

## DEPARTMENT OF LABOUR

NO. 717

14 AUGUST 2015

## CORRECTION GOVERNMENT NOTICE

In ordinary government gazette no. 38707 of 24 April 2015 replace government notice no. 335 with the following:

**NOTICE OF DIRECTIVE IN TERMS OF SECTION 7 (1) OF THE OCCUPATIONAL HEALTH AND SAFETY ACT, 1993**

In terms of section 7 (1) of the Occupational Health and Safety Act, 1993 ( Act No. 85 of 1993), I, Tibor Szana, appointed as Chief Inspector under section 27 (1) of the said Act, hereby direct all employers in the Class XXI: Medical services, Animal hospitals etc., as per schedule below, of the classification of industries of the Compensation for Occupational Injuries and Diseases Act, 1993, to prepare a written policy concerning the protection of the health and safety of employees at work, including a description of the organization and the arrangements for carrying out and reviewing that policy within two (2) years from the date of the notice.

The policy should:

- Include a commitment from senior management to protect as far as reasonably practicable, its employees and persons other than its employees, from health and safety risks associated with its activities
- Be appropriate to the Occupational Health and Safety hazards and risks of the organisation's work activities as identified in the facility's Hazard Identification and Risk Assessment (HIRA). The HIRA should be detailed and include possible Hazardous Biological Agents (HBA) emanating from the facility's activities that employees/public might be exposed to at the facility. The HIRA should cover every aspect of the facility's process to ensure that all activities at the facility are covered. The HIRA should include the following information as a minimum for every HBA identified:
  - HBA potentially exposed to
  - Who's at risk of potential exposure and how will they be exposed
  - Control measures currently implemented to address exposure
  - Further control measures required to address exposure (Recommendations)
  - Risk rating for each HBA

- Include a commitment from senior management to comply with the minimum requirements of the relevant OHS legislation, codes of practice and guidelines
- Include a commitment from senior management to provide appropriate resources to implement the policy
- Provide a framework for measuring performance and ensuring continuous improvement by setting, auditing, and reviewing OHS objectives and targets
- Be documented, understood, implemented and maintained at all levels of the organisation
- Cover employee health and safety representation, health and safety committee meetings and worker participation
- Provide for employee cooperation and compliance with OHS rules and procedures
- Be made available to the community and all interested parties

The OHSAS 18001: Occupational Health and Safety Management Systems – Specification and OHSAS 18002: Occupational Health and Safety Management Systems – Guidelines for the implementation of OHSAS 18001, may be used as guidelines.



Chief Inspector

## SCHEDULE

### CLASS XXI

#### MEDICAL SERVICES, ANIMAL HOSPITALS, ETC.

2100: Dentistry; the business of medical practitioner, masseur or radiologist, including nursing and ambulance associations; chiropodists; the business of conducting electro medical institutes.

2110: The business of running hospitals; maternity or nursing homes; medical research laboratories; asylums, sanatoria; clinics; malaria health committees; the business of veterinary surgeon; dog breeder; bird fancier; domestic pet dealer; the business of conducting animal hospitals and homes.