

CHIEF DIRECTORATE: OCCUPATIONAL HEALTH & SAFETY

Conducting an exposure risk assessment

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



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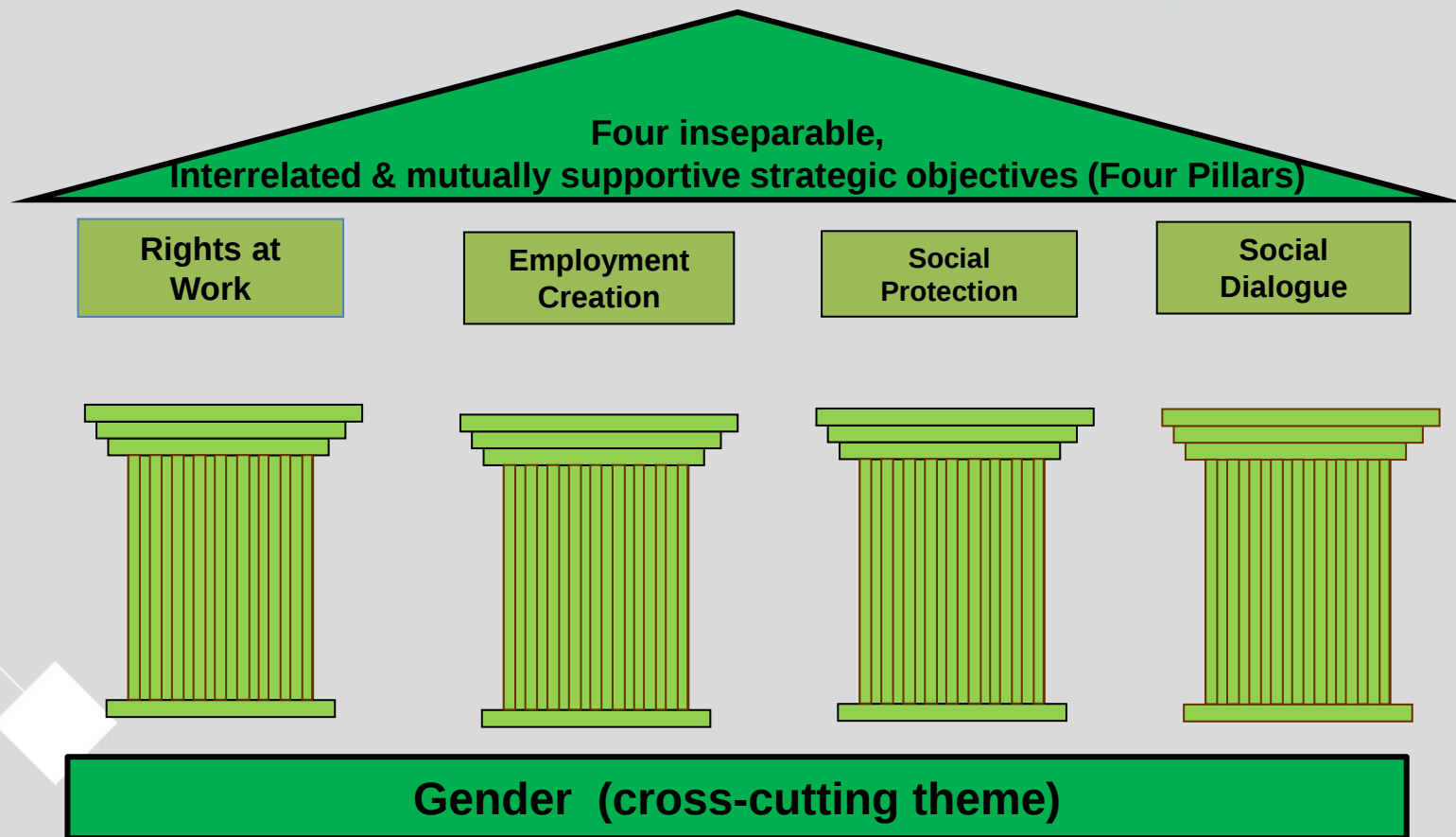
INTRODUCTION



- Safe and healthy working environments –
 - ✓ Fundamental principle and right at work
 - ✓ Essential requirement for sustainable and inclusive economic growth, full and productive employment and **decent work** for all.

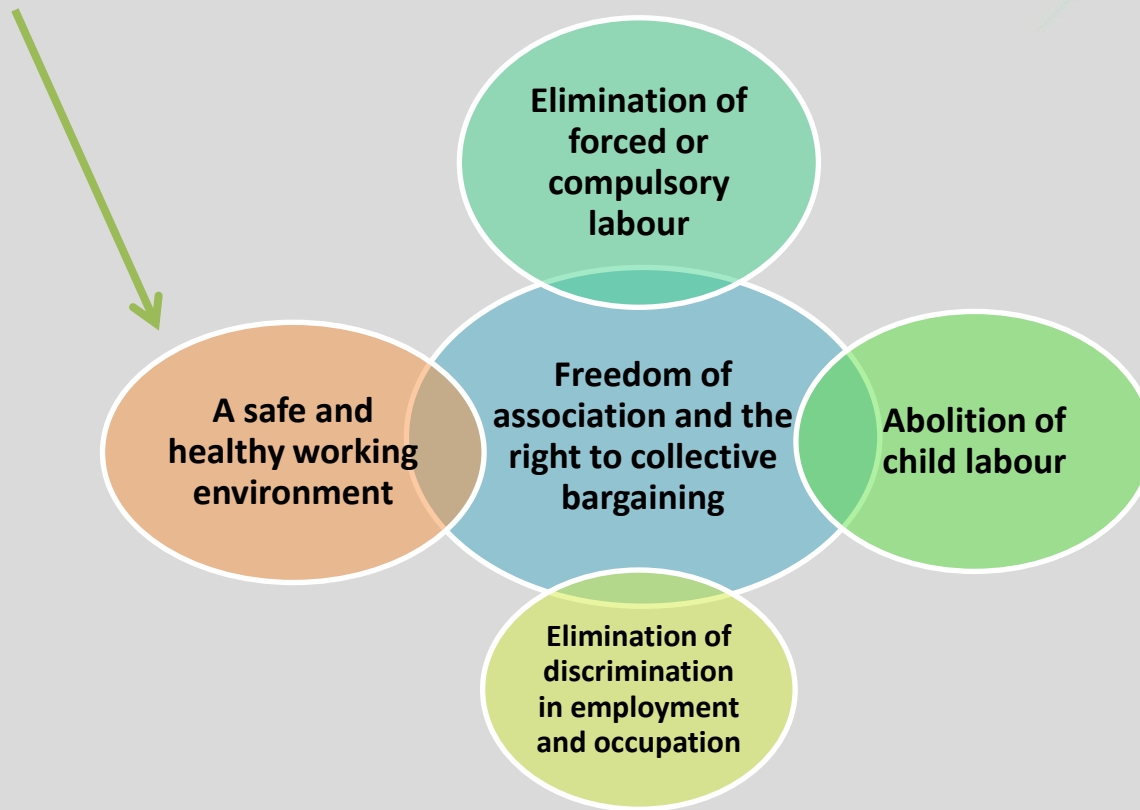
INTRODUCTION

ILO defines decent work as work that is productive, fairly compensated & provides security in the workplace



INTRODUCTION

OHS added as the 5th principle in 2022



Conducting a risk assessment

- Effective OHS program - cornerstone of a safe, healthier and productive workplace.
 - ✓ Well-conducted risk assessment.
 - ✓ A risk assessment helps:
 - Identify potential hazards,
 - Evaluate the risks associated with those hazards, and
 - Determine the appropriate control measures to reduce or eliminate the risk.
 - ✓ Conducting a thorough OHS risk assessment
 - Not just a legal obligation
 - Proactive approach towards preventing injuries, illnesses, and operational disruptions.

Conducting a risk assessment

➤ Preparation and planning

- ✓ Mapping of the process to be followed.
- ✓ Define the scope of the assessment:
 - Specific job, process, area, or the entire workplace.
- ✓ Gather relevant information such as previous incident reports, manufacturer safety data sheets (SDS), and applicable OHS legislation.
- ✓ Establish a team of people with knowledge of the work being assessed

Conducting a risk assessment

➤ Identifying Hazards

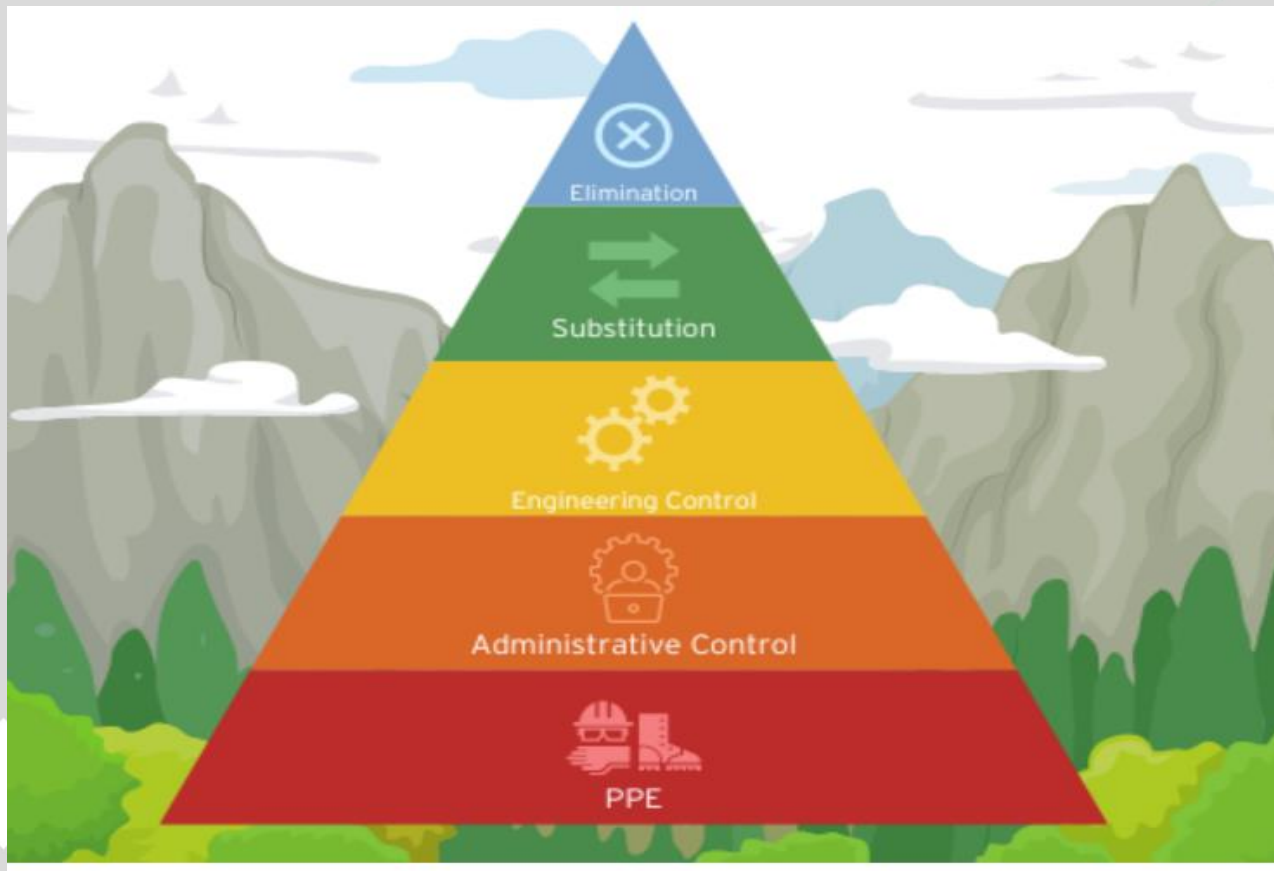
- ✓ Systemic identification of hazards all potential hazards in the workplace e.g. noise, UV radiation, ergonomics, hca, etc.
- ✓ Methods for identifying hazards include direct observation, walkthrough inspections, job analysis, employee interviews, and reviewing equipment manuals and incident records.

Conducting a risk assessment

- **Assessing the risks**
 - ✓ Assess the risks associated with the identified hazards.
 - ✓ This involves evaluating the likelihood of an incident or occupational diseases occurring and the severity of its potential consequences.
 - ✓ Common method is to use a risk matrix, which classifies risks into categories such as low, medium, high, or extreme.
- Assessing the risks requires judgment and experience.
 - ✓ Competency is required

Conducting a risk assessment

➤ Implementing Control Measures



Conducting a risk assessment

➤ **Documenting and Communicating the Assessment**

- ✓ Documentation is a key part of the process.
- ✓ A risk assessment should clearly record the:
 - Identified hazards,
 - Evaluated risks,
 - Control measures selected, and who is responsible for implementing them.
- ✓ This document serves as both a communication tool and a record of due diligence.
- ✓ Communication is equally important.
- ✓ Employees must be informed about the hazards and trained in the safe systems of work.
- ✓ Involving employees in the risk assessment process not only improves the quality of the assessment but also increases employee buy-in and compliance.

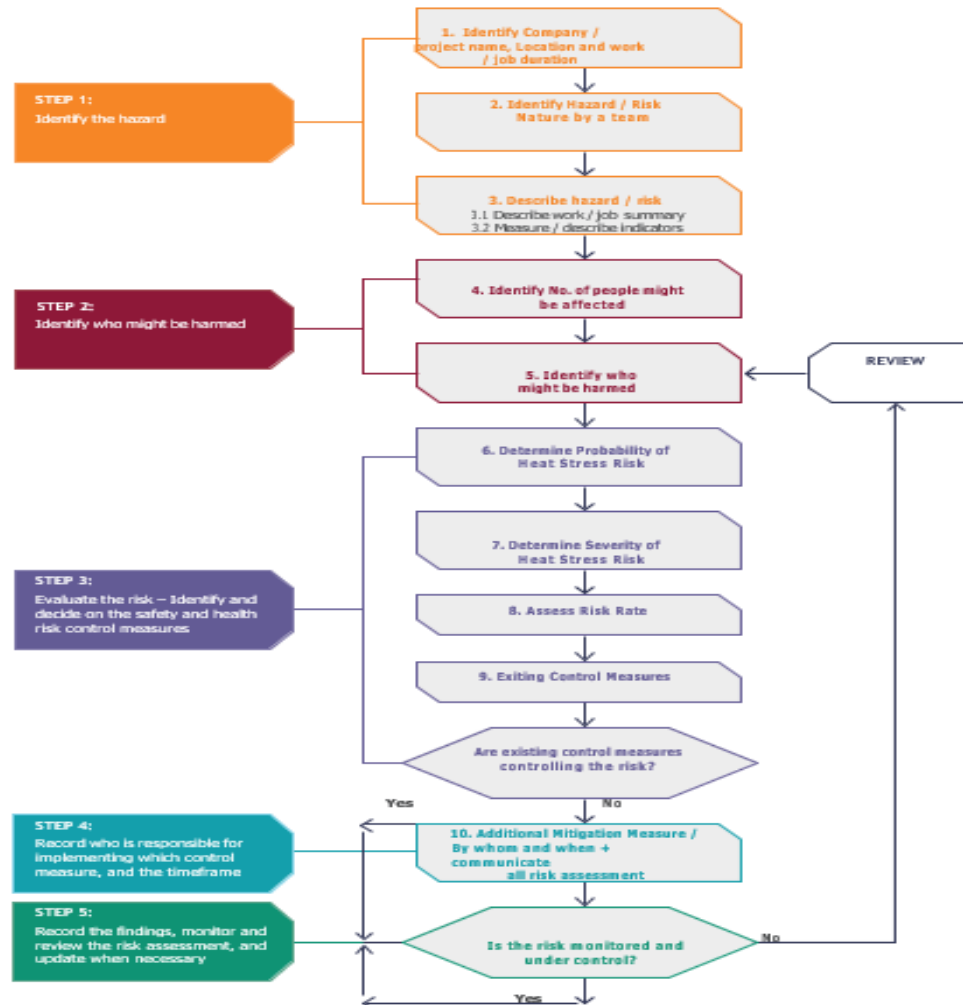
Conducting a risk assessment

➤ **Reviewing and Updating the Assessment**

- ✓ A risk assessment is not a one-time task.
- ✓ It should be reviewed regularly or whenever there is a significant change in the workplace — such as the introduction of new equipment, processes, or work practices, or after an incident occurs.
- ✓ Continuous improvement is essential in maintaining a safe and healthy workplace.

Conducting a risk assessment

a. Risk Assessment Flow Chart



Legal Requirements



How does our supreme law respond to OHS matters

- Bill of Rights
 - ✓ 24(a). Everyone has the right—
 - to an environment that is not harmful to their health or wellbeing;
- The Occupational Health and Safety Act, 1993, requires the employer to bring about and maintain, as far as reasonably practicable, a work environment that is safe and without risk to the health of employees.

Legal Requirements



OHS Act Section 8 (2) (d)

Identify all hazards in the workplace, establish precautionary measures and provide such measures

RHCA
5

Ergonomics
6

RHBA
6

NER
7

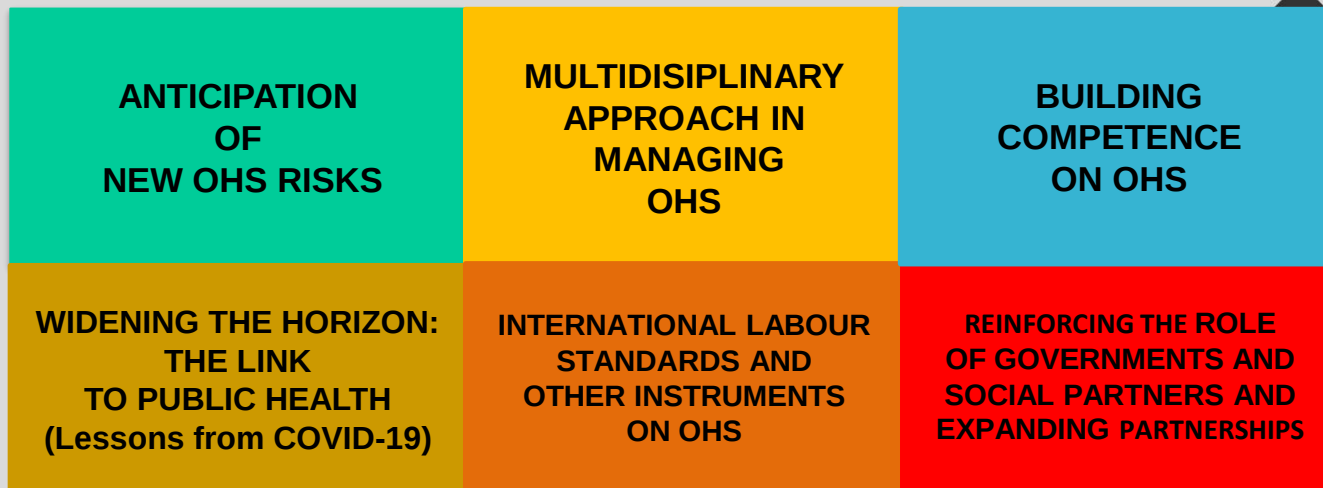
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Conclusion

- A good risk assessment is systematic, collaborative, and proactive.
- It goes beyond legal compliance to foster a culture of safety and prevention.
- Through proper identification of hazards, evaluation and prioritization risks, and implementing effective controls, employers can:
 - ✓ Protect their employees,
 - ✓ Reduce costs associated with injuries and illnesses, and
 - ✓ Promote overall workplace wellbeing.
- Ultimately, investing time and resources in quality risk assessments is an investment in the organization's most valuable asset — its people.

Conclusion

- Risk assessment is central to:

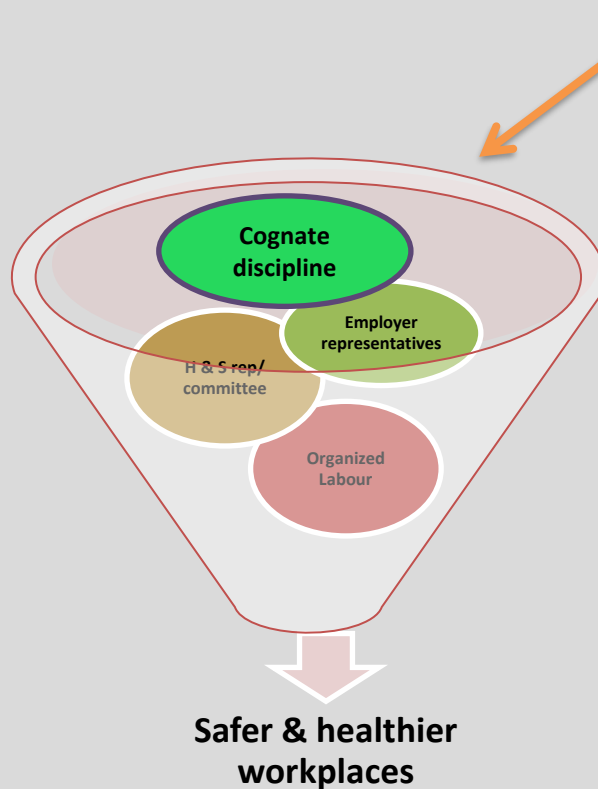


- With OHS being the fifth principle on the fundamental principles & rights at work, greater responsibility is placed upon all role players
- Proper response (no silo approach) is required to promote and improve prevention efforts.

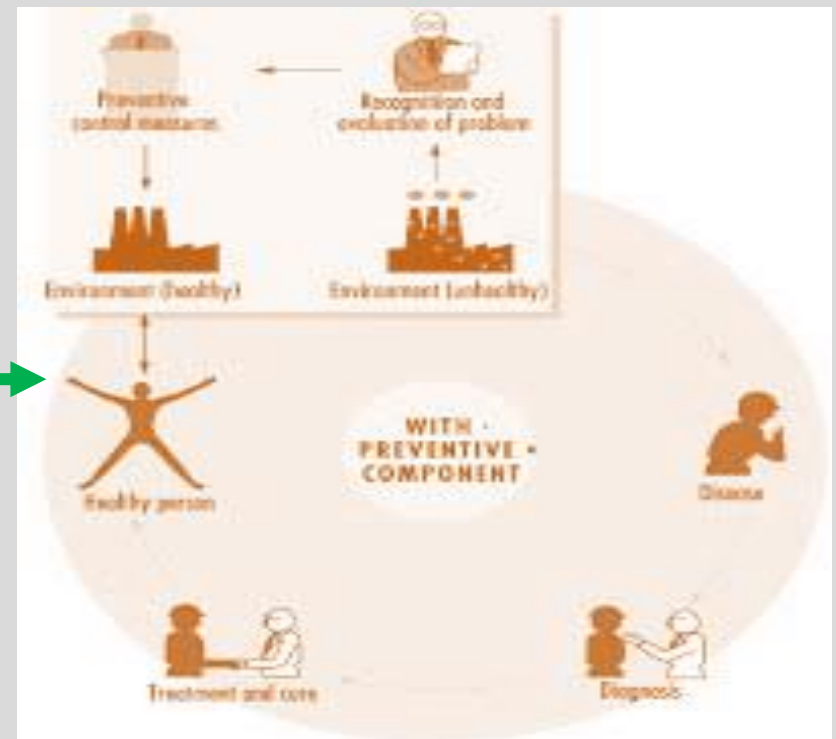
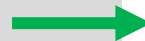
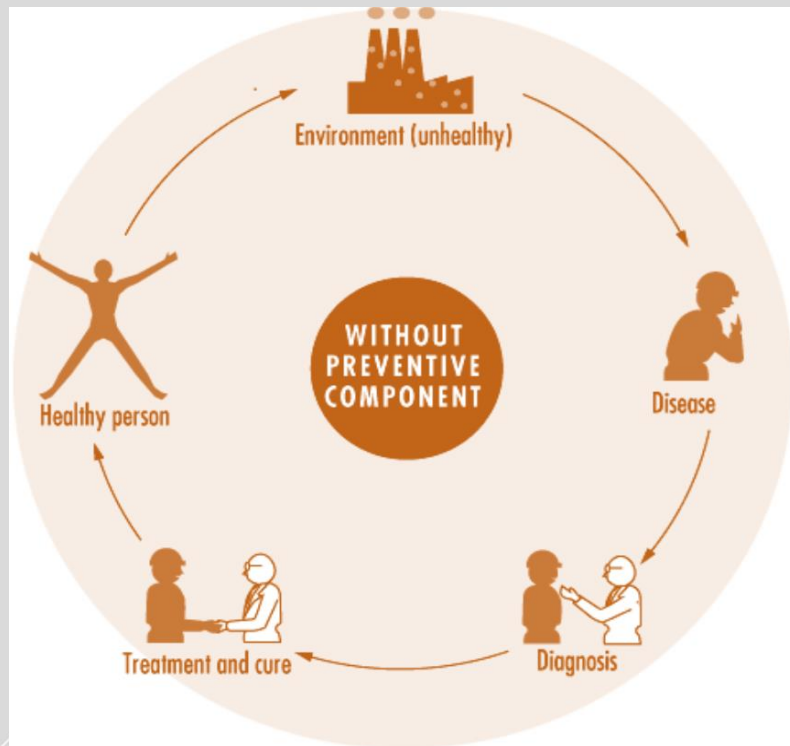
Take home message

- A predominant factor is cooperation:

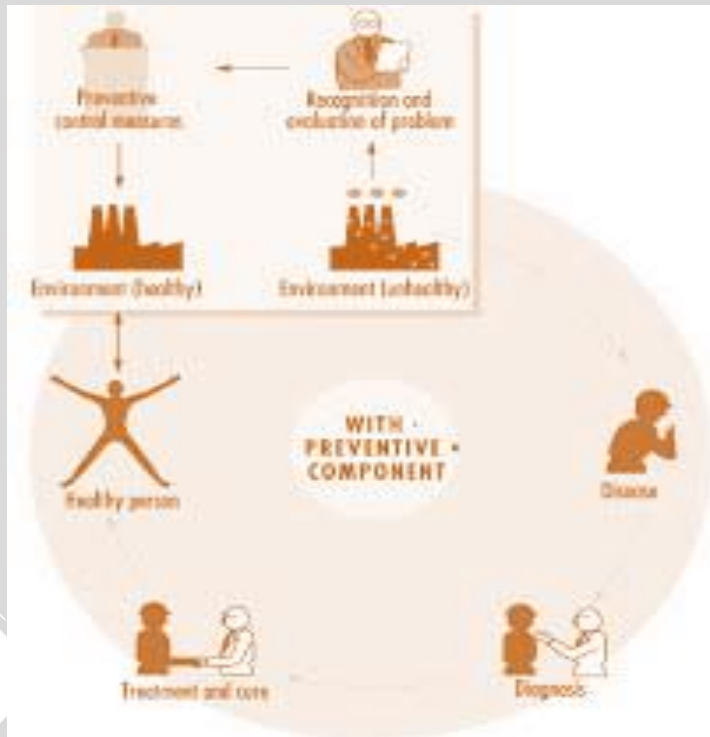
Collective ownership & interactive collaboration in the implementation of initiatives & interventions in the workplace.



Take home message



Take home message



ECONOMY

GOV

EMPLOYERS

EMPLOYEES

COMMUNITY

REDUCED
ACCIDENTS
REDUCED
INJURIES
REDUCED
OCCUPATIONAL
DISEASES
IMPROVED
QUALITY OF
LIFE
IMPROVED
COMMUNITY
WELL BEING &
RELATIONS

Take home message

DEL has never accepted the proposition that
injury and disease

“go with the job”

"IF YOU'RE GOING TO LIVE, LEAVE A LEGACY. MAKE A
MARK ON THE WORLD THAT CAN'T BE ERASED."

— Maya Angelou

Thank You...



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