



महासुरक्षा पत्रिका

राष्ट्रीय सुरक्षा परिषद

महाराष्ट्र चॅप्टर

NATIONAL SAFETY COUNCIL
MAHARASHTRA CHAPTER



मुखपत्र

संपादक
श्री. ज. अ. सोलंकी

वर्ष १५ वे अंक ५९ वा

एप्रिल - जून २०२३

सभासदांसाठी विनामूल्य

अध्यक्षांचे मनोगत



सुरक्षा प्रेमी वाचक मित्रांनो,
माझं मनोगत म्हणजे माझ्या मनातून विचारी व विवेकी अशा आपल्या मनात जाणाऱ्या गोष्टींचा संग्रह असावा असा माझा प्रयत्न आहे, हे केवळ 'सांगणे' नव्हे तर हा आपल्याशी माझा संवाद व्हावा ही माझी अपेक्षा असते.

सुरक्षा प्रतिक्रियातच काय तर कोठल्याही वक्तव्यात एकतर्फी बोलण्याला महत्त्व नसते. तिथे संवाद म्हणजे समवाद असावा, कोणतेही कार्य सहकार्याने व सफल पूर्ण व्हायला सुसंवाद साधला जाणे ही एक अत्यावश्यक बाब असते.

तेव्हा, सुसंवाद साधण्या साठी योग्य पर्यावरण व परिस्थिती काय या बदल तुम्हाला सांगण्याचा माझा प्रयत्न आहे.

प्रथम म्हणजे संवादाचा विषय. तर विषय हा सांगणाऱ्या व ऐकणाऱ्या अशा दोन्ही बाजूंना पटणारा व त्यांच्या हिताचा असाच असावा. सुरक्षितता हा तशातलाच एक विषय आहे असे मला वाटते. आपणासही ते वाटतं. यात दुमत नसणार.

दुसरी गोष्ट म्हणजे वक्ता हा अर्थपूर्ण सांगणारा व श्रोता हा लक्ष्यपूर्ण ऐकणारा असणे ही एक महत्वाची अट उरते.

तसेच, सुरक्षेसाठी संवाद साधतांना सुरक्षित जीवन ही उभयतांची मूलभूत गरज आहे या सत्याची दोघांना जाण असावी.

लक्ष्यपूर्वक ऐकून योग्य तेथे प्रतिसाद देणे हे श्रोत्यांकडून व्हायला हवे.

वक्त्याला मिळणारा प्रतिसाद हा अगदी साकारात्मक म्हणजे वाजवी व प्रत्यक्ष कृतियुक्त असावा. नाही कां ?

साकारात्मक प्रतिसाद म्हणजे केवळ मान डोलावणारा होकारच नसावा, तर प्रत्यक्ष तो उत्साहपूर्ण कृती घडविणारा असावा. "बागेला भरभरून घातले पाणी पण ते गेले इतस्तता वाहुनी व बाग गेली सुकुनी" असं व्हायला नको.

साहेबा समोर साकारात्मक वागायचं व ते गेल्यावर विरंगळायुक्त विषयांचा जयजयकार अशी स्थिती नको.

सांगितल्यानुरूप सान्याच कृती सुरक्षित व सुयोग्य असाव्यात, अन्यथा पहिली सुरक्षित, दुसरी सुरक्षित, तिसरी सुरक्षित... इत्यादी व आता पुरे झाले असे नको. उरल्या सर्व कृती अथवा गोष्टी दुर्लक्षून कसे चालेल ?

वरील आठही मुद्यांचा विचार अष्टावधानी कामगाराने करणे आवश्यक आहे.

मित्रांनो, काय होणे आवडेल तुम्हाला ? अष्टावधानी की अनावधानी ? अष्टपैलू व्हायचं ना तुम्हाला ? मग अष्टावधानी राहून सुरक्षित बना.

आता जाता जाता म्हणजे हे मनोगत पुरे करता करता ही घ्या सुरक्षा घोषणा.

**आपल्यात वाद नको, सुसंवाद हवा
कामगार बाद नको, गडी अबाद हवा
त्या साठी कृतिशील प्रतिसाद हवा
व सुरक्षेचा संग तर निर्विवाद हवा.**

आपला
- अरविंद रा. दोशी
अध्यक्ष



Directorate of Industrial Safety & Health, Govt. of Maharashtra
& National Safety Council - Maharashtra Chapter

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NATIONAL SAFETY COUNCIL-MAHARASHTRA CHAPTER

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In-House Training programme at M/s. Naval Dockyard, Mumbai

NSC-MC Organized In-House Training programme at M/s. Naval Dockyard, Mumbai on 25th April & 26th April, 2nd June & 3rd June and 26th June & 27th June, 2023. The topics of training were "Behaviour Based Safety", "Hazard Identification & Risk Assessment", "E Waste Management, Effects of Plastic on Environment", "Safety Issues" and "Environmental Issues". Around 210 participants took advantage of training.



In-House Training programme at M/s. Mahindra & Mahindra Ltd., Nashik

NSC-MC Organized In-House Training programme at M/s. Mahindra & Mahindra Ltd, Nashik on 29th & 30th June, 2023. 30 participants attended the training programme.



Executive Committee Meeting of NSC-MC

A Meeting of the Executive Committee Members of the National Safety Council-Maharashtra Chapter was held on Friday, 16th June, 2023 at Victoria Memorial School for the Blind, Tardeo, Mumbai.



50TH WORLD ENVIRONMENT DAY CELEBRATION IN VARIOUS INDUSTRIES

M/s. Shapoorji Pallonji Co. & Ltd., Mumbai



M/s. TAJ at The Trees Project, Godrej & Boyce Mfg. Co. Ltd., Vikhroli



M/s. Shapoorji Pallonji and Company Private Limited, WATERDIVISION, Mumbai



M/s. Godrej Interio, Godrej Nurture Project, Pune



M/s. Godrej Interio, Khalapur



Most Essential Soft Skills-For successful Safety Professional - A.S. Karmarkar

Part -I

I am working as a Safety Professional more than 40 years. I completed my Post Diploma in Industrial Safety in 1981-82. In the curriculum I learnt the technical aspect of Safety Management, however, Safety professionals are not trained in the so-called "soft skills" such as basic leadership, written and oral communication and listening.

I accumulated science and Engineering and Safety degree and was well prepared in the technical aspects of occupational health, but terribly wanting in the soft skills or "sales skills" (Ultimately as a Safety Professional You have to Sell Safety)

I needed to leverage my technical expertise. I was well-positioned to work and communicate with my EHS peers, but not well-equipped to work effectively with my customers, Government Officials, workers, plant managers and Management.

This article is intended to discuss the non-technical skills, so essential in optimizing our effectiveness. Our technical skills give us the right to succeed, but it is our personal leadership and communication skills that provide the way we succeed.

Buffalo, Geese and Leadership

The dictionary defines leadership as "taking others to places they would not normally go."

I prefer to define leadership on a more personal basis: **the taking of ourselves to places we would not normally go.** Leadership does not need to mean being the boss. Leadership also can mean how well we leverage our functional responsibility as an EHS professional. For example, you may be the **industrial hygienist** or the **Safety Engineer** on a task force building a new plant. You are not the project leader, but you are clearly the leader in terms of your functional responsibility. No one else is as well-prepared to offer input on industrial hygiene and safety as you.

That brings us to the buffalo and the goose. Buffalo travel in herds and there is one leader. What happens when the lead buffalo is eliminated? The herd is in disarray and falls easy prey to its assailants, as you may remember from the movie "Dances with Wolves." However, geese travel in formation and rotate the leadership. That is the point; we all are leaders of our functional responsibility and therefore, need skills not typically developed by our formal training. Incidentally, what would be another term for the formation geese fly in? How about **"t-e-a-m?"** Geese flying in formation are 71 percent more efficient than when flying alone. No different than us HSE professionals. We need the skills to be solid team players. Let us focus on listening skills and effective business communications both critical for personal leadership and teamwork.

Listening

Listening often is described as the most important sales communication skill. It makes sense: How else would we know what the customer needs, wants and desires if we didn't listen to the customer? You say you are not in sales. Wrong. We all are in sales. As HSE professionals, we are selling **injury and illness prevention and environmental quality to our customers.**

Given the importance of listening, think about how much formal training you've had in listening: 2 weeks, 1 week, 1 day or maybe none for many of us. Yet listening is critical to our ability to influence change. Next, we must realize that listening is not a

passive activity. Listening is actually a dialogue, not a monologue where the speaker speaks and the listener merely listens.

Listening requires the use of our eyes, mouth, brain, body and, oh yes, our ears. We need our eyes so we can see the expression and body language, our mouth to acknowledge and clarify, our brain to assimilate the message, our body to indicate we are open and understanding, and our ears to hear the words and how they are spoken. This simple model should be most helpful in growing our listening skills.

Negotiation & Conflict Resolution: The first rule in negotiation and conflict resolution is to think win/win not, I win and you lose. Next is the willingness to seek first to understand the position of the other party. How many times do we enter into a negotiation or conflict resolution where we are firm on wanting to be understood versus seeking to understand? There is a great deal of positive power that comes from demonstrating openness and appreciation of the other person's position. This is not power in terms of dominance but power in terms of the way the other party perceives you and, in turn, his willingness to be open to your position. A good practice is to be able to describe the other person's position as well (or better) than he can. Then he knows you understand his position and he most likely will be more open to understanding your position. This moves you closer to a win/win solution.

Building Relationships: Recognizing we literally can't accomplish anything by ourselves reinforces just how important building relationships are. This is true in both our personal and professional lives. Good listening skills are critical in building relationships. They send signals that we care and unless the other party is convinced you care, it is unlikely a solid relationship will evolve. A student in one of my leadership classes shared this quote, "People don't care how much you know, until they know how much you care."

Empathy: As a chemistry major, I had a good understanding of enthalpy and entropy but not the foggiest idea of what empathy is. Just another reminder of how poorly prepared us technical nerds are for the real world. Empathy is the action of understanding, being aware of, being sensitive to. A few keys to empathic listening are:

1. Seek first to understand, then to be understood.
2. Our deepest emotional need is to be understood.
3. Empathy is not sympathy.
4. To understand is not necessarily to agree.
5. Empathy is a skill that can be learned and practiced.

Barriers to Effective Listening: My first "training" in listening came in the form of a 78-rpm record in 1968. No videos, CDs or DVDs back in those days. That record contained some barriers to effective listening that are worth remembering:

1. Pre-judging either the speaker or the subject matter to be poor
2. Being critical of the appearance or delivery of the speaker
3. Formulating responses, questions rebuttals while "listening"
4. Letting emotional buttons be pushed
5. Listening only for the facts (Remember words, dance, music.)
6. Hearing only what you want to hear. (To be continued in next issue)

Six 'E's – A Way For Effective Safety Management / Accident Prevention

...Bajirao Dethe, Safety Professional / Safety Expert

There are so many aspects to creating and maintaining a safe working environment that sometimes it's easy to get lost in it all. To truly succeed in creating a safe place of work, the key is to develop and implement an effective safety management system.

A safety management system combines all the different elements in your workplace that need attention to ensure you provide a safe working environment for everyone who enters it.

Safety management systems make health and safety an integral part of your business's core operations. By designing, developing and implementing an effective safety management system, you will have methods for managing reporting, responsibilities, planning and resourcing to create a safer workplace.

Effective Safety management systems can be achieved through below Six-E elements:

1. ENGINEERING +
2. ENFORCEMENT+
3. EVALUATION+
4. EDUCATION / TRAINING+
5. ENTHUSIASM+
6. EXAMPLE SETTING

Safety or accident prevention can be achieved by the following five methods:

1. Engineering controls

(to prevent unsafe conditions)

- Proper Planning
- Proper Designing
- Proper Layout

Poor illumination and ventilation, unguarded machinery, mechanical, electrical, physical and chemical hazards, dangerous location or situation etc., are unsafe conditions which can be eliminated in the design stage or subsequent engineering revision and controls. This is the first and most effective remedy.

Some engineering controls are- substitution of less hazardous material, machine, method, process, vessel etc., risk reduction, process modification, isolation, segregation, guarding, fencing, barricading, enclosure, dilution, safe design; failsafe device and safety devices including alarms, trips, safety valve, NRV, PRV, EFV, FFE, etc.

2. Enforcement (of safety rules)

- Safe Operating Procedure
- Work instructions
- Safety Rules & Regulations
- Work Permit System

All statutory safety provisions should be followed for our own safety and safety of others. Self initiation for full compliance is necessary, otherwise government authorities may take action. In addition, other safety rules for our plant should also be framed and followed. Wilful neglect or disobey of safety rules or orders should be dealt with strictly.

Enforcement measures include - new law, amendment in old law, company safety rules, implementation and legal action.

3. Evaluation (Safety Program / activities)

- Review / Recheck
- Safety Inspection
- Safety Audit / Survey
- Accident / Incident investigation

Whatever systems/SOP's/Rules enforced, need to be evaluated through periodic review / Safety Audits etc...to ensure whether that system is effectively working or not or need upgradation.

4. Education & Training

(To prevent unsafe acts)

- Safety Training
- System Training
- Induction Training
- On the Job Training

This has long-term and permanent effect. This is the most powerful remedy for unsafe act of the workers. It helps in finding out unsafe conditions also. The workers' safety training programmes should include

(a) Understanding of specific hazards of then plant, process, building etc.

- (b) Safety rules and safe procedures
- (c) Training for specialised or difficult job
- (d) Job safety analysis and
- (c) Safety instructions for variety of jobs.

5. Enthusiasm (to maintain interest)

- Safety Reward
- Safety Performance Contest
- Safety Contest
- Safety Suggestion Scheme
- Safety Champion / Leader

Like a catalyst it adds to safety awareness and motivation. It should come from the top management to the lowest worker. It will keep the workers safety conscious. It can be developed and maintained by proper safety attitude, competition, prizes, awards, publicity, incentives etc.

This includes motivation and participation in safety programmes.

6. Example setting (to lead for safety)

Set an example which is foolproof & accepted to all

- Machine Guarding
- Safety Kaizen
- Work Permit System Implementation
- Safety Hero / Champion
- Safety Steward

The top executives, managers and supervisors should set an example to others by the selfenforcement of safety rules. Then others will follow them. This is a chain reaction to increase and maintain safety.

Conclusion:

You can achieve 100% Effective Safety Management by implementing Six E Elements as below;

1. ENGINEERING 40 %
2. ENFORCEMENT 25 %
3. EVALUATION 15 %
4. EDUCATION & TRAINING 10 %
5. ENTHUSIASM 5 %
6. EXAMPLE SETTING 5 %

Total Effectiveness = 100 %

Remember, it is not enough to simply adopt a satisfactory safety management system. You must also actively implement that system in your workplace. To do this, you must ensure that:

- Workers comply with procedures and instructions;
- Workers are appropriately trained; and
- Workers are subject to ongoing supervision.

In Way Forward...

LET'S FOLLOW SIX "E" PRINCIPLES

TO STRENGTHEN ENGINEERING CONTROLS & WORKPLACE SAFETY AT LARGE.

Taking "Ownership" for above things, is key to Success

WORLD OF SAFETY SUMMIT & EXPO 2023

NSC-MC had put up a stall for the first time in the World of Safety Summit & Expo 2023 which was organized by Safety Appliances and Manufacturing Association (SAMA) in coordination with Directorate of Industrial Safety and Health (DISH), Maharashtra on 27th & 28th April, 2023 at Nesco Centre Goregaon. The Exhibition helped to exhibit safety services to more organizations and a good response was received for the same.



NSC-MC undertakes following inplant Training Programmes

- (1) Safety and fire for officers and workers. (2) Specially designed course on Safety and fire with Practical demo of fire extinguishers and fire hydrant system. (3) Safety in Chemical Industry (4) Safety Audit (5) Safety Audit course for internal Auditors (6) ISO-14001, OHSAS-18001 general awareness course (7) ISO-14001 and ISO-18001 for Internal Auditors (8) Legal and other Requirements (9) Any Specialised course such as hazard Identification and risk assesment, Job Hazard analysis, Emergency control Plan (Including Table top exercise, Mock drills) (10) Selection use and maintenance of personal protective Equipments. (11) Industrial First Aid.

Please write to: **The Hon. Secretary, NATIONAL SAFETY COUNCIL-MAHARASHTRA CHAPTER**
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Members are requested to forward their articles in Marathi, Hindi & English on the theme connected with health, safety and environment for publishing the same in the forthcoming issue of the newsletter, at least 30 days in advance of previous month of issue.

Please write to:

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