



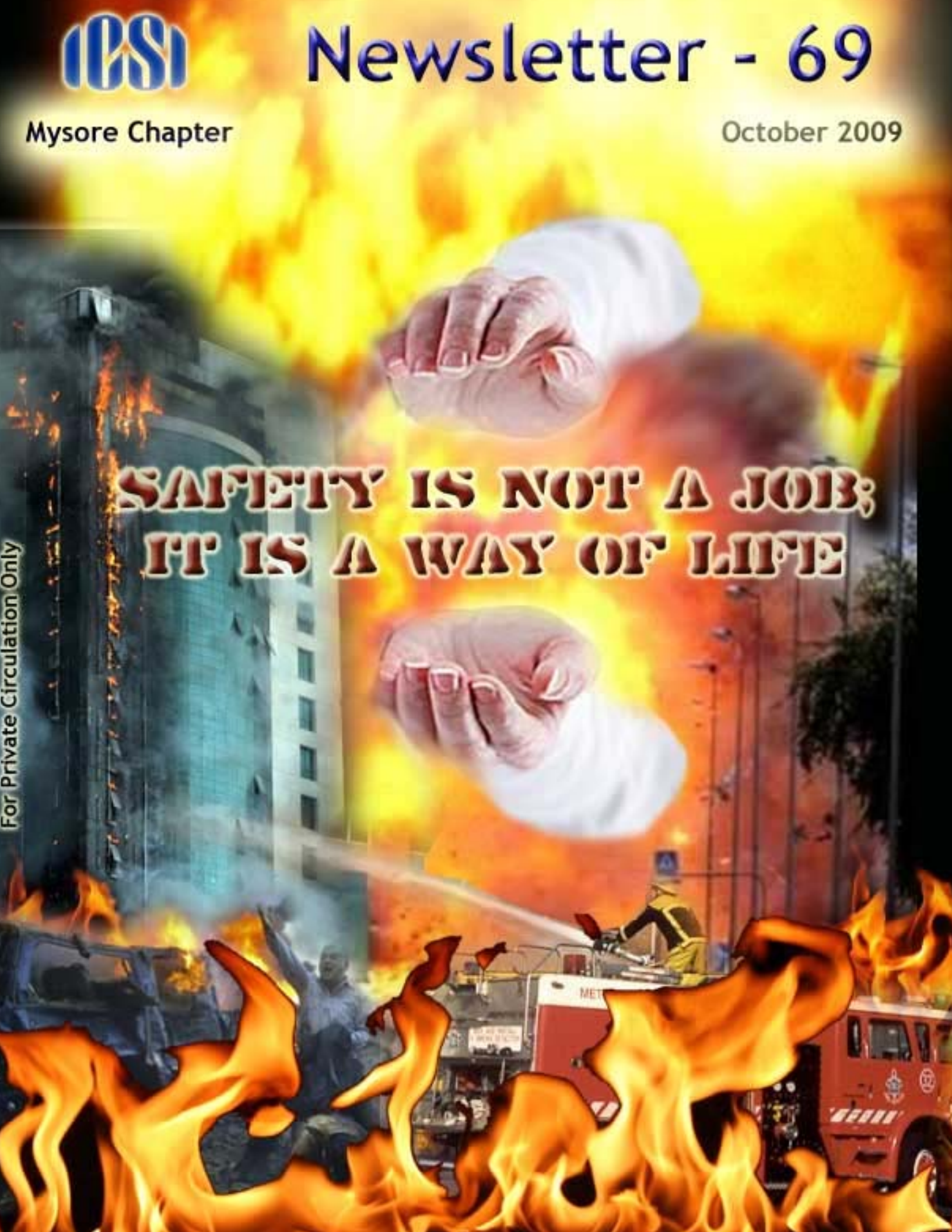
Newsletter - 69

Mysore Chapter

October 2009

**SAFETY IS NOT A JOB;
IT IS A WAY OF LIFE**

For Private Circulation Only





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<http://www.icsi.edu/mysore> or

<http://www.esnips.com/web/icsimysore>

Mysore Chapter has its eParivaar "CSMysore". To join the eParivaar click:

<http://www.groups.google.com/group/csmysore>

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CS. Anshuman A.S.

Chairman, ICSI Mysore Chapter

Dear Readers,

The enthusiasm of students to become Company Secretaries continued during the month. About 100 students joined for the foundation course in the month of September over and above the 200 students who had joined for the executive program in the previous month taking the total number of registered students of the chapter to 1275. Since your managing committee took over in 2007, a total number of 1120 students have registered for the course. To cater to the needs of these students, the chapter has organized 3 batches of oral coaching classes in addition to the regular study circle meetings being held on Sundays. By ensuring increased number of registrations and continuous activities, Chapter is doing its best in ensuring future Safety for our Profession.

The institute has issued 14 guidance notes to guide the members on various important issues. The chapter proposes to hold a series of seminars every Sunday afternoon commencing 18th October 2009 so that the members and students can deliberate on these guidance notes.

For the first time **Karnataka State Conference of Company Secretaries "KARNATAKA CS MAHOTSAVA"** on the theme, **"Leading The Change - Meeting The Challenges"** is being organised in Bangalore on 18th & 19th December, 2009 at Taj Residency.

All three Chapters in Karnataka, namely Mysore, Bangalore, and Mangalore will be jointly organizing this State Conference.

Padmabhushana, Dr. Veerendra Heggade, Dharmadhikari, Shree Kshetra Dharmasthala, has kindly consented to Grace the occasion as the GUEST OF HONOUR. I request you to block these dates and make the conference a great success.

* * *

Words worth Millions

A casual attitude towards safety = CASUALTY

* * *

3rd Training Orientation Program



5-Day Program commenced on 9th September 2009 consisted 19 Technical Sessions and a Group Discussion. Faculty for the technical sessions were experts in their own fields and comprised of a judicious mix of Industry Experts, Soft skills Trainers and Professional Consultants. The Best Participant Award was awarded to Mr. Prakash Nagarajan.

Seminar On Direct Tax Code

The chapter organized a seminar on Direct Tax Code, 2009 at Messrs. Mallamma Marimallappa College of Arts and Commerce, Mysore. The session was attended by faculty and students of the College. CS. Anshuman A.S., Chairman of the Chapter spoke on the occasion.



Recognition Of Students Of Rural Areas

Four Students of the chapter belonging to Virajpet and Gonikoppal Taluks of Madikeri District of Karnataka were successful completing the foundation program examination

held by the Institute in June 2009. In a simple ceremony, these meritorious students were facilitated by the Chapter on 25th September 2009 at Cauvery College, Gonikoppal. The chapter presented the students with a memento.

Study Circle Meeting

The chapter conducted study circle meeting for foundation, executive and professional program students on 6th, 13th, 20th and 27th September 2009.

Oral Coaching For Executive Program

The chapter commenced a fresh batch to provide oral coaching to the Executive Program students. 49 students of the chapter have joined the coaching.



Career Guidance

The chapter conducted 4 Career Guidance sessions in 4 colleges covering 900 students during the month. The colleges covered were as under :

05/09/09	JSS I Grade College, Ooty Road	Mysore
07/09/09	Vidyavardhaka I Grade College	Mysore
25/09/09	Cauvery College,	Gonikoppal
25/09/09	Santha Annamma Degree College	Virajpet

Press Notes

The Chapter issued press notes on last date for joining company secretary course

KARNATAKA CS MAHOTSAVA

"LEADING THE CHANGE - MEETING THE CHALLENGES"

18th & 19th December 2009, At Taj Residency, M.G. Road, Bangalore.

Being organised by Bangalore, Mangalore & Mysore chapters jointly with SIRC.

Padmabhushana, Dr. VEERENDRA HEGGADE, Dharmadhikari, Shree Kshetra Dharmasthala, Karnataka, has kindly consented to Grace the Inauguration as the GUEST OF HONOUR.

Please block the dates in your diary. Get in touch with your chapter to join hands in organizing the event.

Construction Safety

V. Nagendra, Manager - Safety,
M/s. AT&S India Pvt. Ltd., Nanjangud



In India the construction industry is the second largest employer next to agriculture and in terms of accidents, second to the road accidents. The annual turnover of the construction industry in India is about Rs. 4000 Billion, which is more than 6% of the National GDP employing a large work force. The number of fatalities occurring from construction work in the industry during implementation of Projects or its expansion is quite disturbing. Fall of person from height and openings are the major causes for serious accidents, the victims include the public also because of their proximity to the work sites.

Safety Provisions & Personal Protective Equipment (PPE)

Construction sites have several hazards due to complexity of the work environment. Even after the implementation of the safety requirements through engineering at the design stage, there would be always residual risk to worker. Thus, as a good safety culture, all workers should be compelled to use the required PPE. At times, inconvenience in wearing the PPE may be experienced, but we should scrupulously enforce the use of PPE right from the word go and each worker be educated to know this as the last means to save his life. PPE like Safety helmets, Safety belts, hand gloves, goggles, fall arrester etc. should be made available near the work spot for ease of use by workers.

Construction sites require a rigorous amount of care and vigilance from workers in terms of health and safety. Most of the accidents and fatalities can be avoided through awareness and proper application of safety procedures.

Pedestrian and public safety is just as vital. Many construction sites are within close proximity to areas where the public operate. Some of the hazardous elements for pedestrians on construction sites are construction cranes carrying heavy loads, uneven surfaces, collapses and heavy machinery. Public and workers' safety will be ensured by proper use and maintenance of machines and equipments.

Pedestrians should be cautious, while in the vicinity of construction sites. All sites should display signage visible to pedestrians, indicating that construction is in progress along the perimeter of the site and at all entrances and exits. Awareness and common can save lives and keep the public out of harm.

Fencing off the perimeter

Fencing off a construction site and keeping all work inside the perimeter is vital to public safety. When cranes are lifting

heavy materials to deposit on the site, the cranes should not move the material over any space that is not cordoned off. If a crane needs to move a load out of the site regularly, the areas directly below where the crane would be moving its load should be blocked to the public to avert accidents out of falling objects.



Falling Objects

An object as small as a billiard ball can kill a person instantly, when dropped from the height of a crane. Whilst the public should be reasonably far from any high scaffolding and danger areas due to those areas being blocked off, construction workers are still required to keep tools on their belts and refrain from leaving any objects close to the edges of buildings or lying on scaffolding walkways.

Public convenience and safety

There are instances when carrying out construction, public areas cannot be avoided and it may not be just possible to cordon off, like the highways. Generally, in such instances, construction company working on the site, contact the local council to organise closure of the busy area at a time when the number of pedestrians and members of the public is less. For example, work carried out on closed train tracks and freeways during the night prevents inconvenience to public and traffic congestion.

Uneven surfaces

Another element hazardous to members of the public from construction work is uneven and dangerous surfaces and terrain. When work is carried out on the ground, the safety of the public is threatened by the uneven and collapsible terrain. To avoid pedestrians being unable to access the areas needed and causing inconvenience, and to provide safe passage through the dangerous situations on the ground, scaffolding should be erected over the ground for the public to walk on. Access scaffolding will allow the public to walk across areas which have very uneven surfaces and holes without the risk of injury or death through falling.

Construction safety is crucial in completing a successful project and should always take the safety of the public into account as much as the safety of construction workers by using strict rules and enforcing compliance from construction workers and the public. This way injuries and fatalities can be avoided to a great extent. Construction work is an incredibly important part of the evolution of the world and its infrastructure, yet is a very dangerous enterprise, making public and pedestrian safety in and around construction sites extremely important at all times.

The chance taker is the accident maker

M.S. Sridhar, Head-HR, IndiaSkills



Today India is witnessing the infrastructure sector with a renewed interest. The spending on power projects, highways, flyovers, metros are expected to have a ripple effect on the entire value chain of industrial outputs. India can proudly claim to be amongst the first nations to come out of the recession and stage a brave recovery. Most of which is attributed to the domestic industrial recovery.

However, India has a very poor track record in terms of industrial safety and precaution. Starting with Bhopal Gas tragedy, continuing with the Panjagutta flyover accident and more recently the DMRC accidents raises questions about our ability to execute projects of this nature in an ingenious fashion. No major project is ever completed without being mired up in safety issues. It is high time we question WHY?

We have missed a very obvious but **critical link between Quality and Safety**. It is high time that we looked closely and expanded the definition of Quality to encompass Safety.

And let us not restrict the definition of Safety to just workers involved, but to the safety of the environment and ecosystem. It is worth revisiting the kind of hazards we learnt at the school level:

1. Chemical Hazards – Acid etc
2. Physical Hazards - Machinery etc
3. Job Design - Lighting, Computer Screens
4. Biological Hazards – Pest
5. Stress – Noise , conflict with co-workers

As it is not difficult to see not only it is the role of the engineers at an industrial set-up to ensure safety, but the 3rd, 4th and 5th point highlight how CEO's Occupiers, Factory Manager, Senior Management, Admin, facilities and the H.R. are also equally responsible to ensure a hazard free industrial space. By involving all these departments can we really talk of a Safety in a holistic manner.

Let Safety not be a buzzword, but also an attitude. Human negligence is unavoidable but its impact can surely be mitigated.

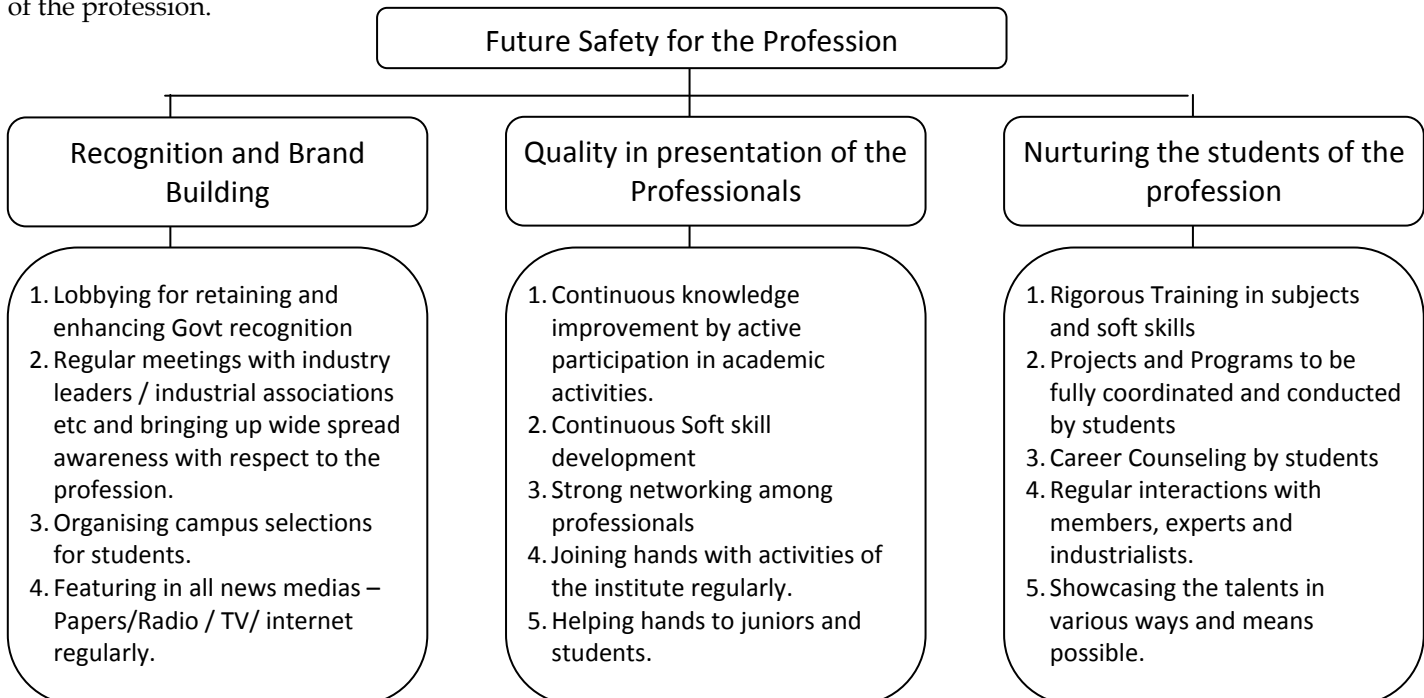
Safety for the Profession

Observer

CS Dattatri H M
CM-Legal & CS, Essilor, Bangalore



Companies Bill has been again presented before the parliament. Will it get the nod this time is a billion rupee question. However it has created a storm in the tea cups of the corporate professionals and the safeguarding of the future of the profession is on the spot. May be we should immediately work on a three dimensional approach for safeguarding the future of the profession.



Safety in Health Care Sector

C G Muthana, COO,
Vikram Hospital Pvt Ltd. Mysore



Health Care Workers Safety

Health workers are exposed to blood and other body fluids in the course of their work. Consequently, they are at risk of infection with blood borne viruses including human immunodeficiency virus (HIV), hepatitis B (HBV) and hepatitis C (HCV). Health workers in areas such as operating, delivery and emergency rooms and laboratories, cleaners, waste collectors have an enhanced risk of exposure. World-wide, about 3 million health care workers are exposed to blood borne pathogens each year: two million of those to HBV, 0.9 million to HCV and 170000 to HIV. More than 90% of these infections occur in developing countries.

Most blood exposure in health settings are preventable. Strategies to protect health workers include implementation of universal precautions, immunization against hepatitis B, provision of personal, protective equipment and the management of exposures. Successful implementation of these strategies requires an effective infection control committee with support from the health setting management team.

Patients Safety

Worldwide, the delivery of health care is challenged by a wide range of safety problems. The traditional medical oath-"First do no harm"- is rarely violated intentionally by physicians, nurse or other practitioners, but the fact remains

that patients are harmed every day in every country across the globe in the course of receiving health care. The first thing that we must do is to acknowledge that all patients have a right to effective, safe care at all times.

Recognizing this World Health Organization (WHO) in 2005 launched the World Alliance for patient's safety and identifies six action areas. One of these action areas is the development of "Solutions for Patients Safety".

Errors and adverse events can result from a variety of issues at different levels within health care for example, at the level of government support (e.g. funding), the level of a health care facility or system (e.g. structure or processes), or at the point of intervention between patients and practitioners (e.g. human error). Solutions, therefore, have to promote an environment and support systems that minimize the risk of harm despite the complexity and lack of standardization in modern health care. Solution development for this action area of World Alliance for Patient Safety involve extensive research to identify and prioritize the safety problems to be addressed and to review any existing solution for those problems that might be adopted, adapted, or further developed for international dissemination.

In May 2007, the WHO published a set of nine "Inaugural Patient Safety Solutions" that have been assessed as having maximum impact on patient safety.

Two Safety websites

CS. Omkar Nagesh Gayatri, B.Com LLB, ACS, PGDHRM, DISM
AT&S India Pvt. Ltd - Nanjangud

"Wipe up, otherwise you are wiped out". Friends, Safety First! National Safety Council (NSC) is pioneer institution established in 1913 in USA with a vision to "Make our world safer". Let me introduce NSC to you in this special edition on Safety. NSC has chapters worldwide in many countries. It provides professional development and strategies to advance safety as a core value. It saves lives by preventing injuries and deaths at work, on roads and also at other places. Click on www.nsc.org to know more about NSC and its events, current news, products, resources and training activities.

Friends, catchy slogans catch attention and create awareness!!! These slogans play a major role in ensuring safety in industry, road or at other places. Do you want source for interesting Safety slogans??? Here is a site that provides hundreds of slogans relating to Industrial Plant, Driving, Fire, Walking, etc. This site also provides many features on safety. Just logon to <http://www.consultnet.ie/Safety%20Slogans.htm>. Friends, surf and revert to us with many more safety sites.

Web Yaatra



Beta – Investment Safety Indicator

CS. Amar Kakaria ACS, ACA, ACWA
 amar@fusionadvisors.in



How should investors gauge risk when they purchase or sell stocks? As we know, the concept of risk is extremely hard to pinpoint and subsequently factor into stock analysis and valuation. Is there any rating – some sort of letter, number or phrase that can make the job simple for investors?

Beta is one of the popular indicators used for risk management. Stock markets analysts frequently use this statistical measure to sense the risk associated with any particular stock of listed companies. In corporate finance, Beta (β) implies financial elasticity and can be referred to as a measure of volatility or systematic risk of a particular stock in comparison to the capital market as a whole.

Correlations are even evident between stocks within the same industry, as was regularly demonstrated in various major historical stock market movements including the latest crash of 2008. This correlated risk, measured by Beta, creates almost all of the risk in a diversified portfolio. On an individual asset level, measuring Beta can also give hints of liquidity in the marketplace.

Beta coefficient is a key parameter in the Capital Asset Pricing Model (CAPM). It measures the part of the asset's statistical variance that cannot be alleviated by the diversification provided by the portfolio of many risky assets, because it is correlated with the return of the other assets in the portfolio. Beta can be calculated for individual companies using regression analysis against a stock market index.

The formula for the Beta of an asset within a portfolio:

$$\beta_a = \frac{\text{Cov}(r_a, r_m)}{\text{Var}(r_m)}$$

r_a = Rate of Return of Asset
 r_m = Rate of Return of the market portfolio
 Cov(r_a, r_m) = Covariance between Rates of Return

By definition, the market itself has an underlying Beta of 1, and individual stocks are ranked according to how much they deviate from the macro market. BSE Sensex is usually used as a proxy for the market as a whole while calculating Beta for any listed companies in India. A stock that swings more than the market over time has a Beta whose absolute value is above 1. If a stock moves less than the market, its Beta will naturally be less than 1. A positive Beta means that the asset generally follows the market. A negative Beta shows that the asset inversely follows the market; the asset

generally decreases in value if the market goes up and vice versa. An asset with 0 Beta means it is totally independent and its price is not at all correlated with the market.

Example: Impact of Capital Market movement on assorted stocks with differential Beta:

Stock Market Movement	Beta	Movement in Stock	Impact on Stock
+ 5% (UP)	- 2	DOWN	- 10%
+ 5% (UP)	+ 1	UP	+ 5%
+ 5% (UP)	+ 2	UP	+ 10%
+ 5% (UP)	0	No Change	0
- 5% (DOWN)	- 2	UP	+ 10%
- 5% (DOWN)	+ 1	DOWN	- 5%
- 5% (DOWN)	+ 2	DOWN	- 10%

More specifically, a stock that has a Beta of 2 follows the market in an overall decline or growth, but does so by a factor of 2; meaning when the market has an overall decline of 5% a stock with a Beta of 2 will fall 10%. Beta can also be negative, meaning the stock moves in the opposite direction of the market: a stock with a Beta of -2 would decline 10% when the market goes up 5% and conversely would climb 10% if the market fell by 5%.

Beta has no upper or lower bound, and Beta value of 3 or 4 can be possible with highly volatile stocks. Higher-Beta stocks mean greater volatility and are hence, considered to be riskier, but in turn have a potential for higher returns. On the other hand, low-Beta stocks carry less risk but also offer lower returns. Beta can also be zero. Some zero-Beta assets are risk-free, such as cash and government bonds. However, **simply because a Beta is zero does NOT mean that it is risk free.** A Beta can be zero simply because the correlation between that item and the market is zero. An example would be betting on horse racing / lottery. The correlation with the market is zero, but it is certainly not a risk free endeavor.

One needs to appreciate that historical price movements may not always help to predict the future. Beta is like a rear view mirror which can hardly reflect what lies ahead. It is advisable for investors to make the distinction between short term risk – where price volatility and Beta are useful and long term risk – where fundamentals and overall risk factors need to be looked into. High Beta may mean very high risk followed by price volatility in the nearby future, but there could be hidden long term opportunities as well.

“Safety is the most productive business”

Internet Safety

Anand Wadadekar, M.Com, M.A (Eco), MBA, DIT, Pune anandwadadekar@gmail.com



Communication today plays a very vital role and more so, communication done through electronic media like internet, cell phones, etc. As the famous quote goes, "A word uttered cannot be taken back", this has now become very much critical in the electronic / internet age and we can say that "**Information given cannot be taken back**".

The unfortunate events of losing money online or some one misusing your personal information can be easily and certainly avoided if we follow simple rules of internet, while transacting or interacting through electronic media. We will see some of the most recommended safety tips:

Computer Safety:

ANTI-VIRUS SOFTWARE: Anti-virus software should be installed on all Internet connected computers. It is essential to configure your anti-virus software to update itself regularly.

ANTI-SPYWARE: The term "spyware" covers a broad category of malicious software designed to intercept or take partial control of a computer's operating system without the informed consent of that machine's owner or legitimate user. Have a reliable program to scan for the presence of spyware on your computers.

FIREWALLS: A firewall is a protective layer between your computer and the rest of the Internet. There are a number of subscription based products that are offered (McAfee, Norton, Microsoft firewall available with Windows XP Service Pack 2, etc. Have one of them. It is essential.

REMEMBER ME: Unclick or don't click the tick box which asks you to save your login and password particularly on public computers.

Online Communications: Email, SMS, Chatting

- Never give out personal information in a chat room or on bulletin boards. Sending your picture also could be dangerous.
- Remember that people online may not be who they say they are. Someone who says that "she" is a "12-year-old girl" could really be an older man.
- Remember to sign out / logout when you have finished using the email/online service.

REPORT SPAM - If you feel that a particular email is from an unidentified person or a weird email address, report it.

PASSWORDS: Don't use a password that is easy for others to guess. Instead, use a password that contains a variety of letters, numbers and symbols and change it regularly. Do

not tape it to your computer monitor and do not file it in your rolodex under "Password."

ENCRYPTION- If you access your financial accounts through a secure web page with your bank, the information you transmit is almost certainly encrypted. However, email is frequently unencrypted, so even if you access it from a secured web page, be wary of sending sensitive information such as account numbers, passwords and other personal information through email.

DISCONNECT- Always log off properly and close the browser after you have completed your online business.

SPAM WITH VIRUSES- Configure your antivirus program to scan all your emails before you click on them.

PHISHING- Fraudsters will design fake websites that use a web address deceptively close to that of a genuine business. It is to steal your account number and password and rob your accounts with out your knowledge. Always ensure that you are really on your bank's website before logging on. When in doubt call your bank.

SHARING OF LOGIN INFORMATION - Banks won't ever ask for your login details or your bank account details on email. If you receive such emails, do not reply to them.

Online Shopping:

- Where possible, use a secure online payment service like Visa, Verisign, PayPal, etc.
- Use credit cards rather than debit cards. Try to make all of your online transactions with one credit card, if you have more than one.
- Don't keep your personal or financial information (including account passwords) on your computer. Use removable storage (like a USB stick).
- Don't give out personal or financial information to vendors over the phone, through the mail, or online.
- Keep a record of what you pay for and always check your online purchases off against your statement[s].
- If the Web site is requesting personal information and does not have a privacy policy, it is not wise to submit your information.
- When submitting information online, make sure there is a "lock" icon is "locked" on the browser's status bar.
- Ensure that while making payment the website name starts with "https" and not "http"... see whether there is a 's' after 'http'.
- Don't give your account number over the phone unless you've initiated the call. If you've dialed a wrong number, don't give it out at all.

Safety initiatives at **AT&S** India

Marulasidda, General Manager - HR & Safety



"Risks are identified at an early stage by means of preventive measures such as emergency, disaster and project planning, thus their impact can be minimized. Of primary concern are hazard defence and elimination of defects. The legal compliance and fulfilment of customer- and other requirements is a matter of course. Beyond it, various measures are taken to exceed this standard."

- AT&S Safety Policy

The safety at AT&S is ensured right from the planning, design and process stage by the following approach to build the strong safety culture.

Safety culture is being ensured by putting in place i. Conditions; ii. Actions; iii. Behavior/Attitude; iv. Emergency preparedness.

1. Conditions

Here, Safe working condition is ensured with following methods:

- Environment, Health and Safety Audits
- Customer Audits
- Inter system Audits for EOHS (Environment Occupational Health and Safety)
- External system audits for EOHS (Environment Occupational Health and Safety)
- Certification by the third party DNV for ISO 14001, OHSAS 18001 and TS 16949
- Industrial hygiene study to measure working environment to meet the Legal requirements.
- Every year objectives and targets are set to ensure continual improvements.
- Compliance to all the applicable legal requirements.

2. Actions

Safe working practice is built with following methods:

- Induction training to all the new employees (Permanent and contract employees)
- Trainings on process specific hazards.
- Emergency Response Training to the specified persons.
- Once in six months Mock drills.
- Safety performance and highlights communication to all.
- Safety reporting to inform all incidents and accidents to know their corrective and preventive action.

- Inspection of all the vehicles equipments coming inside the plant through security system.
- To ensure all the requirements before starting the work like ESI, PF and Work permit.
- To make participation of employees in the external programmes.

3. Behavioral and Attitude

Safety depends on how much one cares for himself by safe behavior and attitude to adopt safety as part of the life style in & out of workplace

- National safety day witnesses safety poster, slogan and quiz competitions etc.
- Weekly, Monthly reviews by Managing Director.
- Monthly safety committee meeting by involving workers, management and production peoples.
- Monthly reviews of all the accident and incident reviews with the concerned process.
- Display of safety performance.

4. Emergency preparedness

- Well documented and communicated approved onsite emergency plan at place
- Mutual Aid among the neighboring industries to mitigate any possible large scale emergency
- Fire Hydrant system and Sprinkler system for adequate fire protection

Along with above the following additional steps taken to mitigate the possible unsafe events in the plant

- Daily safety walks in the plant.
- Near miss incident analysis and corrective action
- Regular follow-up of corrective actions.
- Periodic water and food quality inspections.
- Periodic medical examination of all the employees.
- Periodic medical examination of all the hazardous process employees.
- Though statutorily one safety officer is enough, company has deployed two trained safety officers.

Further, company is also looking forward to acquiring more knowledge on safe working patterns comprising ergonomic and behavioral as well as psychological occupational hazards which can effect the employees and the organization.

"Have zero compromise towards safety"



Safety initiatives at L&T

CS. P S Kapoor, Head - Investor Relations
Larsen & Toubro - Corporate EHS Department, Powai, Mumbai

Heavy Engineering Division (HED) and Electrical Business Group (EBG) of Larsen & Toubro received '5 Star rating in British Safety Council, Safety Management System' audit. This is an international "quality-assured rating" system that evaluates an organization's health and safety by a structured audit system.

The 5 star audit is based on total 60 elements under various headings like Safety organization, Management control systems, Fire Control System, Accidents / Incidents/ near miss reporting and Workplace implementation

L&T is not only committed to comply the statutory requirements relevant to EHS, but also proactively and continuously enhance the systems for the same.

Action plan to support our above commitment starts with

- Issue of safety manual for every employee
- Conduct periodic internal & external safety audits
- Environmental awareness amongst employees
- Training & supervision for safe working
- Issue & use of personal protective equipment
- Evaluating Departments & employees on their safety performance
- Ensuring the safety of every person entering the factory premises
- Investigation of every accident or an incident having potential to cause an injury
- Maintain high standards of Environment and Health within the factory premises
- Conserve the resources like water and energy
- Minimize the use of hazardous substances and minimize water, air and Land pollution
- Regular medical examinations in the in house dispensary.

Improvement Projects Completed During Last 24 Months:

- a) Asbestos sheets (Hazardous) throughout HED Shops replaced with galvanium sheets with an objective to prevent fatal accidents while working on the fragile

roofs and also provided with intermittent reinforced PVC translucent sheets for improving illumination in the shops.

- b) Revamped old fire hydrant system
- c) Replaced the conventional fire detection system by addressable Siemen's make system
- d) Conducted Spot the Hazard contest to identify the potential hazard areas
- e) Introduced on line accident reporting system through intranet based e-campus module.
- f) Introduced on line permit to work system through intranet based e-campus module

Apart from various initiatives taken to protect machines and property, the protection of worker is equally important issue and is visible by entering third controls on issues related to personnel.

1. No worker is allowed to work unless he is equipped with all personal protective equipment provided to him based on his nature of work.
2. Added to the above, the control such as Work Permit System with checklist is followed whenever carrying out work in hazardous areas.
3. Fire inspection & audit

Initiatives taken in the area of Safety, Occupational health and Environment:

a) *Improvement in accident / injury statistics, severity rate.* Every accident even if it did not result in property damage or human injury is reported to Safety Department and discussed in detail to identify key issues and corrective actions are suggested to prevent recurrence of the same in future. Over the last five years, actions initiated after identifications have resulted in downward trend in frequency rate and severity rate.

b) *Initiative and improvement on the job safety:* Engineering Controls to ensure the job safety has been implemented in all the areas to confirm that best possible care is taken while carrying out the operations.

For more information visit Corporate Sustainability Reporting website:

http://www.larsentoubro.com/Intcorporate/common/ui_templates/HtmlContainer.aspx?res=P_CORP_AABT_CUSR

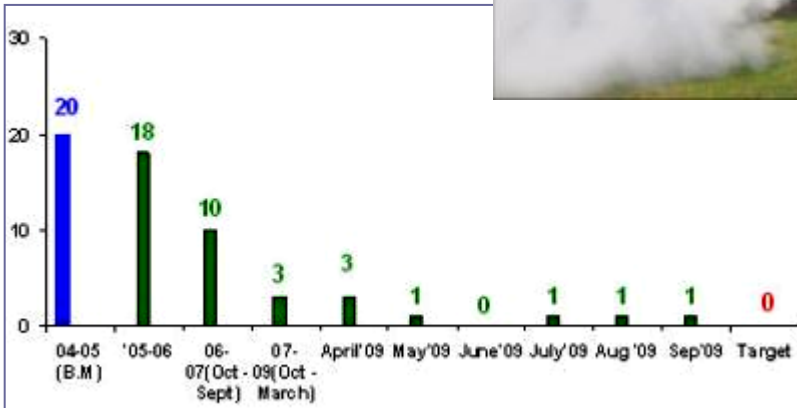
"Safety is a full time job - don't make it a part time practice"

Safety initiatives at JK Tyre & Industries

Safety & Environment team - JK Tyre, Mysore

JK Tyre is selected for "Green Tech" award in "Gold" category for this year, 2009.

JK Tyre & Industries Limited, Vikrant Tyre Plant, in Mysore has adopted safety as a way of life in its working. The safety measures were never considered as a compliance requirement of law at JK Tyre but as a tool for better employee health & confidence, elimination of nonproductive time, reduced absenteeism and improved productivity. Safety education and training is provided to all levels of employees including the casual labour and local supplier units' labour, transporters labour etc. JK Tyre has therefore been able to reduce accidents to "nil" which gives the employees confidence while working, eliminates the pain of physical injuries, mental agony, positive and productive work hours at both of its Plants.



The dedicated safety team has been monitoring on a continuous basis the safety measure, safety equipments, practices and procedures. Some of the initiatives include issuing Plan permit for high risks such as working at height, confined space, electric work permit, hot work, radioactive safety, Lift Plan etc.

This system is practiced wherever high risk work is going on daily basis to prevent work injury and illness. Perfect safety vigilance is kept to reduce work injury and illness to zero under zero accident programmes.

Safety training: The continuous training and monitoring has resulted in reducing the accidents substantially.

No room for complacency: Monitoring the safety compliances is a regular activity which ensures complacency does not set in.

JK Tyre is moving ahead in its safety march and offering itself for accreditation for Occupational Health and Safety System (OHSAS -18001). The safety and occupational health monitoring in a structured way is introduced and consistently followed for all workers, contractors, visitors and the same is monitored on daily basis. Bench marks and targets have been established on all hazards and risks in working environment.

In safety and health, continuous improvement involves seeking better ways to work, measuring performance and reporting against set targets. It is also about systematically evaluating compliance with procedures, standards and regulations; understanding the causes of incidents and injuries; and openly acknowledging and promptly

correcting any deficiencies.

Special care has been taken to reduce accident costs by training and giving awareness to all employees by acquainting them with their workplace safety.

The safety cartoons competition, safety slogans competition, safety essay competition and safety skits by workmen and staff are held every year to spread the mantra of safety at workplace. Maintaining world-class standards for health and safety is a critical component of JK TYRE, HSE strategy.

JK Tyre's health and safety initiatives represent the proactive steps we're taking to exceed compliance with regulatory standards. A number of above initiatives, focus on helping to protect the health and safety of the JK community.

JK Tyre is committed to excellence in industrial safety. Achieving NIL accidents is not a destination but just a journey at JK Tyre.

"We may not get a second chance to work safely"



Safety initiatives at Jubilant Organosys, Nanjangud

Ravindra B Kamath, Associate Vice President - EHS
Manjunath Kodagali, Manager - Safety

Company is certified for OHSAS 18001:2007. Management has introduced Comprehensive Safety Improvement and Capacity Building Programme (CSICB) to inculcate safety culture by bringing in sustainable systems to continually improve performance in the areas of safety, Health and Environment and assigned the task to internationally renowned M/s Chillworth & Chemsafe (I) Ltd.

- Round the clock safety surveillance started. Report is generated on daily basis and sent to the concerned department for compliance.
- Analysis of safety compliance based on surveillance is done in every month.

Major mitigation measures taken in the plant against the hazard control are:

- Pressure relief valves, safety interlocks
- Detection systems and alarm management
- Pre Startup Safety Review
- Equipment Design / Installation Qualification
- Hazardous Area Classification

Productive Safety Management

Sony George

Associate Manager - Fire & Safety, GMR Power Corporation Pvt. Ltd.

Productive Safety Management is an exceptional book in the scope of its treatment of the subject, the new perspectives it provides on the nature of risks, and how it deals effectively with the involvement and interaction of people engaged in the control of risk. The Book aims at:

- provide a management system that allows production, safety and quality to be pursued concurrently in hazardous industries;
- improve the understanding of the nature of risk and its impact on company systems;
- improve risk management so that injuries are prevented and damage is minimized;
- describe, by way of practical example, the sources of risk in hazardous industries and its management;
- provide a method for ranking relative levels of risk so that managers are able to confidently allocate resources for risk reduction and control;
- understanding of organizational decision-making;
- explain that legal compliance and social responsibility;

New initiatives:

- Procured Fire Tender, appointed one full time Fire Officer and well trained fire squad available round the clock. Qualified Shift Safety Officers are employed for the round the clock surveillance.
- All the observations are considered and corrective actions are initiated without delay. Any change in process, equipment and other modification is initiated only after carrying out HAZOP and HAZAN.
- Employees are given training in MSDS, PPE, Industrial Hygiene etc.
- Training on First Aid and Fire were given by External Agency M/s St. John Ambulance and M/s National Fire Company, Mumbai.
- 25% of the employees are trained First Aid, rescue operations, advanced fire fighting.
- Good Fire Fighting System which includes Hydrant points, Fire Monitors, Fire Extinguishers, Foam Trolleys, Fire Tender. Beside this MCP and Smoke detectors are installed.

Book Review



- give managers the behavioral skills to implement the management system effectively;
- how to develop a strong productive safety culture;
- how to build workforce competencies and maximize the return on investment in training;

The HR essentials for productive safety management are thoughtfully presented. A critical factor identified is alignment of employee goals with those of the enterprise. The functional operation of the enterprise is examined in four well structured elements, and risk considerations are discussed in the context of these elements and their integration. The important functions of risk quantification and control strategy formulation are addressed competently.

The book concludes with the formulation of the productive safety management plan on a strategic basis, which includes developing risk management initiatives using the four-fold strategy presented in the first section. The strategies are appropriately complemented with performance measures.

“Stop accidents before they stop you”



CENVAT

Notifications / Circulars

Rule 3(7) of the CENVAT Credit Rules, 2004 amended to provide a simplified formula to determine the credit available in respect of goods cleared from a 100% EOuto the DTA. Henceforth, DTA units can avail CENVAT credit of excise duties equivalent to the CVD and ADC portion of duty including education cesses paid on such clearances.

Notification No 22/2009-C.E. (N.T), dated 7.9.2009

Case Law - Valuation

Clearances of composite packages containing one more 'free' goods, the duty is payable on the MRP printed on such packages regardless of whether or not the value of free goods is included therein.

CCE Vs Himalaya Drug Company (2009 (94) RLT 14)

Expenses recovered from customers are not includible in the value of goods in relation to optional after sales services are not includible in the value of goods.

Orient Cerlane Ltd Vs CCE (2009 (241) ELT156)

CENVAT/MODVAT

MODVAT credit is not deniable merely for the reason that the original and duplicate copies of invoices are not available the receipt and use of inputs is not in dispute and the manufacturer has also produced a copy of invoices certified by the Range Superintendent.

UOI Vs Kataria Wires Ltd (2009 (241) ELT 31)

Invoice indicating the manufacturer as the consignee and the trader as the buyer is a valid document for availing CENVAT credit as long as the goods are directly received in the premises of the manufacturer.

Kunststoff Polymers Ltd Vs CCE (2009 (94) RLT 117)

CENVAT credit is not deniable to the supplier of goods to an EOU against

CT-3 certificates, merely for the reason that such goods have not been manufactured by the supplier himself.

Resil Chemicals Pvt Ltd Vs CCE (2009 (241) ELT 132)

Service Tax

Notifications/Circulars

Services provided in relation to transport of specified goods by national waterways, inland water and coastal shipping is exempted.

(Notification No. 30/2009 dated 31.08. 2009) 1

Sale and purchase of listed securities by a sub-broker to a stock broker have been exempted from service tax as commission agents under business auxiliary services.

Notification No. 31/2009 dated 01.09. 2009

Services provided by Government Railways in relation to transport of goods by rail have been exempted from whole of the service tax.

Notification No. 33/2009 dated 1st September, 2009

Central Government has extended the exemption from service tax until March 31, 2010 to additional specified Export Promotion and Export Promotion Councils.

Notification No. 35/2009 dated 3rd September, 2009

Case Law

Interest payable only from the date of utilisation and not from the date of wrong availment of CENVAT credits.

Ind-Swift Laboratories Ltd. Vs. Union of India [2009-TIOL-440]

Refund of service tax paid on services used in the manufacture of exported goods is admissible even if such goods were exported and cleared without payment of duty.

Jyothi Overseas Pvt Ltd. Vs. CCE, [2009- TIOL-1383]

Assessee can avail CENVAT credit on Outdoor catering Service used for providing food to factory workers.

Factor workkdrIn CCE Vs. Premier Ltd [2009- TIOL-1354]

Certification and marking fees charged by the Bureau of Indian Standards is subject to service tax under the taxable category of 'technical inspection and certification services'.

Grasim Industries Ltd. Vs. CCE, [2009(15) S.T.R 734]

Activities undertaken by a company for its customers/ group companies would not be classified under the taxable category of 'management or business consultant service'.

Stantala Marketing Services Vs. CCE [2009 (15) STR 577]

Consideration received by a lessor from leasing out a factory along with employees would not be taxable as 'manpower recruitment or supply agency services'.

Shriram Sahakari Sakhar Karkhahan Ltd Vs. CCE [2009 (15) STR 592]

Sales Tax

Case Law: Royalty income received from the transfer of a trade mark on a non exclusive basis is liable to sales tax.

Jojo Frozen Foods (P) Ltd. Vs. State of Kerala [(2009) 24 VST 327]

Customs

Notifications/Circulars

Central Government has enhanced the duty concessions available to the products notified for import under the South Asian Free Trade Area.

Customs Notification Nos. 107/2009 & 108 / 2009 dated 23/09/2009

Case Law - Valuation

The Tribunal has held that the transaction value (TV) of imported goods cannot be enhanced on the basis of the values of contemporaneous imports of goods which are not identical / similar in terms of quality and quantity.

Case Law - Others

The Tribunal has held that the relevant date for determination of export duty is the date of Composite order permitting clearance of goods for such export.

Kineta Minerals & Metals Ltd. Vs. CC (2009 (241)
ELT 416)

Amendment to an exemption notification which is merely in the nature of a clarification has retrospective applicability.

IBM India Pvt. Ltd. Vs. CC (2009 (94) RLT 86)

Foreign Trade Policy (FTP)

Notifications/Circulars

The Central Government has allowed free import of petrol and diesel, up to a maximum of 5KL per annum, by automobile industries with a condition that these fuels shall be used for R&D and emission testing purposes only.

M.C. & I. (D.C.) Notification No. 2/2009-14
dated 27/8/2009

Import of electricity except from SEZ units would now be subject to a license issued by the DGFT.

Notification No. 7/2009-14 dated 8/9/2009 and
9/2009-14 dated 10/9/2009

Central Government has expanded the detailed list of default authorized operations for developer/ co-developer of SEZs.

M.C. & I. (D.C.), SEZ Instruction No. 35 dated
4/9/2009

Case Law: The DTA unit is eligible to take CENVAT credit of duties paid on inputs which are supplied as such to 100% EOU viz without undertaking any manufacturing process.

Resil Chemicals Pvt. Ltd. Vs. CCE (2009 (241)
ELT 132)

Advance Authorizations have to be valid at the time of clearance of goods from customs to avail exemption from customs duty.

CC Vs. Bangalore Mano Filament Pvt. Ltd. (2009
(241) ELT 172)

Export of goods manufactured from the use of machinery imported under Export Promotion Capital Goods Scheme can alone be counted for fulfillment of export obligation.

Bharti Telecom Ltd. Vs. CC (2009 (94) RLT 73)

Antidumping Duty

Notifications

Anti-dumping duty has been imposed on the flexible slabstock originating in, or exported from China, Korea and Chinese Taipei.

(Customs Notification No. 89/2009 dated
31/08/2009)

Safeguard duty has been imposed on import of Dimethoate Technical into India from all countries.

Customs Notification No. 87/2009 dated
27/08/2009

Case Laws: Anti-dumping duty notified and levied on imported goods cannot be enhanced at a later date through the issuance of a corrigendum under Section 154 of the Customs Act, 1962.

*Dyna Enterprises Vs. CC (2009-TIOL- 1493-
CESTAT-BANG)*

News Updates: Catch up with the Developments

From Anand Wadadekar, Pune

The G-20 Summit held in Pittsburgh, United States of America just concluded on a good note with our Prime Minister Dr. Manmohan Singh attending it.

The G8 (or G-8) originally formed in 1976 as G6 is the meeting of the finance ministers from a group of industrialized nations viz . France, Germany, Italy, Japan, United Kingdom, and United States, Canada and Russia. The eight members meet once a year at Heads of State and Government level. It is not an international organisation, nor does it have an administrative staff with a permanent secretariat.

It is a process that culminates in an annual summit at which the heads of state and government of the member countries hold talks with a view to finding solutions to the main world issues. Italy hosted the 2009 G8 summit as it holds the presidency of the grouping.

What is the G-20?

The Group of Twenty (G-20) is an informal forum of Finance Ministers and Central Bank Governors of 19 countries that was established in 1999 to bring together systemically important industrialized and developing economies to discuss key issues in the global economy. Member countries are Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Mexico, Russia, Saudi Arabia, South Africa, South Korea, Turkey, United Kingdom, United States of America.

Director of G-20 research group of Toronto University John Kirton told *rediff.com* that amongst the 19 leaders of G-20, only Dr. Manmohan Singh is truly qualified to talk about the complex world of international finance because he has doctorate degree in economics and has practised his knowledge throughout his life.



No Safety - Know Pain, Know Safety - No Pain

Health and safety measures for workers under different Legislations

- Ms. Vijayalakshmi Karur, B.com, CS Final

It is true that "Finance is the life blood of every business", but Human Resource also is equally important for any business. Good health and safety of workers/employees is of core importance for the survival of any enterprise. Keeping this in mind, the Central and State Governments have enacted various legislations and here is the broad insight into the existing Occupational Health Laws in India.



Factories Act, 1948 was enacted with the object of ensuring welfare of the workers, provides for healthy and sanitary working conditions, maternity benefit, standard working hours, compensatory holidays, proper ventilation, precautions against dangerous fumes, etc. It provides for treatment of wastes & effluents, lighting, drinking water, first aid appliances, canteens and other basic facilities for the workers.

It also restricts employment of young persons on dangerous machines, overlapping of shifts, etc. It also requires the appointment of Certifying surgeons, Safety and Welfare officers by the Occupier of the factory.

The Employees' State Insurance (ESI) Act, 1948 is a social security legislation and compensatory in the nature, providing for cash benefit in the case of sickness, maternity and employment injury, payment in the form of pension to the dependents of workers deceased due to employment injury and medical benefit to workers through the ESI Fund wherein both the employers and employees contribute.

It also provides for setting up of ESI Corporation, to promote measures to improve health and welfare of insured persons and a Medical Benefit Council to advise the Corporation on medical benefits, certification etc.

Workmen's Compensation Act, 1923 imposes legal obligation on the employer to pay compensation to workmen involved in accidents arising during the course of their employment. The State Government appoints a Commissioner to decide the employer's liability to pay compensation, both quantum and duration of compensation, among other issues.

Contract Labour (Regulation and Abolition) Act, 1970 enacted with the object of regulating the employment of Contract Labour in certain establishments and for the abolition. Most of the provisions of the Act are similar to that of Factories Act such as provisions regarding cleanliness, drinking water facility, first aid facilities etc.

In addition to the above, there are several other Acts which provide for health and safety of workers like Beedi and Cigar workers (Conditions of employment) Act, Building & other construction workers' (Regulation of Employment & conditions of service) Act, 1996, Child Labour (Prohibition & Regulation) Act, 1986, Dock workers (Safety, health & welfare) Act, 1990, etc

There is need to preserve the good health of workmen by ensuring safe and healthy working conditions and providing prompt compensation on account of injury or occupational disease by effective implementation of the above legislations for healthy survival of industries.



Did You Know?

Article 21 of the Indian Constitution guarantees the protection of life and personal liberty of a person.

Various Supreme Court judgments have, under this "right to life" upheld the right to employees' health. In the case of Consumer Education Research Center Vs. Union of India, AIR 1995 SC 922 the Supreme Court has held that, "Occupational accidents and diseases remain the most appalling human tragedy of modern industry and one of its most serious forms of economic waste."

Further the judgment says, "Therefore, we hold that right to health, medical aid to protect the health and vigor to a worker while in service or post retirement is a fundamental right under Article 21, read with Articles 39(e), 41, 43, 48A and all related Articles and fundamental human rights to make the life of the workman meaningful and purposeful with dignity of person."

Pick of the Month

Whether appointment of Safety Officer is mandatory for all factories?

No. As per Section 40B of the Factories Act, 1948 and Government Notification No. SWL 52 LFB 82 Dtd 27.6.1983, appointment of Safety Officer depends on the number of workers:

- More than 1000 and less than 2000 – 1 Safety Officer
- More than 2000 and less than 4000 – 2 Safety Officers
- More than 4000 and less than 6000 - 3 Safety Officers
- More than 6000 and less than 8000- 4 Safety Officers
- Above 8000 and not exceeding 10000 - 5 Safety Officers
- For every increase of 3000 or part thereof – 1 Safety Officer