

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

OCCUPATIONAL HEALTH, SAFETY & WELLNESS (BS 430/ BS238 /HCM209)

DURATION: 3 HOURS

JUN 2024

INSTRUCTIONS TO CANDIDATES

1. Answer **question 1** and any other **three (3)** questions.
2. No unauthorized material or items should be brought into the examination room.

QUESTION 1

In your role as the Human Resources Manager of XYZ Company, you have been tasked with writing a speech titled, '*Substance abuse at the workplace*'. In your speech clearly articulate the dangers associated with drug abuse and recommend solutions to the cited problems.

(25 marks)

QUESTION 2

Examine the key aspects of the current legal frameworks in relationship to Health, Safety and Welfare;

- | | |
|---|------|
| a) The Factories and Work Act (Chapter 14:08) | (10) |
| b) Pneumoconiosis Act (Chapter 15:08) | (5) |
| c) The Environmental Management Act (Chapter 20:27) | (5) |
| d) National Social Security Act (Chapter 17:04) | (5) |

(25 marks)

QUESTION 3

- | | |
|--|------|
| a) Distinguish an <i>accident</i> from an <i>incident</i> . | (4) |
| b) Discuss the role that safety audits play in enhancing organizational effectiveness. | (21) |

(25 marks)

QUESTION 4

Discuss the evacuation procedure to be followed by employees when there is a fire outbreak at their workplace.

(25 marks)

QUESTION 5

a) Examine any **five (5)** causes of accidents at the workplace. **(10 marks)**

b) Using an organization of your own choice identify any **five (5)** ways of preventing Accidents from happening **(15 marks)**

QUESTION 6

Discuss the financial, legal and moral responsibilities of managers in Accident prevention.

(25 marks)

THE END