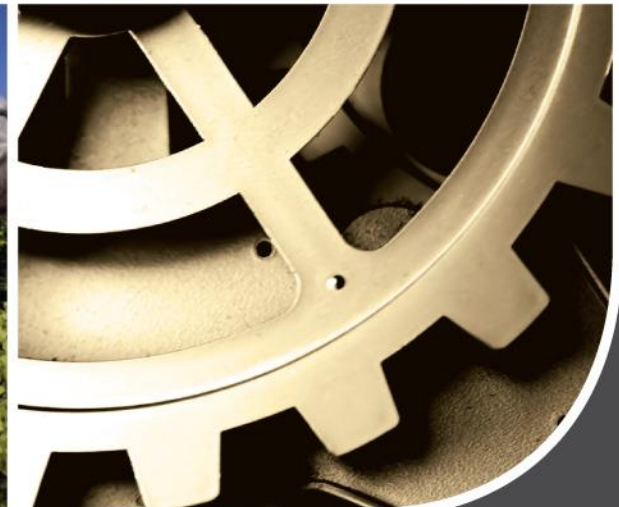


**BRANCH: INSPECTION AND ENFORCEMENT SERVICES**  
**CHIEF DIRECTORATE: OCCUPATIONAL HEALTH & SAFETY**  
**DIRECTORATE: OCCUPATIONAL HEALTH & HYGIENE**

**REQUIRED PRECAUTIONARY MEASURES**



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# CONTENTS

- Legislative requirements
- Specific regulations and risk assessment
- Updating the risk assessment
- Results of risk assessment
- Legislated controls measures
- Control of exposure
- COVID-19 outbreak
- Social dialogue during COVID-19
- Conclusion

# 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

# Legislative Requirements...2

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- COVID-19 Workplace preparedness guide
- Compensation for occupationally

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## Acts

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## Acts

- ✓  Name
- Basic Conditions of Employment
- Compensation for Occupational Injuries and Diseases
- Employment Equity
- Labour Relations
- [Occupational Health and Safety](#)
- Public Employment Services
- Skills Development Act
- UIF

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## Acts

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## Acts

<input checked="" type="checkbox"/>	<input type="checkbox"/>	Name
<input type="checkbox"/>		Amended Act - Occupational Health and Safety
<input type="checkbox"/>		Amended Act - Occupational Health and Safety
<input type="checkbox"/>		Occupational Health and Safety Act, 1993

# 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



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---

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---

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---

**Reports**

---

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---

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Home

About Us

Contacts

Online Services

Newsroom

Resource Centre

Tenders

Jobs



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## Regulations and Notices

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## Regulations and Notices

✓ Name

Notices

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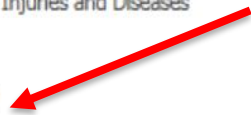
## Regulations and Notices

[Department of Labour](#) > [Documents](#) > [Regulations and Notices](#)

### Regulations and Notices

✓  Name

- Basic Conditions of Employment
- Compensation for Occupational Injuries and Diseases
- Employment Equity
- Occupational Health and Safety
- Skills Development Act
- Unemployment Insurance Fund



## 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 medical surveillance reveals an adverse health effect, where ergonomic risks are identified as a contributing factor.

## 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

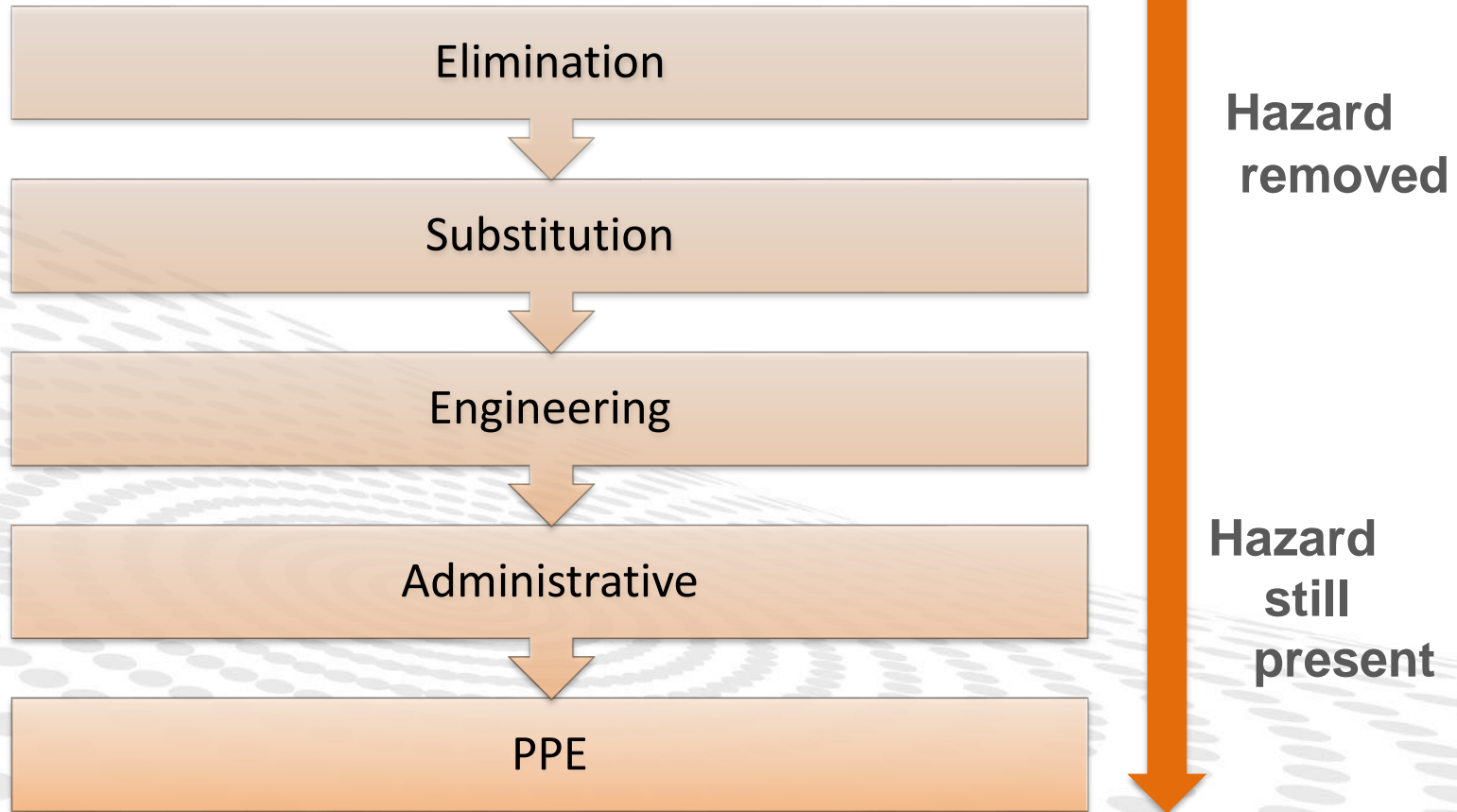
- Occupational Health and Hygiene Regulations follow a similar format;
  - Record keeping
    - What must be kept (risk assessment, monitoring reports, medical surveillance and training records)
    - for how long (30 – 40-years/period of employment for training)
  - Control of exposure
    - hierarchy 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

STAATSKOERANT, 29 APRIL 2020

No. 43257 3

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## GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

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DEPARTMENT OF LABOUR

NO. 479

29 APRIL 2020

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

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# Social Dialogue during the COVID-19 Outbreak

## Employers and their organisations

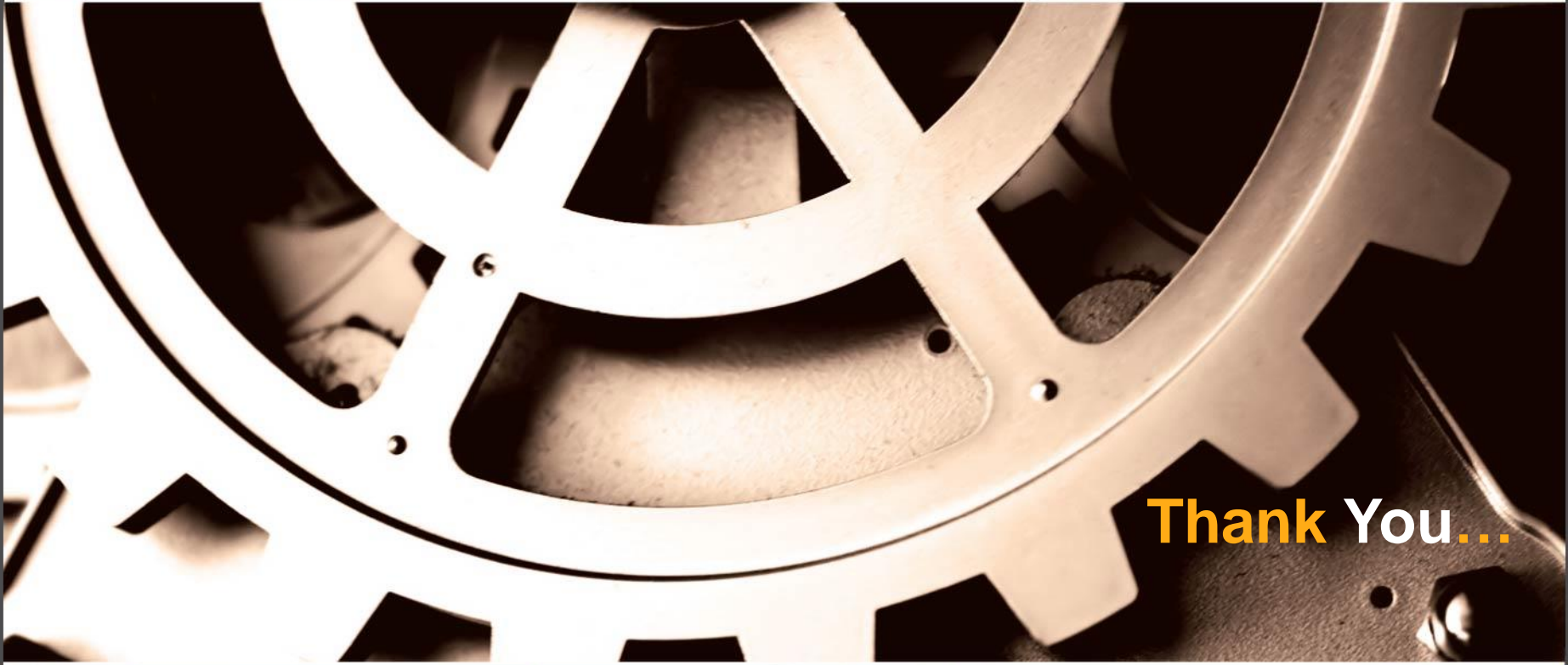
- Collaborate with government to shape policy measures that are conducive for business resilience and sustainability
- Observe advice/guidance provided by public authorities
- Communicate critical information to employees
- review or draw up a business continuity plan
- Identify and mitigate risks of contagion to workers
- Promote workplace hygiene

## Workers and their organisations

- Participate in decision-making and policy responses to epidemics
- Actively cooperate with employers in the implementation of the preventive and protective measures.
- Strictly follow the workplace hygiene practices and adopt a responsible behaviours

## 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...**