

THE INSIGHT

HR VIDYALAYA CORPORATE SERVICES LLP

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Weekly Newsletter

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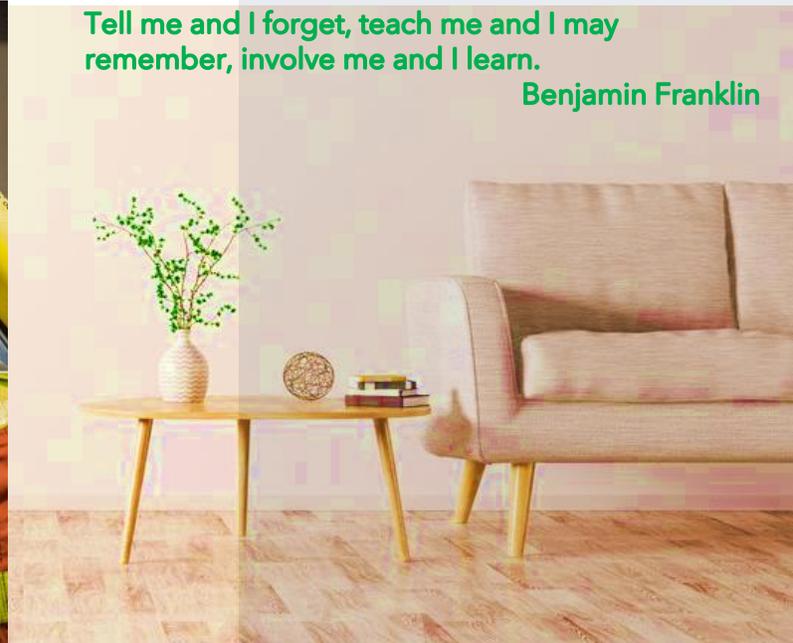
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A great saying which is apt in Workplace Safety....

Tell me and I forget, teach me and I may remember, involve me and I learn.

Benjamin Franklin



Workplace Safety is important in any Industry. Whereas it is sensitive in Manufacturing Facilities. And it is extremely critical in Hazardous manufacturing facilities.

Any compromise in the Safety measures, will have a big impact on Flora and Fauna of the surrounding of the Manufacturing facility. Such Hazardous facilities shall Conform with the Provisions of Environment legislations also and obtain necessary consent to operate the facility. Two Major Legislations which mandates such facilities are:

- Factories Act, 1948 and State Specific Rules
 - ★ A separate chapter IVA – Provisions relating to Hazardous processes was inserted to the Factories Act in 1987, post Bhopal Gas Tragedy.

- Manufacture, Storage and Import Of Hazardous Chemical (Amendment) Rules, 1989

Safety precautions to be taken:

Any such hazardous facility, more specifically a facility located near to densely populated area shall mandatorily have the following OPERATIONAL anytime and every time:

- Works committee | Safety Committee | Site Appraisal Committee
- On-site emergency, Adherence to definite Safety rules, Environment Clearance.
- Personnel engaged in such operational site shall be “Skilled” to contain any emergency. Employer shall ensure, proper, appropriate, and timely maintenance of machineries / utilities / parts of the machines in such specific hazardous areas.

WHAT'S IS INSIDE....

Workplace Safety Special - 2

DISCLAIMER

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Workplace Safety

FIRST AID TIPS

Objective:

- prevent loss.
- sustain life and
- promote recovery.

Signs of fracture

- Pain,
- Swelling,
- Shortening of limb

Artificial respiration – 10 to 12 times a minute until breath.

Fainting – Support until they sit or lie down.

What is sign?

- Abnormal things such as Bleeding,
- Swelling,
- Deformity,
- Irregular pulse etc.

What are symptoms?

- Sensations – Pain,
- giddiness,
- loss of movement,
- feeling heat or cold, etc.



Difference between Incident and Accident

Incident	Accident
A Safety or Health event leading to an unwanted consequences	Such Consequences leading to Personal Injuries, Damage to Property, etc.
<ul style="list-style-type: none"> Worker slips on a wet floor Worker drops object from a height Worker entering a hazardous area without proper safety gear 	<ul style="list-style-type: none"> Worker slips on a wet floor and got injured Worker drops object from a height and such fall, injures a co-worker Worker entering a hazardous area without proper safety gear and he had health injury due to this
Incident caused by, <ul style="list-style-type: none"> Careless behaviour Unsafe condition Callous attitude 	Accidents caused by <ul style="list-style-type: none"> Carelessness Negligent attitude Inadequate Knowledge
Incidents should be Addressed There will be some warning signs in case of Incidents	Accidents should be Reported Accidents happen without any warnings



Dear "The Insight" Readers,



39

We launched "AskSree" column to answer your questions regarding Work Life.

Renowned Organizational Psychologist, **Gayathiri Sridharan** uses psychological research to answer your everyday dilemmas. She received her training from Loughborough University, UK, and a thorough HR professional with almost a decade of praxis in various realms of Strategic Human Resource Management. You may please send your queries to the email ID: itsmegayathiri@gmail.com

Solutions will be published in "The Insight."

Quest

Dear Sree,

I am working as Talent Acquisition head for a Fintech organization in Bangalore.

With the changing environment, we are in need of workforce who have the latest skills including Cloud computing and DevOps. As we were discussing the methods of selection, we are planning to introduce virtual reality games as an assessment tool. Could you please throw some light on the same?

- **Gokul**

Solution

Dear Gokul,

Several studies have already shown that video games may indicate intellectual and cognitive abilities. Although many companies are increasingly using VR technology to recruit candidates, only few studies have specifically investigated whether and how VR games can be used to draw conclusions about intelligence in this area. The study by Markus Weinmann and his colleagues contributes to bridging the gap between research and practice.

Weinmann and his fellow scientists invited 103 participants to their lab. Under controlled laboratory conditions, they played the commercial VR game "Job Simulator" and completed the short version of the intelligence test BIS-4.

The researchers' analyses show that participants who finished the game faster than others also had higher levels of general intelligence and processing capacity. An increase of 17% in processing capacity correlated with less time spent playing the game (by an average of 3.7 minutes). The results suggest that VR games can be useful supplementary tools in companies for predicting the job performance.

So, Gokul, as mentioned above, there are already some companies that use games and the new results are a big yes for applying games for recruiting right candidates.

Reference/s: Alexander Simons, Isabell Wohlgenannt, Sarah Zelt, Markus Weinmann, Johannes Schneider, Jan vom Brocke. Intelligence at play: game-based assessment using a virtual-reality application. Virtual Reality, 2023; DOI: [10.1007/s10055-023-00752-9](https://doi.org/10.1007/s10055-023-00752-9)

Incident / Accident Investigation

One must have 6 Faithful Serving Persons to rightly know about the real cause of any Incident / Accident....

- | | | |
|------------|-------------|------------|
| (.1.) What | (.2.) Where | (.3.) When |
| (.4.) Why | (.5.) How | (.6.) Who |

-  What happened?
-  Where did it happen?
-  When did it happen?
-  Why did it happen?
-  How did it happen?
-  Who can contribute to the investigation?

Difference between Open Questions and Closed Questions During Accident Investigations

<u>Open Questions</u>	<u>Closed Questions</u>
One cannot answer such question with Yes or No	Such questions can be answered with Yes or No
<ol style="list-style-type: none"> 1. What were doing when the Accident Happened? 2. What Actually is your Job? 3. Can you describe the event which led to accident? 4. Immediately after Accident what did you do? 	<ol style="list-style-type: none"> 1. Where you present at the Accident site? 2. Were you instrumental for the Accident? 3. Were you injured in the Accident? 4. So, you are just a helper?

What is Near Miss Case?

Near miss Case is an incident which potentially could have caused injury or occupational illness and /or damage (loss) to people, assets, the environment or reputation but which did not.

Any incidents which occurred without injury or damage to life or property is called as Near Miss Case.

Sequence of Accident Investigation

- Scope of the Investigation is to be determined
- Choose the Team for Investigation
- Assign specific task to each Team Member
- Let their own Thoughts (after apprising themselves fully in the investigation) be part of their Report
- A briefing to the entire team shall include,
 - ✓ What happened (prima-facie)
 - ✓ What is the initial assessment of damage to person / property
 - ✓ What actually is the process
 - ✓ But what (might have) led to the accident
 - ✓ Where it had happened
 - ✓ Events before such accident
 - ✓ Witnesses, Evidences
- Investigation team needs to visit the accident site immediately
- Thorough inspection of the accident site and who were present, involved, impacted and witness to the incident
- The sequence which led to the incident – normal happening and reason for event
- How it has happened and when it was noticed
- A Detailed analysis of preliminary happenings
- Sequences which led to Accident – possible causes
- Whether the change in sequence is intentional or involuntary
- Ask 5 Why to conclude to the cause of accident
- Prepare a statement with most likely sequence of event which would have caused the accident
- Have a post-investigating brief
- Comprehend a collective report
- Prepare and submit a summary report

First time in BENGALURU
Know how to Conduct POSH Enquiry
Nuances of POSH Enquiry

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules, 2013



Best amongst the Rest
Stand-out



Get Certified

HR Vidyalyaya Corporate Services LLP is certified by StartUplndia, for HR Industry and Training



Chairperson /
Presiding
Officer



Internal
Committee
Members



Human
Resources
Professionals

Competency Development Program
for IC Members of **POSH**

Take-Away



How to take A Decision
(Recommendation) which will be
unobjectionable and be acceptable
even in Higher Forum (Appeal)

1. Identifying Genuine Complaint
2. Conciliation
3. Ex-Parte
4. Enquiry Proceedings
5. Ensuring Coram
6. Ensuring Confidentiality
7. Ensuring Principles of Natural Justice
8. Ensuring Consensus
9. Ensuring Timeline
10. Report Writing
11. Recommendations
12. Overcoming Challenges
13. Case Studies
14. Little known facts of Enquiry

Early bird discount

On Occasion of International Womens' Day
Those who Register and Pay by
15th of March 2023

The Fee is Rs.3000

(not Rs.4000) per participant
inclusive of GST

Link for Registration:

<https://forms.gle/efDLfsyZVW8omzL9>



25th March 2023
(Saturday) Fullday

ZION – a Luxurious Hotel
31 – W.H.Hanumanthappa Road
5th Main, Gandhinagar
Bengaluru - 560009

HR EXCELLENCE AWARD
Chennai - 22 April 2023



SHOW CASE YOUR SKILLS ON 5 TOPICS

Current Best Practices | Future Trends in Industry

- TECHNOLOGY IN HUMAN RESOURCES** **1**
- IR INITIATIVES** **2**
- DIVERSITY, EQUITY & INCLUSIVENESS (DEI)** **3**
The Spotlight
- CHANGE MANAGEMENT IN HUMAN RESOURCES** **4**
- POSH - CHALLENGES & SOLUTIONS** **5**

NOMINATIONS OPEN -
Rs.600/participant/Topic
Register at : <https://forms.gle/c3c1aNFzdMpaLXZCA>



FACTORY ESTABLISHMENTS
DANGEROUS & HAZARDOUS UNITS
DO YOU WANT TO COMPLY WITH THE PROVISIONS OF FACTORIES ACT?

Health Check, Investigations
@ your worksite @ affordable cost



PRE-EMPLOYMENT CHECKS
A Comprehensive Health Check for **All**
On Reference from Employer



PERIODICAL HEALTH CHECKS @ worksite
Specific Employees



Impeccable Quality on Investigation results
Value add - Recommendations if requested by Employer



A Multispecialty Hospital in Chennai with experienced Surgeons and Physicians
Healthcare @ Affordable Cost



24/7 INHOUSE FACILITY MRI
1. RADIOLOGICAL / OTHER INVESTIGATIONS (LATEST)
2. STATE-OF-ART OPERATION THEATRE & ICU
3. PHYSIOTHERAPY
4. ROOMS @ AFFORDABLE COST



VHM HOSPITALS

Saligramam
Chennai

VHM HOSPITAL
Corporate Relations Contacts
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Mr.Karthik - 99405 62918
Contact us for Corporate Discounts