

**CONTACT US TO PROVIDE THE FOLLOWING SERVICES FOR YOUR BUSINESS:**

- EHS Risk Assessments
- Occupational Hygiene Surveys
- Ergonomics Surveys
- EHS Management System Development and Implementation
- Environmental Monitoring
- Identification of EHS Legal Requirements and Compliance Audits
- Construction EHS Services
- Construction H&S Files
- Internal Auditor Training
- General EHS Training



Department of Employment and Labour Approved Inspection Authority (OH0049-CI-09)



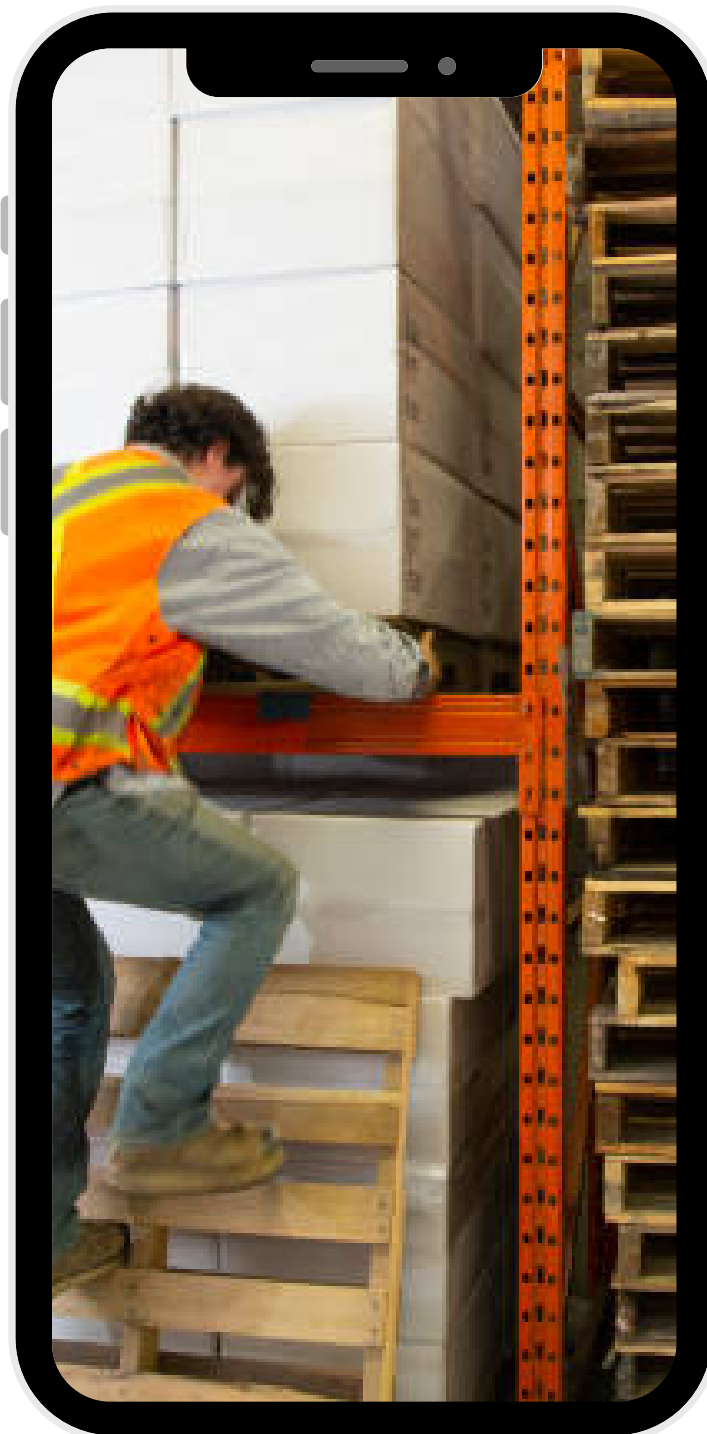
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From our Family to Yours...

Wishing all our customers a blessed Christmas & a prosperous New Year

We greatly value your trust and confidence and sincerely appreciate your business in 2022.



**REPORTING NEAR MISSES**



**A near miss is an unplanned event that did not result in an injury, illness or damage, but had the potential to do so. They are not incidents, but they could have been, if the circumstances had been slightly different. Near misses happen more frequently than you might think and reporting them could avoid a serious incident in the future.**

A near miss is a signal that there is a problem. It may not be a big issue at the time, for example: shortcuts are being taken, workers have not been trained, machinery is being used incorrectly, or a control measure is not adequate. A near miss is an event that highlights the fact that a risk is not being suitably controlled. Something could be improved.

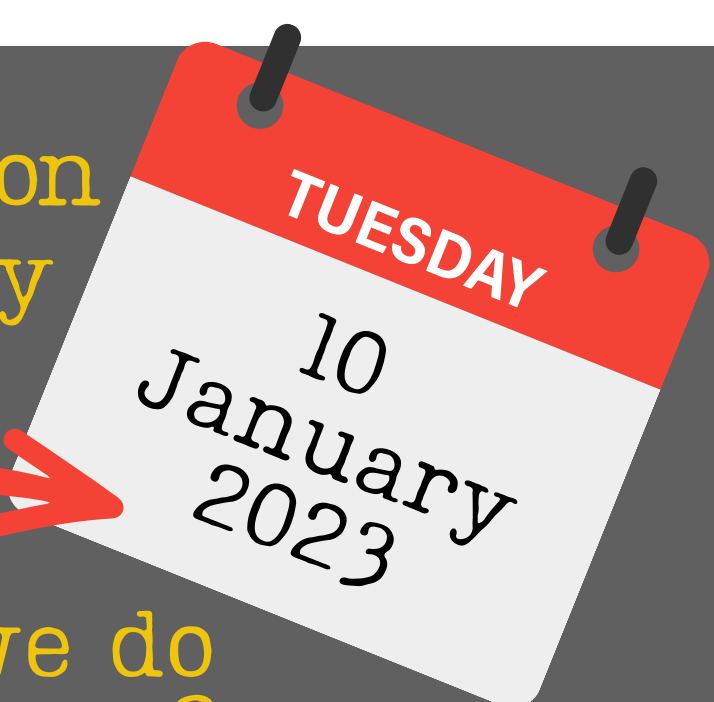
Reporting near misses is important so that you know about any failings in health and safety controls. But reporting on its own is not going to prevent them from reoccurring. It is only the first step, and creates awareness.

The next step is to investigate why the near miss occurred in the first place. Failure to investigate a near miss is a missed opportunity to prevent an incident in the future. If the near miss happened again, a person could be seriously injured.

**Reporting near misses is a critical tool to develop solutions, prevent accidents and injuries in the future and improve the overall safety culture in a workplace.**



We are on holiday from



Waddle we do without you?



**Drugs in the Workplace**

According to current statistics, approximately 69% of all drug users are employed and active in the workplace. In addition, one third of all employees are aware of illegal sale of drugs in their workplace. Drug use impairs both decision-making and concentration. This may be a deadly combination in the work environment.



**COST**

Large companies may be able to afford assessments or drug testing programmes, however many smaller businesses cannot afford to do so. This is a critical mistake, as drug users generally apply only at places that do not have compulsory drug testing.



**Drug testing and educational programmes are proven to provide benefits such as:**

- Increased morale
- Decreased workplace accidents
- Reduced employee theft
- Increased productivity
- Reduced employee turnover
- Decreased cost of insurance ie.workmen's compensation



**THE RIPPLE EFFECT**

There are many ways in which employers are affected by drug abuse in the workplace. Not only do they run the risk of having deadly or dangerous incidents occur (which may be subject to legal issues), but substance abusers also cost employers money in the form of lost productivity, healthcare cost and workplace theft.

Substance abusers may also:

- Frequently arrive late to the workplace
- Frequently change workplaces
- File for workers' compensation claims and benefits



**PREVENTION**

Employers can implement strict policies when it comes to employee drug use. These include:

- Implementing effective workplace drug programmes that include drug testing before hiring.
- Prohibiting drug use in the workplace and conducting drug testing during employment.
- Enforcing consequences for violating the rules.

Employers should work together with Supervisors or Team leaders to ensure that each employee is free from any illegal substances.



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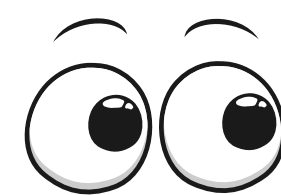
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**INTERNAL AUDITOR TRAINING**  
**ISO 14001:2015 & ISO 45001:2018**

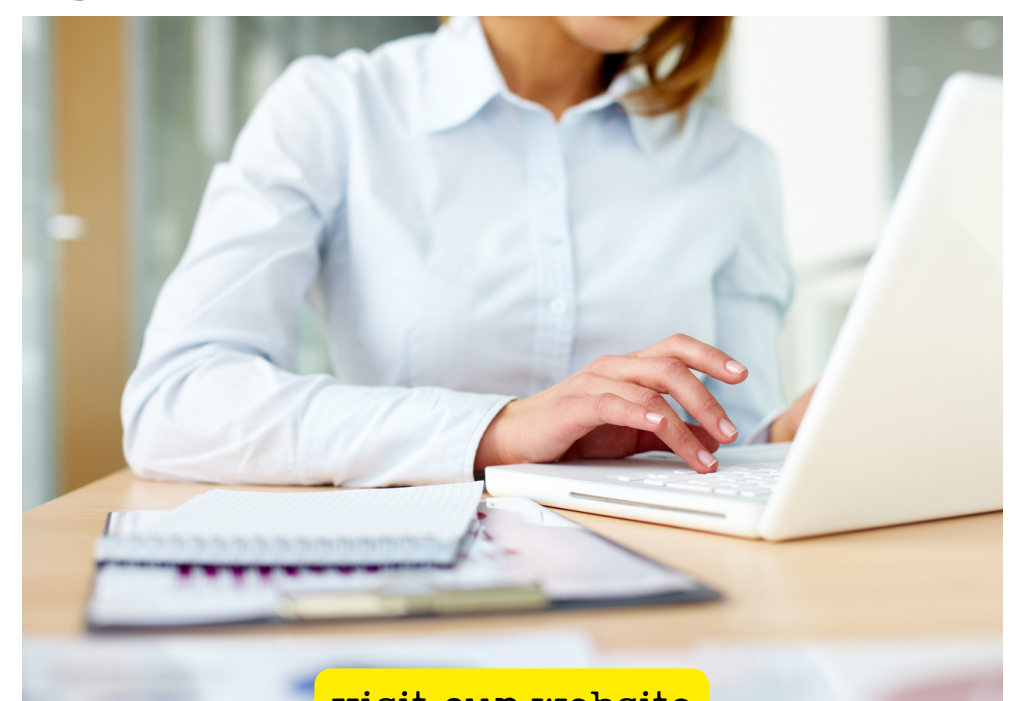
- 24th - 26th January 2023, Gqeberha
  - PE St Georges Club, Gqeberha / 9am - 3:30pm
  - Choose your preferred Workshop:
    - On-Line R2950 per person excl VAT
    - In-Person R3650 per person excl VAT
- In-Person Course Cost includes refreshments and lunch

**REGISTER NOW!**

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