
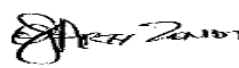


ETHEKWINI MUNICIPALITY
Occupational Health & Safety Unit



COVID 19 Health and Safety Specification

Document Title	Site Specific Health and Safety Specification
Client	EThekweni Municipality - : Coastal Stormwater and Catchment Management Services
Project Name	52 10879 Street Inanda Glebe, Ward 55: Stormwater upgrade
Contract Number	1D-19534
Revision	01
Date	20.07.2022
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ETHEKWINI MUNICIPALITY

OCCUPATIONAL HEALTH AND SAFETY UNIT

COVID 19 CONTRACTORS HEALTH AND SAFETY SPECIFICATION

The COVID-19 National State of Disaster was terminated on 4 April 2022, as announced by the State President and published in the Government Gazette 46195.

The COVID-19 pandemic is not over, and the risk of infection remains high as we approach the fifth wave with rising infections throughout the country. It will thus be extremely important for us to remain vigilant and ensure that we continuously practice all the necessary COVID-19 precautionary measures in order to limit the spread of the disease especially transmission of infection in the workplace.

Upon termination of the National State of Disaster, all previous regulations and directions under the Disaster Management Act (DMA) are no longer in effect. The eThekweni Municipality Standard Operating Procedures and Guidelines which are aligned to the DMA regulations and directions are therefore no longer applicable.

With the end of the National State of Disaster, the Code of Practice: Managing Exposure to SARS-CoV-2 in the Workplace, dated 15 March 2022 (Government Gazette 46058/ Annexure A) came into effect. In addition, the Hazardous Biological Agents Regulations now includes SARS-CoV-2 as a recognized workplace hazard and thereby the employer and employee have legislated responsibilities in terms of Sections 8 and 14 respectively of the Occupational Health and Safety Act to ensure that mitigation measures for COVID-19 are implemented on an ongoing basis.

It will remain the responsibility of Construction Manager to ensure that the necessary precautionary measures, as per their construction sites respective COVID-19 risk assessment, are maintained at all construction sites.

The following aspects must be implemented until further notice:

1. Review of COVID-19 risk assessments: Risk assessments were conducted during the State of Disaster and informed each construction site return to work plans. Review of these risk assessments has become necessary as the epidemic has progressed and the effects of COVID-19 disease is moving towards prevention of severe disease, hospitalization and death and at the same time maintaining controls to prevent infection as far as possible. Hence reviews should commence as soon as possible, in compliance with the requirements stipulated in the Code of Practice and in liaison with the construction site Health and Safety Representative/s and the Health and Safety Committee. Please note that all amended risk assessments need to be

consulted with labour representatives and construction site health and safety committees.

soon as possible, in compliance with the requirements stipulated in the Code of Practice and in liaison with the construction site Health and Safety Representative/s and the Health and Safety Committee. Please note that all amended risk assessments need to be consulted with labour representatives and construction site health and safety committees.

2. Employee obligation: All employees must comply with the precautionary measures in the interest of their health and safety as well as those around them.
3. Wearing of masks: It remains mandatory to wear a mask while indoors or in any other instances as dictated by the risk assessment such as working together outdoors where social distancing cannot be maintained and travelling in municipal vehicles.
4. Gatherings and meetings: These are permitted subject to compliance with the Health Regulations dated 4 May 2022. Safety precautions must be taken when having face-to-face meetings.
5. Physical distancing: Physical distancing requirement remains at 1 metre..
6. Point of Entry Symptom Screening (POE): Universally applied Point of Entry Symptom Screening is no longer required however persons with flu-like symptoms are prohibited from entering the construction site. Prominent display of bi-lingual posters indicating COVID-19 symptoms which need to be monitored must be placed at every point of entrance by line management. Further mechanisms must be put in all construction sites to prevent sick employees with flu-like symptoms from entering the construction site.

The most common symptoms are fever, cough, loss of taste or smell, fatigue or tiredness. Serious symptoms are shortness of breath, chest pain or pressure and loss of speech or movement. Employees who experience symptoms should seek immediate medical attention. They should always call before visiting the doctor or health facility.

7. Other, preventative measures that must continue include the following, which should be practiced diligently:
 - Wash hands regularly and thoroughly with soap and water.
 - Use alcohol-based sanitiser to disinfect hands.
 - Ensure that there is always good ventilation.

- Continue to use screens between yourself and clients where such screens are available and necessary.
8. Close Contact Quarantine is No Longer necessary as per revised Department of Health requirements: Close contacts without symptoms MUST report to work. Employees who are close contacts, whether workplace or community acquired, should take all precautions to protect themselves. Construction Manager still needs to keep records of construction site close contacts. Close contacts must self-monitor and seek medical assistance and test should they develop any symptoms of COVID-19.
 9. Symptomatic positive COVID-19 cases: The isolation period has been reduced to a minimum of seven (7) days from date of symptom onset and will be guided by the medical assessment and sick leave authorisation by the treating medical or health care practitioner. Isolation rules are applicable to both vaccinated and unvaccinated individuals. Return to work will occur from day 8 onwards. Essentially, symptomatic positives will be isolated, will be off work on sick leave for the period of isolation (minimum 7 days) / ill health as per a valid sick leave certificate. If sick leave is exhausted, an application for special leave should be followed.
 10. Asymptomatic COVID-19 cases no longer need to isolate and must report to work. Additional or enhanced non-pharmaceutical measures for the 5 days post-test will include the following: Wear a close-fitting face mask whilst at work Construction Manager to arrange FFP2 mask to be worn at all times; avoid any social gatherings; strictly maintain physical distancing at all times.
 11. Return to work after symptomatic COVID-19 infection: The treating medical or health care practitioner will decide on how long the person must be booked off on sick leave, based on their own assessment of the patient, and will issue a medical certificate or letter accordingly. Some patients may need a follow-up consultation with their medical practitioner. No COVID-19 test (either PCR or antigen-based) is required prior to an employee returning to work after the isolation period.

There is no need for Construction Manager to submit details/ information to CDC for all employees returning to work post-covid-19 isolation.

However, certain categories of employees, on returning to work post Covid-19 isolation, will require a return-to-work medical assessment by the health clinic.

These categories include employees who: ● have been admitted to hospital, or ● work in a safety risk environment (working with moving machinery, hazardous chemicals etc) ● have a stipulated/ specified fitness level (eg

employees that work at heights, PrDP requiring drivers), or are unable to continue with their substantive duties.

12. Leave Provisions: Employees who have been diagnosed with COVID-19 and are symptomatic will qualify for paid sick leave subject to the production of a medical certificate or note from a registered medical practitioner.
13. Paid time off and leave provisions for vaccinations is still applicable and also covers booster shots.
14. COVID-19 Vaccination: We encourage all employees to vaccinate and to take their booster shots when eligible. Those that have already vaccinated still need to comply with all the health and safety measures in workplace. Vaccination prevents serious illness, hospitalization and complications of COVID-19.