

INSPECTION AND ENFORCEMENT SERVICES

Telework blitz

**Commemoration:
World Day of Safety and Health
25 April 2025**



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Outline

- Introduction
- Sectors sampled
- Feedback: telework blitz
- Implementation of risk management principles
- Hierarchy of controls of occupational hazards in the digital economy
- Conclusion

Introduction

- Section 24(a) of the Constitution right to a healthy environment:
 - ✓ Everyone has the right to an environment that is not harmful to their health or well-being.
- Through 3 pillars IES and OHS strategic objectives we ensure the attainment of this right



Advocacy and capacity building

Inspection

Enforcement



OHS Strategy 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)

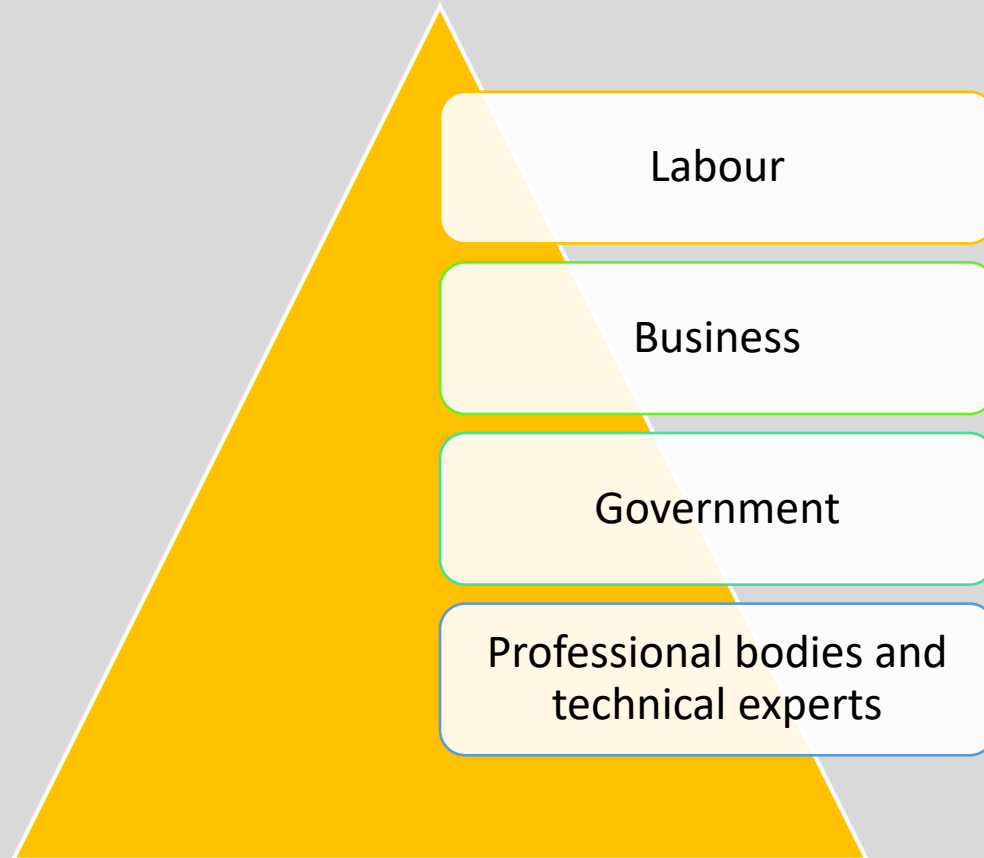
Policy development at HQ

- OHS Act and 22 Regulations
- OHS Framework:

OHS ACT 85 OF 1993

OHS ACT 85 OF 1993		
Construction Regulations Driven Machinery Regulations Explosive regulations	Electrical Installation Regulations Electrical Machinery Regulations Certificate Of Competence Regulations	General Machinery Regulations Lift Escalator Passenger Conveyer Major Hazards Installation Regulations
General Administrative Regulations General Safety Regulations Hazardous Work Regulations	Regulations	Physical Agents regulations Electrical Regulations Facilities Regulations
Lead Regulations Noise Exposure regulations Commercial Diving Regulations	Pressure Equipment Regulations	Regulation on Hazardous Biological Agents Regulation on Hazardous Chemical Agents Asbestos Abatement Regulations
PREVENT ACCIDENTS, INJURIES, ILLNESSES, DISEASES		

Key Stakeholders



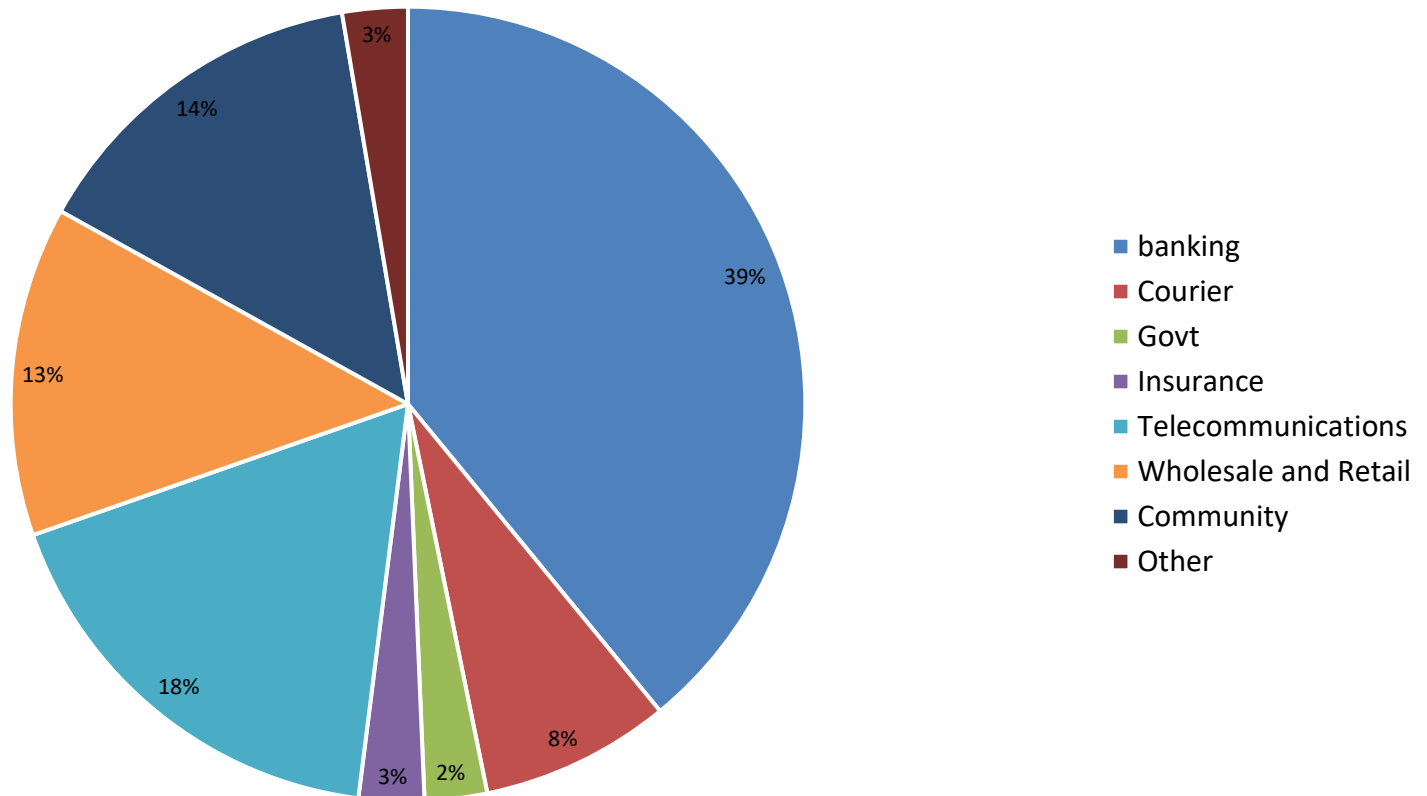
Blitz

- Data collection tool developed
- Telework blitz conducted on 7 – 10 April 2025 to sample OHS compliance matters
- **871 inspections conducted**
- Non compliances noted, notices have been served

Sectors sampled



Sectors



Feedback: telework blitz

- National blitz & 871 inspections conducted
- Parameters for the blitz:
 - ✓ Range: # of employees
 - > 10
 - 11 – 99
 - 100 – 500
 - 501 and more
 - ✓ Risk assessment
 - HBA, Ergonomics (physical, cognitive & organizational factors), HCA, illumination, IAQ/ ventilation & type of ventilation, list indoor air quality parameters assessed

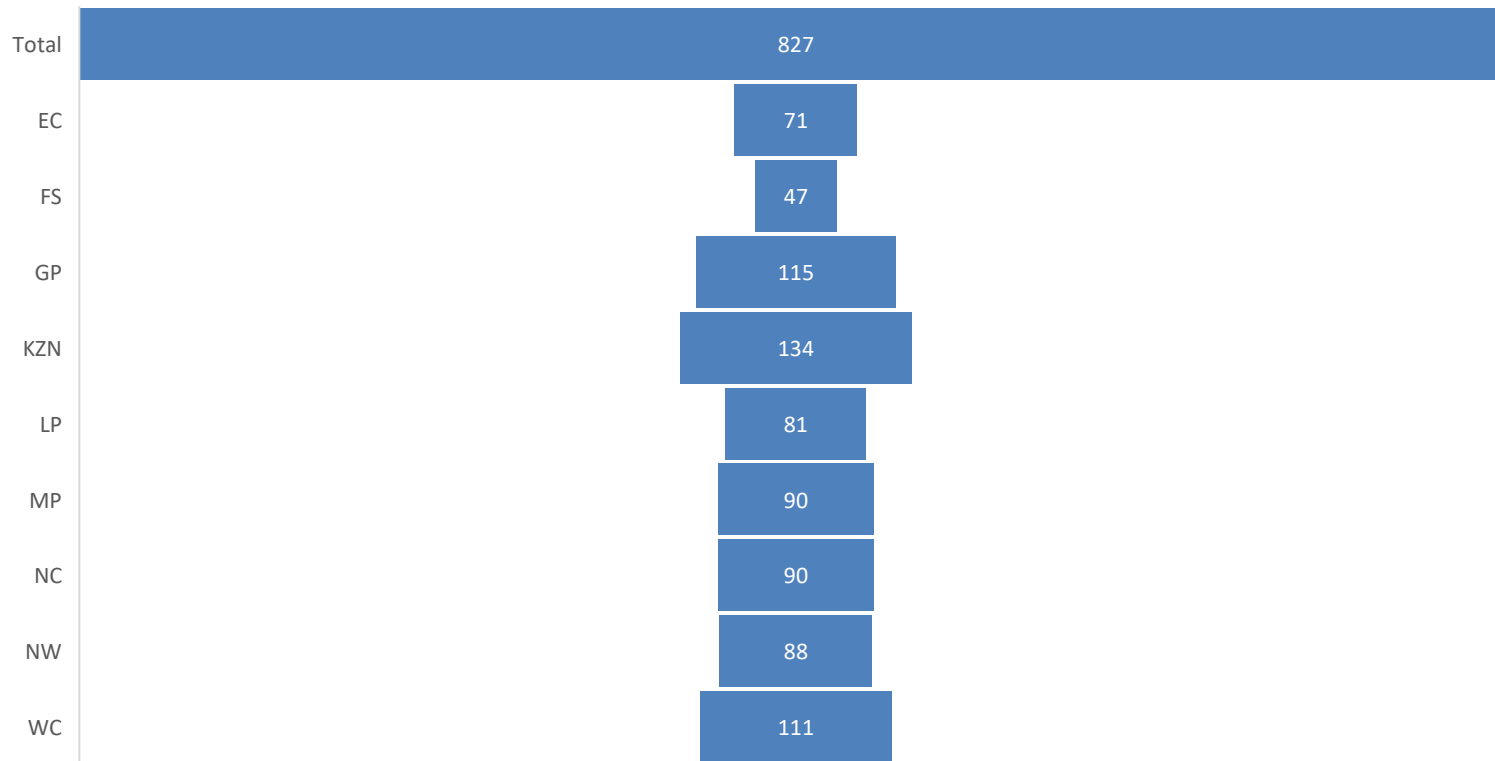
Feedback: telework blitz

➤ *Parameters for the blitz:*

- ✓ Working hours
- ✓ Exposure monitoring
- ✓ Medical surveillance
- ✓ Information, Instruction and training of workers
- ✓ Maintenance plan
 - Ventilation control measures & RHCA control measures
 - Light fittings
- ✓ Emergency lighting and testing of emergency lights
- ✓ Certificate of compliance for electrical installation
- ✓ Reporting of incidents and occupational diseases

Feedback: telework blitz

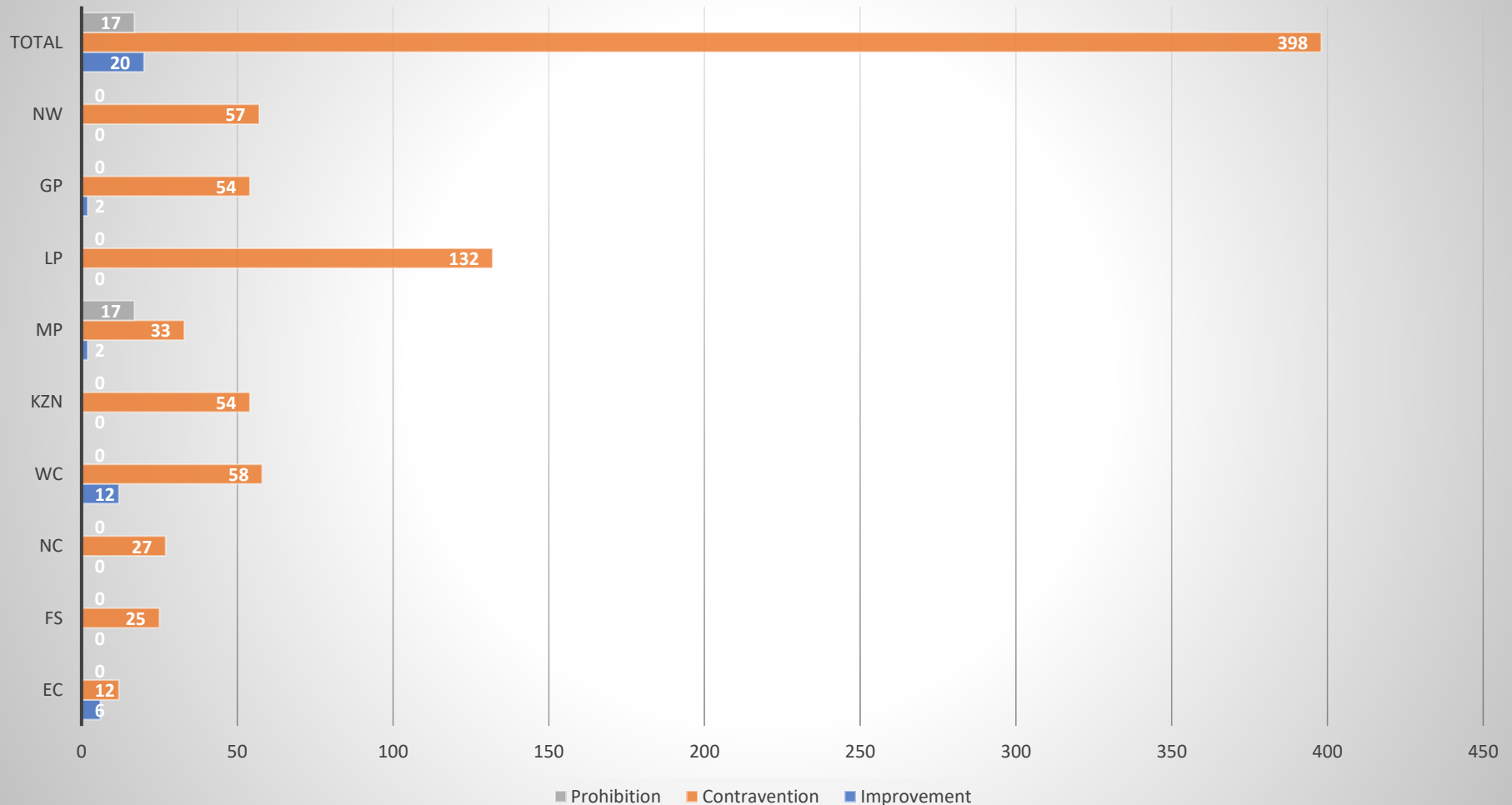
Total Inspections Conducted



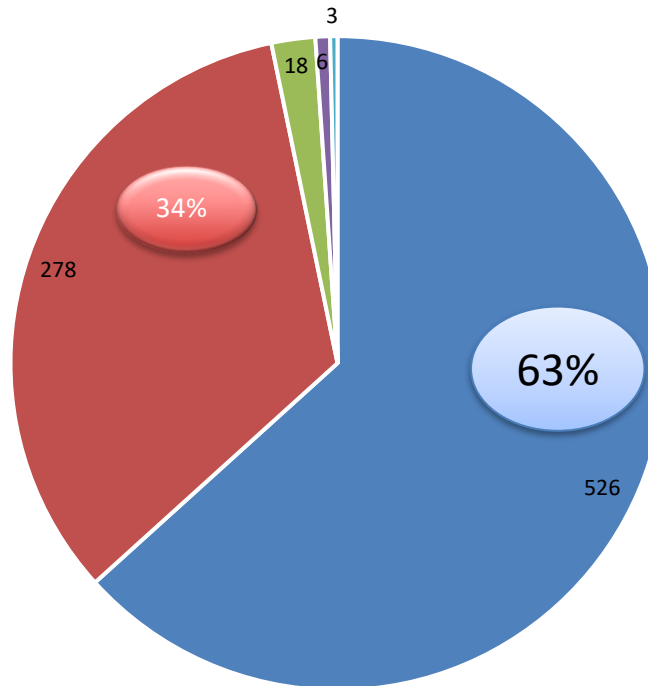
Notices issued Teleworker Blitz

48
Notices

Notices Issued



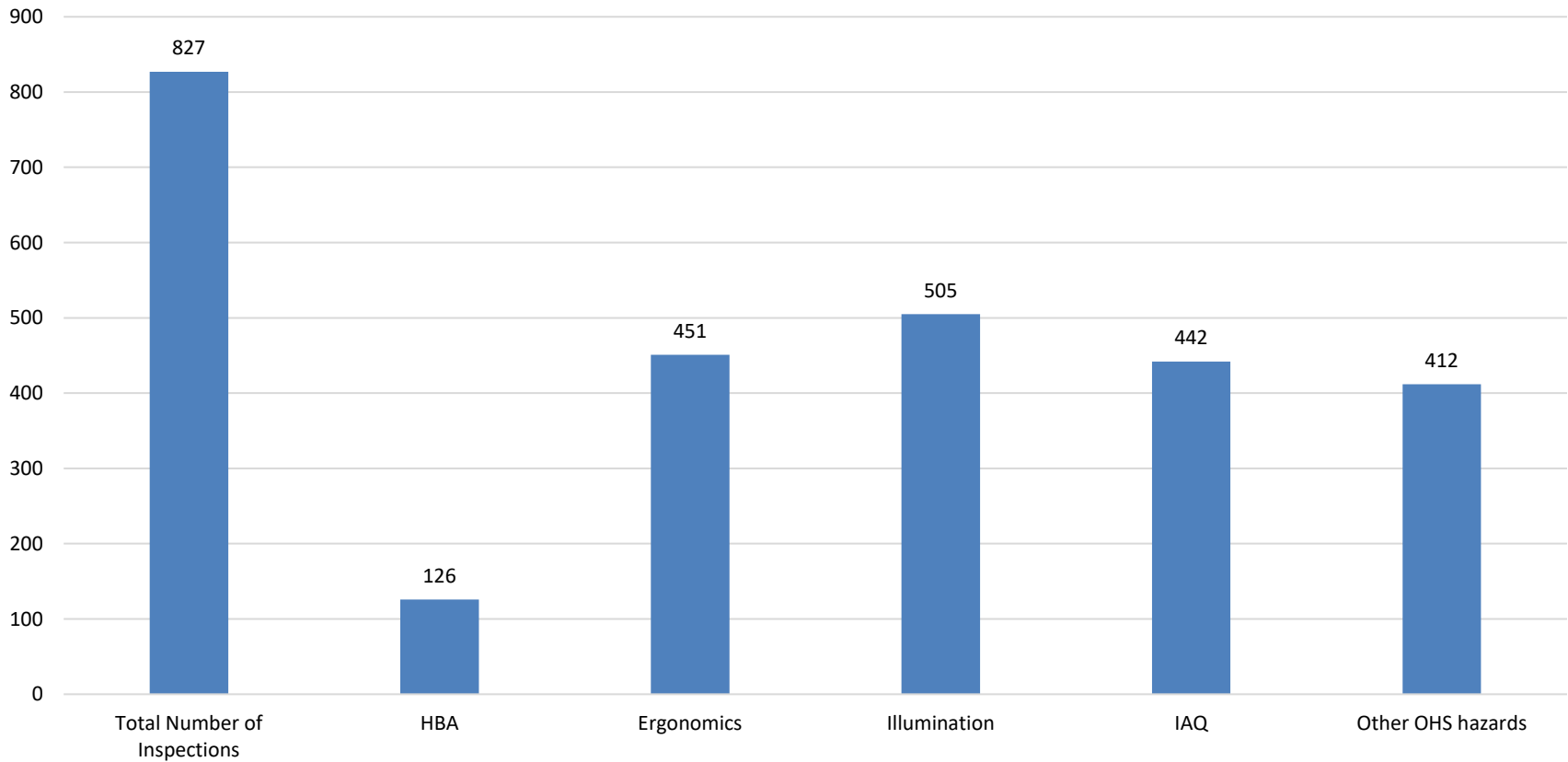
Feedback: telework blitz



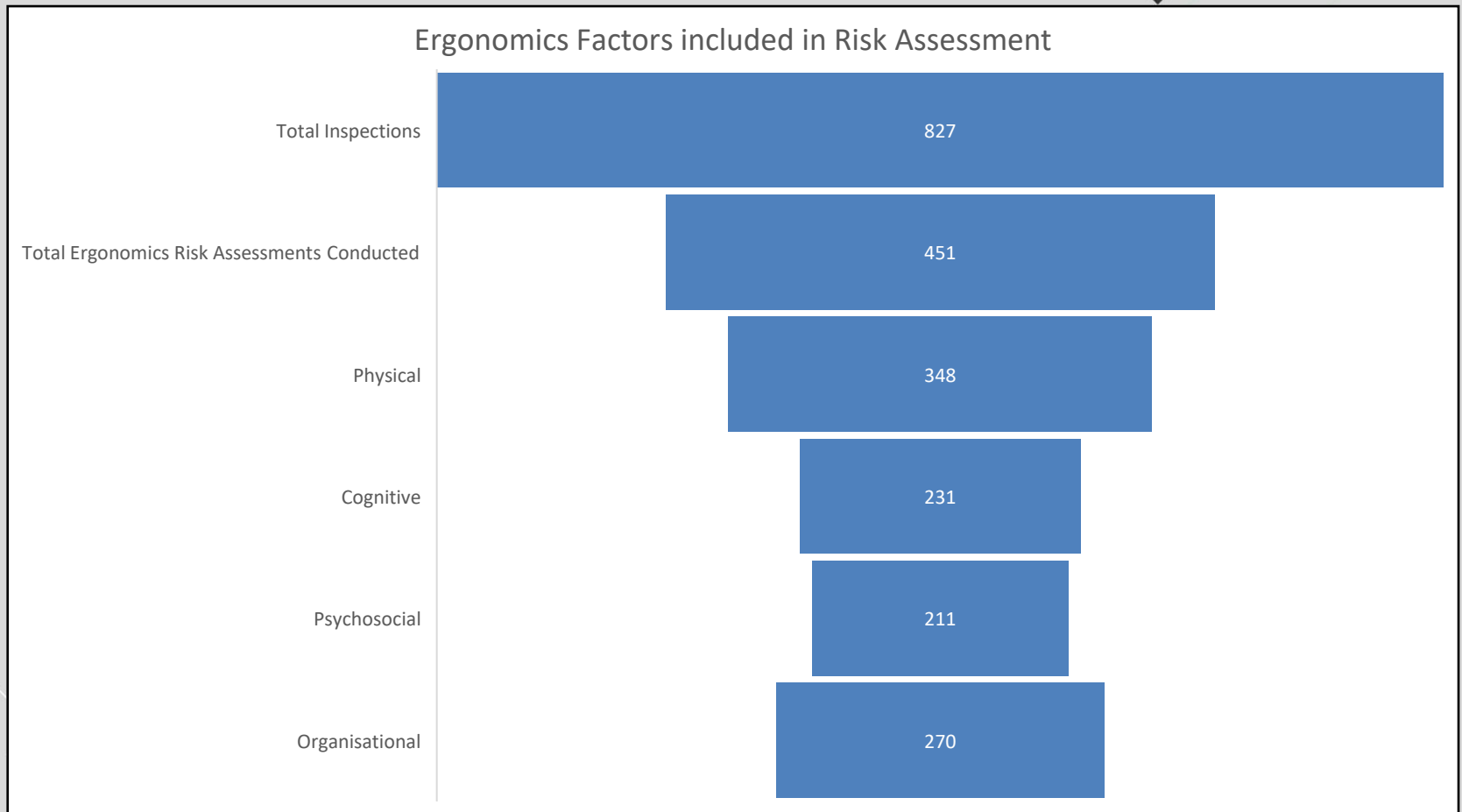
■ less than 10 ■ 11 to 99 ■ 100 to 500 ■ 501 and more ■ blanks

Feedback: telework blitz

Risk Assessments Included

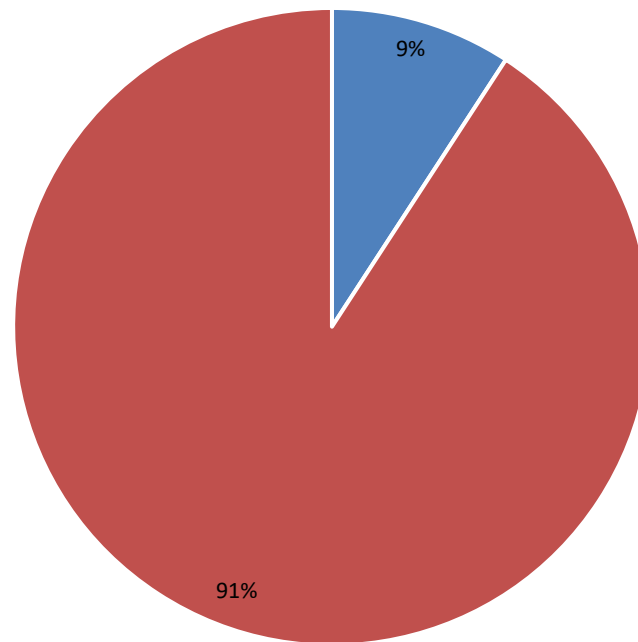


Feedback: telework blitz



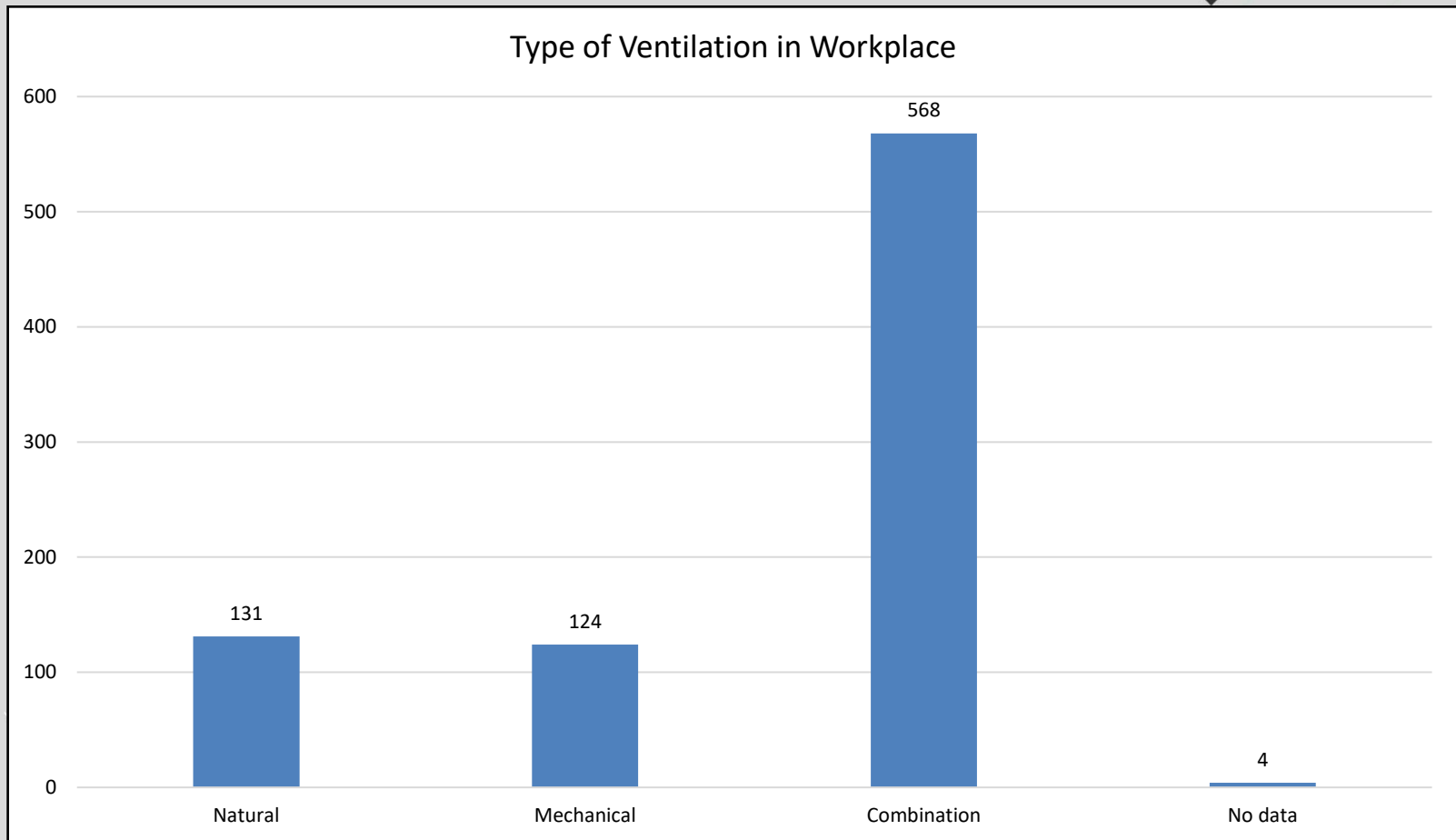
Feedback: telework blitz

Exposure Monitoring Conducted



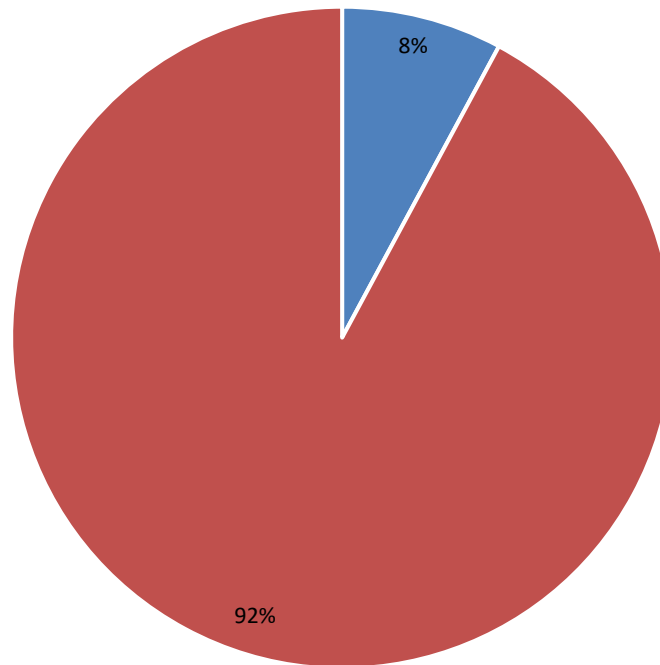
■ Yes ■ No

Feedback: telework blitz



Feedback: telework blitz

Medical Surveillance Conducted



■ Yes ■ No

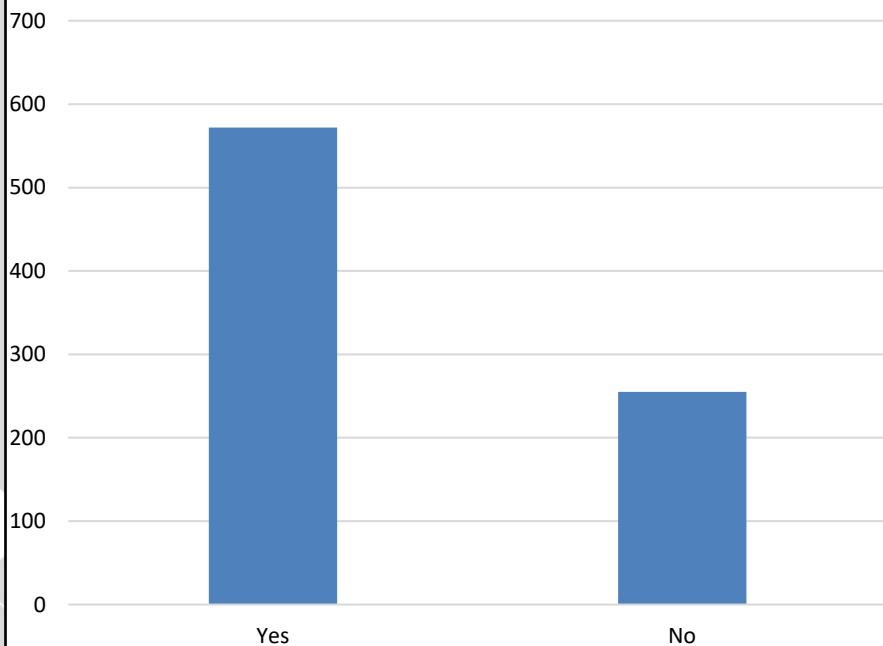
Feedback: telework blitz



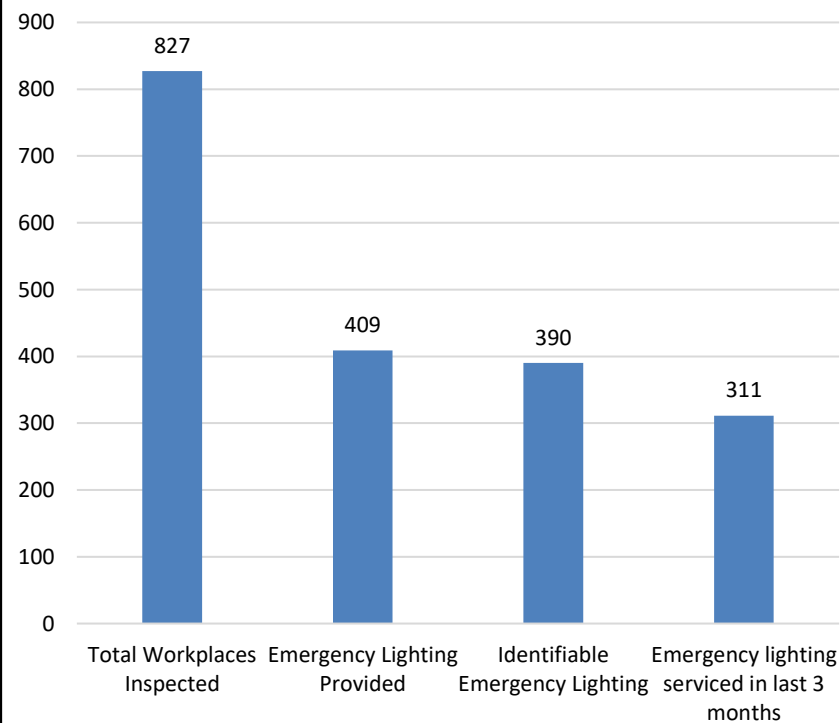
Feedback: telework blitz



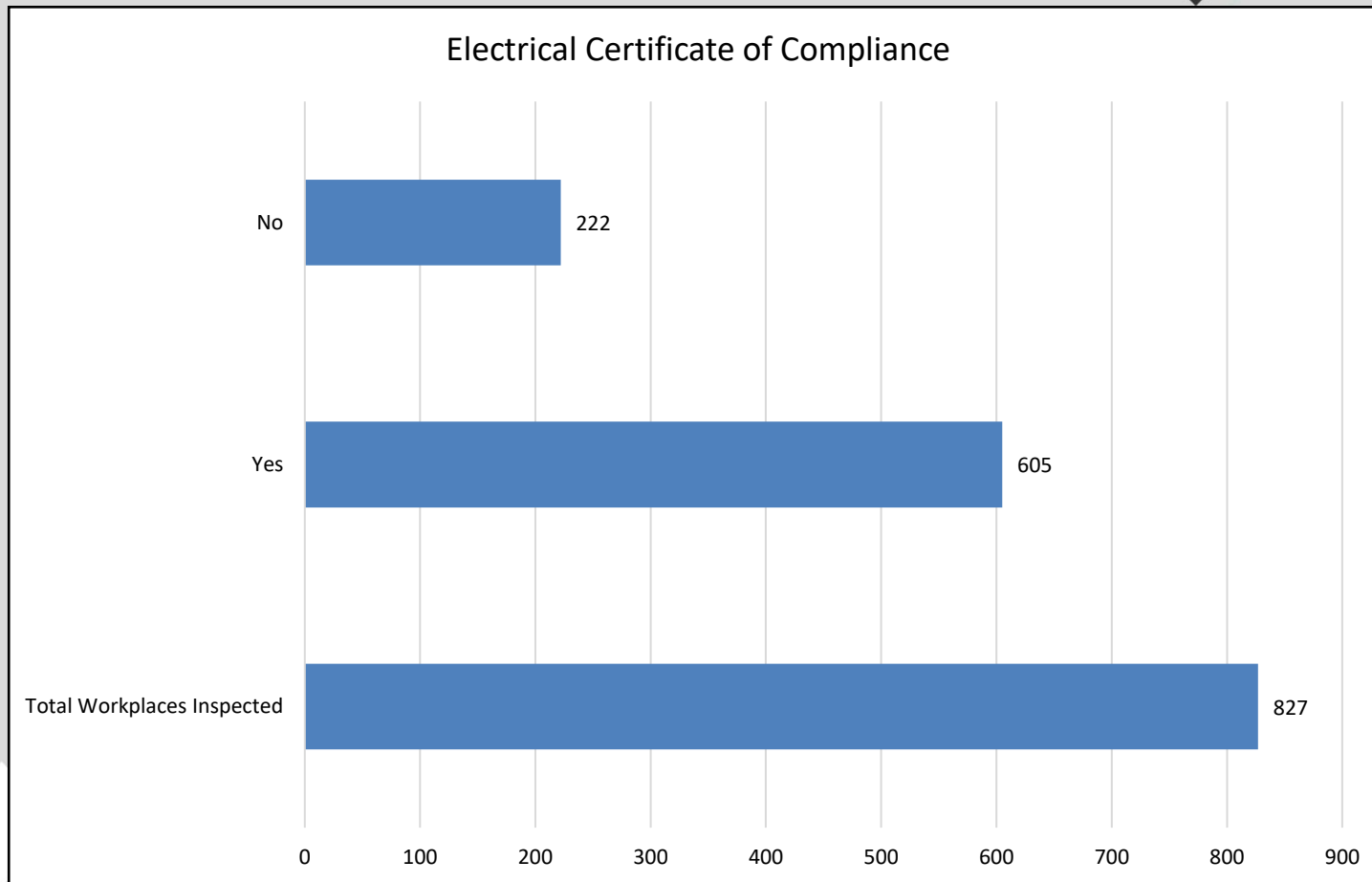
Maintenance of Lights



Emergency Lighting



Feedback: telework blitz



Implementation of risk management principles

- Employers involved in telework seem to overlook hazards employees may be exposed to
- OHS Act, Act 85 of 1993 defines a workplace as “any premises or place where a person performs work in the course of their employment”.
- Section 8 of the requires employers to establishing hazards and precautionary measures attached to any work



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Implementation of risk management principles

- Exposure to a hazard resulting from the digital economy should be mitigated to the lowest reasonably practicable level by implementing a progressive combination of the hierarchy of controls.
- The hierarchy of controls is a step-by-step approach to eliminate or mitigate workplace hazards. It ranks controls from the most effective level of protection to the least effective level of protection.



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Implementation of risk management principles

- When choosing a control method:
 - ✓ Assess the feasibility of the first layer of controls (elimination) before moving on to the second layer (substitution)
 - ✓ All relevant controls should and implemented



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Implementation of risk management principles

- When choosing a control method:
 - ✓ Additional control measures by the employer should implement include, but not limited to:
 - Providing supervisors with training on effective risk management,
 - Distance leadership and workplace health and safety promotion.

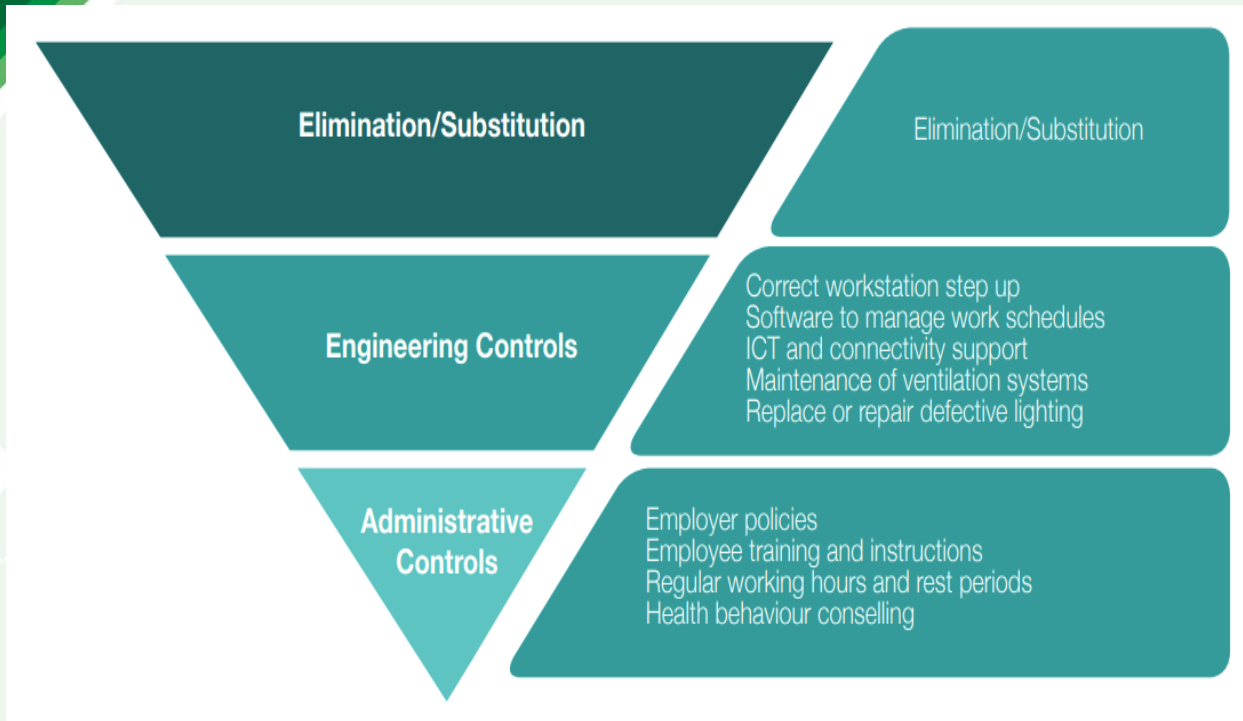


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Hierarchy of controls of occupational hazards in the digital economy



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Implementation of risk management principles

- Additional control measures by the employer should implement include, but not limited to:
 - Providing supervisors with training on effective risk management,
 - Distance leadership and workplace health and safety promotion. This training should cover how to mitigate risk and respond to employees' health and safety issues.
 - providing employees with: information, recommendations and training on how to setup and adjust workstations;
 - clear communication on tasks, responsibilities, decision-making authority, autonomy and results to be achieved, adjusting workload and work assignments where necessary;
 - defined, regular working hours and rest periods; and o
 - clear direction on maintaining confidential information.

Conclusion

- The sampled employers low compliance and indicated a need for:
 - ✓ In depth advocacy and inspections
 - ✓ Addressing OHS matters in the digital era through:
 - ✓ Gap analysis : research and legislative review,
 - ✓ Implementation of OHS programmes
 - ✓ Training programmes, and
 - ✓ Collaborative efforts (all social partners and experts)



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Thank You...



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