

IMPORTANCE OF OCCUPATIONAL HEALTH & SAFETY MANAGEMENT PRACTICES

Ms. Saman Khalil

CEO Strategic Management Services.
Lead auditor & IRCA approved trainer for ISO 9001:2008,
ISO 14001:2004, OHSAS 18001:2007

INTRODUCTION

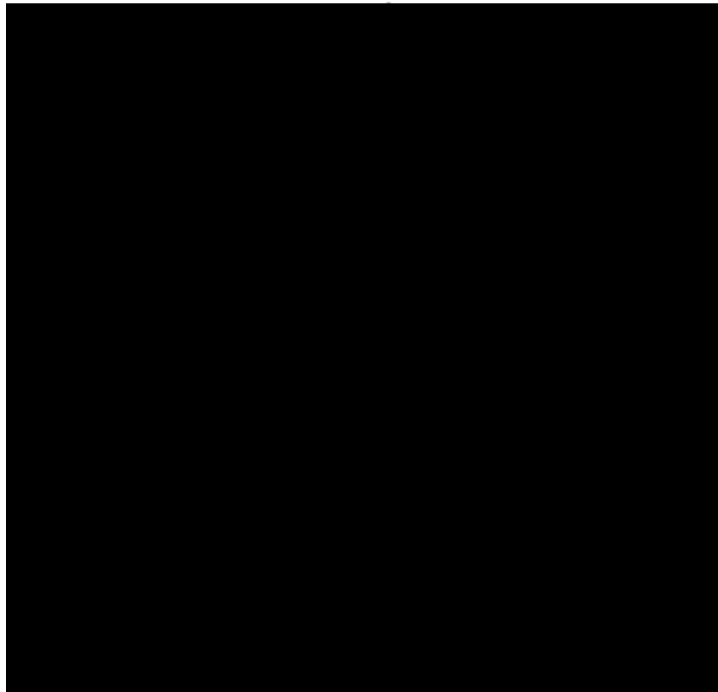
Recognition and proper management of health and safety risks at work place is fundamental to all management and professional roles in the industry. This can only be achieved through effective implementation of Occupational Health and safety Management System, OHSAS 18001:2007.

THE EVOLUTION OF SAFETY MANAGEMENT

There was an evident belief of senior managers that they were working in a safe organisation. This may have been because they may not have known how to seek out, or to recognise, the symptoms of an unsafe organisation. It may also be true that they would not have known what practical steps to take to turn an unsafe organisation into a safe organisation.

(Piper Alpha Inquiry Report, UK-6th July 1988, 167 people killed, The Health and Safety at Work Act UK-in 1971)

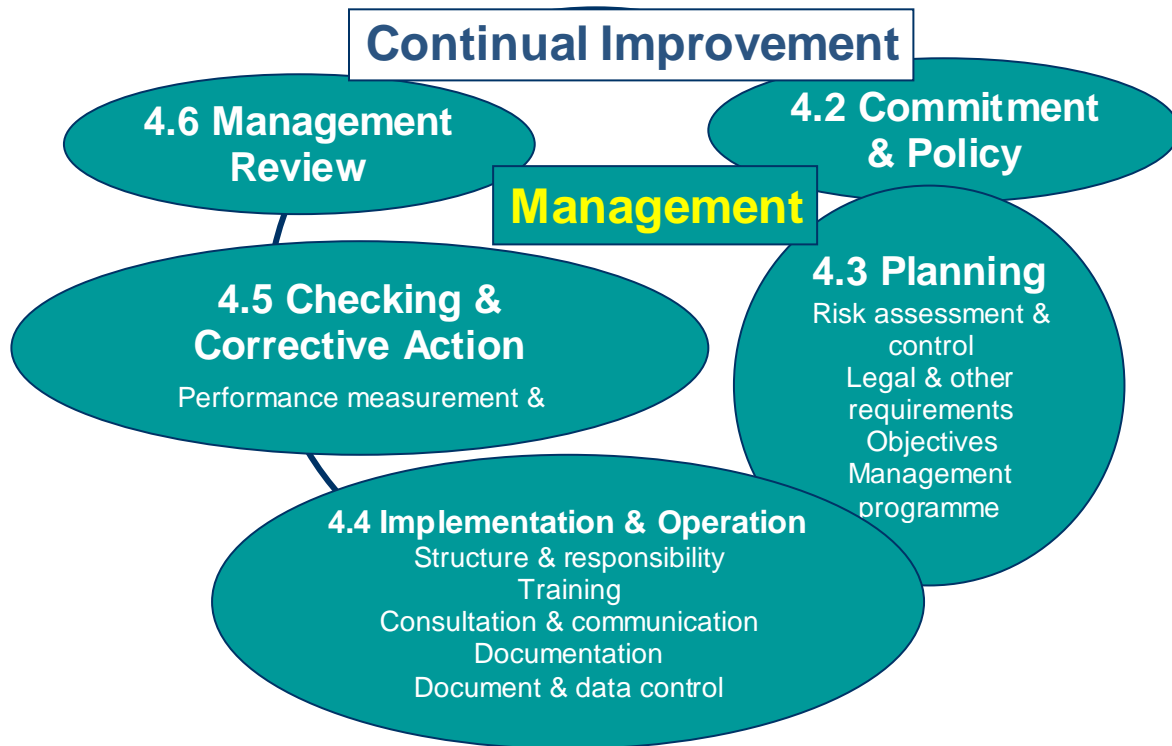
The principle elements of a health and safety management system, and how these interact to promote continual improvement in the organization.



WHY OHSAS 18001:2007

- Establish an OH&S management system to eliminate or minimize risk to employees and other interested parties who may be exposed to OH&S risks associated with its activities
- Assure itself of its conformance with its stated OH&S policy
- Demonstrate such conformance to others
- Implement, maintain and continually improve an OH&S management system
- Make a self-determination and declaration of conformance with this OHSAS specification.
- Seek certification/registration of its OH&S management system by an external organization

OHSAS 18001:2007 Occupational health and Safety Management System Standard



THE EFFECTS OF INCIDENTS OR ILL HEALTH

For Employers:

- Lower productivity
- Product quality
- Prosecution
- Adverse publicity
- Financial losses
- Reduced profits

For Employees

- Pain & suffering
- Family stress
- Loss of income
- Job security
- Quality of life
- Premature death

LEGISLATION & LAWS: HEALTH & SAFETY PRACTICES IN PAKISTAN

Factories Act 1934, “the mostly known” H&S. Ch 3.

It states that;

- Cleanliness.
- Disposal of wastes and effluents.
- Ventilation and temperature.
- Dust and fume.
- Artificial humidification.
- Overcrowding.
- Lighting.
- Drinking water.
- Latrines and urinals.
- Spittoons.
- Precautions against contagious or infectious disease.
- Compulsory vaccination and inoculation.
- Power to make rules for the provision of canteens.
- Welfare officer.
- Precautions in case of fire.
- Fencing of machinery.
- Work on or near machinery in motion.
- Employment of young persons on dangerous machines.
- Striking gear and devices for cutting off power.
- Self-acting machines.
- Casing of new machinery.
- Prohibition of employment of women and children near cotton openers.
- Pressure plant.
- Floors, stairs and means of access.
- Pits, sumps, opening in floors.
- Excessive weights.
- Protection of eyes.
- Power to require specifications of defective parts or tests of stability.
- Safety of building, machinery and manufacturing process.
- Power to make rules to supplement this Chapter.
- Precautions against dangerous fumes.
- Explosive or inflammable dust, gas, etc.
- Power to exclude children.
- Notice of certain accidents.
- Appeals.
- Additional power to make health and safety rules relating to shelters during rest.

Factories Act 1934

Chapter IV - Restrictions on Working Hours of Adults (The most unwanted)

It States;

- Weekly hours.
- Weekly holiday.
- Compensatory holidays.
- Daily hours.
- Intervals for rest.
- Spread over.
- Notice of periods for work for adults and preparation thereof.
- Copy of notice of periods for work to Inspector.
- Register of adult workers.
- Hours of work to correspond with notice under section 39 and register under section
- Power to make rules exempting from restrictions.
- Power to make orders exempting from restrictions.
- Further restrictions on the employment of women.
- Special provision for night shifts.
- Extra pay for overtime.
- Obligation to work overtime.
- Restriction on double employment.
- Control of overlapping shifts.

In addition to Factories Act 1934 there are other laws dealing with OH&S:

- The Mines Act 1923
- Social Security Ordinance 1965
- Workmen's Compensation Act 1923
- Shop and Establishment Ordinance 1969
- Dock Laborer Act 1934

Some good & Safe work Practices in the region

1. Steps by Government of Pakistan for Safe Recycling of Ships

- Survey by Government officials (Balochistan EPA personnel) to identify, quantify and notify hazardous materials onboard the ships marked for recycling.
- Examination of all tanks and confined spaces by Government's approved surveyors to ensure Gas Free environment.
- No hot work allowed before removal of all oil and sludge.
- Cutting operation not allowed before issuance of:
- Safe for Men Entry Certificates and
- Safe for Hot Works Certificates

In case of any accident, future damage/ disaster the proponent would be held responsible; labor shall be equipped with proper uniform.

2. Implementation of Unilever Incident Reporting and Investigation System

- The Unilever Incident Reporting and Investigation System (IRIS) Committee (Pakistan) launched an online incident reporting system which further reinforces the existing system by making incident reporting easy and accessible to all.
- IRIS is a countrywide launch covering all factories and branches.
- Before the launch Posters, banners, desk pyramids, key tags and booklets showing details of types of incidents and incident reporting protocols were also distributed among the employees.

3. Health Care Unilever

- Institutionalized financial support
- Two MALC clinics and a health camp for RYK School and Iqra Foundation School
- Running expenses to LRBT for the Khanewal Eye Hospital
- Two patients added to the dialysis support program with the Kidney Centre bringing the total to eight.
- Health awareness programs for employees

Reflection of some unsafe acts in the local industries

- Ear defenders not worn (while using noisy equipment)
- Protective footwear not worn
- Face masks not worn (in dusty conditions)
- Guardrails/ harness are missing on working scaffold platforms
- Safety helmets not worn
- Gloves not worn (while handling materials which have sharp edges, hot or could cause skin problems)
- Openings left uncovered or unguarded
- Goggles or other items of eye protectors not worn (when using motorized cutting equipment, welding and cartridge operated tools)
- Timbers left lying around, have nails left in
- Tools or small machinery not placed or stored properly.

Most of the safety non-performance practices belong to self protection category. This shows that the site workers themselves are either unaware of the importance of personnel safety practices or they do not want to wear protective gears and kits as they consider it as a hindrance in their work productivity. Also, it was observed that the site

management seemed non-interested in emphasizing the need of personnel safety practices among their workers.

Quantified Affects of unsafe acts

Government data in 1999 show 1,934 industrial accidents occurred in factories registered under the Factories Act 1934. For Accidents per 1,000 workers; Fatal 0.21, Serious 0.91, Minor 5.32, Total 6.44, The overall accident rate is similar to Water and Power Development Authority (WAPDA). An average 70 workers die per year due to electric shocks. In year 2000, 82 WAPDA linemen and workers died due to decreasing standards in safety. 72 WAPDA workers died from electrocution in 1999 up on the 65 who were killed in 1998. In the transport sector in Punjab province alone in 1999, 6,553 people died in road accidents. Working conditions are similar in other hazardous industries like textile, tanning, chemicals, paper, sugar, electrical, and electronic. The workers suffer more in those industries and face diseases like lung cancer, skin and eye allergies, deafness, headaches and also the rate of accidents is higher. In addition the tanneries waste liquid contaminates underground water making it danger for workers' and residents' health.

Key tools associated with risk assessment, risk control and active/reactive monitoring

- ◆ **Hazard:** Source, situation or act with a potential for harm in terms of human injury or ill health, or a combination of these.
- ◆ **Risk:** Combination of the likelihood of an occurrence of a hazardous event or exposure(s) and the severity of injury or ill health that can be caused by the event or exposures
- ◆ **Risk assessment:** Risk assessment is the process of evaluating the risk(s) arising from a hazard(s), taking into account the adequacy of any existing controls, and deciding whether or not the risk(s) is acceptable or Analysing hazards to ascertain the likelihood of them causing harm.

Specialist tools include but not limited to,

- **HAZOP** Hazard and Operability Studies
- **HAZAN** Hazard Analysis
- **ETA** Event Tree Analysis
- **FTA** Fault Tree Analysis
- **JSA** Job Safety Analysis
- **MORT** Management Oversight and Risk Tree Analysis

Risk Assessment Matrix

	Slightly harmful	Harmful	Extremely Harmful
Highly unlikely	Trivial Risk	Acceptable Risk	Moderate Risk
Unlikely	Tolerable Risk	Moderate Risk	Substantial Risk
Likely	Moderate Risk	Substantial Risk	Inacceptable Risk

RECOMMENDATIONS

The health and safety measures prescribed in most of the above laws have not kept pace with the rapidly changing times. Many of the sectors with grave OHS hazards (and most workers anyway) are not covered by these laws. They contain very few technical standards. Furthermore the occupational exposure limits (OELs) now common all over the world are still missing from Pakistan's laws. These laws must be thoroughly revised and updated. In Pakistan, there is a need of regulatory agency or organization for occupational health and safety Management system Implementation and monitoring.

CONCLUSION

Safety regulations need to be defined and enforced, and need to be addressed. The jurisdiction and authority of this organization also need to be defined. There is a need of strong awareness campaign amongst the site workers to explain the safe work habits. These could be linked with the bonuses and other incentives on completion of such trainings. The regulatory bodies like Pakistan Engineering council should design a system to judge the safety performance levels of the firms at the site and should incorporate it with the licensing requirements.