



Confederation of Indian Industry
125 Years - Since 1895



Safety Exhibition & Symposium

Management of Change in New Normal

CII Virtual Platform

Safety Symposium
10-11 September 2020

Exhibition Inauguration
10 September 2020

Concept Note

The current crisis due to the pandemic being a unique one with many uncertainties of how things would shape up, there is a pressure on the business continuity of all organisations. Slide in revenues has hit all entities. Everyone now wants to return to work due to enormous economic pressure. However, rushing back may increase the risk of failure in the present circumstances.

All corners of the society are uncertain of what's next due to the coronavirus. People are looking forward to a life which is back to normal, but can't even foresee what the new normal would finally look like. The world is waiting for science & technology to guide them to a better future overcoming the pandemic situation and tell when it's safe to end social distancing. The business leaders on the other side are watching and wondering when they would be able to get the businesses going without threatening the public health.

Life has changed from what it was pre-pandemic. In organisations during the lockdown period, manpower would change and may be a lesser number of workforces in action, equipment may have broken down and processes are likely to get outdated. So it is extremely important for organisations to adopt Management of Change (MOC). Effective MOC involves review of all significant changes to ensure that an acceptable level of safety will be maintained after the change has been implemented.

It identifies the added risks that may have emerged during this period and creates a reference and communication blueprint to ensure that all the gatekeepers within the organisation are on the same page, and provides a guide to implement the changes to the operating procedure in a concise and precise manner.

If the operations start back up with the fewer number of personnel, in certain areas of operations it could create significant hazards to the procedures and more. On the other hand, social distancing, dependence on PPEs are expected to be part of our lives in the new normal. The implications would be that the equipment needs to be modified for accommodating physical distancing. It may happen that more breaks may have to be introduced because of the employees are not used to wearing PPEs and could overheat in the shop floors.

In brief, MOC is necessary to address the inevitable changes that are ahead. It would be prudent not to underestimate the risks and hazards which can result from even seemingly minor changes. The MOC helps an organization follow a systemic process to identify risks and ensure that they are properly addressed before implementing changes. This could potentially save lives.



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A comprehensive MOC program would help to address the basis for the change, the impact to safety and health, modifications of operational procedures, temporary or permanent changes, and the notification and training of all relevant people. All employees would be safe with the arrival of the new normal.

Against this backdrop CII Eastern Region is organizing the 14th edition of Safety Exhibition & Symposium on 10-11 September 2020 on the CII Virtual Platform.

The central theme of the symposium is **Management of Change in New Normal**

The two-day Symposium will deliberate upon:

1. Leadership in Business Continuity Management
2. Behavioral Safety in the New Era
3. Management of Change in Process Safety
4. Challenges of Management of Change in Mining & Construction Industry
5. Fire & Electrical hazards & usage of PPE in the new normal

We hope that the deliberations of this Symposium will throw up new ideas and suggestions for encouraging positive leadership, which can help industries to manage the risks involved in any changes in an effective manner.