



**“Promoting excellence in OSH practice”**

## **ZIMBABWE INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH**

### **DRAFT STRATEGIC PLAN : 2014– 2016: WORKING DOCUMENT**

#### **1. BACKGROUND**

The Zimbabwe Institute of Occupational Safety and Health (ZIOSH) was officially established on 23 April 2010 and incorporated under the Companies Act Chapter 24:03. Its Certificate of Incorporation Number is **1410/2010**.

It 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 OSH 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 lobbied 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. KEY OVER ARCHING OBJECTIVES OF ZIOSH**

- 2.1 To promote, encourage and improve high standards of safety and health at work;
- 2.2 To facilitate the exchange of information and ideas amongst the members of the Institute and others on the application of occupational accident prevention principles.
- 2.3 To promote and encourage the improvement of knowledge and skills and carry out research in occupational safety and health throughout Zimbabwe.
- 2.4 To promote, maintain and improve the professional interest and status of members of the Institute.
- 2.5 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.
- 2.6 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.

## **3. MEMBERSHIP CATEGORIES**

- ✓ Student
- ✓ Affiliate
- ✓ Associate
- ✓ Member Status (Full Membership)
- ✓ Fellow
- ✓ Corporate

## **4. VISION, MISSION, VALUES AND MOTTO**

### **4.1 Vision**

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

### **4.2 Mission**

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

### **4.3 Values**

- 4.3.1 Zero tolerance to occupational injuries and diseases
- 4.3.2 OSH is an integral part of any business process.
- 4.3.3 Good business is safe, healthy and sustainable

4.3.4 Change is a constant factor in OSH administration

4.3.5 Commitment to professional excellence

4.3.6 Strong networked OSH community

4.4 **Motto**

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**5. STRATEGIC OBJECTIVES (KEY PRIORITY AREAS) 2014 – 2016**

5.1 Grow individual and corporate membership structures.

5.2 Increase visibility of ZIOSH profile and influence OSH thought in Zimbabwe.

5.3 Increase competencies and capabilities of members.

5.4 Maximize membership involvement in ZIOSH activities.

**6. ACTION PLAN**

The action plans below have been developed in order to achieve the above strategic objectives for the period 2014 – 2016.

### ZIOSH STRATEGIC PLAN 2014 TO 2016

OBJECTIVE	STRATEGIES	KEY PERFORMANCE INDICATOR	TARGET DATE
<b>1. Grow individual and corporate membership</b>	1.1 Revitalize and or establish structures in the regions Draw up clear TORs for the regional structures	Presence and functional committees in 6 regions.	June 2014
	1.2 Identify SHE practitioners in all sectors of the economy and create a data base of same.	Data base of all practitioners.	April 2014
	1.3 Use NSSA SHAW conferences, workshops etc database to invite membership through emails etc	Sent email invitations to potential members	Progressive up to 2016
	1.4 Increase membership	Increase membership by 100 per annum for next 3 years	Annually up to 2016
<b>2. Increase visibility of ZIOSH profile and influence OSH thought in Zimbabwe</b>	2.1 Identify up market premises	Secure premises for housing ZIOSH	Dec 2014
	2.2 Develop website as a resource for ZIOSH members.	Website on line.	June 2014
	2.3 Promote and market ZIOSH	<ul style="list-style-type: none"> <li>ZIOSH presentations at Safety and Health at Work conferences, workshops, national programmes, TV and radio etc</li> <li>Speak on ZIOSH issues during stakeholders meetings e.g. Chamber of Mines, ZOHSC etc</li> </ul>	Annually
	Hold seminars/workshops for SHE practitioners.	Conduct 1-2 workshops/seminars per annum.	Annually
	2.4 Hold annual or winter OSH schools	Conduct one school per annum.	Annually
	2.5 Develop ZIOSH awards for good OSH performance for companies.	Arrange events at companies are awarded for good OSH performance.	Biannually.
<b>3 Increase competencies and capabilities of members</b>	3.1 Revitalise/Develop and implement curriculum for OSH training for OSH practitioners 3.2 Accreditation of facilitators who need to be members of ZIOSH 3.3 Establish and promote partnerships with relevant institutions e.g. Mandel, Lionize SA. 3.5 Explore possibility of running NEBOSH course. 3.6 Develop CPD programme	<ul style="list-style-type: none"> <li>Curriculum/Syllabus</li> <li>Identify training facilities/premises</li> <li>Data base of facilitators</li> <li>Partnerships created</li> </ul>	December 2014

<b>4 Maximize membership involvement in ZIOSH activities.</b>	4.1 Revitalise/Set up structures in regions and hold road shows	Six structures in regions; hold road shows and meeting	December 2014
	4.4 Identify high profile members keen in ZIOSH activities and co-opt them into executive committee meetings	Participation of identified members in ZIOSH Executive meetings	Ongoing