

Presentation on HSE



by

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RMC Readymix (India)
A Division of Prism Cement Limited,
Mumbai, India





About India...



- 29 States and 7 Union Territories
- Home to 1.2 Billion Population
- 10th biggest country in the world in terms of GDP which amounts to over 1.8 Trillion Dollars
- Second largest road network in the world spanning over of 3.3 Million Kms





Statutes Applicable to Construction Sector...

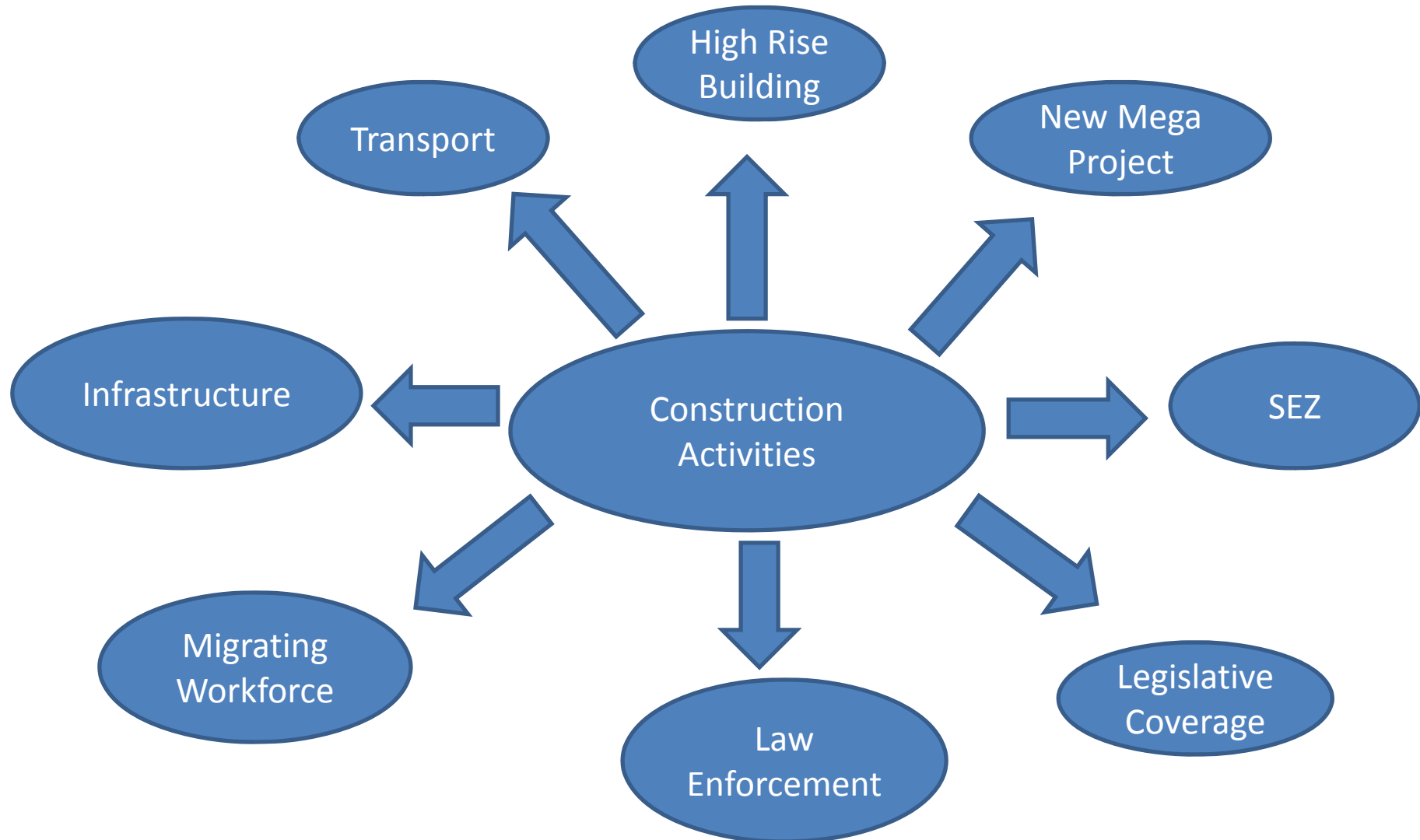


- **Building and Other Construction Workers Act (BOCW-1996)**
- **Petroleum Act (PA-1934)**
- **Explosive Act (EA- 1884)**
- **Gas Cylinder Rule (GCR-1981)**
- **Static And Mobile Pressure Vessels(Unfired Rules. (SMPVR-1981)**
- **Indian Electricity Rule.(IER-1956)**
- **Motor Vehicle Act .(MVA-1988)**
- **Factories Act (FA-1948)**



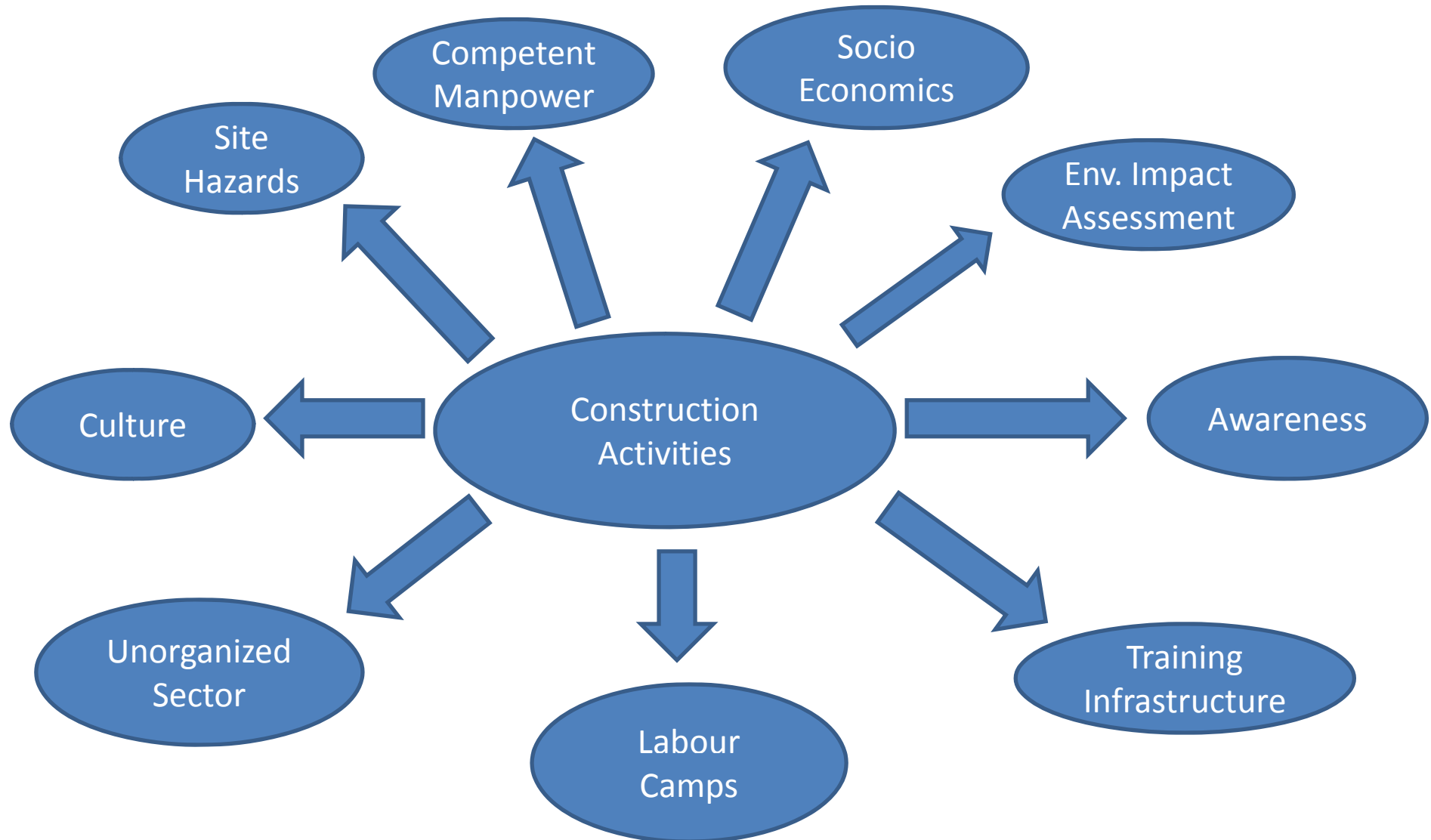


Challenges of Construction Industry in India



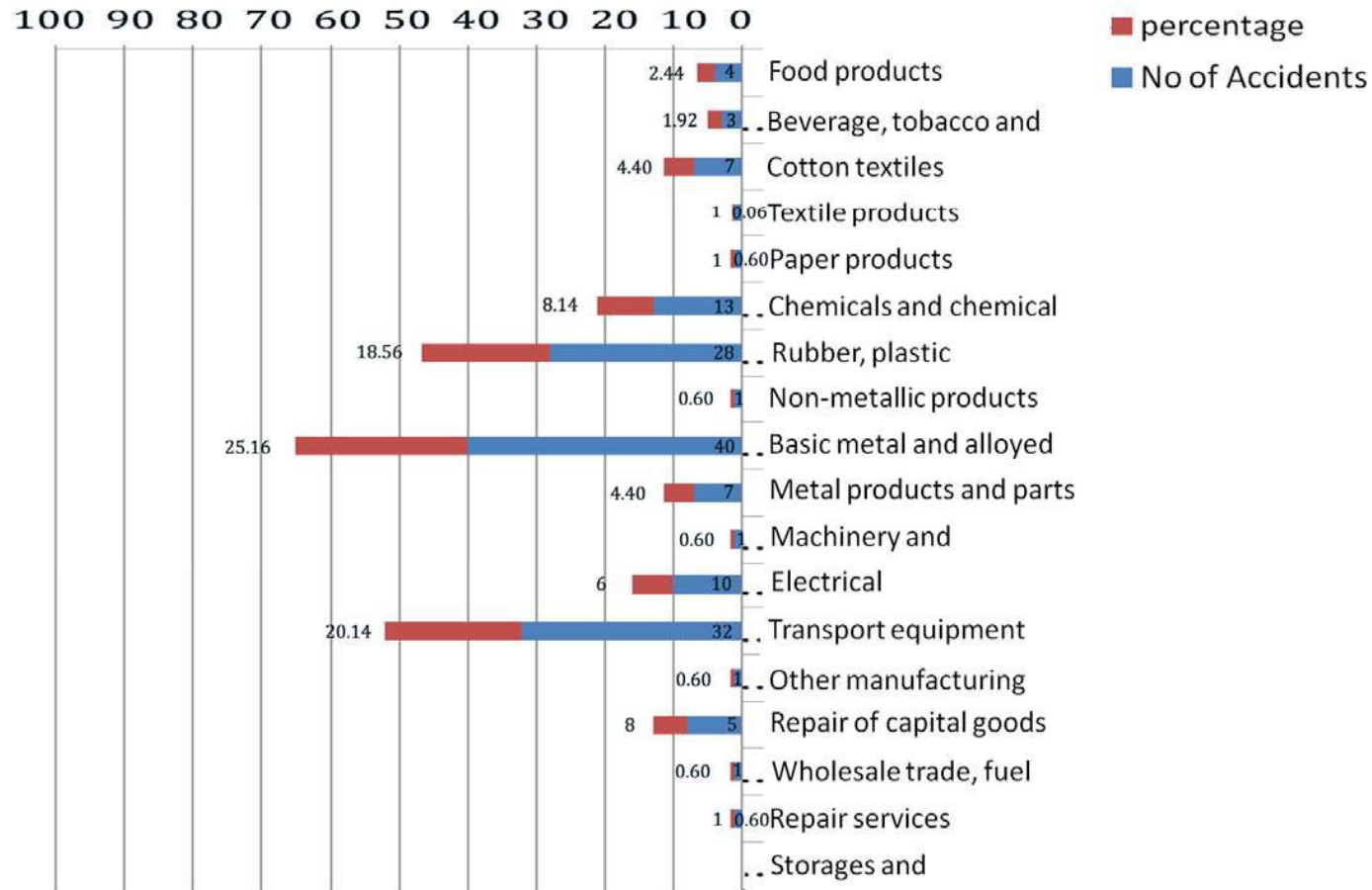


Challenges of Construction Industry in India



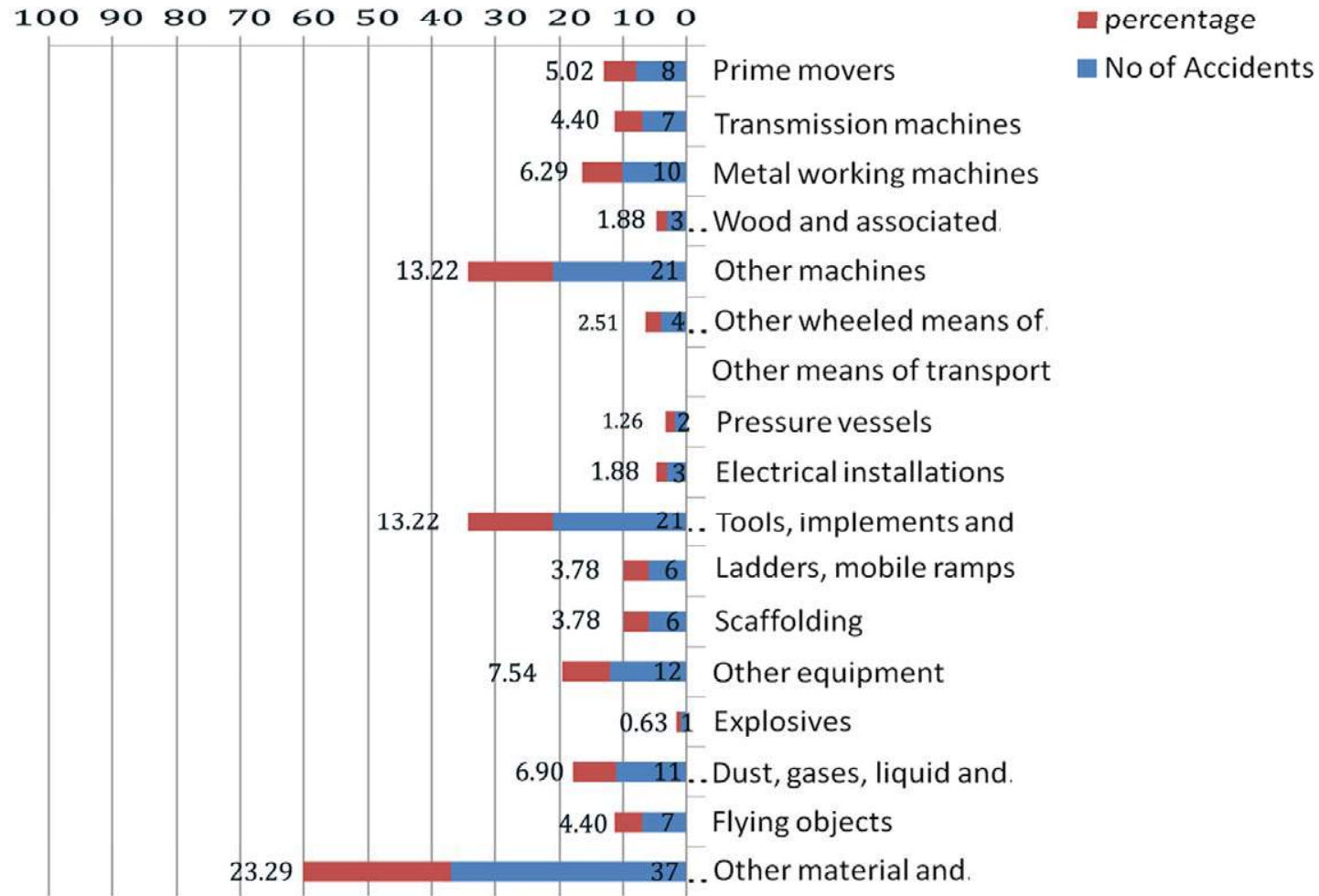


Industry-wise Non Fatal Injuries - India



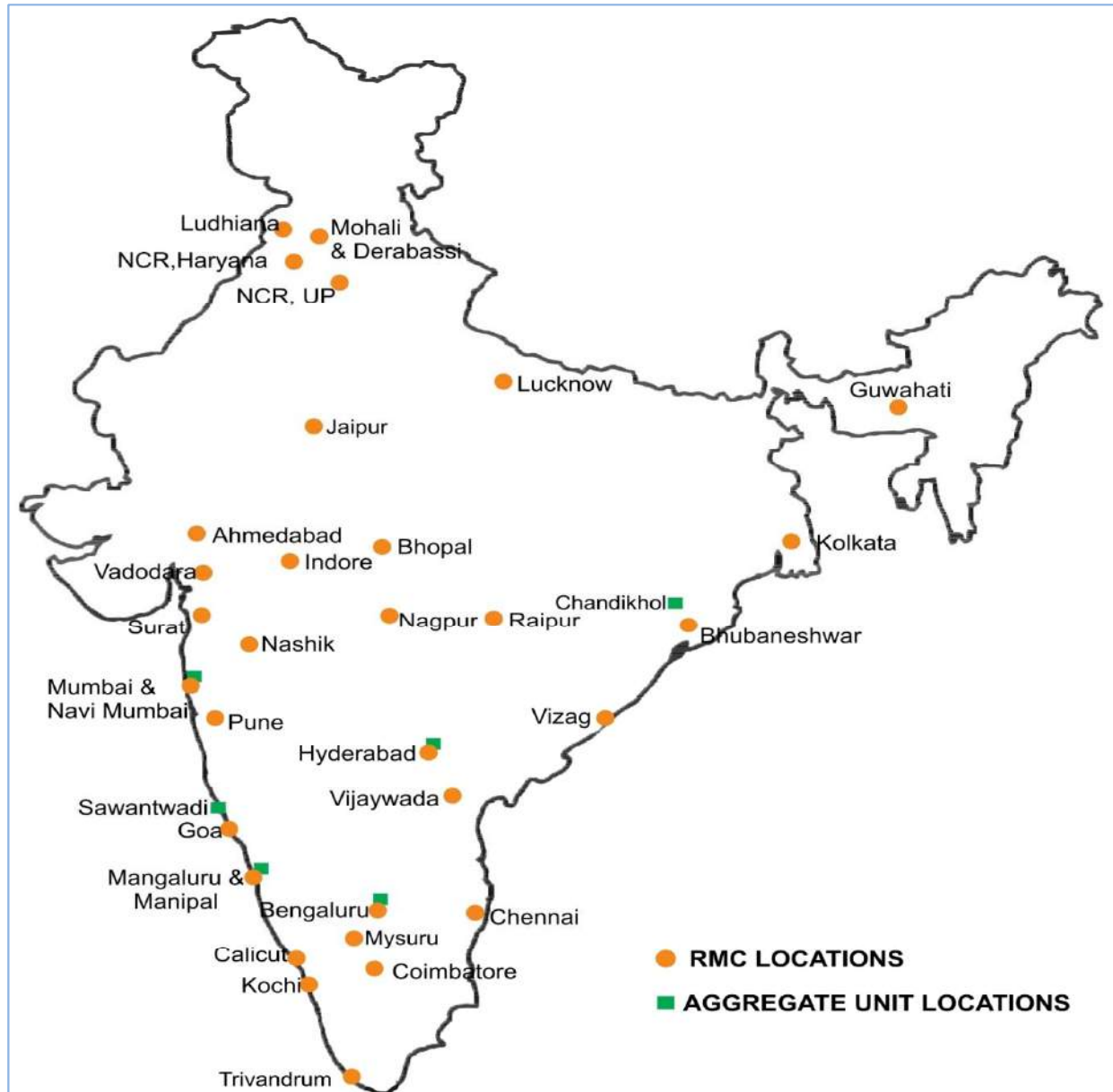


Agency-wise Non Fatal Injuries - India





RMC India- National Footprint



90

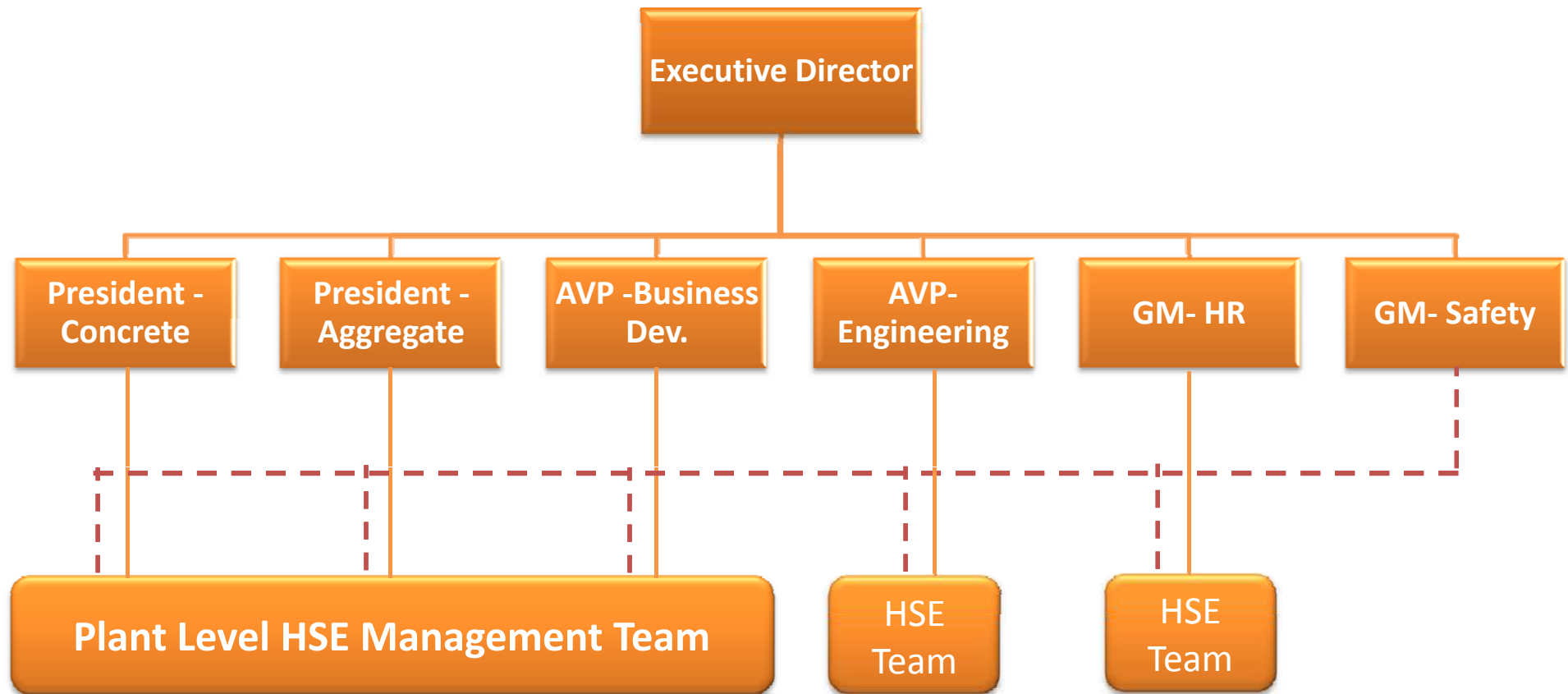
Readymixed
Concrete
Plants

8

Aggregates
Units



RMC India- HSE Organisation Structure





RMC India- National Footprint



RMC India's 11 plants including Readymixed Concrete and Aggregates units won National Safety Council of India's Safety Awards - 2012



Issues of Readymixed Concrete in India



Challenges to ensure Safety in...



- Producing Ready-mixed Concrete in limited resources and unfavorable Environment.
- Transporting through Public Places at desired location.
- Installing and Shifting of Concrete Pump at Work Location in limited Space.
- Supplying and pouring of Concrete for various customers as per their Demand.
- Safety within Readymixed Concrete plant due to presence of many moving machineries.



❖ OHSE Policy and Organization Structure

➤ Fire prevention through...

- ✓ Maintaining and Practicing “5 S - Good Housekeeping”
- ✓ Emergency Preparedness and Training
- ✓ Initiating “On site and Off site Emergency Plan.
- ✓ Complying Legal Requirements

➤ Occupational Health through...

- ✓ Display and Tool box Talks on Health and Hygiene Issues.
- ✓ Periodical Health Check Up
- ✓ Providing Protective Equipments
- ✓ Demonstrating Good Hygienic Practices.



A Well Defined HSE Policy

RMC



RMC Readymix (India)

(A Division of Prism Cement Limited)

Health, Safety & Environment Policy

Statement



The Board of Prism Cement Limited of which RMC Readymix (India) is a Division, is committed to the achievement and maintenance of high standards of Health, Safety & Environment at all its plants and work locations of operation.

The Company's Health, Safety & Environment Policy is based on the fundamental belief that all work related injuries and illnesses are avoidable.

Organization

- ◆ The Board of Prism Cement Limited of which RMC Readymix (India) is a Division, has overall responsibility for providing sufficient resources and support to meet its Health, Safety & Environment objectives.
- ◆ There will be an Apex Committee of Health, Safety & Environment under the Chairmanship of the Executive Director - RMC which will be responsible for setting company standards for Health, Safety and Environment and implementation of the policy.

Approach to Safety

- ◆ All Employees are duty bound to work safely at all times & to place utmost priority on self safety as well as the safety of colleagues & third parties.
- ◆ All Employees are encouraged to draw any unsafe working conditions or practices to the attention of their local management.
- ◆ Each plant and work location will implement appropriate Safety Systems and provide appropriate Safety equipments to enable operations to be undertaken in a safe manner.

Arrangements -

Management Control

- ◆ At each plant and work location HSE Policy will be displayed with a clearly identified Management structure, together with arrangements to safeguard the Health & Safety of Employees and third parties along with maintaining a safe working Environment.
- ◆ At each plant and work location there will be Planning processes & Risk assessments which seeks to minimize hazards, control risks and reduce accidents.
- ◆ All contracts of employment will clearly state that the requirement to work safely is a mandatory condition of employment.
- ◆ Appropriate disciplinary action will be taken in situations where anyone has compromised with either their own or another person's Health, Safety & Work Environment.
- ◆ Each plant and work location will have a HSE improvement plan and the same shall be reviewed annually, targeting a quantitative reduction in Health, Safety & Environment incidents.

Co-operation

- ◆ There will be a system through which the Management and Employees at each plant and work location in the

Company can share their experience and knowledge to improve Health, Safety & Environment standards.

- ◆ At each plant and work location, systems will be established to enable effective consultation on Health, Safety & Environment matters between Managers and Employees.
- ◆ In situations where work places are shared with contractors or other third parties, relevant Health, Safety & Environment information about the hazards and the control measures required, will be discussed with the contractors or third parties before work is commenced.

Communication

- ◆ At each plant and work location there will be a system to ensure that all relevant Health, Safety & Environment information is circulated to Managers and Employees.
- ◆ Management meetings at all levels will include Health, Safety & Environment as their first agenda item.
- ◆ All the Management reports throughout the Company will include Health, Safety & Environment information.

Competence

- ◆ All Employees including temporary and contract staff will receive suitable and sufficient training to ensure that they are aware of Health, Safety & Environment Policy, National level legislation and best practices.
- ◆ At each plant and work location there will be a system to identify which contractors operate to safe standards and an approved list of contractors will be in place.

Accident/Incident Reporting and Investigation

- ◆ Accident/Incident Reporting and investigation procedures will be in place at all the plants and the work locations.
- ◆ All the fatal accidents will be reported to the top management through the Executive Director, within 12 hours of accident occurring.
- ◆ All the major injuries/accidents will be reported to the GM (HSE) within 24 hours.

Monitor / Review

- ◆ At each plant and work location sufficient and regular Health, Safety & Environment inspections and audits will be carried out by designated Competent Persons.
- ◆ At each plant and work location adequate measures will be taken to protect the Health of Employees, with particular reference to noise, dust and the hazardous substances.
- ◆ The Senior Management personnel will make periodic Health, Safety & Environment visits to the work locations and discuss Health, Safety & Environment performance with employees.
- ◆ The management will regularly carry out internal Health, Safety & Environment performance reviews and benchmark against other National and International organizations.

Duties and Responsibilities

A) Executive Director

- ◆ Ensure implementation of the HSE policy & compliances of Statutory requirements applicable to the division.
- ◆ Provide resources and support to meet HSE objectives and targets.
- ◆ Review and assess HSE performance for sharing information in the Board of Director's meetings.

B) SENIOR MANAGEMENT

- ◆ Provide necessary support for implementation of HSE policy.
- ◆ Monitor and assist for implementation of HSE improvement plan.
- ◆ Monitor the compliances of applicable Statutory requirements.
- ◆ Carry out at least one HSE Audit per quarter.
- ◆ Monitor and ensure the compliance of corrective & preventive actions arising out of accident investigations.
- ◆ Encourage all the team members for active participation in the HSE celebrations.
- ◆ Monitor and improve the Quality of the Safety Committee meetings.
- ◆ Ensure HSE induction is conducted for newly recruited Employees.

C) CLUSTER HEAD

- ◆ Conduct Quarterly HSE Audit & Safety meeting.
- ◆ Provide resources at the respective plants and the work locations for effective implementation of HSE Policy.
- ◆ Monitor the compliances of applicable Statutory requirements.
- ◆ Identify HSE training needs and ensure compliance.
- ◆ Ensure the HSE Audit compliances.
- ◆ Ensure HSE induction is conducted for newly recruited Employees.
- ◆ Review and ensure the corrective and preventive actions are taken with respect to Accidents & Near Misses
- ◆ Ensure Risk assessments are carried out for critical activities.

D) BUSINESS MANAGER

- ◆ Conduct monthly HSE inspection.
- ◆ Conduct and chair monthly Safety Committee Meeting.
- ◆ Ensure the compliances of applicable Statutory requirements.
- ◆ Ensure HSE training is conducted as per training needs identification.
- ◆ Review all the HSE Documents & Records on a monthly basis.
- ◆ Ensure Health checkup is conducted for all Employees during each Year.
- ◆ Initiate the compliances of HSE Audit reports.
- ◆ Conduct investigation of the Accidents, Incidents, Near misses and take corrective actions.
- ◆ Actively participate and encourage others too in the HSE celebrations.
- ◆ Provide and ensure compliance of PPE's.
- ◆ Conduct HSE induction for newly recruited Employees.
- ◆ Monitor the Workplace & Equipments for Good Housekeeping.
- ◆ Display and communicate HSE information.
- ◆ Ensure Risk Assessments are carried out for critical activities.

E) SUPERVISORY STAFF

- ◆ Ensure the use of PPE's.

- ◆ Monitor the Workplaces & Equipments for Good Housekeeping.
- ◆ Display and communicate HSE information.
- ◆ Attend Safety Committee Meetings.
- ◆ Conduct Daily plant inspection and tool box meeting.
- ◆ Conduct/assist in Accident investigations.
- ◆ Conduct HSE Induction for newly recruited Employees.
- ◆ Maintain & update the HSE Records.
- ◆ Report all the Accidents (as & when they occur)

F) EMPLOYEES

- ◆ Report the Accidents & Near misses on time.
- ◆ Practice and maintain good housekeeping.
- ◆ Actively Participate in the HSE celebrations.
- ◆ Assist and educate juniors on HSE practices.
- ◆ Understand and follow HSE instructions.
- ◆ Wear Appropriate PPE's.
- ◆ Identify the hazards and give suggestions to eliminate / minimize the Risk.

G) HSE FUNCTIONS

- ◆ Provide HSE information & advice to the Company Management.
- ◆ Conduct / Ensure HSE Training.
- ◆ Monitor the HSE standards & performance.
- ◆ Conduct / Ensure HSE Audit.
- ◆ Prepare Company HSE improvement plan.
- ◆ Organize and communicate details of the HSE celebrations.
- ◆ Compute Monthly Statistics of Accidents / Near misses.
- ◆ Review, develop & communicate Company HSE Policy, Systems & Procedures.

H) VISITORS

- ◆ Enter the appropriate information in the visitor's register.
- ◆ Listen to & Follow all the Safety Instructions.
- ◆ Wear Safety Helmet and Reflective Jacket.
- ◆ In case of an Emergency contact the Manager/Plant in charge.
- ◆ Follow the Guidelines on HSE applicable to all on a plant and work location.

General Responsibilities

The Board of Prism Cement Limited of which RMC Readymix (India) is a Division, believes that the moral responsibility of ensuring the Health & Safety of employees, contractors and members of the public along with maintaining a safe working Environment is the highest priority. The message that Health, Safety & Environment standards should not be compromised in any way is a prime responsibility of all the Senior Management Personnel in the company.

Venugopal Panicker

Venugopal Panicker
Executive Director

September 2013



Our Firm Belief



RMC Readymix (India) [A Division of Prism Cement Limited] is committed to the achievement and maintenance of High Standards of Health, Safety and Environment at all it's plants / locations of operations.

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Proactive Approach.....



➤ Risk Assessment through constant Monitoring through...

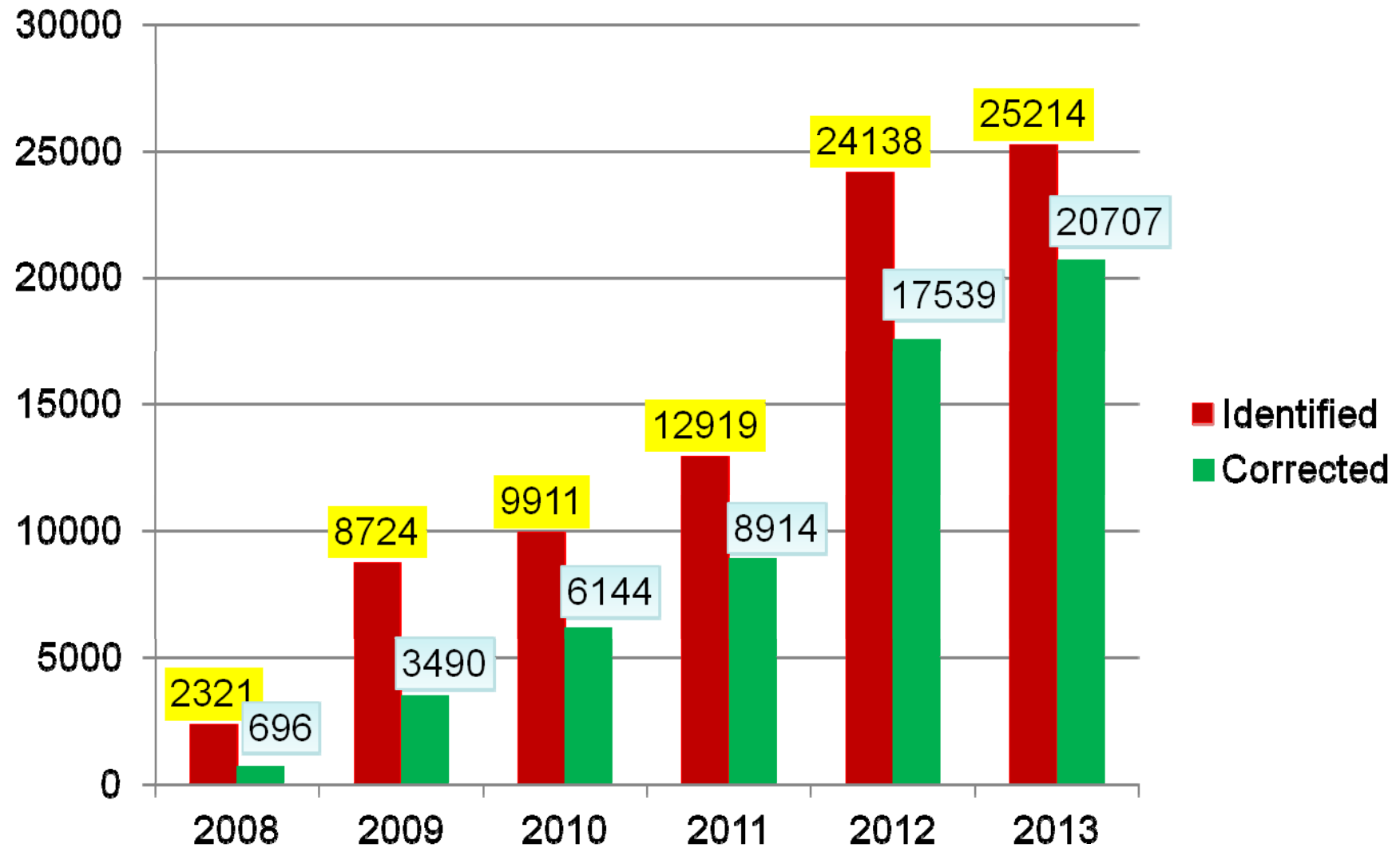
- ✓ Hazard Identification
- ✓ Hazard Controlling
- ✓ Hazard Monitoring

➤ Culture Development through...

- ✓ Education and Training
- ✓ Communication
- ✓ Promotional Activities
- ✓ Follow Up
- ✓ Employee Participation



Trend of Near Misses





Risk Assessment



Identification of Hazards and Risk Assessment





Managing HSE at RMC India..



- **Freedom & Encouragement for Reporting Accidents/Near misses**
- **Functional Safety Committee**
- **HSE Assessments through Audits.**
- **Sharing of HSE Information (National/International)**
- **SOP through Hazard Identification and Risk Assessment**



Producing Sustainable Concrete..



.... amidst an Evergreen Environment



HSE Awareness



- **Drivers Training**
- **First –Aid Training**
- **Fire Fighting Training**
- **Lock–off and Machine Guarding**
- **Concrete Pumping**
- **Material Handling**
- **Health Awareness.**



Efforts on "Creating Safety Culture" Through Training

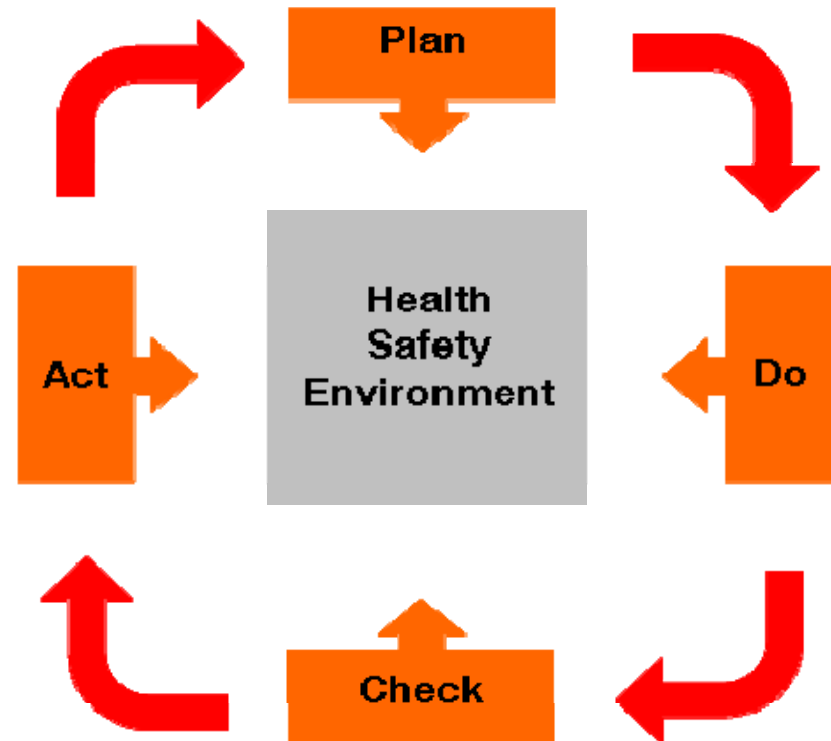




Leading to Change



- Educate each Employee
- In House
- Out door
- Visits/ Tour
- Audio/Video slides
- On the Job





Core Elements of our HSE System



➤ **Statutory Compliance**

➤ **Machine Guarding**

➤ **Lock –Off System**

➤ **Inspection Process**

➤ **Control of Contractors**

➤ **Documents and Records**

➤ **Risk Assessment**

➤ **Environment Management**



➤ **HSE Induction and Training**

➤ **Reporting of Near Misses**

➤ **Investigating Accidents (RCA)**

➤ **HSE Promotional Activities**

➤ **PPE Management**

➤ **Energy Conservation**

➤ **Formation of Safety Committee**

➤ **On / Off site Emergency Plan**



HSE - Co-operation



Safety Committee

- Each Plant will have a Safety Committee for conducting interactions and discussions on HSE issues
- Safety Committee Meeting is conducted every month
- Members are selected from each Department
- Safety Meeting is chaired by the Plant Manager



HSE - Co-operation



Members of the Safety Committee

- 
- **Manager of The Plant**
 - **Production In-charge**
 - **Batching Plant Operator**
 - **Lab or Field Technician**
 - **Driver of transit mixer**
 - **Pump Operator and / Site- coordinator**
 - **A representative from Security**
 - **A representative from contractor**
 - **Electrical / Mechanical technician**



Personal Protective Equipments



- Helmets
- Safety Shoes
- Reflective Jacket
- Safety Glasses
- Ear Plugs
- Hand gloves
- Safety Belt (Full)
- Nose Masks
- Gumboots





Engineering Controls



Adequate Machine Guarding of Belt Conveyor





Engineering Controls



Adequate Machine Guarding of Belt Conveyor





Engineering Controls for Authorisation





Guarding of Transit Mixtures





Guarding of Concrete Pumps





Material Storage & Handling





Energy Saving Initiatives..



Increasing Usage of Natural Light by Using Transparent Sheet on Roof



Lock Off & Machine Guarding Safety Week





Emergency Preparedness



	WARNING Construction site
	No unauthorised access
	Safety helmets must be worn
	High visibility clothing must be worn
	Protective footwear must be worn





HSE Induction



<u>Contents:</u>	Duration	<input type="checkbox"/>	<input type="checkbox"/>
1. Brief Introduction about Company / Plant	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
2. HSE Induction Training Module (PPT)	10 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
3. Reporting of Near Misses & Accidents	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
4. Emergency Procedures	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
5. Fire Fighting Arrangement	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
6. First Aid Arrangement	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
7. Lock Off Procedure & Lock Off Film	10 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
8. Site Safety Rules	5 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
9. Personal Protective Equipment (PPE's)	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
10. Road Safety Precaution/Measures	5 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
11. Risk Assessment	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>
12. Health Care & Monitoring	2 Minutes	<input type="checkbox"/>	<input type="checkbox"/>



Safety Walk Round and Inspection





Objectives of HSE Movement



- **HSE Induction to All.....(100%)**
- **Adequate and Effective Guarding on All Machines.....(100%)**
- **Strictly Adhere to Lock-off.....(100%)**
- **Compliance of HSE Improvement Plan.....(100%)**
- **Every Month HSE Meeting.....(12 Meetings)**
- **Every Quarter HSE Audit.....(4HSE Audits)**



Path for Success.....



- Educate each Employee
- Empower each Employee
- Enforce the Law and Order
- Encourage for Participation
- Explore the Improvements
- Exhibits the Results
- Examine for Consistency

7 "E"



Thanks to JISHA & NSC of India for giving me an..

