



Introduction to



“OCCUPATIONAL HEALTH AND SAFETY COVID-19 WORKPLACE TRAINING AND AWARENESS PROGRAMME”

16 August 2022

Healthy, Safe, Happy & Sustainable Workplaces

PROMOTING DECENT WORK THROUGH CUTTING EDGE RESEARCH, SPECIALISED
SERVICES, **INFORMATION, TEACHING AND TRAINING**

Spo Kgalamono
NIOH Executive Director

THE COVID JOURNEY

Early 2020

We were ALL struggling



Legislation and Lockdowns

Work from home out of fear, without prior risk assessments

Economic hardships

SMMEs negatively affected – a call for workplaces to open



Pre - Covid

1

2

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OHS undervalued and not prioritized in many workplaces



Stability, rationalisation

Acceptance that Covid is here for longer than initially anticipated



Legislation revised

Compliance officers, OHSS

Equitable Access and coverage

POLICY, Public sector OHS

Future

Maintain systems, develop new ways of working

Background - Rationale for the training programme



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- One of the lessons learnt from the COVID-19 pandemic is that many workplaces and government were ill-prepared to deal with COVID-19
- Although some workplaces have been able to respond - for many there still remains challenges at all operational levels
- Nedlac together with the NIOH – roll out a training programme to address some gaps on ongoing need to manage COVID-19 in workplaces incl general aspects of OHS

Considerations

- COVID-19 is used as an entry point and should not necessarily be seen as the only focal point in the program
- Aim is to reach as many workplaces as possible, esp those without OHS support
- Training not geared to cover all aspects of OHS – focus on fundamentals
- NB to note: not possible to tailor and address specific issues that will satisfy each workplace but efforts will be made to cover majority of workplaces that do not have OHS support

Desired outcomes of the training program

- To encourage and promote a culture of health and safety in all places of work
- To assist employers with legal compliance in line with OSHAct
- Empower employers, managers, workers and worker representatives to apply occ health tools (risk assessments) to promote a healthy and safe workplace
- Reduce workplace transmission of COVID-19 and other infectious diseases through the introduction of appropriate control measures in workplaces
- In the long run, reduce workplace injuries and occupational diseases – safer workplaces

Training material

Focus of the content:

- Target topics and themes as identified through FAQs from workplaces
- Concentrate more on practical aspects but not forgetting theoretical concepts
- Content to be packaged in a format that can be easily distributed, accessed and used in workplaces
- Formats used - relevant and appropriate e.g. webinars, fact / infographic sheets and short videos - selected format being dependent on the topic, target audience and messaging that needs to be conveyed

The Curriculum

- A list of topics have been identified - COVID -19 issues will be looked at as examples to explain occ health principles
- NB to note: as time progresses, some subtopics may change to respond to legislative climate changes
- Not enough time to go through all topics here, so we have summarised the curriculum to demonstrate key focus areas:
 - 1. legal aspects looking into laws, policy;
 - 2. aspects involving assessing the workplace ;
 - 3. managing OHS specifics in the workplace

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| THEME | TOPIC | SUB-TOPIC | OUTPUT |
|------------------------------|--|--|------------------------|
| Regulation and Policy | COVID-19 Policy updates | 1. Code of practice | Webinar |
| | | 2. DoH circular | Fact sheet |
| | | 3. HBA regulations | Webinar / Short videos |
| | | 4. Regulations Surveillance and control of NMC (amendment) | Fact sheet |
| | Minimum OHS service for a workplace | | Webinar |
| | Employer and employee duties with regards to COVID-19 | 1. Remedy for non-compliant? (includes all role-players in the organization) | Webinar |
| | Employer and employee duties with regards to COVID-19 | 2. Role of the regulator in non-compliance | Short video |
| | Employer and employee duties with regards to COVID-19 | 3. COVID -19 management: Roles and responsibilities | Short video |
| | Compensation (DoEL - CF) | 3. Claiming from Compensation Fund | Short video |

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| THEME | TOPIC | SUB-TOPIC | OUTPUT |
|--|---|--|---------------------------------|
| <p>Assessing OHS in the workplace</p> | <p>Risk Assessment</p> | <p>How to do a risk assessment?</p> | <p>Short video</p> |
| | <p>Ventilation</p> | <p>Assessment and practical tips an how to address such?</p> | <p>Webinar & Fact sheet</p> |
| | <p>COVID-19 Control measures current practices</p> | <p>1. Social distancing 2. Ventilation (How to assess adequacy?) 3. Effective control measures in specific workplaces for COVID-19</p> | <p>Webinar</p> |
| | <p>Ergonomics risk assessment</p> | <p>Who is a competent person to conduct a ergonomics risk assessment?</p> | <p>Webinar</p> |
| | <p>What are workplace high risk procedures for transmitting COVID-19 and other relevant airborne infections?</p> | <p>1. Breathalysing for alcohol 2. Medical and dental procedures</p> | <p>Fact sheet</p> |

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| THEME | TOPIC | SUB-TOPIC | OUTPUT |
|--|--|--|--|
| Managing OHS specifics in the workplace | Vulnerable worker | Working from home, confidentiality and disclosure of medical info, return to work | Webinar / infographic |
| | Reporting of occupational diseases and injuries | Notifiable conditions, work-related conditions, | Fact sheet / Infographic / (Short Video) |
| | Long COVID | Update on long covid, worker assessments, medical incapacity / compensation | Factsheet/ Infographic |
| | COVID-19 leave | Sick leave, unpaid leave, special leave, work-related vs non-work related provisions | Short video |

NOTE

The list of topics is not exhaustive. Other topics not listed are available on request

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News > Economy

June 12 2022 10:34:00



ILO adds health and safety to workers' fundamental rights

A great opportunity to guide and support government, employers and employees to pay increased attention to occupational health and safety



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COVID-19 Occupational Health Outbreak Response Task Team members



COVID-19 Occupational Health Outbreak Response Task Team members – from left to right:

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