

**UNIVERSITY OF ESWATINI**  
Faculty of Health Sciences

Department of Environmental Health Science

September 2020 Re-Sit Examination

Title of paper: Management of Occupational Safety and Health

Course code: EHS430

Time allowed: 2 hours

Marks allocation: 100 Marks

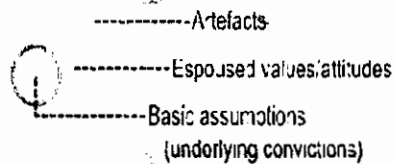
**Instructions:**

- 1) Read the questions and instructions carefully
- 2) Answer any 4 questions
- 3) Each question is weighted 25 marks
- 4) Write neatly and clearly

This paper is not to be opened until the invigilator has granted permission

**QUESTION 1**

Layers of organisational culture



Source: based on Schein, 2004, Guldenmund, 2010

Discuss these 3 layers of organizational culture and how it affects the management of health and safety in the company.

[25 Marks]

**QUESTION 2**

Cultivating a safety culture is a key aspect in maintaining workplace safety. Discuss in detail five (5) elements that can help you define the safety culture of the organisation you be working for.

[25 Marks]

**QUESTION 3**

As a member of an audit team auditing a pulp manufacturing facility, you have been assigned to assess the site's noise monitoring and hearing conservation programs. What are the key elements of the site's noise monitoring program that would you want to use?

[25 Marks]

**QUESTION 4**

Discuss the following elements of a health and safety system:

- |  |           |
|--|-----------|
| a) Health and safety training and education. | [5 Marks] |
| b) Emergency planning and preparedness.      | [5 Marks] |
| c) Accident/incident investigation.          | [5 Marks] |
| d) Health and Safety promotion.              | [5 Marks] |
| e) Occupational health facilities.           | [5 Marks] |

[25 Marks]

**QUESTION 5**

- a) What is the definition of Occupational Safety and Health Management [5 Marks]
- b) Occupational health and safety management system is a 4-step approach: Plan, Do, Check and Act. Discuss what each of the 4-steps implies and give examples. [20 Marks]