

The OSHA Covid-19 Directive: Keeping the workplace safe



Table of Contents

Module 1 – The OSHA Directive: What is all about? (20 minutes)

The COVID-19 OCCUPATIONAL HEALTH AND SAFETY MEASURES IN WORKPLACES COVID-19 (C19 OHS), 2020 Directive (“**OSHA Directive**”) issued by the Department of Employment and Labour requires all employers to amongst others, “notify all workers of the contents of this Directive and the manner in which it intends to implement it”.

This module provides an overview of the OSHA Directive and sets out the employer’s obligations in a simple and interactive manner. It thus assists employers to comply with the requirement to “notify its employees” about the Directive.

On completion of this module you should be able answer the following questions:

- ▶ What significant announcement was made on 15 March 2020?
- ▶ What is the Covid19 pandemic?
- ▶ What is the OSHA Directive?
- ▶ What is the link between the Covid19 pandemic and the OSHA Directive?
- ▶ What measures does the OSHA Directive require employers to implement in the workplace?
- ▶ How does your employer comply with these requirements (custom page for client)?

Module 2 – Covid-19: Preventing its spread in the workplace (20 minutes)

The OSHA Directive also requires that employers, “provide workers with information that raises awareness in any form or manner, ... informing workers of the dangers of the virus, the manner of its transmission, the measures to prevent transmission such as personal hygiene, social distancing, use of masks, cough etiquette and where to go for screening or testing if presenting with the symptoms”.

This module explains all the concepts as required by the OSHA Directive above.

On completion of this module you should be able answer the following questions:

- ▶ What is Covid19?
- ▶ How does Covid19 spread?
- ▶ What are the symptoms of Covid19?
- ▶ How does Covid19 differ from the common cold, allergies and flu?
- ▶ How can you prevent contracting Covid19?
- ▶ How do you wash your hands properly?



COMPLY!

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- ▶ What are the myths surrounding Covid19?
- ▶ How do you manage stress and anxiety linked to Covid19?
- ▶ How can you use the Covid19 crisis as a personal growth opportunity?
- ▶ What are the international guidelines?

Module 3 – Compliance, Covid19 and the employee (20 minutes)

This module sets out some practical examples to explain the **compliance obligations of employees** in terms of the **OHS Act** during the Covid19 pandemic (and always!). It also sets out the **consequences** should employees not follow the OHS Act rules.

- ▶ Who is an employee?
- ▶ What does the OHS Act expect from employees?
- ▶ May employers make any deductions for health and safety purposes?
- ▶ Scenario 1: Take care of yourself and others!
- ▶ Scenario 2: Health and safety is not a game!
- ▶ Scenario 3: Don't take short-cuts!
- ▶ Scenario 4: Report, report, report!
- ▶ Scenario 5: Time is of the essence!
- ▶ Scenario 6: Everybody's safety matters!
- ▶ What can you do if you get Covid19 in the workplace?
- ▶ What are the rights of the employees?
- ▶ Who will be liable if a mandatory does not comply with the OHS Act?
- ▶ What are the consequences of not following the OHS Act rules?
- ▶ What protection does labour legislation offer an employee during Covid19?

