

TAMILNADU SAFETY PROFESSIONALS WELFARE ASSOCIATION

Jan-Mar 2023
Quarterly Magazine



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PATRON'S DESK



Dear TNSPWA members,

Welcome you all for the TNSPWA Quarterly e-magazine, which is a treasure house of Safety information for all the Safety Professionals.

This quarter there are two articles of Importance written by two of our Members.

ARTICLE I : "OFFICE ERGONOMICS" written by Sri.Jothi Muthu, HSE professional from SEED FOR SAFETY. He is an active life member of TNSPWA and also supports all the activities of our Association.

The article "OFFICE ERGONOMICS" - is the most neglected area in Safety in many organisations, but the result of poor ergonomics will result in many physical strain on our body and many unwanted ailments, most important being MUSCULO SKELETAL DISORDERS. He has brought out the effects of poor ergonomics and solutions for better workplace safety in Office working. Same principle can be implemented at factories also. The article is very simple for understanding by all and is noteworthy. As lot of IT companies and office spaces are coming up, the article is worth reading.

TNSPWA appreciates Sri.Jothi Muthu for bringing out an important topic on Office Ergonomics.

ARTICLE II : "SAFETY CULTURE PERCEPTION SURVEY" written by Sri.Naveen, HSE Manager/Vestas and our active Life member.

The topic is very unique, and it brings out a method of Safety Culture Survey in any Organisation, which is very much required to understand the present level of Safety culture in our organization. Based on the survey results we can set realistic objective/goals to improve the Safety Culture further.

The results of the Safety Perception Survey can be used to analyse the areas of Strengths, weakness etc, like SWOT Analysis. After implementing the improvement methods, it can be re-surveyed to assess the status of improvement. It is a very good Management tool for improving the Organisations's Safety Culture, which will pave way for Safer work place.

Kudos to Sri.Naveen for bringing out an excellent & useful Safety Culture survey technique, which I hope our TNSPWA Members can try it out in their respective Organisations.

I advise all Members , particularly Student Members to actively participate in writing Safety articles for our quarterly e-magazine.

A word of caution on increasing trends in Covid cases across the country and advise all our Members to exercise caution at their Companies & family and start following the basic Covid protocols.

I request all members to strengthen our great Association by bringing more Safety Professionals to our Association so that we can make our foundation still stronger for doing useful service to our Members & the Society.

We all take pledge in working towards Safer workplace by saving lives of our workers from accident/injuries.

Wishing all TNSPWA Members & their family a very happy healthy & safe year ahead.

With Best Wishes,

R. Mohan, PATRON / TNSPWA

PRESIDENT'S DESK



Dear Safety Professionals

Hope all safety professionals would have celebrated National Safety Week 2023 in their respective factories in grand manner and it is our responsibility too. Let us try to implement various instruments technologically to achieve our motto of NSW 2023

“ OUR AIM – ZERO HARM ”

In this edition, we had two articles published to safeguard healthiness of our employees as well as developing safety culture in workplace.

- Article – 1 - Office Ergonomics by Shri.M Jothimuthu, HSE Professional, Seed For Safety, Chennai also our Association Core Team member, that gives solutions for various ergonomics issues at workplace / computer / other activities.
- Article – 2 - Safety Culture Perception Survey by Shri.Naveen, HSE Corporate, Vestas wind technology india pvt ltd, Chennai also our Association Core Team Member, that elaborates the status of safety culture prevailing in Factories/Companies so as to take necessary actions to move towards Safe Working Environment.

Above all, it is our social responsibility to create safety awareness among young minds to nurture safety culture in the grassroot itself. Hence I request all of our association members to involve on it and let us work towards Zero Harm not only in Workplace but also in society as well.

**With Best Wishes,
J. Veeraraghavan
President / TNSPWA**

SECRETARY MESSAGE



Dear TNSPWA members,

Greetings:

Our Life Time member & HSE Professional Mr. Jothi Muthu Seed for Safety - Chennai., our Core Committee member Mr. Naveen, HSE Manager, Vestas, Chennai, releases this Quarterly E magazine which includes two key topics.

The first topic will be helpful in our day to day life. The second topic will be helpful in the organization to achieve our goal to improve Safety culture.

1. OFFICE ERGONOMICS – Topic is important for every one

This E book clearly explains about office Ergonomics and Various Proactive Health measures to be followed during our office work.

Changing the design of workstations, tools, and work structure can provide solutions. Even simple solutions can make a marked improvement and are often easier to implement and adjust rather than more complex changes – **Shall follow & Implement to achieve individual benefit in our day to day life.**

2. SAFETY CULTURE PERCEPTION SURVEY also called as Safety culture survey or Safety climate assessment.

Safety survey result will be a key input for setting the organizational goals at the macro level to improve the safety culture of an organization with a stipulated timeframe.

Everyone shall read this E magazine and spread “Safety, Ergonomics & Health” awareness to colleagues, friends and family members

With Best Wishes,

K. Palani

Secretary / TNSPWA

- Pins and needles sensation and
- Low vision

Musculoskeletal disorder develops gradually in some cases where early detection is the key to treat. In order to prevent long-term health problems, reporting of aches and pains should be encouraged in any organisation.

THE NEED FOR ACTION

Legislation requiring ergonomics-related health and safety risks to be assessed as part of a company's overall Risk Assessment strategy has been passed in recent years. Additionally, sickness, absence, high staff turnover, retraining, loss of production, compensation costs, etc., will undoubtedly lead to costs for businesses.

IMPLEMENTING SOLUTIONS

Changing the designs of workstations, tools, and work structure can provide solutions. Even simple solutions can make a marked improvement and are often easier to implement and adjust than rather more complex changes.

ERGONOMICS TIPS FOR COMPUTER USERS

Posture and Positioning

- Maintain good posture when working at the keyboard.
- Utilize ergonomic chair with back support.
- Keep your feet supported on the floor or on a footrest
- Frequently used items should be positioned directly in front of you
- Elbows should be positioned at 100 to 110 degrees when working in order to keep a relaxed position at the keyboard
- Your wrists should be in a neutral or straight position when keying or using a pointing device
- Take periodical breaks.



WORK ENVIRONMENT

- Avoid excessive reaching.
- Position the monitor so that the viewed part of the screen allows you to keep your neck in a neutral or straight position.
- Position your monitor to eliminate excessive glare or reflections from windows and lighting.
- The font, contrast, pointer size, speed, and colour can all be adjusted to maximize your comfort and efficiency.

LIFESTYLE

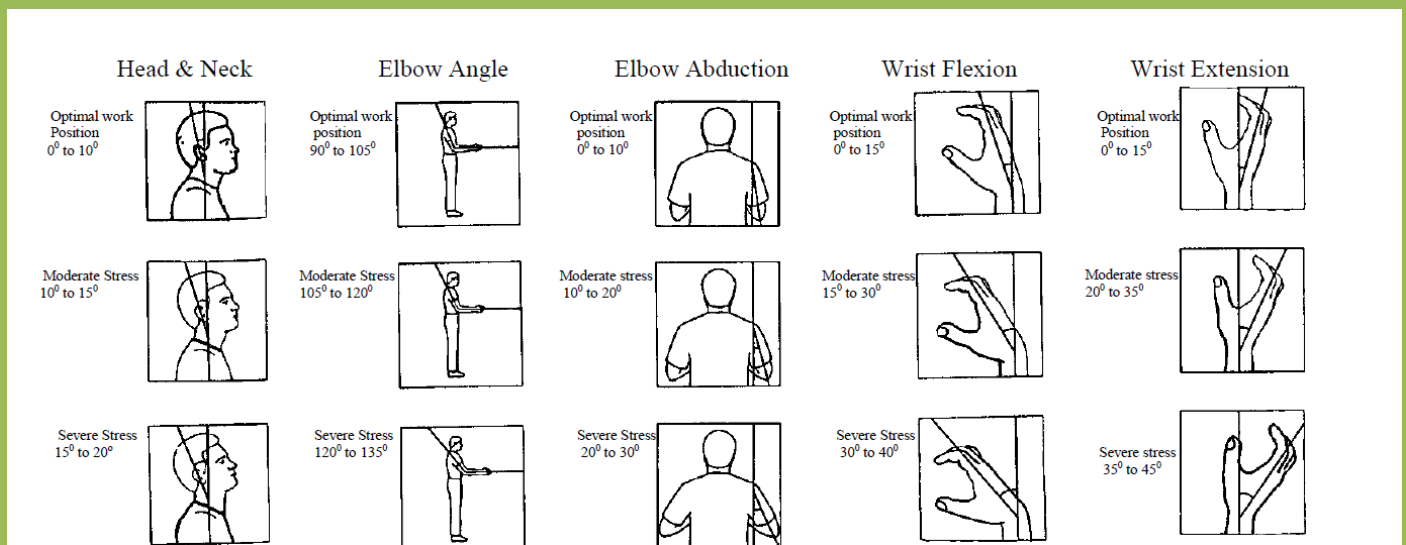
- Aerobic exercise will help to sustain strength, improve cardiovascular conditioning, and counteract the strain of sedentary computer use.

ERGONOMICS CHECKLIST

- Do you have systems, procedures or 'attitudes' in place to help identify possible musculoskeletal disorders arising from work activities?
- Have you carried out appropriate risk assessments on hazardous activities?
- In trying to find ergonomic solutions, do you consult with your employees and match the job to the individual and not vice versa?

Keep in mind that by tailoring jobs to the people performing them, fatigue can be decreased and motivation and work satisfaction can be increased (leading to an increase in productivity). Ergonomics in the workplace is a problem that needs to be addressed because less time is wasted due to employee sickness.

RISK FACTOR GUIDE



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ARTICLE – II: SAFETY CULTURE PERCEPTION SURVEY

Introduction - Safety culture

As you all know that the safety culture is very important for an organization. In most of the board meetings, Internal meeting we would have heard that we need to improve the safety culture of our company. But what is a safety culture? **Safety culture** is the collection of the beliefs and perception and values that employees share in relation to risks within an organization, such as a workplace or community.

Need for Safety perception survey!

Safety perception survey is also called as Safety culture survey or Safety climate assessment. When we are concerned about our safety culture in our organization. And want to improve the culture. At this point we don't know how good or bad safety culture we exist in our organization. Here comes the need for the safety perception survey. When we perform this survey, we will get a result which states what safety culture presently we have.

Methodology to conduct the safety perception survey

It is very easy to conduct a safety perception survey, For this let us consider a comprehensive 5 element model. We need to consider few aspect before performing the survey which includes the which Business unit, The target employees for the survey, time frame to complete the survey, etc.

Element 1 - Safety Performance (Ask a question on the below - How often do you?)	Always	Usually	Neutral	Sometimes	Never
1. Identify and report when there are missing rules, procedures, or work instructions					
2. Perform the work by the authorized person and have necessary resource are available who are trained on the task.					
3. Do you know the required work instructions, SOP, rules, etc					
4. Periodic inspections of the equipment are done and handled safely					
5. Do you have opportunity to learn the HSE Procedures, rules, etc					
Element 2 - Communication (Ask a question on the below - How often do you ?)	Always	Usually	Neutral	Sometimes	Never
1. Reporting of hazardous observations, near miss and incidents on time.					
2. Do you highlight any HSE concerns or kaizens to improve HSE performance?					
3. Are you open to appreciate and hear thought related to safety. Two-way communication is promoted					
4. Challenge at risk behaviors in a positive and constructive way					
5. Stop if you find any concerns in safety at workplace at any operations.					

Element 3 – Engagement (Ask a question on the below - How often do you ?)	Always	Usually	Netural	Sometimes	Never
1. Provide positive approach towards HSE initiatives					
2. I take personal ownership for solving any HSE concerns even if I am not accountable					
3. Appreciate and recognize people who support for HSE initiatives and performance.					

4. Ensuring the safety of others and educate them on safe behaviors					
5. Transparent in sharing information related to incident investigations					
Element 4 – Risk Management (Ask a question on the below - How often do you ?)	Always	Usually	Netural	Sometimes	Never
1. Completion of tasks on time safety when at high production pressure.					
2. Don't assume wrongly about workplace. Regular inspections to ensure safe workplace.					
3. Consider the impact that decisions and actions will have on the safety of others					
4. Appropriate planning before executing the task which include procedures, resources, etc					
5. Continuous assessment of workplace to spot unsafe condition and behavior that impacts HSE Performance					

Element 5 - Management accountability (Ask a question on the below - How often does your immediate manager ?)	Always	Usually	Netural	Sometimes	Never
1. Understand the business HSE Objectives / KPI and requirements by employees					
2. Incidents are investigated, and actions are taken to eliminate the root cause found. And communication of the actions proposed and implemented is communicated widely.					
3. Ensure that the root causes of incidents are understood, communicated and effective preventive actions are developed.					
4. Care for the working group, identifying and providing solutions for the concerns like work pressure, stress, resources, etc.					
5. Demonstrate personal interest for safety by supporting HSE initiatives and management system.					

Safety Climate

Safety Performance

Management
Accountability

Communication

Risk management

Engagement

Expected Outcome

Once we are done with the safety perception survey, we will have fair result of a radar.

This result will be a key input for setting the organizational goals at the macro level to improve the safety culture of an organization with a stipulated timeframe.

QUARTERLY HIGHLIGHTS

- TNSPWA jointly with CRIC Madurai organized 8hrs training cum certification course in “Transforming safety culture through practicing Sustainable manufacturing management systems” during weekends in Feb 2023.

Trainer Dr.A.Palpandi enthusiastically conducted the session and explained LEAN, AGILE CONCEPTS, INDUSTRY 4.0 followed by the assessment session online and certificates were issued. 40 TNSPWA Members got benefited at free of cost.

TAMILNADU SAFETY PROFESSIONALS WELFARE ASSOCIATION

(RTGD:SRG/CHENNAI/SOUTH/362/2020)



**Rush Your
Nomination
(Limited Seats only)**

TNSPWA

&

**Fee
TNSPWA Members-
Free
Non Members-
Rs.1,000/-**

Corporate Research Initiative Centre, Rajampadi, Madurai.

Jointly Organizing a Online Certificate Course

On

**“Transforming your safety culture through practicing Sustainable
Manufacturing Management Systems”**

One month online weekend certificate course for safety professionals

Course Covers

- ❖ Lean Six Sigma
- ❖ Agile Manufacturing
- ❖ Industry Revolution 4.0

Schedule

(4 Sundays - 10am to 12pm)
Date: Feb 5, 12, 19 & 26

Speaker

Dr. A. Pal Pandi
M.E., PH.D., MBA., PH.D.,
**Professor & Head
(Research)**



**To Join the Certificate Course
& Zoom ID Collection**



For More Details
8056030727

**Bharath Niketan Engineering
College-Aundipatti-TN**

- TNSPWA organized the online training programmes on “Recent trends in HSE management” in Mar 2023, around 140 people were actively attended the session which was delivered by Mr. Shanmugam Natarajan, Head – HSE, Caterpillar.

TAMILNADU SAFETY PROFESSIONALS WELFARE ASSOCIATION - TN SPWA

RTGD: SRG/CHENNAI/SOUTH/362/2020



WEBINAR



Brief Profile of the Speaker



Mr. Shanmugam Natarajan

B.E. (Mech) M.E. (Indl Safety Engg.) MBL (Business Law)

Head - HSE M/s Caterpillar

Mr. S. Shanmugam Natarajan is an experienced Safety Professional with 15+ years of experience

He has served in different major organisations

- Orchid Chemical & Pharmaceuticals (OCPL), Chennai
- Delhi Metro Rail Corporation (DMRC), New Delhi
- Toyota Kirloskar Motors (TKM), Bengaluru
- Ball Corporation (Rexam), Tada

Currently heading HSE function in Caterpillar India Pvt Ltd, Chennai

RECENT TRENDS IN HSE MANAGEMENT

DATE : 19TH MAR 2023 (SUN)
TIME : 11:00 AM TO 12:30 PM

MODE OF TRAINING: TAMIL / ENGLISH

Free Session
for members
and
non-members

For any queries

Murali TR 99520 99044

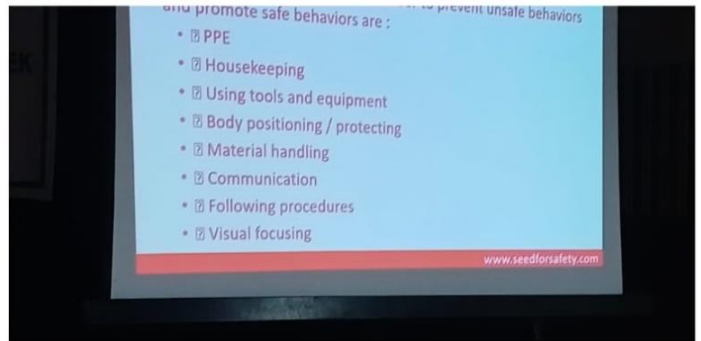
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www.tnspwa.org

Please visit our Facebook page by scanning the QR code below



- TNSPWA core committee member Mr.Kallarpiran delivered energetic presentation on Safety practices implementation to 80 employees of Integral Coach Factory (ICF, Chennai) in Mar 2023 as part of National Safety month campaign CSR activity.



➤ TNSPWA President Mr.Veeraraghavan has conducted Safety Awareness to dance students at T.V.K.Nagar, in Mar 2023, as part of National Safety month campaign CSR activity.



INCIDENT ALERT AND LEARNINGS

1. Feb 2023 - Nine persons were injured at Vizag steel plant after molten metal falls on them



While the track for the movement of stuck-up slag pot was being cleared by workers, the hot slag splashed on nine people on ground (4 plant employees including DGM, 5 contract employees) causing 30 to 60 percent burn injuries.

Source: [News](#)

Picture shown here is not depicting the incident

What precautions could avoid similar incident:

- Only authorized workers shall enter near the melting pot and pouring section. Barricade during the tapping, pouring process.
- Proper maintenance of the tools, equipment and safety devices in the furnace, slag removal, tapping, pouring, lifting equipment.
- Following the standard operating procedure and daily operational checking.
- Periodic cleaning, orderliness and housekeeping at the melting and pouring location.
- Wearing the specific PPEs for molten metal works, that includes intrinsic fire resistant coverall /suit, safety goggles & face shield, heat resistant gloves, double sole safety shoes.

2. Feb 2023 - Seven persons suffocate to death while cleaning oil tank at oil packaging factory



When the worker was cleaning the oil tank, he slipped and fell into the tanker. To save him, another 6 people entered the tanker and all died due to asphyxiation.

A case has been registered against the factory under IPC section 304A, which is death due to negligence.

Source: [News](#)

Picture shown here is not depicting the incident

What precautions could avoid similar incident:

- Establish confined space entry permit to work for entering into vessel, tank, pits, etc.
- Do the gas test O₂, CO, LEL, H₂S and others if applicable, ensure within limit or follow the supplied air respirator. All hazards shall be removed ALARP level.
- Only trained workers who are necessary shall enter inside the confined space.
- Safety watch shall be outside and with two way communication rope / device.
- Back up trained rescue team with rescue arrangements, SCBA apparatus shall be in place.

அறங்கூறான் அல்ல செயினும் ஒருவன்

புறங்கூறான் என்றல் இனிது



Total Association members as on Mar 2023	331
Professional members	260
Corporate/Vendor Members	18
Student members	53

SLOGAN OF THIS ISSUE

“Our aim - Zero Harm”

“நமது குறிக்கோள் - தீங்கற்ற பணியிடம்”



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