

**Occupational Health and Safety at MSSSPL**

**Health and Safety at the Workplace**

Workplaces are an essential enabler of employee wellbeing, alongside engagement, empowering leadership and supportive managers. At MSSSPL we have brought the traditionally separate strands of HR, OH and health and safety together in order to become more proactive around employee wellbeing.

Efforts in occupational health and safety aim to prevent industrial accidents and diseases, and at the same time recognize the connection between worker health and safety, the workplace, and the environment outside the workplace. As per ILO Occupational health and safety programs should ensure the following

1. Workplace hazards are controlled - at the source whenever possible.
2. Records of any exposure are maintained for many years.
3. Both workers and employers are informed about health and safety risks in the workplace.
4. There is an active and effective health and safety committee that includes both workers and management.
5. Worker health and safety efforts are ongoing.

These activities require the collective commitment of all MSSSPL employees and not just those who work in the Safety department or act as departmental safety coordinators. Risks in the workplace must be addressed by communication and cooperation between the workmen, executives and management. **By reporting observations and near misses you can help prevent a reportable accident.** The simple reason for this that while in some cases the cause of an industrial injury is easy to identify, very often there is a hidden chain of events behind the accident which led up to the injury.

By analysing the information provided by the employees potential hazards can be identified and addressed to prevent these kinds of chain events. **The involvement of all parties is required to proactively identify possible risks and develop control measures to make the workplace safe.**

Source - <http://www.hr magazine.co.uk/article-details/carol-black-integrate-hr-and-occupational-health>



**Mr. Uday Gupta**  
**M.D.**

**Safety Month at MSSSPL**

*Safety has always been the highest priority in the company. Every year we carry out theme based month with a key objective of sensitizing the people towards safety.*

The month began on 4<sup>th</sup> March 2018 with an oath taking ceremony which infused a sense of responsibility in all the employees towards safety. **Activities like Chalta Bolta, fire drill, safety short film competition, inter departmental fire drills etc. were carried out during the month. Interdepartmental audits and competitions were conducted which helped to identify the gaps and provided the area for improvement. Suggestions from individuals were also welcomed during this month.**

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1. Various training programs were conducted for the permanent and contractual workmen, and executives. These included the following -
2. Technical trainings like Grinders Safety, Welding and Cutting Safety, Electrical Safety, and Height work Safety.
3. Behavior Based Safety trainings.
4. Competency trainings conducted by external agencies like Lind Oxygen, Udyogi Plastics and Venus Safety.

The closing Ceremony was held on 9th Apr 2018. Mr. Unigame Wasukaju (CTO) was invited as the Chief Guest for the function. Mr. Krishna Mandke (CEO) and Mr. Dilipkumar Pachpande (COO) graced the function. Prizes were distributed to the competition winners.

The Safety month was celebrated under the guidance of Mr. Uday Gupta (MD) and Mr. Avinash Somvanshi (VP HR.PIR/ADMIN/EHS).

**The motive of the Safety Month was to spread safety awareness amongst all employees, so that they understand the importance of Occupational Health and Safety and see it as their top most priority.**



Safety Oath



Chalta Bolta At Shop floor



Fire Drill Competition.



PPE Awareness training.



Prize Distribution



Prize Distribution

**Occupational Health and Safety at MSSSPL**

**Behavior Based Safety initiative at MSSSPL**

**Behaviour-based safety (BBS)** is described as **the application of the science of behavior change to real world safety problems and a process that creates a safety partnership between management and employees that continually focuses people's attentions and actions on theirs, and others, daily safety behavior.** BBS approach is one which -

1. Is based on solid principles about engaging, motivating, assisting, reinforcing, and sustaining safe behaviors.
2. Takes a systematic approach, examining the motivation underlying behaviors, in order to increase safe behavior.
3. Is an ongoing effort; not 'once-off' provisions, But a new way of working that the safety leader must continually promote for sustainable, positive results.
4. Takes time to achieve. However results can be observed immediately due to the nature of measurement involved.
5. Emphasizes increasing safe behavior rather than focusing on length of time without injury. BBS programs do not depend solely on 'Lagging indicators' (after the fact), and instead shift the focus to 'leading indicators'.

To implement an effective BBS system in an organization it is very important to interact directly with the workmen in a language that is conversational, easy to understand, and non-technical. The approach states that it is behavior and behavior patterns, i.e. human factors that are the cause of a great majority of workplace accidents. Therefore the identification and mapping of these human factors is the most important first step of any BBS initiative.

This process needs the involvement of the workmen and EHS representatives. More resources will be needed for the specialized health and safety training and skills development sessions. Workmen can be in trained in 'Training of Trainer' sessions so they can act as BBS champions and coaches with the potential to change behavior and participate in the decision-making processes.

It is important to set up a strong rewards and recognition program to encourage participation. Team events and activities with prizes should be planned so that learning can take place in an interactive and enjoyable atmosphere.

At MSSSPL we kicked off the BBS drive in September 2017 with a training session conducted Mr. Arvind Appi (DGM Safety, Corporate M&M). The partici-

pants for this session were the department wise BBS Ambassadors who are listed in the table below.

Following this we conducted training sessions for our contractor supervisors, company supervisors, and management grade employees. We are also conducting in house department wise trainings through our internal faculty.

In order to map human factors that effect Occupational Health and Safety related factors we designed a checklist to record the employees' BBS observations. This checklist contains the following four points - safe work, body mechanics (ergonomics), procedure, and tools and equipment. This checklist was created because we need to address unsafe conditions before we focus on BBS based culture changes. If unsafe conditions are present at the shop floor or work locations human error may occur due to which BBS results will be different.



Department	BBS Ambassador
SMS	Mr. Vishal Hindurao
Forge Shop	Mr. Ravi Dafal
Blooming Mill	Mr. Dinesh Deshmukh.
Rolling Mill	Mr. S,P. Singh
HTFS	Mr. Shashikant Mane
Conditioning Shop	Mr. Pravin Mhatre
Ring Division	Mr. Hanmant Pasare
Mech. Maintenance	Mr. Pramod Jadhav
Elect. Maintenance	Mr. Manoj Bhujbal
Central Stores	Mr. Sachin Thakur
Projects	Mr. Mahesh Thakur
Quality	Mr. Rahul Badve
Admin/ PIR/ HR	Dr. Anil Gaikwad
Order & Shipping	Mr. Tejas Dharmadhikari
ITS	Mr. Sachin Barve

We request all MSSSPL employees to join BBS programme with a positive attitude. Without your invaluable contributions it will be impossible to achieve our EHS Goal to make MSSSPL a better, more safe place to work.

**Mr. Avinash Somvanshi**  
**V.P. (HR/ PIR/ ADMIN/ EHS)**

## Safety & Worldsteel Association

*Nothing is more important than the safety and health of the people who work in the steel industry.'*

Historically steelmaking was a dangerous process and accidents were inevitable. Today most steel companies recognize that this is no longer appropriate for a modern and technically advanced industry. **There is no area, process or type of work that cannot be accident-free. Safety and health requires a permanent 100% commitment from everyone.** Most importantly, it requires a strong commitment from top management and all levels of management, which will set a culture in which safety and health is the number one priority.

Steel companies are improving their safety and health performance and some businesses have gone without any lost time injuries or fatalities for many years. These companies know that such performance requires excellence in all aspects of their operations. This excellence also produces superior business performance - the most successful steel companies are also the safest. The following are six safety and health principles for the industry -

1. All injuries and work-related illness can and must be prevented.
2. Management is responsible and accountable for safety and health performance.
3. Employee engagement and training is essential.
4. Working safely is a condition of employment.
5. Excellence in safety and health supports excellent business results.
6. Safety and health must be integrated in all business-management processes.

The following areas need to be considered to comprehensively manage safety and health -

1. **Occupational Safety Management** - promotes the safety of employees, contractors and visitors by preventing personal injuries in the workplace, and **has a strong focus on primary prevention of exposure to hazards.**
2. **Occupational Health Management** - **encompasses the physical, mental and social well-being of the people working in the company. Focus is placed on long-term effects on exposure to hazards.** The health of workers has several determinants, including risk factors at the workplace leading to cancers, musculoskeletal diseases, respiratory diseases, hearing loss, circulatory diseases, stress related disorders and others.
3. **Process Safety Management** - a blend of engineering and management skills focused on **preventing catastrophic accidents and near misses, particularly explosions, fires, structural collapse and damaging releases associated with a loss of containment of energy or dangerous substances such as molten metals, fuels and chemicals.** The manufacturing of steel involves processes with intrinsic hazards that need careful management. The measures needed to control these hazards are often complex. The focus of process safety man-

agement is not limited to protecting the people within the company but also includes the environment, assets and surrounding community.

An accident free workplace can be achieved through the adoption of the following Worldsteel Safety and Health Principles-



1. **Safety and health metrics survey** - Measuring performance through the collection and reporting of accurate safety performance data.
2. **Safety and health guidance notes** - safety and health best practice examples and guidance notes on specific topics available from Worldsteel extranet should be utilized.



3. **Safety and health excellence recognition program** - Worldsteel's Safety and Health Committee recognizes each year member companies that are actively working to improve safety and health within the steel industry. Since 2008, more than 30 examples of best practice have been recognized.
4. **Safety workshops** - Safety workshops allow people to meet face to face to discuss and exchange best practices.
5. **Serious safety occurrences sharing** - If an incident occurs, there is an enormous amount of knowledge to be gained from reviewing the causes and actions taken to prevent a re-occurrence.
6. **Shop floor safety audits**—develop observation and audit programs.
7. **Steel Safety Day** - special safety audit on the five most common causes of serious safety incidents should be conducted on Steel Safety Day (28th April)

Source - : <https://www.worldsteel.org/steel-by-topic/safety-and-health.html>

**Mr. Hanumant Chavan**  
**E.H.S. Department Head**

**Occupational Health and Safety at MSSSPL**

**Occupational Health and Safety Awareness and Training sessions at MSSSPL**

Nearly everyone recognizes the value and benefits of workforce safety training. **When done properly, training can make workers more aware and efficient - increasing competency, safety awareness, and production, while decreasing unsafe action, human error, time loss, direct and indirect costs, and inefficiencies. Effective training can lead to increased compliance with regulations.** It can even lead to a happier, more satisfied and motivated workforce. At MSSSPL we try to create an effective training schedule through the following steps -

1. Identifying true purpose i.e. clear and relevant to the business objective, Goal, vision and mission.
2. Determining the tasks the workers need to perform so the company can reach that goal.
3. Determining the training activities that will help the workers learn to perform the tasks
4. Determining the learning characteristics of the workers that will make the training more effective

In the last financial year we have conducted the following Occupational Health and Safety training and awareness sessions –

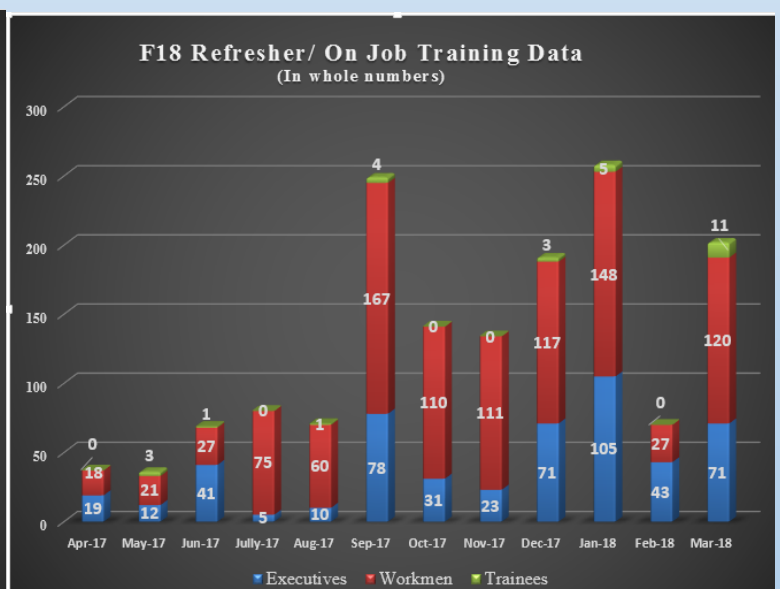
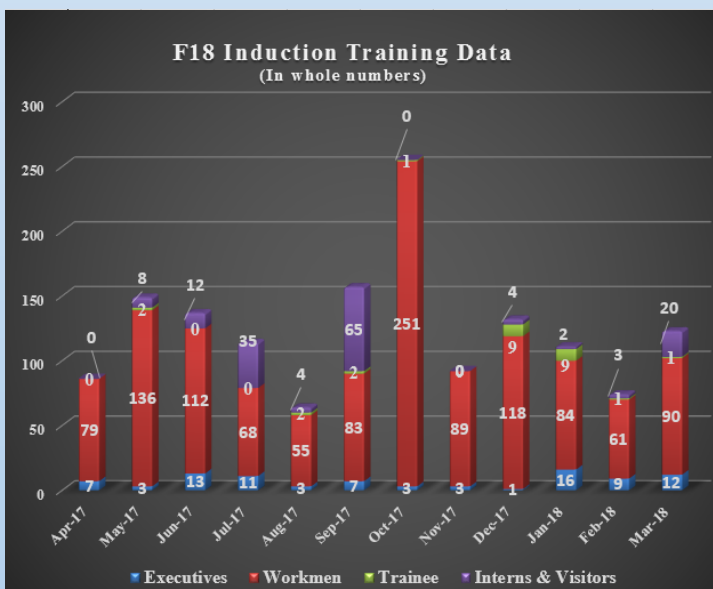
1. **Basic Safety Induction Training** – a compulsory training session provided to all new comers and visitors. It covers Basic Safety Rule, EHS Policy and procedures, ISO-14001 and OHSAS-18001, and road safety rules.
2. **Activity-wise Safety Induction Training** - training sessions on electrical safety, LOTO, Welding, Cutting, Grinding, Material handling, Height work, crane operation, civil work, housekeeping, usage of personal protective equipment, hazards identification
3. **Refresher safety training sessions and on the job safety training** - HIRA, Confine Space safety, 5S, Material loading and unloading, Identification of hazards & mitigation, High risk area safety measures/Grinding operation.



These training sessions were conducted by in-house trainers and outside faculty.

*Mr. Arjun Nanaware*  
*Mr. Sailesh Tharkude*  
**EHS Officers**

**Occupational Health & Safety Related Data for F18**



**Quiz** Be the first one to SMS the right answer to 8378997858 & win an exciting prize!

**Question - Which of the following is not a Worldsteel Safety and Health Principle?**

- |   |   |
|---|---|
| A. Safety and health metrics survey                 | C. Safety and health general conference |
| B. Safety and health excellence recognition program | D. Safety and health guidance notes     |

**Occupational Health and Safety at MSSSPL**

**F18 Training Sessions**

Here are some of the Occupational Health and Safety training sessions held at MSSSPL for the employees in F18.



**Session by 3M representatives on PPE Usage PPE**



**Training on Facemask and Ear Plug Usage**



**On Job Training**



**Grinding Safety Training by In-house Faculty**



**First Aid Training by Dr. Manjeet Singh**



**MSSSPL Safety Team**

**CSR Corner**

The following are some of the highlights of the CSR activities conducted at MSSSPL in 2018. We conducted various programs related to health, Road Safety Awareness, needs assessment for elderly people, Women's Day Celebrations, female entrepreneurship programs etc. In addition we are proud to announce the completion of our first Stitching training program that started in October 2017.



Road Safety Awareness Program at JCOMM School in Collaboration with R.T.O. Khopoli (January)



Valedictory Program for Tailoring Classes (February)



General Health Check-ups, Diagnosis and Treatment Camps (March)

*Mr. Vikas Ganvir*  
*CSR Manager*