

DEPARTMENT OF EMPLOYMENT AND LABOUR

Injuries and Illness prevention

October 2024
Chief Inspector



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



Introduction

- Occupational health and safety is a vital component of decent work.
- Physical conditions and Mental demands of workplace determine to a great extent workers conditions.
- Occupational accidents, injuries and diseases have a significant human social and economic cost.
- We should strive to eliminate them by ensuring all workplaces are safe and healthy.

OHS a Fundamental right

- Safe and Healthy working environment is a fundamental principle and right.
- The 110th session in June 2022 the ILC adopted the resolution on the inclusion of a safe and health working environment in the ILO framework of fundamental principles and rights at work.
- OSH Convention, 1981 (No. 155) and the promotional framework for OSH Convention, 2006 (no 187) are considered as fundamental Conventions

ILO OHS Statistics

- ILO reported that more men die from work-related incidents (51.4 per 100,000 working age adults) compared to women (17.2 per 100,000).
- **Agriculture, construction, forestry and fishing and manufacturing** are the most hazardous sectors, accounting for **200,000 fatal injuries per year**, which represents **63 per cent of all fatal occupational injuries**.

In particular, one-in-three fatal occupational injuries worldwide occur among agricultural workers.

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.

Compliance Q1 2024-2025

2024/25 Q1 OHS Inspections

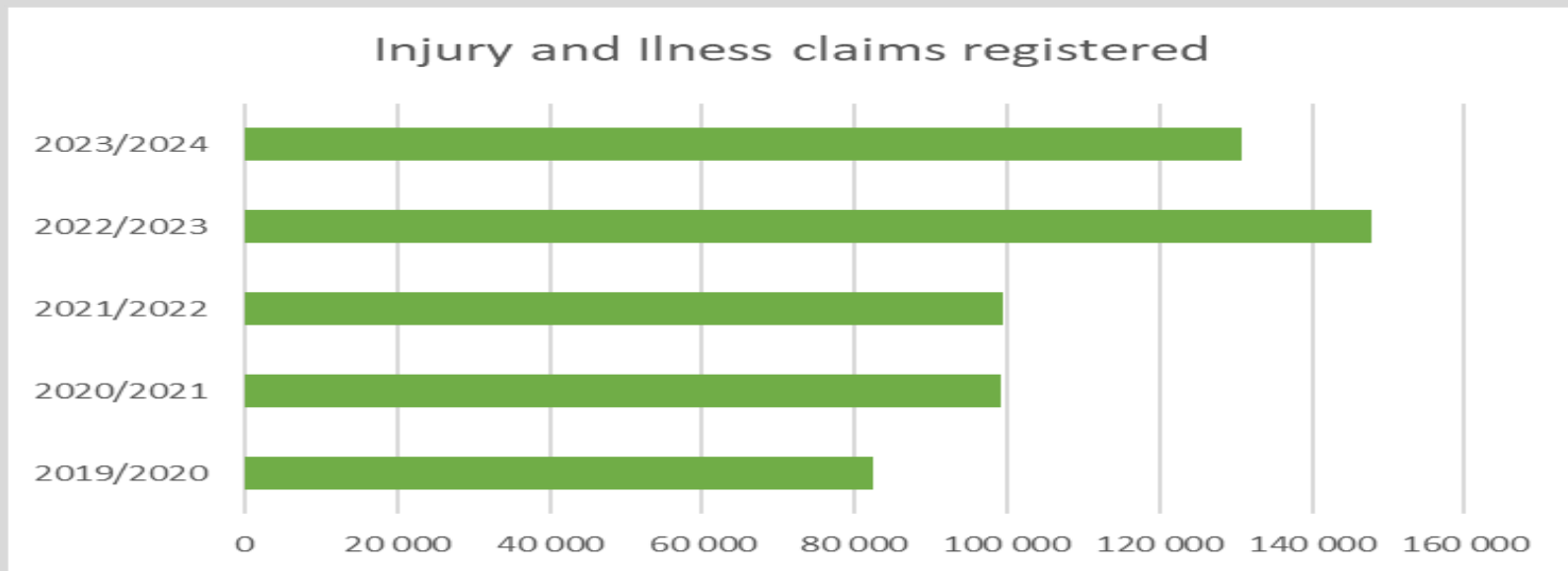
- A total of **27 019** workplaces inspections were conducted
- **17 893 (66%)** employers of those inspected were classified as compliant and **9 126(34%)** employers were found non-compliant.

Money enforces Noncompliance to COID

- Quarter 1 2024/2025 total of **R78 699 532.33**
- Previous financial year 2023/24 total of **R130 481 871.74**

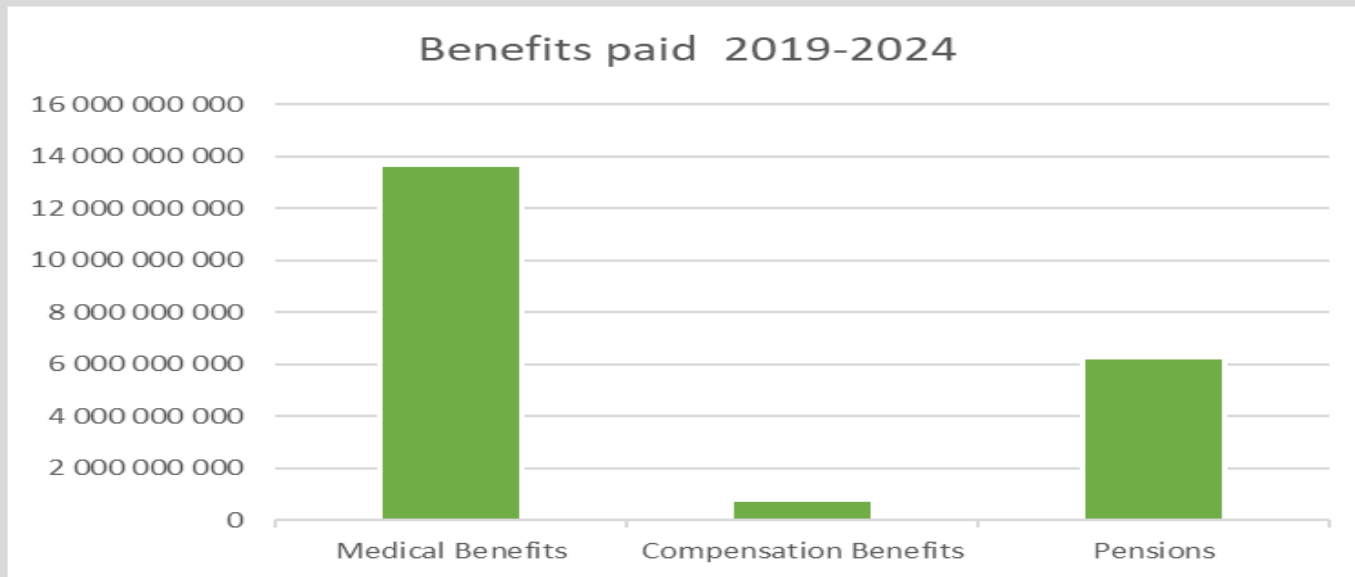
Injury and Illness claims registered

- Total of 559 809 claims registered



Benefits paid

- Total of 20,7 billion



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

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**

ILO OHS Strategy

- ILO the Global Strategy on Occupational Safety and Health for 2024-2030. To boost global efforts to ensure a safe and healthy work environment,
- The goal is to prioritize the well-being of workers in line with the ILO's dedication to social justice and the promotion of decent work worldwide.
- The strategy encourages ILO Members to act on three pillars.
 - **First, improve national Occupational Safety and Health (OSH) frameworks by enhancing governance, promoting reliable data, and building competency.**
 - **Second, strengthen coordination, partnerships and investment in OSH at national and global levels.**
 - **Third, enhance workplace OSH management systems by promoting ILO-OSH 2001 principles, developing gender-transformative guidance, and tailoring it to specific hazards, risks, sectors, and occupations.**

DEL: OHS Strategic Objectives 2024-2029



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)

OHS High risk sectors

Historically DEL identified 4 high risk sectors based on Compensation fund statistics

- **Iron and steel**
- **Construction**
- Chemical
- **Agriculture**

ILO 2023 : **Agriculture, construction, forestry and fishing and manufacturing**

DEL interventions

CONSTRUCTION HEALTH AND SAFETY ACCORD

The Construction Health and Safety Accord is an agreement between Government, Organised Labour and Organised Business to improve the status of occupational health and safety in the construction sector in South Africa. This agreement acknowledges that the South African construction sector contributes immensely to the stimulation of unemployment and economic growth and as such all necessary interventions are taken to ensure that occupational health and safety objectives are attained concurrently with infrastructure development, poverty alleviation through employment creation and positive economic growth. The collaborative approach, together with other stakeholders will ensure that all facets of occupational health and safety of employees, users and members of the public are taken into consideration when developing strategies to improve health and safety without compromise, whilst maintaining balance in ensuring construction sector growth.

VISION
Zero harm through collaborative action in the construction sector

MISSION

- To ensure occupational health and safety of persons in the construction sector
- To ensure occupational health and safety of persons in connection with the use of plant and machinery in the construction sector
- To ensure protection of persons other than persons in the construction sector against hazards to health and safety arising out of or in connection with the activities of persons in the said sector




VALUES

- The tripartite approach
- Stakeholder engagement
- Prioritising occupational health and safety
- Ethical, honesty, transparency, empathy and integrity

THE CONSTRUCTION HEALTH AND SAFETY ACCORD STRIVES TO ACHIEVE THE FOLLOWING OBJECTIVES:


- To promote good relations with social partners, Government, Organised Labour and Organised Business for the benefit of health and safety in construction
- To commit all construction industry stakeholders to prioritise matters of occupational health and safety
- To promote occupational health and safety of all persons involved with and affected by construction work
- To eliminate fatalities, injuries and diseases in the construction sector
- To identify and implement best practices

WE, THE SOCIAL PARTNERS, GOVERNMENT, ORGANISED LABOUR AND ORGANISED BUSINESS COMMIT OURSELVES TO CONSTRUCTIVELY WORK TOGETHER TO ACHIEVE THE OBJECTIVES OF THE CONSTRUCTION HEALTH AND SAFETY ACCORD.

Government	Organised Labour	Organised Business
 DG Department of Public Works	 CEO	 CEO
 DG Department of Public Works	 FEDSA	 SAFEC
 NACTU	 MEVUSA	 SEPSA

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IRON AND STEEL HEALTH AND SAFETY ACCORD



Parties
Government, Organised Labour and Organised Business

Background
The Iron and Steel Sector has been identified as a high risk sector. This is informed by claims processed at Compensation Fund as well as the number of incidents reported on the Integrated Occupational Safety System (IOSS).

Vision
Elimination of occupational injuries and diseases in the Iron and Steel Sector.




Objectives

- Prevent risks related to occupational injuries and diseases.
- Promote occupational health and safety of all persons involved with and affected by work or activity.
- Promote a meaningful participation (social dialogue) in occupational health and safety in consultation with stakeholders and partners.
- Capacity building of employers and employees on occupational health and safety.
- Develop best practices in occupational health and safety and continue to uphold the occupational health and safety principles as enshrined in the Bill of Rights.

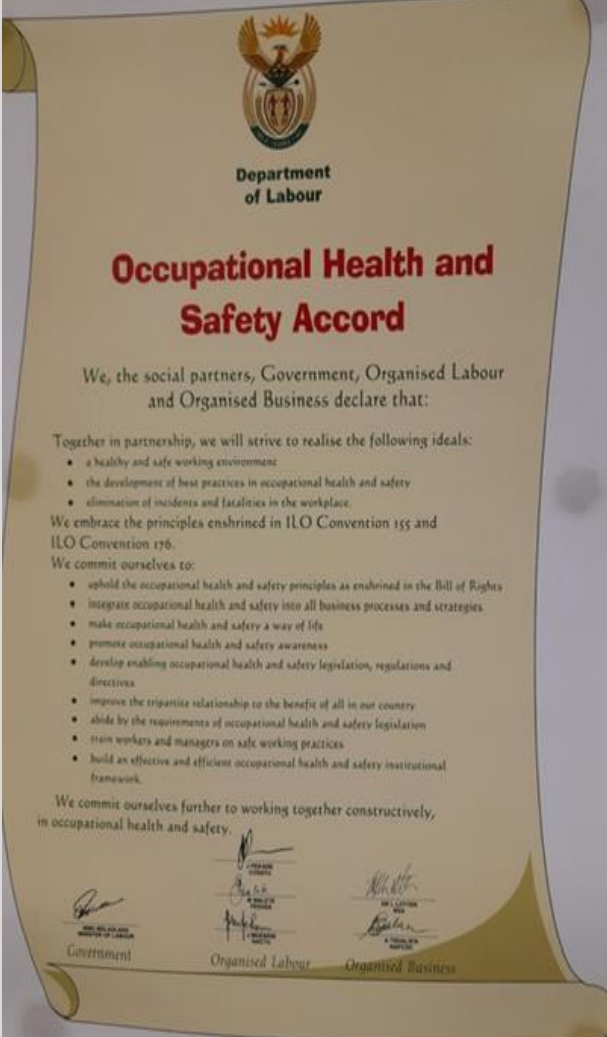
Commitments
To promote good relations of social partners, Government, Organised Labour and Organised Business for the benefit of health and safety in the Iron and Steel Sector. Encourage employer and employees to report incidents. Enhance compliance with occupational health and safety legislation and its regulations.

We also commit to making necessary resources available in order to fulfill the objectives of this Accord. Entrench the right of employees to refuse to work in dangerous conditions.

Signatories

 DG Department of Labour Government	 MEVUSA Organised Labour	 SEPSA Organised Business
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Department of Labour

Occupational Health and Safety Accord

We, the social partners, Government, Organised Labour and Organised Business declare that:

Together in partnership, we will strive to realise the following ideals:




- a healthy and safe working environment
- the development of best practices in occupational health and safety
- elimination of incidents and fatalities in the workplace

We embrace the principles enshrined in ILO Convention 155 and ILO Convention 170.

We commit ourselves to:

- uphold the occupational health and safety principles as enshrined in the Bill of Rights
- integrate occupational health and safety into all business processes and strategies
- make occupational health and safety a way of life
- promote occupational health and safety awareness
- develop enabling occupational health and safety legislation, regulations and directives
- improve the tripartite relationship to the benefit of all in our country
- abide by the requirements of occupational health and safety legislation
- train workers and managers on safe working practices
- build an effective and efficient occupational health and safety institutional framework.

We commit ourselves further to working together constructively, in occupational health and safety.

 DG Department of Labour Government	 MEVUSA Organised Labour	 SEPSA Organised Business
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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

- 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
- Collaboration between social partners key stakeholders including CF, FEM, RMA and OHS to prevent injuries and diseases

Upcoming collaborative events

- OHS prevention accord and Prevention strategy launch breakfast session 16 October (GP)
- Decent work in construction Campaign and Roadshows on OHS in construction George and Cape Town 29 October and 1 November 2024
- OHS National Conference under water OHS November 2024 (WC)
- OHS National Conference Manufacturing February 2024

LAUNCH OF OHS STRATEGY AND SIGNING OF ACCORD

The Department of Employment and Labour, in collaboration with the Compensation Fund, Federated employers Mutual Assurance, and Rand Mutual Assurance, will hold a Ministerial breakfast session to launch the Occupational Health and Safety strategy (2024 to 2029), and signing of the prevention accord.

This event takes place against the backdrop of OHS being the fifth principle in the ILO's fundamental rights and principles at work, which necessitates a systematic approach from all stakeholders to address this fundamental right.

The session will be held as per the details below:

Date: Wednesday, 16 October 2024
Venue: Emperor's palace, Kempton Park, Gauteng
Time: 7am – 11am

Theme: "Strategic Collaboration to prevent incidents and occupational diseases in the workplace"

This breakfast session will bring organised business, organised labour, the Compensation Fund, Rand Mutual Assurance, the Federated Employers Mutual Assurance, practitioners in the field of OHS as well as professional bodies. We aim to strengthen collaboration among stakeholders in our journey to prevent occupational injuries and illness.

Click on the link below to access the livestreaming of the event (NB livestreaming is limited to 500 attendees)
Link: [www.employment and labour.gov.za/gochkbhghcgfxgnm](http://www.employmentandlabour.gov.za/gochkbhghcgfxgnm)

Route to Zero injuries and diseases.

Thank You...

