

A Better Place of Business

Episode 2: Transcript

When accidents happen at work

[00:00:00] **Linda Mzamane:** While some occupations are inherently riskier than others, accidents can strike anyone, anywhere, at any time. Whether you have a mishap with the office stapler or you're working at height while cleaning windows – there's an element of risk involved. From the everyday mishaps that occur in our homes and workplaces to the extraordinary incidents that dominate the headlines, there's no denying that accidents are an inherent part of our existence. But are we truly prepared for the unexpected?

[00:00:31] **Video Clip:** This is a story we've been tracking for the last few days. Impala Platinum has suspended operations at its sixth shaft after three miners died following a mud rush incident and that's in Rustenburg. Two others are still in critical condition in hospital.

[00:00:48] **Linda Mzamane:** When it comes to injury on duty, there are several costs involved. Not only are the lives of employees impacted, whether directly or indirectly but businesses are also put at risk. According to the [00:01:00] Labour Guide of South Africa, if, due to an injury on duty, the employee is booked off for four days or longer, but less than three months, the employer must pay the injured employee at a rate of at least 75% of his earnings from the first day until the employee returns to work.

[00:01:17] **Linda Mzamane:** You're listening to A Better Place Of Business, brought to you by Life Health Solutions. I'm your host, Linda Mzamane. I'm joined by Jacques Vorster, Health and Safety Manager at MPact. MPact is a package manufacturing business. I'm also joined by Bradley Workman-Davies, a director at Werksmans Attorneys. Each of our guests today has unique expertise in the topic of accident prevention and risk management.

[00:01:37] **Linda Mzamane:** Well, Bradley and Jacques, thank you so much for joining us today.

Jacques Vorster: Thank you, Linda.

Bradley Workman-Davies: Thanks, Linda.

Linda Mzamane: Jacques, how do you approach risk management at MPact? What are the strategies or protocols you have in place to identify and mitigate potential risks?

[00:01:59] **Jacques Vorster:** [00:02:00] First to understand the risk you need to know it, you need to, um, know where it is and what we've got in place for that, we have a system permit to work for certain jobs that we do, you need a permit to do it, to identify hazards. And we've got risk assessments. Before we do a job, we do a risk assessment to identify hazards.

[00:02:24] **Jacques Vorster:** You need to understand where it is and where to look for it and what controls to put in place to prevent an incident from happening.

[00:02:35] **Linda Mzamane:** And in your experience, Bradley, what are some of the key challenges in maintaining a safe and healthy work environment and how can one go about addressing these challenges effectively?

[00:02:45] **Bradley Workman-Davies:** I think that the first point of departure for employers is to understand that there's a general obligation to provide a healthy and safe working environment imposed by the Occupational Health and Safety Act, which applies generally to all [00:03:00] employers within South Africa. There is a particular piece of legislation called the Mine Health and Safety Act, which applies to miners.

[00:03:06] **Bradley Workman-Davies:** And there's very specific health and safety regulations and requirements imposed in terms of that act. But generally, the Occupational Health and Safety Act would guide all employers in regard to their high-level obligations to ensure that there are healthy and safe working environments provided for their employees.

[00:03:24] **Bradley Workman-Davies:** Depending on the type of activities conducted by the employer, then there may be additional and very specific obligations imposed under the Occupational Health and Safety Act. For example, there are construction regulations which apply to employers working in the construction industry. If the employer is using electrical machinery, driven machinery, or, for example, using vessels under pressure, there are very specific regulations which direct the person's activities in that regard.

[00:03:52] **Bradley Workman-Davies:** And all of those would provide an obligation on the employer to conduct, as Jacques said, [00:04:00] some high-level preliminary investigations in regards to, where are the potential hazards? And how to mitigate against those before accidents happen in the workplace. So, to answer your question, I think that the starting point for employers is to understand the scope of their activities and then understand exactly how health and safety regulations and legislation in South Africa direct them to conduct risk assessments and take appropriate steps to prevent accidents occurring within the workplace.

[00:04:32] **Linda Mzamane:** And I mean, do you think that there are any difficulties, um, Jacques, when it comes to kind of implementing these government-mandated health and safety regulations, or do you find that they are pretty much, you know, known and there aren't any challenges when it comes to implementation?

[00:04:48] **Jacques Vorster:** It is a challenge to make people understand what they are accountable for. Um, that's why we send the management team for legal liability training so they understand what's [00:05:00] the consequences if things go wrong and we didn't follow the safe work procedures that were in place. But, um, normally on the shop floor, I think people start to understand systems that were in place were to protect themselves.

[00:05:19] **Linda Mzamane:** The training aspect is quite great. Yeah. And Bradley, how do you foster a culture of safety among your employees? Are there any specific initiatives or programs that you've implemented to promote safety awareness and encourage proactive behaviour?

[00:05:32] **Bradley Workman-Davies:** So we in particular work within an office environment, which does have and is subject to that piece of legislation, which I mentioned earlier, the Occupational Health and Safety Act.

[00:05:43] **Bradley Workman-Davies:** Because even though you wouldn't think that there are too many unhealthy or unsafe work practices in an office environment, accidents can still happen and we are then still subject to things like the general safety regulations under the Occupational Health and Safety Act, which even talk [00:06:00] generally about the kinds of ventilation.

[00:06:02] **Bradley Workman-Davies:** Which should be provided in an office environment, the type of brightness of the light bulbs which you install in your office, the type of ergonomic support that you might have in office furniture in order to ensure that people aren't exposed to those kinds of unhealthy working environments.

[00:06:18] **Bradley Workman-Davies:** So the starting point again is to conduct an assessment, understand the type of activities, and even if you are working in an office environment, to understand the ways in which there could be unhealthy working environments created, and then it's to follow the additional requirements of the Occupational Health and Safety Act by having a health and safety policy.

[00:06:40] **Bradley Workman-Davies:** Now it's not every single employer which needs to have a health and safety policy. It's generally only a legal requirement if you've been directed by the Department of Labour or the Department of Manpower to do so. But we generally find that all employers will adopt some kind of a health and safety policy [00:07:00] whereby they undertake to commit themselves to providing a generally healthy and safe working environment for their employees.

[00:07:07] **Bradley Workman-Davies:** Again, when you come to very specific environments, such as construction, then it's a case of having your health and safety policy, making sure that you have health and safety representatives in place which are mandatory in terms of that Occupational Health and Safety Act. The number of health and safety representatives depends on the number of people that you have within the organization, and again, whether or not you're in an office environment or a non-office manufacturing environment and then whether or not you have to have health and safety committees.

[00:07:38] **Linda Mzamane:** And now those committees, would those committees usually come from the employees themselves within the company normally?

[00:07:45] **Bradley Workman-Davies:** Yes, that's right. So you constitute or you appoint a health and safety representative from existing employees so that they can literally be on the ground in the workplace, they would then have an additional appointment or an additional capacity as a health and safety representative, in addition to the normal duties that they would be performing under their contracts of employment.

[00:08:06] **Bradley Workman-Davies:** And again, depending on the number of health and safety representatives, which you have in an environment, it's actually, if you have more than one, in other words, you've got two, then you've got a committee. So you then establish a

committee and there's then additional training which takes place through those health and safety committees.

[00:08:22] **Bradley Workman-Davies:** And again, depending on the type of activities which you're conducting, you might then go further and have things like standard operating procedures when employees are conducting particular activities or working with particular pieces of equipment and those internal standard operating procedures are generally going to be in order to comply.

[00:08:43] **Bradley Workman-Davies:** with the obligations of the Occupational Health and Safety Act regulations, but very particularly then to ensure that in your environment, in your workplace, for example, using a particular machine, there is a standard protocol for using the machine in a healthy and safe way, and that [00:09:00] employees are trained in accordance with that standard operating procedure in order to make sure that the way in which they're working in a process with the machine is generally accepted as healthy and safe.

[00:09:11] **Linda Mzamane:** I think the fact that you know, these kinds of committees are actually taken from within the organisation's employees is definitely one way to encourage that proactive behaviour from the employees, which I think is great. So let's just make it real for a moment. Jacques, can you share an example of a significant accident or a near-miss accident that occurred within your organisation what lessons did you learn from that experience and how did you incorporate them perhaps into your strategies?

[00:09:40] **Jacques Vorster:** One of the most serious incidents I've dealt with in MPact since I've been here was a forklift incident in one of our branches, whereby a back conveyor plate shifted up and hit a guy in his face.

[00:09:56] **Jacques Vorster:** He had to go for operations to fix his face. I [00:10:00] had to report it to the Department of Labor and um, they helped us with the investigation. Lessons learned from that were safer procedures are in place for people to understand that we need to focus more on training people on safer procedures and we always need to review our risk assessments to look for safer ways of doing a job.

[00:10:23] **Linda Mzamane:** For sure. And it's so difficult to think of every eventuality in these situations, but I suppose with every experience you then are adjusting as you go. And Bradley, in your environment, I know you're more in a corporate sort of office environment, do you have any examples to share of accidents in the sort of office environment and how you handled that and what you learned from the experience?

[00:10:46] **Bradley Workman-Davies:** I want to say, Linda, luckily in our particular experience, we haven't had many, I think, if any, um, occupational accidents or injuries or diseases. But again, we do advise a number of clients which [00:11:00] operate in a variety of spheres or activities. And a number of those are corporates. And it's a surprising number of employees who will still do minor things like slips and falls, walking downstairs.

[00:11:14] **Bradley Workman-Davies:** You know, you might, for example, have a section of a boardroom, or you might have kitchen facilities where the floor might be being mopped or something like that. There's a wet floor, and an employee who's unaware of it because there isn't sufficient signage out, might walk into that kind of an area and slip and fall.

[00:11:31] **Bradley Workman-Davies:** Luckily, generally, in an office environment, it's not more serious than that. We find anecdotally that it really doesn't extend to injuries and accidents beyond that scope. But even in those circumstances, there would be some kind of an accident report, which would be made to the employer and whoever your health and safety officer is should assess whether or not that was some kind of an accident, which is foreseeable and whether or not there should be then additional preventative measures taken in place.

[00:11:59] **Bradley Workman-Davies:** So, for [00:12:00] example, if you were walking down the stairs. You know, if there were no handrails, you might determine that you were going to install handrails if they are handrails, but you know, they weren't necessarily being used. And of course, you can, you can only go so far as to encourage or require employees to comply with health and safety regulations.

[00:12:17] **Bradley Workman-Davies:** So you might have a sign on the stairs saying, if you're walking down the stairs, you need to make sure that you're using the handrail. If a person chooses not to do that, there's unfortunately very little you can do about that. But yes, it's always a case of first of all, trying to be as proactive as possible before an accident takes place to preempt or anticipate.

[00:12:37] **Bradley Workman-Davies:** Where an accident could happen and then try to work within the environment to make sure that there's sufficient signage, there's sufficient training, um, there's sufficient attention being brought to the employees about how they could potentially hurt or injure themselves and number one, try to prevent it.

[00:12:53] **Bradley Workman-Davies:** You know, prevention is far better than cure in these circumstances but if something does happen, then I think as Jacques [00:13:00] indicated, you use it as a learning opportunity and you try to use that opportunity to minimize the risk of that same type of event occurring in future.

[00:13:09] **Linda Mzamane:** And I think, you know, when you think about the sort of employee themselves and how they are affected after an accident, you know, whether minor or serious happens like the one that maybe happened in your environment shock, how would you go about supporting the affected employee?

[00:13:25] **Linda Mzamane:** Um, you know, in terms of addressing emotional challenges or the physical injuries that they might have after that incident. How does that process work?

[00:13:33] **Jacques Vorster:** Well, firstly, after the incident, we apply first aid if it's very serious, like the one we had in one of the branches, uh, we take the person to the hospital for better care.

[00:13:45] **Jacques Vorster:** Um, if the person is admitted we notify the family. We take the family to the hospital to visit the employee. If the employee gets released, we take him for the follow-up with the doctor and we [00:14:00] arrange with Life to give him assistance if needed.

[00:14:02] **Linda Mzamane:** Absolutely. And it's great that, um, you know, there is the, both the, the physical and the emotional sort of work that, that gets done for the employee when.

Would you say there's a fair balance of that in your environment, Bradley, either directly at your offices or with the clients that you work with, have a good balance of physical and emotional assistance?

[00:14:26] **Bradley Workman-Davies:** Yes, I think that there is both. We certainly internally have an employee assistance program which would allow employees to avail themselves of counselling or therapy for anything really, but certainly in circumstances where there's been some kind of a workplace incident which has resulted in their injury.

[00:14:43] **Bradley Workman-Davies:** And just further to what Jacques was saying earlier, is that again, there's, there's always a legislative background to these environments and you now have a different piece of legislation which is potentially relevant called the Compensation for Occupational Injuries and Diseases Act. We [00:15:00] refer to it generally as COIDA and that sets up essentially what's called the Compensation Fund or what has historically been known as Workman's Compensation.

[00:15:07] **Bradley Workman-Davies:** And in terms of that legislation, if for example, there's a workplace accident or injury. Then one of the primary requirements on an employer in terms of that COIDA piece of legislation is to, if necessary, provide conveyance of the employee to a medical facility to require treatment to ensure that the person gets the appropriate first aid.

[00:15:30] **Bradley Workman-Davies:** Also, in terms of that Occupational Health and Safety Act, you might have first aiders on site who could assist the person for sort of like a first triage. Additionally, then, when you're talking about how do you assist an employee physically, there's certain levels of assistance required in terms of COIDA if, in fact, it's been some kind of a workplace accident or injury.

[00:15:50] **Bradley Workman-Davies:** Number one, that has to be reported to the compensation fund and the employer must provide reports of the accident and that's, that's quite useful actually for the employee because to the extent [00:16:00] that the compensation fund is able to access and accept that the employee has been subject to a workplace accident or injury, they could then be entitled to compensation.

[00:16:09] **Bradley Workman-Davies:** and additional medical treatment or medical assistance through that compensation fund. The additional thing in terms of a legislative background is that the employee is then, of course, entitled to things like sick leave in terms of the Basic Conditions of Employment Act and if, unfortunately, the accident or the injury has been so severe that it's impacting upon the employee's ability to form their job, then things like the Labor Relations Act which generally talk about the ability of an employer to even terminate an employee's employment relationship if there's some kind of a medical disability or inability to perform the job that specifically says that if that medical disability arises.

[00:16:50] **Bradley Workman-Davies:** As a result of some kind of workplace injury or incident, then there's an additional onus upon the employer to try to accommodate the employee within the workplace with some kind of a [00:17:00] reasonable accommodation. So again, that legislative background has a number of inroads into how, why and when the employer should assist an employee.

[00:17:09] **Linda Mzamane:** The next question was for you Jacques: what role does technology play in accident prevention within your industry? Are there any innovative tools or systems that you use to enhance safety measures that are technologically based?

[00:17:25] **Jacques Vorster:** We've got a WhatsApp system whereby we share all incidents that happen in the group. So we can send out communication immediately. So there's lessons learned immediately to prevent repeats. We've got camera systems in all our branches. So if there's an incident that happens, we can go back on the recordings and see what went wrong. And what can we do to improve it? We've got thermal scanning on all our substations to show us hot spots on the substations.

[00:17:55] **Jacques Vorster:** And we've got alarm systems all around our [00:18:00] branches, which is movement activated. So that helps a lot.

[00:18:03] **Linda Mzamane:** For you, Bradley, how do you ensure that employee health and wellbeing is sort of beyond physical safety? Have you implemented any programs or initiatives that are focused on mental health support or work life balance and overall employee wellness?

[00:18:20] **Bradley Workman-Davies:** Yes, definitely. So, as I mentioned earlier, we have that EAP, that Employee Assistance Program, which would allow employees to access counseling or therapy. But there's also quite a big awareness of the fact that there should be a work life balance and that can be, for example, as simple as putting in reminders in Outlook, which is the standard email client which we use.

[00:18:45] **Bradley Workman-Davies:** And after five o'clock, you actually get a pop up, which says that you're now working outside of usual working hours. Is it necessary for you to send this email after working hours? You know, can this not wait until tomorrow? That's quite a nice reminder, which has been implemented quite recently [00:19:00] to, you know, let people know that technically outside of your working hours.

[00:19:04] **Bradley Workman-Davies:** Of course, you know, we're in a legal environment. So, you know, sometimes you just have to push through, but, you know, I in particular found that quite a nice initiative internally to try to just point people in the right direction of it's really the end of the working day, you should be knocking off if you can.

[00:19:19] **Bradley Workman-Davies:** In addition to that, there's employee wellness days where, for example, we have certain people who come around and they provide ad hoc services like you can get a massage, you can get a manicure or a pedicure or something like that as well, which are quite nice just to also let you know that you know, you're valued within the organization.

[00:19:35] **Bradley Workman-Davies:** And it does deal with things like mental wellness, physical wellness. So yes, there certainly are those kinds of elements within our workplace and we generally find that the sort of first choice employers have got those similar kinds of structures within their workplaces.

[00:19:53] **Linda Mzamane:** Yes, yes. Sure. And Jacques, is employee health and wellbeing a focus beyond the physical at [00:20:00] impact?

[00:20:00] **Linda Mzamane:** What kind of programs or initiatives do you have on, on those other aspects, whether it's mental health or work life balance?

[00:20:07] **Jacques Vorster:** We have annual medicals that we send employees on a yearly basis to check their health. We've got an employee wellness program with Life and we've got plant health programs with our mascot, Sam, that goes around the branches and promotes health and talk to the employees regarding health.

[00:20:26] **Linda Mzamane:** And do you find that it is well taken up and people are well aware of it within your organization?

[00:20:31] **Jacques Vorster:** Definitely. Um, everywhere posters is up. Any problem employees have financial, personal problems, work related problems, they have the option to get help from Life immediately and all people understand that.

[00:20:47] **Linda Mzamane:** And um, from a legal standpoint, Bradley, what are some of the key considerations that organisations must keep in mind regarding accident prevention and response? You know, what's the navigation on the [00:21:00] balance between accountability and also supporting affected individuals?

[00:21:04] **Bradley Workman-Davies:** Yeah, that's a difficult question because, um, I think as Jacques had indicated previously that there is certain training which is provided within his organisation to management level so that they can understand the limitations or the areas of legal liability because that's also a very serious issue to consider in terms of things like the Occupational Health and Safety Act.

[00:21:26] **Bradley Workman-Davies:** You know, again, bearing in mind that it's a piece of legislation which actively requires an employer to take steps to ensure a healthy and safe working environment. If, for example, again, you're working within one of those regulated industries like construction, you must ensure compliance with the construction regulations.

[00:21:43] **Bradley Workman-Davies:** These are not discretionary. These are peremptory. You have to comply with these obligations and there are certain obligations imposed upon people in terms of that occupational health and safety legislation. Generally, the CEO, the chief executive officer of an organization is [00:22:00] going to be held responsible for ensuring compliance with occupational health and safety.

[00:22:05] **Bradley Workman-Davies:** And if there is non compliance, then there can be fines imposed on the organization or even personal liability imposed on individuals. So it's very serious to ensure that people understand that they do have potentially even personal legal liability under these pieces of legislation. So it's a case of ensuring that the employer complies with its obligations, but it's also avoiding any kinds of legal liabilities which could be imposed upon an individual, which are obviously very serious.

[00:22:36] **Bradley Workman-Davies:** And as Jacques indicated earlier, for example you can have these 16. 2 appointments whereby the CEO could delegate downwards. Some of these occupational health and safety functions, it's very unusual that the CEO, for example, is going to be the person on the factory floor running around doing a hazard identification and doing

safety induction training so you can delegate those legal responsibilities [00:23:00] downwards, but ultimately, legal responsibility lies at the top.

[00:23:03] **Bradley Workman-Davies:** And so it's a balance of ensuring that how do we comply with our obligations? And, and the primary objective of things like the Occupational Health and Safety Act is to ensure that employees are not exposed to an unsafe or an unhealthy working environment rather than trying to create a mechanism for avoiding legal liability. So it's, it's a balance between those two.

[00:23:26] **Linda Mzamane:** And it's great that there is recourse that is clearly spelled out both for the employer as well as the employee. Correct. So in terms of measurement Jacques, are there any sort of key performance indicators or metrics that you use to track or evaluate the success of your safety programs?

[00:23:47] **Linda Mzamane:** How do you measure that they're actually effective or that they're working properly?

[00:23:53] **Jacques Vorster:** We have a system, a safety plan that's submitted monthly. That's connected to your leading [00:24:00] indicators. So during the month, the branch will do toolbox talks, they will do some visits, they will do audits, they will do inspections, and all that data will go into, into the leading indicators.

[00:24:12] **Jacques Vorster:** And then at the end of the month, you will get the score. How far are you with your safety plan to go towards the end of the year? So, and that shows you exactly where you are lagging and where you are performing. We also have the mandatory graphs that we use in meetings, whereby we show management how well we are doing with health and safety and with our leading indicators and safety plan.

[00:24:40] **Linda Mzamane:** And looking ahead, what do you see as the emerging trends or advancements in accident prevention and how do you plan to adapt and stay ahead of these potential risks in the future? Bradley, is there something that you can point to trend wise within your organisations or within your clients organisations that you can see as [00:25:00] emerging trends or advancements?

[00:25:02] **Bradley Workman-Davies:** I think it's more of an operational question, which Jacques might be able to answer with with with more clarity. You know, again, we are having a look at our particular circumstances from an office based environment, which luckily isn't very accident prone. And generally in regards to the advice we're giving clients, it's more in relation to the higher level obligations to ensure compliance with occupational health and safety, doing things like, for example, making sure that you have the correct number of health and safety representatives and committee meetings.

[00:25:31] **Bradley Workman-Davies:** That there's proper training, which is going on. And again, those are fairly sort of conservative fields, which we haven't noticed in the immediate past have been subject to any kind of innovation. So again, it may be very particular, depending on an industry. You know, I'm just thinking off at the top of my head, you know, might there be a particular industry where, for example, new AI tools could be used to analyse, you know, production methods or have a look at like, you know, video surveillance of a shop floor and determine whether or not there's any unsafe patterns.

[00:25:59] **Bradley Workman-Davies:** [00:26:00] working environments or practices which are being taken place, I can conceptually think that that might happen. But again, Jacques might be better placed in terms of thinking about that. He seems to be the man on the ground, so to speak.

[00:26:11] **Linda Mzamane:** Yes, yes. On your side, Jacques, do you see any trends or advancements that are coming through in accident prevention that, you know, could be used to kind of stay ahead of risks in future?

[00:26:23] **Jacques Vorster:** I think we need to invest more in technology. There's a lot of technology in the market at the moment, for instance, on forklifts, whereby you get notified if a forklift is speeding. If a forklift is in the area where it's not allowed to be, there's a system that you can give all the employees that they have with them, notifying there's a forklift on its way.

[00:26:47] **Linda Mzamane:** It's great that there are all of these sort of tools in place that kind of assist the advancement of accident prevention and to Bradley's point earlier, it's going to be fascinating to see what the world of [00:27:00] AI, artificial intelligence does in this space to help with incident prevention. Life Health Solutions offers 24 hour support for employees and their families.

[00:27:12] **Linda Mzamane:** This holistic service includes not only primary health care, but also counseling, financial wellness, legal services, and executive coaching. Jacques and Bradley, thank you for sharing these valuable insights with us. I think some of the points from our discussion that really stand out to me are that understanding legislation is so key to be able to handle accidents at work and that legislation really is there to protect both the employer and the employee.

[00:27:41] **Linda Mzamane:** Implementing legislation well can then lead to happier and safer work environments. I think the other point that stood out for me secondly is that risk assessment and risk itself seems to be a moving target in some ways always continually evolving. So it's really important to keep on top of understanding what these risks could [00:28:00] be in your certain environments and then putting the measures in place to prevent accidents and then in the event that these accidents do happen.

[00:28:07] **Linda Mzamane:** learning from the incident and doing what's necessary to make sure that it doesn't happen again. And I think lastly, then is cultivating employee awareness of health and safety on a day to day basis, um, happens really through training and regular connection with things like team braai's, WhatsApp groups and continuous professional development through videos and other means.

[00:28:31] **Linda Mzamane:** And all of this really leads to a workplace where health and safety is part of the fabric of how the company operates rather than just a tick box exercise. So, before we wrap up, I would like you guys to tell us, how do you personally manage stress or how do you decompress and relax? Bradley, when your outlook gives you that pop up message to say you are now working outside of your hours, how do you manage your stress and decompress?[00:29:00]

[00:29:00] **Bradley Workman-Davies:** We do try to balance it within the workplace. I think we've got a, we've got a very good understanding amongst our staff here that it is necessary to have a work life balance. So, for example, last night myself and a couple of colleagues went out to play a paddle match for the first time, which was quite enjoyable.

[00:29:14] **Linda Mzamane:** So paddle is the thing, isn't it these days?

[00:29:17] **Bradley Workman-Davies:** It is. It is. I feel like I'm trendy. Yeah, so it was fun. And I think it's good to sort of, you know, mix up your normal daily activities at work with some physical activities. I think another thing that I do practically is, you know, I'll try to break up my working day between just sitting consecutively for hours at a time.

[00:29:37] **Bradley Workman-Davies:** I'll get up and I'll go and just take a quick walk even it's for about five minutes. I'll take a walk at lunch and recently I've actually got a standing desk so I can not be sitting the entire time. So, yeah, you know, I think, you know, personally outside of working time is a bit of physical activity, engaging in things which stimulate you outside of your professional activities.

[00:29:57] **Bradley Workman-Davies:** And yeah, even during the working environment, I think that you [00:30:00] can be as physically active and try to not be sitting as much as possible in that corporate office environment.

[00:30:07] **Linda Mzamane:** And you Jacques, how do you personally manage stress and decompress and relax?

[00:30:12] **Jacques Vorster:** I believe you don't need to go home to relax, otherwise you will create your workplace as a pressure cooker.

[00:30:18] **Jacques Vorster:** If I go home I do gardening, I spend time with the family, I relax but at work we do Friday braai day whereby we buy, sell the foods, use that money nice to go to schools, give food to kids, um, help them with their health and safety and with their firefighting. I think that's the way myself and my team are relaxing is by doing something for the community which is the most important thing for us at the moment.

[00:30:46] **Linda Mzamane:** Yeah, and being able to sort of pass down what you are living and experiencing every day in your profession to other environments like schools, I think is amazing to sort of get them conscious about health and safety early on already. I [00:31:00] think that's fantastic. The last question I've got to ask you is what is next on your to watch list? What are you currently watching? If you don't watch much, what are you listening to? Uh, I'll start with you Jacques.

[00:31:15] **Jacques Vorster:** I did watch Big Bang Theory and now I'm busy with Young Sheldon. The two go actually hand in hand so it would have been nice to watch Young Sheldon first and then Big Bang Theory, but it's opposite, but I'm busy watching Young Sheldon.

[00:31:30] **Linda Mzamane:** It's a great show. It's a great show. And you Bradley, what are you currently watching or what's next on your list?

[00:31:36] **Bradley Workman-Davies:** So my wife and I finished that series on TV called Succession, which is quite sort of like, you know, corporate intrigue, I don't know, transactional base as well.

[00:31:43] **Bradley Workman-Davies:** I guess, you know, the lawyers like that kind of thing. Um, we've moved on to something slightly different now called Yellowstone, which is about a rancher in Montana. And there's also some corporate intrigue and transactions going on as well, but it's got cowboys in it. So that's fantastic.

[00:31:57] **Linda Mzamane:** Cowboys. Yes. Awesome. [00:32:00] Awesome. That's always great to have something that you're watching or listening to kind of take your mind off of things as well. That's wonderful. Thank you so much for taking the time out to chat to us. About health and safety in the workplace, I have really valued listening to your insights and expertise.

[00:32:17] **Jacques Vorster:** Thanks a lot, Linda, for having us and if you've got nothing to do on Fridays, you are more than welcome to join us for the braai day.

[00:32:23] **Bradley Workman-Davies:** Thank you, Linda.

[00:32:26] **Linda Mzamane:** With more than 30 years of experience, Life Health Solutions helps businesses make a meaningful, measurable difference by putting employees at the heart of what they do. Our services span primary healthcare, occupational health and safety, wellness and emergency medical services. For more information, visit lifehealthsolutions.org. If you'd like to hear more insights like these from business and industry leaders, be sure to subscribe to this podcast so you don't miss out on our upcoming episodes.

[00:32:58] **Linda Mzamane:** This podcast is produced by 2Stories for Life Health Solutions. Written by Hanlie van der Merwe and Celeste Jacobs, produced by Carol Williams, with audio editing, engineering and sound design by Kozi Mzimela and Jordyn Toohey. Thanks to Reuters Company, the Mail & Guardian and the Labour Guide for the audio clips and articles used in this episode. For more information, please refer to the show notes.