



*“Promoting excellence in OSH practice”.*

## **ZIMBABWE INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH (ZIOSH)**

### **1. INTRODUCTION**

Zimbabwe Institute of Occupational Safety and Health (ZIOSH) has been established with the aim of becoming the lead body of occupational safety and health (OSH) professionals promoting high standards of OSH practice.

OSH is a key business function at work and ZIOSH will promote and engage all OSH stakeholders, and in particular employers to integrate OSH into all business processes with the penultimate aim of making a significant contribution to occupational accident prevention at the workplace.

Human resources is a key means of production and hence has to be protected against all hazards and risks which impact on health. Hence ZIOSH will play a pivotal role in promoting OSH practices and standards which guarantee high standards of health at work. ZIOSH believes that it is not right for anyone to die or get injured due to work and as such will lobby for OSH issues to be part of the new constitution as OSH is now a human rights issue. ZIOSH will also promote extensively the business benefits of good OSH programmes and systems, for indeed good business also means safe and healthy work environments.

For many years the OSH profession did not have a strong and conspicuous voice to advance the interests of OSH practitioners as well as the field itself in Zimbabwe. Thus ZIOSH will uplift the status of OSH profession as well as that of its members through continuous professional development (CPD) programmes.

### **2. VISION**

OSH practice and professional excellence for safe, healthy and sustainable work environments in Zimbabwe.

### **3. MISSION**

To promote high standards of OSH practice, professional excellence, and creating the business value of integrating OSH into all workplace operations in Zimbabwe.

#### 4. KEY OBJECTIVES

1. To promote, encourage and improve high standards of safety and health at work;
2. To facilitate the exchange of information and ideas amongst the members of the Institute and others on the application of occupational accident prevention principles.
3. To promote and encourage the improvement of the knowledge and skills and carry out research in occupational safety and health throughout Zimbabwe.
4. To promote, maintain and improve the professional interest and status of members of the Institute.
5. To provide for the delivery of lectures, the holding of classes, the conduct of courses and test by examination or otherwise the competence of persons engaged in or about to engage in a profession of occupational safety and health and award certificates.
6. To do such other things as may be conducive or incidental to the attainment of the above objects or any one or more of them.

#### 5. MEMBERSHIP

In pursuit of the above objectives the Institute will have the following seven (7) categories of membership of which student and affiliate are entry points to professional membership 2.3 to 2.6.

##### 5.1. Student

Applicants should be following a recognized course of study in preparation for qualifications in safety, health or risk management or in full time education but considering a career in Safety, Health and Risk Management or any other qualification that ZIOSH deems meet the criteria

##### 5.2. Affiliate

Affiliate Members shall comprise those persons, not qualified to be admitted to the grade of members below but who wish to follow a career in occupational safety and health, and persons not directly employed in the professional practice of occupational safety and health but having an interest in the field by virtue of their work as suppliers of related goods and services, or as operating officials in an organization having occupational safety and health interests. The members in this category can use the designatory letters **AfZIOSH**.

### 5.3. Associate

Membership in this grade is granted to those who,

- Hold a certificate in occupational safety and health, Higher Education Examination Council (HEXCO) trade tests or equivalent or a cognate discipline from a recognized institution which meets the Institute's technical criteria as set out in rules and regulations and have less than 2 years exposure to occupational safety and health issues.
- Hold an Occupational Safety, Health and Environment Course (OSHEMAC) certificate from National Social Security Authority or equivalent or certificate from a cognate discipline from an institution which meets the Institute technical criteria.
- Graduates of other science related disciplines who are pursuing an on-the-job development programme or have been working in the safety and health department for at least 2 years.
- Individuals with more than 5 years experience but less than 10 years in a safety and health role and continue to demonstrate that they are maintaining their competence through continuous professional development programmes,

The Associate member shall be entitled to use the designatory **(AsZIOSH)**

### 5.4 Technical Member

Membership in this grade is granted to those persons who;

- Hold a diploma in occupational safety and health, occupational health, environmental sciences, natural sciences, engineering, or apprenticeship or a cognate discipline from a recognized institution which meets the Institute's technical criteria as set out in rules and regulations and has at least 2-3 years experience in a safety and health role.
- Graduates of other science related disciplines who have pursued an on the job development for at least three years in the safety department.
- Members are entitled to use the designated **(TechZIOSH)**.

### 5.5. Graduate Member

Membership in this grade is granted to those persons who;

- Hold a first or higher degree in occupational safety and health, occupational health, environmental sciences, natural sciences, engineering, medicine or a cognate discipline from a recognized institution which meets the Institute's technical criteria as set out in rules and regulations and has at least 3 years experience in a safety and health role.
- Hold a diploma in occupational safety and health, occupational health, environmental sciences, natural sciences, engineering, or apprenticeship or a cognate discipline from a recognized institution which meets the Institute's technical criteria as set out in rules and regulations and has at least 5 years experience in a safety and health role.
- Are appointed or designated safety and health officers or safety, health and environmental and quality (SHEQ) officers or equivalent, have pursued a recognized career in occupational safety and health **for a continuous period of 10 years and interviewed by the Executive Committee and noted to** have acquired the relevant skills and knowledge in the practice of safety and health.
- Members in this category are entitled to use the designated (**GradZIOSH**).

### 5.6 Fellows

Fellows shall comprise those persons who have been Members of the Institute for not less than 5 years and who are elected by the Executive Committee to the grade of Fellow in recognition of their conspicuous status in the field of occupational safety and health and have demonstrated an outstanding contribution to the field or to the Institute, and who continue to demonstrate that they are maintaining their competence through continuous professional development programmes. In electing any Member to the grade of Fellow, the Executive Committee may act on the proposals and recommendations of members or any other persons. This category of membership is the most prestigious and will have the designation of (**FZIOSH**).

### 5.7 Corporate Members

Corporate membership shall be available to companies and other organizations having an interest in participating in or supporting the activities and objects of the Institute. Corporate members may nominate a representative who shall act on behalf of that organization.

## **6. Benefits of being a member**

### **6.1. Highly networked with the best in the OSH field.**

- This provides a platform to gain insights in latest developments in the area of OSH through meeting other OSH professionals and business leaders whom the business case for OSH can be advanced.
- Members can gain access to a vast network of OSH issues, locally, regionally and internationally.

### **6.2. Stay highly informed**

- Members gain access to powerful OSH information for occupational accident prevention strategies.

### **6.3. Raised OSH status**

- As a member to a professional body that subscribes to OSH business excellence, one becomes highly recognized and pushes one's visibility at the workplace.

### **6.4. Career development**

- ZIOSH will develop high profile OSH courses and programmes to meet the needs of the professionals.

## **7. ZIOSH VALUES**

7.1. Zero tolerance to occupational injuries and diseases

7.2. OSH is an integral part of any business process.

7.3. Good business is safe, healthy and sustainable

7.4. Change is a constant factor in OSH administration

7.5. Commitment to professional excellence

7.6. Strong networked OSH community