TOP COMPLIANCE (Pty) Ltd

Your Business' Safety Is Our Concern

QSE B-BBEE - Level Four

https://www.topcompliance.co.za/

November 2023 *NEWSLETTER*

Contact details:

Training, Audits and Retail:

Pat: 082 442 8521 (08h00 – 16h30)

p.wessels@topcompliance.co.za

Website: www.topcompliance.co.za

End of year fatigue and safety at end of year functions

End-of-year fatigue is further intensified by the approaching school holidays, holiday preparations, and family time, with the added strain of an increased financial outlay for family functions and gifts. As employees strive to meet year-end work demands, they also face the financial pressures associated with holiday-related expenses. The costs of hosting family gatherings, purchasing gifts, and participating in festive activities can contribute to heightened stress levels. The desire to provide memorable experiences for loved ones during the holiday season may lead to financial strain, impacting individuals emotionally as they navigate budgetary constraints. Employers should be mindful of these financial stressors and may consider offering support or resources, such as financial wellness programs or flexible benefits, to alleviate some of the economic burdens during this demanding time. Recognising and addressing the intersection of work-related fatigue, holiday preparations, family time, and financial concerns is essential for fostering a workplace environment that prioritises employee well-being and acknowledges the holistic challenges faced during the year-end period.

Fatigue and end-of-year stress can significantly impact workers' safety in several ways:

1. Fatigue and stress can lead to decreased alertness and focus. Workers may become more prone to lapses in attention, increasing the risk of accidents and injuries, especially in safety-critical environments.
2. Fatigue has been shown to impair cognitive functions, including decision-making. Workers under stress and fatigue may make poor judgments or delay crucial decisions, potentially leading to unsafe situations.
3. Fatigue can slow down reaction times. In industries where quick responses are essential for safety, such as manufacturing or transportation, slowed reaction times can increase the likelihood of accidents.
4. Fatigue and stress contribute to higher error rates. Whether it's in manual tasks or decision-based activities, the likelihood of mistakes rises when workers are fatigued or stressed.
5. Stress and fatigue can affect communication among team members. Misunderstandings or failure to convey critical information may occur, leading to safety hazards.
6. Fatigue can contribute to physical strain, increasing the risk of musculoskeletal issues. Tired workers may be more susceptible to injuries from repetitive tasks or poor ergonomic practices.

7. Workers under stress or fatigue may be more inclined to neglect safety procedures or cut corners to save time. This can compromise overall safety standards and increase the likelihood of accidents.
8. The cumulative effect of fatigue and stress can create a perfect storm for accidents. Workers may find themselves in situations where their ability to respond to hazards is compromised, leading to an elevated risk of workplace incidents.
9. Chronic stress and fatigue can also have long-term effects on mental health. Mental health issues can, in turn, affect an employee's ability to stay focused, engaged, and attentive to safety protocols.
10. Fatigued and stressed workers may neglect self-care practices, such as taking breaks, staying hydrated, or getting adequate sleep. These factors contribute to overall well-being and, when overlooked, can impact safety.

Employers should be proactive in addressing these issues. This includes promoting a culture of safety, providing resources for stress management, ensuring realistic workloads, and implementing measures such as flexible scheduling during peak periods. Regular training on fatigue management and fostering open communication about workplace stressors can also contribute to maintaining a safe and healthy work environment.

Safety at end-of-year functions is crucial to ensure that employees can enjoy the festivities in a secure environment. Here are some safety topics to consider for end-of-year functions in South Africa:

1. Venue safety – Do a risk assessment of the site, of have the venue owner supply you with a comprehensive risk assessment of their venue with their emergency procedures for evacuation and lockdown. Evaluate the safety features of the venue, including emergency exits, fire extinguishers, and first aid kits. Ensure that all safety equipment is in good working condition.
2. Alcohol awareness - Encourage responsible drinking and provide alternatives for those who choose not to consume alcohol. Consider arranging transportation options or promoting the use of designated drivers.
3. Food safety – Check that the food supplier has a valid Certificate of Acceptability. Ensure that food is prepared and stored safely to prevent foodborne illnesses. Communicate any allergens present in the menu and provide options for individuals with dietary restrictions.
4. Emergency procedures - Clearly communicate emergency procedures to all attendees, including the location of emergency exits, assembly points, and the process for reporting incidents.
5. Security measures - If necessary, hire security personnel to maintain order and prevent unauthorised individuals from entering the event. Clearly communicate the security arrangements to attendees.
6. Entertainment safety - If there are entertainment activities or performances, ensure that the performers adhere to safety standards. Verify that the stage and equipment meet safety requirements.
7. Transportation safety - If the event involves transportation, such as buses or shuttles, ensure that the vehicles are in good condition and that drivers comply with safety regulations.
8. Fireworks safety – Ensure that you understand the by-laws of your area before considering the use of fireworks. If fireworks are part of the celebration, follow all safety regulations for handling and displaying fireworks. Consider professional assistance for fireworks displays.
9. Inclusive celebrations - Promote inclusivity and respect for all attendees. Ensure that the venue and activities are accessible to individuals with disabilities.
10. Communication channels - Establish clear communication channels for attendees to report any safety concerns or emergencies. Provide contact information for organisers and emergency services.

11. Gift exchanges - If there are gift exchanges, encourage safe and appropriate gifts. Remind employees to be mindful of cultural and personal sensitivities.
12. Taxis or ride-sharing services - Encourage the use of reputable taxi or ride-sharing services for those who may need transportation after the event.
13. Weather considerations - If the event is outdoors, monitor weather conditions and have contingency plans in case of adverse weather. Provide shelter or move the event indoors if necessary.
14. Post-event safety - Consider the safety of employees after the event, especially if alcohol is served. Encourage the use of designated drivers, public transportation, or ride-sharing services.
15. Post-event clearing up – Ensure that staff that remain to clean up have the appropriate supervision and persons trained to assist in the event of an injury on duty.

By addressing these safety topics, you can help ensure that the end-of-year function is not only enjoyable but also safe for all participants.

End-of-year fatigue is real, but so is the satisfaction of reaching the finish line.

Let's celebrate the victories and recharge for a fresh start.

Department of Employment and Labour Deputy Director Specialist for Construction Hilton Ganesen. "Occupational Health and Safety Act and Regulations – Update"

The Department of Employment and Labour hosted a face-to-face Health and Safety Seminar in Durban on 26-27 October 2023. The webinar was Saiosh CPD verified and Saiosh was there to capture the main presentation, which was delivered by Mr Hilton Ganesen, Deputy Director Specialist for Construction, Department of Employment and Labour.

Hilton's presentation provided a comprehensive update on all new and draft legislation as well as regulations that are under review. Hilton also presented on some key aspects of the Construction Regulations, giving clarity on items such as the appointment of Constructions Managers and the requirements for a Construction Work Permit (CWP).

Download the presentation - Inspection and enforcement services occupational health and safety construction, explosives and MHI.

https://cdn.ymaws.com/www.saiosh.co.za/resource/resmgr/docs/2023_folder_4/ppt_for_construction_seminar.pdf

Watch the presentation by Mr Hilton Ganesen, Deputy Director Specialist for Construction, Department of Employment and Labour.

https://www.youtube.com/watch?v=vrQ5rv4ZxIw&t=29s

Occupational health and safety auditing and consulting		Online safety shop	
First aid equipment	Signage	Legal posters	Safety Equipment

Courses offered by Top Compliance (Pty) Ltd

ONSITE TRAINING	
First Aid Courses:	
Level 1 - US 119567 - Perform basic life support and first aid procedures	2 days
Level 2 - US 120496 - Provide risk-based primary emergency care/first aid in the workplace	3 days
Level 3 - US 376480 - Provide first aid as an advanced first responder	3 days
Level 1 & 2 - US 119567 & 120496	3 days
Level 1, 2 & 3 - US 119567, 120496 & 376480	5 days
Level 2 & 3 - US 120496 & 376480	3 days
Child and infant CPR & choking	6 hours
Adult CPR & choking	6 hours
Adult CPR & choking and AED	1 day
Occupational Health and Safety Courses	
Safety representative – Legal Liability	1 day
The Occupational Health and Safety Act & responsibilities of management – Legal Liability	1 day
Hazard Identification and Risk Assessment	1 day
Food facility health & safety course in terms of R638	6 hours
Basic Ladder Safety	6 hours
Fire Fighting and Prevention Courses	
Fire Marshal - Basic firefighting	6 hours
Fire & Evacuation marshal - Basic firefighting with emergency action planning	1 day