



# *News-Letter*

## WORLD SAFETY ORGANIZATION

[editorial.staff@worldsafety.org](mailto:editorial.staff@worldsafety.org)

July/August 2014

## **27th WSO International Environmental and Occupational Safety & Health Professional Development Symposium**



Theme: ***"Safety Across  
Multi-Disciplined Organizations  
with Global Lessons to Inspire Local Actions"***

**September 28–October 1, 2014**  
**Sheraton Denver Tech Center | Denver, Colorado, USA**

### **Plan NOW to Attend – There's Still Time to Register!**

The 27th WSO Symposium is for you if you are: WSO member, community leader, or professional involved in the fields of Environmental or Occupational Safety and Health, Transportation Safety, Loss Control Consulting, Hazardous Materials Management, Hazardous Waste Management, Fire Service, Construction Safety, Insurance, Workers' Compensation, and all other related fields; at the corporate, managerial, or operational level; with community, state, or federal agencies; with private industry; or associated with an educational institution, etc.

### **Symposium Program Outline**

Recent events highlight some of the challenges facing the industry, such as: growing concern with government regulations on safety and the environment; high costs and financial liabilities associated with incidents; ever-increasing number of road accidents and high fatality rates; growing concern over security issues in industrial facilities; cyber security and information protection; and an aging infrastructure and its impact on safety.

Focusing on these challenges, papers presented at the Symposium will include such topic as: •The American Red Cross "Ready Rating" Program •Human Factors Classification Method of Accident Investigation •Bringing on a New Asset •Relevance of Safety and Early Bird Education •ADA Updates •Fire Floor Warden Roles and Responsibilities •Drop Free Culture in Construction and General Industries •Railway Developments in the MENA Region •How Safety Professionals Fit into Upper Management and What They Need to Do Once They are There •The Essential Aspects of Good Safety Management

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### Through Teamwork, WSO Meets Challenges and Opportunities for the Future



**Lon S. McDaniel, CEO**

The World Safety Organization has a proud history stretching back near a half century. Our success is built on our relationships with our members and stakeholders — relationships that are based on trust and integrity. While we take pride in our past, we are always looking forward, preparing our members and ourselves for the challenges and opportunities that lie ahead.

Today's business world is complex and fast-paced. Globalization, technological advances and demographic shifts have brought opportunity to many — empowering and connecting people and creating a vibrant and diverse world. But these trends have also created complexity for our members. These changes are forcing businesses to adapt quickly or risk becoming obsolete.

Adding to this complexity, businesses are reacting to these far-reaching trends in a changing regulatory environment. Since 2009, business and economic outcomes have been influenced by changing government policies, from stimulus to austerity to monetary easing. Governments and regulators inevitably continue to be nationally focused while business and markets increasingly operate across borders. Therefore, complying with the changing

regulations on national, regional, and international levels is becoming an ever more complex undertaking.

We have seen the impact as regulators debate and propose reforms covering a range of issues affecting organizations and the safety profession. These include important changes to standards that, for the first time in decades, could change the way safety professionals perform their tasks. This is an opportunity for the profession as a whole to reaffirm the relevance of our work. We remain in discussions with our stakeholders worldwide to better understand their points of view on the many issues under debate. We support those policy reforms that contribute to increased confidence in professional reporting and the long-term role and relevance of the safety profession.

To reach our ambition, we are making significant changes to how we operate our organization so that we have the highest-performing teams delivering exceptional member service worldwide. We have made some highly visible changes already.

Our organization must depend on our membership and our Board of Directors all working together to establish a new plan for us to take us into the future. We can no longer depend on just a few to make things happen, but the whole to increase our ability to adapt to the new requirements of the Safety Professionals. ■

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# Worldwide Need for Mandated Safety and Health Training for Employers

By **Capt. (Rtd) Wan Hock Leong**, VETA SDN BHD, Malaysia

All Chief Executives, Managing Directors, Executive Directors, and Directors of Companies or Organizations (hereinafter referred to as Employers) know well that they wield the power to hire and fire employees. This does not, however, mean they will be allowed to hire employees, pay their wages, and assume that their employment includes having to sacrifice their lives at places of work where safety and health is poorly managed, or not managed at all. Though this is morally wrong, Employers still practice it.

How do we change this assumption? By giving the Employers the relevant information through a series of safety and health training.

Though many countries have their national safety and health legislations, we are aware that the majority of Employers do not give much priority towards implementation of safety and health rules. Many do not even have the most basic "Safety & Health Manual." The perception of the majority of Employers is that they know a lot about the safety and health needs of their employees, whereas in reality the reverse is true. Sadly, in the real world situation, most Employers only pay lip service.

How do we change this perception? By educating the Employers through a series of continual safety and health training.

The safety and health roles, responsibilities, accountabilities, and authorities of Employers must be made clearly known to them. Though national governments have introduced legal legislations or administrative arrangements compelling Employers to be responsible and accountable, many do not commit themselves to provide best safety practices for their employees. Employers must be made to realize that they are "bosses" because there are employees working for them. Therefore, it only makes sense to ensure that workers are kept alive to enable them to continue to be "bosses."

How do we change this? Employers should be compelled to attend mandatory safety and health training courses of between six and 12 hours per year, failing which the government should disqualify Employers from being Directors of Companies or impose a heavy penalty as a deterrent. This could be in a form of a "continual education program" for Company Directors.

The majority of Employers tend to give attention towards quality, productivity, and profitability of their operations. Safety and health matters are sidelined, lead-

ing to workers being exposed to higher risks at the workplace. Workers' lives must not be compromised, and efforts must be taken to ensure that Employers understand that by implementing safety and health rules they stand to benefit from better quality of their finished products, higher productivity in their employees, and higher, more sustainable profits.

How do we change the mindsets of the Employers? By feeding them with information via safety and health training.

Many Employers may not realize that one serious accident at their workplace may erase their good corporate image, which they may have spent millions of dollars and extended many resources to build. Companies may even have to shut down in very serious cases.

How do we make them realize this? Again, by safety and health training for Employers.

Trying to get Employers to attend safety and health training has always been a daunting task, not only for company management, but even for government authorities. All sorts of reasons ranging from being very busy with business schedules to attend to or stating that they already know what safety and health policies and procedures are all about. If Employers are not equipped with the latest updates and information on safety and health, how can they play their role to effectively steward their employees to work in a safe and healthy work environment?

What can be done to make a change? We suggest that WSO make a recommendation to the International Labour Office (ILO) to suggest that governments of the world make it mandatory for Employers to attend safety and health training of between six and 12 hours per year as part of a continual education program.

There may be objections if the requirement is made without any form of incentive for the Employer. We suggest that the governments give tax incentives in one form or another as an encouragement. A penalty system should be put in place for non-compliance. ■

**Editor's Note:** *The topic for the 2014 Roundtable Discussion scheduled for Monday, September 29, 1:00-2:30 p.m., is "Employers and the Bottom Line." Roundtable participants will be discussing how to help countries worldwide develop rules, regulations, and laws to ensure the safety and health of their employees.*



# OSHA's General Duty Clause: What Every Employer Needs to Know

## And What It Means to Be a "Hazardology" Student

By Albert Polito, Graphic Products, Inc., Portlandia, OR; courtesy of [www.warriors4safety.com](http://www.warriors4safety.com)

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*"Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."*  
29 U.S.C. § 654, 5(a)

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Imagine OSHA's standards as a toolbox full of tools meant to address workplace hazards. It's a large collection with specialized tools to work with such well-known issues as scaffolding, safety signs and labels, arc flash, and hazardous materials—the equivalent of OSHA's socket wrenches, screwdrivers, saws, and drill bits. But as every handyman knows, a set of pliers is the most versatile tool in the box.

OSHA's set of pliers is the General Duty Clause (29 U.S.C. § 654). And just like a set of pliers, the General Duty Clause (GDC) can be used to do the job where other tools don't quite fit. For the GDC to be invoked in a citation, the following must all be true:

- There must be a hazard.
- The hazard must be recognized.
- The hazard causes or is likely to cause serious harm or death.
- The hazard must be correctable.

Those criteria cover almost every hazard you can think of, although most hazards are already covered by specific OSHA standards. In OSHA's reasoning, if there's a correctable, recognized hazard and only if there's not a specific code addressing the hazard, then it's time to get the pliers.

### Recognition Is Key

The phrase that most industry-watchers pay attention to in the General Duty Clause is "recognized hazard." What is a recognized hazard, and what is not?

First, let's look at what's *not* recognized. OSHA considers terrorist attacks non-recognizable. A large sinkhole that suddenly enveloped part or all of a building without any warning might be considered non-recognizable. Hazards that are commonly recognized in one industry (e.g., the chemical manufacturing industry), that are unheard of in another (e.g., a retail clothing store) might be considered not recognized at the clothing store.

### Your Hazards Are All Recognizable

... for practical purposes, anyway. OSHA's communication over the past few years has stressed hazard awareness, and the agency has published information aimed at helping employers predict or recognize hazards, such as combustible dust or increased exposure levels certain chemicals.

According to OSHA, the following are indicators that your company has recognition of a hazard:

- Written or oral statements made by management or employees during or before an OSHA inspection
- Any written documentation acknowledging the existence of a specific hazard
- Prior inspections or citations related to the hazard
- Employee complaints about the hazard
- Actions taken to address the hazard, if those actions failed to adequately abate the hazard

In addition, OSHA considers recognizable any hazard that has been recognized within the employer's industry, or governed by that industry's standards. In essence, OSHA is saying that if others in your industry know

about the hazard, then it's your job to know about it, too. Some indicators of industry recognition include:

- Studies about the hazard published by industry, union, insurance, or government groups
- Published standards within the industry pertaining to the hazard

### Dumping Bricks off the Roof? Really?

In addition, OSHA applies a "common sense" metric to whether or not a hazard is recognizable under the GDC. The agency's revised Field Operator's Manual (2009) specifies this form of recognition only in "flagrant or obvious cases," such as using an unenclosed chute to dump bricks 26 feet down to an alleyway where unwarned employees are working.

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## Upcoming International Conferences Endorsed by the WSO

### 13th Annual Greentech Occupational Health, Safety, and Fire Conference

September 13-14, 2014 | Hyderabad, India | [www.event.greentech.org](http://www.event.greentech.org)

### SPE Middle East Health/Safety/Environment and Sustainable Development Conference & Exhibition

September 22-24, 2014 | Doha, Qatar | [www.spe.org/middleeast](http://www.spe.org/middleeast)

### 27th Annual WSO International Environmental and Occupational Safety & Health Professional Development Symposium

September 28-October 1, 2014 | Denver, Colorado, USA | [www.worldsafety.org](http://www.worldsafety.org)

### 9th International Petroleum Technology Conference

December 7-9, 2014 | Doha, Qatar | [www.iptcnet.org](http://www.iptcnet.org)

### 8th International Petroleum Technology Conference

December 10-12, 2014 | Kuala Lumpur, Malaysia | [www.iptcnet.org](http://www.iptcnet.org)



## OSHA's General Duty Clause: What Every Employer Needs to Know

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Sounds good, right? It is. The more hazards can be recognized and measures taken to reduce them, the fewer the workplace injuries.

### The Flipside of Hazard Recognition

Since practically any hazard your employees face is considered “recognized,” it should be apparent that you need to be a student of “hazardology”—the study of all the hazards possible within your industry and your facility. Otherwise you may be endangering your employees with hazards that run afoul of the General Duty Clause.

### Become a Hazardology Expert

Here are some ways to bone up on your hazardology:

**Get a tutor:** Try bringing in a safety consultant or industrial hygienist to do a safety inspection. By asking questions and addressing the findings, you will increase your expertise substantially. Your workers' comp insurer may be able to send one of their own experts.

**Talk to the professor:** OSHA's Consultation Program, completely separate from its enforcement program, will send an OSHA-approved consultant to your business for a safety consultation, no citations issued. Geared toward businesses of 250 employees or fewer at a single site, or

less than 500 company-wide, the program offers no-cost safety consultation with the main stipulation being that you must address the hazards. You can also qualify for the coveted Safety and Health Achievement Recognition Program (SHARP).

**Do your homework:** Subscribing to (and actually reading!) industry publications will shed light on what other businesses in your industry are dealing with.

**Research the codes:** Not just OSHA codes, but NFPA, ASME, ANSI, and others as they relate to your business.

**Listen to your employees:** Your “boots on the ground” workers often know better than anyone the hazards they face. Do everything possible to ensure open lines of communication, never allowing an employee to suffer negative consequences when reporting a hazard—even a big one that would be costly to remedy. ■

Read more at:

<http://www.duralabel.com/duranews/2013/apr/oshas-general-duty-clause-what-every-employer-needs-know#ixzz2RJwtGrxZ>

<http://www.warriors4safety.com/safetyarticles/OSHA-General-Duty-Clause-What-Every-Employer-Needs-to-Know.html>

# Safety, Health and Environmental Job Openings as of August 15, 2014

[paul@psassociatesinc.com](mailto:paul@psassociatesinc.com) | [www.psassociatesinc.com](http://www.psassociatesinc.com) | [www/facebook.com/PaulShrenkerAssociatesInc](http://www.facebook.com/PaulShrenkerAssociatesInc)

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](mailto: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.

## EHS Specialist (Multi-Site)

Atlanta, GA area

*Our client provides a complete line of aircraft coatings - from primers for a variety of air-frame substrates to topcoats in standard, metallic and special effect mica colors. Additionally they provide a comprehensive range of sealants for aircraft structures for fuel tanks, and protection of aircraft mating surfaces and sealing aircraft windshields.*

**Job Description:** Responsibilities include implementing the Environmental, Health, Safety and Product Stewardship programs for the Application Support Center (ASC) facilities (7) in North America in accordance with regulatory, Aerospace SBU and Corporate EHS requirements and under the direction of the Global EHS organization; provide leadership, direction and training that ensure effective implementation of the EHS Management System for the ASC operations in North America. Work directly with each ASC to ensure compliance with applicable environmental, safety and health regulations; conduct industrial hygiene monitoring including strategy development, tracking compliance against the strategy and following up on all excursions; ensure consistent implementation and use of the company EHS processes and EHS tools throughout the ASC network; prepare required Environmental Reports in accordance with federal, state, and corporate requirements/regulations; develop and implement a consistent training process across the ASCs, ensuring the various required EH&S and Product Stewardship training programs and training content are standardized, accurate and up-to-date. Also provide guidance on the use and maintenance of the training management system (TMS); assist in the development and implementation of EHS compliance strategies for the new raw materials and product introductions. This position is responsible for 7 locations in North America; 6 in the U.S. and one in Canada. **Qualifications:** Bachelor's Degree in directly applicable field and 5+ years of industrial EHS experience. Pluses include CSP or CIH certification. Position requires up to 50% travel in U.S. and Canada. Client is currently looking for local candidates.

## Safety Engineer

Ithaca, NY area

*Our client is a heavy manufacturer (foundry and machine shop) that's been in business for over 100 years at this site. This plant has approximately 300 employees (union) and has expanded to be a full-line waterworks valve*

*and hydrant manufacturer, supplying resilient seated gate valves, fire hydrants, check valves, butterfly valves, indicator posts, grooved butterfly valves and an assortment of related products.*

**Job Description:** Develop, implement and maintain occupational safety and health procedures; audit organizational compliance and develop corrective action; oversee safety standards to equipment installation and movement; provide training and support to area departments; investigate incidents, perform root cause analysis and provide guidance toward appropriate corrective action; maintain a working knowledge of statutory requirements related to the environmental, safety and or health regulations; perform all other position related duties as assigned or requested. **Qualifications:** Two plus years safety experience in a manufacturing environment, BS in Safety or related; team builder, excellent communications skills both written and verbal, proactive hands-on safety management.

## EHS Leader (Director Level Position)

Albany, NY area

*Our client is a global leader in specialty chemicals and materials, with a broad range of advanced specialty products that help industrial and consumer companies support and improve everyday life. They engineer a number of high-performance resins, silicones and other advanced materials that meet the specific end-use and manufacturing requirements of their customers over a broad range of markets, from healthcare to wind energy.*

**Job Description:** Overall responsibility for all aspects of Environmental, Health, and Safety (EHS) at the site, with over 1,050 associates. The plant site has over 900 associates working in the chemical manufacturing operation, as well as additional associates in other corporate functional roles, including corporate headquarters. EHS team consists of 48 associates covering environmental media (air, water, waste), health and safety, and site security and emergency response. This position "owns" EHS performance metrics, EHS programs and initiatives for the entire site; maintaining and improving safety and environmental compliance are key responsibilities of this role, as well as utilizing strategic vision to in order to assess opportunities and other needs, and drive continuous improvement; also has direct ownership of plant's Safety culture improvement initiative; significant amount of interfacing with Corporate EHS team on numerous programs, initia-

tives, and issues; also includes significant interactions with outside regulatory agencies (NYS DEC, US EPA, OSHA, etc.); overall responsibility for managing their on-site security and emergency response brigade, which consists of 2 full time associates and over 120 volunteer, NYS firefighter certified brigade members; manage and maintain the EHS base cost budget of over \$7Million - including over \$4Million in services related to EHS, security, and emergency brigade. This position is on the site senior leadership team, will direct line report to the Site Operations Manager, and dotted line report to the VP of EHS. **Qualifications:** 15+ years EHS experience in chemical/industrial environment, with 5+ years of direct personnel management experience in EHS - Strong influencing and decision making skills; excellent communications skills with both internal and external personnel; demonstrated leadership ability, in a matrix organization; demonstrated ability to generate and drive significant productivity and process improvement; proven ability to lead safety culture change initiatives. Strength in both environmental (air, water, waste) and safety is preferred.

## Area Safety Manager

San Francisco, CA area

*Our client provides non-hazardous solid waste collection, transfer, and recycling and disposal services for commercial, industrial, municipal, and residential customers in the United States and Puerto Rico.*

**Job Description:** Some of this person's responsibilities include: Provides technical expertise and consultation to Area leadership to promote and implement safety-related training programs that drive sustainable, proactive safety conscience behaviors; ensures that Area loss prevention programs are in place to maintain compliance with applicable federal, state and local safety regulations that govern the solid waste industry; assesses Division and Business Unit loss control program activities efforts to communicate, train and develop critical skills; monitors Division and Business Unit implementation of safety and loss prevention programs, including Focus 6 programs; takes action to redirect activity where performance falls short of targets; ensures continued compliance with applicable OSHA safety regulations throughout all Divisions and Business Units is maintained; ensures continued compliance is maintained with Federal and State Depart-

*Continued on Page 7*



## Why a Written Safety Program?

The formal safety program is a set of written documents that describe a company's safety policies, priorities, and responsibilities. The program is designed to bring structure and consistency into a firm's accident prevention efforts. Without a written document, you might as well have a construction crew without a blueprint or a factory without a production plan.

However, just because a safety program is written doesn't mean it is always followed. To be effective, everyone on the management team must understand what is expected of them, and safety must be an ongoing, essential part of production. This means the entire workforce must have an occasional reminder of what accident prevention is all about. Key safety program elements are:

**1. Management's Safety Policy**—This is usually a simple but important statement, emphasizing that the safety and well being of employees is of the highest priority in the firm, and will be fully supported by top management.

**2. Responsibilities of Management, Supervisors, and Employees**—Safety responsibilities at every level of the organization must be clearly defined in writing and in training, so everyone has a fair and equal chance to live up to what is expected of them.

**3. Safety Rules**—A list of specific Safe Work Practices must be established for the safety of each individual and all co-workers. These "conditions of employment" can prevent accidents during production—but workers and companies often tend to forget them, unless they are enforced.

**4. Disciplinary Policy**—When any individual fails to follow established safety rules, the entire work team may be at risk. And when rules are ignored by many, the idea of consistent safe work practices "goes down the tube." The disciplinary policy defines how safety rules will be enforced fairly and consistently. The typical policy is a form of "Three Strikes and You're Out."

**5. Specific Written Programs**—Federal and State laws also require that critical jobsite hazards must be controlled through specific written programs and extra employee training. These include programs in Confined Space Entry, Lock out /Tag out, Fall Protection, Scaffolding Safety, Hazardous Materials, etc. Strict procedures are necessary to prevent exposures, fatalities or serious injuries, and must be followed to the letter.

**6. Safety Meetings**—Responsibilities and safety procedures are rarely followed by everyone without an occasional reminder. Like the vaccinations we got as kids, we all need booster shots for a good "take." Most worksites have a variety of hazards to discuss, and safety meetings provide this opportunity. Many hazardous industries hold them weekly. Remember, though, you needn't wait for a safety meeting to correct a potentially hazardous situation.

Why a written safety program? As workers we need to know what is specifically required of us, to perform our job safely. As supervisors we need the tools and guidance to help us manage a safe production process. As management, we must continually protect our greatest asset – the workforce. Safety *is* a team effort. Let's everyone remember the important part each of us plays! ■

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## Safety, Health and Environmental Job Openings

*Continued from Page 6*

ment of Transportation regulations throughout all Divisions and Business Units; ensure recordkeeping requirements are met; partners with Human Resources leaders to ensure that safety sensitive messages are in place and effectively communicated in new hire orientation training programs; collaborates to develop overall effective safety programs; provides ongoing safety training; provides technical expertise and acts as a resource in the preparation of training materials; supports monthly employee safety meetings by

ensuring that leadership promotes and consistently relays the organization's values and beliefs regarding a safe working environment. Qualifications: Minimum of 5 years of experience as a safety professional; prior experience in the solid waste or transportation industry; valid driver's license.

Following are some positions that I cannot post. If you require additional info please contact me. **Safety Manager**, New York/New Jersey; **EHS Engineer**, Indiana; **Safety,**

**Health, Environmental Leader**, Oklahoma; **Senior EHS Professional**, Ohio; **Environmental Manager**, Ohio; **EHS Manager**, Iowa; **Safety and IH Specialist**, Illinois; **PSM Engineer**, Mississippi.

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



**W**SO'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.

**W**SO'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.

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

The WSO is a Not-for-Profit Corporation (Missouri, USA), non-sectarian, non-political movement dedicated to

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