



Preparing the Workplace for Coronavirus

17 March 2020

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Acknowledgement:
NIOH a division of the NHLS
NICD a division of the NHLS
WHO

Email: info@nioh.ac.za

Website: <http://www.nhls.ac.za>; <http://www.nioh.ac.za>; <http://www.nicd.ac.za>



**NATIONAL INSTITUTE FOR
OCCUPATIONAL HEALTH**

Division of the National Health Laboratory Service

Healthy, Safe and Sustainable Workplaces

**PROMOTING DECENT WORK THROUGH CUTTING EDGE
RESEARCH SERVICE DELIVERY AND TRAINING**



Improve and promote workers' health and safety



Catalyst for a mind set change towards greater prevention



Inform regulation, policy and standards



Public and private sectors of the economy



Formal and informal economies



HOW TO STAY INFORMED:

THIS SITUATION IS RAPIDLY EVOLVING

Please check for updates on the NHLS, NIOH, NICD and NDOH websites

www.nhls.ac.za

www.nioh.ac.za | www.nicd.ac.za | www.ndoh.gov.za

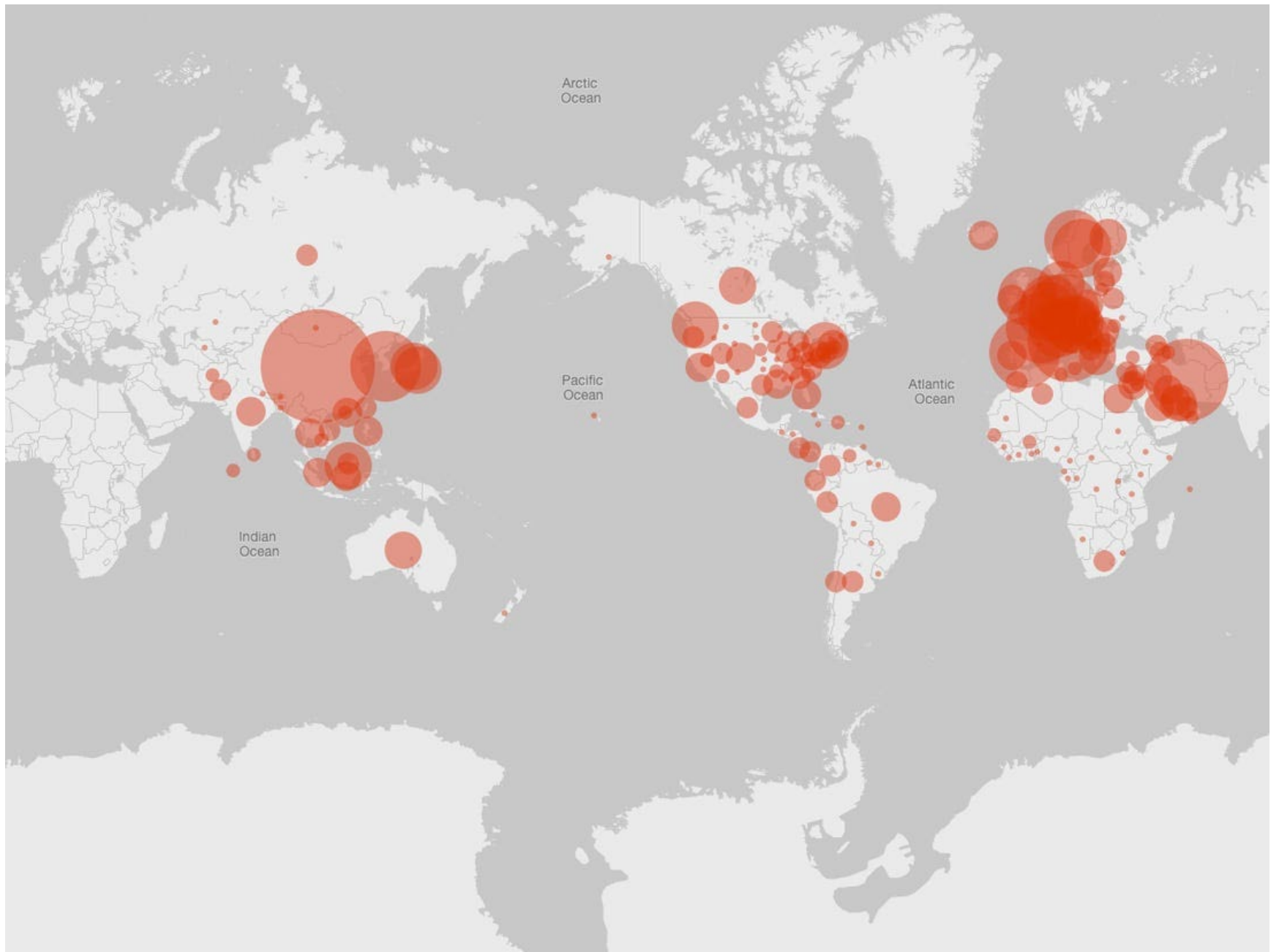
Latest updated information on the spread of COVID-19

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/situation-reports>

Advice and guidance

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

https://www.ilo.org/beijing/information-resources/public-information/WCMS_736744/lang--en/index.htm



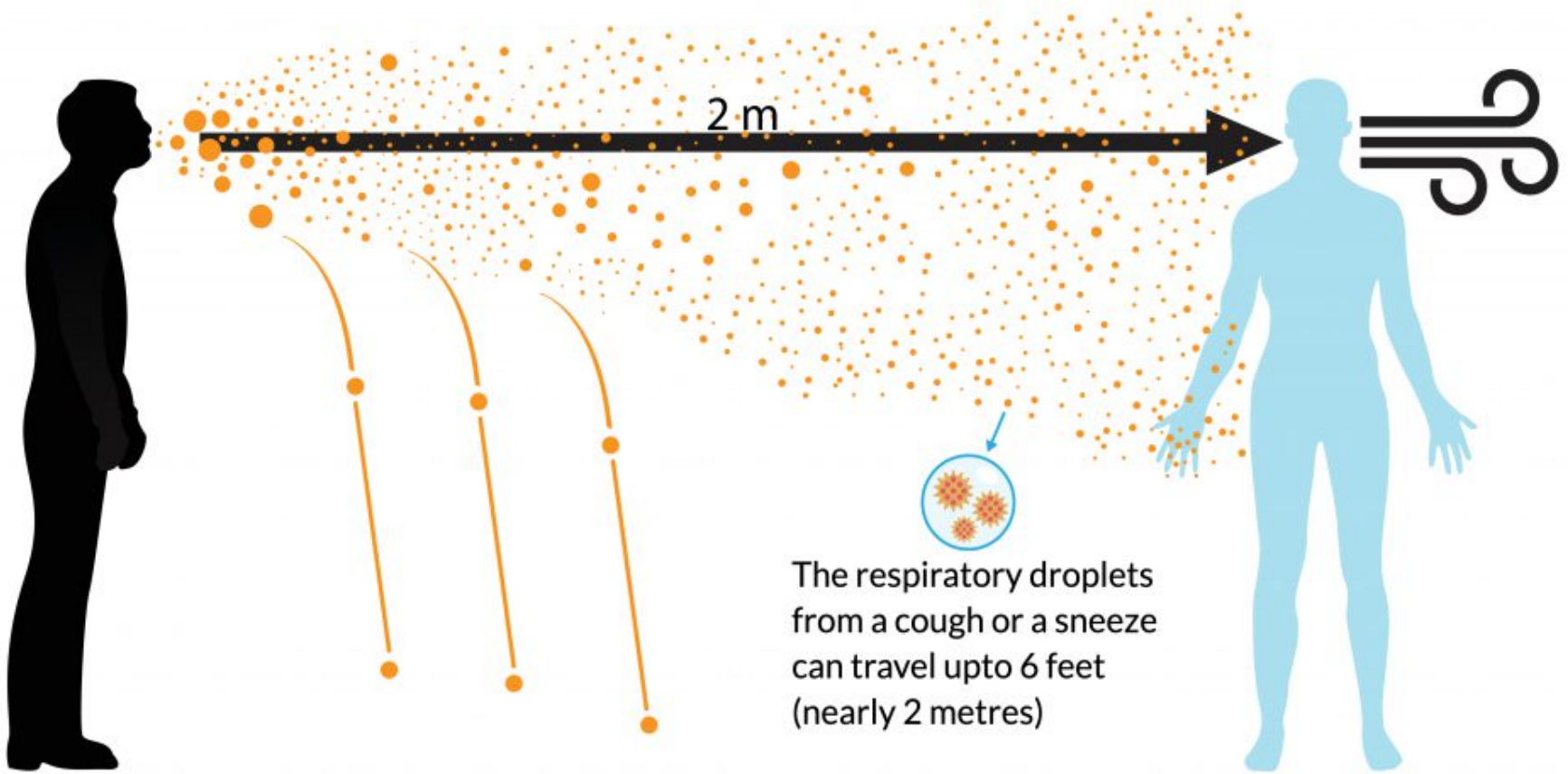
South African COVID-19 cases

- **5 March 2020, South African Minister of Health Dr. Zweli Mkhize** announced the country's first confirmed coronavirus (COVID-19) case
- 2nd case of COVID-19 was notified on 7 March 2020 in a fellow traveller to Italy, and
- 3rd case in the same group of travellers on 8 March 2020
- 4 new cases of COVID 19 by 09/03/2020: **7 confirmed cases**
- **16/03/2020: 62 cases**



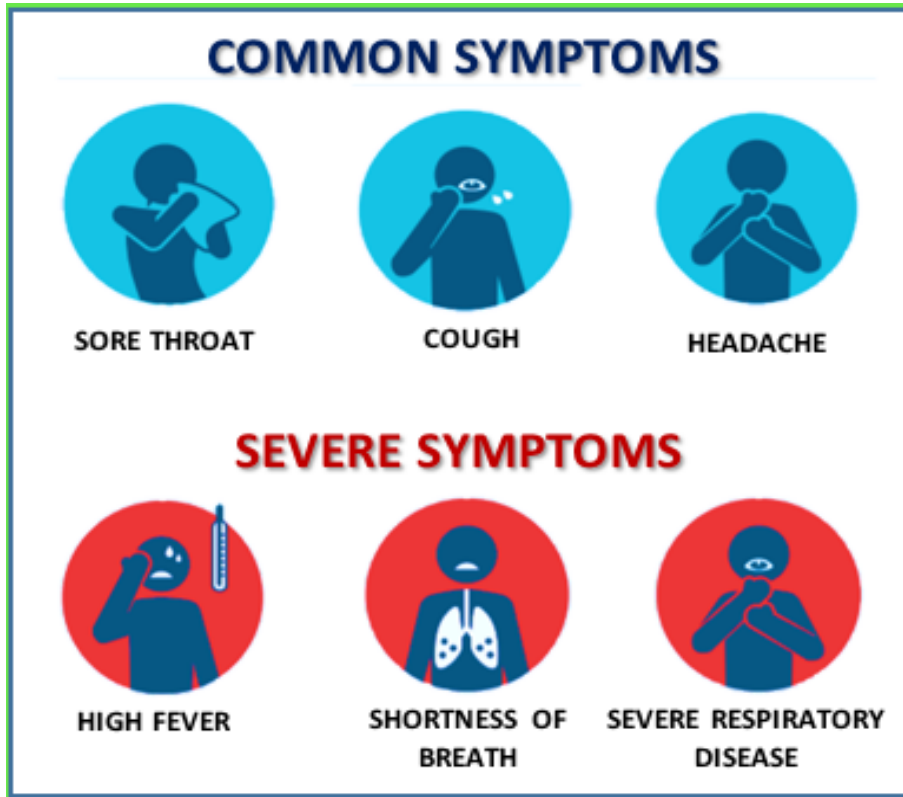
How it spreads

How does COVID-19 spread ?



Estimated incubation period is between 2-14 days

Clinical presentation and outcome

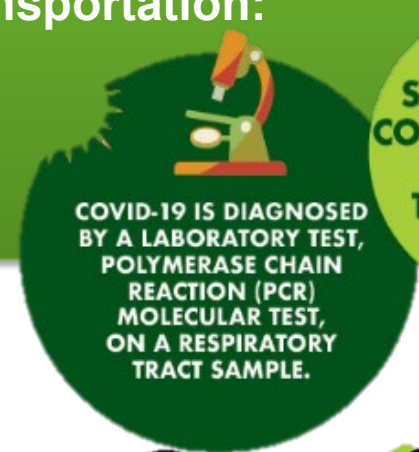


- 80% of persons have mild-moderate disease (common 'flu' or cold)
- 15% of cases require hospital admission
- 5 % of cases are become critically ill and require ICU of which 2% die
- Persons with underlying co-morbid illness esp pulmonary disease, elderly

HOW IS COVID-19 DIAGNOSED

Who should be tested?

- Currently, only Person Under Investigation (PUI).
- All cases to be discussed with NICD doctor on call before collecting samples
- Costs - free of charge for patients meeting the case definitions at NHLS/NICD
- For specific guidance on sample collection and transportation:
- PLEASE VISIT THE NICD WEBSITE
- <http://www.nicd.ac.za>
- TOLL-FREE NUMBER 0800 029 999



SAMPLES ARE COLLECTED FROM THE NOSE, THROAT OR CHEST.

The **test** will only be **positive** if a person has **active disease** (which may vary from very mild to severe)

• The test does not identify persons who are incubating the infection • A turn-around time of 48 hours after reaching the lab.

Asymptomatic persons are not tested

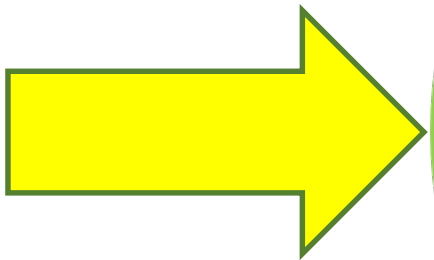
Testing is not done to determine exposure or give the 'all clear'



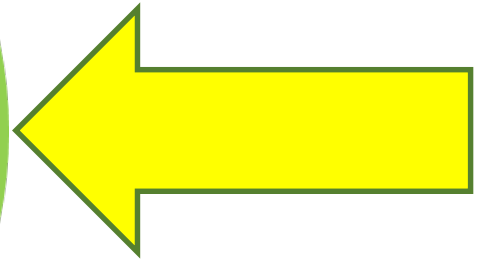


POTENTIAL SOURCES OF EXPOSURE IN THE WORKPLACE

**Community
acquired**



**Workplace
acquired**



Legislation

2 No. 14918

GOVERNMENT GAZETTE, 2 JULY 1993

Act No. 85, 1993

OCCUPATIONAL HEALTH AND SAFETY ACT, 1993

R. 1390

27 December 2001

ACT

To provide for the health and safety of persons at work and for the health and safety of persons in connection with the use of plant and machinery; the protection of persons other than persons at work against hazards to health and safety arising or in connection with the activities of persons at work; to establish an council for occupational health and safety; and to provide for matters connected therewith.

*(English text signed by the State President.)
(Assented to 23 June 1993.)*

DEPARTMENT OF LABOUR

NOTICE 191 OF 2019

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT NO.130 OF 1993), AS AMENDED

GOVERNMENT NOTICE
GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

OCCUPATIONAL HEALTH AND SAFETY ACT, 1993
REGULATIONS FOR HAZARDOUS BIOLOGICAL AGENTS

The Minister of Labour has under section 43 of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) on the recommendation of the Advisory Council for Occupational Health and Safety, made the regulations in the Schedule.

PUBLIC SERVICE REGULATIONS, 2016

TABLE OF CONTENTS



MINIMUM BUSINESS EXPECTATIONS

- Top Management commitment
- Collaboration with organised Labour
- Provide a safe and healthy workplace
 - Occupational health & safety policy
 - Risk Assessment & Risk Management Matrix
- Communicate
- Finance
- HR support
- Business continuity plan



OCCUPATIONAL HEALTH & SAFETY SYSTEM (Minimum recommendations)

- H&S Strategic Committee
- Functioning SHE / SHERQ Department
- H&S Policies & SOPs in place
- Workplace specific SOPs
- Human resources: H&S Reps, H&S Committees, Managers, SHE Managers and Officers, OH Nurses, OMP
- Service delivery:
 - Risk assessments (direct contact, droplets etc.)
 - Incident management programme (management reporting system)
 - Risk-based medical surveillance (exposed)
 - Programme of continuous improvement (audits, non-conformances, monitoring)
- OHS Training programme (tool box talks, presentations, etc.)



Possible support system

- Other labour laws (PSA, UIF and HR policies)
- Travel records
 - International and local
- Clear conditions of employment
- Leave records
 - Sick leave
 - IOD leave
 - Trends monitored
- Wellness & EAP



Risk & Consequence: Business & Corporate

RISK	CONSEQUENCE
Risk of unknown	Challenge to assessing the risk
Disruption of services	Impact on production & other services
Quarantine, absenteeism*	Decrease in services
Increases expenses	Economic loss
Access to equipment and maintenance (e.g. PPE, service contractors etc.)	Staff not adequately protected and equipment failure
Work-related disease	Increases burden of occupational injury & disease & negative perception of employer
Uncertainty for workers & Organised labour	Failure to collaborate and engaging in good faith

* School closure – some may have to take leave if no support systems



Risk & Consequence: Employees

RISK	CONSEQUENCE
Risk of exposure	Infection (acquired & transmit)
Financial risk	e.g. Loss of income, Medical aid, sick leave (exhausted), ?Loss of employment
No medical aid cover	Use of already overburdened public services & out of pocket payments
Asymptomatic workers	Transmissions to others / “well but worried”
Mental health	Psychological and psychiatric disorders
Return to work / disability	Rehabilitation and accommodation of employee / role of the compensation Fund



Mitigation of risk:

- Business should take the lead on occupational health and public health response
- WHO has explicit recommendations, which NIOH and NICD promote:
 1. Clean and hygienic workplaces
 2. Handwashing / sanitizing
 3. Respiratory hygiene
 4. Educate and create awareness
 5. Travel considerations
 6. Flu vaccines
 7. Provide personal protective equipment
 8. Policy review

Presidential Pronouncement

ACKNOWLEDGEMENT

- NIOH
- NICD
- NHLS Management
- National Department of Health

For more information

Enquiries : info@nioh.ac.za or
0800111132

For more information contact NICD: 080 002 9999

www.nicd.ac.za or www.nioh.ac.za

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All data and statistics referred to were applicable on the date of publication.



Thank you