

DEPARTMENT OF EMPLOYMENT AND LABOUR

Workplace Injury and Illness prevention November 2023



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



Introduction

- Injury and illness prevention program (IIP), is a proactive process that employers can use to identify and control workplace hazards before workers are injured or contract occupational diseases.
- Injury and illness prevention programs provide the foundation for the way employers identify and control hazards, leading to a significantly improved workplace health and safety.
- How do we prevent Injuries and illness?
 - **Employer driven Workplace IIPs**
 - **DEL:OHS strategy to prevent injuries and diseases**

Types of prevention

Primary

- Avoiding injuries and diseases entirely
- Interventions before occurrence to decrease the risk

Secondary

- Screening to offer early detection and potential diagnoses
- Early treatment / intervention and quicker return to baseline

Tertiary

- Interventions to slow or stop disease or further disablement to restore natural as best as possible

Aim this levels is to prevent occurrence and when occurrence have taken place early detection to treat and resolve and prevent worsening

Compensation Fund benefits paid

Injuries and diseases cost money to governments , organizations(small and major) the actual cost is substantial.

Benefits	2019/20	2020/21	2021/22
MEDICAL	R 1 865 406 282	R 2 858 334 484	R 2 969 771 031
COMPENSATION	R 180 105 136	R 124 431 854	R 152 648 860
PENSION	R 1 185 297 354	R 1 202 622 488	R 1 192 843 451
TOTAL	R 3 230 808 773	R 4 185 388 826	R 4 315 263 342

Cost associated with accidents, injuries and diseases

- For every rand spend on the direct costs of a worker's injury or illness, we spend much more to cover the indirect and hidden costs.
- One lost workday have cost you in terms of:
 - Productive time lost by an injured employee.
 - Productive time lost 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) insurance rates.
 - Cost of completing paperwork generated by the incident

Benefits of IIPs

- Adoption of an injury and illness prevention program will result in workers suffering fewer injuries, illnesses and fatalities.
- Employers can improve their compliance with existing laws and regulations (OSHA & COIDA) and will experience the financial benefits of a safer and healthier workplace including significant reductions in compensation fund premiums.
- Workplaces that adopt IIPs 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

Key elements workplace IIP



Leadership/Management Commitment,



Worker participation



Hazard identification and Risk assessment



Hazard prevention risk mitigation and control



Advocacy education and training



Evaluation and Continuous improvement



Incident Investigation

- Incident Investigation is a tool used to identify and recognize the areas responsible for incidents :
- It should be in writing and adequately identify the cause(s) of the accident or near-miss occurrence.
- Accident investigations should be conducted by trained individuals, and with the primary focus of understanding why the accident or near miss occurred and what actions can be taken to preclude recurrence.
- Recurrence can effectively be prevented if root cause have been identified and addressed

Injury and Illness Prevention Program

Injury and Illness Prevention Program must be a written plan that includes procedures and is put into practice:

1. A person (or **persons**) **with authority** and responsibility for implementing the Program is identified
2. A system for ensuring employees comply with **safe and healthy work practices**.
3. A system for **communicating with employees** in a form readily understandable by all affected.
4. Procedures for **identifying and evaluating work place hazards**.
5. Procedures to **investigate occupational injury or illness**.
6. Procedures for **correcting unsafe or unhealthy** conditions, work practices and procedures.
7. Provide **employee training and instruction**.
8. **Recordkeeping and documentation**



DEL:OHS strategy to prevent injuries and diseases

OHS: VISION, MISSION AND VALUES

Vision

To be the Leader in creating safe and healthy working environments for South Africa based on collaboration and promoting a preventative culture to ensure a sustainable and productive economy.

Mission

To promote healthy and safe workplaces through collaboration, advocacy, inspections and enforcement of Occupational health and safety legislation

Values

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

DEL: OHS strategy to prevent injuries and diseases

Purpose:

- To ensure that there is **sustainability** through the **development of and commitment to, better practices in OHS** by focusing on performance outcomes, which can be reported and monitored over a period of time.
- Measuring OHS performance, there is a demonstration of commitment to improving the health and safety of all employees and the general public/citizens.

Priority sectors targeted

- Priority sectors targeted :
- Private Sector:
- Construction Sector
- Iron and Steel
- Chemical
- Agriculture,
- Wholesale and Retail Sector,
- Informal economy
- Public Sector
- Health and Health Care Sector,
- Education

OHS prevention strategic results areas



Strategic results area 1

Coherent and effective legislation and policy



Strategic results area 2

Advocacy, communication, cooperation, capacity strengthening and development



Strategic results area 3

Labour inspection and Enforcement



Strategic results area 4

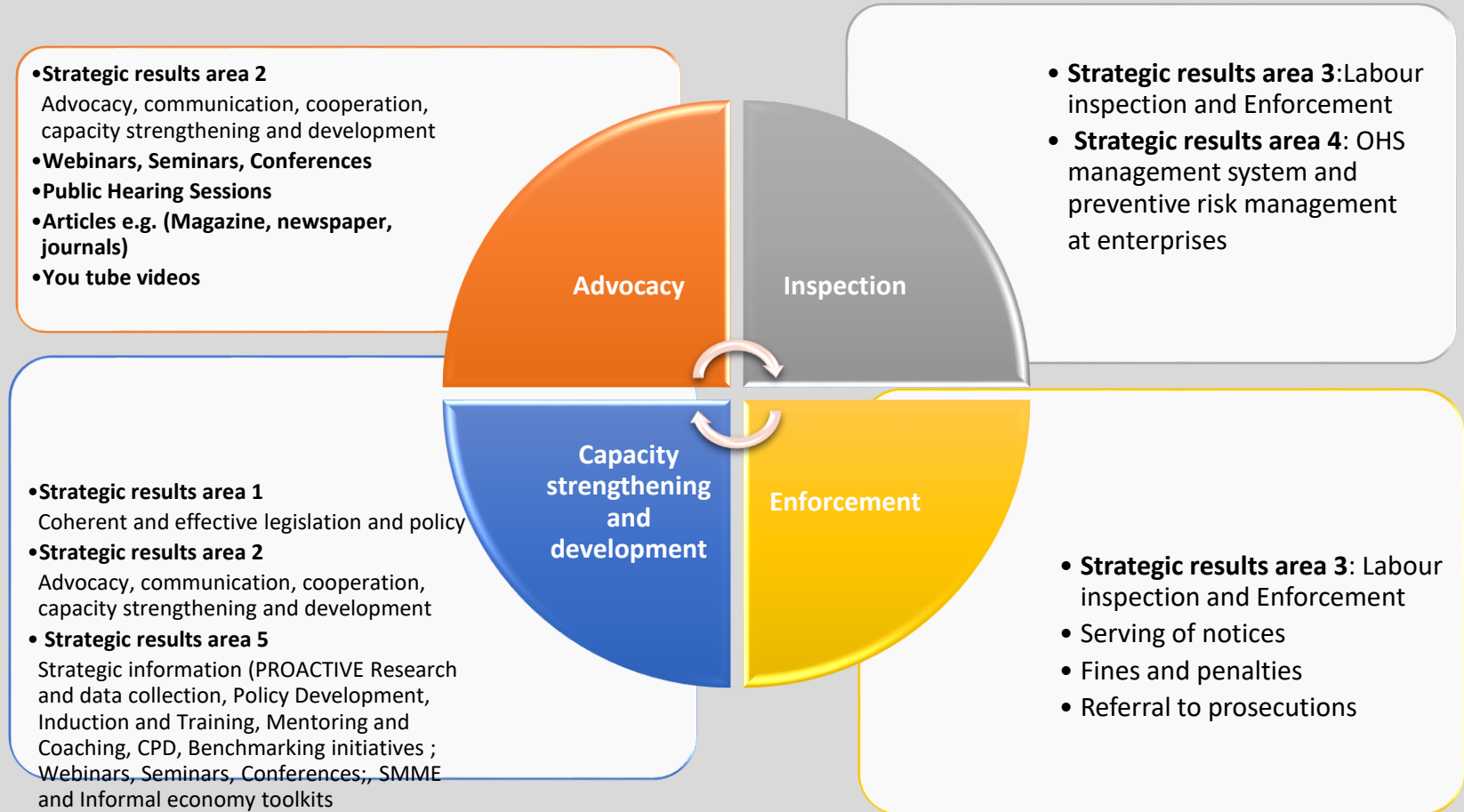
**OHS management system and preventive risk management
at enterprises**



Strategic results area 5

Strategic information (PROACTIVE Research and data collection)

Five strategic results areas: Prevention of injuries and diseases



Stakeholder engagements

- Facilitate and maintain **meaningful stakeholder engagements and relations**,
- 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 OHS Strategy, a number of the stakeholders will benefit from its implementation. These beneficiaries include, but are not limited to:

Stakeholders and Beneficiaries

With the development and implementation prevention 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

Collaboration

- All Government departments and entities that administer OHS and Compensation legislation and competencies nationally
- CF, RMA and FEM
- Judiciary to ensure successful prosecution
- Institutions of higher learning
- Professional bodies And many other stakeholders

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 co-ordination body;
 - Advisory Council on Safety and Health (ACOHS).
- DEL is responsible for continuously monitoring the implementation of the approved strategic framework and undertaking actions.

Conclusion

- The adoption of injury and illness prevention programs based on simple, sound, proven principles will help businesses improve :
 - Compliance with existing laws and regulations,
 - Decrease the incidence of workplace injuries and illnesses, reduce costs (including significant reductions in workers' compensation premiums) and
 - Enhance their overall business operations
- The IES: OHS strategy main purpose is to prevent injuries and diseases

“Prepare and Prevent or Repair and Repent”

Thank You....

