



KIBABII UNIVERSITY COLLEGE (KIBUCO)

MAIN CAMPUS

**UNIVERSITY EXAMINATIONS
2014 /2015 ACADEMIC YEAR**

FOURTH YEAR FIRST SEMESTER EXAMINATIONS

MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 432

COURSE TITLE: OCCUPATIONAL HEALTH AND SAFETY

DATE: 23rd January 2015

TIME: 11.30-1.30 p.m.

INSTRUCTIONS TO CANDIDATES:

Answer Question ONE and any other Two Questions

TIME: 2 Hours

QUESTION ONE

Read the following case study and then answer the question that follow

THE BAMBA BAKERY MILLERS CASE

Karoli Fwamba who is in his twenties works at the Bamba Bakery and millers in Malaba. One of the fateful day in 2009, he came to work at eight o'clock as usual and was told to cover for another employee in a section he doesn't work in. The packing section involves a conveyor belt and a housing where materials pass through as they are wrapped.

On this occasion the jam was caused by the product being caught inside the housing where the blades operate. As usual the machine was stopped and Karoli went to free the product from inside the housing. It's easy enough to clear the product, you just lean in and with one hand pull the product and any bits of packaging clear from the blades and rollers.

Karoli was clearing a blockage from a stationary machine when another worker switched on the machine. While leaning in and freeing the jam with his left arm when he felt the machine had suddenly been turned on. This caused the blades in the machine to operate. Karoli had the tops of his index and middle finger on his left hand amputated. He pulled his hand out of the machine and looked at his fingers. They were covered in blood and he could make out a small thin white bone on the end of his middle finger, just above the top knuckle. I shouted to some of my workmates and two of them came across to help. Someone went to look for my fingers, found them and put them in an ice bag.

He was taken to a first aid station and had his fingers bandaged by the factory nurse. She and one of my workmates then drove Karoli to the nearest district hospital. The drive took about thirty five minutes. He remembers the nurse carrying an ice bag with her in which he could clearly see his two finger tips with the nails and skin intact. At the district hospital he began to realize that he had lost those parts of his fingers and began to feel sad about the loss. He was then taken straight into casualty section and got two injections in each finger. X rays were done.

After examination the doctors said there was nothing they do with the two severed fingers. After two days he was referred to the provincial hospital in Kakamega for skin grafts. He was treated and later on discharged after five weeks in the hospital. Nine months after the incident he still pain in the finger tips. The pain is worse when the fingers touch an object, which happens often enough. The pain can last up to an hour depending on how hard the fingers have been hit by an object.

The accident has affected Karoli with an un-effective left hand. In the cold months of the year the fingers hurt so much that he has had to give up fishing. He cannot tie his shoe laces properly and that can be embarrassing. Holding a fork while eating is awkward while operating heavy machines has become more difficult. He also finds it difficult to play with his young children properly for fear of being hurt. These feelings of embarrassment have really affected him. He has

cut down on his socialization and only had to return to work after nine months off after the accident. His only hope is that in the long term his fingers will get better.

REQUIRED

- a) What are the effects of the accident on Karoli and the likely changes introduced to prevent a recurrence of such as accident? (5 marks)
- b) State and explain the major causes of accidents at the workplace? (5 marks)
- c) Discuss various methods of accident prevention at the workplace? (5 marks)
- d) Is Karoli entitled to any compensation? And why? (4 marks)
- e) Discuss the types of work injury benefits provided by Work Injury Benefits Act (6 marks)

QUESTION TWO

- a) **Explain the duties of the employer as outlined by The Health & Safety at Work Act of 1974 in Britain** (5 marks)
- b) Briefly describe how the following contemporary issues affect the employ health and safety issues at the work place. (7 marks)
- c) Highlight the various groups of hazards found in a work place. (3 marks)

QUESTION THREE

- a) Explain the effects of chemical hazards to the health of the employee (5 marks)
- b) Explain the various states of air contaminant (7 marks)
- c) Highlight the various groups of hazards found in a work place. (3 marks)

QUESTION FOUR

- a) Distinguish between risk assessment safety audits and risk assessment. (5 marks)
- b) Explain the various methods of workplace accident identification. (5 marks)
- c) Identify 5 causes of accident at a work place, describing the methods utilized in controlling hazards (5 marks)

QUESTION FIVE

- a) As a human resource manager you have proposed an increase in expenditure of health, safety and welfare services by 50%. Justify the increase in such expenditure to the management. (5 marks)
- b) Highlight ways of controlling workers compensation cost (4 marks)
- c) Explain the circumstances under which an employee is either entitled or not entitled to compensation under the Work Injury Benefits Act. (6 marks)