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ABOUT NOSA

NOSA is a leading provider of occupational risk management services and has been instrumental in reducing the injury and fatality rates in companies across the globe.

NOSA operates across five continents and, through its comprehensive range of products and services, is able to provide a total solution to any organisation.

NOSA’s success is due to its highly flexible approach, providing services and support products that are tailor-made according to clients’ specific needs and risk profiles. Through an integrated approach of consulting, training, testing and auditing, and various support products, NOSA has a proven track record of mitigating health, safety and environmental HSE exposures in high-risk environments.

NOSA Auditing, provides occupational health, safety and environmental audits to over 1 000 companies in South Africa and abroad. NOSA Auditing provides a range of auditing products from basic legal compliance audits to audits on the NOSA Integrated Five Star System.
OUR VALUES

Honesty and Integrity
We practise the highest level of honesty and integrity in our dealings with each other and with our clients, suppliers, and our community. We do not engage in or tolerate unethical behaviour or fraudulent practices. We make fair and transparent decisions and explain them clearly.

Client Focus
Clients are the focus of everything we do. We do our work with them in mind. We strive for excellence in every aspect of what we do and deliver for our clients. We share a personal responsibility to maintain our clients’ loyalty and trust. We listen and respond to our clients and seek to exceed their expectations.

Accountability
Serving our clients and meeting their needs is the responsibility of everyone. We place no limits on employee initiative in serving clients. We are accountable to our clients, people, and communities. We must celebrate and recognise individual contributions. At the same time, we must not be afraid to acknowledge, correct, and learn from our mistakes.

Quality and Excellence
We are determined to deliver quality and achieve excellence in all we do. Excellence is reflected by how we conduct ourselves as individuals and as a company. It is reflected in the quality of the solutions we develop for our clients and the value they receive from our products and services. We hold ourselves to the highest standards, and find ways to continuously improve all areas of our work. We emphasize education, training and development of employees and teams. We seek to identify and recruit the very best person for every job.

Pride and Respect
We treat all people as equals with dignity, respect and fairness. We take pride in everything that we do. We carry ourselves with the pride that comes from respecting ourselves and others. We respect the environment and adopt policies and practices, and demonstrate behaviours that minimise the environmental impact of our operations.

Safety and Social Responsibility
We embed safety thinking and social responsibility in everything that we do. We operate in communities, which have placed their trust in us, and are dedicated to protecting people, property, and the environment from harm.
NOSA offers a holistic and comprehensive range of auditing services, from basic legal compliance audits, to integrated health, safety and environmental (HSE) management system audits, second party audits (as confirmation of self-declaration regarding implemented ISO 14001 and 45001 systems), to food safety audits.

The NOSA audit team provides an independent audit outcome by competent auditors to clients in the quest to uphold the best principles of risk management, in everyday business operations. The NOSA audit process is based on a risk driven approach – the NOSA ten step process/approach, which (interestingly) is also a recent requirement of the ISO 19011: 2018 standard.

NOSA audits evaluate standards and measure in accordance with process/site-specific risks rather than fixed or invariable criteria. The audit identifies the company’s strengths, weaknesses and opportunities for improvement in the day-to-day management of their OHS/HSE risks, resulting in the prevention of occupational illness, injuries and other forms of life loss, ensuring sustainability and improvement of the organisational reputation/safety moral/responsible behaviour.

NOSA provides auditing services on any of the following:

- Baseline audits
- Star-grading audits
  - NOSA Five Star System (health and safety)
  - NOSA integrated and aligned Five Star System (health, safety and environment) (which can also include corporate governance and social responsibility, if required)
- NOSA contractor compliance audits (basic health and safety system)
- NOSA evaluation of compliance (in terms of Occupational Health and Safety Act requirements)
- Client specific – corporate standards or focused on specific requirements
- Due diligence – acquisitions and divestiture
- Sustainability – measurement of standards of performance
- Food safety audits – based on Regulation R 962, SANS 10049, client’s specific food safety standards, industry norms and practices

A baseline audit is used as a basis point (‘systemic X-ray’) to:

- identify deviations
- serve as a comparison between a client’s management system and NOSA’s selected management system.

A baseline audit is consultative in nature and will result in a very lengthy and detailed site report. This will be used when upgrading or improving a risk management system. The audit will be risk based and focus on client’s risk exposure (OHS/HSE).

The NOSA star-grading audit is conducted to determine the status of a client’s risk management system and its compliance with the applicable NOSA protocol. It will measure the effort (as a percentage for the level of risk identification (R), system/control implementation (S), compliance to systemic specific requirements (C) and effectiveness thereof in mitigation of risk (E)), and experience (incidents rates or DIFR). The outcome of the two is then calculated and results in a Star grading (which can be anywhere between zero and five stars, and could even result in a NOSCAR).
The NOSA system includes ISO requirements and can be used as an internal audit. If you have implemented the NOSA system you can be certified against ISO 45001 and 14001 standards, provided you meet the minimum requirements or mandatorises.

A typical audit is conducted annually, but can be done more frequently, if the client requires it. The result of the audit is:
- displayed as a NOSA star grading
- a typical board stating the grading at the site, and
- included on a displayed certificate.

When grading audits are conducted, apart from the normal NOSA minimum element requirements, addenda can be used to cater for specific industries. The following addenda are available:
- Mining (6) – open cast, underground, quarries, surface plants, coal and hard rock
- Forestry (1)
- Rail (1)
- Social accountability (1)
- Any additional requirement requested by the client can be added and used, at an additional development fee and depending on complexity days might be added to the audit

It is used in conjunction with the CMB253_2018 and CMB150_2018 respectively.
NOSA Training

Located in cities across the globe, our experienced, full-time facilitators ensure effective transfer of skills in the workplace.

NOSA is accredited with HWSETA, the Institute for Working at Height Professional Body (IWH), and is a FoodBev-registered training provider. Training programmes are based on modern occupational risk management principles, which equip employees at all levels, with the knowledge and skills to reduce workplace incidents, create healthier workplaces, and identify and manage environmental impacts in an integrated manner. NOSA training programmes can be adapted to suit your needs, at your own pace, in your own working environment. Trainers employed by companies implementing the NOSA Integrated Five Star System can be licensed by NOSA to present selected courses on site, at the client’s convenience.

SAMTRAC®, the world’s leading short course in occupational health and safety in the workplace, which NOSA is exclusively accredited to provide across all its operations, is one of the most sought-after training certificates in the risk management industry. SAMTRAC is accredited by both the International Institute of Risk and Safety Management (IIRSM) and the Institution of Occupational Safety and Health (IOSH). Accordingly, students who successfully complete SAMTRAC, and who have a suitable level of, practical experience, will be eligible to apply for technician membership with both IOSH (TechIOSH) and Saiosh (TechIOSHSA). SAMTRAC is offered both as a classroom course and as an online e-learning course.

In addition to our training services, NOSA has partnered with Fundi to offer all learners affordable study options. Fundi is a leading education finance specialist operating in Southern Africa. Learners can register with Fundi to get financial assistance to do any NOSA course, including SAMTRAC and SAMTRAC International E-Learning.

NOSA will not be involved in the loan application or process, other than supplying students with a quote. Learners must contact Fundi directly for further details.

NOSA offers extensive training in the following fields:

- General and Introductory Courses
- Specialised Courses
- International Courses
- Emergency Medical Services Courses
- SAMTRAC®
- Mining Courses
- Food Safety Courses
- ISO Courses
- SHE Legislation Courses
- Working at Height
- HWSETA Skills Programme
- Wellness
- Petroleum Training
- Driver Training
NOSA Tesêng offers a reliable, accurate and efficient analytical service to the food industry.

We have SANAS accredited laboratories in three provinces and offer a broad range of services across the sphere of microbiological and chemical testing. Our microbiological laboratories focus on the testing and examination of food, swabs, and water samples for all major pathogenic, indicator and spoilage microorganism, while our chemical laboratories are equipped with state-of-the-art chromatographic and spectrometric instruments, which provide analytical testing services geared specifically for the food industry.

We understand the challenges presented by the changing marketplace, and our goal is to maintain cost-effective laboratory testing services of the highest quality. As an ISO 17025 accredited facility, we generate accurate, reliable and timeous results, performed in accordance with strict quality control standards and accredited methodologies. Our staff have a high level of expertise in their fields, and can offer in-depth support and assistance to our clients.

Certification
Certification of an organisation’s management system confirms that the company has documented and implemented a management system that complies to specific national and international systems specifications. NOSA Certification will provide you with an independent assessment of the relevant system.

This verification, and resulting certification, serves as a testimony to the effectiveness and validity of the applicable system, and the company’s commitment to professionalism, quality, safety and good governance.

Certification and Supplier
NOSA Tesêng is a JAS ANZ accredited certification body, complying with ISO 17021: 2015. Accredited Food Safety Management System certification is conducted against ISO 22000: 2005 and FSSC 22000. Supplier audits are conducted against the Global Food Safety Initiative (GFSI) Guidance Document and client-specific requirements.

Why Certification?
Management systems are globally adopted by manufacturers and suppliers as a powerful tool for ensuring quality and safety, as well as compliance with statutory and regulatory requirements.

Consumers have become increasingly concerned about the quality and safety of the products they use, the food they eat, and the environment. Supplier audits are conducted against the Global Food Safety Initiative (GFSI) Guidance Document and client-specific requirements.

We ensure public confidence in our certification services by:

- the manner in which we operate
- our compliance to the legal, structural and resource systems and standards required
- the transparency of our methods
- our ethics
- our auditors’ competencies.
NOSA Training

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- SAMTRAC®
- Mining Courses
- Food Safety Courses

NOSA’s occupational hygiene services include:

- Health risk assessments
- Workplace and environmental monitoring
- Noise surveys for hearing conservation or annoyance purposes
- Illumination (day and night time) and emergency illumination surveys
- Ventilation and indoor air quality surveys, including an evaluation of the efficiency of laboratory fume cupboards, extraction ventilation systems and spray booths
- Thermal stress, heat and cold stress surveys
- Hygiene and facilities surveys, including food handling, sanitary facilities, change rooms, canteens and drinking water
- Baseline ergonomic surveys (physical and organisational aspects)
- Air, water and soil pollution assessments
- Analytical and laboratory services
- Radiation assessment for sources of human exposure to microwave and radiofrequency fields in the frequency range 3 kHz to 300 GHz
- Risk assessments on occupational stressors, including hazardous chemical substances (dusts, fumes, vapours, and so on), physical agents (noise, heat, ventilation, vibration, illumination, and so on), biological agents and ergonomics (physical and organisational aspects)
- Hazardous chemical substance surveys, such as dusts, fumes, vapours and asbestos – according to internationally recognised methods (the US National Institute for Occupational Safety and Health/OSH Act/HSE)
- On-request training services for clients on specific stressors, and custom-designed training material and manuals.

NOSA Occupational Hygiene

NOSA Occupational Hygiene Services is an Approved Inspection Authority (AIA) for occupational hygiene, and is a SANAS-approved OH AIA (OH0113 – SANAS 17020). The AIA status for NOSA Occupational Hygiene Services covers the following services: monitoring of chemical stress factors, physical stress factors, and evaluation of indoor air quality and ventilation systems.

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NOSA-ims is designed to simplify incident management across your organisation by managing the full lifecycle of incidents on one platform. The system is accessed via the Internet and allows you to collect comprehensive incident data, implement corrective actions, and ensure proper incident notification up the chain of command.

NOSA’s supplier vetting system (SVS) allows organisations to manage their suppliers within a multiple site and sub-contracting environment. NOSA’s SVS is a third-party, independent accreditation program that assesses suppliers’ conformance to international best practices and responsible supply chain management. NOSA’s SVS provides not only the software system for vetting suppliers, but also a comprehensive document-review process and work-site compliance audit. Our qualified auditors take the industry sector and business size into consideration, thus providing tailored audits specific to the supplier’s risk profile.

NOSA Consulting
NOSA’s consulting services comprise a team of highly qualified experts in environmental control, occupational health and hygiene, risk management and safety disciplines.

From drawing up safe work procedures (SWPs), to monitoring environmental pollution, to assessing due diligence, to eliminating occupational hazards, NOSA’s expert team helps negotiate and manage the challenges of modern business.

Strategic alliances have been formed with global environmental consultancies to facilitate service delivery excellence to all industries across the African continent, as well as the Middle East. Client-specific needs are our focus and the NOSA consulting services team takes a bespoke approach for effective solutions to suit your operations. We also strive to deliver HSE processes that are sustainable and easily managed by the client’s on-site teams.

NOSA Software Solutions
MIRACLES is an easy-to-use system for integrated risk management assessments and effective control. The system proactively alerts key users to essential risk management activities and is compatible with ISO standard and NOSA system specifications.
NOSA offers a wide variety of products to assist with the implementation and enhancement of occupational risk management programmes, including:

- DVDs, posters, NOSA registers
- NOSA and NOSCAR flags and grading board items
- NOSA Integrated Five Star Audit Workbook
- Incident investigation dockets (1x10)/workbook
- SHE activity planner
- Toolbox talk tips for training purposes
- OHS Act (full version)
- COID Act
- Mine Health and Safety Act
- NOSA System Kit/Construction Kit: a set of flexible, easy-to-use tools that assist with the implementation and improvement of an occupational risk management system

NOSA prides itself on hosting our annual award ceremonies and safety forums, around the country, in the lead-up to the NOSCARS. These events recognise organisations that continually commit to providing safe and healthy work environments for employees.

The NOSCARS allow local and international winners the opportunity to share their knowledge and expertise on the latest developments in the pursuit of a risk-free workplace for all employees.

NOSHCON explores the latest in risk management products and services and showcases practical solutions and best practice risk management concepts to a host of industries.
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