

# COURSE BOOK OBE

Open Book Examination



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2026

# NEBOSH IGC

## International General Certificate In Occupational Health and Safety

RQF Level 3

### GIC 1

Management of Health & Safety

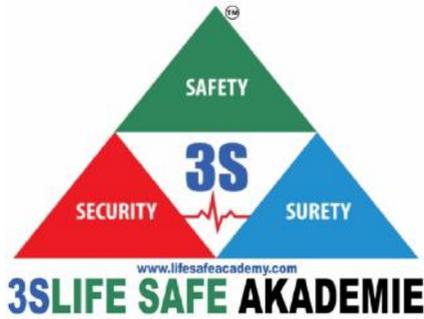
### GIC 2

Risk Assessment



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Author:  
**Subhash Kumar**



**Course Book (Updated Version 2026)**

# **NEBOSH IGC**

**International General Certificate  
In Occupational Health and Safety**

**Open Book Examination (OBE)**

**Author**

**Subhash Kumar**

*Edition: Feb, 2026*



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# Author Message

*The NEBOSH International General Certificate (IGC) plays a vital role in developing competent health and safety professionals worldwide. This book has been prepared to support learners by presenting the NEBOSH IGC syllabus in a clear, structured, and practical manner, making learning effective and examination-oriented.*

*Every effort has been made to align the content with the current NEBOSH syllabus and to explain key concepts using practical examples drawn from real workplace situations. This material is intended as a supporting learning resource and does not replace official NEBOSH guidance.*

*We hope this book serves as a valuable companion in your NEBOSH IGC journey and contributes to building safer and healthier workplaces.*

**Because every life matters.**

**Dear Learners,**

*This NEBOSH IGC Book (Unit GIC1 & GIC2) has been designed to provide you with well-structured topics and sufficient content to support your learning journey and help you successfully complete the NEBOSH International General Certificate. We strongly encourage you to make full use of this book during your study and revision, particularly while preparing for the examination.*

Regards

SUBHASH KUMAR (Author)

3S LIFE SAFE AKADEMIE

Thank  
you!



# Acknowledgement

We sincerely express our gratitude to **NEBOSH – the National Examination Board in Occupational Health and Safety**, Dominus Way, Meridian Business Park, Leicester, LE19 1QW, United Kingdom, for providing the official syllabus framework that has enabled us to develop and compile this course material for learners of the **NEBOSH International General Certificate (IGC)**.

This publication has been carefully prepared with the objective of supporting learners in understanding the NEBOSH IGC syllabus in a clear, structured, and learner-friendly manner. Every effort has been made to ensure that the content is accurate, relevant, and aligned with the current NEBOSH syllabus, while presenting complex occupational health and safety concepts in a practical and accessible format to enhance learning outcomes.

We extend our **sincere thanks and appreciation** to **Mr. Rahul Aren, Mr. Sooraj Jacob, Mr. Rohit Agrawal, Mr. Sushant Mishra, and Mr. Farooq Wahedna** for their valuable contributions, subject-matter expertise, academic guidance, and dedicated efforts in the preparation and review of this book. Their professional insights, teaching experience, and commitment to quality education have played a vital role in shaping the content and ensuring its relevance to NEBOSH IGC learners.

We also gratefully acknowledge the **entire team of 3S Life Safe Akademie** for their continuous support, coordination, academic inputs, and encouragement throughout the development of this publication. Their collective effort and dedication towards excellence in health and safety education have been instrumental in bringing this work to completion.

Despite our best efforts in compiling and reviewing this material, there remains the possibility of inadvertent errors, omissions, or areas requiring further clarification. We warmly welcome constructive feedback, suggestions, and observations from readers and learners. Such valuable inputs will assist us in making necessary corrections and enhancements, which shall be duly incorporated in future editions of this publication.

This course material is intended solely as a learning aid to support NEBOSH IGC candidates and does not replace or supersede NEBOSH official guidance, examination standards, or assessment requirements.



# 10 Passing Tips by 3S LIFE SAFE AKADEMIE



1. **Maintain daily attendance:** Attend daily tutorial classes conducted by 3S and remain fully attentive to ensure continuous learning and better understanding of NEBOSH IGC concepts.
2. **Participate actively in classes:** Engage in interactive sessions and keep always video ON during virtual learning to improve clarity through interaction and instant doubt resolution.
3. **Follow a disciplined self-study routine:** Allocate time daily to complete homework and self-study tasks assigned by tutors to reinforce learning and strengthen exam confidence.
4. **Practice previous exam scenarios:** Solve a minimum of 2–3 previous scenarios and submit them on DLP (Distance Learning Platform) to receive tutor feedback to enhance exam-oriented thinking and improve answer quality.
5. **Strictly follow tutor guidance:** Adhere to the notes, tips, guidance, ideas, and methods provided by 3S tutors to avoid mistakes and follow proven methods aligned with NEBOSH expectations.
6. **Read and understand the scenario thoroughly:** Carefully analyse each scenario to ensure correct understanding, brainstorming, and logical thinking to enable accurate identification of suitable supporting points and scenario links.
7. **Use technical bullet-point answers:** Follow the technical writing method with a minimum 1:2 ratio to maximise marks by meeting NEBOSH marking criteria effectively (Example: For a 10-mark question, write at least 20 relevant technical or bullet points clearly linked to the scenario).
8. **Avoid lengthy paragraph answers:** Restrict each technical/bullet point to 1–2 lines and ensure clear connection to the scenario to make answers clear, structured, and easy for examiners to assess.
9. **Attempt all questions:** There is no negative marking, so attempt all questions for the full 100 marks to increase overall score.
10. **Refer to 3S study materials:** Use the study materials provided by 3S for IGC1 and IGC2, including risk assessment report writing to ensure find suitable and accurate content and correct risk assessment project report writing.



# Reasons Why Someone Refers (Fails) in NEBOSH IGC



1. **Not taking the course seriously:** Treating NEBOSH IGC casually leads to poor understanding and weak exam preparation.
2. **Irregular class attendance:** Missing classes results in gaps in knowledge and loss of exam-oriented guidance.
3. **Lack of engagement in the learning process:** Passive learning without interaction reduces clarity and confidence.
4. **Not completing homework and self-study:** Without regular practice, concepts are not reinforced effectively.
5. **Not practicing previous exam questions:** Ignoring past scenarios prevents learners from understanding NEBOSH exam patterns.
6. **Not following tutor guidance and feedback:** Overlooking expert feedback leads to repeated mistakes in exams.
7. **Depending only on luck instead of self-effort:** NEBOSH success requires discipline, commitment, and personal initiative.
8. **Poor time management and making excuses:** Failure to plan study time creates last-minute pressure and poor performance.
9. **Choosing the wrong NEBOSH learning partner:** Lack of structured support and guidance impacts learning quality and results.
10. **Not valuing the quality learning process:** Focusing only on certification instead of learning leads to failure.



# Updated NEBOSH IGC 2026 Version

## NEBOSH IGC

“International General Certificate” in Occupational Health & Safety



### NEBOSH IGC Level 3 Qualification & Certifications Suitable for Global Career/Job Development

Basic Qualification	Job Seekers	Engineers	Safety Officer	HSE Officer	Doctors	Senior Managers
<ul style="list-style-type: none"> <li>Graduate</li> <li>Diploma</li> <li>BSc   BA   BCom</li> <li>BBA   BCA</li> <li>B.Ed.</li> <li>Inter +2</li> <li>MSc   MA</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>Facility Manager</li> <li>Production Mgr.</li> <li>Admin Manager</li> <li>Managers</li> <li>Supervisors</li> <li>MCA   MBA</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>Civil</li> <li>Mechanical</li> <li>Electrical</li> <li>Marine</li> <li>Mining</li> <li>Production</li> <li>E&amp;C</li> <li>Automobile</li> <li>Computer</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>Officer</li> <li>Supervisor</li> <li>Manager</li> <li>Executive</li> <li>HSE</li> <li>Fire Officer</li> <li>Technician</li> <li>Warden</li> <li>Site Officer</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>HSE Engg.</li> <li>HSE Lead</li> <li>EHS Manager</li> <li>HSE advisor</li> <li>HSE Officer</li> <li>Oil &amp; Gas</li> <li>Petroleum</li> <li>Refinery</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>Practitioner</li> <li>Health Officer</li> <li>Medical Officer</li> <li>Nurses</li> <li>MBBS</li> <li>Lab Tech.</li> <li>Pharmassist</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>Head HSE</li> <li>Plant Head</li> <li>Corporate HSE</li> <li>Regional HSE</li> <li>HSE Director</li> <li>Oil &amp; Gas Manager</li> </ul>

## Importance of NEBOSH IGC Certificate

The **NEBOSH International General Certificate (IGC)** is one of the world’s most respected and globally recognized qualifications in occupational health and safety, awarded by **NEBOSH, UK**.

The curriculum of NEBOSH IGC helps in individual and professional development by enhancement of Health and Safety Management Systems which is applicable to every level and all industries & business corporate.

Globally over **150+ countries NEBOSH flagship** have been spread and the brand of NEBOSH IGC Certification highly recommended and required by top employers worldwide.

On the job prospective and career development/change in job domain, this NEBOSH IGC qualification having high weightage and high demand.

 <https://www.nebosh.org.uk/>

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## NEBOSH IGC Assessment (Unit GIC1 & Unit GIC2) -2026

Unit GIC1 - Theory Open Book Examination (OBE)	Unit GIC2 - Project Report Practical Risk Assessment Submission
Scenario based online assessment	Risk assessment to be submitted online
Examination can be given remotely from anywhere in the world	Risk assessment can be made at any suitable industry, project site, plant,
Exam duration 24 Hours	Identify 10 hazards categories from 21 listed hazards in NEBOSH Syllabus
100 Marks questions	Selected 10 hazards from min. 5 element from elements 5 - 11
Minimum passing marks 45 out of 100	Marking based with 100 marks
Grading systems based on GIC1 only	Minimum passing marks 60
Post OBE closing interview through video conference	Learner to upload risk assessment on NEBOSH portal directly

## NEBOSH IGC Qualification's Key Features

### Qualification Name

**NEBOSH IGC** - International General Certificate in Occupational Health & Safety

### NEBOSH IGC Units and Titles

**Unit GIC1** : Management of health and safety (Scenario based OBE - Online)

**Unit GIC2** : Risk assessment (Project Report Submission - Online)

### Assessment Marks and Minimum Passing Score

**Unit GIC1** : Assessment marks 100 | Passing marks 45

**Unit GIC2** : Assessment marks 100 | Passing marks 60

### Grading Systems (Based on unit GIC1 score only)

Distinction Grade: **75 - 100**, Credit Grade: **65 - 74**, Pass Grade: **45 - 64**

### Entry Requirement & Minimum English Standards

- No formal entry requirement anyone can enroll
- International English Language Testing System (IELTS): 6.0 or higher

### NEBOSH Malpractice Policy

Applicable to both the unit subject to plagiarism, collusion, personation, etc.

# NEBOSH IGC Course Syllabus

## Unit 1: Management of Health and Safety

- Element 1:** Why we should manage workplace health and safety
- Element 2:** How health and safety management systems work and what they look like
- Element 3:** Managing risk – understanding people and processes
- Element 4:** Health and safety monitoring and measuring

## Unit 2: Risk Assessment

- Element 5:** Physical and psychological health
- Element 6:** Musculoskeletal health
- Element 7:** Chemical and biological agents
- Element 8:** General workplace issues
- Element 9:** Work equipment
- Element 10:** Fire
- Element 11:** Electricity

## 21 List of Hazards categories - For GIC2 Risk assessment

- Element 5:** Noise, Vibration, Radiation, Mental ill-health, Violence at work, Substance abuse at work
- Element 6:** Work related upper-limb disorders (ergonomics, workstation design etc.), Manual handling, Load handling equipment
- Element 7:** Hazardous substances (including asbestos, blood-borne viruses, carbon monoxide, cement, Legionella, Leptospira, silica, wood dust)- chemical/biological
- Element 8:** Welfare and working environment, Working at height, Confined spaces, Lone working, Slips and trips, Movement of people and vehicles in the workplace, Work-related driving
- Element 9:** Hand-held tools, Machinery
- Element 10:** Fire
- Element 11:** Electricity

## Become competent with 3S LIFE SAFE AKADEMIE

- Draft passing percentage: 89% Average.
- Structured process to achieve NEBOSH IGC Certificate.
- Highly experienced NEBOSH approved tutors.
- Excellent Guidance, Mentoring with passing tips.
- Formative assessment/Homework for learning practice.
- Encouraging and motivational tutorial sessions.
- Positive learning environment and confidence building.
- NEBOSH approved course materials, OBE based.
- Course available in virtual mode, offline & e-learning mode.

**Success  
forms  
with 3S!**

# Testimonials & Google Review



## 5 Stars Ratings



Dear Dr. Ashish Sir, Subhash Sir, and the **3S Life Safe Akademie** Team, Happy Thanksgiving! I'm happy to share that I have successfully passed the NEBOSH IGC.

Thank you for creating such an engaging and supportive learning environment. Your lessons are always insightful and inspiring, and I appreciate the time and effort you invest in each of us.

Wishing you and your loved ones a wonderful Thanksgiving filled with joy and gratitude.

### Dr. Pawan Patre

Assistant GM - IHS  
UltraTech Cement

Sir, I'm truly grateful to **3S Life Safe Akademie**. Many students I know have attempted this IGC multiple times without success, but with 3S, I passed with confidence.

By attending classes on time, following instructions, practicing the answering strategy, and using the study materials, any dedicated student can pass IG1 and IG2.

Thank you, Team 3S Life Safe Akademie, for transforming my career—from a security officer to a certified safety officer and a member of my company's safety team.

**From : Ghana, West Africa**

### Davies Dodoo

Assistant Safety Officer  
NBTC-Kuwait



I am pleased to share that I have successfully passed the NEBOSH IGC. This achievement has strengthened my understanding of occupational health and safety and boosted my confidence in applying safety principles at work.

I extend my heartfelt gratitude to my mentor and the entire **3S Life Safe Akademie** team for their expert teaching, clear guidance, and continuous encouragement, which played a vital role in my success.

### Ashish Pandey

QHSSE Manager  
CSP Abu Dhabi Terminal

I'm happy to share that I've successfully completed the NEBOSH IGC. The course greatly improved my understanding of occupational health and safety and strengthened my approach to workplace risk management.

My sincere thanks to 3S Life Safe Akademie for their expert guidance, structured training, and continuous support. Training with a NEBOSH Gold Learning Partner made the learning experience effective and confidence-building. Grateful to the entire 3S team and NEBOSH for this valuable and career-enhancing journey.

### Alok Saxena

President HSEQ (Country Head)  
Enel Green Power



I am happy to share that I have successfully completed the NEBOSH IGC. This achievement has strengthened my knowledge of occupational health and safety and boosted my confidence in applying safety principles at the workplace.

Thanks **3S Life Safe Akademie** for their continuous support, expert guidance, and constant encouragement throughout my learning journey.

**From: Delhi**

### Parveen Kumar

Assistant Manager - HSE

I'm proud to say I've cleared NEBOSH IGC exam in my 1st attempt from **3S life safe Akademie**. I was the only girl who had took examination among 250+men I was very nervous.

Very thankful to **Subhash sir** for motivating me and **Abhinava sir** my tutor who guided and taught me so patiently with excellent knowledge without your guidance this achievement would be impossible.

Forever thankful to 3S life safe Akademie.

**From: Mysuru**

### Shivali Srinivas

Project executive



## Locations

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# **Unit GIC1**

# **Management of Health and Safety**

# Basic Introduction

## Introduction

Occupational health and safety are relevant and important to all branches or departments of industry, business and commerce including traditional industries, information technology companies, hospitals, care homes, schools, universities, leisure facilities and offices.

## Multi-disciplinary Nature of Health and Safety

Health and Safety is vital and important, applicable to all departments and various workplaces in an organisation. Therefore, nature of health and safety have become multi-disciplinary in nature.

Multi-disciplinary nature of health and Safety involves knowledge from various fields of different disciplines together as under:



- **Physics:** Physical equipment, various machinery, mobile equipment, rotating and reciprocating equipment follows the laws of physics like gravity, momentum, centrifugal force, inertia etc.
- **Chemistry:** Various workplace industries are using hazardous chemicals like, petrol, thinner, paints, drugs, fertilizers, which could be harmful.
- **Biology:** Biological hazards could be harmful to humans in form of ill-health, cancers, fever, lungs infection, kidney etc.
- **Engineering:** Various engineering departments, like civil construction hazards, electrical hazards, mechanical hazards etc. can cause due to falling from height, electrical shocks, and moving parts can cause accidents.
- **Human Psychology:** Dealing with mental stress with various people, different cultures/ different societies/ climate conditions can cause ill-health.
- **Legislation:** Health and Safety management systems are controlled and regulated by local/national/international governments and enforcement agencies.

## Barriers to Good Standards of Health and Safety at workplace

There are several potential barriers to promoting good standards of Health and Safety due to which organization might not be able to achieve or maintain safety goals or performance standards. Due to failure in achieving good standards of health and safety, accident rates might increase. Some of the barriers are as follows:



1. **Complexity in the Workplace:** The work is too complicated, and safety risks are not properly understood or controlled. Modern workplaces use complex machines, technology, and processes, which can increase risks if not properly managed.

Complex work activities, machinery, and processes increase the likelihood of hazards being overlooked, making risk identification and control more difficult

2. **Conflicting Demands:** Work targets and deadlines are given more importance than safety. Pressure to meet production targets or deadlines may cause safety to be ignored or treated as less important.

Pressure to meet production targets, deadlines, or client demands can result in health and safety being given lower priority.

3. **Cost Cutting and Budget Issues:** Not enough money is spent on safety equipment, training, or maintenance. Reducing expenses on safety equipment, training, or maintenance can lead to unsafe working conditions.

Limited financial resources may lead to inadequate provision of safety equipment, training, maintenance, and competent personnel.

4. **Lack of Training and Poor Safety Awareness:** Workers are not given proper safety training and do not know about workplace hazards. Workers who are not properly trained may not understand hazards or safe working methods.

Workers who are not properly trained may fail to recognise hazards and may not follow safe systems of work.

5. **Attitudes and Behavioral Issues:** Some workers do not take safety seriously and ignore safety rules. Careless behavior, overconfidence, or ignoring safety rules can result in accidents and injuries.

Negative attitudes, complacency, and risk-taking behavior can result in employees ignoring safety rules and procedures

- 6. Lack of Management Commitment:** Management does not support or promote health and safety at work. When management does not actively support health and safety, employees may also fail to take it seriously.

When senior management does not visibly support health and safety, safety standards deteriorate and unsafe practices become acceptable.

- 7. Poor Communication and Supervision:** Safety instructions are not clearly explained, and workers are not properly supervised. Unclear instructions and weak supervision can lead to unsafe practices at the workplace.

Ineffective communication of safety information and inadequate supervision can lead to misunderstandings and unsafe acts.

- 8. Poor Working Culture:** Safety is not seen as important in the workplace, leading to unsafe behavior. A workplace culture that does not value safety can encourage unsafe behavior and increase accidents.

A weak safety culture, where safety is not valued or prioritised, increases the likelihood of accidents and ill health.

## Basic Definitions and Meanings

Some basic definitions and meanings will be used throughout during the learning session of Unit GIC1 and GIC2. Therefore, understanding of basic definitions shall be effective to every learners.

### What is Health?

Health means being physically fit, mentally well, and socially comfortable, not just being free from illness.

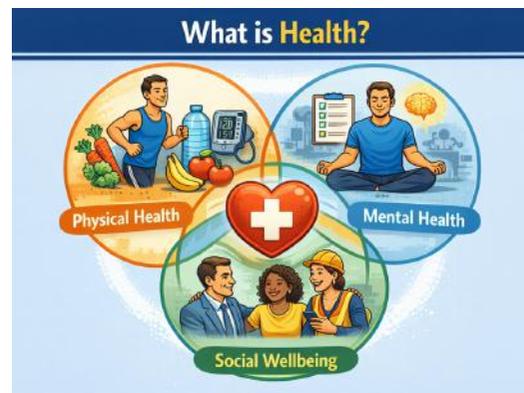
As per WHO, "Health is a state of complete physical, mental and social well-being and not merely the absence of disease or illness".

Health is the protection of the bodies and minds of people from illness (ill-health, sickness) resulting from the materials, processes or procedures used in the workplace.

Health means being physically fit, mentally well, and socially comfortable, not just being free from illness.

As per WHO, "Health is a state of complete physical, mental and social well-being and not merely the absence of disease or illness".

Health is the protection of the bodies and minds of people from illness (ill-health, sickness) resulting from the materials, processes or procedures used in the workplace.



In occupational terms, the worker should be free from any ill-health like suffering from fatigue, stress, Noise Induced Hearing Loss (NIHL), Hand Arm Vibration Syndrome (HAVS), Whole Body Vibration, Blanching, Hyperthermia, Hypothermia, Lung or Cancer Disorders, Hepatitis Silicosis, Mesothelioma, Dermatitis, Asthma etc.

## What is Safety?

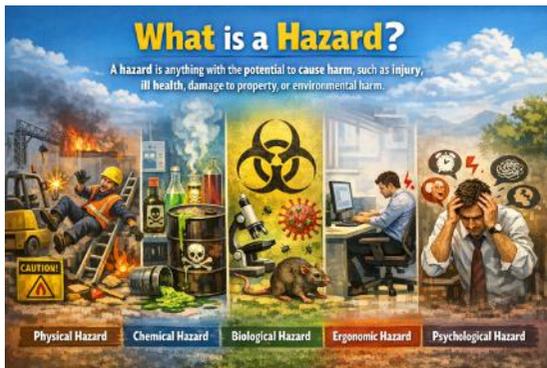
Safety means being free from danger and taking steps to prevent accidents and injuries at the workplace.

Safety is the condition of being protected from hazards that can cause injury, damage, or loss, achieved by identifying risks and applying suitable control measures to prevent accidents.

The protection of people from physical injury, as the absence of danger or risk in the workplace.



## What is Hazard?



A hazard is anything with the potential to cause harm, such as injury, ill health, damage to property, or environmental harm.

The potential causes harm, including ill health and injury, damage to property, plant, products or the environment, production losses or increased liabilities.

A hazard is a source or situation with the potential to cause injury, ill health, damage, or loss.

Hazards can be physical, chemical, biological, ergonomic, or psychological, etc.

Common examples include working at height, Moving machinery, Electricity, Hazardous chemicals, Noise and vibration, Manual handling of load, etc.

## What is Risk?

Risk is the likelihood that a hazard will cause harm and the severity of the consequences.

Risk is the chance or likelihood that a hazard will cause harm, together with the severity of that harm.

Risk exists only when a hazard is present

Risk depends on:

- **Likelihood** (how often / how probable)
- **Severity** (how serious the harm could be)



Risk can be reduced by applying suitable control measures not by removing awareness alone.

$$\text{Risk} = \text{Likelihood} \times \text{Severity}$$

Risk is the combination of the likelihood of harm occurring and the severity of the outcome.

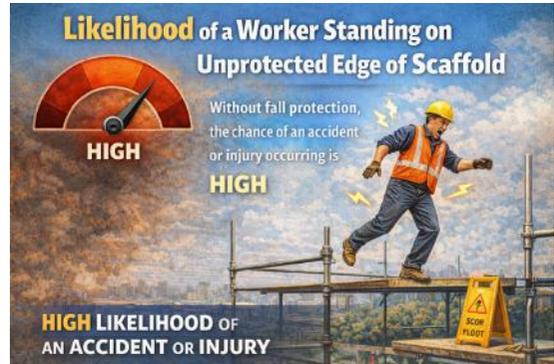
## What is Likelihood?

Likelihood is the probability or chance that an undesired event, injury, or harm will occur when exposed to a hazard.

Likelihood is the chance or probability that harm will occur from a hazard.

### Examples of Likelihood:

- Prolong exposure to high or excessive noisy workplace.
- Workers working on unsafe scaffolding without guardrails or toe boards.
- Workers are not using the safety harness and working at height on scaffolding.
- Not wearing suitable or work-related PPEs.
- Machine operator working on the machinery without guarding its rotating and moving parts



## Likelihood categories?

Likelihood categories are used in risk assessment to show how probable it is that harm will occur. **Likelihood Categories are:**



## What is Severity?

Severity is the extent of harm or seriousness of injury or ill health that may result from a hazard.

Severity is the degree of harm or seriousness of the injury or ill health that could result if a hazard causes an incident.

### Example of Severity:

Prolong exposure to high or excessive noisy workplace can lead to Noise induced hearing loss (NIHL), tinnitus, etc.

Falling workers while working at height cause bone fractures, bleeding, head injury, fatality, etc.

Entanglement to machine operator while working on the machinery without machine guarding its rotating and moving parts resulting in body parts amputation, bleeding, etc.



## Severity categories?

Severity categories are used in risk assessment to show what injuries or ill health will occur.

Severity Categories are:

- **Catastrophic / Fatal:** work-related death.
- **Major injury/ill health:** requiring admittance to hospital
- **Serious injury/ill health:** person affected is unfit
- **Minor injury:** unfit for his or her normal work for less than three days
- **Damage only:** damage to property, equipment, the environment

## What is Risk Control Measures?

Risk control measures are actions taken to eliminate hazards or reduce risks to an acceptable level.

Control actions to reduce the likelihood or severity or both.

Risk control measures must have Hierarchy of Risk Control Measures (From most effective to least effective)



### 1. Elimination

- Removal of likelihood completely
- Remove the hazard completely

Example: Stop working at height by doing work at ground level

### 2. Substitution

- Reduction of likelihood and reduction of severity
- Replace the hazard with a less dangerous option

Example: Use a less toxic chemical

### 3. Engineering Controls

- Reduction of likelihood and reduction of severity
- Isolate people from the hazard

Example: Machine guards, ventilation systems like local exhaust ventilation (LEV) installation in high dust contamination area.

### 4. Administrative Controls

- Reduction of likelihood and reduction of severity
- Change the way people work

Example: Safe work procedures, training, permits, supervision

### 5. Personal Protective Equipment (PPE)

- Largely reduce the severity of risk
- Also, reduce likelihood
- Protect the worker and reduce the risks

- But not reducing the hazard

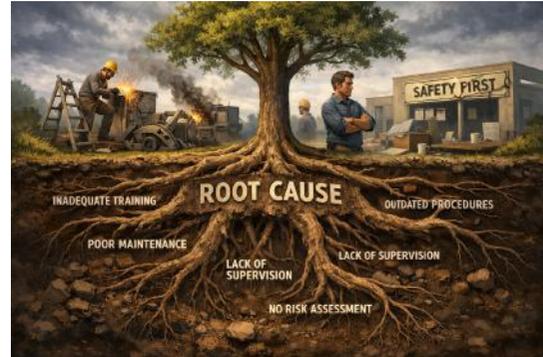
Example: Safe work procedures, training, permits, supervision

## What is Root Cause?

A root cause is the basic, underlying factor that leads to an accident and, if corrected, will prevent recurrence.

The root cause is the fundamental, underlying reason why an accident, incident, or problem occurs.

An initiating event or failing from which all other causes or failings spring. Root causes are generally management, planning or organizational failing.



### Example of root cause:

- Inadequate training leading to unsafe acts
- Poor maintenance system causing equipment failure
- Lack of supervision
- No risk assessment or outdated procedures
- Weak safety culture

## What is Underlying Cause?



An underlying cause is a factor that contributes to an accident or incident but is not the immediate or direct cause. It is usually hidden within the workplace systems, procedures, or behaviors.

An underlying cause is a factor that lies beneath the immediate cause of an accident and increases the likelihood of it occurring.

### Example of underlying cause:

- Lack of proper training leading to unsafe acts
- Poor maintenance schedule causing equipment failure
- Inadequate supervision
- Absence of proper procedures or risk assessments
- Unsafe workplace culture

## What is Immediate Cause of Injury or ill Health?

The immediate cause of injury or ill health is the unsafe act or unsafe condition that directly leads to an accident, injury, or occupational disease.

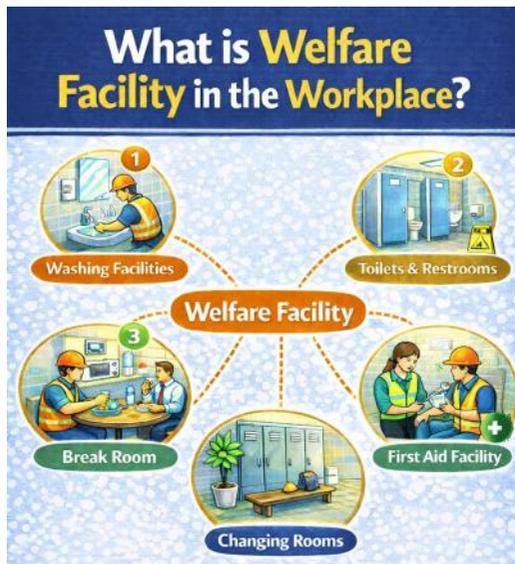
The immediate cause is direct action or condition that causes an injury or ill health at the workplace.



### Example of Immediate cause of injury or ill health:

- Worker slips on an oil-spilled floor – slippery floor is the immediate cause
- Operator uses a machine without a guard – absence of machine guard
- Worker suffers chemical burns – no gloves or PPE
- Musculoskeletal injury from lifting – incorrect lifting posture

## What is Welfare?



Welfare refers to the provision of facilities and services that ensure the comfort, well-being, and basic needs of workers at the workplace, such as sanitation, drinking water, rest areas, and first-aid facilities, washing, etc.

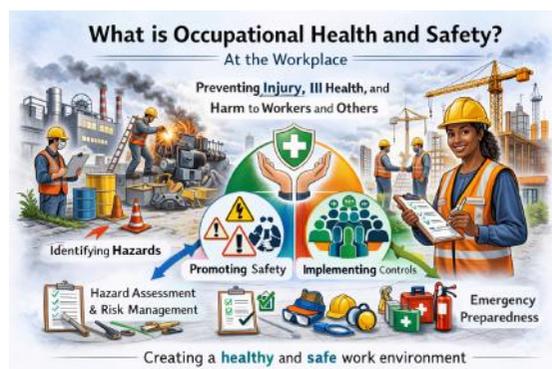
The availability of facilities to maintain the health and well-being of workers at the workplace like facility for washing, sanitation, drinking water, heating, lighting, resting area, toilets – rest rooms, clothing, seating, ventilation etc.

The term “welfare” relates to the basic provision of workplace facilities which enable them to fulfill their bodily functions.

## What is Occupational Health and safety - OHS?

Occupational Health and Safety (OHS) is the discipline concerned with the anticipation, recognition, evaluation, and control of hazards arising in or from the workplace that may cause injury, ill health, or harm to workers and others.

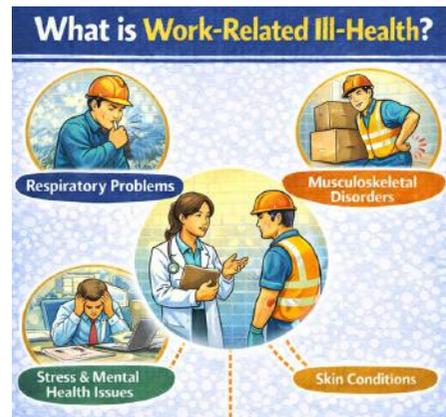
Occupational Health and Safety means keeping people safe and healthy at work by preventing accidents, injuries, and work-related diseases.



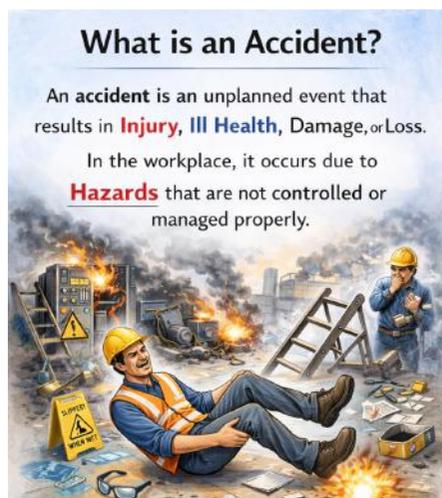
## What is work-related ill- health?

Work-related ill-health refers to any physical or mental health condition that is caused or made worse by work activities or the work environment, such as exposure to hazardous substances, noise, stress, or poor working conditions.

This is concerned with those illnesses or physical and mental disorders that are either caused or triggered by workplace activities. They may be either physiological or psychological or a combination of both.



## What is Accident?



Any unplanned event that results in injury or ill- health of people, or damage or loss to property, plant, materials or the environment or a loss of a business opportunity.

An accident is something unexpected that happens and causes harm, injury, or damage at work.

An undesirable or unfortunate happening that occurs unintentionally resulting in harm, damage, loss, casualty, fatality or loss of life.

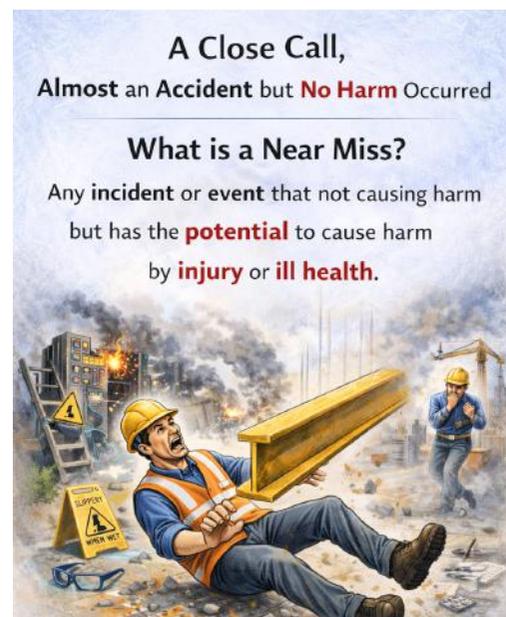
An accident is an unplanned event that results in injury, ill health, damage, or loss. In the workplace, it occurs due to hazards that are not controlled or managed properly.

## What is Near miss?

A near miss is an unplanned event that did not result in injury, ill health, or damage but had the potential to do so. It indicates a weakness in safety controls and provides an opportunity to prevent future accidents.

Near miss is an event at work where no one gets hurt and nothing is damaged, but it could have caused an accident.

Any incident or event that not causing harm but has the potential to cause harm by injury or ill health.



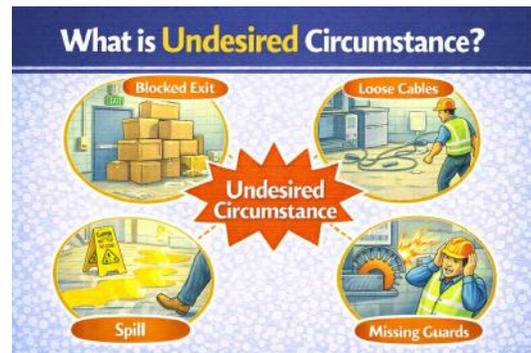
## What is Undesired circumstance?

An undesired circumstance is any situation, condition, or event that is not wanted and has the potential to cause harm, injury, ill-health, damage to property, or disruption to work activities.

An undesired circumstance is a situation that could lead to an accident or loss if not controlled.

### Example of Undesired Circumstance:

- Oil spilled on the floor (slip hazard)
- Working at height without guardrails
- Exposed live electrical wires
- Poor lighting in a work area
- Workers not using PPE



## What is Dangerous Occurrence?



A dangerous occurrence is a significant incident at work that could have caused serious injury or loss but did not necessarily result in injury.

A dangerous occurrence is a serious, identifiable incident that occurs during work activities which has the potential to cause death, serious injury, or major damage, even if no one is actually injured.

### Example of Dangerous Occurrence?

- Collapse of scaffolding or lifting equipment
- Explosion or fire at workplace
- Failure of pressure systems (boilers, vessels)
- Electrical short-circuit causing fire
- Crane collapse or load falling unexpectedly
- Release of toxic or flammable substances

## What is Immediate Cause?

An immediate cause is the unsafe act or unsafe condition that directly leads to an accident or incident.

An immediate cause is the direct action or condition that causes an accident to occur.

### Example of Immediate Cause:

- Worker not wearing PPE



- Slippery floor due to oil spill
- Machine operated without guard
- Overloading of lifting equipment

## What is Fatal?



Fatal means resulting in death. A fatal injury is an injury that leads to the death of a person / worker.

### Example of fatal:

- A worker dies due to a fall from height
- Death caused by electrocution
- Fatal accident due to explosion or fire

## What is Major injury/ill Health?

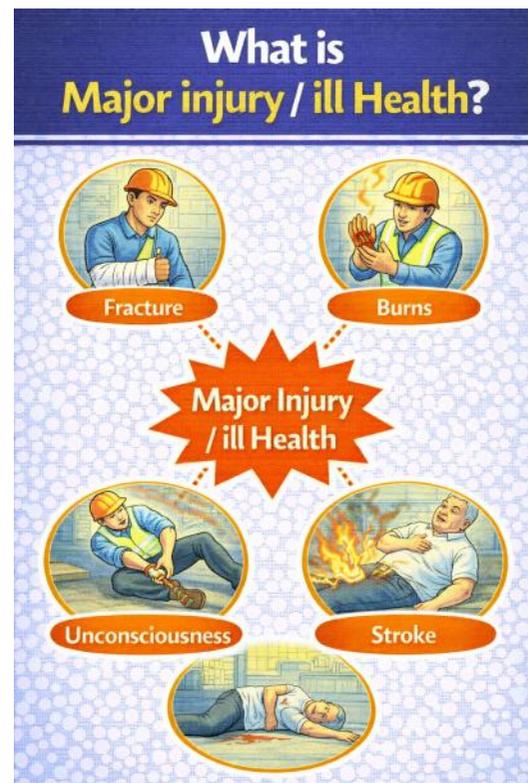
An injury or ill-health that causing amputations, loss of sight, a burn or penetrating injury to the eye, resulting in unconsciousness, requiring resuscitation or requiring admittance to hospital for more than 24 hours.

A major injury or ill health is a serious work-related injury or health condition that causes significant harm and usually requires immediate medical treatment, hospitalization, or long-term recovery.

A major injury or ill health is a serious injury or health condition resulting from work activities that have severe consequences for the affected person.

### Example of Major Injury/ill Health:

- Fracture of bones
- Amputation
- Loss of sight (temporary or permanent)
- Serious burns or scalds
- Crush injuries causing internal damage
- Unconsciousness due to head injury or electric shock
- Occupational asthma
- Noise-induced hearing loss (NIHL)
- Occupational dermatitis
- Work-related cancers



## What is Serious injury/ill Health?

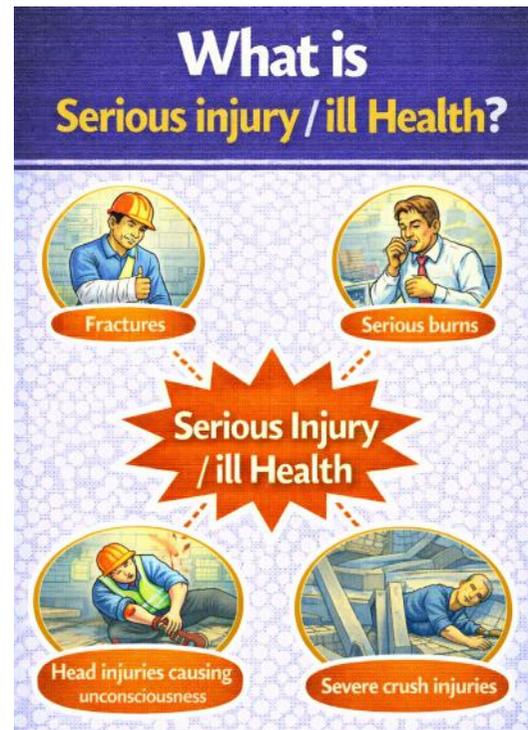
Serious injury/ill health, where the person affected is unfit to carry out his or her normal work for more than 3 (three) consecutive days.

A serious injury or ill health is a work-related injury or health condition that has significant effects on a person's health, requires professional medical treatment, and may result in long-term absence or disability.

A serious injury or ill health is a significant work-related injury or disease that causes considerable harm and requires medical attention or prolonged recovery.

### Example of Serious Injury/ill Health:

- Fractures
- Serious burns
- Head injuries causing unconsciousness
- Severe crush injuries
- Loss of sight or hearing
- Occupational asthma
- Noise-induced hearing loss (NIHL)
- Occupational dermatitis
- Work-related musculoskeletal disorders.



Syllabus Content		
SN	Description	Page No.
1.1	<p><b>Morals and money</b></p> <ul style="list-style-type: none"> <li>• Moral and societal expectations of good standards of health and safety                             <ul style="list-style-type: none"> <li>◦ The right to a safe and healthy working environment (ILO Declaration on Fundamental Principles and Rights at Work)</li> </ul> </li> <li>• The financial cost of incidents (insured and uninsured costs, direct and indirect costs).</li> </ul>	30
1.2	<p><b>Regulating health and safety</b></p> <ul style="list-style-type: none"> <li>• What enforcement agencies do and what happens if you don't comply</li> <li>• The part played by international standards (like ISO 45001)</li> <li>• The International Labour Organisation's (ILO) Convention C155 and Recommendation R164:                             <ul style="list-style-type: none"> <li>◦ employers' responsibilities (C155 Article 16 and R164 recommendation 10)</li> <li>◦ workers' responsibilities and rights (C155 Article 19 and R164 recommendation 16)</li> </ul> </li> <li>• Where you can find information on national standards.</li> </ul>	42
1.3	<p><b>Who does what in organisations</b></p> <ul style="list-style-type: none"> <li>• Roles of directors/managers/supervisors</li> <li>• How top management can demonstrate commitment by:                             <ul style="list-style-type: none"> <li>◦ making resources available to design, implement and maintain the occupational health and safety management system</li> <li>◦ defining roles and responsibilities</li> <li>◦ appointing senior managers with specific responsibility for health and safety</li> <li>◦ appointing competent people (internal and external, including specialists) to help the organisation meet its health and safety obligations</li> <li>◦ reviewing health and safety performance</li> </ul> </li> <li>• Responsibilities of organisations who share a workplace to work together on health and safety issues (C155 Article 17, R164 Recommendation 11)</li> <li>• How clients and contractors should work together:                             <ul style="list-style-type: none"> <li>◦ the duties they owe each other ('Safety and health in construction', ILO Code of Practice - Chapter 2)</li> <li>◦ effective planning and co-ordination of contracted work</li> <li>◦ pre-selection and management of contractors.</li> </ul> </li> </ul>	55

Learning outcomes and assessment criteria			
Learning outcome The learner will be able to:	Related Content	Assessment criteria	Useful in
Understand how to justify health and safety improvements using moral, financial and legal arguments	1.1 – 1.2	Discuss the moral, financial and legal reasons for managing health and safety in the workplace Recognise how health and safety is regulated	GIC1, GIC2
Understand when the main duties for health and safety apply to the workplace and the important role that contractors undertake in the workplace and how they should be managed	1.3	Recognise the main health and safety duties of different groups of people at work Describe how contractors should be selected, monitored and managed	GIC1

# 1.1 Morals and Money

## Introduction – The Reason for Managing Health and Safety

Managing health and safety in the workplace is essential to protect workers, the organization, and society.

Proper health and safety ensures risks are minimized and accidents or ill health are prevented.

Establishing a good standard of health and safety (H&S) management is very important and essential to take all necessary steps forward which can protect company's workers from, occupational injuries, accidents, sufferings, ill-health, fatalities, and to reduce various financial losses in terms of medical costs, damage cost, productivity loss, legal fines, penalties, compensation, etc.

Hence, without ensuring the good management of H&S, an organization cannot grow their business in fruitful way in the long term.

Therefore, there are following major reasons for an organisation to establish good H&S management:

1. **Moral reasons:** to ensure a safe and healthy working environment as a duty of care toward every worker.
2. **Financial reasons:** to reduce costs from accidents, insurance claims, and compensation and to avoid loss of productivity and equipment damage.
3. **Legal reasons:** to comply with national health and safety legislation to avoid any enforcement action.



## Moral expectations of good standards of health and safety

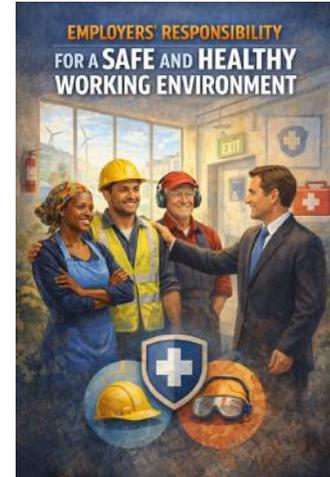
### Moral reasons

Moral expectations relate to the ethical responsibility of employers to ensure a safe and healthy working environment.

The poor health and safety management will have massive impact on individual workers, their families, dependents, relatives, society, friends & colleagues, nation.

Therefore, the poor H&S management in an organization shall not be acceptable morally.

Based on humanitarian, ethical, and moral obligation, it is a duty of an organization to provide good H&S management supported by free from any occupational accidents, sufferings, diseases, ill-health, fatalities at the workplace.



Therefore, fulfilling the moral duty to protect the workers is **“Right way to do the things rightly”** and it will meet the right of an individual worker and meeting out the expectation of the society. It is a moral responsibility on employers to protect and care for workers in the following ways with managing good standards of H&S in organization.

### Learning points:

- **Duty of Care towards workers:** Protect workers from harm and ensure their physical and mental well-being.
- **Protection of Society and Others:** Prevent harm to visitors, workers, contractors, and the member of public.
- **Providing a safe working environment:** Protect workers and others from harm.
- **Ethical duty of care:** Towards workers and others to prevent them from harm.
- **Promote fairness and equality:** all workers have access to safety control measures appropriately.
- **Preventing suffering and pain:** caused by accidents or occupational diseases.
- **Humanitarian ground:** Protection of human life and dignity of the workers.
- **Ensuring workers return home:** safely and healthy after work
- **Maintain honesty and integrity:** encouragement in reporting hazards and incidents at the workplace
- **Support mental health:** to reduce mental ill-health, anxiety, depression, etc. to workers.
- **Preventing short-term or long-term occupational diseases:** Ensuring no workers are exposed to risks of diseases.

# Success forms with 3S!



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