

BRANCH: INSPECTION AND ENFORCEMENT SERVICES
CHIEF DIRECTORATE: OCCUPATIONAL HEALTH & SAFETY
DIRECTORATE: OCCUPATIONAL HEALTH & HYGIENE

REQUIRED PRECAUTIONARY MEASURES



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



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Legislative Requirements

- EMPLOYER
 - Section 8 (2) (d) of OHS Act
 - identify hazard at the workplace
 - establish precautionary measures to protect
 - provide means to apply precautionary measures
 - General Safety Regulations
 - regulation 2 supports the above Section of the OHS Act

Specific Regulations and Risk Assessments

OHS Act, Sec. 8 (2) (d)

RHBA 6

RHCS 5

NIHL Reg. 6

Ergonomics Reg. 6

Lead Reg. 6

Asbestos Reg. 7

Specific Regulations and Risk Assessments...5

- 6 Regulations require a risk assessment to be conducted by an employer for specific hazards in the workplace
 - biological agents
 - noise
 - ergonomics (physical, cognitive & organisational)
 - chemical agents

Specific Regulations and Risk Assessments...6

- The regulations also specify what factors should be taken into account when conducting a risk assessment
- Regulations for Hazardous Biological Agents 6 (3) -

(3) When making the assessment, the employer or self-employed person shall keep a record of the assessment and take into account matters such as—

- (a) the nature and dose of the HBA to which an employee may be exposed and the suspected route of exposure;
- (b) where the HBA might be present and in what physical form it is likely to be;
- (c) the nature of the work, process and any reasonable deterioration in, or failure of, any control measures;
- (d) what effects the HBA can have on an employee; and
- (e) the period of exposure.

Updating the Risk Assessments

- The regulations also specify when to review a risk assessment
 - such assessment is no longer valid;
 - control measures are no longer effective;
 - technological or scientific advances allow for more effective control methods;
 - there has been a change in—
 - the work methods;
 - the type of work carried out; or
 - the type of equipment used to control the exposure; and
 - an incident occurs or occupational disease is diagnosed.

Updating the Risk Assessments...2

- if COVID-19 has not been previously included in the existing risk assessment, then it is no longer valid and therefore needs to be updated
- take this opportunity to relook at other hazard which might have arisen as a result of the outbreak
 - new chemicals
 - stress, anxiety, depression
 - burnout/longer hours of work
 - manual handling and awkward postures
 - prolonged use of ppe

Results of Risk Assessment



Legislated Control Measures

- Occupational Health and Hygiene Regulations follow a similar format;
 - Information and Training
 - all regulations prescribe the minimum contents of information and training programmes
 - Constant supervision
 - Duties of those exposed
 - employees/visitors/contractors also have responsibilities
 - in line with Section 14 of OHS Act
 - Risk assessment/ assessment of exposure
 - Monitoring
 - quantitative assessment to determine exposure levels
 - Some hazards must be monitored by an OH AIA
 - Medical surveillance
 - baseline, periodic and exit for appropriate medical examinations and test
 - risk based

Legislated Control Measures...2

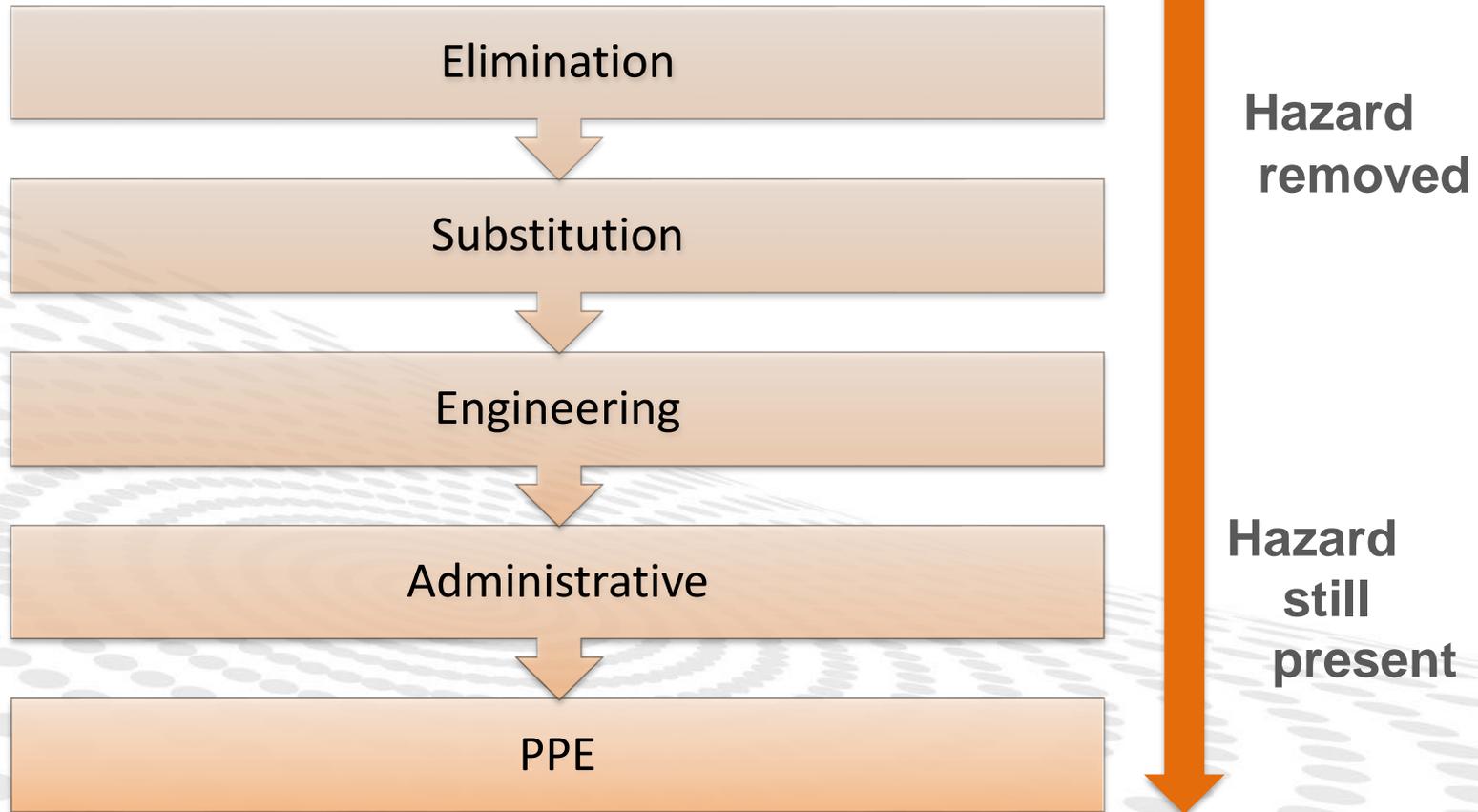
- Occupational Health and Hygiene Regulations follow a similar format;
 - Record keeping
 - What must be kept (risk assessment, monitoring reports, medical surveillance and training records)
 - for how long (30 – 40-years/period of employment for training)
 - Control of exposure
 - hierarchy of exposure
 - Personal protective equipment and facilities
 - refers to all ppe
 - capable of preventing exposure
 - correctly selected and fitted and properly used and stored
 - information and training provided
 - kept in good condition and efficient working order

Legislated Control Measures...3

- Occupational Health and Hygiene Regulations follow a similar format;
 - Maintenance of control measures, equipment and facilities
 - all control measures, equipment and facilities implemented and required by the Regulations must be maintained and in good working order
 - Some Regulations require special tests and examinations of engineering controls, by a OH AIA
 - Prohibitions
 - Using compressed air for cleaning any surface or person
 - eating, drinking, smoking or keeping of food, beverages

Control of Exposure

Hierarchy of Controls



- Employer should implement a combination of control measures

Control of Exposure...2

- Regulations require that the following control measures be implemented, where reasonably practicable;
 - limiting the quantity of the hazard
 - limiting the number of employees exposed to the hazard
 - limiting the period of exposure
 - substituting of a less hazardous hazard
 - process separation, automation or enclosure
 - local extraction ventilation
 - general ventilation
 - separation of different workplaces
 - access control to prevent unauthorised access
 - work procedures
 - safe handling, use and disposal
 - maintenance
 - cleaning

COVID-19 Outbreak

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DEPARTMENT OF EMPLOYMENT AND LABOUR

COVID-19 OCCUPATIONAL HEALTH AND SAFETY MEASURES IN WORKPLACES
COVID-19 (C19 OHS), 2020

COVID-19 Outbreak

- COVID-19 Occupational Health and Safety Measures in Workplaces
- additional measures to be implemented during the COVID-19 outbreak, by employers
 - administrative measures
 - social distancing
 - symptom screening
 - sanitisers, disinfecting and other measures
 - cloth masks
 - public access to the workplace
 - ventilation
 - other PPE

COVID-19 Outbreak

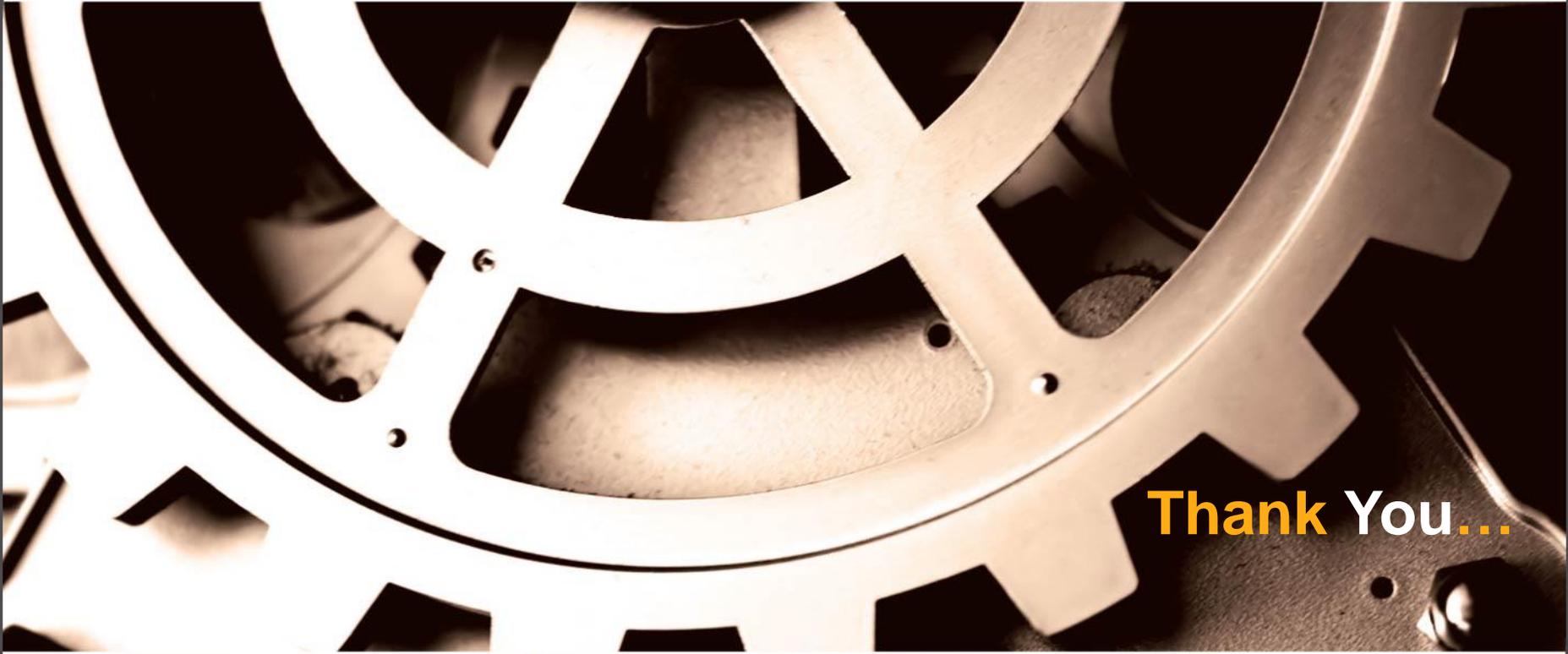
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Employees responsibilities

- Section 14 of the OHS Act imposes duties of employees in the workplace
 - Take reasonable care of their own H&S and of others who may be affected by their acts or omissions;
 - Co-operate with the employer to enable him/her to comply with the Act;
 - Carry out any lawful order, and obey the H&S rules; and
 - Report any unsafe situation to the employer or to the H&S rep.
- These duties are further supported by regulations;
 - RHBA 5;
 - RHCS 4;
 - Lead Regulation 5;
 - Asbestos Regulations 6;
 - NIHL Regulation 5; and
 - Ergonomics Regulation 4.

Conclusion

- Update existing risk assessments, not only for COVID-19, but also other hazards which might have been introduced
- Implement applicable control measures in order to reduce exposure and maintain them
- The effectiveness of control measures requires a collaboration between employers, unions and employees



Thank You...