

SARS-CoV-2/COVID-19 and Occupational Health (OH)



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21 April 2022



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Overview



- Governance
- Activities
 - guidelines
 - advisory services
 - training
 - surveillance
 - vaccinations
- Recommendations

OHS Workstream - Governance



- In place since early April 2020
- Part of the Incident Management Team (IMT) – national Covid-19 response
- Inputs to NEDLAC, JSOC, NDOH / Tech NHC and NHC; work with NICD, MRC, WHO, ILO; AUDA-NEPAD
- OHS Committee – unions, private & public sectors, professional societies
- OHS Technical (academic OH depts, NIOH)
- Dealt with workplace interventions & vaccination programme for workers; multilateral agencies

Technical Guidelines



- PPE
- Hazard identification and risk exposures
- Quarantine sites / services
- Assessing workers with Covid-19 exposure
- Ventilation
- Disinfection
- Support to NEDLAC and the Dept of Employment and Labour on the directions wrt Covid-19

Training



- NIOH / WHC with online platform
- Development of training materials
- Funding from the HWSETA
- Website
- Reach to workplaces, trade unions and occupational health professionals

Surveillance



- Workplace surveillance
 - Notifications to NIOH (direction)
 - Link to Dept of Employment & Labour - UIF
- Monitoring of health care workers within NDOH (Persal)
- Reports?
- Compensable disease



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Special Studies / Reports



- NIOH audit of OHS / Covid-19 response
- Academic publications



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Covid-19 Vaccinations



- Rollout of vaccinations in workplaces
- Development of a database of workers in formal sector
- Targeted vaccinations by age bands, numbers of workers and sectors initially
- Health workers (J&J)
- Other workers (Pfizer)
- Mining and large manufacturing ~70% vaccinated
- Training, sensitisation and communication in workplaces
- Engagement via NEDLAC for workplace vaccinations

Province / NDOH update



Province / NDOH	Membership (management, unions, other)	Facilities / Districts	PPE monitoring & reports (whether OHS committee has oversight on PPE)	Reporting to national OHS workstream
Eastern Cape Ms Thiloshni Govender	OHS committee at province is functional; have monitoring visits	All Districts and most Hospitals have reported that they have appointed OHS committees	Some oversight	Good attendance
Free State Dr Willem Kruger	Provincial committee appointed	18 out of 37 facilities / districts (49%) with OHS committees; some union involvement	No oversight	Good attendance and updates at national meetings
Gauteng Dr Sipho Senabe; Ms Menyezwa Menze	OHS Committee appointed	37 hospitals with OHS Committees and functional	Some oversight	From Premier's office regularly
KwaZulu-Natal Ms Nonhlanhla Fihlehla; Mr Sibusiso Dlamini (no report)	Forum at HO level, internal unions and OHS; multi-stakeholder with pvt sector	OHS committees at facilities	Some oversight	Some attendance at national meetings
Limpopo Ms Irene Mothapo	Public health response team; has OHS team at provincial level	Has OHS committees in place in 5 districts, the EMS and hospitals	Has oversight	Some attendance at national meetings



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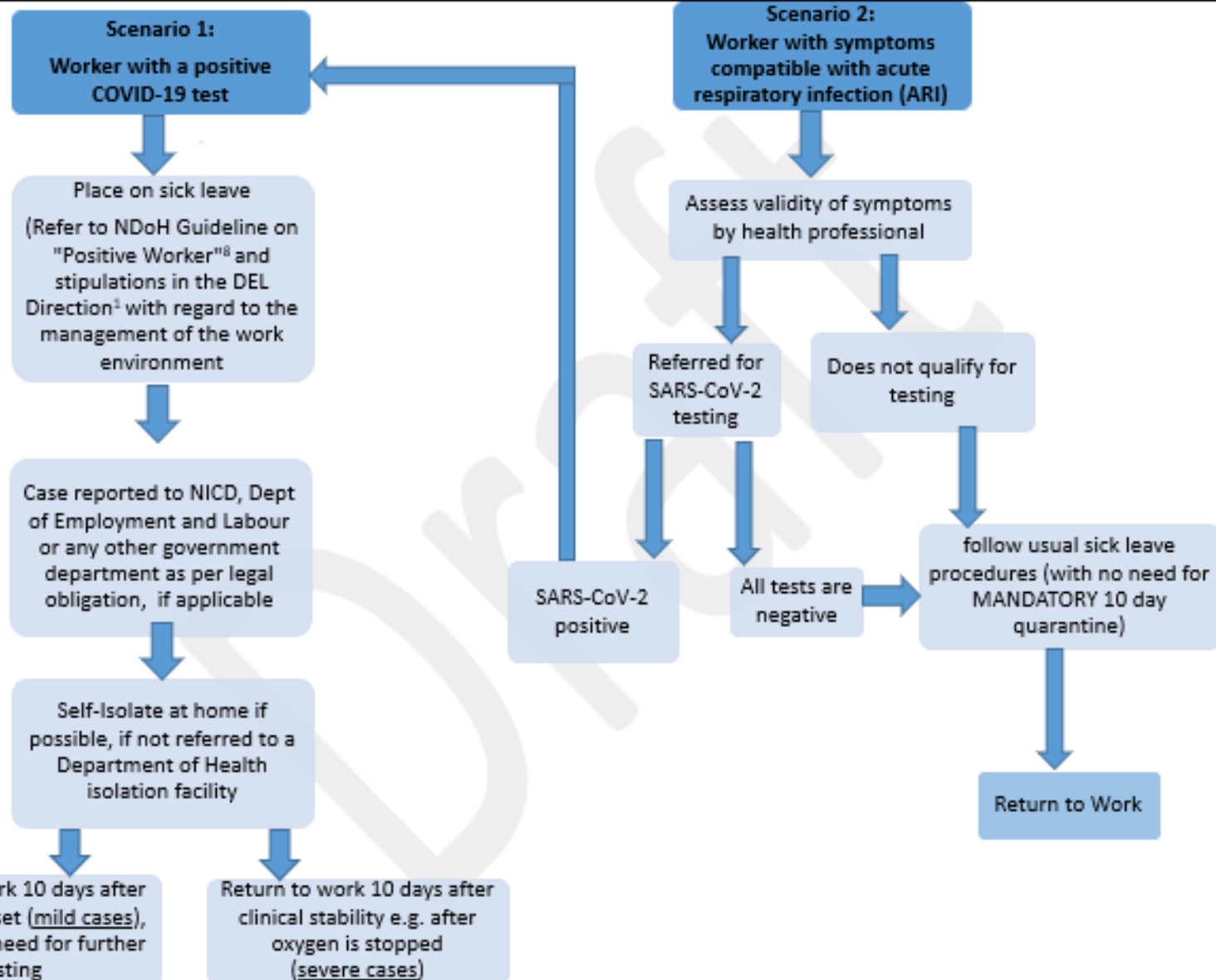
Province / NDOH update



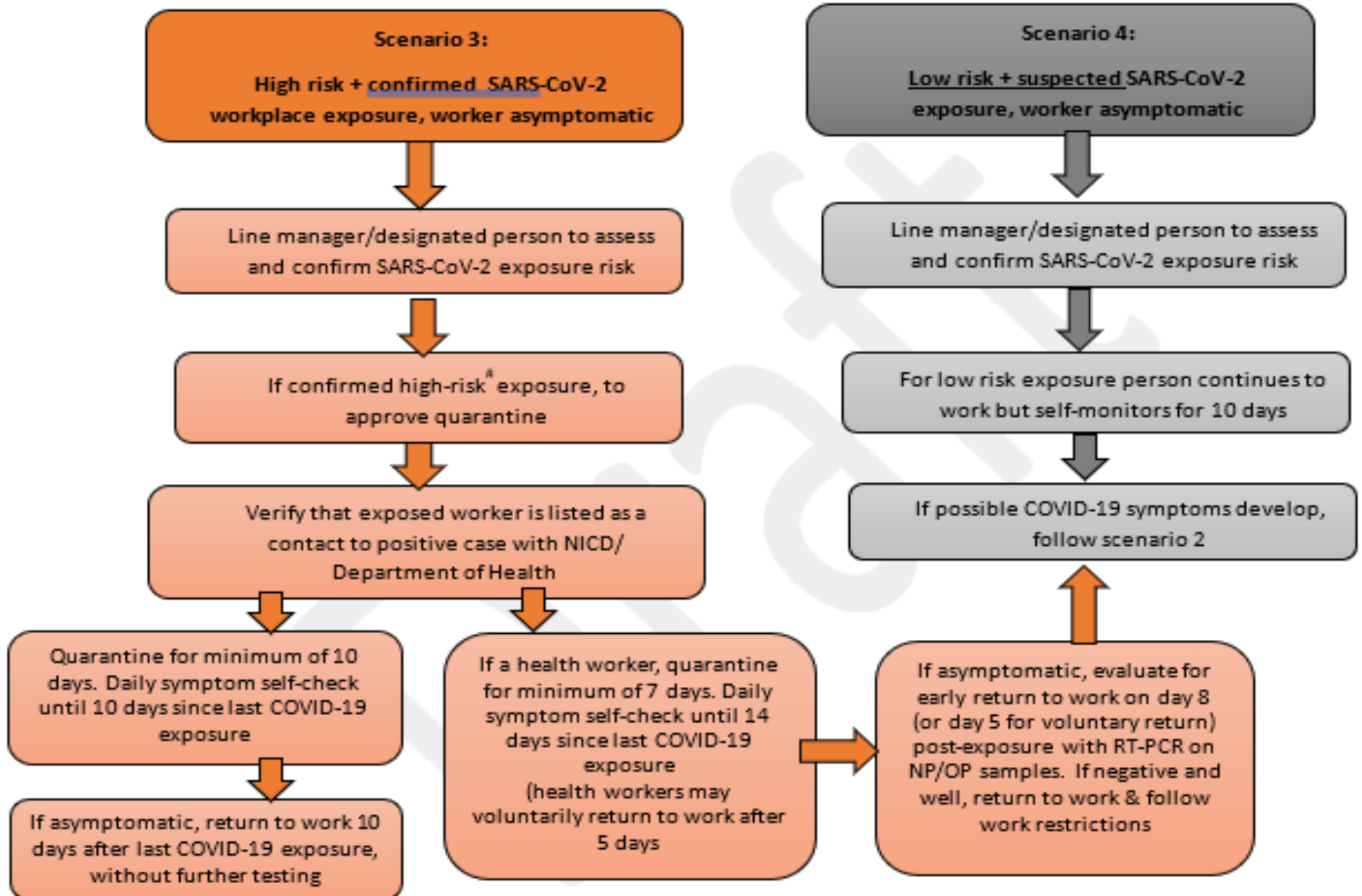
Province / NDOH	Membership (management, unions, other)	Facilities	PPE monitoring & reports (whether OHS committee has oversight on PPE)	Reporting to national OHS workstream
Mpumalanga Ms Patricia Moloji	Structures in place with unions	32 out of 36 facilities / district offices with OHS Committees (88%); links with unions; functioning OHS committees	Has oversight	Good attendance at national meetings
Northern Cape Mr Carl Jardine	OHS committee in place but lack of support of executive management	9 out of 22 facilities and district offices with OHS Committees (40%); little feedback to provincial coordinator; some involvement of unions	Minimal oversight	Good attendance at national meeting but weak support from executive management
North West Ms Connie Ratseane	Structures in place with unions	31 out of 35 facilities / district offices with OHS Committees (88%); links with unions; functioning OHS committees	Some oversight	Good attendance at national meetings
Western Cape Dr Itumeleng Ntatamala	Well-functioning OHS structures; links to provincial bargaining chamber with union involvement	OHS committees 117 out of 219 facilities and district offices (53%) with union involvement	Has oversight	Regular attendance at national meetings and updates
NDOH Dr Barry Kistnasamy	OHS committee in place with union involvement	OHS Committee at Civitas and decentralised facilities	Has oversight	Support of executive management



Assessing Covid -19 positive worker



Assessing Covid -19 contact



Decontamination of work-place



- Clean workplace where worker spent most time
- IPC guidelines (bleach solution)
- No need to deep clean or implement any other form of cleaning in areas that were unoccupied for more than 7 days
- Time to return to work depends on chemicals used for decontamination / cleaning – seek advice from service provider
- Do not do fogging



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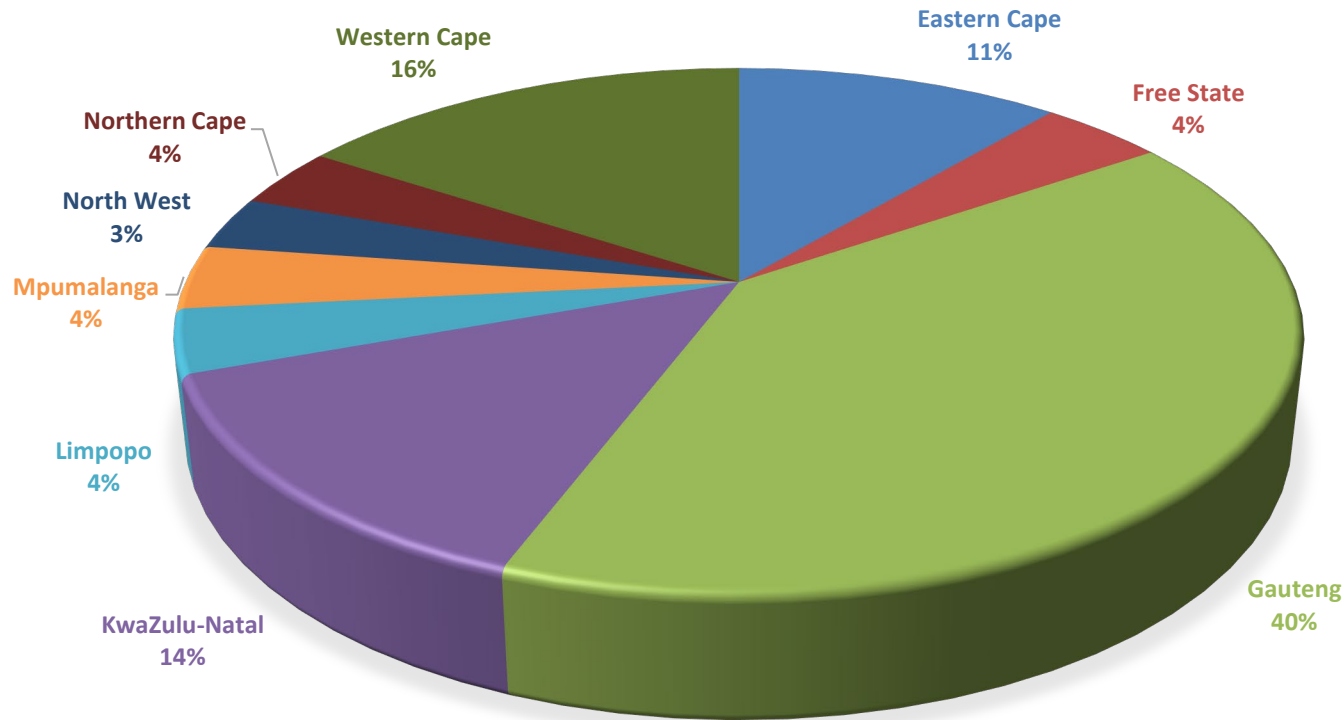
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Training Interventions (26 May – 11 Aug 2020) n = 31 044



PROVINCIAL DISTRIBUTION



Eastern Cape	Free State	Gauteng	KwaZulu-Natal	Limpopo	Mpumalanga	North West	Northern Cape	Western Cape	Total
3462	1330	12519	4247	1214	1218	1014	1144	4896	31044



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Surveillance System / Reporting



- Governance (OHS Workstream)
- Surveillance and reporting to National Institute for Occupational Health (NIOH) – agency of the NDOH
- Data required
 - Risk assessments
 - Vulnerable employees (age, co-morbidities)(anonymized)
 - Symptom screening (anonymized)
 - Testing (identified)
 - Positive workers (identified - recovered, dead, hospitalized)
 - Contact tracing (anonymized)
 - Cluster outbreaks (special investigation)
 - Reported to DEL - Chief Inspector / Compensation Commissioner
- Reports (anonymized) – company, sector, geographic area, occupation, demographic information)



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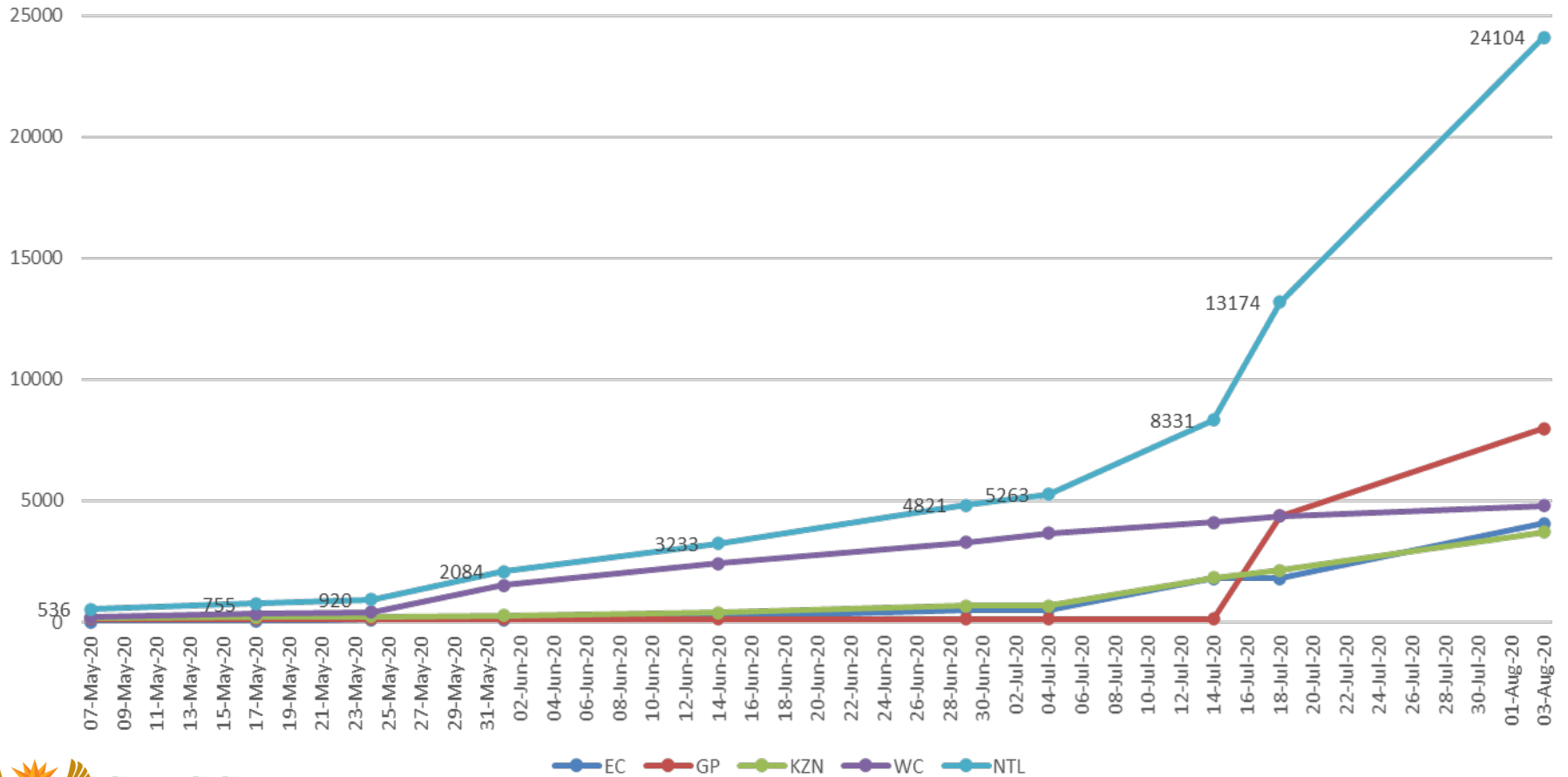
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HCW Infections (7 May – 31 July 2020)



HCW infections across SA as well as EC, GP, KZN and WC provinces (7 May – 31 July 2020)



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HCW Infections (4 August 2020)



- By 4 Aug, 27 360 HCWs were infected (public - 21 333 (78%) & private sector – 6027 (22%))
- 16 005 recovered (58%)
- 5% of all infections (global - 10%)
- Mortality 0.9% (240; 203 public & 37 private)
- Between 4 July and 31 July 2020 → 18,841 new HCW infections



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Provincial Breakdown – 4 Aug 2020



Province	Doctors	Nurses	Other Categories Combined	Mortality	Recoveries
Eastern Cape	182	2748	2234	85	3225
Free State	86	369	1350	21	784
Gauteng Province	483	4983	2702	43	4509
KwaZulu Natal	319	2257	1244	30	1376
Limpopo	47	302	248	0	464
Mpumalanga	64	392	309	3	329
Northern Cape	17	84	132	4	73
North West	109	654	1178	16	867
Western Cape	337	2354	2176	38	4378
Total	1644	14143	11573	240	16005



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OHS VACCINATION RATES FOR EMPLOYEES AND CONTRACTORS AS AT 26.11.2021

Sector	Company	Province	Target Population	Cumulative doses administered	First doses administered	Fully vaccinated	% Fully vaccinated
Informal Transport	Taxi Industry	Gauteng	24 000	16 783	11 909	4 874	20,31 %
Finance	Banking association	Gauteng	60 000	23 732*	13 929	10 037	16,73 %
Telecoms	Telesure	Gauteng	4 080	5 387	3 166	2 238	54,85 %
Telecoms	MTN	Gauteng	4 431	2 163*	1 329	960	21,67 %
Communication	Multichoice	Gauteng	5 200	4 535*	2 278	622	11,96 %
Automotive	Ford Silverton	Gauteng	7 200	11 311	6 352	4951	68,77 %
Automotive	Nissan	Gauteng	1 845	1 148*			
Automotive	Ford PE	Eastern Cape	5 000	1 654	974	666	13,32 %
Automotive	Mercedes Benz	Eastern Cape	5 794	4 357	2 646	1 860	38,10 %
Automotive	Volkswagen	Eastern Cape	4030	2 678	814	1864	46,25%
Retail	Mr Price	Kwa Zulu Natal	5 786	3 487			
SOE	Eskom	Gauteng	11 435	3 738			
SOE	Eskom	Mpumalanga	7 200	4 166	2 569	1 593	22,12 %
Manufacturing	Clothing Industry Bargaining Council	Western Cape	60 000	5 535*	3 062	2 444	4,07 %
Manufacturing	Distell	Gauteng	3 000	4 739	2 148	2 513	83,77 %
Manufacturing	Distell	Western Cape	4 000	5 226	2 444	2 782	69,55 %
Manufacturing	Sea Harvest	Western Cape	4 080	4 200	2 340	1 860	45,,58 %

Sites closed: Multichoice 29.10.2021

OHS VACCINATION RATES FOR EMPLOYEES AND CONTRACTORS AS AT 26.11.2021

Sector	Company	Province	Target Population	Cumulative doses administered	First doses administered	Fully vaccinated	% Fully vaccinated
Mining	Anglo American Corporate	Gauteng	1 098	1547	790	757	68,94 %
Mining	Goldfields	Gauteng	4 531	6 504*	3 759	2 745	71,84 %
Mining	Harmony Gold Mponeng	Gauteng	16 017	23 391	14 809	8 621	53,82 %
Mining	Impala Refineries	Gauteng	2 239	2 221	1 061	580	25,90 %
Mining	Sibanye	Gauteng	23 480	35 735	18 628	13 208	56,25 %
Mining	Harmony Gold	Free State	20 883	31 027	16 742	14 285	68,40 %
Mining	Sasol	Free State	6 000	4 614	2 599	2 015	33,58 %
Mining	Seriti New Vaal	Free State	2 963	1 913			
Mining	Sibanye Beatrix	Free State	8 882	13 039	6 076	4 036	45,44 %
Mining	Sasol ROAS	Mpumalanga	30 000	26 843	14 867	11179	37,26 %
Mining	Seriti	Mpumalanga	16 362	9 109	2 443	1 945	12,05 %
Mining	Thungela Resources	Mpumalanga	14 914	5 712	3 107	1 896	12,71 %
Mining	Assmang Black Rock	Northern Cape	6 551	4 349	1 722	2 686	41,00 %
Mining	Kumba Iron Ore	Northern Cape	18 126	19 028	8 000	11 028	60,84 %
Mining	South 32 Hotazel	Northern Cape	2 342	4 461	2 511	1 985	84,54 %
Mining	Vedanta (Black Mountain)	Northern Cape	2 801	2 462	1 628	842	30,06 %
Mining	De Beers	Western Cape	2 291	3 374	1 957	1 417	61,85 %
Mining	Kumba Iron Ore	Western Cape	158	307	172	135	85,44 %
Mining	Anglo Platinum Rustenburg WLDC	North West	7 538	6 133	3 531	2 602	34,52 %
Mining	Bakubung Platinum	North West	1 281	237*		93	
Mining	Bushveld Vametco	North West	813	153*		90	
Mining	Glencore Alloys	North West	6 278	9 348	5 586	3 762	59,92%

Recommendations



- Executive management support
- OHS part of management reporting (weekly) in provinces
- OHS team to ensure PPE oversight and reporting
- Work with DPSA, Employment & Labour, Mineral Resources & Energy, DPME; NEDLAC
- Provincial / District OHS structure with other depts, private sector, professional societies, academics
- Ensure trade union involvement at all levels
- Attendance and reporting at national OHS workstream
- Surveillance system for workers



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Recommendations



- Strengthening the OHS system (health system in particular; all workplaces in general)
- OHS services (prevention, promotion)
- Occupational hygiene (risk assessments)
- Rehabilitation (Long Covid)
- Compensation
- Training, information



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Thank You



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