17 March 2020

Dr Muzimkhulu Zungu

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
Healthy, Safe and Sustainable Workplaces

PROMOTING DECENT WORK THROUGH CUTTING EDGE RESEARCH SERVICE DELIVERY AND TRAINING

SPECIALISED SERVICES

TEACHING & TRAINING

KNOWLEDGE GENERATION

OCUPATIONAL HEALTH

OUTBREAK RESPONSE

ADVISORY SERVICES

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
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

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](http://www.nicd.ac.za)
  - TOLL-FREE NUMBER 0800 029 999

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
Legislation

GOVERNMENT NOTICE
GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

OCCUPATIONAL HEALTH AND SAFETY ACT, 1993

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 from or in connection with the activities of persons at work; to establish a council for occupational health and safety; and to provide for matters connected therewith.

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

PUBLIC SERVICE REGULATIONS, 2016

TABLE OF CONTENTS

DEPARTMENTAL
NOTICE 191 OF 2019

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

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

* School closure – some may have to take leave if no support systems
## Risk & Consequence: Employees

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

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