

A word from the MD...



Here we are into the second month of the new year already. How time flies! I hope everyone has returned safely to work and has managed to start the year on a positive note. We began our year with our annual

staff upskilling sessions, attended by all NOSA auditors and trainers. Staff development and training has been consistently prioritised and will remain an essential part of our business. We will continue to do all we can to equip our staff with up-to-date knowledge and skill in order to keep up with international trends and the level of service demanded by our valued clients.

One of the key elements within the NOSA system covers occupational hygiene surveys. We are pleased to announce that our clients will soon be able to benefit from NOSA's occupational hygiene technical resources and related services which we are now in the process of establishing country-wide.

We recently introduced an updated version of our flagship training programme, SAMTRAC[®]. The content and design of all our training programmes are continuously being updated to ensure changes in legislation and industry standards are included, international trends and benchmarks are covered, and that the

programme design is of the highest quality to ensure skills transfer to the workplace.

We have also introduced another new range of audio-visual training tools in the form of 15 new DVDs, covering a wide variety of occupational health and safety topics. Another innovative product we have recently introduced to the market is the NOSA Toolbox, which is a set of easy-to-use training tools, ideally packaged for awareness programmes, induction training or toolbox talks. Since the introduction of this product, we have been inundated with requests and have since produced another batch (with improved packaging for longer shelf-life) – these are now available. We suggest you order your NOSA Toolbox early in the year to give your in-house awareness training momentum (see below for more information on this product).

We had initiated a number of social responsibility projects last year to assist those less privileged and in need of support. During April, we were able to collect in excess of 20 000 Easter eggs, and in December collected and distributed hundreds of Christmas gifts, which we delivered to selected charities across South Africa. I would like to thank every one of our clients and staff members for supporting these initiatives.

This year's annual award ceremonies will kick-off in June with the 'crème-de-la-crème' of awards – the NOSCARs! The regional

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banquets will follow in June and July and the 51st NOSHCON will be hosted in September at the Champagne Sports Resort. We wish all our clients the best of luck with the upcoming nominations and awards, and we look forward to welcoming you at NOSHCON 2012.

Regards

Justin Hobday
NOSA Managing Director

SAMTRAC[®]

SAMTRAC[®] is NOSA's flagship training product, and one of which NOSA is justifiably proud. SAMTRAC[®] is renowned in industry for being the most sought-after and recognised SHE management training course of its kind. This course, like all NOSA courses, is based on intense research, and include updated and practical illustrations according to the latest international occupational risk management developments.

NOSA courses are re-aligned and updated regularly to stay abreast of the current trends and legislative requirements. The recent SAMTRAC[®] re-alignment process has now been successfully completed and the end result is a world-class training intervention for both established and aspiring SHE professionals.

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NOSA Auditors Conference 2012

More than 40 NOSA auditors from across the country attended the annual NOSA Auditors Conference at the company's Centurion office in January this year. The annual event presents a unique opportunity for auditors and contractors to interact with colleagues, consolidate the previous year's challenges and successes, start the new year with a coherent vision and refresh knowledge while sharing experiences in order to motivate peers for the year to come.

Johan Bronkhorst, a significant role player in the compilation and revision of legislation in South Africa, shared his expertise in the diagnosis and management of noise induced hearing loss in the workplace.

The matter of verifying man-hours has often proved difficult and time consuming. Paul Naude, the Industrial Relations Director of FLUOR SA, and an expert in determining and monitoring man-hours, gave participants effective and practical tools to verify and manage man-hours.

A 4-hour motivational session was presented by Maurice Kerrigan, covering personality profiling, adapting during interactions with other personality types and conflict resolution.

Johan Vorster, employed by one of NOSA's partners in training – Evolution Height Safety – covered risks, equipment, fitting points, training and use of equipment and rescuing a suspended person during his presentation on Working at Heights.

An interesting presentation on lightning by the MD of The Power Company, Mike Visser, included its causes, warning devices, warning signs, personal precautions and fitting protection against lightning strikes.

Grant Lawless from NOSA's business partner in safety footwear, Bata, delivered a presentation on the manufacturing of safety footwear and features built into the safety shoes to protect the user from associated risks, including falling objects, slipping, chemicals, shock and impact.

NOSA Employment Agency



NOSA Employment Agency, a specialised Occupational Health and Safety recruitment agency, has partnered with NOSA training to assist learners exiting NOSA courses, by creating more opportunities to enter the occupational risk management industry. All private (candidates not sent via a company) learners who have successfully completed NOSA training programmes should submit their CVs via our online portal at www.nosaemployment.co.za or email to carine@nosa.co.za. We will contact you personally should you be suitable for one of the available positions.

At NOSA Employment Agency, we believe in finding the perfect person for every position, resulting in a passionate, positive workforce that will take your business' risk management programme to new heights. Our aim for 2012 is to become the largest occupational health and safety employment portal in Africa. Companies seeking OHS professionals can contact NOSA Employment Agency on 011 218 8060 or email specifications to carine@nosa.co.za.

SAMTRAC®

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Course material has also undergone some modernisation, such as the introduction of a full-colour learner textbook, covering updated SHE-related principles, concepts and data, as well as high-quality, high-resolution images.

The course is presented according to a logical, systems-focused approach that focuses on seven core disciplines, all of which are vitally important to any SHE risk management: Legal, Safety, Health, Environment, Risk, Management Systems (Plan and Do) and Management Systems (Check and Act). Supplementary to the textbook is the Reference Dossier, a file dedicated to offering learners

even more invaluable additional information in these SHE-related disciplines.

The SAMTRAC® assessment process is based on three different components of required, mandatory work: individual work, group work and the final exam. NOSA believes that by making the assessment process even more thorough, will be to the benefit of learners undertaking SAMTRAC®. We also re-introduced the merit system ('Summa Cum Laude', 'Cum Laude' and 'With Distinction'), to incentivise SAMTRAC® learners to strive even harder to excel, and to acknowledge those learners who do attain excellence.

NOSA: Working at Heights

The NOSA Working at Heights team is gearing themselves for a very busy 2012 as an increased interest in the training programmes are being experienced early in the year. The programmes include competency based training courses such as Basic Working at Heights, Post Fall Arrest Rescue, Self-Rescue as well as the SETA accredited courses such as Basic Fall Arrest, Fall Arrest and Rescue and Advanced Fall Arrest Rescue courses. The most anticipated course is the Fall Protection Plan Development course which is being developed to cover all legislative requirements and is a unit standard based course required for competency – specifically for the development, implementation and maintenance of Fall Protection plans.

Apart from training, the NOSA Working at Heights team also develops customised fall protection plans for clients, and runs a very successful Confined Space workshop, aimed at supervisory and managerial levels. The workshop deals with equipment, entry and exit procedures, permit systems and high risk areas.



The NOSA Working at Heights team delivers training to employees of Transnet Rail Engineering (TRE) at most of its sites including Bloemfontein, Kimberley and De Aar. The training includes all TRE's safe access systems, installed lifelines and height safety PPE.



NOSA Mining

The NOSA Mining division is forging ahead with its vision of: *"To be the preferred global partner in the provision of occupational risk management solutions, generating superior returns for all stakeholders on a sustainable basis"*.

To live up to this we have to provide a professional service at all times and we have to lead the market with regard to product and services. This we will strive to do and for 2012 we will be introducing several new products and services, such as:

Management training and mentoring programme

The transition from a supervisory level to managerial level may be overwhelming to some employees, especially if the employee has not received management training. NOSA's Management Training and Mentoring Programme provides the opportunity to grow professionally through structured training and on-going mentoring. Our process involves all the relevant knowledge, tools and skills required to build a successful career in Mine Management. Areas addressed are communication skills, human resource management as well as quality, financial and risk management, planning, implementation and evaluation – i.e. the full cycle of project management. Once the process is complete, all learning objectives are evaluated to ensure that the learner is armed with both the knowledge and skill to conduct the management role effectively and efficiently. Training is delivered at the client's site, and topics are customised to suit the unique requirements of the client.

Integrated Malaria management

Not only does malaria have a direct impact on mine employees, it also is a major cause of death in young children and pregnant women, therefore affecting the entire community. NOSA offers an integrated solution that helps combat and manage the disease and its consequences. Co-ordinators and team members receive intensive training in all aspects of malaria management, including diagnosis, treatment and monitoring. The programme NOSA implements is based on the proven processes of Africa Fighting Malaria (AFM), a non-profit group that seeks to educate people about the scourge of malaria and the political economy of malaria control.



Reptile risk training

Mining companies often operate in environments where employees are exposed to snakes and other reptiles. Accordingly, it is important to ensure that staff are properly trained and equipped to deal with the risks associated with reptiles. NOSA, in collaboration with Reptile Ventures, offers various training programmes for employees in the mining industry, including snake awareness, reptile awareness, snake handling and first aid for snake bites and emergency procedures. Risk assessments and environmental impact assessments on reptiles and amphibians for EIA reports, are conducted by skilled NOSA auditors, throughout Africa.

11-14 SEPTEMBER 2012

**CHAMPAGNE SPORTS RESORT, CENTRAL DRAKENSBURG
KWAZULU-NATAL, SOUTH AFRICA**



NOSHCON 2012
51ST INTERNATIONAL OCCUPATIONAL RISK
MANAGEMENT CONFERENCE & EXHIBITION



NOSHCON EARLY BIRD PACKAGES

Register and pay before 31 March 2012*

- R8 800 per delegate (excluding accommodation)
 - R11 700 per delegate (single accommodation ~ In: 11/09/2012 & Out: 14/09/2012)
 - R11 000 per delegate sharing (two beds, one bathroom ~ In: 11/09/2012 & Out: 14/09/2012)
 - R18 000 per exhibitor (excluding accommodation)
 - R27 500 per exhibitor (including accommodation)
 - R23 000 per exhibitor sharing (two beds, one bathroom)
 - R11 000 per additional third person joining registered exhibitor
- *** All accommodation will be booked at Champagne Sports Resort, unless otherwise requested

STANDARD NOSHCON PACKAGES

All registrations and payments received after 31 March 2012*

- R9 200 per delegate (excluding accommodation)
 - R13 000 per delegate (single accommodation ~ In: 11/09/2012 & Out: 14/09/2012)
 - R11 350 per delegate sharing (two beds, one bathroom ~ In: 11/09/2012 & Out: 14/09/2012)
 - R20 000 per exhibitor (excluding accommodation)
 - R29 000 per exhibitor (including accommodation)
 - R24 000 per exhibitor sharing (two beds, one bathroom)
 - R12 000 per additional third person joining registered exhibitor
- *** All accommodation will be booked at Champagne Sports Resort, unless otherwise requested

**To register contact the NOSHCON organisers on
Tel +27 10 226 4000 or noshcon@nosa.co.za**

NOSA is proud to introduce 15 new DVDs

NOSA is proud to introduce a brand new series of audio-visual induction/training aids in the form of 15 new DVDs, covering up-to-date and relevant workplace SHE (Safety, Health, Environment) topics. Unlike most audio-visual programmes available in the market, the topics were researched, developed and produced by South African

ETDP experts with in-depth knowledge and proven experience in the SHE risk management industry. The well-researched content provides the audience with the reality of SHE risk management challenges we encounter in our daily working lives, and how to deal with these challenges in an efficient and effective way.

CODE	DURATION	DVD TITLE	DVD DESCRIPTION
DVD118	5 min.	Lifting Equipment	Lifting equipment includes mechanical equipment or machinery used to raise, lower or transport heavy loads. Working with this type of equipment can be dangerous and there are a number of risks associated with its use.
DVD119	9 min.	Scaffolding	Working at heights is always associated with a high risk. Many factors can result in serious injuries or even fatalities. This DVD explores various essentials of scaffolding safety.
DVD120	5 min.	Ladder Safety	The ladder is one of the most commonly used pieces of equipment in almost any work environment. The misuse of ladders is one of the leading causes of fall-related injuries every year. Learn how to prevent ladder incidents.
DVD121	9 min.	Incident Investigation	This DVD provides proven methods and techniques investigative teams need to identify causes of an incident, gather evidence, interview witnesses and make recommendations for effective corrective actions.
DVD122	7 min.	Safety Inspection	Workplace inspections help prevent injuries and illnesses and are an important part of the overall occupational health and safety programme. Through critical examination of the workplace, inspections identify and record hazards for corrective action.
DVD123	6 min.	Hygiene in the Workplace	Employees are informed and urged to take an active role in the identification, control and abatement of workplace hazards associated with harmful exposures, including sanitation and personal protection from chemicals and biomaterial.
DVD124	5 min.	Lockout and Tag-out	The DVD explains the safety procedure applied to ensure hazardous energy sources are isolated and rendered inoperative before any repair or maintenance procedure is performed.
DVD125	6 min.	Noise Induced Hearing Loss	Noise induced hearing loss can be caused by one-time exposure to loud sound to repeated exposure over an extended period of time. The DVD explains how to protect hearing and avoid permanent hearing loss.
DVD126	9 min.	Construction Site Safety	This DVD deals with the identification and management of safety hazards posed by: falls from height, vehicles, excavation, electricity, machines, tools as well as health hazards on site.
DVD127	19 min.	Working Environment	The correct application, measurement and control of lighting, thermal conditions and ventilation are vital to the health and safety of employees. Procedures for effective management of healthy workplace conditions are investigated.
DVD128	5 min.	Machine Guarding	An illustration of how effective safeguarding of machinery should be put into practice to prevent injuries to people and damage to equipment.
DVD129	5min.	Confined Spaces	Many workplaces contain spaces with limited or restricted means for entry or exit, and pose many health and safety hazards to employees. NOSA has developed this DVD to assist employers with confined spaces safety training.
DVD130	10 min.	Working at Heights	Working at heights can involve extreme risk, and should a fall occur, there is a chance there will be injuries or even fatalities. It is therefore of the utmost importance to use the right work equipment and measures to prevent falls.
DVD131	5 min.	Safe Stacking	Safe stacking and storage training is essential for shipping, receiving, warehouse, and material handling employees as well as forklift operators. This DVD covers all the basic rules for safe stacking and storage.
DVD132	5 min.	Pressurised Vessel Safety	Due to high operating pressure, pressurised vessels present hazards such as explosion, fire and hazardous chemicals and have led to numerous incidents. This DVD reminds us about pressure vessel hazards and the importance of pressure vessels safeguards.

NOSA Toolbox

The NOSA TOOLBOX has been developed specifically for easy-to-use but effective SHE (Safety, Health, Environment) awareness programmes and in-house training tools. The topics are covered over a 12-month period to correspond with your in-house schedule for short safety awareness training sessions and 'toolbox talks'.

What's in the box?

You will receive a packaged and durable box that you can file per month/ topic, with the following content per topic:

- 2 x NOSA DVDs
- 2 x NOSA Posters
- NOSA Register
- NOSA Toolbox Talks
- NOSA 2012 SHE Events Wall Calendar



R1 400.00 per NOSA TOOLBOX
Pay only R1 250.00 per box if you order all 12 NOSA TOOLBOXES

Order your NOSA TOOLBOX today: contact NOSA Media Sales on 012 683 0200 or email priscilla@nosa.co.za.



MONTH	THEME	DVDs	POSTERS	REGISTER	TOOLBOX TALK TIPS	NOSA COURSE AVAILABLE (RELEVANT TO THE MONTH'S THEME)
January	Ergonomics	Ergonomics / Back to Basics / Confined Spaces	Ergonomics 01 / Ergonomics 02	Lifting Machinery	Lifting Safety Talks	LTI / Slings & Rigging Training Courses
February	Fire Safety	Fire Safety / Lockout & Tag Out	Good Housekeeping Saves Lives / Check Equipment Regularly	Fire Equipment Register	Fire Safety Talks	Fire Fighting Training Course
March	PPE	PPE / Safe Stacking	Tough Guys Use PPE / PPE Saves Lives	NOSA SHE Register	PPE Safety Talks	PPE Clothing & Footwear Training Courses
April	Safety	There's No Magic / Ladder Safety	Keep Stairways Clear / Safety is for Everyone	Ladder Register	Safety Talks	SAMTRAC®
May	Employee Responsibilities	SHE Responsibility	Report Hazards Before they Strike / Report All Injuries	SHE Representative Inspections Register	Employee Safety Talks	Introduction To OHSAct Training Course
June	Hazardous Substances	Handling Hazardous Substances / Pressurised Vessel Safety	Check if it is Safe to Breathe / Store Foods & Chemicals Separately	Electrical Equipment In Hazardous Locations Register	Working With Hazardous Chemicals	HAZCHEM Workshop
July	Employer Responsibilities	NOSA Safety Series / Work Environment	Basic Conditions of Employment Act / Summary of OHSAct	Workplace Risk Assessment Register	Safety In The Work Environment	Safety For Senior Executives Training Course
August	Electrical Safety	A Shocking Experience / Conducting A Safety Inspection	Lockout Saves Lives / Housekeeping is for Everyone	Earth Leakage Testing Register	Electrical Safety	ISO 9001 Training Courses
September	Driver Regulations	Forklift Safety / Lifting Equipment	Test Your Eyes / Drive Defensively	Forklift Truck Register (A) / Forklift Truck Register (B)	Drive Safety	Forklift Training Courses
October	General Tool Safety	General Tool Safety / Machine Guarding	Check Hand Tools Regularly / Use Equipment Safety	Chain Slings Register / Chain Blocks & Lever Register	Working With Hand / Machine Tools	Incident Investigation Training Courses
November	Construction	Working at Heights / Scaffold Safety	Basic Causes of Incidents / Report All Hazards	Goods Hoist Register	Working At Heights	Working At Heights Training Courses
December	HIV/AIDS Management	Protection Against HIV/AIDS in the Workplace / Noise Induced Hearing Loss	How to Beat HIV / What is HIV?	Minor Incident Register	HIV/AIDS in the Workplace	First Aid Level 1 & 2 Training Courses

NOSA Awards & Events

- 01 June 2012: NOSCABanquet, Emperors Palace
- 21 June 2012: NOSA Regional Awards – Northern, Central and Vaal Region
- 20 July 2012: NOSA Regional Awards – Eastern Region
- 27 July 2012: NOSA Regional Awards – Western Cape
- 11-14 September 2012: NOSHCON
- 13 September 2012: NOSA International Awards Banquet
- 16 November 2012: Client Function – NOSA Eastern Cape

Please
diarise
2012 NOSA
events

NOSA proud to be a founding member of BuildSafe SA

NOSA is proud to be a founding member of the recently launched initiative, BuildSafe SA – with the objective of improving overall health, safety and welfare within the construction industry. The launch took place on January 19, 2012, at Emperor's Palace, Gauteng.

NOSA will actively participate in the initiative designed to get information to the majority of the 55,000 construction contractors and

associated stakeholders. BuildSafe SA advocates the free exchange and sharing of information between organisations working in the South African construction industry. It represents construction-related stakeholder organisations, who publicly expressed their commitment and dedication at the launch, to help improve the health, safety and welfare conditions of all workers through the free exchange of information.

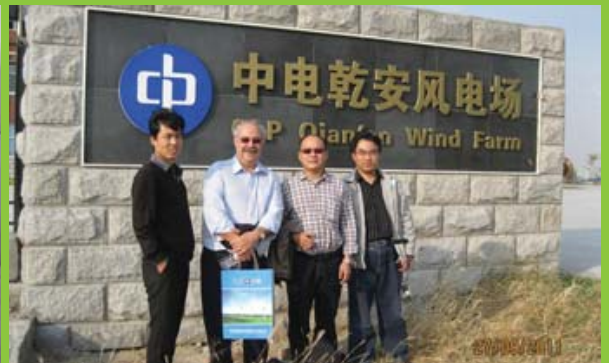


Representing the 18 founder members who signed the pledge during the launch of BuildSafe SA, including Aveng, Sasol, Foster Wheeler, Fluor, Murray & Roberts and NOSA.



NOSA managing director, Justin Hobday, signing the pledge at the launch of BuildSafe SA.

NOSA delivering world-class services to client in China



Did you know?
 NOSA trained more than 240 AUDITORS during eight back-to-back training courses conducted at one of our clients in China during 2011 – this number represents a higher number of the total auditors trained throughout the year in South Africa!

MECS Africa and MICROmega: Hearts of Hope Festive Season Fundraiser

Thank you to all the wonderful people who opened their hearts and donated to the Hearts of Hope orphanage this festive season, we thank you. The 14 children are blessed to receive your generous donations and we have been successful in making a difference this festive season. MECS Africa and MICROmega staff collective donated more than R15 000 towards this worthy cause.



Did you know?
NOSA is still conducting **UNANNOUNCED AUDITS** at most of the client sites in China. Our Chinese clients themselves are requesting these audits to ensure that transparency, consistency and highest levels of occupational and environmental risk management standards are maintained on a daily basis!



NOSA delivering
world-class services
to client in China



Social responsibility initiatives

NOSA, its employees and clients opened their hearts during the past Festive Season. As part of NOSA's ongoing and successful social responsibility projects, the campaign entitled "To a very special person... From someone who cares" was launched to collect and distribute gifts for various child caring facilities. All NOSA offices and visiting clients, students and community members participated in the campaign.

Gifts collected were handed to selected children's charities during December 2011. Thank you to all who shared in this enriching and humbling experience.

NOSA NEWCASTLE

Home Meah is a place of safety / house for newborn babies given up by their mothers, mostly saved from abortions, rejected due to HIV or abandoned. The aim is to care for these babies so that they can be reunited with their birth parents or be placed with adoptive parents.



NOSA RICHARDS BAY

The Richards Bay office "adopted" the **Ezishabeni School** in the Esaleni Rural area of Richards Bay. The school has approximately 41 children who are predominantly orphans from the area who are supported by parents within the district. The staff who participated said it was a heart-warming experience to see the joy on the children's faces.



NOSA BLOEMFONTEIN & WELKOM

The **Siloh Zoe Hope Foundation** benefited from the initiative lead by NOSA Bloemfontein and NOSA Welkom together with Goldfields Casino in Welkom (a new NOSA client). The Casino donated more than R5 000 worth of milk formula, clothes, nappies, blankets, baby bottles and more.



NOSA VREDENBURG & CAPE TOWN

Left: NOSA Vredenburg office handed gifts to **The Siyabonga Home for Children**. Right: The Cape Town office assisted the **Ruyterwacht Care Centre** to collect and provide food and other much-needed products to the more than 300 people living in the centre.



NOSA SECUNDA, WITBANK & NELSPRUIT

NOSA handed gifts to children of "The Shelter Ministries" in Kriel, Mpumalanga.



NOSA PORT ELIZABETH

Left: SAMTRAC® Students at NOSA Port Elizabeth shared in the excitement of collecting gifts for the **MTR Smit Children's Haven**. Right: This was the response from the social worker at the facility: "A REALLY BIG THANK YOU for all that you and your firm have done for our kiddies. It was amazing to see that there was a present for all of our children!" NOSA PE would like to thank all the employees and clients who participated – we are still overwhelmed by the response we received!

