

CHAPTER - VI

SAFETY PERFORMANCE

In

Shri Shahu Chhatrapati Milla, Kolhapur

Safety Committees and Safety
Measures.

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SAFETY PERFORMANCE IN SHRI SHAHU CHHATRAPATI MILLS, KOLHAPUR .

In any industrial organization, employees health and safety are of major concern. Public policy, managements and unions are all interested in promoting the health and safety of work. Safety is not merely a question of money, but it is a question of saving human life and limbs. It is trying to keep men from losing their sight, their legs, arms, their fingers and toes which never can be replaced. A few musts regarding industrial health and safety are :-

- (a) Employee health and safety must have top management approval, sanction and support.
- (b) They must have competent staff direction.
- (c) They must have strong support and involvement of line executives.



- (d) They must be given equal consideration with other factors of production.
- (e) They must be made known to all through proper communication.

Thus every one in the industry must be a booster for safety. This can be done through constant motivation and communication. Advertising the product is important in any sales campaign. Most people tend to forget more than they remember and that is why selling the idea of safety and accident prevention must be kept constantly before them. We must keep on advertising our product safety and we will certainly make sales that may save lives. Industries should give the maximum support in this noble cause.

SAFETY COMMITTEE IN SHRI SHAHU CHHATRAPATI
CHHATRAPATI MILLS :

With a view to checking and investigating the causes of accidents, its frequent occurrence and repetition a " Safety Committee " has been formed.

Committee giving emphasis on the following :-

- 1] Safeguarding interests of supervisors and workers.
- 2] Investigation and study of accidents occurring in the company.

- 3] To improve co-operation between management and employees in various department/sections with regard to safety matters.
- 4] Free discussions on accident problems and preventive measures.
- 5] Make appropriate recommendations to the top management or concerned officers for the improvement of conditions as regards safety and hygiene, and watch over the carrying out the measures adopted and their efficiency.
- 6] Participating in drawing up the establishment of safety rules.
- 7] See that all new workers receive adequate safety training, instructions and guidance.
- 8] See that all official regulations, instructions, notice and other written and pictorial material relating to safety and hygiene in company are brought to the notice of all workers.

SAFETY COMMITTEES IN SHRI SHAHU CHHATRAPATI MILLS, KOLHAPUR.

There are Two types of Safety Committees --

- 1] Departmental safety committee.
- 2] Central safety committee.

Both Committees were emphasised on -

(a) Creating and maintaining an active interest
in Safety

and

(b) Serving as a means for safety communication to
advice and to act as a two way channel of
communication through which suggestions can flow
from employees to management and vice-versa.

At present there are three departmental safety
Committees in the Mills.

- 1] Spinning Safety Committee : It consists of
 - Departmental head i.e. - Chairman,
 - Spinning Manager
 - Assistant Spinning Manager
 - Safety Officer - as an adviser
 - Technical assistant - member
 - Three Supervisors - member
 - Three Workers - member

- 2] Weaving Safety Committee : It consists of -
 - Weaving Manager - Chairman
 - Safety Officer - Adviser

Assistant Wvy Manager	- Member
Technical Assistant	- Member
Three Supervisors	- Member
Three Workers	- Member

Generally, every month safety committee must conduct its meeting. All the points of the previous meeting and pending points of previous meeting are reviewed and all the new points are noted down after discussions. The Committee has to discuss on the remarks pointed out by the Inspector of Factories. Minutes of the meeting indicating responsibilities are prepared and circulated to all persons concerned with a copy to vice president (works).

However it was observed that the departmental Safety Committees are not discharging their duties regularly. It was also observed that meetings were not conducted at every month. It is, due to this reason, the safety inspections are not made frequently or at least whenever it felt necessary . Therefore, unsafe acts, conditions if any, are not pointed and corrected well in time.

II) CENTRAL SAFETY COMMITTEE:

This committee consists of all the departmental heads or incharge. The other members are the safety officer,

Factory Engineer, Planning Manager and is presided over by the Production Manager. This Committee meets once in three months to review the accidents and take the necessary steps.

General safety problems of work, Reports of off std. machine guards, monthly report of accidents and any new suggestions for implementing safety programmes etc. are discussed in this committee meeting and any pending point not attended, the concern head of the department has to answer for his negligence.

FIRST AID FACILITY:

Shri Shahu Chhatrapati Mills has been providing First-Aid facility and for that purpose First-Aid Boxes with necessary primary medicines and dressing materials are provided in each department. The workers from each department are trained for giving first-aid services.

The particulars of persons trained for First-Aid in different departments are as under :-

Nine workers each from spinning and weaving depts. and Six workers from process and engineering dept. were completed their first-aid training. The arrangement has been made in such a way that these workers will be available in all shifts.

COURSES ON INDUSTRIAL SAFETY FOR WORKERS AND MILLS INVOLVEMENT:

These courses are designed to provide the basic understanding for the need of safety for the workers as it is ultimately the workers who carry out various jobs according to the safe procedures laid down by the Mill. It also aims to stimulate interest in appreciating the hazards involved in their job and to co-operate and participate in the safety efforts of the management.

Prof. W. H. Heinrich in his book - ' Industrial Accident Prevention ' has estimated that around 98 percent of industrial accidents are preventable of these 90 % involves such things as faulty inspection, inability of the employee, poor discipline lack of concentration, unsafe practice and mental or physical unfitness for the job. Industrial accidents are in majority, due to human failure somewhere in the chain of circumstances which leads to the injury. These factors may be eliminated or greatly reduced by adequate supervision and proper job placement.

Foreman, Supervisors, Jobbers and other Junior management personnel often have little regards for safety rates and precautions.

PREDOMINATE CAUSE:

In many of the accidents occurred in the mills were contributed due to unsafe acts and unsafe conditions or both.

UNSAFE ACTION :

In many of the accidents occurred during the period under consideration, it was apparent that the employee knew the safe procedure, but consciously decided not to follow it. In some cases they acted unsafely due to lack of knowledge of safe working methods.

Avoidance of unsafe acts requires the joint effort of the workmen and the management. The lead, however should be taken by the management by establishing a safe method of doing every job and by providing safety minded supervision. It is also necessary to make familiar the worker with the hazards in the individual operations and safe methods of performing their task by proper training.

The 'Badli' labour force being less trained than that of the usual permanent workers have considerable potential to enhance the accident rate in the mills.

UNSAFE CONDITIONS :

Unsafe Physical and Mechanical conditions are other causes for the higher accident rates in the mills as the

cotton textile mills are the oldest and the largest industry contributing many unsafe conditions.

Such UNSAFE conditions in the Mills are :--

- 1] Absence of required guard.
- 2) Inadequately guarded, guard of improper height, strength, mesh etc.
- 3] Defective, rough, sharp, slippery decayed or creaked guard or flooring.
- 4] Unsafely designed machines, tools etc.
- 5] Unsafely arranged, poor house keeping, congestion of machines, blocked exists, etc.
- 6] Inadequately lighted space, source of glare etc.
- 7] Inadequately ventilated, impure air source, improper air circulation etc.
- 8] Unsafely clothed, no goggles used, gloves and mask not used.
- 9] Unsafe process - machanical, chemical, in the process department and electrical etc.

Above all unsafe physical conditions should be minimised by proper planning and implementation and correction of defective factors and motivating workers towards safe work methods.

It is also observed that the management sincerely believes that accidents and ills at its work place are preventable, provided control efforts, embodied therein, are honestly put in one and all, from management to the workers.

SAFETY IN MAINTENANCE:

By preventive maintenance, we mean replacing the worn out parts before they fail and cause an unscheduled downtime. It means that there by they should establish a fixed schedule for replacing these parts, which are bound to be worn out in due course of time. If one considers that a sudden accidental break-down of any machinery or equipment catches the worker handling the same completely unawares, leads to very confusing situation and in most cases he receives some injuries, which at times might be very serious. The preventive maintenance techniques avoid this situation by locating the trouble spot much before the actual mischief occur.

As a poor maintenance leads to accidental injuries,

following are the steps where in the Mills, are taken to prevent injuries.

1. MAINTENANCE OF FLOORING:

In the Mills, maintenance of flooring is very poor especially the cobbled flooring which wears out very quickly creating pothole in the alley, which leads to many of trolley accidents in spinning and weaving sections. The management has to take care and change the cobbled flooring in order to make an improvement in accident prevention.

2. MAINTENANCE OF PORTABLE EQUIPMENTS:

In Shri Shahu Chhatrapati Mills, all the maintenance departments such as building, general maintenance are provided with safety belts, roof ladders, scaffolds planks etc. Any type of ladders which is damaged are to be discarded by the department, it should not be repaired and every department has been notified by the Safety Officer, in safety committee's meeting.

3. MAINTENANCE OF MACHINE GUARDS:

Unless machine guards are maintained in an efficient state of repair at all times, these not only fail to protect at the appropriate time, but by giving a false sense of security, may even be worse than no protection at

all. A defectively maintained guards, which is apt to come off with the slightest possible push or touch gives indeed a false sense of security, even to a safe worker who has of course no hesitation in approaching this guard.

In Shri Shahu Chhatrapati Mills, most of the machines were provided guards of which the maintenance of the machine guards is the supervisors responsibility. The supervisor has to see that each and every moving or transmission machinery is well guarded by a proper guard and if finds it defective the supervisor has to get it repaired or replaced, immediately from general mechanic department.

A monthly survey of machine-guards is taken and if any off standard is observed it is reported to the concern departmental head.