

SAIOH newsletter

SAIOH PRESIDENT'S ADDRESS

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The aspiration of occupational hygiene, as part of the occupational health and safety fraternity, is to uphold and promote health and safety of workers in all occupations. At times, our actions are so focused that we tend to forget that we, ourselves, are exposed to stressors – in some cases, more so than the communities that we serve. We are well versed in reducing physical, chemical, biological and ergonomic stressors. This knowledge is applied in helping others and ourselves in the workplace. However, we are also exposed to psychological stressors of varying degrees, daily. Dealing with these stressors is not easy as individual coping mechanisms vary, as do solutions. Regrettably, when defence mechanisms fail, prolonged stress can lead to mental fatigue. We had our fair share of challenges in 2021, which placed a premium on our physical and mental health. The extended effect of COVID-19 added to frustrations and exacerbated psychological stressors in the workplace. One of the coping mechanisms to deal with stress is to take a break, and I know that all my colleagues were looking forward to a break at the end of the year. We, as the Southern African Institute for Occupational Hygiene (SAIOH) National Council, trust that the December holiday season offered the much-needed break and an opportunity to relax and revitalise. We wish you a successful and blessed 2022.

Dunning-Kruger effect and SAIOH

The Dunning-Kruger effect is a concept that has been receiving vigorous attention in the electronic media. The *Encyclopaedia Britannica* defines the Dunning-Kruger effect as “a cognitive bias whereby people with limited knowledge or competence in a given intellectual or social domain greatly overestimate their own knowledge or competence in that domain, relative to objective criteria or to the performance of their peers or of people in general”.¹ Kendra Cherry, an educational consultant, neatly translates this definition into understandable English by stating that the Dunning-Kruger effect is a type of cognitive bias in which people believe that they are smarter and more capable than they really are.² She further states that this frame of mind leads to under-performance in certain areas and to the inability to recognise mistakes that are made. From a professional perspective two questions arise:

1. To what extent does this effect prevail in a professional group with high-quality and ethical values, such as SAIOH?
2. How does one counter this effect within SAIOH?

Recognising my limited knowledge of the effect and being wary of falling into the trap of becoming a victim of the Dunning-Kruger

In this newsletter

- Council activities
 1. Announcement of new Council members
 2. SAIOH 2022 Annual Conference
- From the Professional Certification Committee (PCC)

effect, I wish to venture an opinion on these questions. Members are welcome to ponder these remarks and form an opinion for themselves. The question as to what extent it manifests itself within our profession, or poses a risk to our quality, is difficult to answer without thorough research. What we do know is that structures are in place in SAIOH that dictate the levels of knowledge, skills, competency, and ethics of individual members. The Professional Certification Committee (PCC) safeguards the occupational hygiene sector and provides basic qualifying criteria for the various levels of certification and ensures continued development of members by way of the continuous professional development (CPD) system. In addition, the PCC has developed a technical self-evaluation tool, available to members on the SAIOH website. As SAIOH realigns itself, along with its strategic objectives, mechanisms are revised or added to ensure quality. Knowledge of ethics has been identified as a point of focus. As a result, a certificate, as proof of successful participation in ethics modules, will be a requirement for professional certification every two years. Opportunities to achieve ethics certificates will be made available to members on the SAIOH website. Apart from the above mechanisms, there are external influences that will assist members to assess exactly where they are regarding knowledge and skills. These influences can be found in occupational health and safety legislation and the related South African National Standards (SANS) codes, as well the South African National Accreditation System (SANAS) assessment system.

In summary, without being complacent, I wish to state that the systems in place should, to a great extent, reduce the risk of the Dunning-Kruger effect. I conclude by suggesting to prospective master's students or doctoral candidates, in search of a research topic, that they consider investigating the statement that the system that has been put in place by SAIOH reduces the risk of a negative Dunning-Kruger effect, as well as the questions that were posed.

Members who wish to read more on the topic can find information on the following websites:

<https://www.britannica.com/science/Dunning-Kruger-effect>. (Accessed 17 January 2022)

<https://www.verywellmind.com/an-overview-of-the-dunning-kruger-effect-4160740>. (Accessed 17 January 2022)

COUNCIL ACTIVITIES

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We have come through a year that was filled with challenges and achievements. On behalf of SAIOH, we extend our genuine appreciation to each one of you for your valuable contributions and continued dedication to our organisation. Working with you during 2021 was a pleasure and we are proud to have all of you with us on our 2022 journey.

It is that time of the year again where members are required to submit their continuous professional development (CPD) points, sign their code of ethics (COE) and pay their annual membership fees. Please read the information below and ensure your profile and membership information is up to date. Your annual membership invoice was sent to you via e-mail on 3 January 2022. Please verify your SAIOH profile and download a copy of your invoice. Please note that:

- Annual membership fees have increased by 7%.
- It is each member's responsibility to ensure that personal and billing information is correct and current. This will ensure that the correct information is reflected when invoices are generated. Failure to update your SAIOH profile will cause unnecessary delays in the processing of payments and the issuing of certificates.
- Annual membership fees must be paid by 28 February 2022; late payments will incur interest.
- Continuous professional development (CPD) points (with supporting documentation) must be uploaded by 31 January 2022.
- Registration fees and assessment dates are available on the SAIOH website: <https://www.saioh.co.za>.

2022 MEMBERSHIP CERTIFICATES WILL NOT BE RELEASED WITHOUT YOUR SUBMISSION OF PROOF OF PAYMENT, SIGNED CODE OF ETHICS, AND CPD POINTS

1. National Council 2022/23 – Announcement of new SAIOH Council members

During the SAIOH annual general meeting (AGM), held virtually on 5 November 2021, the below-mentioned nominees were elected to the SAIOH National Council. We would like to wish them each heartfelt congratulations and a warm welcome to the SAIOH Council. We look forward to working together for the betterment of SAIOH.

Wessel van Wyk

Wessel is a University of Stellenbosch graduate, holding an Honours in Conservation Ecology degree. He started his career as an occupational hygiene assistant in 2009, but soon progressed to the level of occupational hygienist. He also has a certificate in Intermediate Mine Environmental Control from the Chamber of Mines.



Wessel van Wyk

Photograph: courtesy of SAIOH

Recently, Wessel was elected as the Chairperson of SAIOH Western Cape branch, after serving as Vice Chairperson and a member for 12 years. Wessel also served as a member of the COVID-19 Risk Assessment Task Force set up by the Department of Health in early 2020 to perform emergency risk assessments at quarantine sites.

Wessel's passion is improving the lives of people who may not be aware that they have the legal right to a clean, healthy and safe work environment. Wessels is also passionate about inspiring people to make positive changes in their lives and to have a positive outlook on all situations that arise.

Tebogo Mpshe

Tebogo has a BSc degree in Human Physiology and Genetics, an Honours in Occupational Hygiene/Health degree from the University of Pretoria, and is currently registered for a National Diploma in Safety Management. He started his career in occupational hygiene as a consultant for various approved inspection authorities (AIAs) in



Tebogo Mpshe

Photograph: courtesy of SAIOH

North West and Gauteng provinces, later joining Sasol SA (Pty) Ltd as a safety, health and environment (SHE) principal practitioner.

Having worked with and/or under the leadership of some of the great hygienists in the industry, such as Deon Jansen van Vuuren, Jaco van Rensburg, Tatjana Radojevic-Rogowski and Oscar Rikhotso, he has been exposed to a vast and deep pool of knowledge and experience for which he will be forever grateful. His past experiences have prepared him for the role he now has: assistant director – Occupational Hygiene Risk Management, in the Gauteng Department of Health. He plans to use and share his knowledge and experience to change how occupational hygiene is perceived in the healthcare sector.

Moses Mokone

Moses Mokone is a SAIOH-registered occupational hygienist and holds a Bachelor of Technology degree in Environmental Health. Currently, he is studying for a Master of Public Health (MPH) degree, in the field of occupational hygiene, at the University of the Witwatersrand.



Moses Mokone

Photograph: courtesy of SAIOH

He is employed at the National Institute for Occupational Health (NIOH) as an occupational hygienist/technical manager.

Moses has more than 10 years of work experience in the field of occupational and environmental health, having worked as an occupational hygiene consultant, and occupational hygiene specialist in various sectors, including consultancies (mining and industries), the petrochemical industry, and government. He previously served as a SAIOH Council member; his portfolio was to manage/coordinate all activities of the SAIOH national branches. His hobbies include reading, singing, listening to music, playing football, and running marathons.

Corlia Peens

Corlia Peens is a senior manager in occupational health at Sasol in Sasolburg, and at Ekandustria Operations. She is a long-standing member of SAIOH and the PCC. She started her occupational hygiene career in the metal products sector before joining the



Corlia Peens

Photograph: courtesy of SAIOH

petrochemical industry. Nowadays, she mainly provides technical knowledge, guidance and coordinating services with regard to planning, synchronising, sustaining, and improving the broad spectrum of occupational medicine and hygiene, in managing health risk impacts. As the newly elected PCC Chair, Corlia is on the PCC Executive Committee and, consequentially, has a seat on the SAIOH Council. Corlia is also a director on the SAIOH Management Board.

Dr Ivan Niranjana

Dr Ivan Niranjana is a senior lecturer in the Department of Community Health Studies at the Durban University of Technology. He lectures in occupational hygiene/health and safety. His focus is the four-year professional degree in environmental health, and the supervising of Master of Environmental Health students' research.



Dr Ivan Niranjana

Photograph: courtesy of SAIOH

Ivan is a long-standing member of SAIOH and the PCC, and is a Past Chairperson of the SAIOH KZN branch. He has worked at the Department of Employment and Labour, in three provinces (Gauteng, KwaZulu-Natal and the Eastern Cape), in the capacity of occupational health and safety inspector. He is a South African National Accreditation System (SANAS) technical assessor for SANS 17020. As the newly elected PCC Vice Chair, he is a member of the PCC Executive Committee and, consequentially, has a seat on the SAIOH Council. Ivan is also a director on the SAIOH Management Board.

2. Annual national conference

The SAIOH Annual Scientific Conference will take place in Gauteng this year. Provisional dates are 24–28 October 2022. Please diarise these dates.

FROM THE PROFESSIONAL CERTIFICATION COMMITTEE (PCC)

Lee Doolan: SAIOH PCC Administrator
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Deon Jansen van Vuuren: SAIOH General Manager
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Corlia Peens: PCC Chairperson
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We welcome our new PCC Chair, Corlia Peens and Vice Chair, Ivan Niranjana, and look forward to this new chapter.

Deon Jansen van Vuuren also stepped down as the PCC Chief Examiner, and was replaced by Maryke van der Wolt with effect from 1 January 2022. Thanks Deon and welcome Maryke.

The SAIOH PCC ended 2021 on a high note, welcoming 20 new hygienists into the fold. It has been a challenging five-plus years for these new registered occupational hygienists (ROHs) but, excitingly, their hard work paid off. Unfortunately, our technologists did not fare as well, with only 25, out of the 47 assessed, passing their oral assessment (Table 1). They now have some tough decisions to make, but we look forward to re-assessing them in 2022. Our occupational hygiene assistants continue to amaze us and delivered a 92% pass rate for 2021. We welcome these new members to SAIOH and look forward to watching their progress in the field of occupational hygiene.

Assessment dates and fees for 2022 (Table 2) have been published on our website (www.saioh.co.za); we encourage you to familiarise yourself with these new details.

Note: Certificates issued during the year to new members (occupational hygiene assistants) are calculated on a pro-rata basis. This will ensure that certificates are only valid for the current year. Re-assessment fees are based on the assessment fees in the table.

Towards the end of 2021, we met to discuss the **new SAIOH website** and are happy to report that, although we are running behind schedule, you will soon enjoy the new tailored layout, designed with ease of access in mind.

Table 1. SAIOH PCC certification assessment results for 2021 (March to December 2021)

Certification category	Written assessments (Mar–Dec 2021)				Oral assessments (Mar–Dec 2021)			
	Assessed n	Passed n	Failed n	Pass rate %	Assessed n	Passed n	Failed n	Pass rate %
OH assistant	120	113	7	94.2	120	113	7	94.2
W201 – assistant	36	31	5	86.1	36	31	5	86.1
OH technologist	57	31	26	54.4	47	25	22	53.2
Occupational hygienist	41	26	15	63.4	34	20	14	58.8
Total	254	201	53	79.1	237	189	48	79.7

Table 2. SAIOH PCC assessment and membership fees, 2022

Assessment type	Fee (Rands)*
Application and evaluation fees	472.40
Assessment fees	
OH assistant	676.78
OH technologist	1 292.27
Occupational hygienist	1 292.27
University student	1 149.17
Remark/review of assessment paper	864.13
Annual certification fees	2 254.64
Pro-rata – 6 months	1 127.32
Pro-rata – 2 months	375.79
Non-certified member – annual	1 352.79

*VAT included

REFERENCES

1. Duignan B. Dunning-Kruger effect. Britannica; 2019. Available from: <https://www.britannica.com/science/Dunning-Kruger-effect> (accessed 23 Jan 2022).
2. Cherry K. The Dunning-Kruger Effect. Verywellmind; 2021 Aug 6. Available from: <https://www.verywellmind.com/an-overview-of-the-dunning-kruger-effect-4160740> (accessed 23 Jan 2022).