

**Industrial Safety Engineering**  
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**Lecture – 53**  
**Occupational Health and Safety Management (OH&SMS) and OHSAS 18001 -**  
**Part**  
**3**

Hello viewers, last session we have talked about how Occupational Health and Safety Management system is developed based on PDCA principles; Plan, Deployment, Check and review principle, Access principles. That safety management system is developed based on the standard of OSHMS 2007. OSHMS 2007 is the standard for the occupational safety and health management system. Now, today we will go with a case study which will make you more clear about this.

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As we have talked last class also the safety and health philosophy in our organisation we have processes, we have raw material coming, we have finished products going and we have people working, we have various machines, people coming inside, people going out, there the community outside the organisation lot of people are staying.

So, schools, community, many people we have to take care of the whole of these things in the safety occupational health and safety management system. It is not that you will

take care of only your own people, the whole society has to be taken care you your organisation should not damage the society. So, occupational health and safety management system has to take care of all these things. The OSHMS 2000 18001-2007 will help you in developing the specification and in the last class we have developed the specific occupational health safety management system.

Now, we are going to the case studies, this case study is from a world class integrated steel plant having not less than 10 million ton production having around 25000 people working. So, from this case study you will get everything how it is implemented.

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**Safety By Design**

	EFFORT	RESULT
Student A	✓	✓
Student B	✗	✓
Student C	✓	✗
Student D	✗	✗

**Safety by Design**

**Open Doors Carefully!**

**Not By Chance**

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Let us understand one concept here, the in the whole organization, in the whole world there are 4 types of students. Student A, you have 4 types of students, student A, student B, student C and student D, what is student A?

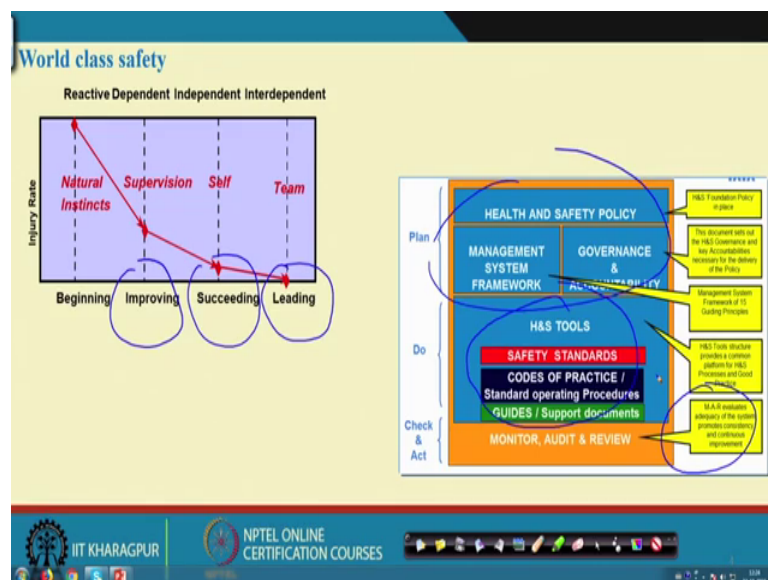
They are those people who put the efforts and they get the result, they put the efforts in the safety management system, they put the efforts in improving productivity, they put the efforts in getting into IIT's, they put lot of efforts and finally, they get it that is called student A.

Student B they do not put the efforts by fluke they get the results, in the safety also some people do not do anything, but organisation continues with good results. Student do not

read, but in the objective questions somehow they get into they pass that is called student B.

Student C put the efforts organisation put the efforts, but immediately they do not get the results, they keep putting the efforts. And student D's people do not put the efforts, do not get the results. Your organisation any organisation should consist of people of student A and student C. They put the efforts, if they put the efforts results will come that we should in the occupational health and safety management system should develop people of student A and student B.

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I said this organisation is a world class safety organization, what do you mean by world class? World class is see there are 5 types of maturities in the organisation 1 is beginners they are called natural instincts; that means, if the statutory some people come and say you have to do it they do it otherwise they do not do it, if somebody tell you have to do it they will do it otherwise they will not do it.

So, they will respond to the instructions, they will respond when it is required with somebody says that is called beginners of the in the scale of 1 to 4 world class safety, they are at 1 and some organization, some people they require guidance if you give guidance they will do it, if you help them they will do it.

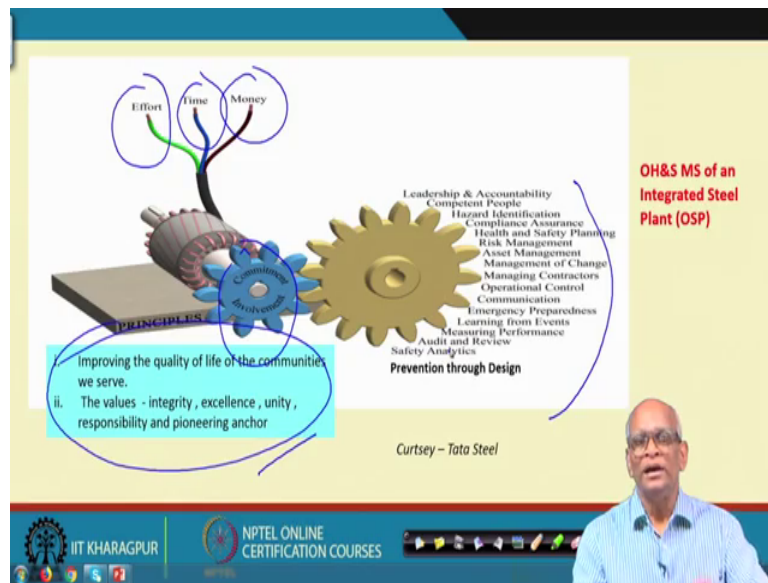
If the organisation gets some if the supervisors help the workers will do, if the officers help supervisors then supervisors will do they look for the guidance that is called in the scale they are called they improve they are called they are called 2. The 3 scale 3 is they do they know everything, they do everything, they know how to run the machines, they know how to run the processes, they have got all the skills, they have got all the competencies, they take care of themselves.

So, it is also good everybody takes care of themselves it is a organisation no. So, they are called at 3. Now what is world class? World class is I take care of myself, I take care of others also, if somebody is doing wrong I will go and correct them I will help them, I will not say that no he is not belonging to us we will not do it that is leading organisations that is called world class organization, people have to look for world class organisation.

The organisation which we are talking they have got PDCA deployed in their organisation in the planning, they have health and safety policies and management system frameworks, how do you governance, they have written everything in the planning they do. And Do, Do is the implementation, how do you do it, how do you implement it. They have got the standards, they have got the course, they got the operating procedures, they have got the HS tools all these things come under Do.

And the Check, check means reviews they have got the system of reviewing at various levels various things and finally, they act, in the reviews whatever gaps you get the implement it that that is the whole management system is divided into the like this matrix on PDCA principles.

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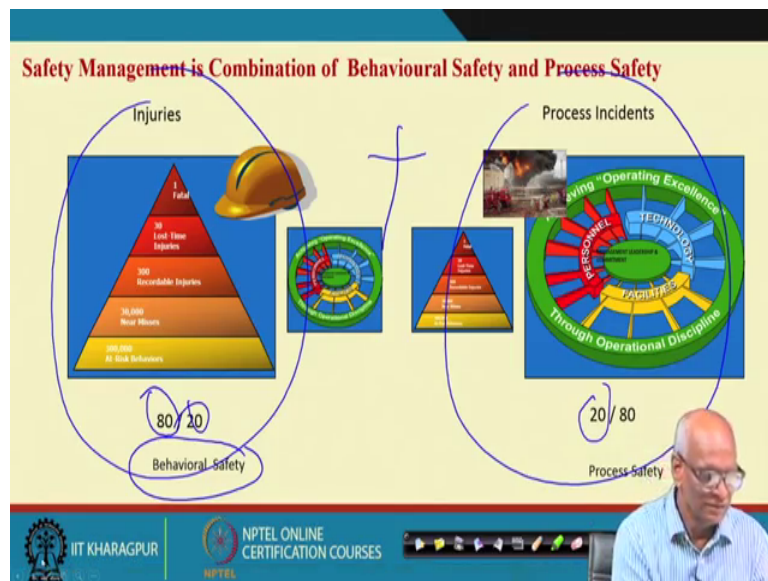
How is it happening? In this organisation they have got the strong principle fundamental principles like improving the quality of life of all the communities we serve not only our people all the communities. That is one of the fundamental principle they have they have got value systems, values like integrity, excellence, whatever they do they have to excel, whatever they do you should have integrity, unity, responsibility. Responsibility means whatever job people are doing they have to take the ownership, they have to take the responsibility, they have to take the accountability and pioneering, they have to help the whole world, they are the pioneers this is called the principles.

This is called the principles, based on this principles the whole organisation is built, it is driven by effort, time and money of the people, of the leaders, leaders have to put the money, leaders have to allow time to do, leaders have to put the effort.

So, by the leaders effort time and money that will drive the whole organisation involving people they have to involve all the people at all the levels and it is driven by the following methodology like leadership and accountability, competent people, they should have competent people, there is a system of addressing this hazard identification, compliance assurance, health and safety planning, risk management like that and they have also got safety analytics. The present trend is you should capture the data, the data you should put into analytics. So, that you will get predictions will get prescription.

Finally, all these things are to be implemented from design stage that is called prevention through design. So, there this all 17 methodology principles take care of all the OSHAS standard requirements in addition to that many more things they will take. That is what I told you occupational health safety management system of world class companies address many more things that is how it is addressed.

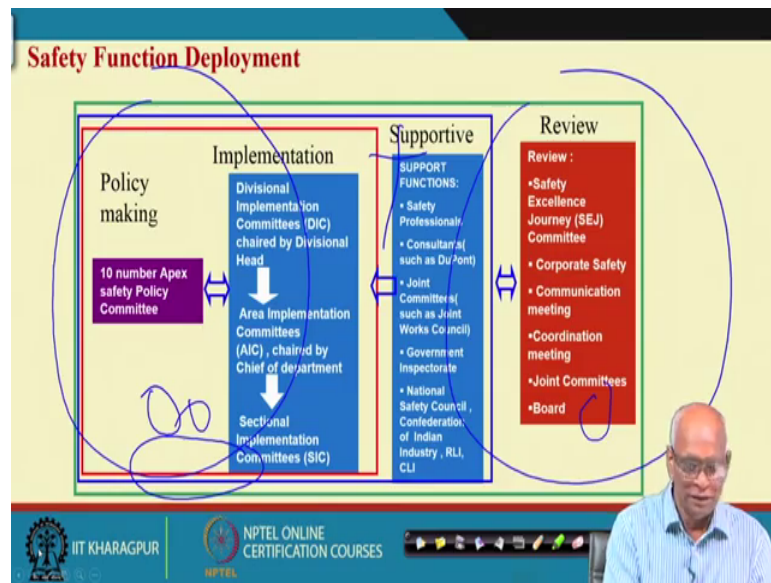
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Also it is addressed 2 fold, one is the behavioral safety model; that means, I talked about behavioral safety last time. So, they are use behavioral safety to improve the behaviours of the people and they have engineering safety, process safety. Process safety is it is not everybody's contribution, the qualified engineers and knowledgeable engineers they understand they look at the hazards risks of the process by deep engineering knowledge and provide interventions that is not done by everybody. So, this process safety when you are applying process safety you require at least 20 percent of the behavioral safety also.

So, behavioral also should cooperate, if you are applying behavioral safety 80 percent is behavior safety 20 percent is the process safety. The combination of these 2 is used in this organization to make this occupational health safety management system successful.

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And they have policy making companies at and the organization somebody has to take the policies, they have to make the policies that is the leadership teams and they have got the implementation teams.

If the policies are made they have to be implemented in the organization, they have got the implementation then they have got the supporting, supporting like safety, safety people and outside consultants they should helping and finally, they will review it at different levels. So, that the PDCA finally, we have to make improvement review will take to improvement. So, this is the safety function deployment in that organization.



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**Guiding principle**

1. Leadership and Accountability/ 8	9. Managing Contractors/9
2. Competent People/14	10. Operational Control/7
3. Hazard Identification/7	11. Communication/10
4. Compliance Assurance/9	12. Emergency Preparedness/10
5. Health & Safety Planning/9	13. Learning From Events/11
6. Risk Management/12	14. Measuring Performance/7
7. Asset Management/14	15. Audit and Review/9
8. Management Of Change/7	16. Safety Analytics /3
	17. Prevention through Design/10

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So, this the guiding methodology guiding principles I said this 17, 17 each a principle has got 8 divisions in that 14 7 like that each principal is subdivided how it is implemented. So, we will go with some example then you will understand.

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**Principle1: Leadership and accountability**

<ul style="list-style-type: none"><li>• How do leaders model positive health and safety behaviours?</li><li>• How do Leaders engage in clear two-way communication on health and safety matters?</li><li>• How have health and safety goals and objectives been established and communicated?</li><li>• How do leaders ensure that the Health and Safety Management System throughout their organisation is deployed and sustained?</li></ul>	<ul style="list-style-type: none"><li>• How have health and safety requirements been integrated into business planning and decision-making processes and what systems are in place to deliver these requirements?</li><li>• How has the leadership ensured the effective operation and sustainability of the management system?</li><li>• How do leaders promote the sharing of health and safety lessons in their Unit?</li><li>• How does the leadership review the effectiveness of the health and safety management system?</li></ul>
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Like Leadership and accountability. So, what is that leadership and accountability? What are the various sub principles in that? How do leaders model positive health and safety behaviors? Leaders have to see positive health and safety behavioral is coming in the whole organization.

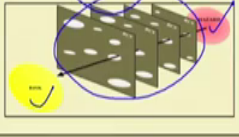


How leaders are engaged two- way communication? How health and safety goals and objectives are established? People have to establish leadership with the help of all the people they have to establish goals, objective, safety goals and objectives.

And how leaders ensure health and safety management system throughout the organisation is deployed? That has to be done at the leadership level.

And how do you check whether it is there or not, we will come in the next time we will talk about those things.

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Risk Management	
1	Are systematic reviews undertaken to ensure that risk control systems are in place to manage the risk from hazards?
Look for	Verify through
<ul style="list-style-type: none"><li>Business should have a structured and schematic approach to managing risk of all types of hazards and all activities</li><li>Review should be on a periodic basis</li></ul> 	<ul style="list-style-type: none"><li>Is the system appropriate to the nature of the business</li><li>What shows that risks are actually being managed (including remedial actions from accident investigations and routine inspections)?</li><li>Is the approach to risk management document?</li><li>What evidence of review of risk control systems exist</li><li>What changes have been made following a review</li><li>Identify links between risks assessments and hazards identified in P3</li></ul>

Because risk management is very important principle, let us go little more detail in the risk management. First point in the risk management is the systematic reviews undertaken to ensure risk control systems are to manage risk from hazards, see what is the principle, we have hazards, we have risks, we have risk control systems.

So, business should have structured and schematic approach of managing risk and hazard of all the activities. They have to implement at each and every stage, if they have implemented you can see OSHMS 18001 given a provision how to verify it. So, these are the things which will be verifying, whether this is done or not, will be verifying like this.

So, organisation see is the approach to the risk management, document documented that is one of the verification. So, these are things to be implemented, these are the things could be verified, occupational health safety management system which you are


implementing, it should be verifiable, it should be implemented in such a way anybody wants to verify, it should be verified.

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**Risk Management**

2	A written procedure is in place to set out the ongoing risk assessment to set out the risk control to reduce health and safety risks to levels as low as reasonable practicable?	
	Look for	Verify through
	Written procedure in place, up to date, covering all aspects of risk, health, occupational, process . What are the risk matrix followed and how frequency and consequences have defined? Procedure should be deployed within the business	Are any written procedures in place describing risk assessment techniques as set in this requirement? If there are, are they deployed and understood at each levels of management and employees

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There should be written procedure in place to set the ongoing risk assessment for the risk control to reduce, see there should be written procedures it is not that, if you want to tell people verbally tell. So, verbally people will forget.




So, here everything you should have written procedures in place up to date, whatever you are doing there should be a written procedure, for the risk assessment and the risk control and people it should be documented. So, that everybody will follow it.

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### Risk Management

3	Are risk assessments (RA) sufficient in relation to the nature and scope of the identified hazard documented within the management system subject to reviewed proportional to the scope and complexity of the risk?	
	Look for	Verify through
	<ul style="list-style-type: none"> <li>There are lots of different risk assessment (RA) processes. The business should have in place appropriate RA for the hazard it is trying to control.</li> <li>The RA should be reviewed as appropriate high hazard and subsequent risk would be expected to be reviewed on a higher frequency basis than a low hazard and subsequent risk.</li> <li>Should be documented and subject to review</li> </ul>	<ul style="list-style-type: none"> <li>Review a selection of risk assessment covering a range of risks – process safety, health and occupational safety.</li> <li>Check risk assessment methodology is suitable for the hazard identified, the risk assessments checked are robust, identified controls to reduce the risk, and the actions identified have been closed out.</li> <li>Check review periods</li> <li>Check the adequacy of risk assessment for</li> </ul>




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Risk assessment, risk assessment sufficient in relation to the nature of the scope of the identified hazards is the risk assessment what people are doing is this sufficient to the nature of the hazard, if the nature of the hazard is very high the risk assessment will be very thorough. So, there are lots of different risk assessment techniques which people will follow. So, the RA processes which are there are being done to take care of the all high hazard hazardous processes they have to put everything in place.

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### Risk Management

5	Are assessments undertaken by competent personnel include considering specific legal requirements include mandatory company standards involve the workforce and/or its representatives for identified high hazard facilities, appropriate specialist are appointed to oversee the risk assessment process?	
	Look For	Verify through
	<ul style="list-style-type: none"> <li>Ensure that people carrying out RA are competent (training, experience, knowledge) for the type of risk assessment.</li> <li>The site has recognised in some cases specialist techniques require specialist skills and knowledge</li> <li>A range of the workforce is involved in risk assessment.</li> </ul>	<ul style="list-style-type: none"> <li>Review training records and competency profiles for people carrying out risk assessment.</li> <li>Refer to P2 to ensure RA is covered in training systems</li> <li>Review use of specialist resources for specific RA.</li> <li>Consider use of refresher training for RA.</li> <li>Is there a process to ensure verification/approval of risk assessments</li> <li>Have legal requirements with respect to the risk assessment been identified – link with P4</li> </ul>



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Are assessments under taken?

So, ensure that people carrying the risk assessment are competent, risk assessment if there is no competency. So, they cannot they will do only superficial. So, this organisation has put very competent people to very trained people in the risk assessment process. The site has recognized some cases specialist techniques require specialist skills and all some places you require special techniques to look at the risk assessment normal techniques will not be there. They have also identified those special techniques what are required for that particular assessment, suppose if the hazard assessment requires thorough a chemical knowledge thorough are you it requires hazard studies or if it requires many other things, those things they have identified where they have to apply all those things.

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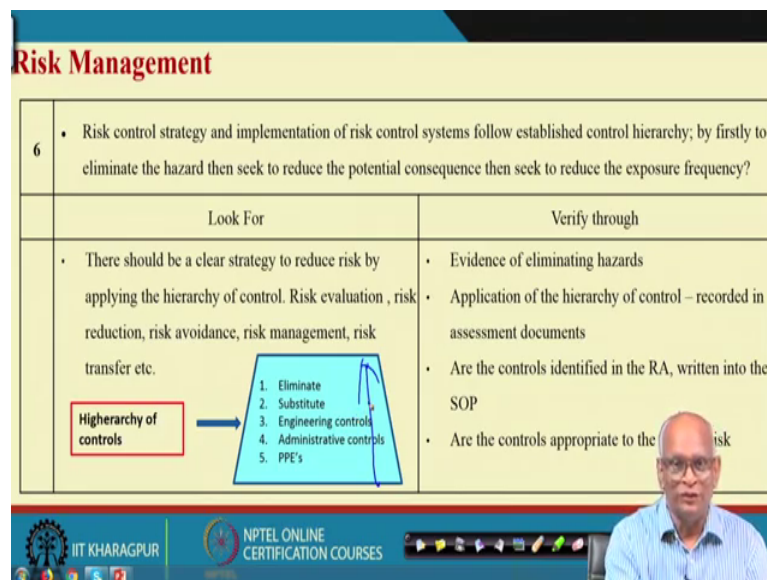
**Risk Management**

6

- Risk control strategy and implementation of risk control systems follow established control hierarchy; by firstly to eliminate the hazard then seek to reduce the potential consequence then seek to reduce the exposure frequency?

Look For	Verify through
<ul style="list-style-type: none"> <li>There should be a clear strategy to reduce risk by applying the hierarchy of control. Risk evaluation, risk reduction, risk avoidance, risk management, risk transfer etc.</li> </ul> <div style="display: flex; align-items: center;"> <div style="border: 1px solid red; padding: 5px; margin-right: 10px;">Hierarchy of controls</div> <div style="border: 1px solid blue; padding: 10px; background-color: #e0f0ff;"> <ol style="list-style-type: none"> <li>1. Eliminate</li> <li>2. Substitute</li> <li>3. Engineering controls</li> <li>4. Administrative controls</li> <li>5. PPE's</li> </ol> </div> </div>	<ul style="list-style-type: none"> <li>Evidence of eliminating hazards</li> <li>Application of the hierarchy of control – recorded in assessment documents</li> <li>Are the controls identified in the RA, written into the SOP</li> <li>Are the controls appropriate to the risk</li> </ul>

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So, risk evaluation one when they have evaluated the risk and they have put they have to put the interventions in place, once you understand the risk you have to put the controls they have to follow hierarchy like this. If the risk is very high they have to they have to eliminate it or substitute it or put the engineering controls, they have to use this hierarchy to reduce the high hazards. So, all the hazards all the risk to be made ALARP level to bring it to ALARP level so, they have to use eliminate substitute engineering controls. So, throughout the organisation's this has this evaluation is done and they have put the interventions like this.

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**Risk Management**

7	Do clearly written management procedures exist ensure effective application of the risk control system identify safe systems of work identify that the safe systems of work are owned by members of the line management identify that safe systems of work are reviewed periodically?	
	Look For	Verify through
	<ul style="list-style-type: none"><li>• Deployment of the RA process</li><li>• Involvement of all levels of the workforce</li><li>• Written/documents systems which are controlled</li><li>• Clear ownership</li></ul>	<ul style="list-style-type: none"><li>• Establish that the appropriate SWP are owned by the line management and understood by all employees who operate to them.</li><li>• They are upto date and controlled</li><li>• Review frequencies match those</li></ul>

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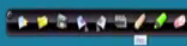
Deployment of the risk assessment process involvement of all the people written document systems so, they are to be deployed each and every site, every process, every place.

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**Risk Management**

8	Are communication of risk assessment outcomes done via clearly defined and existing communication lines are communicated to all relevant personnel who may be affected by the risk result in appropriate training of all relevant personnel result in appropriate instruction of all relevant personnel?	
	Look For	Verify through
	<ul style="list-style-type: none"><li>• Engagement of employees in respect to risk assessments and the outcomes</li><li>• Effective communication – understanding the controls to be applied</li><li>• Training plans to be influenced by findings of RA.</li></ul>	<ul style="list-style-type: none"><li>• Do training plans link to outcomes of RA</li><li>• Can people describe controls to be applied for their activities for selected RA/SOP's/HIRA</li><li>• Clear roles and responsibilities for communication</li><li>• Process in place to ensure engagement and identifying training needs documentation evidence</li></ul>

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And you should be communicated to all the people, every organ in the whole organization they have communicated through various means all the risk assessments and outcomes unless people are communicated people are trained on those things the results will not come that they have done across the whole organisation.

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### Risk Management

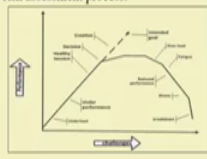
9	Are follow up systems in place that ensure decisions taken as a result of risk assessments (RA) are communicated to all relevant personnel?	
	Look For	Verify through
	<ul style="list-style-type: none"> <li>To be able to demonstrate that outcomes of RA are effectively communicated to the appropriate employees.</li> <li>Are the recommendations of the risk assessment being implemented and progress reviewed?</li> <li>Process need to be in place to make sure any actions identified are closed out in an appropriate timescale</li> </ul>	<ul style="list-style-type: none"> <li>Review RA to see what actions identified</li> <li>Review systems that are in place</li> <li>Can the business demonstrate actions have been completed</li> <li>Discuss with appropriate employees recent actions from RA</li> </ul>



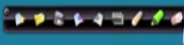
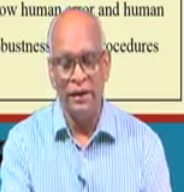





Follow up systems. So, how the follow up systems are done in this, how the follow up systems for the whole risk assessment and implementations are done? It is they have deployed across the whole organisation.

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### Risk Management

10	Human factors are effectively managed by task analysis for all identified high hazard facilities & Installations (HHF/HHI) using an appropriate prioritisation based on risk using an appropriate prioritisation based on the degree of man machine interface?	
	Look For	Verify through
	<ul style="list-style-type: none"> <li>Aimed at high hazard facilities but should be considered by all sites.</li> <li>Looking to demonstrate that human factors have been considered in the risk assessment process.</li> </ul> <div style="text-align: center;">  </div>	<ul style="list-style-type: none"> <li>Check if Task Risk Analysis are available and up to date for:</li> <li>all tasks at HHF/HHI/ HHO</li> <li>all men machine interface tasks</li> <li>all other relevant risk based tasks.</li> <li>Does assessments consider how human error and human reliability impact upon the robustness of procedures</li> </ul>

The human factors ergonomics at the high hazard facilities.



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**Risk Management**

11	Performance standards for the creation of process plant operating procedures and Safe work procedures: are clearly set out in written procedures result in maximal human reliability?	
	Look For	Verify through
	<ul style="list-style-type: none"><li>Has human factor analysis done ?</li><li>That the procedure describe how the SWP / SOP should be written to maximise human reliability</li><li>Should be short, visual, concise etc.</li><li>Reviews are taken of SWP's on an appropriate basis, involving all levels of employees</li><li>These are documented and controlled</li></ul>	<ul style="list-style-type: none"><li>Are does and don't identified?</li><li>Are these realistic and representative for the culture you see during the field verification?</li><li>Do people follow the identified controls?</li><li>Check management if they also check compliance of the controls, or if they rather use a condoning culture</li></ul>

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The ergonomics human factors have to be properly deployed. So, is the human factors analysis done, how the human is working? What are the postures? What are the positions? How much time they are doing? All those things it is to be done.

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**Risk Management**

12	Are periodic reviews of safe systems of work undertaken at appropriate levels and are the results of the review process used to inform the business strategic H&S improvement plans?	
	Look For	Verify through
	<ul style="list-style-type: none"><li>Results should be used in development of plans and strategies</li></ul>	<ul style="list-style-type: none"><li>Evidence of the review</li><li>Able to show how the plan/strategy is influenced by the review process</li><li>Engagement of different levels of the organisation</li><li>Documented and controlled</li></ul>

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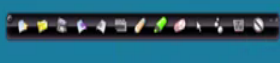
And finally, the results should be used in deploy the plans and strategies whatever results are coming again they should deploying the plans they should take it to deployment process.



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### Learning from Events

11	How are mutual sharing of lessons learned and good practices encouraged within the wider steel industry?	
	Look for	Verify through
	<ul style="list-style-type: none"> <li>Learning from lessons is encouraged</li> <li>Good practices is encouraged</li> </ul>	<ul style="list-style-type: none"> <li>Who has contact with the wider steel industry?</li> <li>Do officers take in cross functional audit within the company</li> <li>Do department / division / company representatives participate at external steel plant forms? If yes, who represents ?</li> </ul>

So, learning from lessons; so, if any failures are happening from there they should learn all the organisation is learning and they are deploying the good practices everywhere and they are encouraging the people who are deploying all.

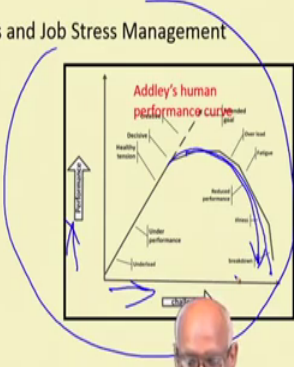
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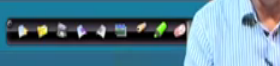
### Implementation Management

- Hazard Management ✓
- Skill and Knowledge Management ✓
- Contractor Safety Management
- Occupational Health Management
- Incidence Management
- Process Safety Management ✓
- Special Support System ✓
- Consequence management ✓
- Post Incidence management ✓
- Domestic Safety Management ✓
- Ergonomics and Job Stress management ✓
- Data analytics

Example

Ergonomics and Job Stress Management



They have name whole implementation process they have put different under different managements they have name has hazard management, skill and development management, contractor safety management, occupational health management, incident

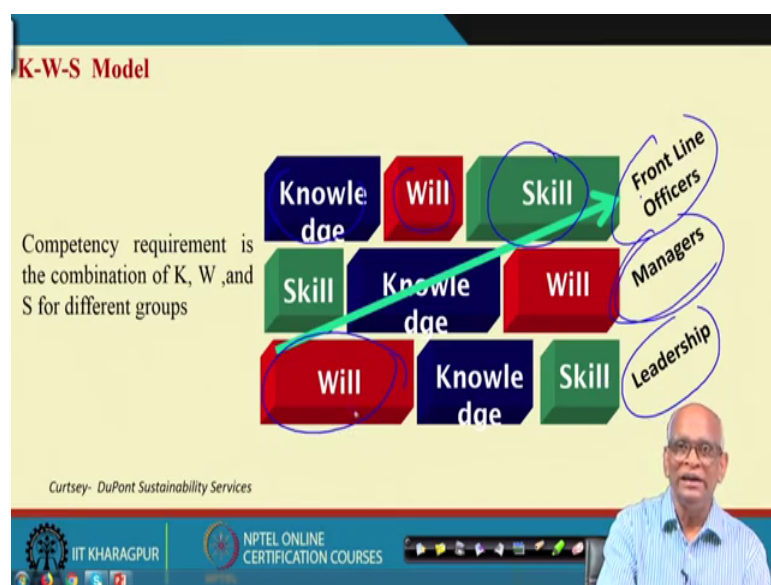
management, process safety management, special support systems management, post incident management.

Post incident management means if any incident happens how you manage it, you will be surprised to know in this organisation when an incident happens a fire happens say the fire brigade vehicles they have to go within 2 to 3 minutes to that place. They have to run at very fast there is no speed limit, if the fire vehicles move at slow speed it is it is; that means, they are not followed it, fire vehicles they have to follow they have to go at very high speed. Because of the speed limit in the plant fire vehicle should not be gone that we should not we should not do and ergonomics and safety management systems.

So, now because of the more service sector jobs, physical jobs are coming down in the organisation and the mental jobs are increasing, to take care of those mental jobs people use the job stress model. So, job stress model when the challenges are when challenges increasing performance will also increase up to certain level, afterwards if the challenges increased the performance will come down this is called job stress. So, we should if the challenges are more to the people, to the workers, to the supervisors, then we have to improve their competencies. If you do not improve their competencies then they will going to the job stress their performance will drastically come down.

So, ergonomics and job stress management is very important in the present scenarios.

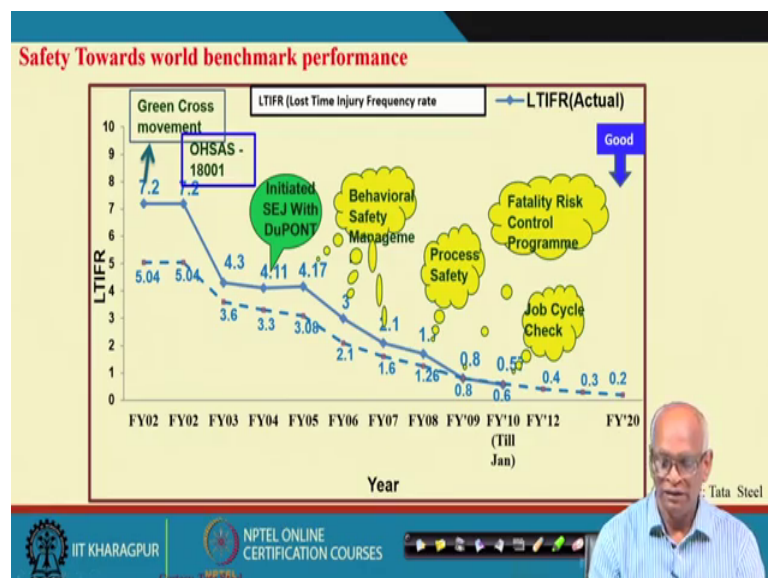
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People when we have people at different levels we have frontline managers, managers, leadership. So, what are the competencies they require, like frontline managers they require high skills some will and some knowledge, for the managers they require more knowledge, for the leadership they require more will they require very less skill.

So, this model they have applied in the whole of the organisation to implement the, to develop the competencies. So, frontline managers are given more training and the skills, their leadership is given more training in the will, managers are on the knowledge this is called K-W-S model of DuPont this organisation has implemented.

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By doing this there LTIFR which is there at this level at high level slowly by implementing one by one the LTIFR as come to very low level is lot of improvements. So, when you implement slowly the whole occupational health safety management systems it will take maturity and afterwards it will come to a level very low level this organisation has achieved this.

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It is seen as told by DuPont the Good Safety is the Good Business. It is observed in this organisation the divisions the places where they are doing good safety their incidents are reducing and their business results are going up. So, in the division to division when we when people compare where the safety is at very levels their effectiveness and business results are also good this is what seen in this organisation.

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**Implementation management consists of.....** 80%

Seeing the Light, Feeling the Heat

People respond for two main reasons –  
“seeing the light”, or “feeling the heat”

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Fundamentally they have followed in the implementation 2 principal; one is “Seeing the Light”. The people should see the light the competencies are built up in the people, the

standards are thought to the people, the risk analysis results are thought to the people, people are shown the light if you do all these things you will be safe you will not have injuries, your equipment will not get damaged, by showing this light 80 percent of the people they set right themselves.

They agree they follow everything, but there are few people which who will not follow in this in this world it happens some people do not follow say 10 to 20 percent of the people there should be given consequence show heat; that means, consequence management. So, this organisation has got first more emphasis on showing the light, but some emphasis also put to show the heat. So, that the whole organisation everybody will be on the same platform.

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Then they have seen the results. So, that organisation they have got lot of tribals coming in into the organisation to work in the houses those tribal ladies look like this, they tribal people they have their own way of living, they live like this, but when they come to the organisation they become like this.

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So, the behavioral changes have come. So, much in the people the whole people the tribal people who are like that they give value the whole of the system requirements.

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See they will become like this they will cooperate they will become like this.

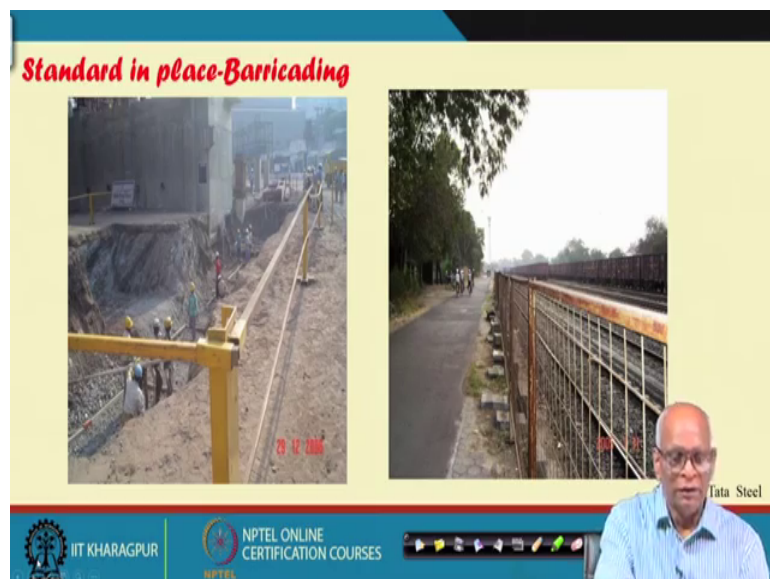


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Working at height is one of the biggest hazard in the organisations see people are working people are working at different levels different levels, you see they have put the lifelines, they have put the lanyards, they have put the lanyards they have put the lanyards lifelines. So, that nobody will endure that is how the right implementation if you do the results will be like this.

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The when they do construction site the improvements will be like this, there will be barricades even the tracks railway tracks people there are lot of manual people working contractor people they should not jump and go that is why they have barricaded.

So, nobody can go to in Indian railways you see many incidents people crossing the tracks and getting injured or died that will not happen in this organisation because they have put the barricades across the whole tracks.

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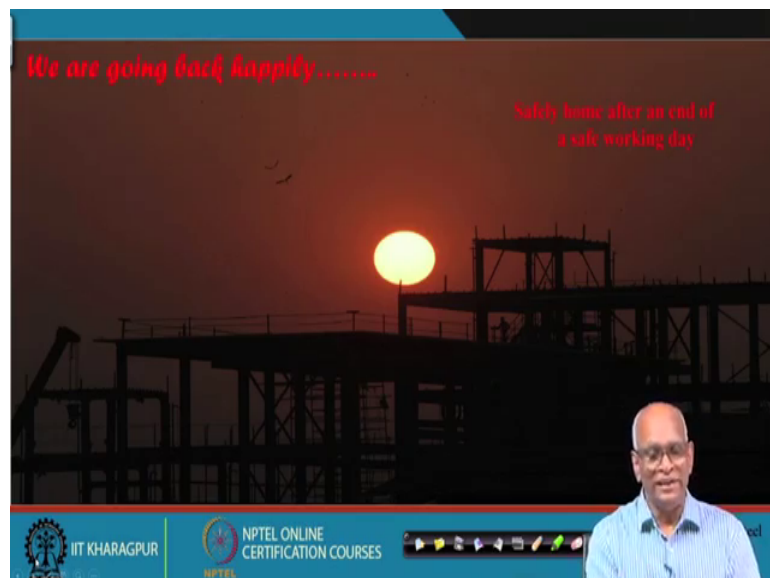
See how they do not carry anything on the head everything has to be color taken through wheelbarrows people use the dress dresses. So, that they will not use the loose dresses, you see the welding equipment you see how they have put the welding equipments cylinders are in the right direction always up right direction.

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You will be amazed in this organisation when people go up and down they use the staircases hold the rails, holding rail is one of the important rule for this organisation. So, that they will not sleep whenever you go up and down it is the fun first rule to hold the rail. So, that even if you sleeps your hand is holding the rail.

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If you do all these things look at these birds the sun is setting birds are going happily to the organization, this organisation believes and had assured the all the people will go home safely. So, occupational health safety health system finally, should make people to

go home safely, equipments to work safely, processes to work safely, that is the purpose of the occupational health and safety management system. If you implement occupational health and safety management system rightly it will drive production, it will drive quality, it will ultimately drive the quality of the people.

Thank you.