

PHYSICAL AGENTS REGULATIONS

Awareness Briefing



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HEALTH & SAFETY TRAINING LICENSES



MEETING SOUTH AFRICA'S OHS TRAINING REQUIREMENTS

South African employers must provide hazard-based
Information, Instruction, Training and Supervision
in terms of **Section 8** of the Occupational Health and Safety Act.

INTRA PROVIDES

Equips, Supports, Coaches & Licenses OHS Trainers

- | | |
|-----------------------|-------------------|
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DISCLAIMER

This information is for education purposes only and should NOT be viewed as legal advice.



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**OHS Practitioners are
NOT LEGAL ADVISORS or
Occupational Hygienists
unless qualified**



PAR Section 37(3) Caution

TRAINERS MAY FACE CRIMINAL PROSECUTION

- Know your subject intimately
- Have a written Section 37(2) mandatory agreement
- Never misrepresent your **competency**
- Understand your Consumer Protection Act obligations
- Only represent actual accreditation, approval, certification, etc
- Keep defensible training and assessment records

KNOW WHAT YOU TEACH

- Teach only what you know and are qualified in



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WHO DECLARES ROLE PLAYERS

COMPETENT?



DEL?

ACT?

REGS?

EMP?

SAQA?

NQF?

SETA?

QCTO?

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More Workers Die From **Diseases** Than **Injuries**



International Labour Organization studies:

26 November 2023

- Annual work-related diseases deaths **+ 2,200,000**
- Annual workplace incidents deaths **+ 330,000**
- Circulatory diseases are a leading cause of death
- Breathing & respiratory diseases are also major causes
- In SA falls from heights = 14% of fatalities [FEM]

<https://www.ilo.org/publications/call-safer-and-healthier-working-environments>

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Illnesses & Deaths **LESS VISIBLE** than Injuries & Fatalities

Occupational Diseases Develop Slowly

- Most workplace injuries **are immediately visible**
- Occupational diseases often develop silently
- Illness may take months, years or decades
- Symptoms may appear long after exposure
- Exposure is not always obvious
- Early warning signs may be missed
- Early identification is essential



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HEALTH & SAFETY ACHIEVEMENT



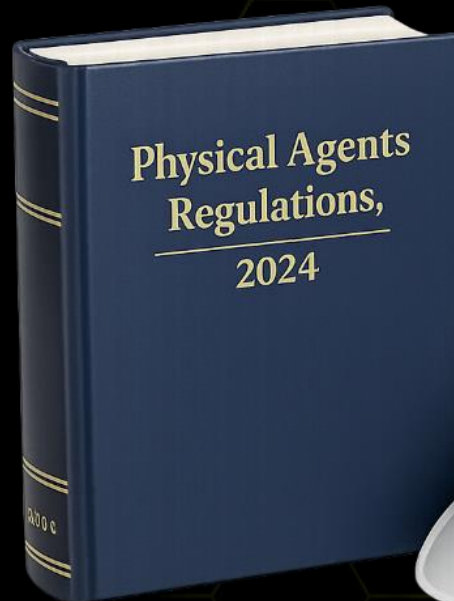
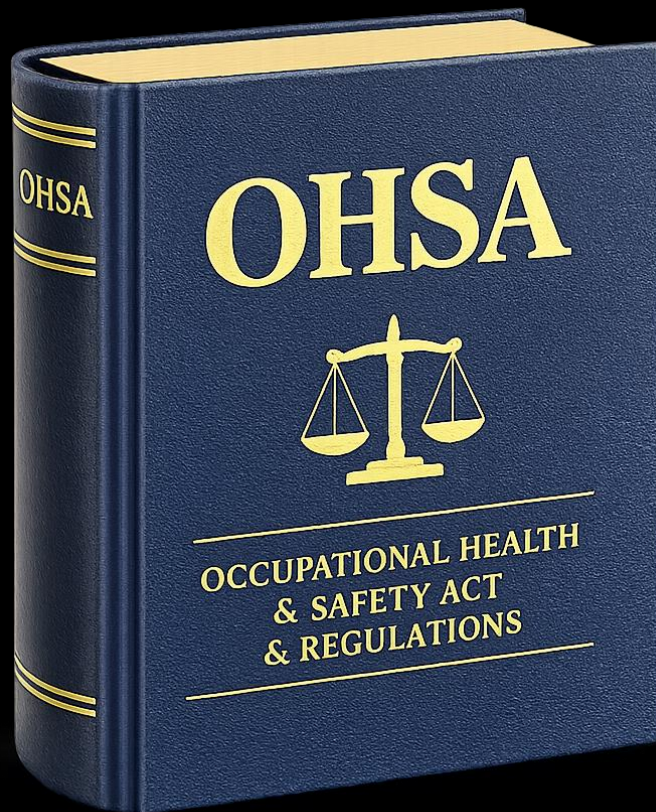
HEALTH - DEATHS

2,200,000

SAFETY - DEATHS

330,000

Your Journey Starts Here



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The Next Chapter in the OHS Legislative Journey

1918

Factories Act

1941

Factories, Machinery & Building Work Act

1983

Machinery & Occupational **Safety** Act

1993

Occupational **Health & Safety** Act & Regs

Various Occupational **Hygiene** Regs

OSH / SHE / SHEQ / SHERQ

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Development of Occ Hygiene Regs



1986	General Safety Regs
1987	Environmental Regs for Workplaces [Repealed]
2001	Lead Regs
2003	General Admin Regs
2005	Draft General Health & Safety Regs
2019	Ergonomics Regs
2020	Asbestos Abatement Regs
2021	Hazardous Chemical Agents Regs
2022	Hazardous Biological Agents Regs
2025	Noise Exposure Regs, 2024
2025	Physical Agents Regs

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PHYSICAL AGENTS REGULATIONS



www.intrasafe.co.za/physical-agents-Regs/

4 HOUR WORKSHOP

29 October 2026

9am – 1pm Via Zoom

- Observer Guide
 - Saioosh CPD points
- R950.00 per person Inc VAT

AWARENESS MATERIAL

- Trainer Guide, Visuals, Workbook & Study Material
- R2995,00 Inc VAT

What is Occ Hygiene?

The identification & control of workplace exposures before they harm employees

1. **ANTICIPATION** Predicting possible workplace health hazards before they occur
2. **RECOGNITION** Identifying hazards & exposures that may affect employees
3. **EVALUATION** Determining the extent of employee exposure
4. **CONTROL** Implementing measures to reduce or eliminate exposure

? What SAQA or QCTO training standard or curriculum covers Occ Hygiene ?

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PARTRAC Awareness Briefing / Workshop Content

PARTRAC LEADER GUIDE V01 OCCUPATIONAL HYGIENE & PHYSICAL AGENTS REGULATIONS AWARENESS BRIEFING (Version 02.07.2024)	
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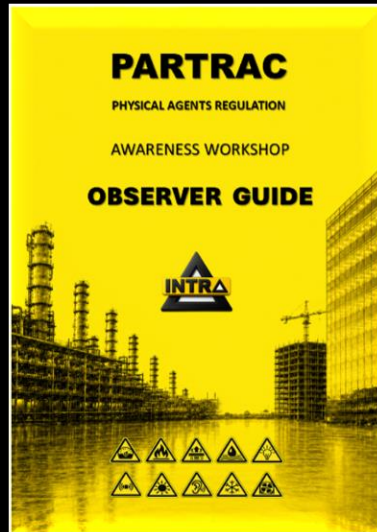
PAR Awareness / PAR Training Material

- Employer Awareness Info Presentation
- Leader Guide INTRA™
- Leader Slides INTRA™
- Multiple Choice Questions - Answers
- Multiple Choice Questions
- Observer Guide INTRA™
- Occ Health Safety Act 85 of 1993
- Physical Agents Regs GG Amendments
- Physical Agents Regs GG Explanatory
- Physical Agents Regs GG
- AIA DEL Application For Approval
- AIA DEL Occupational Hygienists August
- **DEL Guideline**
- **What Every Employer Needs to Know**
- **ILO The work-related injuries and diseases**
- **Lighting and Ventilation SANS 10115**
- **Lighting GENLUX Terminology Guide**
- **Physical Agents Employer Training Info Sheet**
- **PAR Leader Webinar Recording**
- **Attendance certificate template.**

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Understand the Scientific Terms, Units & Acronyms



Common Occupational Hygiene Acronyms, Units and Scientific Terms

Occupational Hygienists and Approved Inspection Authorities use many scientific units and abbreviations when measuring workplace conditions.

People are **not expected to memorise** them but should recognise their basic meaning when reading exposure reports.

Acronym / Unit	Full Meaning	Simple Description
AEV	Daily Exposure Value	Average employee exposure over an 8-hour working day.
AL	Action Level	Exposure level at which the employer must take action.
CAV	Clothing Adjustment Value	Heat stress adjustment for protective clothing.
°C	Degrees Celsius	Unit used to measure temperature.
dB	Decibel	Unit used to measure sound level.
dB(A)	A-Weighted Decibel	Noise level adjusted to match human hearing.
E _h	Average Horizontal Illuminance	Average lighting across a work area.
E _{max}	Maximum Horizontal Illuminance	Highest lighting level measured.
E _{min}	Minimum Horizontal Illuminance	Lowest lighting level measured.
EMF	Electromagnetic Fields	Electric and magnetic energy around electrical equipment.
GHz	Gigahertz	One billion cycles per second.
HAV	Hand-Arm Vibration	Vibration transmitted to the hands and arms.
Hz	Hertz	Number of cycles or vibrations per second.
IAQ	Indoor Air Quality	The condition and cleanliness of workplace air.
ICNIRP	International Commission on Non-Ionizing Radiation Protection	International body that publishes radiation exposure guidelines.
IR	Infrared Radiation	Heat radiation beyond visible red light.
kg	Kilogram	Unit used to measure mass or weight.
kHz	Kilohertz	One thousand cycles per second.
kV	Kilovolt	One thousand volts.
kV/m	Kilovolt per Metre	Unit measuring electric field strength.
lx (Lux)	Lux	Unit used to measure illumination (lighting).
m	Metre	Unit used to measure length or distance.
m/s	Metres per Second	Unit used to measure air speed.
m/s²	Metres per Second Squared	Unit used to measure vibration.
MHz	Megahertz	One million cycles per second.
mmHg	Millimetres of Mercury	Unit used to measure pressure.
mT	Millitesla	Unit measuring magnetic field strength.
µT	Microtesla	One millionth of a Tesla; measures magnetic fields.
µW/cm²	Microwatts per Square Centimetre	Measures radiation power over an area.

µW/cm²	Microwatts per Square Centimetre	Measures very low radiation power over an area.
OEL	Occupational Exposure Limit	Maximum permitted employee exposure level.
Pa	Pascal	SI unit used to measure pressure.
ppm	Parts per Million	Concentration of a substance in air.
RF	Radio Frequency	Electromagnetic energy used in communication systems.
RH	Relative Humidity	Amount of moisture in the air.
SANAS	South African National Accreditation System	Accredits laboratories, inspection and certification bodies.
SANS	South African National Standard	Official South African technical standard.
TWA	Time-Weighted Average	Average exposure over a specified time.
UV	Ultraviolet Radiation	Radiation beyond visible violet light.
V	Volt	Unit used to measure electrical potential.
V/m	Volts per Metre	Unit measuring electric field strength.
W/m²	Watts per Square Metre	Measures radiant heat or radiation intensity.
WBGT	Wet Bulb Globe Temperature	Heat stress index combining temperature, humidity, radiant heat and air movement.
WBV	Whole-Body Vibration	Vibration transmitted through the whole body.
%RH	Percent Relative Humidity	Moisture content of the air expressed as a percentage.

Glossary

"The entire universe is a grand book, but it cannot be read until we have learnt the language and become familiar with the characters in which it is written."

Galileo Galilei

The following descriptions are derived from the Occupational Health and Safety Act (OHS), the Physical Agents Regulations (PAR), and commonly accepted occupational health and safety terminology.

Action Level - AL [PAR]

the level of a Physical Agent at which specified actions or counter measures must be taken.

DESCRIPTION: The level of exposure to a Physical Agent at which the employer must take action or introduce control measures to reduce the risk to employee health and safety.

Approved Inspection Authority - AIA [OHS]

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Acronym / Unit [Tables 1 to 9]

A[8] **AL** | CAV | °**C** | **dB** | dB[A] - | Ehav | Ehmax | Ehmin
| EMF | GHz | HAV | Hz | IAQ | ICNIRP | IR | **kg** | kHz | kV
| kV/m | lx [**Lux**] - | m | m/s | m/s² | MHz | mmHg | mT |
μT | mW/cm² | μW/cm² | **OEL** | Pa | **ppm** | RF | RH |
SANAS | **SANS** | **TWA** | UV | V | V/m | W/m² | **WBGT** |
WBV | %RH |

Action Level [AL] vs Occupational Exposure Limit [OEL]

ACTION LEVEL [AL] = EARLY WARNING (110 km/h)

- You are approaching the maximum speed limit.
- Take action before exposure becomes unacceptable.



CAUTION: WATCH YOUR SPEED!



SAFE ZONE

Below 110 km/h
Exposure is safe and controlled.



ACTION LEVEL (AL)

110 km/h
Early warning – take action now.



MAXIMUM LEVEL (OEL)

120 km/h
Legal maximum – not one km faster.



BREAKING THE LAW

Above 125 km/h
Immediate action required – serious consequences.

MAXIMUM LEVEL [OEL] = LEGAL MAXIMUM (120 km/h)

- You are at the legal maximum speed limit.
- Do not exceed this limit. Not one km faster.



CAUTION: NOT ONE KM FASTER!

YOU ARE BREAKING THE LAW

- You have exceeded the legal maximum speed limit.
- Immediate action required to reduce exposure.



ABOVE THE OEL (125 km/h) = IMMEDIATELY SLOW DOWN

CAUTION: IMMINENT DANGER – DISEASE OR PROSECUTION

Understand Glossary / Terminology

Glossary

¶

"The entire universe is a grand book, but it cannot be read until we have learnt the language and become familiar with the characters in which it is written."

Galileo Galilei

¶

The following descriptions are derived from the Occupational Health and Safety Physical Agents Regulations (PAR), and commonly accepted occupational health terminology.

"Action Level - AL" (PAR)

the level of a Physical Agent at which specified actions or counter-measures

DESCRIPTION: The level of exposure to a Physical Agent at which the employer introduces control measures to reduce the risk to employee health and safety.

"Approved Inspection Authority - AIA" (OHSA)

an inspection authority approved by the Chief Inspector to perform special monitoring, or assessments. Provided that an inspection authority approved with respect to any particular service shall be an Approved Inspection Authority service only.

"Air Temperature" (PAR)

the air temperature as determined by a standard thermometer, with units

DESCRIPTION: The measured level of heat or cold in workplace air, usually in Celsius, which may affect employee comfort, health, and safety.

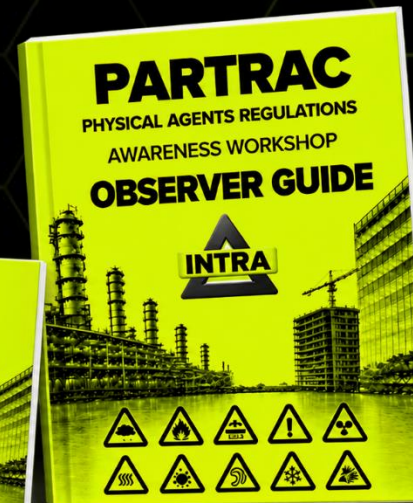
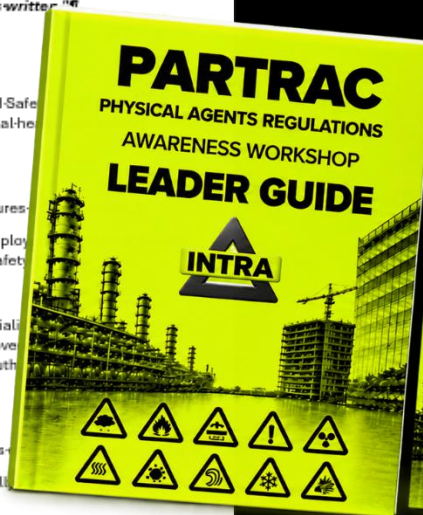
"Air Velocity" (PAR)

the rate of motion of air in a given direction, measured as distance per unit time.

DESCRIPTION: The speed and direction at which air moves through a workplace, which may affect ventilation, comfort, temperature control, and employee health.

"Approved Noise Inspection Authority - ANIA" (PAR)

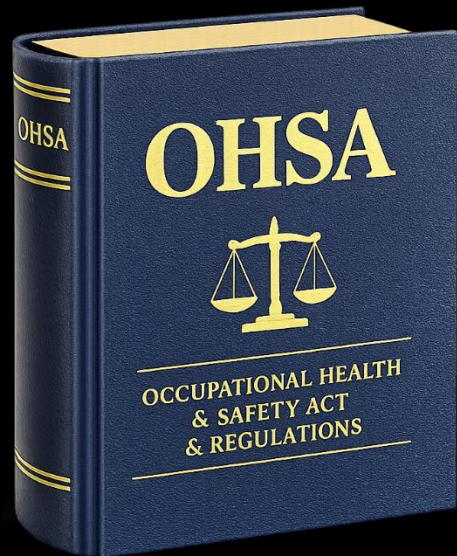
an "inspection authority" approved by the Chief Inspector of the Department of Employment and Labour for the monitoring of noise in the workplace.



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Read the Law - “Functions of OHS Reps”



An employer shall provide such

- facilities, assistance and training
- as a health and safety representative may reasonably require and
- **as have been agreed upon? - by whom?**
- for the carrying out of his functions

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Employer's Functions, Duties & Responsibilities



Consult with the OHS Rep or OHS Committee

Traditional health & safety often focuses on injuries, incidents, accidents, hazards, inspections & legal duties. It frequently gives little attention to consultation.

Consultation in Good Faith Is a Legal Requirement

is supported by the

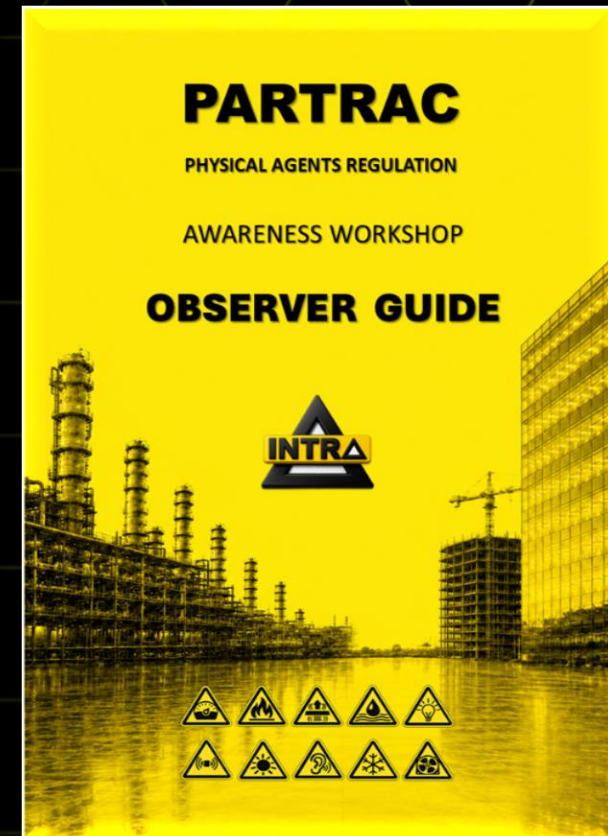
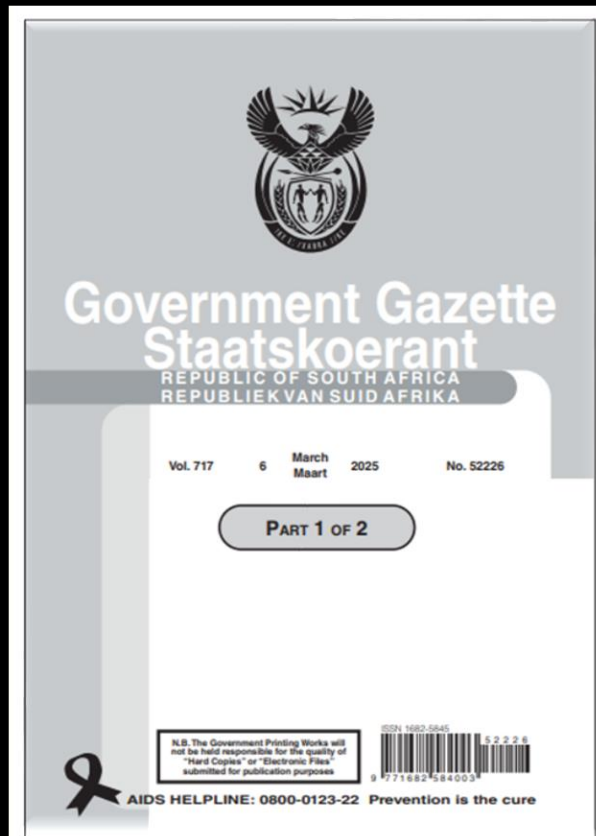
- Labour Relations Act
- Occupational Health & Safety Act,
- General Administrative Regs
- Physical Agents Regs



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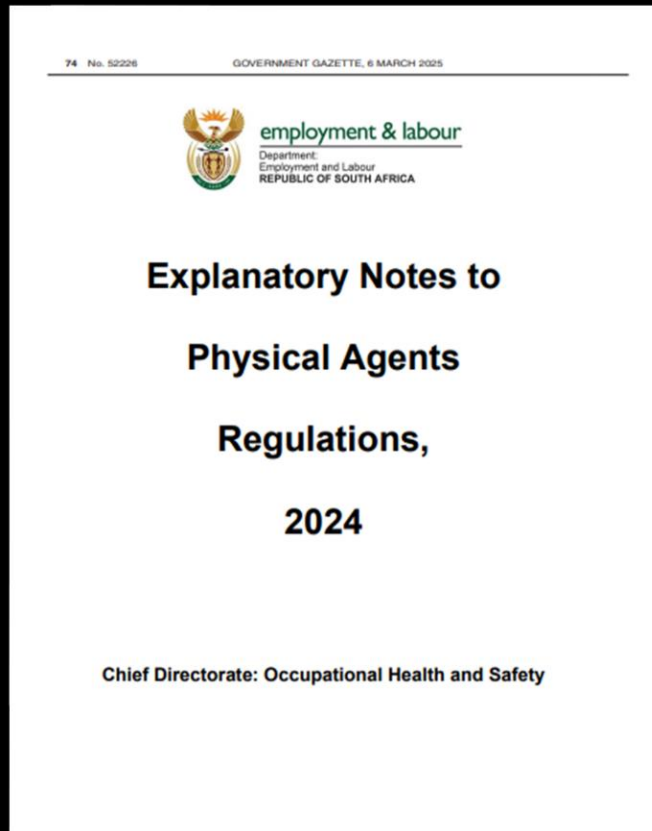
Physical Agents Regs Overview



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PAR Explanatory Notes - Gazette # 526, 6 March 2025



- **Explanatory Notes** are not law
- Do not replace the OHSA
- Do not replace the PAR
- Explain the Regs
- Provide practical guidance
- Help employers & employees understand the PAR

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What is a Physical Agent?

- A Physical Agent is a source of energy
- Exposure may cause injury or occupational disease
- Effects may occur immediately or develop gradually
- Many Physical Agents cannot be seen or felt
- Special instruments often detect harmful exposure
- Examples include **heat, cold, vibration & radiation**



PAR Table of Contents

01. Definitions | 02. Scope Of Application | 03. , Instruction & Training | 04. Duties Of Persons Who May Be Exposed To A Physical Agent | 05. Duties Of Designers, Manufacturers, Importers & Suppliers | 06. Physical Agent Exposure Risk Assessment | 07. Physical Agent Exposure Monitoring | 08. Medical Screening & Medical Surveillance | **09. Cold Stress | 10. Heat Stress | 11. Illumination | 12. Indoor Air Quality | 13. Vibration | 14. Occupational Non-ionising Radiation** | 15. Prevention Or Control Of Exposure To A Physical Agent | 16. Personal Protective Equipment & Facilities | 17. Maintenance Of Control Measures | 18. Records | 19. Technical Committee | 20. To Offences & Penalties | 21. Repeal Of Regs | 22. Short Title |

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Employer Compliance Checklist

02 Scope of Application [Does The PAR Apply?]

- 02 (1) (a) Identify covered employers & self-employed persons
- 02 (1) (b) Identify covered designers, manufacturers & suppliers
- 02 (2) Determine self-employed legal exemptions
- 02 (3) Exclude workplaces governed by Noise Regs

03 [Provide] Information, Instruction & Training

- 03 (1) Consult OHS Reps before commencing PAR activities
- 03 (1) (a) Notify planned exposure risk assessment
- 03 (1) (b) Notify planned exposure monitoring
- 03 (1) (c) Notify planned employee training
- 03 (2) Notify planned medical surveillance programme
- 03 (3) Communicate documented PAR outcomes
- 03 (3) (a) Share exposure risk assessment results
- 03 (3) (b) Share exposure monitoring results
- 03 (3) (c) Share medical surveillance outcomes
- 03 (4) Train employees before physical agent exposure
- 03 (4) (a) Explain the Physical Agents Regs
- 03 (4) (b) Identify workplace exposure sources
- 03 (4) (c) Explain the physical agent
- 03 (4) (d) Explain health & safety risks



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Employer Compliance Checklist

04 (2) (a) Inspect, use & maintain PPE

04 (2) (b) Never misuse or damage PPE

04 (2) (c) Report damaged or defective PPE

05 Duties of Designers, Manufacturers, Importers & Suppliers

05 (1) (a) Meet duties Incorporate applicable safety standards

05 (1) (b) Design equipment to minimise exposure

05 (1) (c) Supply equipment for safe handling

05 (1) (d) Install equipment to minimise exposure

05 (1) (e) Provide operating information & training

05 (1) (f) Provide safe maintenance information

06 [Conduct A Documented] Exposure Risk Assessment

06 (1) Complete the formal exposure risk assessment

06 (1) (a) Assess risks before employee exposure

06 (1) (b) Review assessment every twenty-four months

06 (1) (c) Appoint a competent person

06 (2) Include all mand Explanatory assessment elements

06 (2) (a) Identify all physical agent hazards

06 (2) (b) Identify all affected persons

06 (2) (c) Determine how employees are affected



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Physical Agents Regulation--Detailed Index
Employee / PAR - Observer Awareness Talk

Valid	Regulation / Sub-Regulation	Responsible
-------	-----------------------------	-------------

Physical Agents Regulation--Detailed Index

02	Scope of Application {Does The PAR Apply?}	
02(1)(a)	Identify covered employers and self-employed persons	
02(1)(b)	Identify covered designers, manufacturers and suppliers	
02(2)	Determine self-employed legal exemptions	
02(3)	Exclude workplaces governed by Noise Regulations	
03	Provide Information, Instruction and Training	
03(1)	Consult OHS Reps before commencing PAR activities	
03(1)(a)	Notify planned exposure risk assessment	
03(1)(b)	Notify planned exposure monitoring	
03(1)(c)	Notify planned employee training	
03(2)	Notify planned medical surveillance programme	
03(3)	Communicate documented PAR outcomes	
03(3)(a)	Share exposure risk assessment results	
03(3)(b)	Share exposure monitoring results	
03(3)(c)	Share medical surveillance outcomes	
03(4)	Train employees before physical agent exposure	
03(4)(a)	Explain the Physical Agents Regulations	
03(4)(b)	Identify workplace exposure sources	
03(4)(c)	Explain the physical agents	
03(4)(d)	Explain health and safety risks	
03(4)(e)	Explain vulnerable employee risks	
03(4)(f)	Explain workplace control measures	
03(4)(g)	Train correct PPE and controls	
03(4)(h)	Teach employee protective precautions	
03(4)(i)	Explain assessments and medical surveillance	
03(4)(j)	Explain action levels and OELs	
03(4)(k)	Report defective control measures	
03(4)(l)	Explain additional employee duties	
03(4)(m)	Access exposure and medical records	
03(5)	Provide annual refresher training	
03(6)	Train contractors and other affected persons	
04	Duties of Persons Who May Be Exposed to A Physical Agent	
04(1)	Obey employer's lawful safety instructions	
04(1)(a)	Use physical agent control measures	



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Physical Agents Regulation--Detailed Index
Employee / PAR - Observer Awareness Talk

Valid	Regulation / Sub-Regulation	Responsible
-------	-----------------------------	-------------

04(1)(b)	Report defective control measures immediately	
04(1)(c)	Cooperate during exposure assessments	
04(1)(d)	Report potential physical agent risks	
04(1)(e)	Attend medical screening and surveillance	
04(1)(f)	Participate in required PAR training	
04(2)	Use personal protective equipment correctly	
04(2)(a)	Inspect, use and maintain PPE	
04(2)(b)	Never misuse or damage PPE	
04(2)(c)	Report damaged or defective PPE	
05	Duties of Designers, Manufacturers, Importers and Suppliers	
05(1)	Meet designer and supplier duties	
05(1)(a)	Incorporate applicable safety standards	
05(1)(b)	Design equipment to minimise exposure	
05(1)(c)	Supply equipment for safe handling	
05(1)(d)	Install equipment to minimise exposure	
05(1)(e)	Provide operating information and training	
05(1)(f)	Provide safe maintenance information	
06	Conduct A Documented Exposure Risk Assessment ERA	
06(1)	Complete the formal exposure risk assessment	
06(1)(a)	Assess risks before employee exposure	
06(1)(b)	Review assessment every twenty-four months	
06(1)(c)	Appoint a competent person	
06(2)	Include all mandatory assessment elements	
06(2)(a)	Identify all physical agent hazards	
06(2)(b)	Identify all affected persons	
06(2)(c)	Determine how employees are affected	
06(2)(d)	Analyse and evaluate exposure risks	
06(2)(e)	Prioritise identified exposure risks	
06(2)(f)	Review previous exposure assessments	
06(2)(g)	Review previous exposure monitoring reports	
06(3)	Consider vulnerable employee exposure effects	
06(4)	Implement competent person recommendations	
06(4)(a)	Consider competent person's recommendations	
06(4)(b)	Develop documented action plan	
06(5)	Review assessment when changes occur	
06(5)(a)	Review invalid exposure assessments	



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PHYSICAL AGENTS REGULATIONS



4 HOUR WORKSHOP

29 October 2026

9am – 1pm Via Zoom

- Observer Guide
 - Saioosh CPD points
- R950.00 per person Inc VAT

AWARENESS MATERIAL

- Trainer Guide, Visuals, Workbook & Study Material
- R2995,00 Inc VAT

www.intrasafe.co.za/physical-agents-Regs/

Contravention / Improvement Notice

DP-51710

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Employment and Labour
REPUBLIC OF SOUTH AFRICA

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MALELANE
403

Ref No: _____

Telephone: _____
Enquirer: _____
Time: _____
Shop: _____
Ins: _____
Mark: _____

DEPARTMENT OF EMPLOYMENT & LABOUR
INSPECTION AND ENFORCEMENT SERVICES
2026 -04- 22
PROVINCIAL OFFICE
PRIVATE BAG X7263 WITBANK 1035
DEPARTMENT OF EMPLOYMENT & LABOUR

Date of inspection: 22-04-2026 Accompanied by: _____

DIRECTION NOTICE: CONTRAVENTION / IMPROVEMENT
OCCUPATIONAL HEALTH AND SAFETY ACT, ACT 85 OF 1993 AS AMENDED

I have carried out an inspection of your premises in terms of section 29 of the above-mentioned Act.

In terms of section 30 of the aforesaid Act, you are hereby directed to take the steps specified below within 60 days from the date of this notice. Should you be unable to meet this deadline, you may make representations to this office stating when and how you propose to comply herewith, in order that an extension of time may be considered. Alternatively, you may wish to Appeal the decision of the inspector (i.e. section 35).

NOTE: The Appeal will suspend this notice until Appeal process has been finalised.

FAILURE TO COMPLY WITH THE REQUIREMENTS OF THIS NOTICE, OR WITH THE PROVISIONS OF THE REGULATIONS, CONSTITUTES A CRIMINAL OFFENCE AND WILL RENDER YOU LIABLE TO PROSECUTION.

514503 Electrical Installation Regulation
Read with 24MS 10142-1:2021 "B.6.1.15 - To ensure each unoccupied opening of the distribution board is fitted with blanking plates

Inspector: _____ Date: 22-04-2026 Employer Representative: _____
Page 1 of 3

DEPARTMENT OF EMPLOYMENT & LABOUR
INSPECTION AND ENFORCEMENT SERVICES
2026 -04- 22
PROVINCIAL OFFICE
PRIVATE BAG X7263 WITBANK 1035
DEPARTMENT OF EMPLOYMENT & LABOUR

**NOW
INFORCE**

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Employer's Defensible PAR Compliance Roadmap

Consult → Inform & Train → Retrain OHS Reps → Preliminary Hazard Review → Appoint Competent Person → Formal Exposure Risk Assessment → Determine Monitoring → Monitor Exposure → Evaluate Results → Medical Screening → Medical Surveillance → Control Exposure → Maintain Safe Workplace → Keep Records → Review → Improve → Consult Again

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PAR “Competent Person” Definition



- (a) (i) in terms of the exposure risk assessment, a person who has, in respect of the work or task to be performed, the required **knowledge, training & experience** in the physical agent and, where applicable, relevant qualifications specific to or including the physical agent: Provided that where appropriate qualifications & training are registered in terms of the provisions of the National Qualifications Framework Act, 2008 (Act No 67 of 2008), those **qualifications** & that training must be regarded as the required **qualifications** & training; or
- (a) (ii) in terms of the exposure monitoring or inspections & tests of control measures, a person who has, in respect of the work or task to be performed, the required knowledge, training & experience in the identified physical agent & the relevant **qualifications** specific to or including the identified physical agent: Provided that where appropriate **qualifications** & training are registered in terms of the provisions of the National Qualifications Framework Act, 2008, those **qualifications** & that training must be regarded as the required **qualifications** & training; &
- (b) a person who is familiar with the Act & the applicable Regs made under the Act;

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“Competent Person Definition” Bullets



- (a) (i) in terms of the exposure risk assessment,
- a person who has,
- in respect of the work or task to be performed,
- the required knowledge,
- training & experience in the physical agent and,
- where applicable,
- relevant **qualifications** specific to or including the physical agent: Provided that where appropriate **qualifications** & training are registered in terms of the provisions of the National Qualifications Framework Act, 2008 (Act No 67 of **2008**),
- those **qualifications** & that training must be regarded as the required qualifications & training; or
- (ii) in terms **of** the exposure monitoring or inspections & tests of control measures,
- a person who has,
- in respect of the work or task to be performed,
- the required knowledge,
- training & experience in the identified physical agent & the relevant **qualifications** specific to or including the identified physical agent: Provided that where appropriate qualifications & training are registered in terms of the provisions of the National Qualifications Framework Act, 2008,
- those **qualifications** & that training must be regarded as the required qualifications & training; &
- (b) a person who is familiar with the Act & the applicable Regs made under the Act;

Competency - What Every Employer Needs to Know



**Information,
Instruction,
Training &
Supervision
Reg 3**



Who Does the Training? [OHSA]

SECTION 8 (d) & (e) - Employer Establish

[1] **hazards** &

[2] **precautionary measures**

provide

[3] **Information, Instructions, Training &**

[4] **Supervision**

SECTION 13

[5] cause every employee to be made **conversant** with the hazards as well as precautions to be **taken**



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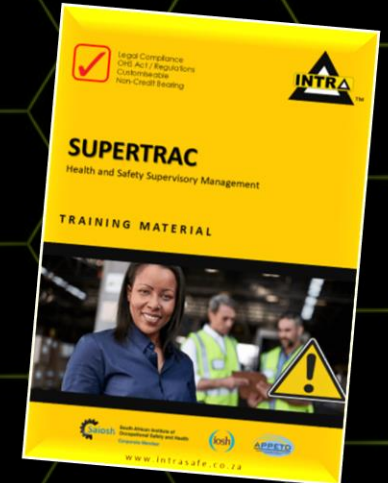


Train all your Supervisors

OHSA Section 8 (2) (i)



- Ensure that work is performed & that plant or machinery is used
- under the general supervision of a person **who has been trained to understand the hazards** associated with it
- who has the authority to ensure that
- precautionary measures taken by the employer
- are implemented



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Training PAR Awareness vs PAR Training

AWARENESS

- PARTRAC provides introductory material & knowledge
- Employers should appoint suitable PAR Awareness Leaders
- PAR workshop Leaders should understand the relevant Physical Agents

TRAINING

- Competent Persons are to develop training material
- Competent Persons are to present PAR training
- Additional specialist training may be required

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Information, Instruction & Training & Supervision

Reg 3

OHS Committee

members must be consulted & trained & informed on technically complex PAR processes; (to enable consultation).

OHS Representatives

must receive Section 18 (3) training before exposure or potential exposed to Reg 3(4) & managers responsible for exposure employees. & their employees who may be exposed (Reg 3(6)). the committee may recommend refresher training

Employees

Supervisors

Contractors

Frequency

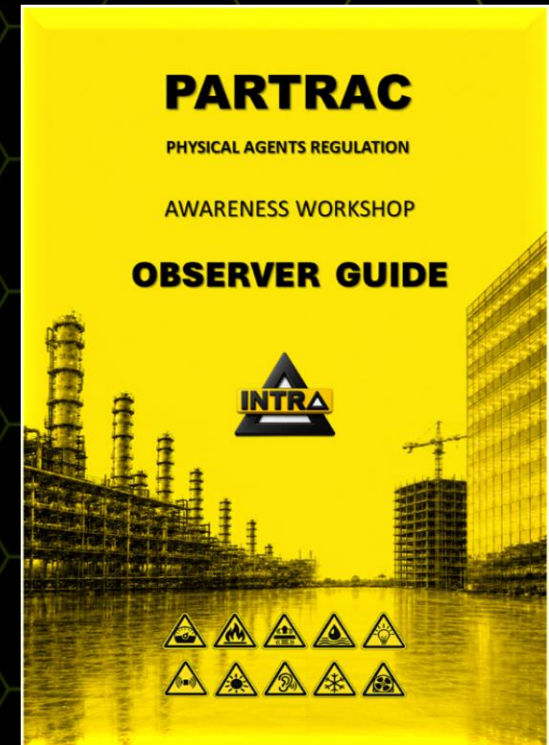


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Conduct PAR Awareness Briefings

- Occupational Health, Hygiene & Safety legislation
- Understand Physical Agents & workplace stressor
- Occ Hygienists, competent persons & other specialists
 - Non-Specialist Employer
 - OHS Practitioners
- Importance of exposure assessments, monitoring & control measures
- How to participate in PAR consultations
- How to identify, report & escalate exposure concerns



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OHS Committee & Reps to all attend PAR Training

EXPLANATORY DOCUMENT

GOVERNMENT GAZETTE No. 52226, 6 March 2025 Page 78

In order to participate in workplace consultations

Health & Safety Committee members & Health & Safety Representatives, as employees, would receive training relating to the identified physical agents in the workplace.

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ALL OHS Reps & Committee to attend PAR Training

Explanatory Document Gazette No. 52226, 6 March 2025 Page 78

Health and safety committee members and health and safety representatives, as employees, would receive training relating to the identified physical agents in the workplace. However, in order for the health and safety committee members and health and safety representatives to perform other functions in the workplace, as prescribed by legislation, they should have an understanding of the Physical Agents Regulations, in order for them to identify which physical agent is present in their area of appointment.

An employer should also verify that any person that has received training in terms of these Regulations, has understood the training they have received.

The employer would be required to present at least the following portfolio of evidence:

- competence of the person who provided the training,
- attendance of training, and
- training content framework.



Annual Refresher Training

Reg 3 (5)

- must be conducted at least annually
- may be conducted more frequently if recommended by the OHS Committee or Reps



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Train Mandataries / Contractors]

Reg 3 (6)

- mandataries & contractors
- persons affected by exposure
- Provide training before exposure
- Explain workplace Physical Agents
- Explain health risks
- Explain control measures
- Explain employee duties
- Cover Reg 3 training requirements



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COMPREHENSIVELY Informed, Instructed & Trained

Reg 3 (4)

- Purpose of the PAR
- Workplace Physical Agents
- Sources of exposure
- Health risks & possible effects
- Control measures & precautions
- Correct use & care of PPE
- Medical Screening & Medical Surveillance
- Action Levels, OELs & reporting procedures



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Conducting Exposure Risk Assessment Preliminary



Exposure Monitoring [Tables 1 - 9 Page 37]

- By a **PAR Observer**
- Scientific legal exposure reference tables
- Contain recognised exposure limits & standards
- Guide workplace exposure assessments
- Support competent Occ Hygienists
- Identify when control measures are required
- Trigger monitoring & medical screening
- Promote consistent workplace assessments
- Protect employees from harmful exposure

Table 1: Occupational exposure limits and action levels for physical agents

Physical agent	Action level	Time-weighted average OEL	Unit	Duration
Cold stress equivalent chill temperature or ECT	-	10	degrees Celsius, °C	4-hours
Heat stress wet-bulb globe temperature index	27	30	Degrees Celsius, °C	1-hour
Hand-arm vibration	2,5	5	metres per square second, m/s ²	8-hours
Whole-body vibration	0,5	1,15	metres per square second, m/s ²	8-hours
Ultraviolet radiation	-	0,1	microwatt per square centimetre, µW/cm ²	8-hours
Infrared radiation	-	10	milliwatt per square centimetre, mW/cm ²	1 000 seconds

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INTRA™ Employer Preliminary Exposure Risk Checklist

INTRA™ PAR-Observer-Preliminary-Exposure-Risk-Checklist

Purpose
This checklist assists a non-specialist PAR-Observer to identify potential Physical Agents, Occupational Hygiene hazards, stressors and exposure concerns that may require further evaluation by a suitably Competent Person. It is not a substitute for a formal Exposure Risk Assessment.

General Information	Company
Site	Department / Area
Date	Observer
Persons Consulted	Number of Employees
Shift Pattern	Description of Activities

Employee Provisional Hygiene Feedback Section Break (Continuous)

☐ Have employees raised any health concerns?	☐ Eye irritation
☐ Back pain	☐ Fatigue
☐ Breathing difficulties	☐ Headaches
☐ Dizziness	☐ Numbness or tingling
☐ Excessive cold	☐ Poor lighting
☐ Excessive heat	☐ Poor ventilation
☐ Excessive noise	☐ Radiation concerns
☐ Excessive vibration	☐ Ringing in ears
	☐ Skin irritation

Committee-Chair Signature: _____ Observer Signature: _____

Thermal Environment Section Break (Continuous)

☐ Boilers	☐ Molten materials
☐ Cold storage	☐ Outdoor exposure
☐ Direct sunlight	☐ Ovens
☐ Freezer rooms	☐ Poor ventilation
☐ Furnaces	☐ Refrigerated areas
☐ High humidity	☐ Steam
☐ Hot processes	

Committee-Chair Signature: _____ Observer Signature: _____

Indoor Air Environment Section Break (Continuous)

☐ Combustion equipment	☐ Poor ventilation
☐ Condensation	☐ Smoke exposure
☐ Dust accumulation	☐ Stuffy conditions
☐ Mould growth	☐ Vehicle emissions
☐ Persistent odours	☐ Water damage

Committee-Chair Signature: _____ Observer Signature: _____

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Committee-Chair Signature: _____ Observer Signature: _____

Illumination Section Break (Continuous)

☐ Defective lights	☐ Reflection
☐ Flickering lights	☐ Shadows
☐ Glare	☐ Uneven lighting
☐ Poor lighting	

Committee-Chair Signature: _____ Observer Signature: _____

Noise Section Break (Continuous)

☐ Compressors	☐ Loud Machinery
☐ Employees shouting to communicate	☐ Machines
☐ Generators	☐ Power Tools
☐ Impact noise	☐ Vehicles

Committee-Chair Signature: _____ Observer Signature: _____

Vibration Section Break (Continuous)

☐ Chainsaws	☐ Impact Tools
☐ Earthmoving equipment	☐ Jacks
☐ Forklifts	☐ Mobile Equipment
☐ Grinders	☐ Tractors

Committee-Chair Signature: _____ Observer Signature: _____

Non-ionising Radiation Section Break (Continuous)

☐ Broadcasting equipment	☐ Laser
☐ Direct sunlight	☐ RF
☐ Electrical substations	☐ UV
☐ High-voltage equipment	☐ Welding
☐ Infrared sources	

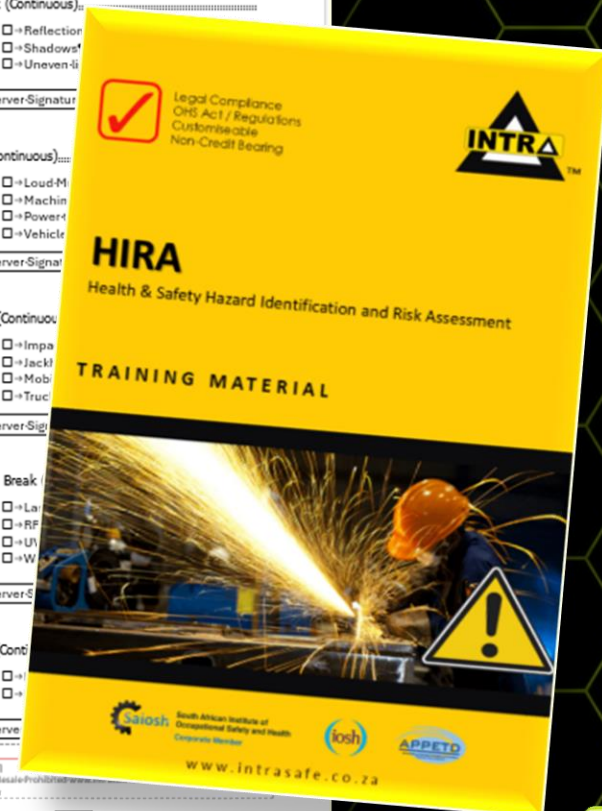
Committee-Chair Signature: _____ Observer Signature: _____

Pressure Section Break (Continuous)

☐ Compressed air systems	☐ Diving activities
☐ High-altitude activities	

Committee-Chair Signature: _____ Observer Signature: _____

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A Preliminary Exposure Risk Report Should Cover

INTRA™-PAR-Observer-Preliminary-Exposure-Risk-Checklist

Purpose

This checklist assists a non-specialist PAR-Observer to identify potential Physical Agents, Occupational Hygiene hazards, stressors and exposure concerns that may require further evaluation by a suitably Competent Person. It is not a substitute for a formal Exposure Risk Assessment.

General Information	Company:
Site:	Department/Area:
Date:	Observer:
Persons Consulted:	Number of Employees:
Shift Pattern:	Description of Activities:

Employee Provisional Hygiene Feedback

☐ Have employees raised any health concerns?	☐ Eye irritation
☐ Back pain	☐ Fatigue
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☐ Dizziness	☐ Numbness or tingling
☐ Excessive cold	☐ Poor lighting
☐ Excessive heat	☐ Poor ventilation
☐ Excessive noise	☐ Radiation concerns
☐ Excessive vibration	☐ Ringing in ears
	☐ Skin irritation

Committee Chair Signature: _____ Observer Signature: _____

Thermal Environment

☐ Boilers	☐ Molten materials
☐ Cold storage	☐ Outdoor exposure
☐ Direct sunlight	☐ Ovens
☐ Freezer rooms	☐ Poor ventilation
☐ Furnaces	☐ Refrigerated areas
☐ High humidity	☐ Steam
☐ Hot processes	

Committee Chair Signature: _____ Observer Signature: _____

Indoor Air Environment

☐ Combustion equipment	☐ Poor ventilation
☐ Condensation	☐ Smoke exposure
☐ Dust accumulation	☐ Stuffy conditions
☐ Mould growth	☐ Vehicle emissions
☐ Persistent odours	☐ Water damage

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- Physical Agents identified
- Sources of the Physical Agents
- Where exposure may occur
- Who may be exposed?
- Vulnerable persons at risk
- Nature, frequency & duration of exposure
- Level of exposure risk

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Which PAR Physical Agents exist?

Reg 6

1 Cold Stress

2 Heat Stress

3 Illumination

4 Indoor Air Quality [IAQ]

5 Vibration

- Hand-Arm Vibration [HAV]
- Whole-Body Vibration [WBV]

6 Non-Ionising Radiation [NIR]

- Electromagnetic Fields [EMF]
- Optical Radiation

Reg 9

Reg 10

Reg 11

Reg 12

Reg 13

Reg 14

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Which Other Agents Exist?

Chemical Agents

Dusts | Fumes | Mists | Vapours | Gases |
Solvents | Acids | Alkalis | Hazardous Chemicals |
Lead | Asbestos |

Biological Agents

Bacteria | Viruses | Fungi | Moulds | Parasites
Legionella | Blood-borne Pathogens

Noise

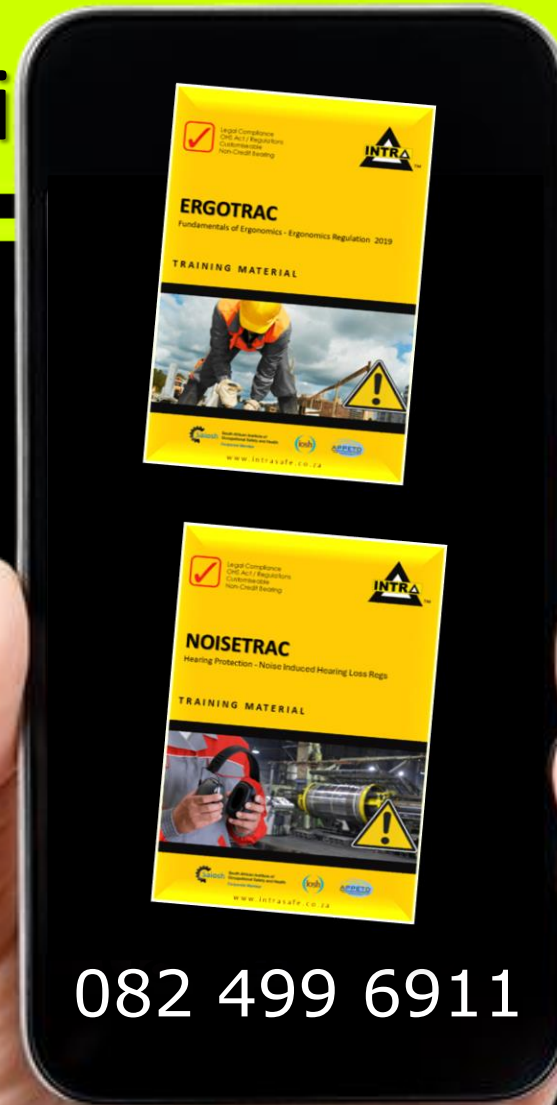
Occupational Noise Exposure | Impulse Noise
Continuous Noise |

Ergonomic Hazards

Lifting | Repetitive Movements |
Awkward Postures | Static Postures | Forceful
Exertions | Display Screen Equipment |
Workstation Design |

Pressure Systems

Medical | Commercial
Working Under Compressed Air |
Foundation Work | Submarine
Offshore Oil & Gas Activities -
Testing | Aerospace Pressure-testing
Facilities



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Practitioner / Professional - Activities



OHS Practitioner / Rep / Supervisor = PAR Observer



- Conduct preliminary workplace observations
- Identify potential exposure concerns
- Report concerns to the employer
- Recommend further assessment where needed
- Do not perform formal assessments
- Do not conduct specialist monitoring
- Employees should be Informed of findings
- Employees should understand risks & controls
- Employees should be Informed of control measures

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Preliminary Exposure Monitoring [Tables 1 - 9 Page 37]

Table 1: Occupational exposure limits and action levels for physical agents

Physical agent	Action level	Time-weighted average OEL	Unit	Duration
Cold stress equivalent chill temperature or ECT	-	10	degrees Celsius, °C	4-hours
Heat stress wet-bulb globe temperature index	27	30	Degrees Celsius, °C	1-hour
Hand-arm vibration	2,5	5	metres per square second, m/s ²	8-hours
Whole-body vibration	0,5	1,15	metres per square second, m/s ²	8-hours
Ultraviolet radiation	-	0,1	microwatt per square centimetre, µW/cm ²	8-hours
Infrared radiation	-	10	milliwatt per square centimetre, mW/cm ²	1 000 seconds

- Exposure tables contain OELs & ALs [Exposure & Action Limits]
- ERA conducted by PAR Observer who is not **Competent**
- Identify if a Physical Agent is present and if so

CALL FOR FORMAL ASSESSMENT

- Contract Competent Occupational Hygienist/s Scientist
- They must confirm if a agent/s exists
- Identify what control measures are required
- Trigger Occ Health monitoring & medical screening
- Protect employees from harmful exposure

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PAR Observers must ...



- Work within your authority / competence
- Distinguish OHS guidance from legal opinion
- **Do not claim legal expertise**
- Accurately represent your **qualifications** & experience
- Explain practical OHS requirements
- Refer legal matters to a **qualified** legal practitioner
- Keep appropriate records & disclaimers

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COMPETENT PERSON

Knowledge | Training
Experience | Qualifications



Competent Person [Employee or Mandatary]

- Select, place & authorise a qualified Competent Person
- Must be competent in the relevant Physical Agent.
- Verified required knowledge, training, experience & qualifications.
 - Most OHS practitioner courses are not a “qualification”
- Know the OHSA & the PAR.
- Perform the employer's PAR functions.
- Provides technical authority & scientific advice.
- **DO NOT** assume the employer's duties or responsibilities. Section 37

Where to find Competent Persons?



SAIOH



Sedulitas

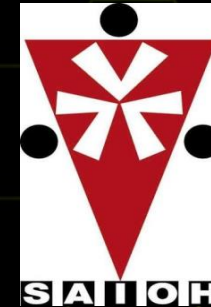
- Occ Hygiene Assistant [OHA]
- Occ Hygiene Technologist [OHT]
- Occupational Hygienist [OH]
- Occupational Health Practitioner [OHP]
- Occupational Medicine Practitioner [OMP]
- Approved Inspection Authority [AIA]
- **NOT COMPETENT unless qualified**
 - OHS Practitioner
 - OHS Rep / PAR Observer

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Becoming a SAIOH Registered Occ Hygienist

- A suitable academic qualification.
- Relevant practical experience.
- Successful professional assessment.
- A degree alone is not sufficient ?????



- BSc Occ Hygiene — North-West University.
- MPhil Occupational Health — University of Cape Town.
- Postgraduate Diploma in Occupational Health — University of the Witwatersrand.
- International Certificate in Occ Hygiene (ICertOHTA) & SAIOH

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Academic Qualification



FACULTY OF HEALTH SCIENCES

BACHELOR OF HEALTH SCIENCES IN OCCUPATIONAL HYGIENE

What is Occupational Hygiene?

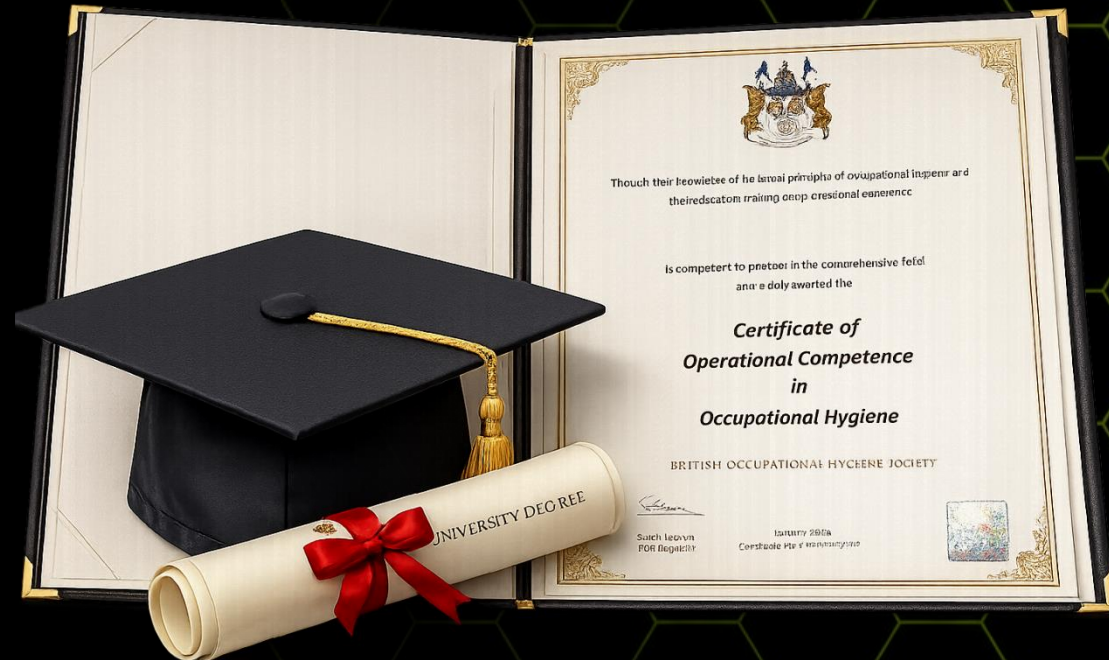
Occupational Hygiene focuses on identifying, assessing, and controlling workplace health hazards to protect workers and the broader community.

What does the BHSc in Occupational Hygiene degree entail?



This four-year professional qualification educates and equips students with scientific knowledge, specific and specialised skills, including problem solving, and relevant competencies required to become Occupational Hygiene Practitioners and register with the Southern African Institute for Occupational Hygiene.

The BHSc degree is presented full-time over a period of four-years.



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Competent Person Contract / Job Spec

MUST BE ABLE TO:

- Apply recognised scientific methods & standards.
- Use calibrated instruments & obtain traceable measurements.
- Conduct, analyse & interpret exposure assessments.
- Recommend appropriate control measures.
- Recommend Medical Screening & Medical Surveillance where required.
- Provide scientific & technical advice to the employer.
- Present technical evidence when required.
- Present technical evidence in court when required.

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What happened to “Approved Inspection Authority”?

- The PAR makes no mention of AIAs
 - Other Regs may mention AIAs
 - What role does SANAS play?
- 
- The employer may engage an AIA where specialist expertise is required
 - No approved AIAs exist for:
 - Cold environments
 - Heat / Thermal Environment
 - Non-Ionising Radiation
 - Ergonomics
 - Illumination
 - Pressure
 - Hand-Arm Vibration
 - Indoor Air Quality
 - Whole-Body Vibration
- ? What SAQA or QCTO training standard or curriculum covers Occ Hygiene ?

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Which Regs Have Approved Inspection Authorities?



- Asbestos
- Hazardous Chemical Agents
- Lead
- Noise Exposure



https://www.labour.gov.za/DocumentCenter/Publications/Occupational%20Health%20and%20Safety/Approved%20Inspection%20Authorities%20Occupational%20Health%20and%20Hygiene_October%202026.pdf

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Milltree (Pty) Ltd - OH0252 – CI 073

	Name	Physical address	Postal address	Responsible Occupational Hygienist's	Contact Details	Regulatory Field of Inspection	Scope of activities	Approval No.	Effective date	Expiry date
51	Miltree (Pty) Ltd	First floor Building 8 Westview Village Office Park Westview Drive Mill Park Gqeberha 6001	First floor Building 8 Westview Village Office Park Westview Drive Mill Park Gqeberha 6001	Dr Brett Williams	Cell: 041 365 6846 Email: sue.naidoo@miltree.co.za	Asbestos Abatement Regulations, GNR No. 11196 of 10 November 2020 Lead Regulation, GNR No. R236 of 28 February 2002 Noise Exposure Regulations, GNR 5953 of 6 March 2025 Regulations for Hazardous Chemical Agents, GNR No. R11263 of 29 March 2021, as amended	Regulation 4(2) – Inventory of asbestos in place Regulation 5(7) – Review and endorsing of inventory in place and risk assessment Regulation 13 – Duties for type 2 and type 3 asbestos work Regulation 15(2) (c) – approved plan of work Regulation 16 - Quantifying airborne concentration of Asbestos Regulation 22 – Asbestos clearance certificate Regulation 7 - Quantifying airborne concentration of Lead; and Regulation 14 – Maintenance of control measures Regulation 8 – Measuring of occupational noise Regulation 6 – Quantifying airborne concentration of Hazardous Chemical Agents; and Regulation 12 – The Evaluation of Engineering Measures Controlling Exposure to Hazardous Chemical Agents	OH0252 – CI 073	20 August 2026	26 November 2028



The following are not served by DEL approved AIAs

Physical Agent / Subject

Cold Stress

Heat Stress

Illumination

Indoor Air Quality (IAQ)

Hand-Arm Vibration (HAV)

Whole-Body Vibration (WBV)

Electromagnetic Fields (EMF)

Optical Radiation

Ergonomics

Pressure

Reg

Reg 9

Reg 10

Reg 11

Reg 12

Reg 13

Reg 13

Reg 14

Reg 14

Regs

Commercial Diving

DEL Approved AIAs?

✗ No

✗ No

✗ No

✗ No

✗ No

✗ No

✗ No

✗ No

✗ No

✗ No

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Exposure Risk Assessment Scientific / Formal Reg 6 [ERA]



Some Instruments Used to Measure Physical Agents

Physical Agent	What should I look for?	When should I report it?	Instrument Used	Picture	What does it measure?	Regulation	Table
 Cold Stress	- Cold areas - Employees wearing extra clothing	- Employees are cold - Shivering	Thermometer		Air temperature	Reg. 9	Tables 1 & 8
 Heat Stress	- Hot areas, furnaces - Direct sunlight - Heavy work	- Employees are hot - Sweating - Tired	WBGT Meter		Heat stress (WBGT)	Reg. 10	Tables 1 & 9
 Illumination	- Poor lighting - Glare or reflections - Dark work areas	- Cannot see work - Eye strain	Lux Meter		Light level (brightness)	Reg. 11	Tables 4–7
 Indoor Air Quality (IAQ)	- Stuffy air - Bad odours - Dust, fumes or smoke	- Headaches - Irritation - Complaints of air quality	IAQ Meter		Air quality (CO ₂ , temperature, humidity, VOCs and more)	Reg. 12	Table 3
 Hand-Arm Vibration (HAV)	- Vibrating hand tools - Tingling in hands - Numbness	- Frequent use of vibrating tools - Hand discomfort	HAV Meter		Vibration in the hands and arms	Reg. 13	Table 1
 Whole-Body Vibration (WBV)	- Driving vehicles - Operating heavy equipment	- Long periods sitting - Discomfort in back or whole body	WBV Meter		Vibration through the whole body	Reg. 13	Table 1
 Ultraviolet Radiation (UV)	- Outdoor work - Welding activities - Strong sunlight	- Unprotected skin - Sunburn - Eye irritation	UV Meter		Ultraviolet (UV) radiation	Reg. 14	Table 1
 Infrared Radiation (IR)	- Hot surfaces - Furnaces - Molten metal	- Working near intense heat - Heat discomfort	IR Meter		Infrared (heat) radiation	Reg. 14	Table 1
 Electromagnetic Fields (EMF)	- High-powered electrical equipment - Antennas, transmitters	- Working near high-powered equipment - Unusual symptoms	EMF Meter		Electromagnetic fields (EMF)	Reg. 14	Table 2
 Noise	- Loud machines - High noise areas - Raised voices	- You have to raise your voice to speak - Ringing in ears	Sound Level Meter (SLM) / Noise Dosimeter		Noise level (decibels – dBA/dBC)	Noise Exposure Regulations (NER)	Table 1

NOTE: These are examples of instruments used to measure Physical Agents. Measurements are normally carried out by a Competent Person. The role of employees, supervisors, OHS Representatives and PAR Observers is to recognise hazards, report concerns and refer them for further investigation where necessary.



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Instrumentation Calibration?



- Ensures measuring instruments are accurate
- Confirms instruments are suitable for use
- Compares instruments with recognised standards
- Adjusts instruments where necessary
- Produces accurate & reliable measurements

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Scientific Exposure Risk Assessment [ERA]

Reg 6 (1)

- Use a **Competent Person**
- Conduct a documented Assessment
- Complete before exposure occurs
- Review at least every 24 months
- Identify Physical Agents
- Assess exposure risks
- Recommend control measures
- Consider age & gender



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Medical Screening Surveillance & Monitoring



Medical Surveillance & Monitoring - OMP



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- Nerve & neurological assessments
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Future “Safety” [OHHS] Files - Essential Elements



- Management & Legal Compliance Structure
- Physical Agent Register
- Exposure Risk Assessments (Preliminary & Formal)
- Competent Person Appointments & Evidence
- Exposure Monitoring & Measurement Reports
- Medical Screening & Surveillance
- Physical Agent Control Measures
- Training, Consultation & Portfolio of Evidence

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PAR Multiple Choice Questionnaire

PARTRAC Occupational Hygiene / Physical Agents Observer Questionnaire

UNDERSTANDING WORKPLACE EXPOSURES, OCCUPATIONAL HEALTH & THE PHYSICAL AGENTS REGULATIONS

Name: _____ Company: _____
Mobile: _____ Email: _____

Module 1 Multiple Choice Question 1

Question 1 – An OHS Practitioner PAR Observer watches employees working in excessive heat but has no occupational hygiene qualification. What is the most appropriate course of action?

☐ A. Conduct a formal exposure risk assessment

☐ B. Measure exposure and certify compliance

☐ C. Identify the concern, report it and recommend the appointment of a competent person

☐ D. Ignore the condition because no injuries have occurred

Question 2 – Which statement best explains why occupational safety differs from occupational hygiene?

☐ A. Occupational hygiene only applies in high-risk workplaces

☐ B. Occupational hygiene focuses on preventing exposure before disease develops

☐ C. Injuries and damage are easier to identify and prevent than diseases

☐ D. Occupational safety is more manageable than occupational hygiene

Question 3 – Why do occupational diseases receive less management attention than occupational injuries?

☐ A. Occupational diseases are less serious than workplace injuries

☐ B. Occupational diseases are only reported to occupational hygienists

☐ C. Diseases often develop long after exposure and not reported in statistics and safety reports

☐ D. Diseases only occur where exposure risk assessments have not been conducted

Question 4 – A workplace has good injury statistics, but employees later develop occupational diseases. Which occupational hygiene principle best explains this?

☐ A. The OHS committee fails to provide practical recommendations

☐ B. First aid was inadequate

☐ C. Employees ignored PPEs

☐ D. The workplace did not qualify for an assessment

Question 5 – Which sequence correctly reflects the internationally recognised occupational hygiene process?

☐ A. Recognition → Control → Evaluation → Anticipation

☐ B. Anticipation → Recognition → Evaluation → Control

☐ C. Evaluation → Anticipation → Recognition → Control

☐ D. Control → Recognition → Evaluation → Anticipation

PARTRAC Occupational Hygiene / Physical Agents Observer Questionnaire

UNDERSTANDING WORKPLACE EXPOSURES, OCCUPATIONAL HEALTH & THE PHYSICAL AGENTS REGULATIONS

Question 6 – Who has the legal responsibility to conduct a Regulation 6 Exposure Risk Assessment?

☐ A. OHS Representative

☐ B. Supervisor

☐ C. Employer-appointed qualified physical agent-related competent person

☐ D. Competent Person / AIA (Approved Inspection Authority)

Question 7 – Why does the law distinguish between a "competent person" and an "OHS Representative"?

☐ A. They are identical

☐ B. Occupational hygiene activities require specific knowledge, qualifications and experience

☐ C. Attending awareness talks qualifies a person to perform occupational hygiene functions

☐ D. Unqualified persons may conduct tasks and assessments

Question 8 – Consultation with the OHS committee is intended primarily to?

☐ A. Delay implementation

☐ B. Replace exposure risk assessments

☐ C. Avoid using qualified competent persons

☐ D. Allow meaningful participation before occupational hygiene recommendations are made

Question 9 – A PAR Observer notices employees complaining of headaches and eye irritation in an enclosed work area. Which physical agent should first be considered?

☐ A. Heat stress

☐ B. Indoor air quality

☐ C. Vibration

☐ D. Cold stress

Question 10 – Why is ergonomics discussed even though it is not listed as a Physical Agent in the PAR?

☐ A. Ergonomics is more important than occupational hygiene

☐ B. It has no specific legislation

☐ C. Occupational hygiene programmes consider all significant exposures and stressors

☐ D. Ergonomics is only relevant in offices

Question 11 – The guide identifies several body systems affected by workplace exposure. Why is this important?

☐ A. To assist employers recognise possible health effects early

☐ B. To replace medical surveillance

☐ C. To identify who is responsible for hazard exposure

☐ D. To determine compensation

Question 12 – Which factor is least likely to influence the health effects of exposure to a physical agent?

☐ A. Frequency of exposure

☐ B. Duration of exposure

☐ C. Cumulative dose

☐ D. Altitude above sea level

PAR
MULTIPLE CHOICE
QUESTIONNAIRE

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COLD
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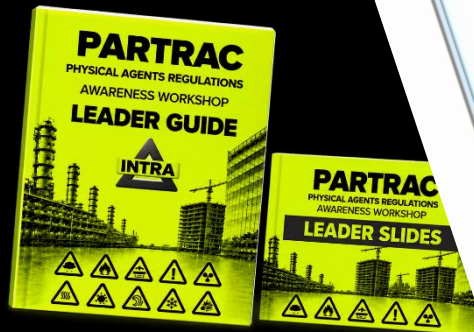
October 2026

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