



		16	Drugs	16	Injuries and Mental health issues	Health	Peer pressure, Social factors	Employees	Support Services Manager	Daily 8hrs	Injuries, fatalities and Depression	Saf or Employer recommendations to visit Employee Assaistd programme facilities always welcomed. HR policies and procedures Awareness	4	B	H	Fully effective	Adhere/maintain the existing controls, Consequence Management	EAP Cases	Support Services Manager	Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-285 Medical surveillance 32-95 Rev. 09 Environmental Occupational Health and Safety Incident Management Procedure	In-Progress	NA
		17	Gender discrimination	17	Compromised self esteem, Fatalities	Health	Gender intolerance leading to suicidal thoughts	Employees	Support Services Manager	Daily 8hrs	Fatalities Depression	Awareness on HR policies and procedures managing gender based discrimination.	4	B	H	Fully effective	Adhere/maintain the existing controls, Consequence Management	EAP Cases	Support Services Manager	Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-285 Medical surveillance 32-95 Rev. 09 Environmental Occupational Health and Safety Incident Management Procedure	In-Progress	NA
		18	Unrest	18	Injuries and Property damage	Safety	Misunderstanding between employees and management	Employees	Support Services Manager	As and when they occur	Property Damage Injuries	Implementation of Emergency Preparedness Plan Liaison with Security Intelligence Local Police liaison with the organisation if there are road blocks around. Employees use alternative route for service Activation of JPC	4	B	H	Fully Effective	Adhere/maintain the existing controls, Consequence Management	EP Meetings JPC Meeting Contingency plan	Support Services Manager	Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-285 Medical surveillance 32-95 Rev. 09 Environmental Occupational Health and Safety Incident Management Procedure	In-Progress	NA