



MACHAKOS UNIVERSITY

University Examinations for 2019/2020 Academic Year

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF BUSINESS ADMINISTRATION

FOURTH YEAR FIRST SEMESTER EXAMINATION FOR

BACHELOR OF COMMERCE

BBA 421 OCCUPATIONAL HEALTH AND SAFETY

DATE: 3/12/2019

TIME: 8.30-10.30 AM

INSTRUCTIONS:

Answer Question ONE and any other TWO Questions.

Read the following case and answer the questions below

Case; Plan ahead to keep people safe

West Coast farmer Colin van der Geest has always taken a proactive approach to health and safety – but he's introduced further measures following several near misses involving stock and quad bikes. Colin and his nine-strong team milk 2,255 cows over three farms at Atarau and Aratika, near Greymouth. They have identified hazards on the farm and Colin holds regular team health and safety meetings where they discuss any issues that have arisen and plan ahead to manage risk around upcoming tasks.

"Our major hazards are quad bikes, stock, machinery and a combination of all three," says Colin. "Those hazards stay the same all year round, but the events of different seasons affect how you manage them." "So for instance, in June we'll talk about any issues that have arisen and also how we'll manage the winter conditions and risks around feeding stock, such as the roll over risk when you are carrying a straw bale on the front end loader into a paddock. During calving, we'll discuss things like the best lifting techniques when lifting calves, the temperament of the cows and how we are going to manage fatigue. It's just planning ahead and reminding people about the steps we all need to take to keep people safe."

"We've had three near misses which have involved quad bikes and cows. Colin has also provided extra training for staff in quad bike use following several near misses.. Fortunately we ensure all our staff wear helmets and we have roll bars on the quad bikes. Without those measures, the outcomes of these near misses would have been very different." "In the most recent incident, one of Colin's workers was driving a quad bike and herding a cow out of a paddock and into a lane.

"It's a flat site and at the end of the land there is a narrow 1.5m gap between a strainer post and a drain," says Colin. "When an animal isn't going the way you want it to, common sense can go out of the window""The crafty cow decided to go through there and our guy tried to cut her off with the bike. The cow made it through, but my man rolled the bike into the drain. He escaped with bumps and bruises, but if it had not been for the roll bar, the bike would have fallen on top of him in the drain. He also hit his head on rocks but his helmet saved him from injury."He was working alone and it would probably have been a couple of hours before I went looking for him. We're also having the strainer post moved to make the gap wider and adapting the drain so it can't be rolled into."

In another incident, one of Colin's men was chasing a cow and tried to get past it in the lane. He collided with the cow and rolled the quad bike."When an animal isn't going the way you want it to, common sense can go out of the window," says Colin. "Now, as part of quad bike training, we emphasize strongly that the combination of cows and quad bikes is a major risk and that even in the heat of the moment you have to make safety your first priority.In that kind of situation, or if a cow is agitated, then leave it. Cows can be moved later, we want our people to go home safe and well."

QUESTION ONE (30 MARKS)

- a) Discuss obligations of the employer and the employee of West Coast farmer in regard to health and safety (8 marks)
- b) Explain FIVE guidelines that the employer can follow to keep employees safe at the workplace. (8 marks)
- c) Discuss Personal Protective Equipment (PPE) that have been used or that you can propose for the employer to provide to the employees for their protection and safety (7 marks)
- d) Explain the action that the employees can take, if they found themselves in a situation in the workplace which presents danger to their life. (7 marks)

QUESTION TWO (20 MARKS)

- a) Describe the causes of work-related stress in an Organization (5 marks)
- b) Discuss the various approaches in responding to work-related stress (5 marks)
- c) Discuss the obligations of the employer in regards to workplace inspections (10 marks)

QUESTION THREE (20 MARKS)

- a) Discuss the objectives of conducting risk assessment across industries and businesses (10 marks)
- b) Explain FIVE occupational diseases and illness that employees may be exposed to while at their workplace. (10 marks)

QUESTION FOUR (20 MARKS)

- a) Discuss the types of workplace hazards and the various methods that can be used to control them (10 marks)
- b) Discuss the core functions of the directorate of Occupational Health and Safety Services (DOSHS) (10 marks)

QUESTION FIVE (20 MARKS)

- a) Discuss behaviors in coworkers that might be signals for future violence (10 marks)
- b) Discuss the duties of hazard management safety committee (4 marks)
- c) Describe the hazard prevention and control process (6 marks)