

DIRECTORATE: OCCUPATIONAL HEALTH AND HYGIENE RISK ASSESSMENT: RAC

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



OUTLINE

- Step 1
 - ✓ Identify the hazards
- Step 2
 - ✓ Identify who might be harmed and how
- Step 3
 - ✓ Evaluate the risk – identify and decide on the safety and health risk control measures
- Step 4
 - ✓ Record who is responsible for implementing which risk control measures and the timeframe
- Step 5
 - ✓ Record the findings, monitor and review the risk assessment and update when necessary

RISK ASSESSMENT



OHS Act 8 (2) (d)

- Establish hazards;
- Precautionary measures;
and
- Provide means to
implement precautionary
measures

Asbestos Abatement Regulations 5

IDENTIFY THE HAZARDS

Step 1

- Risk assessments identify;
 - ✓ What hazard/s the employee (& person) is exposed to
 - ✓ Effect of the hazard on the employee
 - ✓ Where the hazard is present and form
 - ✓ Route of intake
 - ✓ Process or nature of work performed
- Gender sensitive (female, old, young & vulnerable)
- Site and task specific
- Conducted before a task begins and while performing tasks

IDENTIFY THE HAZARDS...

Step 1...

- First assessors need to identify how employees and persons could be harmed.
- This is achieved by surveying the workplace and identifying the hazards.
- An unidentified hazard cannot be controlled.

Theoretical	Practical
Qualitative (past RA)	Quantitative (exposure monitoring)
Complaints from employees	Observations
Past incidents or occupational diseases	Interviews
Medical surveillance results	
Exposure history – NB	
Classification - NB	
Diseases/adverse health effects	

IDENTIFY WHO MIGHT BE HARMED AND HOW

Step 2

- Evaluate the risk of each hazard according to the information obtained in previous step
- Form
 - Particle, gas, vapour, etc.
- Route of intake
 - Inhalation, skin, ingestion
- Frequency of exposure
 - once off vs multiple
- Duration of exposure
 - 8-hours per day vs 1-hour per day
- Number of employees
 - few vs many



IDENTIFY WHO MIGHT BE HARMED AND HOW...

Step 2...

- Other hazards
 - ✓ Noise, ergonomics, HBA, HCA, vibration, illumination, safety
- Impact on health
- Visitors & other contractors



EVALUATE THE RISK – IDENTIFY AND DECIDE ON THE SAFETY AND HEALTH RISK CONTROL MEASURES

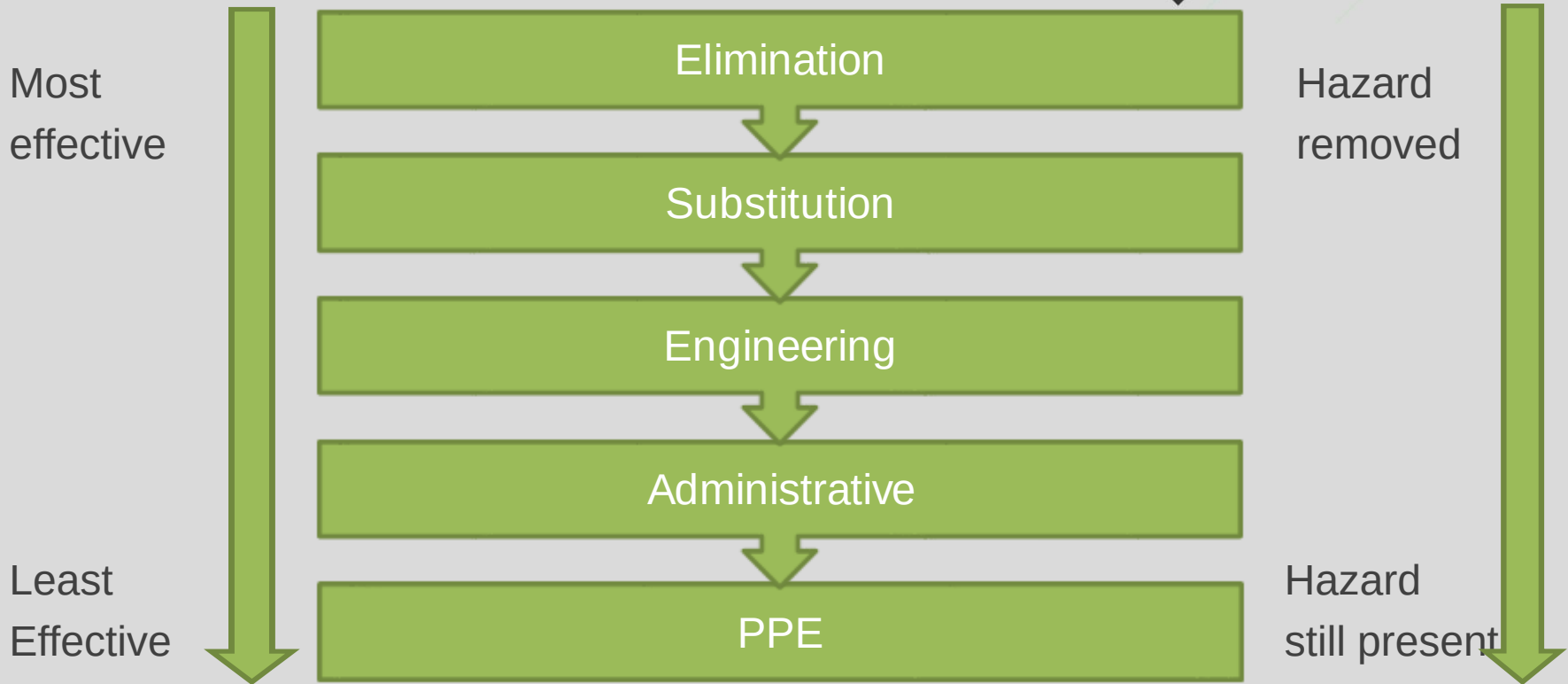
Step 3

- Evaluate the risk of each hazard according to the information obtained in the hazard identification and exposure assessment (step 2)
 - Don't group different hazards together
 - Characterised using a risk assessment tool
- Control measures:
 - Existing controls and additional controls;
 - Specific
- Resources must be provided to implement control measures

**EVALUATE THE RISK – IDENTIFY AND DECIDE ON
THE SAFETY AND HEALTH RISK CONTROL
MEASURES...**

Step 3...

Hierarchy of Controls



Combination of control measures for ALARP exposure

EVALUATE THE RISK – IDENTIFY AND DECIDE ON THE SAFETY AND HEALTH RISK CONTROL MEASURES...

Step 3...



RECORD WHO IS RESPONSIBLE FOR IMPLEMENTING WHICH RISK CONTROL MEASURES AND THE TIMEFRAME

Step 4

- Acting on the findings of the risk assessment
 - ✓ Drafting a plan of action
- Plan should include:
 - ✓ Assignment a responsible person
 - ✓ Timeframe for implementation
 - ✓ Dealing with high risks' first
 - ✓ Looking at long term solutions, but also short and medium term solutions
 - ✓ Regular inspections to determine implementation of plan

**RECORD WHO IS RESPONSIBLE FOR
IMPLEMENTING WHICH RISK CONTROL MEASURES
AND THE TIMEFRAME...**

Step 4...

➤ **Competent person:**

- ✓ Match hazards & task to individuals competency
 - ❖ 1) – Knowledge, training and experience in ‘specific field’
 - ❖ 2) – Qualification specific to ‘specific field’, with knowledge, training and experience in field

- ✓ More complex the hazard, higher level of competency is required

<https://www.labour.gov.za/DocumentCenter/Publications/Occupational%20Health%20and%20Safety/Competent%20person%20guidelines.pdf>

**RECORD WHO IS RESPONSIBLE FOR
IMPLEMENTING WHICH RISK CONTROL MEASURES
AND THE TIMEFRAME...**

Step 4...

- Team effort – gender sensitive
 - ✓ Health and Safety representatives
 - ✓ Supervisors
 - ✓ Employees
 - ✓ Cognate disciplines e.g.:
 - ❖ OHS officials
 - ❖ Occupational hygienists
 - ❖ Engineers
 - ❖ OMPs

**RECORD THE FINDINGS, MONITOR AND REVIEW
THE RISK ASSESSMENT AND UPDATE WHEN
NECESSARY**

Step 5

- The risk assessment needs to be documented
- Using an appropriate tool for your workplace
 - ✓ Sharing different tools to develop the 'best' option
- Dept. of Employment and Labour **DOES NOT** prescribe a tools;
 - ✓ all work places differ, therefore require different tools
- Regular inspections to monitor the implementation of the risk assessment
- Reviewing of the risk assessment

**RECORD THE FINDINGS, MONITOR AND REVIEW
THE RISK ASSESSMENT AND UPDATE WHEN
NECESSARY...**

Step 5...

- Reviewing of the risk assessment
 - 6-years mentioned in the AAR is not for asbestos work
- The RAC should consider reviewing their risk assessment if:
 - ✓ There are any changes to site or tasks performed
 - ✓ An occupational disease, illness (related to exposure) or injury is recorded
 - ✓ After 24-months

**RECORD THE FINDINGS, MONITOR AND REVIEW
THE RISK ASSESSMENT AND UPDATE WHEN
NECESSARY...**

Step 5...

- Risk assessment tool examples

CONCLUSION

- A risk assessment is one of the key tools for improving OHS conditions at work:
 - will contribute to the protection of employees by eliminating or minimizing work related hazards and risks;
 - Also benefit employers through better organisation of working practices potentially increasing productivity.

Thank You...



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