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ZERO TOLERANCE TO "INJURED ON DUTY" (IOD)

We are entering the final stretch of the 2012/13 financial year.

You would agree with me that the current safety injury record is unacceptable and needs to be urgently contained - Serious and drastic interventions are required by all stakeholders and role players to ensure an injury free end to the financial year and beyond. Increased Supervision and Management visibility during this period will assist in preventing a repeat of the trend experienced over the past three (3) years.

Line management must account for every IOD in their respective areas of responsibility as reported during this final phase of the financial year and beyond

As an added measure the following process must be followed:

First Line management must ensure that the reported injuries are in fact **injuries on duty** before they commence with the IOD process. The injured employee must be taken to the nearest hospital/clinic for medical attention. The business unit manager must be informed about the IOD.

I again draw your attention to the mutual safety relationship between Management and employees in terms of the Occupational Health and Safety Act:



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- ❖ **Management must as far as is reasonable and practicable, provide a working environment that is safe and without risk to the health of employees; and**
- ❖ **The employee must take care of her/his own health and safety as well as that of other persons who may be affected by her/his actions or negligence.**

In the event of any IOD's during this period I need a report from Management detailing the following:

- **What happened?**
- **Why did it happen?**
- **How could it have been prevented by both the effected individuals and their line managers**
- **What action and controls are in place to prevent this from re-occurring.**

This report must be forwarded to Nene Mkhize at Corporate Safety Office for my attention.

Patrick Dada
General Manager
Safety