

SCHEDULE- VIII.

[See rules 209(1) and 209(2)]

Number of Safety Officers, Qualification, Duties Etc.

Appointment of Safety Officers

No. of safety officers - Within six months of coming into operation of these rules, every establishment employing more than 500 building workers and every other employer of building worker shall appoint safety officers as laid down in the scale given below:-

1. Upto 1000 building workers- one safety officer:
2. Upto 2000 building workers- two safety officers:
3. Upto 5000 building workers - three safety officers:
4. Upto 10,000 building workers- four safety officers.

For every additional 5000 building workers or part thereof one safety officer.

Any appointment, when made shall be notified to the inspector giving full details of the qualification, terms and conditions of service.

Qualification - (a) A person shall not be eligible for appointment as a safety officer unless he/ she:

- (i) possesses a recognized degree in any branch of engineering or technology and had a practical experience of working in a building or other construction work in supervisory capacity for a period of not less than 2 years or possesses a recognized diploma in any branch of engineering or technology and has had practical experience of building or other construction work in supervisory capacity for a period of not less than 5 years;
- (ii) possesses a degree or diploma in industrial safety with at least one paper in construction safety (as elective) and recognized by the State Government in this behalf; and
- (iii) has adequate knowledge of the language spoken by majority of building workers from the construction site in which he is to be appointed.

- (b) Notwithstanding the provisions contained in clause (a) any person who, -
- (i) possesses a recognized degree or diploma in engineering or technology and has had experience of not less than 5 years in the department of State Government which deals with the administration of the Factories Act, 1948 and or Dock Workers (Safety, Health and Welfare Act, 1986 and or Building or Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.
 - (ii) possesses a recognized degree or diploma in engineering or technology and has had experience of not less than 5 years training education constancy or research in the field of accident prevention in industry or in any part or in any institution or in any establishment dealing with building or other construction work shall also be eligible for appointment as a safety officer;

Provided that, in case of person who has been working as safety officer in industry or port or in any institution or in any establishment dealing with building or other construction work for a period of- not less than 3 years on the date of commencement of these rules, the Chief Inspector may, subject to such conditions that he may specify, relax all or any of the above said qualification.

Condition of service. - (a) where number of safety officers appointed exceeds one, one of them shall be designated as Chief safety Officer and shall have the status higher than the others. The Chief safety Officer shall be in over all charge of the safety functions as a envisaged in sub- clause (IV) and also other safety Officers working under his control.

(b) The Chief Safety Officer or Safety Officer, where only one safety officer is appointed shall be given the status of chief executive and he shall work directly under the control of his Chief Executive. All other safety Officers shall be given appropriate status to enable them to dispatch their functions effectively.

(c) The scale of pay and allowances to be granted to the safety officers including the Chief Safety Officers and the other conditions of their service shall be the same as those of the officers of corresponding status of the establishment in which they are employed.

Duties of Safety Officer. - (a) The duties of a Safety Officer shall be to advise and assist the employer in the fulfillment of his obligations, statutory or otherwise concerning prevention of personal injuries and maintaining a safe working environment. These duties shall include the following, namely. -

- (i) to advise the building workers in planning and organizing measures necessary for effective control of personal injuries;
- (ii) to advise on safety aspects in a building or other construction work and to carry out detailed safety studies of selected activities;
- (iii) to check and evaluate the effectiveness of action taken or proposed to be taken to prevent personal injuries;
- (iv) to advise purchasing and ensuring high quality of personal protective equipment confirming to national standards;
- (v) to carry out safety inspections of building or other construction work in order to observe the physical conditions of work and the work practices and procedures followed by building workers and to render advice on measures to be adopted for removing unsafe physical conditions and preventing unsafe actions by building workers;
- (vi) to investigate all fatal and selected accidents.
- (vii) to investigate the case of occupational diseases contacted and reportable dangerous occurrences.
- (viii) to advise on the maintenance of such records as are necessary to accidents, dangerous occurrences and occupational diseases;
- (ix) to promote the working of safety committees and to act as an advisor to such committees.

- (x) to organize any association with concerned department, comparing, completions, contests and other activities which will develop and maintain the interest of building workers and establishments and maintain safe conditions of work and procedures.
- (xi) to design and conduct either independently or in collaboration with other agencies suitable training and educational programmes for prevention of accidents to building workers.
- (xii) to frame safe rules and safe working practices in consultation with senior officials of the establishment.
- (xiii) supervise and guide safety precautions to be taken in ports building and other construction work of the establishment.

Facilities to be provided to safety officer. - The employer shall provide each safety officer with such facilities, equipment and information that are necessary to enable him to discharge his duties effectively.

Prohibition of performance of other duties. - No safety officer shall be required or permitted to do any work which is unconnected to, inconsistent with or detrimental to the performance of the duties prescribed in this Schedule.

Exemptions. - Chief Inspector may in writing exempt any employer or other group or employers from any or all provisions to these rules subject to compliance with such alternative arrangements as may be approved by him.