



---

## **Chapter - IV**

**Performance of The Mills In Maintaining  
Safety and Health**

## CHAPTER - IV

### PERFORMANCE OF MILLS IN MAINTAINING SAFETY AND HEALTH

During the course of study an attempt has been made to find out the performance of the mills in maintaining safety and health in the organisation. The information obtained by holding interviews with officers like Labour Welfare Officer, safety officers, and with supervisors and also by personal observation is represented in the present chapter.

The foregoing provisions throw light on the fact that Shri Shahu Chhatrapati Mills, has achieved considerable success in maintaining safety and health in the organisation through statutory as well as voluntary measures.

#### 1. Safety Officer :

There is a safety officer in the mills to look after the safety and health of workers. It is the duty of safety officers to give daily visit to the departments and to see if the safety rules are observed or not. He also investigates the accidents and gives safety training to the workers. He takes all the necessary steps to improve safety in the organisation.

#### 2. Accident Report :

It is the duty of the supervisor to prepare accident report. Each and every accident is registered in the accident register which is maintained by time office.

The accident report contains particulars about the name, age, designation of the worker, then department in which the accident occurred, cause of accident, nature of injury, etc. The signatures of two persons are also taken who are the witnesses to the accident.

### 3. safety Devices :

Several safety devices have been provided by the management. Such as hand gloves, gum boots, goggles, face mask, fresh air supply apparatus etc.

In weaving department, the provision is made for machine guards, shuttle guards etc. so that the accidents can be minimised.

In process department where the workers have to deal with the acids and other chemicals, they are provided with face masks, hand gloves, gum boots etc.

### 4. Safety Week :

The mills celebrates a safety week once in a year. The period chosen for this purpose is in summer i.e. from 7th March to 13th March because the accidents are frequent in summer. During this safety week there is essay competition. The prizes are given to the successful candidates. Similarly the banners regarding safety are posted in the factory premises. A Safety Oath is taken by all the employees in the mills who gather together in the canteen hall for this purpose.

5. First Aid and Medical Facilities :

The mills has a well equipped dispensary with X-Ray Screening Unit. A part time qualified Doctor is assisted by a qualified compounder and a dresser. There is an arrangement of ambulance to take the injured persons to the dispensary. In addition, first aid boxes with trained persons are maintained in various departments.

6. Safety Committee :

With a view to check up and investigate the causes of accidents its frequent occurrence and repetition a "Safety Committee" has been formed.

a) Composition of Safety Committee :

- i) Chairman - Ex-Officio - Factory Manager
- ii) Secretary - Ex-Officio - Labour and Welfare Officer
- iii) Members - 1. Departmental Heads  
2. Workers' Representatives

Committee meets once in 3 months to review the accidents and take the necessary steps.

b) Functions of the Safety Committee :

- 1. Control of various hazards such as -
  - (1) Mechanical hazards
  - (2) Electrical hazards
  - (3) Chemical hazards
  - (4) Material handling
- 2. Safeguarding interests of workers

3. Investigation of Accidents
4. Scrutiny of accidents record
5. To take preventive measures for accident
6. To determine safety methods and activities
7. Inspection
  - (1) Continuous - by department supervisor
  - (2) Periodical - by Safety Committee Members
  - (3) Intermittant- by Safety Committee Members

7. Employees' State Insurance :

Benefits given under E. S. I. Scheme

1. Medical :

Medical attendance and treatment of insured persons, hospitalisation, operations etc. and specialised treatments.

2. Sickness :

Periodical payments of sick leave of insured persons.

3. Disablement :

Periodical payments for temporary/permanent disablement caused due to accident or occupational diseases.

4. Dependent's benefit :

Periodical payment to insured person's eligible dependents who dies in accident or occupational disease.

5. funeral :

Lump-sum payment towards funeral expenses  
of insured person.

-----