









# A basic approach to investigate COVID19 specific incidents in the workplace

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How will I know for sure if an employee contracted the Virus at work?

You will never know for sure, the decision will be based on probability.

### **Incident Investigations:**

- The mission: Fact finding, not fault finding
- The main purpose: To prevent a recurrence of the same or similar event.
- The reasons:
- ✓ To know and understand what happened
- ✓ To determine cause and effect
- ✓ Evaluate effectiveness of current controls
- ✓ To make and implement recommendations to prevent a similar incidents.
- Legal Requirements: OHS Act and two Directives from DoEL on COVID19

## For the purposed of reporting to The Compensation Commissioner, the following will be consider:

#### Exposure

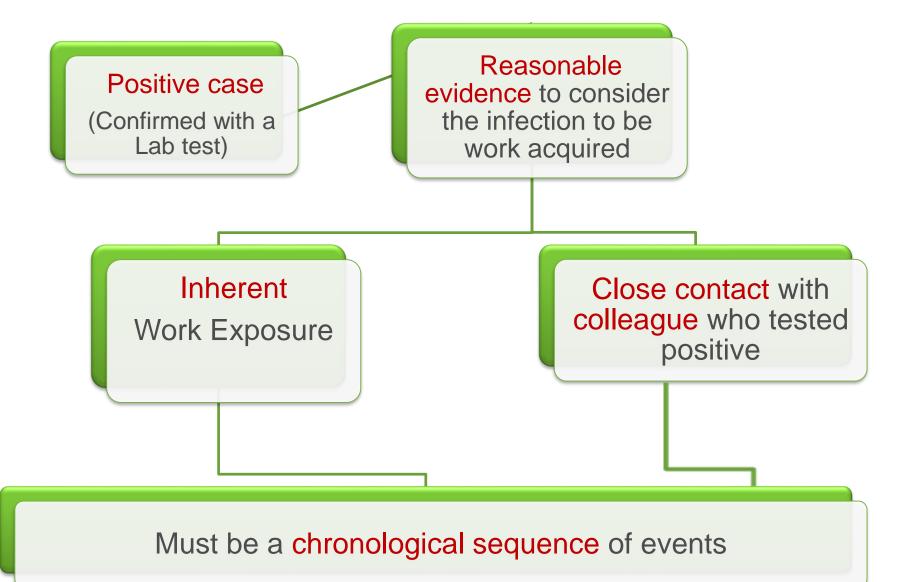
- Duration of Exposure
- Method of exposure
- Source of exposure

### Clinical History

- Date of contact with exposure
- Date of onset of symptoms
- Date of diagnosis

# Inherent Occupational Exposure

 Some occupations' core functions bring them into close contact with confirmed COVID19 cases or high volume of people with unknown statuses.



Positive case (Confirmed with a Lab test)

Inherent
Work Exposure

Is there a chrono

### Methods that could be used during investigation:

- Records: Job description, time sheets
- Interview employee and witnesses.
- Workplace inspection

#### Questions that could be asked:

	Is the Job a high risk exposure due to inherent work requirements?	<b>V</b>						
	Is all the workplace controls measures implemented and maintained?	<b>√</b>						
	Is there a safe work procedures? (E.g. Donning and doffing of PPE)							
	Were the safe work procedures followed?	<b>√</b>						
	Was sufficient and correct PPE available and used?	<b>√</b>						

Was there any specific incident during

work that placed the employee at a

higher risk of contracting COVID19?

### Methods that could be used during investigation:

- Records: Attendance registers, daily screenings, clinical history if onsite clinic, ventilation surveys.
- Interview employee and witnesses.
- Workplace inspections

#### Questions that could be asked:

History of current positive case: date of onset of symptoms, date tested, date of last contact and type of interaction with known positive colleague.



History of "known positive contact": date of onset of symptoms, date of test, last at work, interaction with current positive case.



Workplace inspection: Evaluate control measures and enforcement of controls.



Reasonable to consider k acquired?

Close contact with colleague who tested positive

ence of events?

### Is there a chronological sequence of events?

#### **Known facts:**

- One could be infectious two days before symptom onset; usually most infectious when symptoms start, and infectiousness usually lasts the first 7 days
- Incubation period 2-7 days (most common 5 days)
   Keeping the above in mind, the scenario below could be a possible work exposure from a colleague who tested positive and had close contact with each other.

	Calendar days																		
	2	3	4 M	5 T	6 W	7 T	8 F	9	10	11	12	13	14	15	16	17	18	19	20
			contact	Symptomatic		÷													
Case 1			Close co			Tested			Isol	atio	n								
O			ਹ	(Q)		F													
Case 2			Close contact					Symptomatic	Tested (+)										

### In conclusion:

- Remember: the Compensation Fund provides a "no fault" compensation for employees who contracted and IOD or Occupational Disease.
- Should not done for the purpose of reporting only
  The full proses of Incident investigation should be
  followed with COVID19 investigations From
  determining the root cause to implementing and
  evaluating corrective measures.
- Although COVID19 is in the public interest medical information specific to the employee should still be treated as confidential.

# Final Conclusion: Regarding reporting requirements

DoEL OHS COVID19
Directive

DoEL Directive for workplace acquired COIVD 19

Refer to OHS Act section 24 & 25

Refer to COID Act Section 65

Report to Chief inspector regarding Occupational Disease

Compensation for Occupational Disease

Email WCL 1 form to your regional Inspector

Could be done manually or online

### **Thank You!**

Enquiries: info@nioh.ac.za or 0800 21 21 75



COVID-19 Workplace Preparedness & Prevention HEALTHY, SAFE & SUSTAINABLE WORKPLACES

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