

SAFETYWARE UPDATES

JULY - SEPTEMBER 2016

**CLEANING
IN PROGRESS**



SAFETY

ISN'T THE SLOGAN
IT'S A WAY OF LIFE

Safetyware News



You are cordially invited to the:

COSH 2016

19th Conference and Exhibition on Occupational Safety & Health
Venue: Putrajaya International Convention Centre (PICC)
Date: 21-23 August 2016
Booth No. : 71 & 72

OS+H Asia

The 10th Occupational Safety + Health Exhibition for Asia
Venue: Suntec Singapore
Date: 24-26 August 2016
Booth No. : F02 (Hall 403)

MOGSEC 2016

The 3rd Malaysia Oil & Gas Services Exhibition and Conference
Venue: Kuala Lumpur Convention Centre (KLCC)
Date: 28-30 September 2016
Booth No. : 1017 (Hall 1)



with kind regards,

Safetyware
SAFETYWARE GROUP
Responsibility & Care

Product Highlight - LOTO

Personal Lockout & Tagout Kits (with Lockout & Tagout Storage Box)

Why Waste Money?

Now you can mix and match the Lockout & Tagout items that suit your needs

- ✓ Save cost
- ✓ Suit your needs



Personal Lockout Kits
(With LOTO storage box)



LOTO Training
are available here

FREE LOTO Training when you purchase any
SAFETYWARE LOTO Items.

Terms & Conditions Apply



LT020

Valve Lockout

SAFETYWARE Adjustable Gate Valve Lockout

- Made from durable polypropylene for superior impact and chemical resistance
- Lock and protect round valve handles
- Place over the gate valve between the two parts and put your lockout padlock
- Lockout gate valves from 25mm to 165mm (1' – 6.5') valve

** You may view our Safetyware Lockout & Tagout Catalog from the link below :

<https://safetyware.com.my/link/LOTO.pdf>

Product Highlight - QuickSign

QuickSign (previously known as Safetyware Industries) is a division of Safetyware which specializes in visual communication. QuickSign has evolved from a mere safety signage manufacturer to a full scale specialist in visual communication. Our factory is located at a 90,000 sq. ft site in Penang, equipped with state-of-the-art machineries & equipment such as HP Latex Printer, Plotter, Digital Flatbed Cutter, CNC Router & Laser Cutting/ Engraving Machines.

We believe signage is more than just a piece of plastic or sticker, rather we see it as a mean to bring your message out. That's why our mission is to make the whole visual communication process to be easier, better & more effective. From simple plastic signage or labels, to more sophisticated dimensional signs, from simple banners & poster, to more visually appealing wallpaper aided by lightings, you can fully count on QuickSign.

Apart from quick & professional services, we are also a firm believer in providing solution which is greener & healthier. For example, we insist on using non-toxic solvent free latex ink when it comes to printing jobs, promote the use of biodegradable materials, promote the use of double side tapes as an alternative to drilling holes on wall, amongst many others.

We settled for less when you can get more by giving QuickSign a try. How can we help?

What Quicksign can supply:

Industry Sign



Roll up Poster



Wallpaper



Mascot Cutting



Slot in Board



Canvas Print



Poster



Road sign



Vehicle Graphic



Banner



Floor Sticker



Floor Sign



*Quick
sign*

PROMOTION

Valid until 30th September 2016
Terms & Conditions Apply

July – September 2016

WITH PURCHASE
RM 100
OF SAFETY SIGN,
FREE SAFETY POSTER



You may choose the poster design as below :



A



B



C



D



E



F

Poster Details:

Size: A3 Size

Material: Synthetic Paper without Lamination

For Safety Sign we have material as below:

- 1) Self Adhesive Vinyl (Sticker)
- 2) 0.5mm, 1mm HIPS (High Impact)
- 3) 2mm White Acrylic
- 4) 1mm, 2mm, 3mm Clear Acrylic
- 5) 3mm ACP (Aluminium Composite Panel)
- 6) Easy Dot Clear Sticker
- 7) Easy Dot White Sticker

** For special material, please contact us



Product Highlight – Eye Protection

SAFETYWARE COMFI-PLUS™

VENTILATION GOGGLE

SG-900-AF

- With indirect ventilation function
- Wide vision goggle which provides high levels of comfort and maximum protection
- Designed to give optimum fit to all facial contours
- Opalescent Frame prevents light reflection
- Complies with AS/NZS Standard
- Anti-fog

PROMOTION

Valid until 30th September 2016
Terms & Conditions Apply

July – September 2016

BUY 1 GET 1 FREE

SAFETYWARE CLASSIK SAFETY GLASSES (SG-100C)

WITH PURCHASE ANY SAFETYWARE BRAND SAFETY
GLASSES, YOU WILL ENTITLE TO GET A FREE
SAFETYWARE CLASSIK SAFETY GLASSES

Models available here:



SG-100C-AF



SG-100G



SG-200C-AF



SG-200G



SG-200I/O



SG-210M

While Stock Last !!!



(SG-100C)



By Muhammad Danial Roy
HR Specialist



Managed by: VA Learning Sdn Bhd & VA Resources Sdn Bhd

Human Resource Management in SMEs “The Necessary Pain”

Overview

Small and medium enterprises (SMEs) in Malaysia make significant contribution in the economic development, social uplifting and political stability of our country. SMEs are diverse in nature and can be segregated into three main sectors such as general business, manufacturing and agriculture. In Malaysia SMEs operate both in urban and rural areas. The overall SME sector has grown at a breath-taking pace in the last two decades where we have seen phenomenal growth in every industry sector. Statistic shows that there are close to 650,000 registered in Malaysia, contributing almost 37% to our GDP. SME's account for 97.3% of established businesses in Malaysia. SMEs employ around 70% of the nation's workforce. Simply put, SME's are considered the back bone of our national economy.

Definition of SMEs in Malaysia:

Although SMEs employ almost 70% of the nation's workforce, one of the key challenges faced by the sector is Human Resource Management (HRM). This article will focus on the following issues:

- 1) Lack of HR Expertise
- 2) “Loosely” Developed HR Practices
- 3) Poor Talent Management
- 4) Poor Employee Relations Management

New SME Definition Based on Size

Category	Micro	Small	Medium
Manufacturing	Sales turnover of less than RM300,000 OR employees of less than 5	Sales turnover form RM300,000 to less than RM15 mil OR employees from 5 to less than 75	Sales turnover from RM15 mil to not exceeding RM50 mil OR employees from 75 to not exceeding 200
Services and other sectors	Sales turnover of less than RM300,000 OR employees of less than 5	Sales turnover from RM300,000 to less than RM3 mil OR employees from 5 to less than 30	Sales turnover from RM3 mil to not exceeding RM20 mil OR employees from 30 to not exceeding 75

Source: SME Corp

Lack of HR Expertise

Most organizations do not have a designated HR department and the HR management (HRM) function basically comes under the umbrella of finance or administration, reporting to business owners. The function is, usually, limited to processing payroll, issuing employment letters and other administration duties.

In reality, SMEs may not need a full fledged HR professional. However, it is important to ensure that the personnel overseeing the HR management function, has adequate knowledge and good understanding of HR best practices.

“Loosely” Developed HR Practices

It is not uncommon that in most SMEs, HR practices are adopted from a piece-meal approach over the years. This is a practical way to establish the basic HR practices, as the business grows. However, as the business grows to another level, business owners need to ensure that the company's HR practices evolve and be realigned to suit the company's stages of growth.

Poor Talent Management

Due to lack of HR expertise and ineffective HR practices, most SMEs are faced with a serious talent management challenge. They are not able to effectively ATTRACT , RETAIN and DEVELOP their people resources due to various reasons :

- 1) Ineffective Recruitment
- 2) “Poor” Performance Management
- 3) Ineffective Learning and Development
- 4) Lack of Succession Planning
- 5) Lack of Personal Development
- 6) Uncompetitive Compensation and Benefits.

SMEs need to evolve and transform their Talent Management focus and strategy in order to compete for talents, who are the most important resource for sustainable growth.

Poor Employee Relations Management

As mentioned earlier, lack of HR best practices leads to employee issues being managed poorly, and unknowingly exposing the company to risk. According to Industrial Relation Department Statistics, 60% of the employment dispute cases referred to the department is from the SME sector. This is mainly contributed by the fact that most SMEs business owners are directly involved in people management. Sometimes the decision to terminate is based on emotions rather than undertaking the right steps to “manage” an employee.

Managing employee relations is actually about being fair and professional to both the employer and employee in any engagement. As the final decision maker, business owners need to equip themselves with a good understanding of the Industrial and labour legislations to ensure that the business is not exposed to any risk.

Conclusion

In the SME environment, regardless of whether there is a HR department or personnel, it is important to have effective HR practices to cover key aspects of HR management. SMEs can also consider the option of seeking external expertise by engaging an experienced outsourced HR Service provider to support the organization's HR management needs. Managing the “people” resource effectively would determine if they are your assets or a major liability.

My CO₂ - The Compliance Catalyst



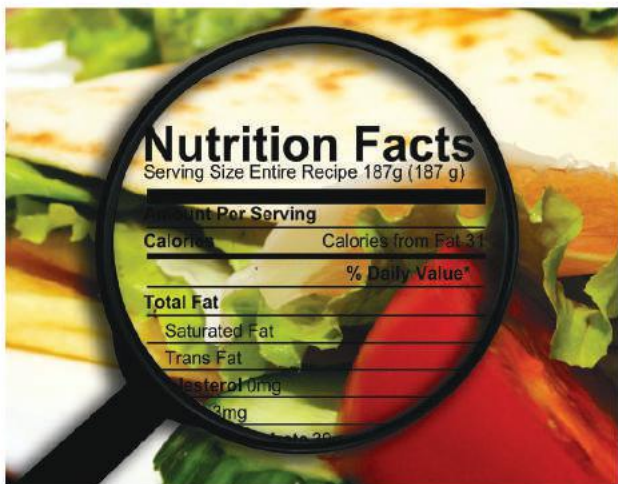
CHEMICAL AND HEAVY METAL TESTING

Heavy metals such as mercury, arsenic, lead, cadmium, tin and antimony are toxic metals and harmful to all living organism. Accumulation of such elements over time can cause serious illness or fatality. To ensure it's safe, we apply AOAC method to determine heavy metal residue in food.



HALAL & GMO TESTING

Halal by Islamic law means allowed or permitted objects or actions under Shariah law. Commonly use of Halal certification is on meat products, food contact materials and pharmaceuticals, clothing, business, human relationship & etc. The GC, PCR method is being use to test for Chemicals, Alcohol Content, Foreign DNA, Porcine and other contaminants.



NUTRITION FACT TESTING

The nutrition facts label also known as the nutrition information panel is a label required on most packaged food and drink in most countries. Predominantly the core nutrition facts are Protein, Total Fat, Carbohydrate and Energy. Our testing services for nutrition facts and labelling meets all FDA/USDA, EU Directive 90/496/EEC, Australia, New Zealand, Singapore, Hong Kong, Taiwan, Malaysia, Middle East and other statutory requirements.



PRESERVATIVES & PESTICIDES TESTING

Preservatives are synthetic or natural substances which are added into products during production process to prevent decomposition of food products. We provide an accredited testing service to examine preservative and pesticide levels for both consumer and industrial products.



FOOD PACKAGING MATERIALS TESTING

Food packaging materials is the materials used in packaging for food. It is designed to provide physical protection on the food, for instance barrier protection etc. as well as information transmission. The following testing as required under the Malaysia Food Act 13th Schedule, Regulation 28 is for Arsenic, Cadmium, Antimony, Lead. And as required under Regulation EC/1935/2004 : Material contact with food is for 4-methylbenzophenone, Bisphenol A, Pentachlorophenol, Arsenic, chromium, Lead, Copper.



HEALTH CERT & FREE SALES

Different product require different test parameters. Commonly required will be microbiological, preservative, and heavy metal tests. Microbiological test such as Total Bacteria Count, Mold & Yeast Count, Coliform, and other pathogenic bacteria are the core parameters. Also heavy metal such as Mercury, Lead, Cadmium, Arsenic and preservatives such as Benzoic Acid are also commonly required for Health Certificate Application and Free Sales Application



PHARMACEUTICAL & TRADITIONAL HERBS TESTING

Pharmaceutical products especially Antibiotics are commonly tested because it is a substance to kill or inhibit the growth of a specific bacteria. Antibiotic is widely used in human and animal such as livestock to prevent the infection of bacteria or viruses. The USP, BP, LC methods are used for pharmaceutical testing. Where herbs are used for its medicinal value, Testing is conducted on it's parts such as leaves, roots, flower, seeds, resins, root bark, inner bark, berries or other portions of the plant. The USP, BP methods are applied for Herb Testings.



EDIBLE OIL TESTING

Overheating or recycling oil can be harmful due to oil deterioration, polymerization, oxidation etc. We are licensed to test edible oil and petrochemical products under the Malaysia Palm Oil (MPOB) & Federation of Oils, Seeds and Fats Associations (FOSFA). We cover accredited tests such as FFA , M&I , IV and DOBI, as these core parameters are often required by the industry. We are committed to provide same day delivery (SDD) and accurate results to meet your surveyor and customer's shipping schedule.

SAFETY TEAM BUILDING

NEW
SERVICE

We provide professional safety team building and fun team building activities that suites our clients needs and requirement. We helps create a safer, enjoyable and positively charged working environment to both employees and employers which in turn will increase productivity and profitability.

Whether the purpose of your team building is to increase the safety awareness, build relationship between ERT members, strengthen existing team, we have the right solution and package for you.

We are also well known for our ability to relate the experiential learning activities in our team building programs to our clients business needs and corporate environment.

PROMOTION



Occupational First Aid & CPR In House Training - 1 Day

FREE First Aid Kit

Program outline:

1. First Aid Priorities
2. Cardiopulmonary Resuscitation
3. Breathing Difficulties
4. Injuries
5. Medical Emergencies



HRDF Claimable

(For more information please contact 04-502 3882 (Ext 212)
or email to ehs@safetyware.com.my)

Sharing Zone



MANGALA VANAN KRISHNASAMY
Diploma in Occupational Safety Health



Control of Hazardous Energy – Lockout & Tagout (LOTO)

LOTO is a method of controlling hazardous energy that involves using a system of locks and tags to prevent the equipment from being re-energized before those exposed to the equipment are clear of it. It involves placing equipment in a zero mechanical state or, to put it simply, shutting it off. Padlocks are physically placed on switches, valves, breakers or any other source of energy in such a way that no one can activate the energy source until the locks are removed.

Lockout vs Tagout

Locks and tags are used for similar reasons, but each have their own specific uses and procedures.

- **Lockout** is a technique used to prevent hazardous energy from injuring and even killing workers. A padlock is placed on a disconnect switch, circuit breaker, valve handle or other energy-isolating mechanism that is in the off or closed position.
- **Tagout** is also a technique used to prevent hazardous energy from injuring and killing workers. In a tagout, a written warning tag is placed on the energy isolating device which is in the off or closed position. Often companies require both lockout and tagout, which helps insure that your life will not be endangered.

Energy Sources

First of all, you need to understand the various types of energy that may be present in your work area. All energy can be categorized into kinetic or potential.

- Kinetic energy is the actual movement or force behind a moving mass. For example, kinetic energy is found in blades, belts and flywheels.
- Potential energy is stored gravitational energy. Some examples include springs in air brake cylinders, actuators, counterweights and raised loads.

Most energy in the workplace comes from the following sources:

- Electrical energy is present in power transmission lines, transformers, circuit breakers and motors, to name a few. Keep in mind that electricity can either be the direct energy source or the indirect energy source. For example, electricity can run a power tool directly or, as the indirect source, power a machine that is operated hydraulically
- Hydraulic energy is fluid under pressure. For example, lift trucks and cylinders are run by hydraulic energy.
- Pneumatic energy is air under pressure. Pneumatic systems require faster cycles of operation than hydraulic systems.
- Pressurized liquids and gases, including steam and chemicals, are energy sources present in pipes and supply lines, storage tanks and vessels.

Lockout Tagout Action

Creating clear lockout/tagout procedures. A good lockout/tagout plan will cover the following:

- Shutting down equipment
- Isolating energy sources (by shutting off appropriate power sources)
- Applying lockout/tagout devices
- Releasing residual energy (this may include energy in hydraulic systems, springs, capacitors, etc.)
- Checking that equipment is actually de-energized (try to restart it)

Importance of Lockout/Tagout

Many serious accidents have happened when someone thought a machine was safely shut off. LO/TO is a way to protect yourself and others by ensuring that machines remain completely, temporarily off. A positive attitude about safety empowers everyone in the workplace. Injuries and fatalities can be prevented and losses in production time can be minimized while profitability can be increased.

“KEEP THE BEAST LOCK AND CONTROL, IT WILL WARM IF RELEASE” Vanan

(For more information please contact 04-502 3882 (Ext 212) or email to ehs@safetyware.com.my)

Leisure Time / Take a Break

Quiz

** Win a box of Face Mask NW503EL-W



**

1. How should you lift objects from the floor when you are in a seated position?

- a. Bend and pick objects in a quick motion
- b. Get up from the chair and bend to pick the object
- c. Get up, move the chair out of the way, and squat to retrieve object
- d. None of the above

2. Which of the following fire extinguishers is used to put out fires caused by flammable liquids?

- a. Class A water fire extinguishers
- b. Class B carbon dioxide fire extinguisher
- c. Class C dry chemical fire extinguisher
- d. None of the above

3. This symbol warns against which of the following hazards?

- a. Unidentified hazard
- b. Biological waste
- c. Radioactive biological hazard
- d. Biohazard



4. When working in areas where there is a potential for head injury from falling objects, you should...

- a. Look to the sky every 2 minutes for flying and falling objects
- b. Ask a colleague to give you a heads up when an object is about to fall
- c. Wear head protection
- d. Appoint yourself a personal superhero to whisk you away from falling objects

5. Eye protection is required for which of the following hazards?

- a. Flying particles
- b. Molten metal
- c. Liquid chemicals, acids or caustic liquids
- d. Chemical gases or vapors
- e. All of the above

Terms and Conditions :

- i) Limited 10 units only. First come first serve.
- ii) The participant require to provide us a valid Company Name, IC Number, Contact Details and Answer by sending email to marketing@safetyware.com.my
- iii) Prizes are not exchangeable or redeemable from SAFETYWARE for cash. Prize winners will be given a period of 7(seven) working days to respond to this or any email communication and claim their prize. If the prize winner does not respond within this period, an alternate winner will be selected from the entrapool by random selection. SAFETYWARE reserve the right to change these proceedings without notice.
- iv) The Safety Quiz ends on 30th September 2016. The winners will be personally notified.
- v) All and any questions or disputes will be subjects to the exclusive jurisdiction of the SAFETYWARE Management.

Mini Games

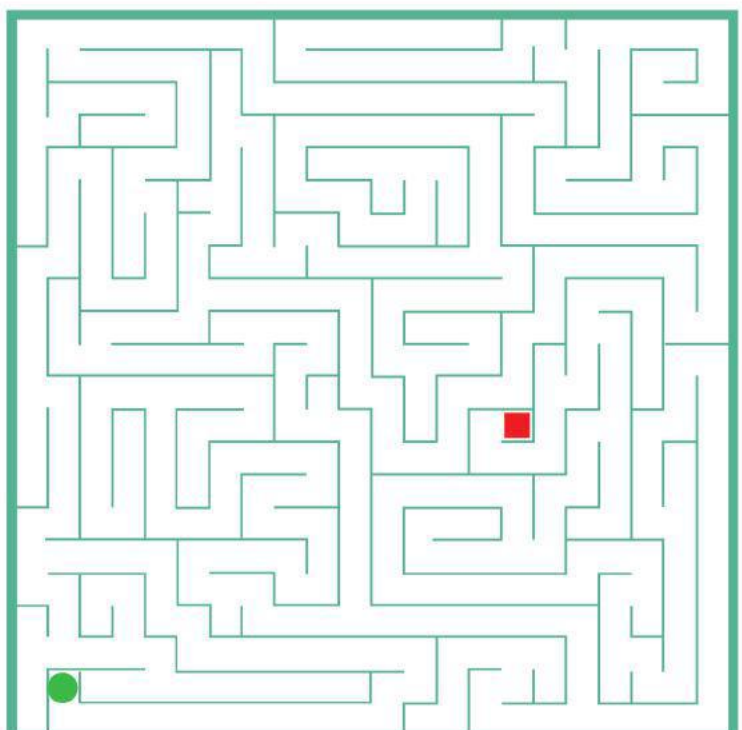
Spot the Difference

There are 5 differences between these 2 pictures.
Can you spot it ?



Maze

Help the GREEN CIRCLE get through the maze and meet the RED SQUARE.



PROMOTION

Valid until 30th September 2016
Terms & Conditions Apply

July – September 2016

WITH PURCHASE
RM188
SAFETYWARE
LOCKOUT & TAGOUT,
FREE 10 PCS LOCKOUT TAG

** You may view our Safetyware Lockout & Tagout Catalog from the link below :
<http://safetyware.com.my/link/LOTO.pdf>



S.H.E Updates

JULY - SEPTEMBER 2016

Safetyware
Responsibility & Care



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United Kingdom

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