



IIHSM COMPANY PROFILE

YOUR NUMBER ONE SERVICE PROVIDER

W W W . I I H S M . C O . B W



ABOUT IIHSM

IIHSM is a BQA Accredited Institution, specializing in HRM, OHSM, Employee Wellness programs and Organizational development. The Company has two functional offices in Francistown and Gaborone. Over 1000 trainees from different industries annually graduate from the IIHSM Training Programs. We have the privilege to have undergone through the Tokafala Enterprise Development Program, A partnership of the Government of Botswana, Anglo American, DeBeers and Debswana.

Why Do It With IIHSM

WE DELIVER QUALITY



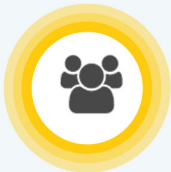
1. All our products and services are quality assured through the requirement of ISO 9001:2008 (Quality Management System)

ALWAYS ON TIME



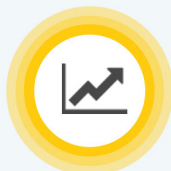
2. IIHSM has a track record of solving complex work-related problems.
3. IIHSM is BQA Accredited and a member of Business Botswana (BOCCIM)

WE ARE PASSIONATE



4. IIHSM have committed to use some of the proceeds from the sales for corporate social responsibility activities.

PROFESSIONAL SERVICES



5. Our employees are Specialists with vast experiences in their respective fields.

**YOUR
NUMBER ONE
SERVICE
PROVIDER**

IIHSM VISION

Making workplace learning valuable, affordable and a long solution to Economic Sustainability.

IIHSM MISSION

To deliver high quality education and training which enables and inspires individuals, employees and communities to develop their skills, unlock potential and realize their ambitions.

CORE VALUES (CARE)

We profile our clients and tailor-make our manuals to meet their specific needs. In addition we have a systematic follow up used to maintain a close relationship with our clients.

INTEGRITY

We are Registered with BQA and offers accredited courses. As IIHSM we openly share with our clients course outlines which comply with local legislation and other international standards before training.

PASSION

Our passion is to activate health and safety awareness and train more employees from different companies

KEYS TO SUCCESS

The keys to success for IIHSM(Proprietary) Limited includes.

- Desire for Excellence | Innovation
- Trust and confidence build-up
- Transparency | Teamwork

PARTNERSHIP



We have had the privilege to have undergone through the Tokafalo Enterprise Development programs, A partnership of the Government of Botswana, Anglo American, DeBeers and Debswana.

IIHSM have an Academic and exchange relationship with WUHAN University of Technology from China, one of the key institutions of higher learning under the direct administration of China Ministry of Education and one of the universities constructed in priority by the "State 211 Project" for Chinese higher education institutions .

We have partnered with Dekra Solutions from South Africa on some of the projects we did. Dekra Solutions is an international player in the area of providing safety and quality for people dealing with technology, The environment and mobility as well as one of the largest global players in the field of testing, inspection and certification (TIC)



BOTSWANA
Qualifications Authority



武漢理工大學



ELYON
UNIVERSITY



Products & Services



HRM Consultancy Services

IIHSM assist you in maintaining a harmonious and compliant workplace through a number of programs that are best practiced and relevant to current legislation.

- Workplace Communication and Consultation processes
- Negotiation, preparation and lodgement of Workplace Agreements
- Interpretation of Awards, Agreements (and/or other industrial agreements)
- Dispute procedures and resolution
- Workplace Relations Legislation (interpretation and advice)
- Employment and Contract issues

- Organisational Development Consultancy
- Capacity Building
- Training and Workshops
- Wellness Programs
- Health and Safety Consultancy
- ISO Standards Consultancy
- OHS Legal Compliance Audit

We can help you through:

- 01 Undertaking strategic planning and HR business planning.
- 02 Conducting reviews of organisational and business structure system, processes, capabilities and individual roles.
- 03 Facilitating change management and restructuring.
- 04 Working with teams to plan for the future and build their change capability.
- 05 Evaluating your HR capability including policies, systems and processes.
- 06 Developing and implementing competency based HRM systems.
- 07 Developing and facilitating implementation of HRM policies and procedures.
- 08 Designing and facilitating the development of value-based culture including team work and conflict management frameworks.
- 09 SHE audits.
- 10 Supplying documentation.

Our Training Courses

Safety Health & Environment (SHE)

1. ISO 45001 Occupational Health And Safety Management System Training
2. ISO 14001 Environmental Management Systems Training
3. ISO 27001 Integrated Systems Management Training
4. ISO 9001 Quality Management
5. Health And Safety In The Workplace
6. Incident & Accident Investigation
7. SHE Representatives Function
8. SHE for supervisors
9. Safe work at Heights technician training
10. Hazardous Chemical Substance Management
11. Hazardous Waste Management
12. Basic Fire safety
13. Veld Fire
14. Advanced Fire safety
15. Basic First Aid
16. Advanced First Aid
17. Safety of Lifting Equipment
18. Forklift Operator Training
19. Overhead Crane Operator Training
20. Truck Mounted Crane Operator Training
21. Defensive Driving
22. Tyre Management
23. Hazard Identification and Risk Assessment
24. Safe Stacking And Racking
25. Food Safety
26. Confined Space Entry
27. Ladder Safety
28. Safety Equipment Training
29. Electrical Safety
30. Infections Control - Managing Workplace Health Hazards
31. Principles Of Occupational Hygiene
32. Mine SHERQ Compact Legal Liability
33. Safety Permit To Work
34. Hot works Safety (Welding, Electrical Power Tools, Boiler)
35. Risk Management
36. Rigging

Soft Skills

1. Entrepreneurship Skills
2. Financial Management
3. Anti Money Laundering And Counter Financing Of Terrorism
4. Customer Care Services
5. Inventory Management
6. Leadership Skills
7. Team Building
8. Emotional Intelligence
9. Security Management
10. Risk Management

Security Management

- 01 Security Management level



Online COURSES

HAZARDOUS CHEMICAL SUBSTANCES

Hazard identification
Storage management
Spill management
Toxicological information

HEALTH AND SAFETY IN THE WORKPLACE

Accident prevention and reporting
PPE
Confined space
Working under heights

BASIC FIRE SAFETY

Fire Prevention & Control
Classes of fire & their extinguishing medium
Portable fire fighting equipment

HAZARDOUS WASTE MANAGEMENT

Legislation
Public health and ecological aspects
Hazardous waste management
Working with sewage waste
Solid (Non-Hazardous) waste management

SHE REPRESENTATIVE FUNCTION

Legislation
SHE workplace inspections
Introduction to SHE representation
Activities in the workplace

BASIC FIRST AID

Legal implications
Human body systems
CPR
Snake bites

WORKING AT HEIGHTS TECNICIAN TRAINING

Managing the risk of fall
Specific fall hazard control
Safety of mechanical access plant
Safe entry & exit-
of elevated platforms

Consultancy Services

- Organisational Development Consultancy
- Performance Management Services
- HIV & AIDS Training program
- Drug & Alcohol Abuse Management
- Wellness Programs & Promotions
- Health Risk Assessment
- Workplace Counselling Service

Risk Management

IIHSM equips organizations to identify and control the risks in their workplace, as well as assisting with the identification of preventative measures.

We provide the following services:

- Risk Assessments and Investigations
- Facilitate Risk Analysis
- Risk Mitigation and Control
- Oversee the Improvement of Risk Management Systems
- Compile and Maintain Legal Registers.
- Social and Environmental Sustainability Risk Assessment.

Waste Management Systems

1. Waste Collection
2. Debushing /Bush Clearing
3. Spill Management Services
4. Landfill Management Services



Waste Water Services

1. Desludging
2. Methane Control Services
3. Unblocking of Sewer Lines
4. Control of Odours
5. Training and Consultancy

Occupational Hygiene

Occupational Hygiene is defined as the multi-disciplinary science which involves the anticipation, identification, evaluation and control of hazards in and around the workplace which are detrimental to the health of workers.

Successes (2015 - 2024)

We completed a major project for all Water Utilities Corporation(WUC) Plants located in 19 Management Centres in Botswana, around 60 Treatment Plants, Water Supply stations, Chlorine Booster Stations and Treatment of Waste Water.

The project included the following:

- Measurement of Chlorine Gas exposure.
- Arial, personal and source sampling for Asbestos Dust Exposure.
- Sampling for welding & chemical fumes exposure for all the workshops and treatment plant.
- Measurements of Ventilation sources and air.
- Online Courses.

1. O2O HOLDINGS - PTY LTD
2. BOTSWANA AGRICULTURAL MARKETING BOARD
- 3.. BARLOWORLD EQUIPMENT
4. BCL
5. BELSERVEST
6. BH BOTSWANA (PTY) LTD
7. BIDVEST STEINER
8. BLUE SALTURN HOLDINGS
9. BOBONONG HOSPITAL
10. BOFEDILE TECH SERVICES
11. ELECTRICAL INSTALLATION
12. LAZENBY HOLDINGS
13. TRIDENT HOLDINGS
14. CONCOR BOTSWANA
15. LEGOLA MEDIA COMPANY
16. WHEELS PARTS ACCESSORIES
17. TSWANA PRIDE
18. NAMPAK LIQUID
19. WILDERNESS SAFARIS
20. DEBSWANA JWANENG MINE
21. MAKGARAPA
22. CLEAN ALL
23. TAURUS BATTERIES
24. CNA FRANCISTOWN
25. MODI-MODE
26. COLDLINE (PTY)LTD
27. TRYSOME Auto-Electrical (PTY) LTD
28. CLETEM ELLECTRICAL
29. XCCS
30. GAZA FREEZING POINT
31. HYPROP
32. REMOTE DRILLING SERVICES
33. LIFTOFF INVESTMENTS (PTY) LTD
34. LUCARA - KAROWE DIAMOND MINE
35. JOY GLOBAL TA KMC
36. K.S ENERSY
37. MULTI SPECIES ABATTOIR (BOTSWANA) LTD
38. SENN FOODS
39. KGAGA BELTING
40. ON-SITE MACHINING
41. MICRACK INVESTMENT
42. TRANSPORT HOLDINGS
43. COASTAL HIRE BOTSWANA
44. CROSSCORN
45. CUMMINS BOTSWANA (PTY) LTD
46. EPIROC BOTSWANA
47. FAIRDEAL SHOPFITTERS AND GENERAL CONSTRUCTION (PTY) LTD
48. FILTER SUPPLY BOTSWANA
49. 4HAMASHUA INVESTMENT (PTY)LTY
50. IMPERIAL LOGISTICS
51. JARCON OPEN CAST MINING
52. LOADNET (PTY) LTD
53. MIL-MIND (PTY) LTD
54. MURRAY & ROBERTS (BOTSWANA) LTD
55. PROJECT DKW (PTY) LTD
56. SHAMLANGA
57. TONGAAT HULETT
58. TRYSOME AUTO ELLECTRICAL BOTSWANA
59. EAGLE CONCEPTS (PTY) LTD T/A LAUNDRY EMPORIUM
60. DEBSWANA DIAMOND MINES-ODL
61. KOMATSU-ODL
62. SHELL OIL BOTSWANA
63. UNITRANS
64. WATER UTILITIES CORPORATION
65. AIR LIQUID-BOTSWANA
66. MASSCASH BOTSWANA (TRIDENT HOLDINGS)
67. MINOPEX BOTSWANA
67. ATLAS COPCO
68. CAMP MANAgEMENT SERVICES
69. MAJWE MINING JOINT VENTURE
70. SEFCASH
71. ALPHA DRILLING BOTSWANA
72. SOWA TOWNSHIP COUNCIL
73. FRANCISTOWN CITY COUNCIL
74. GEOSEARCH BOTSWANA
75. BOTSWANA MEAT COMMISSION(BMC)
76. ELECTRICAL INSTALLATIONS
77. KROMBERG & SCHUBERT
78. MULTI WASTE
79. IDEAL CHOICE
80. JUM CORP
72. FREEWORLD PLASCON BOTSWANA
73. SECURITY SYSTEMS
74. SECURITY SERVICES
75. BOTSWANA HOUSING CORPORATION
76. CULDESAC
77. FOURIE INVESTMENT
78. LEHERBO
79. KALCON
80. KGALAGADI BREWERIES LIMITED (KBL)
81. VEOLIA WATER SOLUTION & TECHNOLOGY
82. BOTSWANA POWER CORPORATION
83. TROPICANA
84. BOTSWANA BIBLE TRAINING
85. MINISTRY OF HEALTH (RAKOPS HOSPITAL)
86. MINISTRY OF LANDS AND HOUSING (SURVEYS & MAPPING FRANCISTOWN)
87. PIE TIME
88. DSR MECHANICAL
89. MURRAY & ROBERTS
90. BPOPF
91. HOLARIO
92. EARTH GROUP
93. WORLD GROUP OF COMPANIES
94. BMS
95. BUILDERS WORLD
96. ROYAL WHOLESALERS
97. WHEELS
98. MR FRIDGE
99. OTRACOM
100. WASTE CORP
101. DAISYLOO
102. DAISY-R SOLUTION
103. ONE-TIME
104. CHARLTON ELECTRICAL
105. HENDERSONS
106. ABLE ELECTRICAL
107. KWATO HOLDINGS
108. SLADEN BOTSWANA
109. PROJECT DKW
110. TECHNO-THERM EXPERTISE
111. ADVANCED FIRE SUPPRESSION
112. AMP CONTROL
113. CLOVER CHEMICAL INDUSTRIES
114. PE STEEL ENGINEERINGOKAVANGO WILDERNESS SAFARIS
115. GIA EDUCATION & TECHNOLOGY
116. BME
117. PETROLOGISTICS
118. SIGNET SERVICES
119. AGS MOVERS
120. TRANSPORT HOLDINGS
121. ENCYCLO INVESTMENT
122. PWC
123. NUTRIFEED BOTSWANA
124. PASCDEC AUTOMOTIVE TECHNOLOGIES
125. JOHN MCKENZIE SCHOOL
126. BOKOMO
126. BOLLORE LOGISTICS
127. P&C SERVICES
128. G4S SECURITY SERVICES
129. PETROLEUM EQUIPMENT DISTRIBUTORS (PED)
130. BOTHAKGA BURROW BOTSWANA
131. RIVOLIYER HOLDINGS
132. BATHO PELE PROJECTS
133. PRINCE INVESTMENT
134. 1DSV AIR & SEA (PTY) LTD
135. OKAVANGO DIAMOND COMPANY
136. P&C SERVICES
137. KNIGHT PRESOL
138. CAMUSAT
139. KOMATSU
140. RAMODISA PROJECTS
141. MICRACK INVESTMENTS
142. TLOU DRILLING
143. BPC
144. SEDGELENG SOLAR ENERGY
145. NORTEX
146. TRIDENT
147. FORCE

www.iihsm.co.bw



Social Responsibility

- FRANCISTOWN OPEN (LONG TENNIS) MAIN SPONSOR - SEPTEMBER 2013
- FRANCISTOWN JUNIOR OPEN (LONG TENNIS) - FEBRUARY 2022



Please call us for a free Quotation to enjoy a full package of our Training and Consultancy Services

FRANCISTOWN OFFICE

PLOT 24487, SEKEI STREET, GERALD ESTATE,
P O Box 301564 Francistown

Tel: +267 2415485
Fax: +267 2415917
Cell: +267 76969793

GABORONE OFFICE

Medical mews, Plot 50667, suite 3d
Fairgrounds office park, Gaborone
P O Box 301564 Francistown

Tel: +267 3957575
Fax: +267 2415917
Cell: +267 74448248

MEET OUR TEAM



IIHSM
FRANCISTOWN
OFFICE TEAM

IIHSM
GABORONE
OFFICE TEAM



FRANCISTOWN OFFICE

PLOT 24487, SEKEI STREET
GERALD ESTATE
P O Box 301564 Francistown

Tel: +267 2415485
Fax: +267 2415917
Cell: +267 76969793

GABORONE OFFICE

MEDICAL MEWS, PLOT 50667, SUITE 3D
FAIRGROUNDS OFFICE PARK, GABORONE
P O BOX 301564 FRANCISTOWN

Tel: +267 3957575
Fax: +267 2415917
Cell: +267 74448248



Email:
inquiries@iihsm.co.bw



Website:
www.iihsm.co.bw