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Safety Tools of the Trade – A Learning Experience

Steve S. Austin, WSO-CSI(ML); Site Safety Lead, Missile Defense Agency, Madison, AL, USA

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Abstract

The Safety Profession is not an exact science; rather it is a culmination of many tools such as experience, training, testing, investigation, analysis, documentation, intuition, and opinion. Safety in the workplace has one common thread, incident/accident prevention. Safety is practiced in many languages and with emphasis placed on different priorities. To learn safety and practice the trade, one has to use the tools available. This paper highlights some tools of the trade used in the profession of safety and its far reaching applications to members of the profession.

INTRODUCTION: Management of change, management of chaos, management of safety – all three initiate change. To keep up with today's dynamic workplace, safety management tools have been developed and implemented through the revolution of the computer age and applications for mobile hand phone devices. Safety methods and tools are the mainstay of developing prevention methods, investigation documentation, and generating metrics for program effectiveness. What could be misconstrued by non-Safety Professionals is that safety can be performed in front of a computer. Those who are well versed in Safety understand safety starts with top management support and flows down to each and every employee in the office, field, industry or business. A closer look will introduce you to some Safety Tools of the Trade and processes that can be used to more efficiently manage a safety program.

From the historical files, doing an inspection meant grabbing a checklist and putting it on a clip board; digging for the last inspection report from the files cabinet; locating a working flashlight; donning a pair safety glasses; grabbing a mask; and for hazardous locations using litmus paper or a gas monitor. Today, the computer provides the inspection paperwork such as Safety Data Sheets informing the inspector on line real time what type potential hazards are involved, what the last inspection reports identified, and what personal protective equipment is required. The best Safety and Health Programs involve every level of the organization, instilling a safety culture that reduces accidents for workers and improves the bottom line for managers. When Safety and Health are part of the organization and a way of life, everyone wins. In the past management usually did not see the results of safety inspections, investigations, and risk mitigations for days and sometimes weeks.

To obtain management commitment, the safety coordinator has to "sell" safety to management. Given management's desired output, the safety coordinator has to show that safety contributes to that desired output. Usually this means demonstrating that safety saves money, saves time, increases production, reduces costs and lowers insurance margins. How will safety benefit management's goals? Through positive actions, reactions, cost savings and metrics. While it is not all about the numbers, it does boil down to the dollars. A majority of businesses and companies view safety as a necessary expense, but hope to never have to divest in the event of a mishap or death. Some managers believe this scenario will never happen to them, those can be misleading last thoughts. Many companies set up their goals and objectives to meet company and employee needs. Safety is not on all companies' first and foremost priority lists. Therefore, company objectives are generally not to pay fines, rather be proactive and put safety first. It is quite possible to put a price tag on safety if one knows where to look, and interestingly enough, by fol-

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lowing "Training for Performance System" (TPS) methods provides the safety coordinator or safety trainer with a comprehensive tool for effectively implementing a safety (training) program and truly making it work. Using TPS analysis methods to accomplish the Worksite Analysis and Hazard Prevention and Control portions of the OSHA guidelines, the safety coordinator is provided with the information necessary to determine that cost benefit. It is important to note, therefore, that when using TPS, obtaining management commitment is not necessarily the first step after all. Conducting the worksite analysis and determining hazard prevention and controls will actually provide the information needed to get management's support.[1] Training for Performance System, Procedural Work Analysis, Systems Analysis, and Process Safety Management are but a few Safety Management Tools examined in this paper. These safety tools are tried and proven true to management.

To make a job or task flow, a Procedural Work Analysis takes a specific task from a job description's task inventory and breaks it down into its sequential steps. From a management perspective, this is important as reported accidents or injuries will often be associated with specific tasks. For example, "pulling beds" or "carrying sheetrock" may frequently be listed as a cause of back injuries; or "cleaning bathrooms" may frequently be associated with chemical burns. By breaking the task down into its sequential steps, it may become obvious as to why such injuries occur. For example, it may be determined that in order to "pull the bed," the housekeeper must crouch down in an awkward position to grab the bed frame in order to pull the bed out from the wall; or that "carrying sheetrock" can cause back injuries because sheetrock is heavy, awkward, and must be carried up stairways to upper floors because it won't fit in elevators. These are attributed to ergonomic factors as well and can have costs associated to correct the workers station.

Another tool is a Systems Analysis and may be used if the problem seems to be system related. For example, if employees report that they are frequently sent to do tasks for which they are not adequately trained, thereby jeopardizing their health and safety, it may be necessary for the safety trainer or coordinator to perform a systems safety analysis to determine why this is occurring. Management becomes involved when work production slows, or minor incidents occur and are reported. The information provided by these analyses should give a fairly good indication as to what the exact problem is and allow for ways to implement mitigation actions or techniques.

One other tool managers use to find the correct solution to the problem falls under the OSHA guideline element of Hazard Prevention and Control or TPS mentioned above. Here, a safety trainer or coordinator must apply the Industrial Hygiene Hierarchy theory of control technology. This theory states that when addressing safety hazards, a specific order of control technology should be utilized. The various different safety controls are, in order:

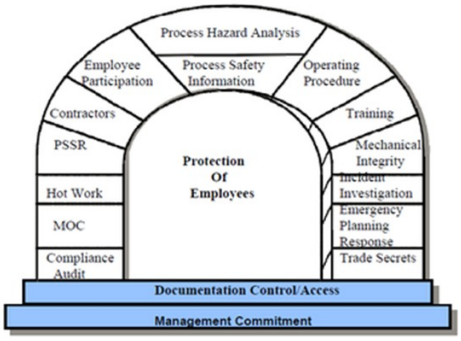
- Engineering controls
- Administrative controls
- Work practice controls
- Personal protective equipment, and remedial controls

By following TPS models mentioned above, the safety trainer or coordinator is provided with all the tools necessary to meet the elements necessary for a successful health and safety program as described in OSHA guidelines. TPS tools are more powerful and more specific (and therefore more useful) than similar tools outlined in the Department of Vocational Technical Education's *Occupational Health and Safety Program Manual*. While the TPS model descriptions, industrial hygiene controls, and safety hazard examples provided in this paper are generalized at best, any safety trainer or coordinator familiar with TPS should be able to utilize it to improve safety and health performance in their workplace.[2]

Process safety management is an analytical tool focused on preventing releases of any substance defined as a "highly hazardous chemicals" by the EPA or OSHA. Process Safety Management (PSM) refers to a set of interrelated approaches to manage hazards associated with the process industries and is intended to reduce the frequency and severity of incidents resulting from releases of chemicals and other energy sources (US OSHA 1993). These standards are composed of organizational and operational procedures, design guidance, audit programs, and a host of other methods. For hazardous and production oriented businesses, the process safety management program is an excellent management tool and is divided into 14 elements. The U.S. Occupational Safety and Health Administration (OSHA) 1910.119 defines all 14 elements of process safety management plan. Process safety leads to a numerical as well as a systematic approach to safety. Given the type of industry, business, or process, OSHA encourages and demands PSM be fully implemented and supported by management.

The 14 Elements of OSHA Process Safety Management Program (PSM) chiefly consist of the following:

- Process Safety Information
- Process Hazard Analysis
- Operating Procedures
- Training
- Contractors
- Mechanical Integrity
- Hot Work
- Management of Change
- Incident Investigation
- Compliance Audits
- Trade Secrets
- Employee Participation
- Pre-startup Safety Review
- Emergency Planning and Response



All of those elements mentioned above are interlinked and interdependent. There is a tremendous interdepen-

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dency of the various elements of PSM. All elements are related and are necessary to make up the entire PSM picture. Every element either contributes information to other elements for the completion or utilizes information from other elements in order to be completed. Management uses the metrics processed by PSM as indicators or predictors for potential process problems or worker hazard mitigation. Process Safety Information (PSI) information might be considered the keystone of a PSM Program in that it tells you what you are dealing with from both the equipment and the process standpoint. In order to be in compliance with the OSHA PSM regulations the process safety information should include information pertaining to the hazards of the highly hazardous chemicals used or produced by the process, information pertaining to the technology of the process and information pertaining to the equipment in the process.[3] Information pertaining to the hazards of the highly hazardous chemicals in the process should consist of at least the following:

- Toxicity information
- Permissible exposure limit
- Physical data
- Reactivity data
- Corrosion data
- Thermal and chemical stability data
- Hazardous effects of inadvertent mixing of different materials that could foreseeably occur.

Information pertaining to the technology of the process should include at least the following:

- A block flow diagram or simplified process flow diagram
- Process chemistry and its properties
- Maximum intended inventory
- Safety upper and lower limits for such items as temperatures, pressures, flows or compositions
- An evaluation of the consequences of deviations, including those effecting the safety and health of the employees.

Information pertaining to the equipment in the process should include following:

- Materials of construction
- Piping and instrument diagram (P&IDs)
- Electrical classification
- Relief system design and design basis
- Ventilation system design
- Design codes and standards employed
- Material and energy balances for processes built after May 26, 1992
- Safety system (for example interlocks, detection, or suppression systems)

The employer should document that equipment complies with Recognized And Generally Accepted Good Engineering Practices (RAGAGEP). For existing equipment designed and constructed in accordance with codes, standards or practices that are no longer in general use, the employer should determine and document that the equipment is designed, maintained, inspected, tested and operating in a safe manner.

A Safety Reliability tool to ensure maintainability of the program to the highest standards is the OSHA Voluntary Protection Program (VPP). The VPP promotes effective worksite-based safety and health. In the VPP, management, labor, and OSHA establish cooperative relationships at workplaces that have implemented a comprehensive safety and health management system. Approval into VPP is OSHA's official recognition of the outstanding efforts of employers and employees who have achieved exemplary occupational safety and health. The intent of VPP is "to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources - (1) by encouraging employers and employees in their efforts to reduce the number of occupational safety and health hazards at their places of employment, and - (2) to stimulate employers and employees to institute new and to perfect existing programs for providing safe and healthful working conditions." In practice, VPP sets performance-based criteria for a managed safety and health system, invites sites to apply, and then assesses applicants against these criteria. OSHA's verification includes an application review and a rigorous onsite evaluation by a team of OSHA safety and health experts. VPP Began in 1979 as a California experimental program. Then in 1982, OSHA formally announced the VPP and approved the first site. In 1998, Federal worksites became eligible for VPP. The rest is history and over 1500 sites have become VPP qualified. VPP System Sub-Elements are comprised of management commitment, employee involvement, contract employee coverage, and safety and health management system annual evaluation.

OSHA approves qualified sites to one of three programs: (1) **Star**: Recognition for employers and employees who demonstrate exemplary achievement in the prevention and control of occupational safety and health hazards the development, implementation and continuous improvement of their safety and health management system. (2) **Merit**: Recognition for employers and employees who have developed and implemented good safety and health management systems but who must take additional steps to reach Star quality. (3) **Demonstration**: Recognition for employers and employees who operate effective safety and health management systems that differ from current VPP requirements. This program enables OSHA to test the efficacy of different approaches.

Specific Federal VPP Criteria:

- Compliance with 29 CFR 1960, Basic Program Elements for Employee Occupational Safety and Health Programs
- Documentation supporting the notification of your Designated Agency Safety and Health Official (DASHO) of your intent to apply to the VPP
- A copy of your Agency's current Annual Occupational Safety and Health Report to the Secretary of Labor. Any applicable elements should be noted and corrected

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- Injury and Illness incidence rates (IIIR) and lost workday injury and illness rates (LWDIIR) for the most recent 3 calendar years. (Include rates for contractors whose employees work 500 or more hours at your worksite in any one quarter.) To qualify for STAR, your rates must be below the current, comparable private sector Basic Labor Statistic (BLS) rates; for MERIT your rates may be above the BLS averages. In the rare event that equivalent private industry rates do not exist, rate comparisons will be made against similar government agency sites, or the government as a whole. Also, a copy of your Federal Occupational Injury and Illness Log for the most recent 3 calendar years must be provided to OSHA as well.

CONCLUSION: Does a safety and health program really make a difference? Definitely it does. There are four crucial questions you should be asking. Taking the four parts of TPS which are Safety and Health Payoffs, Management Systems and Safety and Health Integration, Doing a Safety and Health Checkup, and Creating Change as management discriminators provides answers to these questions in detail. The detailed answers are found in the four modules of the OSHA eTool*. Safety and health payoffs, only the best Safety and Health Programs involve every level of the organization instilling a safety culture that reduces accidents for workers and improves the bottom line for managers. Safety tools are only as good as the person using them. Managers all across the United States, North America, and the World understand death is final and very costly. Every employee regardless of nationality deserves a safe and healthful workplace to conduct business. In the United States, the Occupational Safety and Health Administration is the ever overarching watchdog to aid in compliance, but it starts with each and every employee/employer. One of OSHA's reliable safety enhancement programs is the Voluntary Protection Program or VPP and has reduced accidents and inspection requirements at many U.S. sites qualifying for the program status. As previously stated, Safety is a Top Down program given the support of upper management if a safety culture is instilled. When Safety and Health are part of the organization and a way of life, everyone wins! ■

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4. Footnote (1) This information is calculated annually by the Office of Partnership and Recognition and is based upon the injury and illness data submitted every year by the VPP participants.
5. ** eTools are electronic Compliance Assistance Tools that provide guidance information for developing a comprehensive safety and health program. Although Safety and Health Programs are required by some states, there is no general OSHA requirement for such a program. Therefore, this eTool includes elements that go beyond specific OSHA mandates, such as recommendations for good industry practice. As indicated in the disclaimer* [https://www.osha.gov/SLTC/disclaimer.html], *eTools do not create new OSHA requirements.** [https://www.osha.gov/SLTC/etools/safetyhealth/]

International Conferences Endorsed by the WSO

2nd Offshore Safety & Risk Forum
March 24-25, 2015 | Stavanger, Norway | http://hse.flemminggulf.com/offshore-safety-and-risk-forum

The GCC Fire Safe Congress
March 30-31, 2015 | Abu Dhabi, UAE | www.gccfiresafecongress.com

4th Middle East OHS Strategy Forum
May 5-7, 2015 | Abu Dhabi, UAE | http://hse.flemminggulf.com/middle-east-ohs-strategy-forum

WSO 28th Annual Int'l Environmental and Occupational Safety and Health Professional Development Symposium
October 25-28, 2015 | Manila, Philippines | www.worldsafety.org | info@worldsafety.org

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Low-cost Methods of Improving OSH in Small Enterprises

Job Quality Rapid Assessment at the International Symposium on Occupational Health for Small-Scale Enterprises and the Informal Sector, Nagoya, Japan (November 2004). Improving Working Conditions of Small Enterprises in the Philippines.

Engr. Jose Maria S. Batino, Deputy Executive Director, Occupational Safety and Health Center, Republic of the Philippines

Engr. Batino has a Master of Business Administration and Bachelor of Science in Civil Engineering from the University of the Philippines. He has been the Deputy Executive Director at Occupational Safety and Health Center (OSHC), Republic of the Philippines since April of 2009. He has presented technical papers on the Survey of Work-related Illnesses in the Philippines at The Third Conference of Asian Occupational Health and Safety Research Institutions, Beijing, China (October 2009), the Low-Cost Solutions for Musculoskeletal Load Reduction (paper presentation) Job Quality Rapid Assessment for Informal Sector and Small Enterprises for the XVIII World Congress on Safety and Health at Work, Seoul, Korea (Ju1y 2008), and Work Improvement in Small Enterprises: Experiences in the Philippines

Introduction

The Philippines, although a small country, is comprised of more than 800,000 enterprises nationwide which translates roughly to 40 million workers. Of the total number of companies, more than 90% are small enterprises or those employing less than 10 workers.

Given the constraints faced by small enterprises that limit their potential for growth and threaten their economic viability, a new perspective has to be appreciated not only by small entrepreneurs but also by other players in the field in order to enhance the competitiveness of the small-scale industries. Affordable financing, opportunities for new markets and access to new technology are key problems for small enterprises.

Also, the existence of poor working conditions, few social benefits, long hours of work, and hazardous working environment exposing workers to industrial and occupational diseases make all the more the implementation of improvements an urgent undertaking.

Discussion

Researches and studies conducted by international organizations including the International Labour Organization (ILO) point to the feasibility of directly linking good working conditions and improved productivity through relatively low-cost workplace improvements. The regulatory framework often does not work well with small enterprises. No amount of enforcement by the government will encourage these companies to prevent accidents, injuries and illnesses from happening in their workplaces. But given the opportunity to examine their safety and health problems and provided with ideas that are practical and low-cost, many of them would realize the value of improving their safety and health and their productivity as well. The Philippines has adopted this approach to address safety and health concerns amongst their small enterprises.

Low-cost methods of improving OSH is a unique approach for improving both productivity and working conditions. It entails the conduct of action-oriented OSH orientations that link better working conditions to higher productivity for owners and managers using local examples, positive reinforcement and learning-by-doing. This approach has been proven effective in generating simple and practical improvements linking productivity and product quality to better and safer workplace conditions. Small enterprise owners/managers are encouraged to consider improvements more favorably if they are inexpensive. Good operating practices can often be implemented with little cost, and therefore have a high return on investment.

This ILO approach which eventually became known as Work Improvement in Small Enterprises in the Philippines has six basic principles - build on local practice, focus on achievements, link working conditions with other management goals, use learning-by-doing, encourage exchange of experience and promote workers' involvement. The technical contents involve materials storage and handling, work-station design, productive machine safety, control of hazardous substance, lighting, welfare facilities and services, work premises and work organization.

The implementation of low-cost methods in improving OSH gave a new meaning to workplace reforms. Simple, practical, innovative and inexpensive approaches in addressing existing hazards and problems on ventilation and high noise levels have brought forth significant safety and health improvements. The notion that investments in safety and health are but a high price to pay have been proven untrue, rather, the benefits oftentimes exceed the costs. Maximizing the positive effects of natural light through high openings/windows and skylights can give the shop floor a good amount of illumination with significant reduction in electricity consumption. Clearing obstruction in windows and other means of ventilation, provision of exhaust fans and additional windows and vents for exit of "hot" air, can lead to better comfort for workers, giving them the needed relief to produce high quality products. Better comfort also means sustained work at considerably higher efficiency. Isolation of noise and pollutants generated by machines and processes using available local resources and practical steps can minimize the hazards from the machines

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Safety Training Impacts the Bottom Line

David Roberson, WSO-CSM; Building Division Safety Manager, Zachry Construction Corporation, San Antonio, TX, USA

David Roberson has more than 24 years of safety experience for heavy highway, civil, building, process, maintenance, and power plant construction. His professional background additionally includes three years as a safety and health care professional (Paramedic) and seven years of emergency medical services experience. Dave is an active member of the NCCER Safety Committee, is a member of the WSO Board of Directors, and serves on the WSO Certification Board. He has Safety Certifications with the ISHM (Certified Safety & Health Manager) and the WSO-Certified Safety Manager.

Studies have shown that career and technical education aids in the process of having a quality and productive workforce. Providing young craft professionals with hands-on learning before they begin their careers supports a stronger, more efficient workforce capable of improving company and personal productivity. Not everyone has the ability or the desire to go to college, and all individuals deserve opportunities to learn skills that will allow them to succeed in the workplace. Formal education programs, such as career and technical education classes, enable students to more efficiently begin a career upon graduation .

In the past, many craft professionals had to learn their craft through trial and error and did not always learn the necessary safety practices that go along with it. A popular held belief at the time was that integrating safety training meant having a negative impact on production. However, the theory that safety training countered productivity collapsed due to research showing its cost savings. The overall performance and profitability of a company can be improved by implementing training for safe work practices without taking craft professionals away from their productive tasks.

Production-focused management promotes potential savings in insurance premiums through lower loss ratios and a lower Experience Modification Rate (EMR). Sustained and consistent communication between safety support and production management creates a measurable, positive relationship. Numerous studies have demonstrated that developing a safety culture noticeably promotes employee responsibility. Research also shows that employee safety training measurably improves morale and productivity and leads to fewer issues with regulatory agencies like OSHA. Companies that choose to ignore the comprehensive studies supporting safety training are losing money. Without training, companies can experience decreased production and increased litigation. There are several modalities of safety training that can be implemented in a company's workforce.

- Consultants, third-party training organizations and insurance providers offer curricula and can schedule training sessions on or off site.
- In-house trainers can conduct training sessions, as well as develop their own curriculum or use an established methodology.
- Agencies such as The Associated General Contractors of America and Associated Builders and Contractors offer training, generally in a central location away from the project site.
- NCCER (National Center for Construction Education and Research) offers safety curricula, which can be taught worldwide by contractors, associations, construction users and secondary and postsecondary schools.

Supervisors should be included in the training process to ensure that everyone is hearing and supporting a consistent message. Having the wisdom gained through experience certainly adds to the credibility and effectiveness of the supervisor.

For many years, companies and organizations have documented that training has improved their bottom line. The value of both craft skills and safety training must be maintained on a consistent and sustained level to support a company's return on investment, marketability and safety culture. Ultimately, safety training increases the overall value of the company and industry ■.

Low-cost Methods of Improving OSH in Small Enterprises

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and processes. This means a healthful place to work redounding to less illness, less absenteeism, and reduced labor turnover. The use of jigs, clamps and other effort-saving devices have contributed significantly to lower operation cycles and convenience to workers.

Conclusion

The small enterprises in the Philippines are many and increasingly important source of employment. At the same time, the small enterprises sector is where the most improvements are required in both productivity and working conditions. This approach demonstrates that it is possible to make the sector both an economic success and a better place to work. ■

Safety doesn't happen by accident.

– Author Unknown

How Often Should You Conduct Safety Training?

Gary Matthews | http://www.warriors4safety.com/safetyarticles/how-often-should-you-conduct-safety-training.html

To determine how often you should conduct safety training, there are some things to think about:

Safety training is an essential part of every employer's program for protecting workers from injuries and illnesses. Not only does it keep your workers safe, it's an investment that lowers your insurance premiums along with other financial benefits. To really know how often you should be conducting safety training, it's best to ask your local department of labor to find out what type of OSHA safety training your company or facility needs to implement.

There are four levels of safety training:

1. Initial training is required before any worker begins their job
2. Annual safety training is required for certain occupations, including both medical and environmental occupations
3. Special incremental training that occurs every other year or every three years
4. Potential hazard training that takes place whenever a company identifies new workplace hazards

All workers must be fully trained on safety procedures before they start to work. As an employer, initial safety training is a top priority. It should take place during a worker's orientation on their first day on the job. Some construction jobs require the worker gets certification for certain jobs or to operate certain machinery prior to starting the job. Proper training right from the start ensures your workers know what they are doing and how to correctly and safely operate machines in the workplace.

Keeps guide lines and rules fresh in workers' minds. Companies that conduct regular safety training sessions are less prone to workplace accidents and have better workplace safety overall. Consistency in safety training helps workers realize the importance of workplace safety and it boosts morale because they feel cared for.

Review company training programs if an injury occurs. Whenever an injury occurs in your workplace, it's a good idea to conduct job hazard analysis. Then, immediately conduct safety training with employees and show them how to properly perform the actions that went wrong and caused the accident. This is also an opportunity to discuss any other possible injuries or safety violations that could have occurred in that particular situation.

Stay up-to-date on Safety training best practices by taking classes. Through safety training classes, your employees are provided with information on workplace safety and health hazards. This extra step ensures you are implementing an effective workplace safety program that results in fewer injuries and illnesses. Safety training is time and money well spent. When your employees are kept up-to-date and regularly reminded of how to do their jobs safely, you greatly reduce accidents in the workplace. In the end, effective and timely job safety training saves both lives and dollars. ■

OTC Cold/Flu Medications and Drowsiness

During the "cold and flu season," it is always good to keep in mind that over-the-counter medications and the workplace are not usually a good mix. Care should be always be taken when using over-the-counter medications, but especially during work hours.

The most common side effect of over-the-counter cold and flu medicine is drowsiness, which lowers one's alertness and reaction time. Ten to twenty-five percent of people taking these medications report daytime drowsiness. This can be more than just an annoyance. Approximately 200,000 vehicle accidents are attributed to sleepiness every year. Fatigue is a factor in nearly one-third of truck accidents where the driver is killed. Taking medications, then coming to work and using machinery or sharp tools, can be dangerous. So, when you are ill, what should you do?

In many cases, your employer may not want you to show up for work when you have a bad cold or the flu. Not only does your risk of injury increase if medication causes you to be drowsy, but your productivity is likely to be poor as well. In addition, you may pass a virus to co-workers so that they too become ill. Finally, your own recovery may be delayed if you are not getting enough rest to fight the ailment. However, sometimes you *must* come to work and you *need* to take medications. If this is the case, remember the following:

Let your supervisor know. It may be possible to change your work assignments or temporarily arrange for less hazardous work. You probably shouldn't do tasks that require the use of a respirator, or that are highly demanding physically. Another reason for speaking to your supervisor is to acknowledge that your performance may not be quite up to par for a few days. Also, should you be injured, your supervisor and emergency responders will need to know what medications you are taking if you are unable to recall.

Follow the recommended dosages. Exceeding the recommended dose will not help you get well faster or feel any better. In fact, what usually happens is that side effects, such as drowsiness, become more pronounced.

Do not mix medications. Remember, these pills, capsules, or tonics are chemicals. They may be incompatible when mixed, causing more harm than good. A mixture of medicines ,or medicine mixed with alcohol, may intensify a side effect or even be dangerous.

Read the label. This is where you will find the information you need about dosage and side effects. If you can't read or don't fully understand the label, ask or phone the pharmacist.

Don't try new remedies during work hours. If you feel like experimenting with something new or different, do it over the weekend. Everyone reacts differently to cold and flu medications. Find one that works best and gives you the least troublesome side effects, and stay with it.

Wash your hands often. We give this advice to kids, but *everyone* should remember it during cold and flu season. More cold viruses are transmitted from hand to hand, from doorknob to hand, from hand to mouth…than in any other way. The best cold and flu solution is prevention! ■

www.toolboxtopics.com

First WSO National Office for Qatar General Assembly and Induction of New Members

DECEMBER 23, 2014 – The first WSO-National Office for Qatar General Assembly/Induction of New Officers and Members was a success. It was held December 12, 2014, at Copthorne Hotel, Doha. It was attended by 105 participants of various Nationalities and well appreciated. Mr. Cornelius Adamah, the Guest Speaker discussed the importance of Safety as a Value rather than a Priority and its significance were explained to all Attendees.

The Theme of the Assembly, "Journey Toward Internationalizing Health and Safety," has been well shared to all Participants by the WSO-NOQ Team of Working Committees wherein six New Chapters will working together in promoting such Theme and the objective of WSO in "Making Safety - a Way of Life… Worldwide." – *Engr. Zaldy G. Alino, Director*

***Mr. Adamah**, Guest Speaker, receives a Certificate of Appreciation from **Engr. Zaldy G. Alino**, Director of WSO-NOQ.*

Induction of New Officers and Directors of WSO-NOQ

***Ms. Joy Garcia**, WSO-NOQ Secretary, receives a Certificate of Appreciation from **Engr. Zaldy G. Alino**, Director of WSO-NOQ.*

WSO-Qatar Chapter Announces Officers and Board of Directors

*Seated, from left to right: **Jacqueline Ticsay**, Secretary; John **Clark**, Guest Speaker, DHSE Manager, Qatar Gas, Chapter Advisor; **Renato Ticsay**, President; **Mansur Saide**, Guest Speaker, Mansur & Associates Int'l Consultants, Senior Chapter Advisor.*

*Standing, from left to right: **Mbaji Vincent O.**, BOD; **Ronnel Meneses**, Treasurer; **Jasper Abenido**, BOD; **Aaron Espiritu**, Vice President (Internal); **Carwel Abatayo**, Auditor; **Olajide Rufus O.**, BOD; **Dennis Bandojo**, BOD; **Eligio Asis Jr.**, BOD; **Reno Petrolo**, BOD; **Roderick Valdez**, Vice-Chairman, BOD; **Gilbert Serano**, BOD.*

*Not pictured: **Joseph Kimeu**, Vice President (External); **Rowel Filio**, PR Officer; **Von Ryan Gajo**, Chairman, Membership Committee; **Orlando Pernites**, Chairman, BOD; **Agustin Deiparine**, BOD; **Valking Aviles**, BOD; **Joel Hornejas**, BOD; **Mervin Munasque**, BOD*

Newly-Formed WSO-UAE Chapter Holds First Meeting and Elects Officers

*Newly-Elected Officers of the WSO-UAE Chapter are: **Mr. Redel C. Padilla,** Chapter President; **Mr. Raul S. Cabrales,** Chapter Vice-President; **Ms. Jesusa R. Verbo,** Chapter Secretary; **Mr. Jonathan Nicolas,** Chapter Treasurer*

Safety, Health, and Environmental Job Openings

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Following is a list of some of the available job openings in the Environmental, Health and Safety area that I am working on. Should you know of anyone that might be interested in learning more about these positions please have them contact me, Paul Shrenker, directly; or, feel free to contact me yourself, and I will give you more details. My phone number is 413-267-4271; email address, paul@psassociatesinc.com and fax 413-267-4287. All searches and candidate conversations are held in strictest confidence and no résumé will be mass distributed. Finder's fees paid for candidate referrals on all positions; please contact for info.

Environmental, Health, Safety and Security Manager

Southwestern AL

Our client, with over 1,500 employees and 10 plants in North America, is one of the world's leading manufacturers of caustic soda, bleach and related chemicals.

Job Description: Some of the job responsibilities include: working within corporate/division strategies and policy frameworks, designs, proposes and implements health, security, safety, process safety and environmental site action plans, strategies, guidelines and procedures within broad principles and policies set by the organization to meet EHS&S requirements supporting short and long-term business needs and consistent with the site Risk Profile; ensures that Guiding Principles of Responsible Care are the basis of the location's EHS&S Management System and that the criteria required of Responsible Care are met; ensures the site team provides technical EHS&S expertise and coaching to facilitate broad accountability of the EHS&S process; drives programs for overall employee engagement in Responsible Care at the site; ensures site Responsible Care continuous improvement, including the consideration of sustainability, energy efficiency and waste minimization; ensures department's budget on the basis of operational needs, identifying the resources required to meet such needs; prepares reports in accordance with the company policies and submits by required deadlines; prepares governmental reports and participates in representation with outside agencies; maintains knowledge of laws and regulations affecting the organization's operations and works with Division to execute plans to achieve compliance; participates in plant and Division audits and interfaces with internal and external auditors and regulatory and government agency personnel. This plant has 300 employees (union) and the EHSS Manager has 7 employees reporting to him/her (3 EHS Specialists, 2 EHS Coordinators, a VPP rep and an adman). **Qualifications:** Bachelor's Degree required; technical or management discipline strongly preferred; Master's Degree preferred; minimum 8 years related Safety, Health, Security and Environmental experience in a manufacturing environment; prior chemical industry experience highly preferred and must have PSM experience; effective leadership skills (previous personnel supervisory role) and the ability to develop Safety, Health, Security and Environmental staff required; behavior-based safety processes knowledge preferred; knowledge of DOT, FMSCA and hazardous transportation regulations.

Safety Specialist

Baton Rouge, LA area

Our client, with over 1,500 employees and 10 plants in North America, is one of the world's leading manufacturers of caustic soda, bleach and related chemicals.

Job Description: This role coordinates and conducts field assessments of environmental, health and safety issues to ensure all operational activities are consistent with the needs of the division/location and requirements of governmental regulatory agencies and performs complex assignments often requiring development of unique solutions to environmental, health and safety problems because of the variables involved. The ORC Specialist may assume responsibility for a specific environmental, health or safety concern of limited and structured scope as well as participate in more comprehensive programs. He or she will also provide technical EHS coaching and expertise to the broader organization. This plant has approximately 100 employees (non-union) with another 50 full-time contractors. This position reports to the EHS Manager. **Qualifications:** Bachelor's Degree; Environmental, Safety or related discipline strongly preferred; Master's Degree preferred; minimum 2 years related Safety, Health and Environmental experience in a manufacturing environment; prior chemical industry experience highly preferred. Preferred skills include: Behavior-based safety processes knowledge; knowledge of PSM, DOT, FMSCA and hazardous transportation regulations.

Principal EHS Analyst

Knoxville, TN area

Our client has approximately 17,000 employees and engineers, manufactures, and markets mechanical components, and bearings worldwide

Job Description: This position is responsible for establishing strategic direction and leadership for the development, implementation, and ongoing management of industry leading safety, health and environmental programs at the company's 4 Rail Bearing Services facilities and to ensure compliance with all Federal, State, Local and company rules and regulations. Provide daily leadership to ensure the effective development and implementation of all occupational injury and illness prevention programs. Communicate with all levels of the organization on Safety & Environmental initiatives. Identify and work with the appropriate persons in the organization to drive continuous improvement in EH&S performance. Utilize background, experience and expertise to help identify root causes and lead the implementation of appropriate corrective actions to high profile plant safety issues. Develop and deliver safety, health and environmental awareness and compliance by implementing appropriate training programs. Measure the effectiveness of these programs and continuously improve these measurements. The plant where this position sits has approximately 250 employees and other 3 have approximately 50 employees each. There will be little travel for this position. **Qualifications**: Bachelor's degree in Safety and/or Environmental Science or related from a four year college or university and 5+ years of relevant SH&E experience within a manufacturing operation. Ability to implement and manage long term strategies. Excellent written and oral communication skills. Effective analytical, problem-solving and decision-making skills. Ability to effectively drive results. Working knowledge of Behavior Based

Continued on Next Page

Safety, Health and Environmental Job Openings

Continued from Previous Page

Safety Programs and ergonomics. A large majority of this position will be safety related.

EHS Site Coordinator

Southeast MA

Our client is the world's leading producer of engineered, high-performance polymer products, serving virtually every major industry across the globe. This company has approximately 4,000 employees and 60 mfg sites world wide. The plant in MA has approximately 95 employees.

Job Description: Job responsibilities include: Researches, translates, and communicates governmental regulations in matters related to environment, health and safety issues; responsible for managing the site Environmental Management System (EMS) in accordance with the ISO 14001 standard; creates and audits environmental, health and safety policies and practices for the site; coordinates communications between the site and regulatory agencies as related to EHS matters; coordinates and / or conducts training for facility personnel as it concerns EHS matters; acquires expertise as it concerns site specific process technologies and associated risks (e.g, solvent coating; slitting; silicone extrusion; etc.); cultivates relationships with regulatory agencies to facilitate open communication on matters of importance to the site; participates in self-development activities and training of others. A large majority of this person's time will be spent on safety initiatives. **Qualifications:** Five or more years experience in a manufacturing environment with a proven track record of success in reducing occupational injuries and maintaining compliance with pertinent regulations; a verifiable track record of accomplishments that have reduced the likelihood of injuries happening in the future; excellent communication skills, oral and written; proven ability to design, manage, and implement projects of a technical nature; able to operate both independently and as a team member or leader; demonstrated research and problem solving skills; minimum of a Bachelor of Science degree in safety science or similar; prefer certification as any of the following: Certified Safety Professional (CSP), Associate Safety Professional (ASP), Occupational Health, Safety Technologist (OHST) or Certified Industrial Hygienist (CIH)

Director EHS

Baltimore, MD/Charlotte, NC/ Boston, MA areas.

Our client company, founded in 2008, exists to create a more sustainable future by helping communities better manage and beneficially re-use their organic waste. Our client's vision is to find the highest and best use for the 500 million tons of organic materials produced in North America each year, including the construction of biomass energy based power plants.

Job Description: Champion the development of a strong safety culture in the company with the goal that all employees recognize their role in "everyone going home safe;" develop, maintain, and continuously improve EHS programs, policies, and procedures, assuring compliance with federal, state/provincial, local laws and regulations, industry best practices, and site permit and regulatory requirements in order to ensuring safe, legal, and efficient operations; anticipate typical problems, identify potential or recurring problems, and recommend and implement appropriate actions to minimize risks; develop communications protocols and measurement / reporting systems to ensure that accidents, incidents and risks are quickly identified, communicated to appropriate internal and (when necessary) external parties, and addressed. Implement industry standard metrics systems at all company sites including incident Rate, Severity Rate and, over time, Near Miss tracking including analyzing root causes and driving corrective actions in partnership with operating leadership. This Measurement/ Reporting System will include regular reporting to the company's senior management and Board of Directors. **Qualifications:** Must have a BS degree (or equivalent) in Engineering, Industrial Safety, Industrial Hygiene or related field of study. 10+ years' experience working in EHS or related, including experience leading the development and implementation of divisional or company environmental, safety, industrial hygiene, or health programs. Strong teamwork & interpersonal skills. Specifically, this position requires a robust ability to work across many workgroups, functional areas, facilities, and cultures. Demonstrated ability to communicate clearly, concisely and effectively, both orally and in writing. Experience with MS office suite and SharePoint (or other information sharing systems). Ability to obtain a passport and travel to Canada. Strong personal commitment to safety and the environment. Ability to travel 50%. Experience in composting, agriculture, waste management, biogas, construction and chemical industries. The ideal candidate must have SH&E experience from industries similar to construction, waste management, environmental remediation and/or even pipeline work. Most of their work is outdoors and includes trucking and heavy machinery. This position reports to the Senior VP Corporate Operations and has dotted line reports from the safety people at the sites that are typically the site managers. Plusses include Certified Safety Professional (CSP) and/or other appropriate certifications and licenses in industrial safety and health, an advanced degree or qualification in relevant field and bilingual (Spanish).

Following are some positions that I cannot post: **Senior Environmental Engineer**, Texas; **Industrial Hygienist,** Washington DC; **EHS Supervisor**, Georgia; **EHS Specialist**, Illinois; **EHS Supervisor**, Missouri; **EHS Manager**, Missouri. If you require additional info please contact me.

Positions are added weekly. If you, or someone you know, would like to be informed of job opportunities as they become available, please forward name and email address to: *paul@psassociatesinc.com*.

Share your Knowledge and Experience!

REQUEST for MANUSCRIPTS and ARTICLES for PUBLICATION

Are you working on any interesting special projects? Have you attended a meeting or conference and learned something new? Have you encountered a problem and come up with a unique solution? If these scenarios (and countless others) apply to you, the WSO has just the platform through which you can share your knowledge and experience.

We are requesting submissions of manuscripts and articles for publication in WSO News-Letters and World Safety Journals. Contributions in English are always welcome and should be sent via e-mail to: **editorial.staff@worldsafety.org.**
You may also mail to the **WSO World Management Center** located at: **PO Box 518, Warrensburg, MO 64093 USA.**

For the World Safety Journal, only articles with original material are accepted for consideration with the understanding that, except for abstracts, no part of the data has been published, or will be submitted for publication elsewhere before appearing in the World Safety Journal. Authors are required to assign copyright to WSO WORLD MANAGEMENT CENTER when their article is accepted for publication.

Instructions for Contributors

Articles should be less than 2000 words and carry an abstract of no more than 150 words, stating the key points of the material. Supply brief details of author's professional qualifications, current position and employer.

- Short communications are short reports without headings, contacting less than 1000 words. Photographs and/ or diagrams may be included.
- Letters should not exceed 300 words.
- Conferences/seminars/courses: Details supplied for publication should include date, time, location, subject, content, and contact person(s).

Remember...without Member contributions, there's nothing worth publishing!

WSO's purpose is to internationalize all safety fields, including occupational and environmental safety and health, accident prevention movement, etc., and to disseminate throughout the world the practices skills, arts, and technologies of safety and accident prevention.

WSO's objective is to protect people, property, resources, and the environment on local, regional, national, and international levels. WSO membership is open to all individuals and entities involved in the safety and accident prevention field, regardless of race, color, creed, ideology, religion, social status, sex, or political beliefs.

WSO is in Consultative Category II Status (Non-Governmental Organization-NGO) to the Economic and Social Council of the United Nations.

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"Making Safety a Way of Life...Worldwide."

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