



# Status of OHS in SA

- Non compliance with OHS Legislation (act, regulations and incorporated standards) lead to occupational injuries, diseases and fatalities that continue to plague our country,
- Workers die from workplace incidents and many succumb due to occupational diseases and further there are thousands of injuries that cause lost time from work.
- The pain and suffering affects thousands of workers each year as well as their families, communities and workplaces
- In addition, avoidable incidents continue to place a significant burden on a already strained the healthcare system
- Injuries and diseases cost money to government, organizations( small and major) the actual cost is substantial.

# Inspection Performance Q3



The target for the Quarter 3 was 223 578 inspections and 231 418 inspections were conducted which constitutes 104% of the target surpassing the target set for inspections for the quarter.



Out of the 231 418 inspected employers, 175 782 (76%) were found compliant and 55 636 (24%) were non-compliant.



55178 of the 55636 non-compliant employers were issued with enforcement notices within 14 days. This constitutes 99.18% of notices issued to non compliant employers within 14 days.



0,82% Non compliant employers were issued with notices after 14 days

# **Compliance Q3 2024-2025**

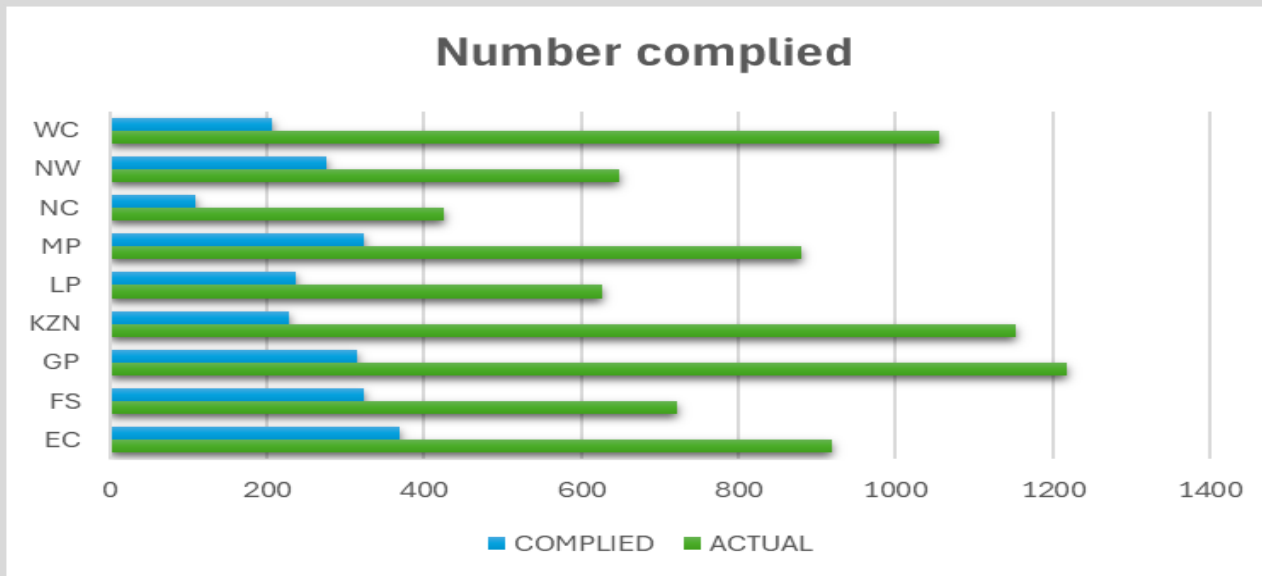
## **Money enforces Noncompliance to COID**

- Previous financial year 2023/24 total of **R130 481 871.74**
- **Quarter 1 : 2024/2025 total of R78 699 532.33**
- **Quarter 2 : 2024/2025 total of R 9 494 912.10**
- **Quarter 3 : 2024.2025 total of R 9 452 937.14**

**Total : R 97 647 381.60**

# Employer Compliance

31% COMPLIED

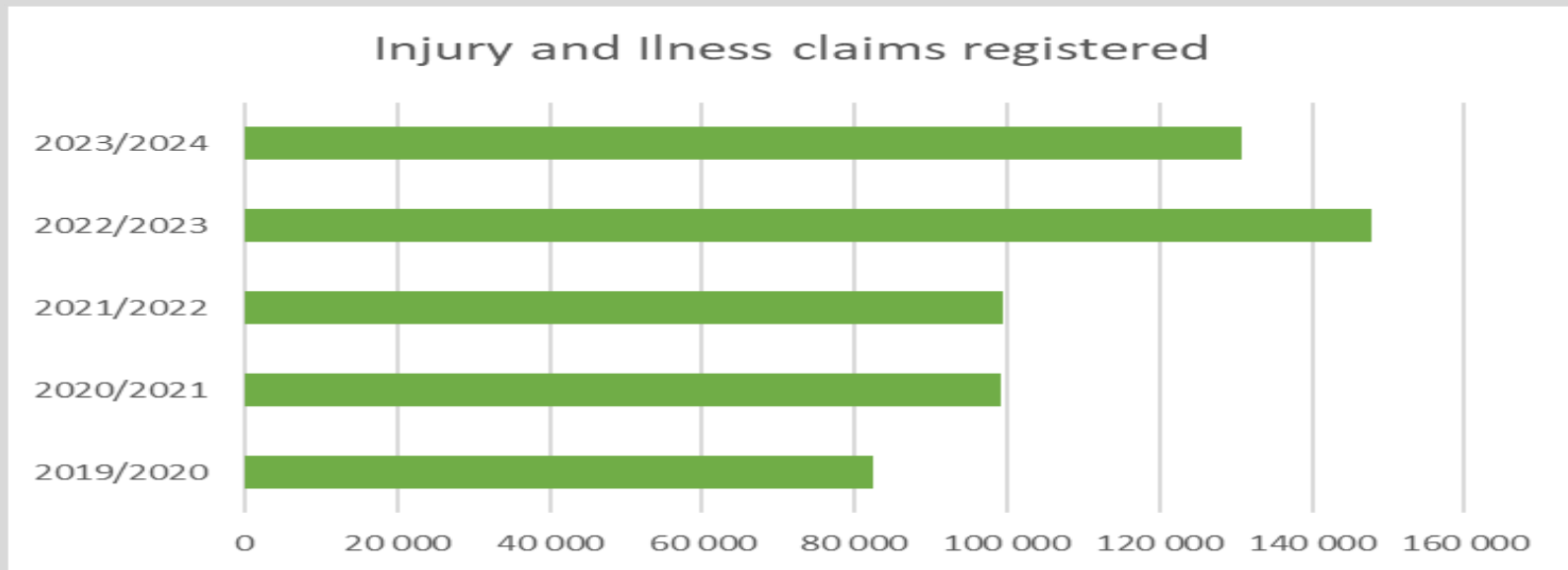


# Monies claimed in rands

PROVINCES	COID Money Enforced
	COIDA
EC	R 0
FS	R 110 932.34
GP	5 216 298.31
KZN	R 0
LP	R 2 893 602.59
MP	R3 957 159,56
NC	R 902 954,90
NW	R 329 149.08
WC	R 0
<b>TOTAL</b>	<b>R 9 452 937.14</b>

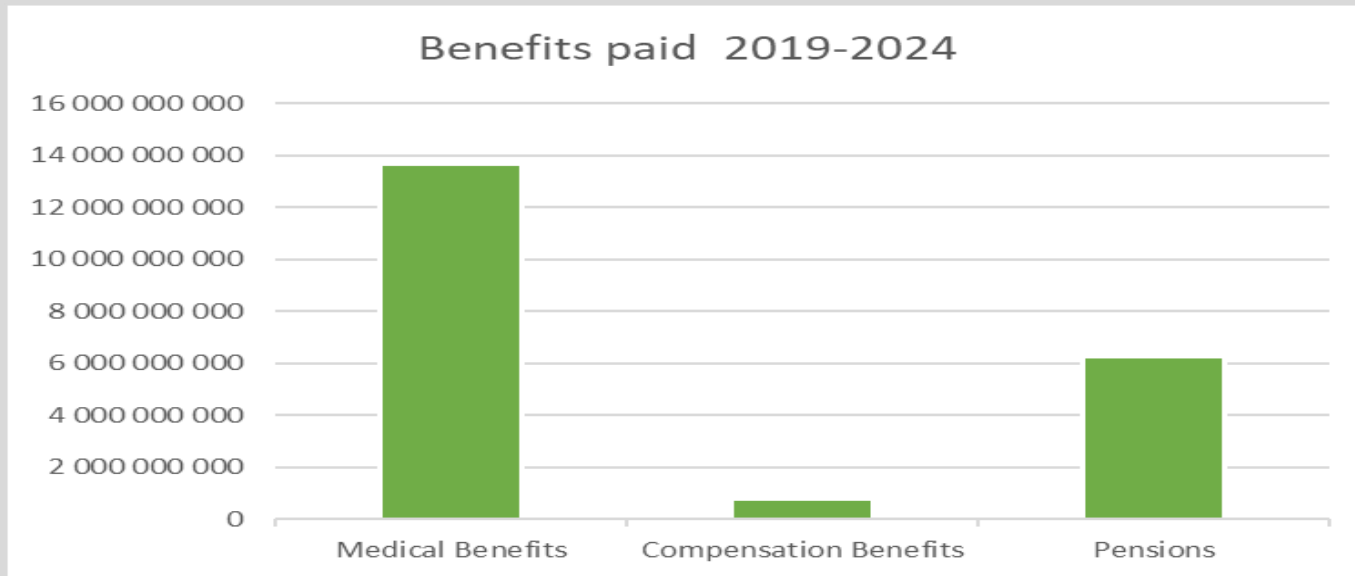
# Injury and Illness claims registered

- Total of 559 809 claims registered



# Benefits paid

- Total of 20,7 billion paid



# Hidden cost associated with accidents, injuries and diseases

- For every rand spend on the direct costs of a worker's injury or illness, **spend much more to cover the indirect and hidden costs.**
- One lost workday have cost in terms of:
  - Productive time lost by an injured employee and by employees and supervisors attending the accident victim.
  - Clean up and start-up of operations interrupted by the accident.
  - Time to hire or to retrain other individuals to replace the injured worker until his/her return.
  - Time and cost for repair or replacement of any damaged equipment or materials.
  - Cost of continuing all or part of the employee's wages, in addition to compensation.
  - Reduced morale among your employees, and perhaps lower efficiency.
  - Increased compensation (COID) rates.
  - Administrative burden

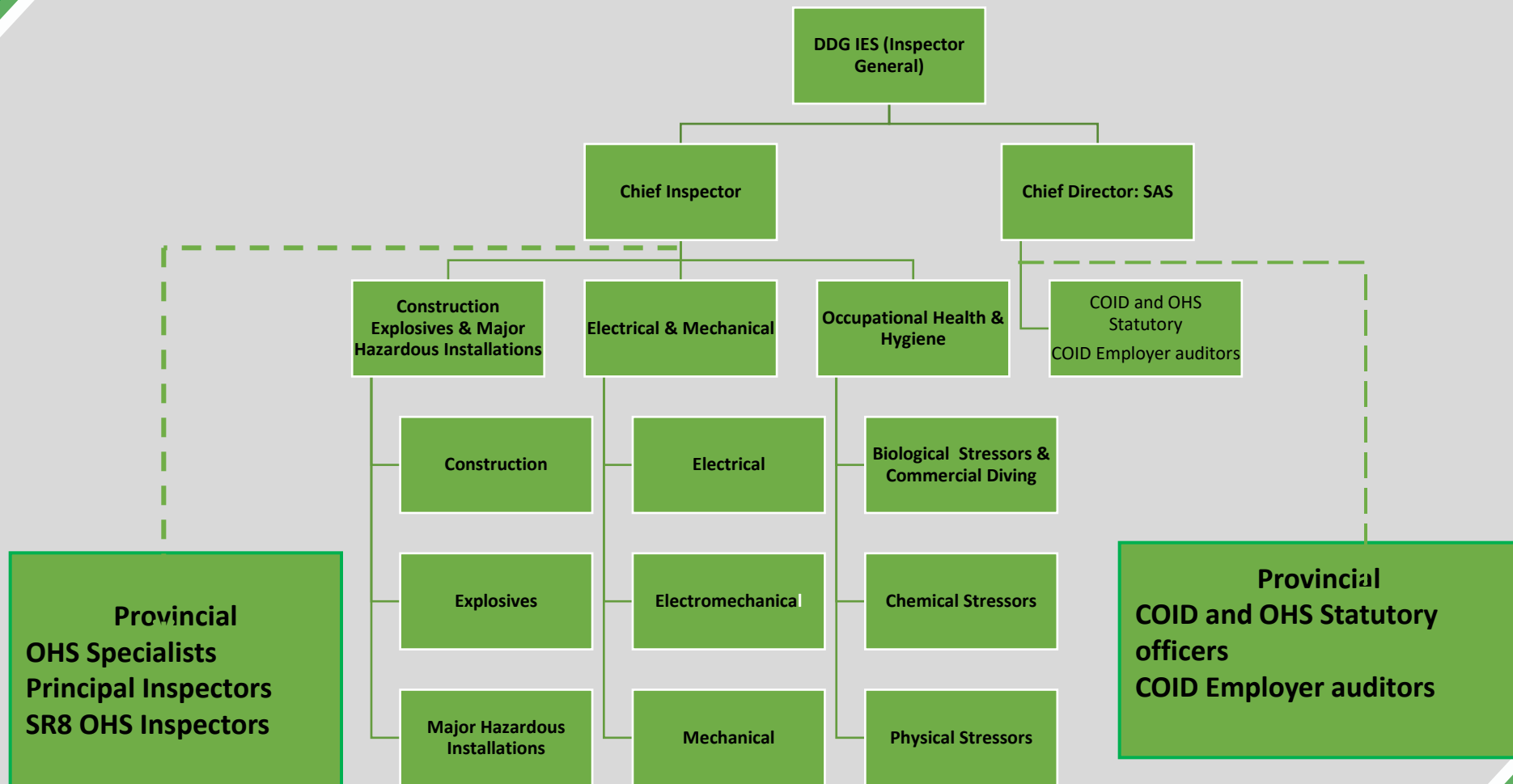
# OHS Strategy

- To attain vision 2029 the DEL developed OHS Strategy.
- The strategy is based on the IES strategy and outcomes of the status of OHS report which was launched in July 2021.
- Aim of the strategy is to address the poor working conditions and lack of compliance with occupational health and safety legislation.
- Prevent incidents, injuries and diseases
- Provide a clear plan on the direction to be followed to change the current occupational health and safety landscape within the jurisdiction of the DEL .
- This strategy will guide the OHS community internally within DEL as well as externally

# Motivation for change

- The magnitude of this social and economic cost provides a clear obligation to renew and redouble our efforts to improve workplace health and safety.
- **Proactively prevent injuries and diseases**

# Organogram OHS nationally



# OHS: VISION, MISSION AND VALUES

## Our Vision

OHS strives for a labour market which is conducive for every worker to work in a healthy and safe working environment .

## Our Mission

Ensure effective compliance and collaboration to ensure healthier and safer workplaces

## Our DEL Values

We shall at all times be exemplary in all respect  
We treat employees with care, dignity and respect

We respect and promote:

- Client centred services
- Accountability
- Integrity and ethical behaviour
- Learning and development

We live the Batho Pele Principles

We live the principles of the Department's Service Charter

We inculcate these values through our performance management system

# SWOT Analysis

<b>Strengths</b>	<b>Weaknesses</b>
Well documented legislation, SOPs	Fragmented legislation and data collection.
Existence of tripartite structures: e.g., NEDLAC, ACOHS, MHSC.	
Supportive and willing stakeholders	Perceived lack of harmonization of OSH legislation.
Compensation fund partnership	Lack of enforcement.
Advisory bodies such as NIOH.	Duplication of inspectorate activities.
Skilled and experienced OSH professionals	Slow progress to amend the OHS Act
Strong support from academic institutions	Lack of taking action on / implementing agreements.
OSH laboratories and standardizing bodies	Not meeting stakeholders' expectations.
OSH professional associations.	Lack of co-operative collaboration in the government sphere
Research institutions	Inadequate focus on gender issues
Existence of OSH administrative systems.	
<b>Opportunities</b>	<b>Threats</b>
Existing communication channels and relationships among social partners.	Changing world of work.
Agreement on the need to harmonize OSH legislation.	Changing technology
Evolving technology	New pandemics and epidemics
Support from international organizations such as ILO.	Emerging hazards.
International collaboration.	
Increased awareness among stakeholders	

# Strategic Goals and Objectives

- Goal : This strategy support and promote healthy, safe, productive and quality lives in the public and private sector. To prevent injuries and illness.

# Strategic Objectives



1. Coherent and effective legislation and policy



2. Advocacy, cooperation, capacity strengthening and development



3. Labour inspection and Enforcement



4. OHS management system and preventive risk management at enterprises



5. STRATEGIC INFORMATION (PROACTIVE RESEARCH AND DATA COLLECTION)

# Coherent and effective legislation and policy

Review and promulgate the OHS Bill to harmonize with national and international OHS principles to:

- ❖ Increase focus on prevention of injuries and diseases
- ❖ Rights and duties,
- ❖ OHS management systems at work,
- ❖ Social dialogue at work,
- ❖ Reporting of occupational accidents and diseases,
- ❖ Violence and harassment in the workplace,
- ❖ Roles of OHS professionals and implementation of OHS policy at a national level.
- ❖ Improve the legislation on occupational health services,
- ❖ Align with convention 155 and 187

Develop and review regulations

# Legislation Administered

## ➤ OHS Act and Regulations

- ✓ Highlights in red – under review

### OHS ACT 85 OF 1993

<b>CR</b> DMR Explosive reg	<b>EIR</b> EMR COCR	<b>GMR</b> LEPCR MHIR
GAR GSR HSWR	Regulations	<b>ERW</b> ER FR
<b>LR</b> <b>NIHL</b> Commercial Diving Req	<b>PER</b>	RHBA <b>RHCA</b> AAR
PREVENT ACCIDENTS, INJURIES, ILLNESSES, DISEASES		

# Advocacy, cooperation, capacity strengthening and development

- Internal
  - Establish a sustainable training for specialized training for OHS inspectors in topics of occupational health and safety,.
  - Professional registration to ensure that inspectors are on par with the industry.
  - Establishment of a national occupational hygiene laboratory
- Training programs for:
  - the SMMEs and
  - Informal economy
  - Employers and their organisations
  - Employees and Organised Labour
- Workshops, Seminars and conferences
- Occupational hygiene monitoring

# Advocacy, cooperation, capacity strengthening and development

- Special projects:
  - Implementation of the voluntary protection programme (VPP)
  - Silicosis programme
  - Implementation of SMME toolkits
  - Implementation of Health Wise and other ILO programmes
  - Implementation of OHS tools in the construction sector
  - Implementation of OHS tools in the iron and steel sector
  - Roving Safety Representative programme for SMMEs and Agriculture (other similar programmes may be considered that may work in a particular sector)
  - Introduction of Section 11 and 12 for certain very high risk and non-compliant sectors.
- Promote self regulation and Co-regulation
- Provision of technical support on workshops and conferences

# Labour inspection and Enforcement

- Apply the Strategic Compliance Planning for the Labour Inspectorate to assist elements of self-regulation and OHS management systems at workplaces
- Use of technology to improve efficiencies in the OHS inspectorate
- Sector specific inspectors
- Provide sufficient capacity and resources for the Labour Inspection to cover SMMEs enterprises, also in the regions to provide OHS advice and promotion to the informal sector and self-employed people.

# Labour inspection and Enforcement

- Undertake a needs analysis of labour inspector training, including emerging risks and promotion of OHS in the informal sector, and develop training curricula for rolling training schedules.
- Include promoting of OHS culture, the business case of OHS, Vision Zero and OHS good practice, preventive risk assessment to the functions of labour inspections

# OHS management system and preventive risk management at enterprises

- Encourage enterprises to establish bi-partite OHS policies, action plans and risk management based on risk assessment.
- Ensure functioning of the OHS management system at enterprises (safety committee, workers safety representation and safety officer) to increase social dialogue in OHS at enterprises
- Develop accident and incident investigation methodology to identify multi-tier causes and formulate solutions to prevent similar incidents in the future.
- Develop the methodology of proactive prevention-oriented OHS risk assessment and promote and continual improvement among enterprises. The preventive risk assessment will cover all workplace-related risks, and emerging risks.
- Develop, review and adopt risk management tools (including e-tools) for general and sector-specific purposes.

# OHS management system and preventive risk management at enterprises

- Encourage enterprises to introduce preventive occupational health services, including rehabilitation and back-to-work procedures.
- Develop and improve efficient ways for early detection of occupational and work-related diseases, for prevention of disability, and to improve recording, reporting of occupational accidents and diseases.
- Promote the dissemination of national and international best practices in OHS management systems,

# Strategic information (proactive research and data collection)

- Review the role and practices of the DEL in OHS, ensure sufficient professional human resources, and increase their involvement in the implementation of national OHS policy at regional and local levels.
- Discuss and agree on the setting-up of consultation forum with policy development and enforcement governmental and regional organisations and agencies converge towards joint policies and methodologies.
- Evaluate functions and capabilities of OHS professional organizations and improve capabilities of professional human and technical resources to increase the efficiency of their prevention function on OHS.

# Strategic information (proactive research and data collection)

- Undertake a third party evaluation and corrective actions of the Compensation Fund's functionality to ensure timely compensation payments, introduce support for preventive approaches and reliable occupational accident and diseases data collection.
- Regularly revise and continuously improve national OHS standards and technical regulation with collaborations of professional organizations and associations

# Stakeholder engagements

- Facilitate and maintain meaningful stakeholder engagements and relations, the Inspections and Enforcement Services will develop and administer a framework for Stakeholder Engagement and Relations in consultation with all the relevant Stakeholders.
- A database of all the relevant stakeholders (by category) will be maintained and administered.

# Stakeholders and Beneficiaries

With the development and implementation of this 5 year OHS Strategy, it is envisaged that a number of the stakeholders will benefit from its implementation. These beneficiaries include, but are not limited to:

## **Stakeholders**

Government (role player and client/stakeholder)

Employers

Organised business

Organised labour

Educational institutions

Standards organisation

Regional, National and

International bodies

Professional bodies

Statutory Institutions

Non-statutory institution

## **Beneficiaries**

Non-unionised employees

Non-associated employers

Self-employed

Workers in informal economy

Entrepreneurs

Users

General public

# Stakeholder Matrix

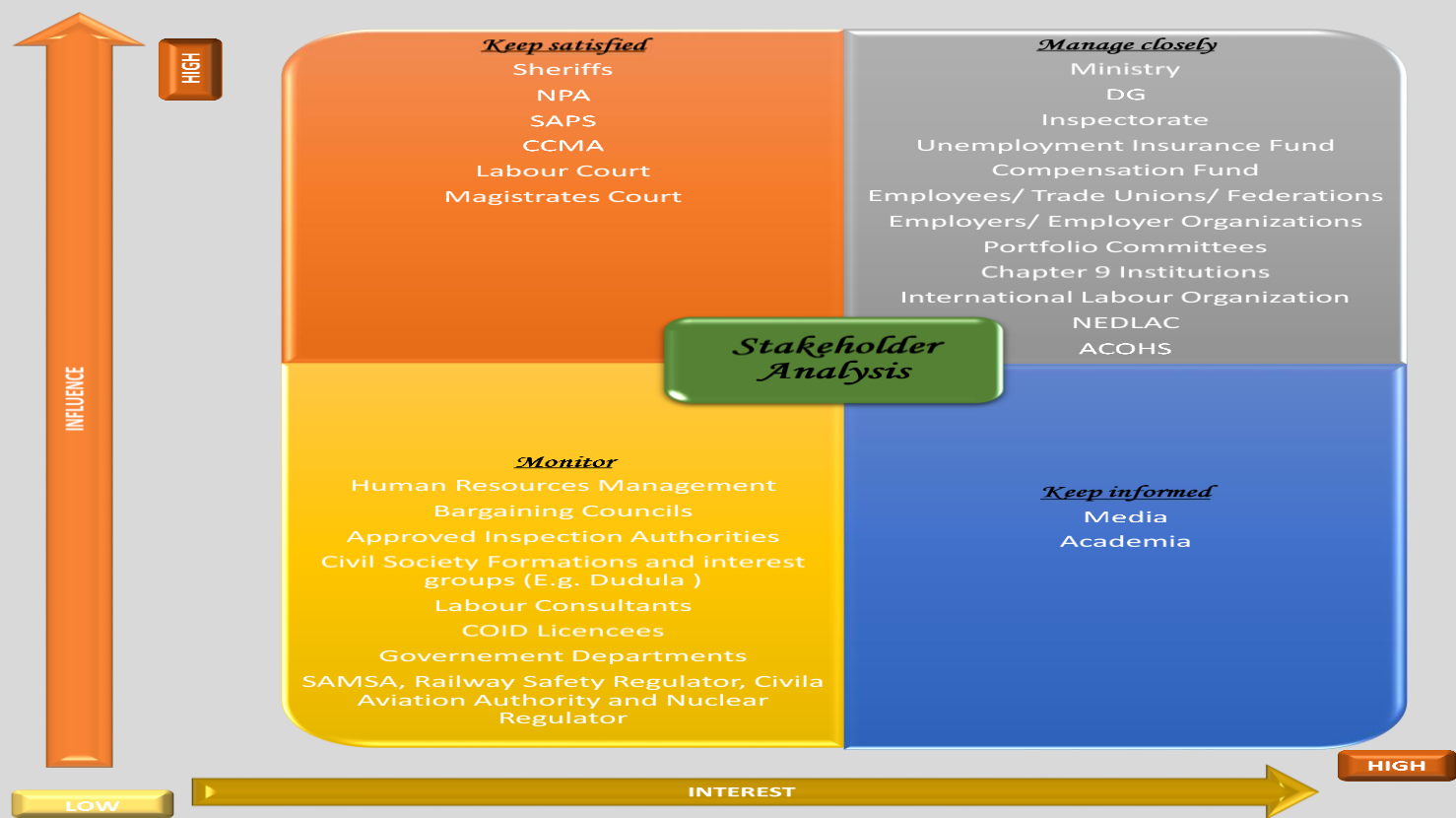


FIGURE 13: Stakeholder Analysis

FIGURE4

# Strategic Risks

- Non-compliance by employers with labour legislation
- Insufficient labour market research conducted in OHS
- Partnerships still lag and deliver relatively little.
- Justice system

# Implementation Plan

- Covers the implementation of the strategic plan under each of the five (5) strategic result areas requires access to both human and financial resources, a synergy between the various teams and effective collaboration among the relevant parties and role players.
- The implementation plan will be a living document, which provide more details for the first years, whereas actions in the later years will be regularly reviewed given the progress made.

# Monitoring and Evaluation

- The main institutions involved in monitoring
  - ✓ Department of Employment and Labour (DEL);
  - ✓ Working group members of the inter-ministerial coordination body;
  - ✓ Advisory Council on Safety and Health (ACOHS).
  
- DEL is responsible for continuously monitoring the implementation of the approved strategic framework and undertaking actions.

# Benefits of prevention

- Workers suffering fewer injuries, illnesses and fatalities.
- Employers can improve their compliance with existing laws and regulations (OHSA & COIDA) and will experience the financial benefits of a safer and healthier workplace including significant reductions in compensation fund premiums.
- Workplaces that adopt prevention programs as part of their Occupational health and safety management systems can experience transformed workplace culture that can lead to higher productivity and quality, reduced turnover, reduced costs, and greater employee satisfaction.
- Less pressure on health care system
- Financial benefits

# Collaboration

- All Government departments and entities that administer OHS and Compensation legislation (CF, RMA and FEM and competencies nationally)
- Organised labour and business
- Judiciary
- Professional bodies and many other stakeholders

*Collaboration divides the task and multiplies the success*

# Conclusion

- To ensure that every worker in all industries work in a healthy and safe working environment and that we prevent injuries and diseases we will need collaboration with all stakeholders as indicated in stakeholder matrix :
  - Business, Labour, Government, professional bodies academia.....
- Your support is coveted to make Vision 2029 a reality because together we can achieve more





## employment & labour

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

