



National Disaster Management Authority
Government of India



Economic Advisory Council to the Prime Minister
Government of India



CIDM presents

Webinar on Industrial Safety

“Coping with New Normal”

May 22, 2020



Presentation by : Dr. Rajan Sharma
Vice-President & Head Corporate EHS
Glenmark Pharmaceuticals Ltd.

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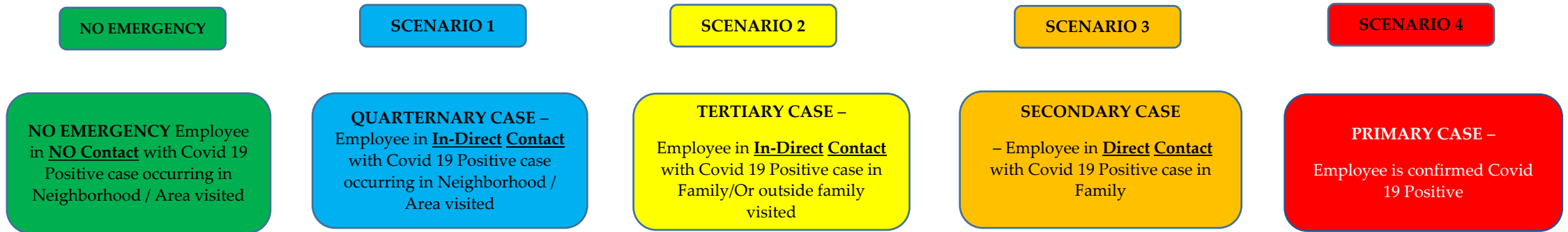
- ❖ The history of the COVID-19 pandemic is still being written. When this pandemic ends – and it will end – a new normal may last for months, years, or forever.
- ❖ Coronavirus Disease (COVID-19) has become the number-one threat to industrial health & safety, which means it's now truly a number-one priority of manufacturing industry.
- ❖ Importance of health & safety function/department in the industry will reach a new level
- ❖ Corporate health & safety teams across the globe, including our own, are learning quickly about keeping our teams safe and healthy now and in the future.

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- ❖ COVID-19 emergency response plan was developed, approved by high level steering committee and released by corporate health & safety.
- ❖ The new set of health & safety rules for workplace were written in March 2020, implemented and being followed.



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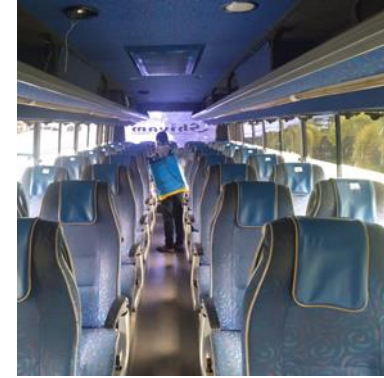


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New Health and Safety Rules

- Employee transportation
- Entry & exit medical checks
- Thermal screening
- Isolation / work from home
- Tracking health of employee
- Need for paramedics / health professional -OHC
- Contact free hand sanitization
- Disabling attendance / biometric access – Retina or QR code based or swipe card
- Social distancing
- Sanitization – bus, common areas, shop floor, spacing between shifts
- Working in small groups



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- Morning Meetings
- Recording contacts with other employees at the shift end
- Visitor control
- Decentralised canteens / cafeteria
- Social distancing at dinning tables, longer duration of lunch hours
- Building confidence of employees.
- Communication with employees
- Display boards & Signage
- RM/PM/FG trucks management
- Handling papers/documents of RM/PM trucks
- Remote / e-Audits



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A new way for a new world

Ensuring sanitization of premises and maintaining a safe distance

Demarcation of seats to avoid overcrowding in buses

Thermal scanning done for everyone entering the premises

Demarcation done in the canteen to ensure social distancing

Ensuring social distancing and getting undertakings signed by employees and visitors

Posters highlighting good practices to be followed

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Equal emphasis on visible and *invisible* safety threats.

To most, safety is a very tangible thing. We see hard hats, reflective vests, and hazard cones, and it's clear where the safety hazards lie. That's not the case with COVID-19, where carriers can be asymptomatic and virus cannot be seen. This pandemic will cause safety teams to place a greater emphasis on the more invisible health threats to our employees.

Balancing the new safety requirements with the old will be particularly challenging.

COVID-19 isn't the only safety hazard. Old hazards still exist and so the on-site emergency plans. Sticking to new rules because of COVID-19 during any fire or evacuation emergency. Area required for safe assembly point to be much larger than before. Maintaining safe distance while evacuating and still saving people from immediate danger. Conducting mock-drills. Changes in ambulance to separate driver from the patient.

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The availability and importance of personal protective equipment (PPE) is critical. Understanding how prepared is *well* prepared, especially when it comes to PPE availability, is something we're all experiencing firsthand as we've worked hard to find gloves, masks, and disinfectant wipes/sprays. When the threat of COVID-19 lessens, it will be much easier to explain to the C-suite H&S requirements.

The workforce dynamic has changed dramatically.

Overnight, from having approximately 100% of employees at shop floor, having 50 to 80% employee strength and rest of the employees working from home. Achieving production volumes and supplying medicines with reduced strength of workforce is a huge challenge. On the other end, handling challenge of COVID-19 related effects on mental and physical health of employees working from home and how to adjust their workstations at home to make them more ergonomic.

Design of manufacturing sites will change

Shop floors will be more spaced out. Digitization of factories with more and more automation will be seen in near future.

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