 indirect jobs will be created through increased collections associated with this packaging," Thompson notes.

According to Waste Economy: Market Intelligence Report 2017, produced by the Green Cape, approximately 65 percent of waste that is in landfills (around 38-million tonnes) could, theoretically, be diverted from landfill and recovered to be repurposed.

Everyone can help in recycling carton material. Thompson says that people can deposit their flattened cartons in any of the nearest Ronnie banks. "All Mpact Recycling branches accept cartons. People can also put their flattened cartons in our Ronnie bags if we collect in their area."

RECYCLING OTHER LIQUID PACKAGING MATERIAL

Another new initiative to recycle used liquid packing in South Africa is through the reverse vending machine (RVM), which was launched by Emperio Group in collaboration with Skydirect. The RVM machine incentivises people to recycle plastic bottles and cans by offering rewards.

Fabio dos Santos, owner of Emperio Group, says that there is only one machine available in the country at the moment, but there are plans to expand and introduce more. The current RVM machine is stationed at the Spar in Strubens Valley, in Roodepoort.

Director of Skydirect, Minesh Manga, says: "The idea of the rewards vending machine comes from Norway, where it is government-regulated. In Norway people recycle their plastic bottles and cans and get money in return. We are currently investigating ways to reward people."

Manga mentions that rewarding people with money in South Africa may be difficult, as it would require government regulation.

He says: "We are trying to get people to recycle more. If they can be rewarded for doing so it will be a win-win. We would like to see the RVM machines introduced to more stores, such as Pick n Pay and other Spar outlets."

He adds: "Using network providers to reward recycling customers with airtime would be ideal, but at the moment it hasn't been confirmed. It would also be great if the machine could reward people with shopping points. In that way, the store owner would benefit as customers would return to the shop to purchase using the points."

The prototype RVM machine will be at the Spar in Strubens Valley until the end of the year. SM

“ The RVM machine incentivises people to recycle plastic bottles and cans by offering rewards.





PREVENTION TRUMPS CURE ON SIGHT

EACH YEAR, ON EVERY SECOND THURSDAY OF OCTOBER, SOUTH AFRICA CELEBRATES SIGHT AWARENESS DAY. WILLIAM GEORGE EXPLORES THE IMPORTANCE OF EYE CARE AND EYE PROTECTION IN THE WORKPLACE

This year the theme for Sight Awareness Day is Making Vision Count, to highlight the importance of preventing blindness and vision impairment.

This is achieved through emphasising proper eye care and protection, which is vital in order for people to carry on with their daily duties.

According to the International Agency for the Prevention of Blindness (IAPB), approximately 285-million people worldwide live with low-vision and blindness. Of these 246 million have moderate to severe visual impairment, and 39 million are blind. However, 80 percent of those with visual impairment can be treated, and in most cases impairment is avoidable.

Sarah Heep, marketing officer at St John South Africa, says: "Poor eyesight can have an enormously negative effect on an individual's quality of life, affecting their ability to read, perform household tasks, drive and of course hold down a job."

St John South Africa, a first-aid and community health training provider, has been offering essential eye care services to all South Africans since the early 1950s when it fundraised and built the St John Eye Hospital at Chris Hani Baragwanath Hospital in Johannesburg.

St John employs registered optometrists and currently has ten eye clinics operating in major towns around South Africa.

Experiencing discomfort, itchiness, double-vision, irritable eyes and visual problems, should be reason for concern. Heep says: "Most of us take the gift of sight for granted until it is too late and the damage is irreversible."

Heep quotes the Vision Health Initiative of the Centre for Disease Control (VHI-CDC), which says: "Those with poor vision are more likely to experience diabetes, poor hearing, heart problems, high blood pressure, lower back pain and stroke and have an increased risk for fall, injury and depression."

"Now isn't that enough to make you pick up the phone to book an eye examination?" Heep asks.

There are many eye-protection products on the market that are suitable for many applications including working with chemicals, welding and when using a computer.

"We encourage people to take a few seconds to put on their goggles, spectacles or welding mask. Similarly, those who spend a lot of time outdoors should remember to protect their eyes from excessive exposure to damaging UV rays by wearing good-quality sunglasses or a wide-brimmed hat," she advises.

Eye examinations should be a regular task for every person to ensure good vision. Preventative action includes making regular eye appointments with a registered optometrist for an eye examination, so that problems can be diagnosed and treated early on. Anyone who

experiences a decrease in vision, eye pain, a discharge, redness of the eye, or double vision should visit an eye-care professional.

Heep shares preventative tips to ensure eye protection:

- Get to know the eye history of your family, and have regular eye examinations;

- Eat a diet which includes dark, leafy, green vegetables such as spinach or kale;
- Eat fish high in Omega 3 fatty acids;
- Maintain a healthy body weight;
- Practise workplace safety and wear protective eyewear when working with hazardous materials;
- Ensure adequate lighting when working indoors;
- Use sunglasses that block out 99 to 100 percent of harmful UVA and UVB rays;
- Smokers should consider quitting;
- Be sure to wash your hands before your touching eyes or handling contact lenses.

"St John extends its services by offering fashionable budget spectacles to those who cannot afford medical aid, or commercial frames. Where necessary, a St John optometrist can provide the client with a referral to a provincial hospital for corrective surgery," Heep concludes. SM



TO FIND OUT MORE ABOUT ST JOHN'S EYE CLINIC,
SCAN THE QR CODE



Workplace accidents happen – First Aid will make the difference

Workplace accidents will happen. When your employees complete a comprehensive **St John First Aid** course they will be able to:

- **recognise** when first aid is needed
- **provide** first aid at an emergency scene
- **know** when more qualified emergency medical assistance is necessary

We know the importance of having proper, professional skills in an emergency and that's why at St John we continually revise our courses to ensure they are:

- learner centred
- suitable for employees with limited reading and writing skills
- supported by on-screen presentations and lots of hands on practice
- accredited with the Department of Labour
- accredited with the Health and Welfare SETA.

Our range of First Aid training courses include:

- First Aid Level 1 – Emergency Level
- First Aid Level 2 & 3 – Standard Level
- CPR / AED Courses
- Basic Life Support (BLS) *Accredited with the Resuscitation Council of SA*
- Fire Safety
- Health & Safety in the Workplace

Contact us to book your first aid training course today:

Bloemfontein	051 444 6276	Grahamstown	046 636 1650
Cape Town	021 461 8420	Johannesburg	011 403 4227
Durban	031 305 6588	Kimberley	053 838 2519
East London	043 722 9840	Port Elizabeth	041 364 2701/2
Fish Hoek	021 782 3306	Somerset West	021 851 7394

We stock a range of first aid kits so contact us to discuss your needs

St John is a Level 1 contributor to B-BBEE with 135% procurement recognition.



www.stjohn.org.za



St John

**Saving Lives –
at Work, Home
and Play**

AWARDS AND ANNOUNCEMENTS AT NOSCARS 2017

NOSA'S PRESTIGIOUS SAFETY AWARDS CEREMONY - THE NOSCARS - SAW UNPRECEDENTED INDUSTRY ACHIEVEMENT IN 2017

The 45th annual Nascar and International Awards banquet took place on October 13 at Summer Place in Sandton. Companies on both the Nosa Five Star System and the Nosa Integrated Five Star System, along with the individual winners, were welcomed by Nosa CEO Duncan Carlisle.

Entertainment was provided by local band, Rubber Duc, and the evening was officiated by radio and TV personality Elana Afrika.

the significant opportunities this presents to the Nosa businesses.

"Nosa has experienced strong growth over the last decade and has educated and served more than 90 000 individual learners and professionals annually. The investment by Carlyle will support the ongoing growth of Nosa, while allowing us to realise value for our shareholders," added Morris.

Nosa was formed in 1951 by the South African government to reduce injuries and fatalities in the workplace. The business was acquired and restructured by MICROmega in 2005, which focused on creating a national service provider that met the growing demand for occupational health and safety services.

The Nosa Group provides occupational health, safety and environmental risk-management services and solutions and is the exclusive provider of both the Nosa Five Star Grading System and Samtrac.


"The Nascar awards evening has been around for 45 years and is a key part of recognising and congratulating our local and

international clients, who have achieved excellence during the period under review," stated Carlisle. Included among the awards for the evening was Afrisam Roodepoort's 35th Nascar, which is a significant feat for the organisation.

At the event Greg Morris, CEO of MICROmega Holdings Limited, announced the recent acquisition of the Nosa companies by the Carlyle Group (a leading global private equity firm). Morris explained the transaction and

Nosa offers over 50 safety, health, environmental and quality training courses, including Samtrac.

The Carlyle Group was represented by a contingent headed by Eric Kump, MD of Carlyle sub-Saharan Africa Fund.

At the end of the evening's proceedings attendees took part in a silent disco – a feature that has become a firm favourite at both Noshcon and the Nascar events. 



NOSA®



A MICROMEGA Group Company

NOSCAR



Prestigious safety awards ceremony sees unprecedented industry achievement



‘The NOSCAR awards evening is just one way we can recognise and congratulate our clients – both locally and internationally – who have achieved excellence during the period under review.’

Duncan Carlisle
CEO of NOSA

WALKING THE TALK

SGB-CAPE COLLECTED A BOUNTY OF NOSCAR AWARDS IN 2017. THABO MODUMAELA, NATIONAL HEALTH, SAFETY AND ENVIRONMENT (HSE) MANAGER, DIVULGES THE SECRETS TO THE COMPANY'S SUCCESS

If you walk into the SGB-Cape head office, you'll be greeted by 46 gleaming Noscars! This number was recently given a boost by the acquisition of 12 awards across the company's operations and areas, at the 2017 award ceremony. These were for:

- 8th Nascar – Richards Bay
- 7th Nascar – Kendal Logistics
- 6th Nascar – Matla
- 4th Nascar – Kriel
- 3rd Nascar – Vaal Branch, Lethabo, Durban
- 2nd Nascar – Tedoc – SGB-Cape, Namibia Walvis Bay, Grootvlei
- 1st Nascar – Sappi Saiccor
- Winner Sector F – Secunda Branch



ABOVE: Proudly displaying the 2017 haul of Nascar awards are (back row, from left): Kobus Visagie, divisional director; Albertus Smit, contracts manager; Johnnie Van Niekerk, HSE coordinator; John Rodgers, HSE coordinator; Christiaan Richards, senior HSE officer; Jonas Nhlapo, senior HSE officer. Middle row, from left: Abra Chego, site manager; Johannes Mofokeng, HSE officer; Solomon Selepe, HSE officer; Madelein Maclellan, HSE officer; Vivien Govender, KZN HSE manager; Sbonelo Mbuyazi, HSE officer; Thabo Modumaela, national HSE-risk manager; Yusuf Wilfred, site manager. Front row, from left: Lawrence Kgonyana, field HSE manager; Ishmael Taunyane, site manager; Erasmus Gumede, HSE officer; Willem Ngwenya, senior HSE officer.

Two individual awards were granted to SGB-Cape employees: Thabo Modumaela was named 2016 National HSE Manager of the Year, and Patience Lukhele the 2016 SHE Rep of the Year.

According to Modumaela, prioritising the safety of its people and remaining committed to SGB-Cape's Zero Harm goal is a key factor in achieving this high level of performance. "We live this through the rigorous pursuit of excellence and constant adherence to high standards. This ensures that we improve the safety and health of our employees while also protecting the environment.

"Adding value for our customers, whilst maintaining a positive and safe working environment for employees, clients and the public, keeps us motivated. We are proud to say that we are consistently ensuring that our employees know that their safety, and that of the environment in which

they work, is uncompromisingly front-of-mind.

"In the process, we have empowered them to speak truth and power on safety issues without fear of repercussion. Every employee is our eyes and ears – as we are jointly accountable for the successful achievement of their safety," Modumaela explains.

Appropriately, it is not only the staff who believe in this vision, but the management, too.

"Management provides adequate support and does not regard safety as an afterthought, but ensures that it is integrated into the company's operational planning and strategy," says Modumaela. It is no wonder that 70 HSE professionals work within SGB-Cape.

"Our strategy is quite simple: we must walk the talk. We cannot expect our employees to have an injury-free shift if we do not equip them with the correct training, conducive working conditions, competent and adequate supervision, management commitment and participation, and a zero-tolerance approach to noncompliance on HSE," he adds.

While SGB-Cape has won numerous other HSE awards in 2017, Modumaela explains that the Noscars are very special to the organisation, as they instil a sense of pride and remind employees of the duty and the responsibility that the organisation of a stature of SGB-Cape holds in the industry.

"After winning 46 Nascar awards, we are still longing for more. Winning a Nascar goes beyond our desire to compete with external organisations, in fact, for us, it is an internal measure of excellence. Our branches, projects and sites keep competing amongst themselves for these accolades year in and year out," he smiles.

The dynamic nature of SGB-Cape's business, working in different industries and countries in Africa, means it is sometimes challenging to maintain a single culture within the organisation; but this doesn't stop employees from caring and protecting one another.

"This is why we have committed to such a deliberate and systematic approach to SHEQ strategy and culture. Our view is that, while we will always need to adapt and customise ourselves to accommodate different people in different industries and countries, we must still hold true to the foundational pillars of our SHEQ culture.

"This requires also that we shift our thinking away from a safety policy (with guidelines and parameters) to a safety culture through which we model organisational behaviours that are supported by our brand, values and company purpose.

"Ultimately that means ensuring that everyone feels a strong sense of belonging to, and ownership of, SGB-Cape and that every member of the team is responsible for workplace safety. This is because safety initiatives require buy-in and commitment from all levels of the organisation," says Modumaela.

"Our awards prove to our employees, customers and suppliers that SGB-Cape is an organisation with values and principles, that we are reliable and we maintain integrity. In SGB-Cape our stakeholders can be assured of safe and quality production," he concludes. **SM**



CONGRATULATIONS
AIR PRODUCTS TEAM
ON MAKING SAFETY A PRIORITY

STRIVING FOR EXCELLENCE IN HEALTH AND SAFETY

DEKRA INDUSTRIAL RSA HAS BEEN PRESENTED WITH THREE NOSCAR AWARDS FOR 2016, AND NOW QUALIFIES FOR A FOURTH IN 2018. THIS COMES AFTER SCORING 96.46 PERCENT DURING NOSA'S FIVE-STAR SYSTEM GRADING AUDIT

DEKRA has maintained the Nascar five-star rating consecutively for the past ten years. In 2014, the company was the winner of the Nosa national sector industry category.

Carina Brink, corporate health, safety and environmental (HSE) manager of DEKRA Industrial RSA, says: "It takes dedicated teamwork and commitment from all levels of a company to be awarded a Nascar."

"DEKRA Industrial RSA, its management and employees are committed to ensuring a safety culture and leading by example. We have realistic practices for handling hazards and learning lessons on a continuous basis. We also have an open-door policy whereby employees are encouraged to share and make suggestions to ensure a safer workplace for themselves, clients, suppliers and other workers in the same area."

"We do not prioritise only the safety and health of every employee, but also the safety of our clients, service providers, stakeholders, family and friends. Receiving this recognition forms part of the proof that we are committed to improving all aspects of working safely at the workplace, at home, on the road, as well as in our private capacity."

Brink adds: "The Nascar recognition from Nosa is proof that all levels of management and all employees are committed, participate and contribute in ensuring that we will achieve our vision 2025 of being the global partner for a safe world."


DEKRA's main objective is to achieve and maintain an acceptable level of compliance to the requirements

of the Occupational Health and Safety Act, contractor management specifications and the HSE requirements of any other codes of practice and legislation that is applicable to its scope of work.



ABOVE: Carina Brink, DEKRA HSE manager, and Christopher Mörsner, DEKRA operations manager, collect DEKRA's award from Nosa CEO Duncan Carlisle (far left) and MICROMega CEO Greg Morris (far right).

"To achieve this objective we continually evaluate and improve the processes and procedures that contribute to the ongoing updating of the HSE system throughout our company," Brink adds.

"We will continue to strive for excellence and work towards our vision to be the global partner for a safe world," she concludes. 

BREATHING DEEPLY

BY 2016, MORE THAN 12 000 DEATHS HAD BEEN DOCUMENTED IN THE UNITED KINGDOM (UK), AS A RESULT OF HAZARDS IN THE WORKPLACE THAT RESULTED IN RESPIRATORY DISEASES. WILLIAM GEORGE LOOKS AT SOME OF THE MEASURES THAT HAVE BEEN PUT IN PLACE TO SOLVE THE ISSUE

The Health and Safety Executive (HSE), health officials in the UK, identified a number of diseases that occurred as a result of workplace hazards for the periods 2013/14 and 2015/16.

In its 2016 report, the HSE mentions that the respiratory diseases that affect employees are latency diseases, meaning that they typically start to become apparent years after exposure. The current deaths therefore reflect the effect of past working conditions.

The HSE reported that each year there is an increase in the number of cases relating to breathing and lung diseases caused (or made worse) by workplace hazards. Exposure to fumes, chemicals, dust and other hazardous substances are the main causes of respiratory diseases in the workplace.

The main respiratory diseases which were documented:

Lung cancer – cancer caused by a range of exposure such as asbestos and silica;

Mesothelioma – a cancer of the lining of the lungs, which is commonly caused by asbestos;

Chronic obstructive pulmonary diseases – a long-term disease that affects the flow of air into the lungs, due to inflammation of the air passages and damage to the lung tissue;

Pneumoconiosis – scarring and inflammation of the lung tissue;

Occupational asthma – caused by agents that are present in the workplace;

Non-cancerous respiratory diseases – such as allergic alveolitis.

The search for solutions has caused concerns in other countries such as the United States of America, where the Occupational Safety and Health Administration (OSHA) and the American Chemistry Council (ACC) recently signed a two-year agreement to raise awareness and protect employees exposed to chemicals in the polyurethane industry.

The OSHA recognised that diisocyanates could have adverse health effects. Isocyanates can cause irritation to the skin, lung problems and asthma.

The alliance called for the creation of web-based training programmes on the safe use of chemicals and the ways in which users are exposed to dangers. The programme is aimed at developing guidance on medical surveillance and clinical evaluation techniques for employers and employees who use chemicals.

Some of the documented cases of occupational respiratory diseases in South Africa include tuberculosis (TB) and mesothelioma, which affect mainly former mine workers and their families.


According to a report entitled Occupational Disease Rates in South African Miners at Autopsy: surveillance report 2010, the rates of occupational respiratory diseases in South Africa have increased from 1975 to 2014, based on the cases recorded by the Pathology Automation database.

The study reveals that there is little existing research on lung diseases in sub-Saharan Africa where prevalence estimates vary and reflect the broad range of populations studied and inconsistent diagnostic criteria.

In 2008, South Africa banned asbestos mining and products containing asbestos, which was the main cause of respiratory disease. However, asbestos mining left a burden for people who are currently suffering from past work exposure, and as a result of old buildings that were made out of asbestos material.

According to The Mesothelioma Centre, as cases of mesothelioma in miners and their families are largely undocumented, it is difficult to assess the scope of harm caused by the mines. South Africa reports for some 200 cases of mesothelioma per year.

The HSE recently launched the Go Home Healthy campaign in the UK, which involves evidence-based interventions, communication and regulatory work in high-risk sectors such as construction, waste and recycling, and mining.

The overall campaign aims to encourage employers to provide a safe working area in order to protect the health of their employees. The HSE will also be hosting National Summit, to be held every 18 months, which aims to raise the profile of occupational lung disease. 

CLEAN AIR FOR TOP CARE

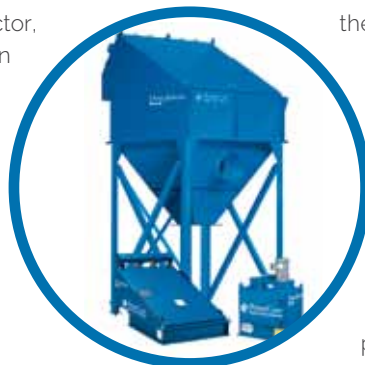
DONALDSON FILTRATION SOLUTIONS DISCUSSES HOW MORE THAN 30 YEARS OF EXPERIENCE MAKES FOR BEST-IN-CLASS DUST-FILTER TECHNOLOGY

In many industrial work settings, effective filtration is a decisive criterion for the successful protection of the environment, health and processes. Donaldson Filtration Solutions researches, develops and supplies innovative filtration systems for all types of dust, helping to improve air quality and increase production efficiencies in industry.

Donaldson offers air-pollution control with its complete range of cartridge filter units with innovative technologies including the Donaldson Downflo Evolution, PowerCore and Dalamatic dust-removal systems.

As the originator of the cartridge collector, Donaldson launched the Downflo Evolution cartridge dust collector in South Africa in June 2016, which was 30 years after the first cartridge collector was supplied in Africa.

The breakthrough performance of the Downflo Evolution family of cartridge collectors is the result of Donaldson's drive to improve its products and exceed customer expectations.



Decades of industry experience have allowed Donaldson to produce a new, best-in-class dust collector capable of reducing equipment size and the number of required filters by up to 40 percent compared to a typical cartridge collector.

Featuring Donaldson's Ultra-Web nano-fibre filtration technology, the intelligent design of a smaller collector helps lower the initial purchase price, reduces filter replacement costs and opens up valuable manufacturing floor space.

"Donaldson is a technology and solutions-driven company committed to leading Africa and the world in the design and manufacture of filtration systems. The sustainable objective of the project engineers is to deliver products of high quality with increased efficiency in line with the protection of the environment and resources," says Jacques Cato, general manager of industrial air filtration at Donaldson.

In one extremely small, yet powerful, package, the PowerCore dust collector

handles high airflow, high grain loading and challenging particulate matter. It also fits into the smallest places. Changing out the filter is a quick, easy and clean process compared to that of traditional bag filters.

The PowerCore dust collectors combine award-winning PowerCore filter packs with a new proprietary compact pulse cleaning system. This combination delivers high filtration efficiencies not usually found in baghouse filtration.

Most suitable for ongoing process applications with high product reclamation, or the collection of high concentrations of troublesome dust with a high level of dust removal efficiency, the Dalamatic is a woven bag filter with automatic compressed-air filtration using the counter-current process.

The Dalamatic dust-removal system is available in two different designs: the Dalamatic housing filter, a standalone dust removal filter; and the Dalamatic built-in



filter, a versatile dust removal filter that can be incorporated into a variety of different applications such as containers, silos, bunkers or transition points.

"As a result of the unique design of the Donaldson cartridge range of filters, no special tools are required to replace filter elements. We continually raise the bar in bag filter technology, providing the widest range of bag filters for any baghouse collector, with specific filter media suited to abrasive dust, high temperature dust, moist and or oily dust, as well as explosive and conductive dust," says Cato.

Donaldson has a dedicated team responsible for aftermarket spares and provides a range of parts and filter media. The company's Ultra-Web nano-fiber replacement cartridge filters and Dura-Life "twice-the-life" replacement bag filters are engineered with higher performance proprietary industrial air-filter media that improves efficiency, saves energy and extends the life of cartridge and bag filters. SM

DONALDSON FILTRATION

The most extensive range in filtration and dust extraction technology

DFE

The NEW Downflo® Evolution Cartridge filters



UP TO **40%**
FEWER FILTERS
& SMALLER FOOTPRINT



Dalamatic

Proven bag filter technology for extraction and venting applications



1000's
OF UNITS INSTALLED

Powercore®

Smaller, Smarter Dust Collectors

UP TO **50%**
SMALLER
THAN TRADITIONAL
BAGHOUSE COLLECTORS



TRACK QUALITY WITH THIS RFID TAG

RADIO FREQUENCY IDENTIFICATION (RFID) TECHNOLOGY IS NOT NEW AND HAS BEEN USED TO TRACK GOODS FOR YEARS, BUT IT CAN NOW BE USED TO MONITOR QUALITY AS WELL. MARISKA MORRIS LEARNS MORE

For some time, farmers have been using RFID technology to track livestock. Numerous industries have also started using RFID technology to monitor goods, and the retail industry has been using it as an anti-theft system for years. Many industries have, however, been reluctant to adopt the technology as it is costly to implement and maintain.

However, a report by Zion Market Research on the global RFID market indicates that it will be valued at approximately US\$ 25.4 billion (R348 billion) by 2010. It was valued at

US\$ 8,6 billion (R117 billion) in 2016.

How does it work? A RFID tag is placed on an object, which is then tracked with the use of scanners. The RFID tag could be anything from a bulky disc or key tag to a simple sticker. It is scanned into the system with a hand-held scanner and tracked with the use of fixed scanners, which are often mounted to walls.

This technology informs retailers when they are running low on certain items, as well as when an item is removed from a store. The same technology can be used in warehousing, or even to track files.

Several private hospitals use a sticker RFID tag to monitor patient files and other objects as they move through the hospital.

T-Systems South Africa – a technology-solutions company that offers this solution to hospitals – has taken the system a step further with RFID tags specifically aimed at the laundry services in hospitals.

The tag, developed by T-Systems, can be used to monitor the location of the laundry as well as its lifespan. T-Systems uses SAP programming to process and manage information supplied by the tags.

"The RFID technology can track the linen as it travels through different wards, while also tracking the number of times it is washed," says Henri la Grange, SAP manager and technical stream leader at T-Systems South Africa.

"The tags are resistant to high temperatures and water, and can go through more than 100 washes," he adds. This technology will enable hospitals to provide quality linen, as they will be able to identify linen that is no longer up to standard and replace it timeously.

"These tags can also be used in other sectors. The back-end SAP programming will work in any industry that has stock or material-management requirements," La Grange notes. This quality-monitoring system has not yet been implemented, but T-Systems aims to introduce it by the first quarter of 2018. **SM**

Our SHEQ products & Services help our clients be more successful



We are a H&W SETA accredited training institution. We offer on-site and client-specific training as well as public courses. Some of our courses include:

- SHE Representative Training – NQF Level 2
- Hazard Identification & Risk Assessment – NQF Level 3
- Incident Investigation – NQF Level 3

Please contact us for a full list of our training courses.

Our Lead Auditors courses are internationally accredited with IRCA through our overseas partner BSCIC. We offer the following Lead Auditors courses:

- ISO9001:2015 BSCIC/IRCA Lead Auditors
- ISO14001:2015 IRCA Lead Auditors
- OHSAS18001:2007 BSCIC/IRCA Lead Auditors
- Integrated SHEQ Internal Auditors (Not accredited as no ISO Standard exists for Integrated SHEQ)

We also offer Awareness and Implementation courses on the above.



We offer a range of Legal Compliance courses. Some of our Legal courses include:

- Top Management Legal Liability sessions
- OHS Act Legal Liability
- OHS Act Legal Compliance Auditors
- Construction Regulations
- COID Act

Please contact us for a full list of Legal Compliance courses.

SHEQ

MANAGEMENT

SOUTH AFRICA'S PREMIER OCCUPATIONAL RISK MANAGEMENT MAGAZINE

Serving all industrial sectors, SHEQ MANAGEMENT is published by Charmont Media. It aims to provide up-to-date, relevant information to ensure the safety and well-being of employees in the workplace, while assisting them in preparing for emergencies and preventing disasters. SHEQ MANAGEMENT is the definitive source for reliable, accurate and pertinent information to guarantee environmental health and safety in the workplace. It is our objective to raise the profile of these important subjects: these issues belong in the boardroom!

Readers include decision makers in the safety, health and environment arena, company directors, risk managers, health and safety managers, environmental managers, quality managers, SHEQ practitioners, SHEQ officers, training managers, various labour organisations, government agencies and non-governmental organisations.



Please add my name to the SHEQ MANAGEMENT mailing list:

☐ R540.00 for one year ☐ R1010.00 for two years

Rates include VAT and postage (valid within RSA borders).

METHOD OF PAYMENT:

☐ Cheque enclosed (payable to Charmont Media Global cc)

☐ Direct deposit: Charmont Media Global cc

Bank: First National Bank Hyde Park branch

Branch code: 255805

Account no: 62059168825

Please use your company name or invoice number as a reference

☐ Cash

Mr / Mrs / Ms: _____ Name: _____ Surname: _____

Job title: _____

Company: _____ VAT No: _____

Postal address: _____

_____ Postal Code: _____

Nature of business: _____

Number of employees: _____

Tel No: _____ Mobile No: _____ Fax No: _____

Email address: _____

Signature: _____

Published by Charmont Media Global, 17 Northcliff Office Park, 203 Beyers Naude Drive, Northcliff, 2195

PO Box 957, Fontainebleau, 2032, South Africa

Tel: +27 11 782 1070 Fax: +27 11 782 0360

email: bev@charmont.co.za www.sheqmanagement.com



A LINE TO CATCH YOU WHEN YOU FALL

FALLS FROM HEIGHTS ARE ONE OF THE MAIN CAUSES OF DEATH FOR MINE AND CONSTRUCTION WORKERS. MARISKA MORRIS LOOKS AT PERSONAL PROTECTIVE EQUIPMENT (PPE) TO PREVENT THESE FALLS

There were 2 662 recorded injuries and 73 fatalities in the mining industry in 2016. Falls accounted for 21 percent of these fatalities and included falls from heights and slip and falls. While this number is lower than previous years, it is still exceptionally high.

According to KH Plant, a specialist company that rebuilds motor graders, 20 construction workers die per 100 000 people in South Africa each year. Falls from heights cause 14 percent of these fatalities. It is, therefore, extremely important for companies to protect employees by investing in PPE that is specifically designed for working at heights.

"Falls are one of the most common forms of death in the workplace. Fall protection and fall prevention can eliminate or mitigate the risks of a fall. Most companies are reactive and only invest in fall protection after an accident," says Duane Basson, technical product specialist at HSE Solutions.

HSE Solutions provides a wide range of PPE for various industries including fall-protection equipment. Basson notes: "Many companies underrate the importance of fully certified solutions and often try retrofitting, which, in the end, is not certified or legal and ultimately fails, or may cause further complications or injury."

Basson adds that most companies neglect basic protection or temporary safety solutions when undertaking quick jobs. He points out that a company needs to provide an employee with an anchor device, body harness and connecting device. The variation and type will depend on the job.

"Without any of these, a company does not have a complete fall-arrest system," Basson says. HSE Solutions has the Temporary Horizontal Lifeline, which is used for temporary work. The 20-m line can hold two people and be adjusted as required. It needs to have adequate anchor points, but offers workers freedom of movement as they don't need to constantly adjust or reconnect the various anchor points.

"It is best to get an assessment done, use equipment that is best suited for the application and is the safest option in terms of anchors, harnesses and connecting devices. Do not follow a one-size-fits-all or one-product-does-all approach. Fall protection needs to be specifically suited to the application and task," Basson notes.

He advises companies to ensure their equipment is certified and purchased from an accredited service provider. In the case of a fall, local emergency medical services might not be available to perform a rescue. For this reason, HSE Solutions offers the QuickPick Rescue Kits, which will allow companies to rescue workers shortly after a fall. The rescue kit must be suited to the environment.

"Follow best practices. Ensure that all workers are competently trained in working at height, are medically fit and trained in the correct use of the actual protective equipment being used. It is important to remember to inspect equipment before each use. Mandatory inspections, adequate maintenance and certification of equipment are also essential," Basson concludes. **SM**



Honeywell Impact Sport by Howard Leight keeps wearers protected from hazardous noise and connected to their environment. Impact Sport employs built-in directional microphones that amplify range commands and other ambient sounds to a safe 82dB, providing more natural listening and enhancing communication.

For protection, Impact Sport actively listens and automatically compresses amplification when ambient impact sound reaches 82dB.



Impact Sport
Camouflage

ART No 103 44 00



Impact Sport
Original

ART No 103 44 91



Impact Sport
Tactical Black

ART No 103 44 90

Howard Leight Impact® Sport PERFORMANCE PROFILE

AMPLIFIES LOW-LEVEL AMBIENT NOISE AND CONVERSATIONS

4 times louder

GREAT HEARING PROTECTION

Single Number Rating (SNR25)

EXTERNAL BATTERY COMPARTMENT

Cover easily slides on/off

LOW ENERGY-CONSUMING 4-HOUR AUTOMATIC SHUT-OFF

Includes 2 AAA batteries

AUDIO JACK CONNECTS TO IPod, MP3 AND SCANNER RADIOS

Includes input connection cord

SINGLE VOLUME CONTROL

One knob for on/off and volume

SOFT PADDED HEADBAND

Offers adjustable fit and comfort

PATENTED AIR-FLOW CONTROL™ TECHNOLOGY

AFC improves overall attenuation without increasing the size or weight of the earmuff



Honeywell

HOWARD
LEIGHT

A man with a beard and sunglasses is holding a shiny, reflective helmet. The background is dark, and the man is wearing a dark t-shirt. The UVEX logo is in the top left corner.

uvex

Winners at Work

uvex pheos cx2

uvex pheos cx2 sets standards

Innovative features ensure that the new uvex pheos cx2 spectacles perform particularly well – various tests have verified their first class performance. For example, the advanced X-Twist technology and the new X-tended eye shield are proven to ensure an optimal fit as well as complete coverage of the eye area, providing reliable protection in every situation.



DURBAN

Tel: 031 569 6780
Fax: 031 569 6781
e-mail: info@uvex.co.za

CENTURION

Tel: 012 345 6656
Fax: 012 345 6663
e-mail: safety@uvex.co.za

protecting people

uvex-safety.com