A black and white photograph of a rough stone wall. In the center, there is a white rectangular sign with a black border. The sign contains the text "What's Your Story?" written in a cursive font.

What's Your  
Story?

Scott-Safe was founded by pure coincidence, there was no plan. This was an opportunity that arose because of an oversight... here's our story

I started my career in the Emergency Services, not by choice, you could say it chose me.

After matriculating I was awaiting my mandatory deployment to the South African National Defence Force with the half year July intake. Every white South African that turned 18 was legible and had to serve, it was called conscription.

Having schooled in a mining area around Klerksdorp, I worked as an Onsetter on one of the mines to keep busy. Staying in the single quarters was my first experience of independence.



My brother Clive was a Fireman at the Sandton Fire Brigade at the time. He called and convinced me to consider taking the alternative option to serving nine months in the National Defence Force, apply for acceptance to serve in the South African Police or a local Municipal Emergency Service for a contract period of five years. I had no specific purpose at the time and had nothing to lose by going for the interview. So I did. I was interviewed, counselled, given an intensive medical examination and was tested for heights and claustrophobia. You could call it a serious grilling, all the worse for me because my brother was in the Brigade, that made it much tougher because he was the measuring stick for my performance.

The expectation of me was very demanding, my brother was not only good at his job, he was great, a natural. He was my mentor and inspiration in the Brigade. The application and entrance process was extremely thorough as you can imagine. There were many young people in my situation that were only applying to get out of serving and going to war. I was definitely not going to get the job because I had a brother in the Brigade. I did feel that making this choice was of more value to me personally and to the community as a whole rather than serving time in the national defence force.





## That is how my career found me.

I became passionate about serving people. You have to be if you are prepared to risk your own life for someone else's. I had found my purpose, saving lives and protecting property. It was about honour and pride in the vocation and craft that we chose. Our captain Keith Morrison became a mentor and great inspiration during my training years.

The job was extremely demanding and high risk. Men in the Fire Brigade were looked upon as rough, tough, disciplined and hard skinned. A number of my compatriots died serving during my time. The emergency situations we were exposed to also took its toll on a person psychologically as we were exposed to terrible accident outcomes. Interestingly enough there was no formal clinical mental support for us, we worked hard and played hard. Alcohol consumption was our main source of mental relief which unfortunately did lead to other social problems. In those years we were not only qualified Fireman but also trained Emergency Medical Assistants and Vehicle Accident Rescue Operators. I moved through a number of City Council-Emergency Services over the years, I even worked in the London Fire Brigade for a short while.







I received the National Award for 'Best Fireman' twice during my career and won the National Fire Brigade 'One Man Drill' competition, one of the most sought after and coveted achievements for all Firemen.



Sandton's fire drill team pose proudly with the trophies they won against stiff competition.

## Fire team is tops

SANDTON'S Fire Department won the Transvaal Drill Competition in Pretoria last week. Two teams from Sandton entered and the "A" Team came first and the "B" Team third. The winning team members are D. Lourens, R. Scott, D. Burns, F. de Chermont and A. Harvey.

Sandton, the smallest brigade to enter, was congratulated on having the most colourful team and the best team spirit. They also won four out of the five cups awarded for each drill.

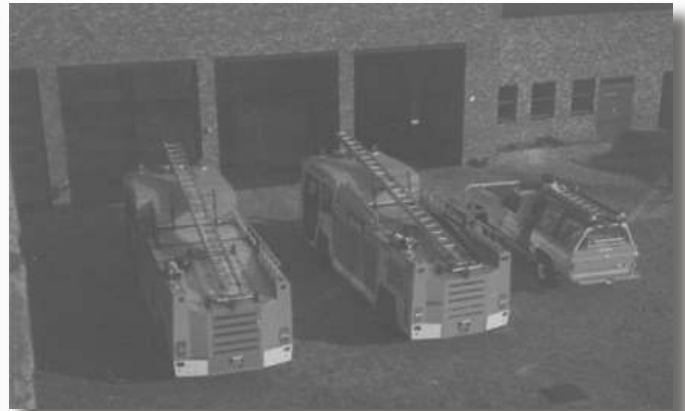
skill, physical fitness, and preparedness of the teams as no one was told until the minute the drill started what it entailed.

Entrants were required to jump out of bed at the sound of an alarm — run fifty metres — run up five flights of stairs — climb out of the fifth floor window onto an extended turntable ladder and climb down — then run another fifty metres to where each fireman was required to find a fifty-cent piece at the bottom of a swimming pool.

twenty-one seconds respectively, while the team that came third finished in three minutes and forty seconds.

One of the rules of the competition is that whichever team wins the competition is required to host the event the following year. This may prove a problem because Sandton does not yet have a permanent fire station and lacks equipment and facilities, but Assistant Chief Fire Officer Mr. J.J. Archibald is determined to make the competition...





Once my five year contract had expired I felt it was time for a change, I was done with shift work and getting up in the middle of the night to respond to emergencies. I had also just got married and wanted to do something with less risk and normal working hours, putting my life at risk for others was no longer a priority or a desire. Working in the Emergency Services is a lifestyle and that did not suit my wife and I any longer, it was time to move forward



Now came the much talked about ‘fork in the road’.

I had two choices, take up a position as a Fire Instructor at the Eskom Fire Training School or branch out completely and join the National Occupational Safety Association (NOSA), they were looking for an Advisor and Trainer with Fire experience. I chose NOSA and there I started my journey in the Occupational Health and Safety field. My purpose was being maintained and my passion of serving people still being fulfilled, only now I did it through workplace accident prevention with no risk to my life.

I essentially moved my career from being reactive to one of being proactive, preventing incidents from happening in the first place.

This made good sense to me. My time with NOSA was most valuable, great experience and the opportunity to pick up all the necessary qualifications needed to develop and serve as an Occupational Health and Safety Practitioner.



## It didn't take long....

before I was head hunted by a large International Pharmaceutical Company, SABAX. My mandate for them was to assist management in attaining the coveted NOSA 5 Star Safety Rating. Here I had the opportunity to apply what I had learnt practically, to actually implement what I was promoting through NOSA. The head of operations, Keith Truter was a great inspiration on company ethics. It was during this time that I met and worked with another mentor and great friend, Jenni Gillies. She headed up the Company Wellness program which controlled the Medical Clinic providing Primary Health Care services to all the employees, 1500 of them. Our claim to fame, we were the first Company in South Africa to essentially include base line workers into the Occupational Health and Safety communications forum. At the time this was unheard of as Safety was a Management function, totally dictative by nature, employees did not participate they just followed instructions. We achieved our goal of a NOSA 5 Star Safety Rating in just three years and earned a number of awards along the way, twice "Safety Man of the Year."



I was then tempted into Marketing and Sales....

by one of our service providers, Amtronix, a Hearing Health Care Company. Initially I was employed to head up the Industrial Division working to promote the prevention of Noise Induced Hearing Loss. This eventually led me to become the Managing Director reporting to the CEO, Ken Southcott, another one of my mentors and great friend who taught me everything I know about Marketing and Sales. During this time I also developed my professional presentation skills and became a sought after speaker in the Industry. A highlight for me during this time was the introduction of a National Award in association with the 'Self Help Association of Paraplegics (SHAP) which created awareness and promoted the employment of people with disabilities. During my time with Amtronix I was twice awarded "Safety Personality of the Year" for my dedication and efforts.



## In recognition of vision and foresight

For the company most  
actively promoting the  
employment opportunities of  
disabled people.



Conceived and donated by Amtronix and administered by NOSA — this prestigious annual Award was created to inspire greater awareness and concern in industry for disabled people and will be presented at NOSHCON — South Africa's largest National Occupational Safety and Health Convention.

"Pity not the disabled, but rather those with all of their senses who accomplish so little with all they have."

Joseph Wiedenmayer



AMTRONIX

THE CONCERNED PROFESSIONALS

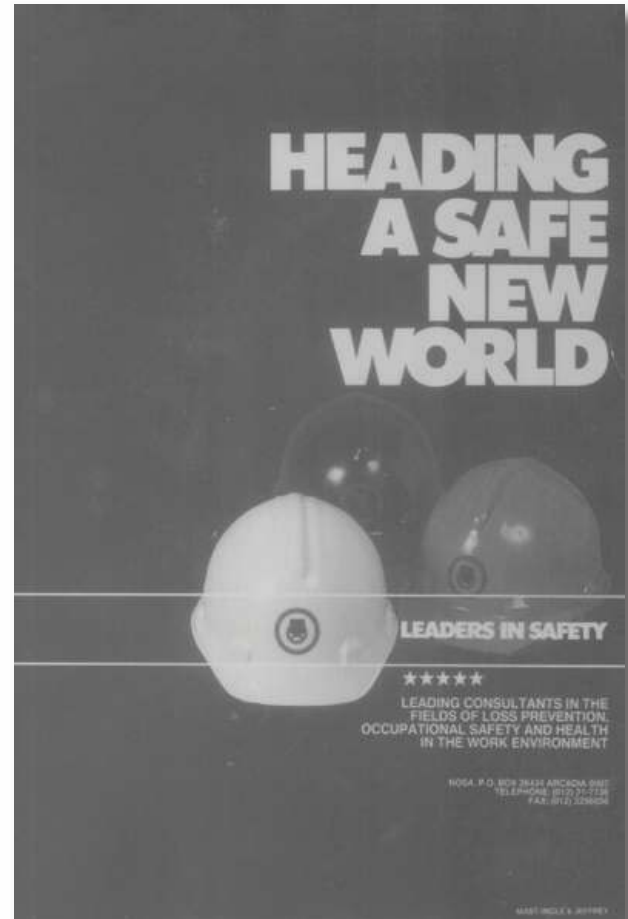


## That set me up.....

for my next appointment as General Manager Marketing for the National Occupational Safety Association (NOSA). They were making a transition out of being a Section 21 'non profit' Company to financial independence. The Government subsidy from the Compensation Fund was being withdrawn forcing NOSA to restructure.

The newly appointed CEO, Keith Anderson, had taken over from the legendary Bunny Mattuysen. He was an experienced businessman who was looking for a strong marketing person in the safety industry to support his new vision. Believe it or not we were so good together that we were instructed to slow down, as making a profit too quickly was contrary to the Section 21 Company rules.

We then set up an independent marketing company called Risk Control Services (RCS) which marketed and sold NOSA endorsed products. That was short lived as it appeared that this was not in line with NOSA's core business, that left me with only one option, to take it over privately.



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A SAFE  
NEW  
WORLD**

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MAST HOLLS & JEFFREY

As I said, Scott-Safe was founded by pure coincidence, there was no plan.

I was offered the opportunity to take RCS over privately with one condition, change the name. Being so well known in the safety industry it made sense to go with the two things that I was very well known for. Scott and Safety. So we became Scott-Safe, Occupational Health and Safety Specialists. With that our brand promise was introduced **'You're Safer With Us!'**.

We got started on the 1<sup>st</sup> of June 1992 and did extremely well until the competitions board was approached declaring that it was unfair that Scott-Safe had the exclusive rights to market and sell NOSA endorsed products. The endorsement was removed and we hit ground zero.

Back to the drawing board. I started consulting again as an Independent Practitioner. 1994 was the time that The Occupational Health and Safety Legislation changed to become much more onerous on business owners, CEO's, Executives and Management.

Gone was the old dictative system along with the ability for Executives and Management to hide behind the Corporation when summonsed to court for negligence. Democracy was here to stay and employers were now held personally accountable for their actions.

This is where I added our Mission Statement **'Meaningful Safety in a Democratic South Africa'**.



*Rodney Scott. Man at the marketing helm of Nosa. goes it alone.*



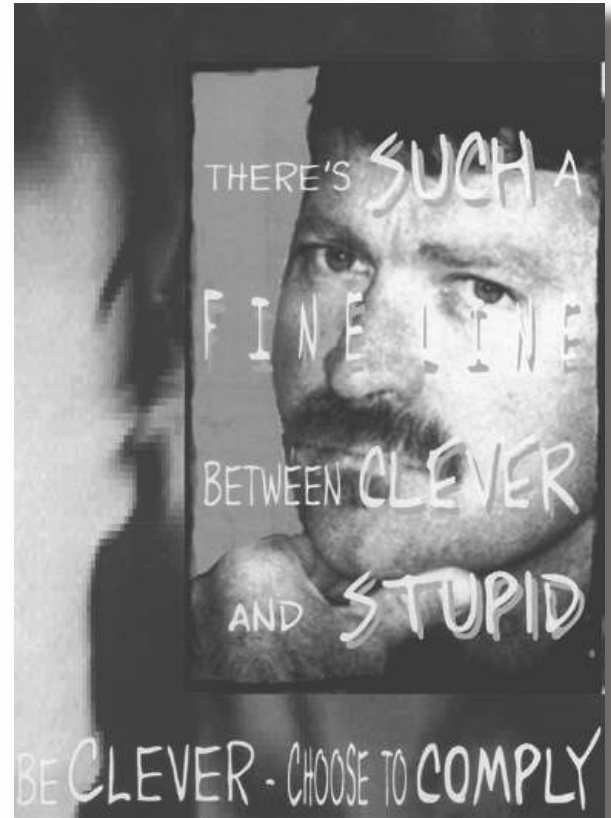
That's what I wanted our Company to be about,  
meaningful safety.

I'll never forget this moment in our history. I was sitting in the office of the then Head of IT for the Johannesburg City Council who asked me why no one had simplified the new legislation and put it into a structured, systematic, measurable format.

#### **Bingo, Benchmarking was the key!**

I spent two years developing our unique Occupational Health and Safety Legal Compliance Benchmark System, the first of its kind in South Africa, which has been the nucleus of our business ever since. A large part of this process came from when, as an expert on this legislation, I was seconded by the National Institute for Occupational Hygiene (NIOH) to research the history of safety legislation in South Africa and deliver a paper at their International Conference. They wanted the rest of the world to know why and how safety legislation was initiated and developed in our country. This research and presentation gave me an enormous advantage from a knowledge point of view and being identified as the 'go to' safety expert.

I capitalised on the Commercial Industry who up until the 1994 legislation change were totally excluded from workplace safety and suddenly became fully included in the compliance process with serious personal liability risks attached.





I offered free seminars nationwide informing Executives and Managers of their new line function responsibility with a solution.

Literally hundreds of Company Executives and Managers attended to find out about the serious risk of non compliance. During these seminars we would not only brief them on the legal liability risks but provide them with a solution, the "Benchmark Legal Compliance Process" approach.

Out of every seminar there were a number of Company's that signed me up as an outsourced service provider.

That strategy developed our client base and gave us the sustainability we have today.

We were the pioneers of introducing Occupational Health and Safety into the Commercial Industry.

We were also the first to ever conduct audits and inspections in the Property Management sector, that client, the Eskom Pension and Provident Fund, are still clients today.



**PROCEED  
AS IF  
SUCCESS IS  
INEVITABLE.**



The Commercial Industry has been and still is our niche market.

A major turning point in our business came about in 1999 when one of our clients, the Bidvest Group, approached me and offered to acquire our Company. The Bidvest Group had started an internal management support division called QMS, the intention was to provide management services 'in house' rather than to outsource. The division included educational training, labour, wages, catering, ISO Certification and Occupational Health and Safety. This transformed our Company from an informal 'out of a box' operation to a formally structured business. We achieved our first ISO 9000 Certification in 2000 and have maintained that standard ever since. Three years later the Bidvest Group went through an unbundling phase and didn't see the need for this 'in house' service any longer. I was offered a buy back option and jumped at it, alternatively I would be working in the Auditing Division of the Bidvest Group. Scott-Safe maintained the logo and the new brand was created.

## Welcome Scott Safe



*Keep going. everything comes to you at  
the righttime*



From then on our 'on site' service grew from strength to strength.

In 2002 I came across the need to provide an 'on line' service for our clients with multiple sites around the country, this was a challenge for them logistically and cost wise. Here I met up with another one of my long standing mentors, today a business associate and personal friend, Dr Nikolaus Eberl. Together we developed the first internet based on line Occupational Health and Safety legal compliance program called Comply Online. Initially the program was before it's time but now it's disrupting the industry, everything today is on line.



And here we are.

Leading Occupational Health and Safety Legal Compliance Agency in Southern Africa with over 2000 clients being serviced on site and on line nationwide. The key to our success, benchmarking, meaningful safety, staying focused on what we do best and maintaining strict business ethics with values.

Our values are still the same today

- **Honest**
- **Loyal**
- **Reliable**
- **Proud**
- **Diligent**

We offer a no nonsense systematic measurable approach to ensuring a “reasonable” level of compliance on site and on line.

**IT COMES DOWN  
TO ONE SIMPLE  
THING:**

**HOW BAD DO YOU  
WANT IT?**





*Nothing  
worth having  
comes easy*



It has taken a lot of sacrifices, hard work, effort, time, people and persistence. I can't recall all the people that have crossed our path along this journey, so many. Some great, some good, some bad. Whichever one you were you helped to make a difference, to all of you, thank you.





A business does not succeed because it is big or because it is long established but because it has people in it who live it sleep it dream it believe in it and make great future plans for it





There is only one boss. The customer. And he can fire everybody in the company from the chairman on down, simply by spending his money somewhere else.

# 2020 Covid-19 Pandemic



*You never know how strong you are...  
until being strong is the only choice you have.*





# 2021 Support Services Team



*None of us are as good as all of us.*

# 2021 Agent Members



# Giving Back to the Community

As part of our social responsibility we got the opportunity to be involved with a number of non-profit organisations. We were approached and selected as their preferred service providers and made the decision to support these organisations by providing the Occupational Health and Safety Legal Compliance Service free of charge. We are very honoured and proud to be associated.

*Make a positive difference daily. I know I will.*



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**LIFESAVING**  
**SOUTH AFRICA**



# Where We Are Today

The image shows a screenshot of the Scott-Safe website. At the top, there is a dark navigation bar with social media icons for Facebook and LinkedIn, the email address COMPLIANCE@SCOTTSAFE.CO.ZA, the phone number (+27) 11 675 1280, and a green button labeled 'FREE ASSESSMENT CHECKLIST'. Below this is a white navigation bar with links for Home, About Us, Services, FAQ's, and Contact Us, along with a search icon. The Scott-Safe logo, featuring a stylized 'S' and the text 'SCOTT-SAFE OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS Est 1992', is positioned on the right. A prominent green banner contains the text: 'SCOTT-SAFE IS REGISTERED AS AN ESSENTIAL SERVICE AND WE ARE CONDUCTING COVID-19 POST LOCKDOWN 'RETURN TO WORK' BID RISK ASSESSMENTS.' Below this banner are two buttons: 'REGISTER YOUR COMPANY ON NIOH FOR WEEKLY COVID-19 SUBMISSIONS' and 'FREE DOWNLOAD: COVID-19 POST LOCKDOWN 'RETURN TO WORK' POLICY STATEMENT'. The main content area has a background image of a modern glass building and features the text: 'Meaningful Safety in a Democratic South Africa' and 'You're Safer With Us!'. A paragraph follows: 'Scott-Safe is a National Occupational Health and Safety Compliance Agency. Established on 1 June 1992 Scott-Safe have become leaders in the OHS compliance industry.' At the bottom, there are five logos: NIOH (National Institute for Occupational Health and Safety), Saioosh, SACPCMP (South African Council for Occupational Health and Safety), B-BBEE Level 4, and SGS.

I was told once. "I want to be like you one  
day"

I said, are you prepared to do what I did to  
get here?