**A REPORT OF THE FIELD ATTACHMENT UNDERTAKEN AT FARMER’S CHOICE LIMITED FROM MAY 8 2023 TO AUGUST 8 2023 AND SUBMITTED TO THE SCHOOL OF HEALTH SCIENCES DEPARTMENT OF ENVIRONMENTAL AND OCCUPATIONAL HEALTH, KENYATTA UNIVERSITY.**

**KELVIN ODHIAMBO**

**REGISTRATION NUMBER: Q33/6103/2021**

**IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF DEGREE OF BACHELOR OF SCIENCE IN OCCUPATIONAL HEALTH AND SAFETY.**

**DECLARATION.**

I hereby declare that all information in this document has been obtained and presented in accordance with academic rules and ethical conduct. I also declare that, as required by these rules and conduct, I have fully written this report based on truth and cited all activities and duties that I undertook while on attachment. I therefore declare that this material is original.

NAME: **KELVIN ODHIAMBO**

REGISTRATION NUMBER: **Q33/6103/2021**

Signature…………………………… Date ………………………..

**DECLARATION BY THE UNIVERSITY SUPERVISOR**

This attachment report has been submitted with my approval as the university supervisor.

NAME: **DR. ISABELL KING’ORI**

Signature …………………… Date …………………...

**DECLARATION BY FIELD SUPERVISOR**

This attachment report has been submitted with my approval as the field supervisor.

Name: **Mr. NICHOLAS AMAKUMBI**

Signature ………………. Date …………...

**DEDICATION**

I would like to dedicate this report to my mother, Josphine Akeyo, to my siblings who selflessly support my university education, and to my teacher and great friend, Wekesa Juvenalis. Thank you very much to everyone who always hold my hand.

**ACKNOWLEDGMENTS**

In our struggle to express our deepest intentions and our thirst to find meaning in life, we eventually found solutions to certain paths and processes, albeit uncertain, whatever they may be. But we were always in the hands of good people who kept us alive.

That is why I thank Kenyatta University for activities like this field placement that opens our eyes and our collective minds to public health problems that can make life uncomfortable without proper supervision.

I would also like to thank Farmer's Choice Limited for giving me the opportunity to see the real world of work. All of the company's management, officers and employees have always had the sincere attitude that they are willing to provide whatever I need to achieve my ultimate goals and objectives as well as the mission of my educational institution (Kenyatta University). I hope that we will continue to be involved in people's lives and continue to be a company that is chosen by many people.

With determination, I would like to express my sincere gratitude to my manager, Mr. Nicholas Amakumbi. Not only was he a manager, but he was also a great mentor. I am so grateful to have been able to spend three fulfilling months with him and share with him.

I would also like to personally thank my university supervisor. Thanks Dr. Isabell Kingori for taking the time to evaluate me on site. I am greatly honored for your presence and leadership in carrying out our future missions and initiatives.

May all of us live to see the beauty of our vast universe.

Thank you.

**TABLE OF CONTENTS**

contents

ACKNOWLEDGEMENTS …………………………………………….

TABLE OF CONTENTS ……………………………………………….

ABSTRACT …………………………………………………………….

ABBREVIATIONS………………………………………………………

**INTRODUCTION……………………………………………………….**

**Host institution**

History …………………………………………………………………..

Objectives ……………………………………………………………….

Mission …………………………………………………………………...

Vision……………………………………………………………………..

**CHAPTER TWO ……………………………………………………….**

Work Experience ( routine, staff and your anticipation, community

participation, issues and problems encountered and their solutions)

**CHAPTER THREE …………………………………………………….**

**Evaluation of the host institution**

Objectives/Mission……………………………………………………….

Successes/Failures Host institutional activities

visa-a-visa objectives…………………………………………………….

Integration of the host institutional activities with

Occupational health programs……………………………………...

**CHAPTER FOUR ……………………………………………………..**

**Recommendations**

Suggest as to the best ways to achieve objectives/missions/goals of the organization………………………………………………………..

Identification of weakness and proposition as how

best to overcome them ……………………………………………

**REFERENCES**

**ABSTRACT**

The purpose of this report is to provide the details of attachment, a description of all the activities undertaken during the same, the lessons learnt and challenges during the attachment period. The essence of the attachment is to put all the theoretical work done in class by students into practical exercise. I was therefore attached at Farmer's Choice Limited for a period of three months. The major activities I carried out included Near miss reporting follow ups, monthly safety cross, routine inspections and monitoring, data tracking systems, development of inspection forms and conducting inspection using the developed forms.

**ABBREVIATIONS**

FCL: Farmer's Choice Limited

CM: Choice Meats

OHS: Occupational Health and Safety

PPE: Personal Protective Equipment

**CHAPTER ONE**

**1.0 INTRODUCTION**

The student attachment is a mandatory requirement which aims at exposing the trainee to real health situation. The attachment period is usually a maximum of twelve weeks. It is hopped that by doing so, the student will acquire professional experience and relevant skills. By identifying the problems, and working out their solutions the trainee will learn the decision making process that would be best to the issues of sustainable development.

This report is an outcome of a twelve week attachment I had at Farmer's Choice Limited located at Kahawa West off Kamiti Road.

**1.1 OBJECTIVES**

The overall goal of the field attachment is to expose trainees to actual Occupational health issues and problems in the field and their management. The following are the specific objectives that practicum should fulfill:

1. Expose the trainee to actual Occupational health related issues and problems.

2. Offer the trainee opportunity to acquire and apply skills that would enable him/her deal with Occupational health issues and problems.

3. Expose trainee to the process of Recognition, Evaluation, and control of identified hazards.

4. Expose the trainee to acquisition, synthesis, reporting and dissemination of data.

5. Offer the trainee the opportunity to learn the decision making process and develop skills in management

6. Expose the trainee to institutional mechanisms for resolving conflicts between development policies and health promotion.

7. Enable the trainee develop co-operative attitudes and team spirit.

8. Expose the trainee to networking process and information sharing.

**1.2 Kenyatta University mission statement**

To provide quality education and training, promote scholarship,service, innovation and creativity and inculcate moral values for sustainable individual and societal development.

**1.3 Benefit of Attachment**

The purpose of industry links is to provide students with hands-on practice of the theory taught. It also has the distinct advantage of linking universities with industry and increasing employment opportunities for students at universities. Thanks to this bond, I was able to build good relationships with my boss and colleagues. Thanks to that, I could interact confidently with people regardless of my position.

**CHAPTER 2**

**2.1 History Timeline.**

Farmer's Choice is a company with a rich history dating as back 1975 with several transformation from same year throughout 2010. The outline below shows the history timeline:

**1975**

The Block Hotel group established Kenya Meat Processors Ltd, a slaughter and processing facility with the sole purpose of supplying hotels with reliable pork products.

**1980**

Meat Processors LTD was renamed Farmer’s Choice Ltd. (FCL). Farmer’s Choice LTD then received an export license.

**1989**

Farmer’s Choice LTD was then acquired by the Lonrho group.

**2000**

Farmer’s Choice was acquired by Aga Khan owned IPS- Group having majority shareholding

**2010**

A Halal certified, state-of-the-art beef slaughterhouse subsidiary was commissioned and is trading separately under the brand ‘Choice Meats’.

**2.2 Early Stages**

Farmer's Choice was founded in 1980, with the central purpose of selling fresh and processed pork products to all income groups in Kenya. To this day, the core business of Farmer's Choice has been the production of fresh sausages, bacon. Ham and pork, though beef has become an important supplementary product.

In the mid 1980s, the company expanded into pig production, establishing a new butchery complex and slaughterhouse at Kahawa West just outside Nairobi. An essential feature of this development was total control from beginning to end of the production process. Central to the philosophy behind this new complex was that it should be built to international standards, satisfying hygiene and safety criteria laid down by the UN’s Food and Agricultural Organization, as well as EU. The company has recently gained ISO 22000 compliance.

Hand in hand with the creation of the Kahawa West plant went a major effort to educate local consumers as to the value of the sausage compared with conventional foods. Not only does a well prepared sausage contain a wide variety of vitamins and proteins esse’ to a healthy diet, but it also simple to cook. So successful has this campaign been that sausage has become an integral part of the Kenyan diet, found everywhere from the most exclusive international hotels to the humblest of grocery outlets.

Farmer's Choice was bought by Lonrho in March 1989. A second phase in the construction of the Kahawa West complex was then instigated, including the completion of a processing plant, again to FAO, WHO and EU standards. When the processing plant was finished, a licence was granted for and for export of the full range of fresh and processed pork produce to other parts of the world.

The company changed hands again in 2000 when the Aga Khan owed IPS group acquired majority share holding.

A Halal certified, state-of-the-art beef slaughterhouse subsidiary has been commissioned and is trading separately under the brand ‘Choice Meats.’

Today, the company is selling its produce to Uganda, Tanzania, Zanzibar, Ethopia, Muscat, Bahrain, Seychelles, South Sudan and the are now being established in West Africa.

Within Kenya itself, a substantial proportion of the local production is consumed by international tourists. Health inspectors from the British, Japanese and Us armies have also given the plant their seal of approval.

Clients of Farmer's Choice can thus rest assured that the meats they receive will be carefully and hygienically prepared in accordance with the highest international standards.

**2.3 Mission**

To be the most respected Branded Meat plants on the Continent specializing in a wide range of fresh and processed meats with the emphasis at all times being on Quality Assurance, Staff Morale and Customer satisfaction.

**2.4 Organizational structure.**

**CHAPTER 3**

**Work Experience**

Before joining Farmer's Choice, I had never worked in a professional environment with a well-structured management structure. But, of course, I have been in precarious employment several times just to survive. Those who were there before then engaged in various activities and established standards and laws by which we were to be governed.

Attending Farmers' Choice without work experience required a high level of vigilance from the start. It was never easy for me at first. Because even people who had done it before were reluctant to tell exactly how they did it. I think it was a new situation that I had to get used to along the way.

Robert Green says, “Ultimately, learning means adapting to each new situation, observing events with your own eyes, and often ignoring the advice that is constantly flying into your nose.”(XXX). The new I environment I wanted to start with also required pointing between his two paths, the one that moves the most or the one that moves the least, as Robert Frost wrote in Poetry (XXX). Believe me, I had to make a decision to get a good work experience. I will read it here. Let's get started.

**Orientation/Introduction**

My familiarization with the company lasted a full week, from May 8, 2023 to May 12, 2023.

I hate to say it was child's play, but it posed a challenge. Before the week was over, I visited all departments of the company, ranging from safety/firefighting briefings, hog sourcing, pork slaughter, bacon and slicing departments, and finally engineering, transportation and general maintenance departments.

**Routine**

After completing the onboarding, we started various activities to achieve a competitive retention period. These activities and tasks were performed daily, weekly or monthly.

**Daily activities**

After checking into the office each day, we were prepared to take a tour of the facility to make sure everything was in order, with no cleaning issues or leaks. By this I mean holistic, all areas of the company. North location, South location, and Choice meats.

The company is not such big, but I can tell you that it can be tiring because of the demand for labor. A more in-depth tour included a review of the environment, drainage systems, lagoons, incineration processes, septic tanks, waste disposal activities, and general cleaning activities.

**Weekly routine**

Conducted near-miss reporting training for various employees, emphasizing the importance of reporting near-misses and accidents within the facility. My job was therefore to follow up reported cases and ensure that corrective or preventive action was taken.

**Monthly routine**

There was also a safety cross.

Safety Cross is a visual data collection tool that helps identify areas for improvement.

Safety Cross is a cross-shaped calendar that allows you to record metrics and occurrences. My main job was to collect the recorded data monthly, enter it into the computer and make the necessary updates.

Moreover, I was obliged to help those assigned to that task receive training in how to properly carry out that task, and to provide them with the necessary writing materials.

**Common tasks and roles performed during attachment.**

We have a lot of work to do to ensure that we address and create a safe work environment.

Development of inspection forms such as fire inspection forms, energy, environment, occupational health and safety inspection forms. In addition to developing and implementing new forms, I also improved and revised existing forms.

I also visited the workers on duty and encouraged them not to circumvent the measures taken to protect their health and safety. Ensuring compliance with personal protective equipment (PPE) was also an important task.

When I was in the office, I was carefully doing all the work that was assigned to me, the tracking system work, and everything else.

3.**3 Most Interesting Experiences**

**Operating as a team.**

Being part of a group of other interns allowed us to work together to complete our assigned tasks effectively and efficiently. As a team player, I have always demonstrated leadership and have given my colleagues confidence in the future. Thanks to teamwork, I was able to learn things from my colleagues and executives that I didn't know before, which was beneficial to everyone. Completing various tasks required maximum collaboration and teamwork.

**Skills**

A skill is proficiency gained in carrying out specific tasks or acquired technical knowledge in doing work. The following are skills I gained and improved on during my attachment program;

**Communication skill**

My various communication skills helped me to be more positive and interact more with other colleagues in the organization. In the Communication Skills course unit lectures, I learned a lot about how to be diplomatic and positive and how to communicate with people, so the attachment was very helpful in improving these skills. This attachment gave me the opportunity to improve the communication process, especially the feedback stage, as I constantly had to provide feedback to my manager on the various tasks assigned to me.

**Typing skills**

This was one of the skills I was developing because when I write reports for inspections and various activities I have to type it into my copy. They helped me a lot because all the work was done at the highest level. It has increased my experience and improved my writing skills.

**Listening skills**

The opportunity to work for Farmer's Choice Limited has given me the opportunity to practice the communication skills I have learned. This greatly improved my ability to listen carefully and understand what was being conveyed. When I was shown around the factory, it was all verbal work, so I had to listen carefully to improve my listening skills.

**Interpersonal ability.**

During my time at the facility, I interacted with Farmers' Choice Limited staff and her support staff including customers, cleaners, drivers, and security guards. I learned how to deal with different social classes and was able to improve my interpersonal skills.

**Analytical ability.**

I developed analytical skills, including the ability to approach some tasks with a sharp touch, especially through analyzing various data collected from audits, inspections, and near-miss reports. I had to carefully analyze the data and make meaningful decisions.

**3.4 Relationship between university education programs and fields of work.**

The university's course unit, Fundamentals of Occupational Health and Safety, covers a variety of topics that affect health and safety in the work environment. This unit also teaches know-how on hazard identification, assessment, controls, and monitoring. During the attachment period. I have had the opportunity to apply these basic principles of occupational health and safety.

In the Health and Safety Risk Management course, I learned about risk assessment and was given guidelines on how to address identified risks. Various terms were also correlated during the risk assessment.

**Staff and my anticipation**

As expected, the staff at Farmer's Choice were decent, welcoming, and warm. It created a friendly atmosphere and I was able to get used to it quickly. Although they are numerous, they can easily be accepted and appreciated. I am very happy to be part of this staff for 3 months.

**3.6 Advantages of field attachment**

1. I was able to meet, work with and interact with prospective employers and other employees such as social workers and social workers.

2. Confronting the demands and challenges of the workplace. For example, providing timely feedback, reporting work early, communicating with different groups of people, and performing day-to-day activities.

3. The attachment program gave me confidence because I had to work on a variety of activities that required me to cater to different stakeholders at Farmers' Choice.

4. I gained new knowledge and hands-on experience in areas such as communication, employee roles, and interpersonal skills that will help me in the future.

5. I have had the opportunity to interact with different categories of people, employees, customers, collaborators, etc., who come from different backgrounds, different behaviors, and different geographies, and who are most likely to meet in a real-life situation.

**Issues and problems encountered**

I had mentioned before that I had zero experience working on a professional set up. At the begin of the attachment it was not easy for me. For example sometimes when wanting to get to talk some senior it was difficult, some could even look at you and dismiss you before getting want you want from him.

So many senior persons who have been there before, I would were hard nut to crack, because they still hold believes like “ this is how we have been doing it before.”

I also encountered people with domineering attitudes, sometimes I was tempt to push back. But I realized that in Occupational Health and Safety, I’m the one who needs such people more than they would want me.

**Solutions to encountered problems**

It was very important for me to have good communication skills. It was also important for me to interact with people at all levels, from senior managers to groundskeepers.

Leveraging the right interpersonal skills learned in the classroom was also key to creating a win-win relationship.

Again, for me it was important to create a sense of presence and warmth that would encourage you to reach out.

**Chapter 4**

**4.0 Evaluation of Host institution**

My three months at Farmer's Choice gave me the opportunity to interact, network and learn on many levels. It may be a shame not to openly review hosts. This chapter covers my assessment of the plan, orientation materials, orientation, my attachments, attachment strengths, weaknesses, and recommendations.

**4.1 Planning**

**Planning** is a management function that involves setting goals and determining courses of action to achieve those goals.

Consistent with occupational health and safety, Farmers' Choice aims to reduce work-related safety incidents. Their metric is to achieve zero fatalities by 2023. Therefore, the attachment program was clearly defined with clear and realistic goals.

So I had tasks that I had plenty of time for, and my field manager always said I had plenty of time to do them. I also liked that it had all the ingredients I needed and plenty of room to complete the task.

**4.2 Orientation Materials.**

From the first day of training, I was able to understand how the company works. I was able to see a floor plan of the facility, but I was not given a floor plan of the facility.

We weren't even given a staff handbook, but on a positive note, we had access to the extension's contact list. It also contained a list of staff members.

**4.3 Orientation**

From the first day of training I was given a formal tour of the facility, which was conducted in a very organized manner. But it was too narrow to fit in a large department. Likewise, I was expected to absorb a lot of information from many departments regarding procedures, routines and processes, and I am happy to adapt to the new environment so quickly.

The formal introduction of staff and volunteers was also very well organized.

I was able to touch on policies such as food safety policy, energy policy, and safety policy, but unfortunately I could not touch on policies related to sickness, vacation, annual leave, etc. However, the evaluation procedure needs to be improved.

**4. 4 The attachment**

I can honestly attest that I was actively involved in various jobs and activities during the attachment period. I received timely and excellent feedback regarding my performance. My manager was aware of my strengths and weaknesses and gave me the same amount of proactive support in working on them.

My work was always appreciated and it always made me feel better.

Farmer's Choice presented me with several professional challenges that required good thinking. Also, the oversight and directions were carefully done, which was very reassuring.

The attachment program has been achieved to a largely satisfactory level,

consistent with the core objectives and goals.

**4.5 Evaluation**

I went through regular assessments that were organized according to the pre-existing task I was working on, but not in a way that was as formal as one might imagine. Had a severance interview with encouragement from my field manager.

**4.6 Overall evaluation.**

The attachment at Farmers Choice has been a rewarding experience, and I'm a witness to that. During my short stay of three months, I did not sit in my office waiting for food to be served. Because I had multiple tasks to accomplish, including follow-up, data tracking, and persuasion, to meet the set goals of my institution and company.

It has also been a good platform and opportunity for me to make meaningful contributions that impact how health and safety issues are managed and addressed. There was certainly room for that as an intern, and I wasn't completely left out when it came to health and safety decision-making and negotiations. Concerns raised are always met with a satisfactory and timely response, and we are committed to addressing any issues that arise.

I strongly encourage interns and attache apply to this company to be a witness to the truth of my claims. However, this largely depends on the attitude of the intern or attache.

**4.7 Challenges / failures of the host**

**1. Bureaucratic tendencies**

An organizational challenge I encountered during the preparation of the attachment was the length of the reporting line, especially related to near-miss reporting and follow-up. This was done because managers and supervisors may not provide definitive feedback. This was a big setback for me. Because it sometimes interfered with my communication with my manager.

**2. Boredom**

Sometimes it felt boring, but sometimes it wasn't clear to my knowledge or underutilized to my high expectations and I had small tasks and no tasks to do.

**3. No data records**

The lack of records of employee training on the use and issuance of PPE in general maintenance, or the lack of ready availability when needed, prevented us from making appropriate recommendations, primarily related to health and safety. Bottom.

**4. Poor relations with some supervisor on board.**

Health and safety is primarily achieved through direct information from employees and employees. Some supervisors were initially reluctant to cooperate with follow-up investigations. For some it wasn't a safety issue, rather it wasn't their job. I have found that some bosses are very much in the "habit" of speaking up. I also struggled to effectively address some issues. Because some reminded me that if I was there with good faith, they were there long enough and they should be careful.

**5. Intolerance**

For follow-up tests, it was difficult to get some employees to cooperate simply because they were afraid of the unknown. However, some felt they would be discriminated against if they raised the issue, as it was an allegation they had never heard of in one way or another.

**6. Cold stress and lack of Personal Protective Equipment**

In fact, I was unable to attend the transport workshop due to the manager's strict adherence to his PPE guidelines.

For the same reason, I didn't have proper personal protective equipment when I was introduced to the factory.

**7. Limited knowledge on Health and Safety.**

A great many process owners seem to have a keen interest in health and safety issues. But what is clear from the interactions is that people need more when it comes to their health and safety.

**4.7 Integration of the host with activities with Occupational health program**

Farmers' Choice is a company with various certifications and international reputations, so it would be unkind for the company not to implement an occupational health and safety program.

Therefore, the company has integrated various elements of its occupational health and safety program. There is an action plant to prevent accidents and illnesses.

The company has a health and safety policy statement containing the principles and rules that guide its conduct. It is clear that top management is committed to ensuring that the latest policies, including necessary amendments, are implemented. This policy is clearly formulated and signed by the current management.

Individuals know what to do to ensure their health and safety. For example, most workers value the use of the PPE provided.

From an employer's perspective, it is clear that they want to ensure a safe and healthy workplace. They educate, educate and obtain the necessary licenses and certifications. They require their employees to wear PPE.

The Environmental Safety Department/Department provides advice on health and safety issues. Health and Safety Officers provide education and training on health and safety issues.

There is a health and safety committee that meets to discuss health and safety issues.

New recruits, employees, interns, and temporary workers undergo a formal initiation ceremony when they join the company. Adequate, if not enough, first aid kits, properly stored and clearly located

Emergency response, evacuation, and first aid are also provided.

**Chapter 5**

**Recommendations**