


OCCUPATIONAL HEALTH, SAFETY AND RISK MANAGEMENT SYSTEM											DOC Nr: BFS-OHS-RF-C19RA			
 Risk Assessment for Head office, Administration Offices, Warehousing and Retail Shop Facilities											Rev Nr: 3.0			
											Date Created: 1 May 2020			
Revision Date: 22nd July 2020				Created By: H&S Committee Members				Approved By: Quality Risk Executive						
Area: General Assessment of all business functions for COVID-19 infection				Raw Risk (before controls)				Current Controls			Residual Risks			Implementation by 16(2)'s , COVID Managers and H&S Representatives
Task	Activity Step	Hazard	Consequence	Type SHEFQ	Likelihood	Severity	Rating	Current Controls	Probability	Severity	Rating	Transfer to Action Plan or Management Plan of Risk Issues		
1	Public Transport of staff to an from work	Potential (cross) infection by members of public to staff enroute to work due to exposure from others via:• close contacted with confirmed COVID-19 case •living with someone with a confirmed case•inadequate sanitisation of public transport vehicles	C-19 infection via Contact contaminated surfaces/physical contact with infected person/s, or via Droplet Transmission	H	3	5	15	All employees issued with cloth masks for use too and from work and to be worn at the workplace, all employees trained on good personal hygiene practices and hand hygiene i.r.o COVID-19, all employees to undergo daily temperature monitoring and health screening on arrival at place of work, hand sanitisers and handwashing facilities made available, social distancing trained and implemented, enhanced environmental sanitisation implemented, monitored and recorded.	1	4	4	Implement COVID-19 Policy & Employee Code of Conduct approved by EXCO .Comply with Government Gazette No. 43258 (Regulation 480) 29 April 2020 and GNR 479 29 April 2020.		
2	Main entrances including general access	Potential (cross) infection by visitors/drivers to staff on-site due to exposure from others via:• close contacted with confirmed COVID-19 case •living with someone with a confirmed case	C-19 infection via Contact contaminated surfaces/physical contact with infected person/s, or via Droplet Transmission	H	3	5	15	•Follow all govt action and advise for self-isolation and only to leave home for necessary reasons and for essential workers•Mandatory use of masks•Hand sanitising with alcohol sanitiser at all points of entry •Health screening questionnaire on arrival at sites•Social distancing and no personal contact	1	4	4	Implement COVID-19 Policy & Employee Code of Conduct approved by EXCO .Comply with Government Gazette No. 43258 (Regulation 480) 29 April 2020 and GNR 479 29 April 2020.		
3	Reception	Potential (cross) infection by visitors (if allowed) to staff on-site.	C-19 infection via Contact contaminated surfaces/physical contact with infected person/s, or via Droplet Transmission	H	3	5	15	•Hand sanitisers placed at all reception entrances•social distancing markers placed at reception desks• enforcement of visitor access rules and health check assessment• Mandatory use of masks• rotation of staff members to reduce number of staff onsite• staff to work from home where possible •use of Teams meetings and other digital means of communication• contactless receipt of courier parcels.	1	4	4	Implement COVID-19 Policy and Code of Conduct approved by Executives.		
		Potential (cross) infection by visitors to staff on-site.	C-19 infection via Contact contaminated surfaces/physical contact with infected person/s, or via Droplet Transmission	H	3	5	15	•Hand sanitiser stations at entrance and reception areas and in meeting rooms •social distancing 1.5m distance maintained• enforcement of visitor access rules and health check assessment• Mandatory use of masks•all staff entering premises to be health screened and temperature taken and recorded-issued with date stamped "health screened" sticker confirming status• rotation of staff members to reduce number of staff onsite• staff to work from home where possible •use of Teams meetings and other digital methods to meet	1	4	4	Implement COVID-19 Policy and Code of Conduct approved by Executives.		
		Staff working in shared or open plan offices	potential cross infection	H	4	3	12	•Hand sanitiser stations at entrance and reception areas and in meeting rooms •social distancing 1.5m distance maintained• enforcement of visitor access rules and health check assessment• Mandatory use of masks•all staff entering premises to be health screened and temperature taken and recorded-issued with date stamped "health screened" sticker confirming status• rotation of staff members to reduce number of staff onsite• staff to work from home where possible •use of Teams meetings and other digital methods to meet	2	2	4	Implement COVID-19 Policy and Code of Conduct approved by Executives.		

4	Admin offices	Employees smoking at designated smoking areas.	C-19 infection-potential fomite self/auto infection	H	4	3	12	Social distancing maintained at all times at smoking area•Communication via poster boards at smoking area•All smokers to ensure hand washing/ sanitising is done on re-entry to building before resuming job function.	1	2	2	Implement COVID-19 Policy and Code of Conduct approved by Executives.
		Visitors attending meetings	C-19 infection via Contact contaminated surfaces/physical contact with infected person/s, or via Droplet Transmission	H	3	5	15	•Visitor granted access on prior arrangement•limited access to facility and staff• all visitors entering premises to be health screened and temperature taken and recorded- issued with date stamped 'health screened" sticker confirming status. •hand sanitising •hand wash facilities•Environmental surface cleaning and sanitisation of high touch surfaces•sanitising of meeting rooms before and after use, and all high touch surfaces• Mandatory use of masks.	1	4	4	Implement COVID-19 Policy and Code of Conduct approved by Executives.
5	Delivery vehicles and receiving	Potential (cross) infection by delivery /supplier staff	C-19 infection (Droplet fomite self/auto infection)	H	3	5	15	Drivers to undergo temperature screening and health questionnaire at entrance to premises.Delivery Vehicle drivers to remain in their vehicles and not to make contact with staff. Drivers to sanitise their hands before unloading goods.	1	4	4	Implement Covid-19 Policy and procedures as approved by EXCO.
6		Potential (cross) infection from delivered goods	C-19 infection (fomite self/auto infection)- cross contamination	H	3	5	15	None required.	1	4	4	Implement Policy & Procedures approved by EXCO.
	Despatch	Potential (cross) infection from packaging of goods delivered.	C-19 infection (Droplet fomite self/auto infection)	H	3	5	15	Social distancing implemented, frequent hand sanitising and awareness training of staff. The use of masks is mandatory for all employees and visitors to site.	1	4	4	Implement Policy & procedures approved by EXCO.
7	Warehouse	Potential (cross) infection.	C-19 infection (Droplet fomite infection)	H	3	5	15	Temperature monitoring and health screening questionnaire implemented at access to the premises. Masks to be worn by all employees entering the facility.Implementation of Social distancing,demarcation of 1.5mt spacing as reminder to all staff, hand sanitiser stations implemented, high-touch contact surfaces sanitised frequently (3x per day) and records kept of cleaning and sanitisation. Regular staff awareness briefing. COVID-19 messaging posters installed in workplace. Implementation of COVID-19 checks on warehouse OHS and management checklists.	1	4	4	Implement Policy & procedures approved by EXCO.
8	Kitchens including test kitchen	Potential (cross) infection.	C-19 infection (Droplet fomite infection)	H	3	5	15	Temperature monitoring and health screening questionnaire implemented at entrance to facility.Social distancing implemented, hand washing & sanitising awareness, Masks to be worn by all employees on site. Training of staff. Limited number of staff allowed on duty at the same time - split shifts . Frequent surface cleaning and sanitising to be done throughout the day (min 3 x per day) Test kitchen to only be used for NPD and testing.	1	4	4	Implement Policy & procedures approved by EXCO.

9	Maintenance	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Maintenance contractors to undergo temperature screening and health questionnaire at entrance to premises. Contractors wear masks at all times on site. Maintenance contractors to wash and sanitise hands before commencing work on site and after completion of work. Maintenance contractors to maintain social distancing rules - 1.5m distance between persons. All tools and equipment used in maintenance to be sanitised before and after use. Contractors to adhere to all COVID-19 procedures implemented on site as briefed by management.	1	4	4	Implement COVID-19 Policy and Code of Conduct approved by Executives.
10	Staff canteen	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Social distancing - 1.5 m between employees in canteen. Limit number of persons per table -staff instructed to sit alongside each other and not opposite. Masks to be worn. Hand washing and sanitising monitored before eating and after eating. Split lunch times to minimise number of persons in the canteen per session.All glass crockery to be washed in a dishwasher with a rinse cycle of >70 °C. Tables to be cleaned between use. All waste to be disposed of by employees into lined, lidded dustbins, all areas must be thoroughly cleaned at the end of each break / shift - including chairs, tables, door handles, vending machines, water dispensers , microwaves door handles , fridge door handles.	1	4	4	Implement Policy and Procedures approved by EXCO.
11	Use of Staff Change Rooms and Ablution Facilities	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	5	4	20	sanitise all facilities as per sanitising schedule and maintain records. COVID-19 training to all staff re-inforced with applicable posters on control measures - social distancing, handwashing / sanitising, wearing masks at all times, no personal contact-touching, reporting of illness and symptom awareness.	2	2	4	Implement Policy and Procedures approved by EXCO.
12	Bidfood Home Deliveries	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Contactless EFT payment confirmation prior to delivery, drivers & VA's to wear masks, vehicle cab to be cleaned and sanitised prior to delivery, driver and VA's to have alcohol hand sanitiser to use prior to delivery and after delivery, social distancing of 1.5m to be adhered to, no physical contact with customer at time of delivery, cough etiquette adhered to, goods to be placed on a neutral agreed surface, customer to use own pen to sign invoice, driver and VA to sanitise hands after delivery.	1	4	4	Implement Contactless delivery procedures as communicated on Home Delivery site.
13	Retail Outlets	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	4	5	20	Temperature and health screening of all customers entering Retail Outlets, all customers to wear masks, sanitising of trolley and baskets, hand sanitiar available at entrance of retail outlet, social distance (demarcate 1.5m lines on the floor to guide social distancing by customers); Face shields and masks and till screens to be used at Retail Outlet Cashier points; sanitising of hands before and after transaction, sanitising of cashier desks before and after each transaction; Ongoing training of staff; awareness material and notices for benefit of customer and staff in all retail outlets .	2	4	8	Implement Policy & Procedures approved by EXCO, comply with all relevant legislation regarding items available for sale and conditions relating to essential item trade.

14	Collection of goods by customers.	Potential (cross) infection.	C-19 (Formite infection)	infection self/auto	H	3	5	15	Calling customers to undergo temperature check and health screening questionnaire at entrance to facility. All customers to wear masks on entry. Customers to limit contact with staff - stay in vehicles, sanitise hands before taking delivery and after receipt of goods.	1	4	4	Implement Policy & Procedures approved by EXCO.
15	Local travelling	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Company ban on local travel. Bidfood staff who visit customers must wear a mask, and are issued with hand sanitizer, no gloves allowed. Bidfood employee's may travel interprovincially for approved business purposes as per Level 3 lockdown and for personal reasons as stated in the Disaster Management Act.	1	4	4	Enforce Disaster Management Act Regulations
16	International travelling	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Company and State ban on international travel.	1	4	4	Enforce Disaster Management Act Regulations
17	Courier services	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Courier delivery personnel to undergo temperature and health screening on access to premises; Masks to be worn at all times; hands to be sanitised before delivering and after delivery of goods.	1	4	4	Implement Policy & Procedures approved by EXCO.
18	Employees returning from sick leave	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Medical clearance from doctor to be received confirming employee is fit to work, Clearance to resume duty from Risk Exec, all returning employees to undergo daily temperature and health questionnaire screening, wear masks at all times, social distancing to be maintained -1.5m, hand hygiene and sanitisation to be enforced, returning staff to be briefed on all COVID-19 policy and procedures thoroughly, contact surface sanitation to be diligently implemented, employee health status to be monitored by line manager for any signs of relapse / symptoms.	1	4	4	Risk Exec & MD to instruct branch GM in the handling of the case as per Policy approved by EXCO. Follow DoH guidelines for monitoring essential services workers dated 16 April 2020.
19	Employees showing covid-19 symptoms at work	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Employee to be sent home, advised to seek medical advise and report to COVID-19 hotline for assistance with testing, employee to be placed on 14 days sick leave and advised to self-isolate employee to be registered on COVID-19 Contact register and monitored remotely on a daily basis. Management to identify all co-workers on shift mobilise potential shift change and segregation of teams pending COVID-19 test result.	1	4	4	Risk Exec & MD to instruct branch GM in the handling of the case as per Policy approved by EXCO. Follow DoH guidelines for monitoring essential services workers dated 16 April 2020.
20	Employees showing covid-19 symptoms at home	Potential (cross) infection.	C-19 (Droplet formite infection)	infection, self/auto	H	3	5	15	Employee advised to stay at home, advised to seek medical advise and report to COVID-19 hotline for assistance with testing, employee to be placed on 10 days sick leave and advised to self-isolate, employee to be registered on COVID-19 Contact register and monitored remotely on a daily basis. Management to identify all co-workers on shift mobilise potential shift change and segregation of teams pending COVID-19 test result.	1	4	4	Risk Exec & MD to instruct branch GM in the handling of the case as per Policy approved by EXCO. Follow DoH guidelines for monitoring essential services workers dated 16 April 2020. As per amended DoE&L Directive 4 June and DOH guideline 17.7.2020

21	Persons under investigation, persons having made contact with C-19 positive people or where C-19 tests are pending.	Potential (cross) infection.	Infection of Bidfood personnel	H	5	5	25	Training and awareness of employees to the symptoms of COVID-19 and means of transmission, employees instructed to self-isolate at home pending outcome of results , placed on sick leave or allowed to work from home(where applicable), placed on COVID-19 Contact Register and status monitored remotely and updated daily for a 10day period or until test result has been received.	1	4	4	Risk Exec & MD to instruct branch GM in the handling of the case as per Policy approved by EXCO. Follow DoH guidelines for monitoring essential services workers dated 16 April 2020. As per amended DoE&L Directive 4 June and DOH guideline 17.7.2020
22	Positive C-19 employees	Potential carrier of C-19.	Infection of Bidfood personnel	H	5	5	25	DOH notified by Risk Exec of COVID-19 positive employee,Employee placed on sick leave, self-isolation for 10day period from date of confirmed test notification, Bidfood COVID-19 Manager to assess exposure risk of all other employees working in direct contact with positive employee, if there is low risk of exposure, employees may continue to work using a cloth mask and complying with all standard procedures, all employees to be monitored daily for 10 days from first contact with the employee who tested positive for COVID-19, workplace to be deep cleaned and sanitised before any work activities can resume, all affected employees added to COVID-19 contact register - health status monitored remotely and updated daily. Positive employee can only return to work once they have received a medical clearance certificate . On return to work employee to be monitored for any COVID-19 symptom relapse.Surgical Mask to be worn for 21 days from date of diagnosis, social distancing -1.5m enforced, hand wash & saniting protocol, cough etiquette strictly adhered to as well as no physical contact between employees. Staff re- training and awareness of COVID-19 Policy and procedures.	1	4	4	Risk Exec & MD to instruct branch GM in the handling of the case as per Policy approved by EXCO. Follow DoH guidelines for monitoring essential services workers dated 16 April 2020. As per amended DoE&L Directive 4 June and DOH guideline 17.7.2020
23	Positive C-19 employees who disobey company and/or laws or employees who re-enter (allow permission to re-enter) premises without HR approval	Potential carrier of C-19.	Infection, panic of Bidfood personnel, vicarious liability if action is a criminal offence	H	5	5	25	Staff training, clear explanation of policy and procedures, Disciplinary action	1	4	4	Risk Exec & MD to instruct branch GM in the handling of the case as per Policy approved by EXCO. Follow Disciplinary Code of conduct with Human Capital Exec advise.
24	Employees who disobey company and/or laws on COVID-19.	Potential / Confirmed carrier of C-19.	Infection, panic of Bidfood personnel, vicarious liability if action is a criminal offence	H	1	5	5	Staff training, clear rules, Executive oversight, disciplinary action	1	4	4	Executive / Senior Manager oversight / State imposed criminal litigation
25	Employees with comorbidities	Exposure to C-19 or contact with C-19 contaminated surface/s.	C-19 infection(droplet infection/fomite self/auto infection). Death.	H	5	5	25	All employees encouraged to declare underlying conditions* allowed to work from home where job function allows - if job function does not allow then all precautions need to be taken- social distancing and ensuring work space is 1.5m from aother employees. Restriction from visiting customers or meeting with visitors / suppliers. Pregnant employee's to be acomodated in workplace or work from home further to consultation with HR practitioner / Exec.	2	2	4	Branch management supervision and involvement in ensuring all necessary controls and precautions are implemented
26	Employees over the age of 60 years	Exposure to C-19 or contact with C-19 contaminated surfaces	C-19 infection, fomites/self/auto infection. Death	H	5	5	25	Vulnerable employees permitted to work from home if job allows. If job function does not allow work from home then a suitable workspace to be allocated allowing for social distancing - 1.5m away from others. Employees over 60 yrs of age are restricted from visiting customers / suppliers.	2	2	4	Branch management supervision and involvement in ensuring all necessary controls and precautions are implemented

27	Decontamination of work areas	Potential / Confirmed carrier of C-19.	Self-infection via fomite infection	H	4	5	20	Staff training, clear cleaning procedures , use of mask and disposable gloves when cleaning, use of correct surface sanitizer solution (correct dilution ratio/ efficacy), hand washing afterwards, correct disposal of used cleaning equipment- cloths, paper towels, gloves etc	1	4	4	Correct implementation of procedures and after cleaning checks and completion of cleaning checklists.
28	Transportation of Staff to work and home	Potential / Confirmed carrier of C-19.	Self-infection via fomite infection	H	3	5	15	Staff training, hand sanitiser available in all staff transport vehicles - staff to sanitise before entering vehicle, wearing of masks by all occupants, cleaning and sanitising of interior of all staff transport vehicles before and after transportation of employees, compliance to regulations regarding number of occupants of vehicles being transported .	1	4	4	Correct implementation of procedures and after cleaning checks and completion of cleaning checklists.
29	Long Distance Route Sleep Over	Potential (cross) infection via fomite transfer and cross infection.	C-19 infection (Droplet fomite infection, self/auto infection)	H	3	5	15	Staff training, hand sanitiser available in all vehicles - staff to sanitise before entering vehicle, wearing of masks mandatory - staff issued 2 reusable masks, regular cleaning and sanitising of interior of all transport vehicles . Training and awareness of social distancing as a precautionary control. Training of cough etiquette - cough into bent elbow, or into a tissue which is to be disposed of immediately. No sharing of utensils and drinking bottles.	1	4	4	Implement COVID-19 Policy & Employee Code of Conduct approved by EXCO .Comply with Government Gazette No. 43258 (Regulation 480) 29 April 2020 and GNR 479 29 April 2020. Training and ongoing awareness with all staff regarding COVID-19 controls.

Rationale for Risk Ranking	Rules:	
<p>It should be noted that CF/0312020 No. Circular (COIDA CORONA NOVEL ACQUIRED OCCUPATIONALLY- FOR COMPENSATION ON NOTICE - 19) (COVID DISEASE VIRUS) Classifies Bidfood's operations as a Low Risk.</p>	Low Risk	<ol style="list-style-type: none"> 1. Social distancing (1,5 square metre) distancing from any other person in any circumstance. This include any bodily contact such as handshakes. Greet people without making any physical contact. 2. Wash hands with soap and water for 20 seconds, or use alcohol-based hand sanitiser after contact with any person or after contact with frequently touched surfaces (e.g. keyboards, screens, phones, door handles, work surfaces). 3. Cough/sneeze etiquette (cough in the fold of the elbow or in a tissue which you discard and wash your hands) remain key to protecting yourself and others. 4. Avoid touching your eyes, nose and mouth with unwashed hands. 5. Create a hygienic home, travel and work environment: <ol style="list-style-type: none"> a. Surfaces that are frequently touched, e.g. toilet door handles, etc, should be cleaned with diluted bleach disinfectant (20 ml bleach per litre water) hourly, or or less frequently depending on the circumstance. General houndsekeeping eg the cleaning of keyboards, telephones, handbag bottoms b. People who feel ill should stay at home. Create 1,5m distance from others and be extra vigilant about environmental hygiene. c. Avoid any place where these is a form of crowding as far as possible. d. Support others to ensure that all employees comply with procedures. e. Comply with Lock Down rules.
Bidfood Retail and Calling Customer outlet facilities: Medium Risk	Medium Risk	As above, but clear demarcation of spaces to allow for social distancing.
Estimated number of customer per day varies from	High Risk	Only medical professional allowed to be exposed. PPE includes gloves and masks
Bidfood Warehousing:		
<p>Only Bidfood employees have interaction with each other, strict policy on sick employee seperation. all employees undergo temp and health screen at start of shift. All employees and visitors wera masks Limited visitor access, service providers complete health questionnaire prior to visits. Employees transported by Bidfood or they use private vehciles, arranged transport comply with COVID-19 Regs.</p>		
Famous Fresh: Further Processing		
<p>Only Famous Fresh employees have interaction with each other, strict policy on sick employee seperation. All FF employees undergo temp and health screen at start of shift. All FF employees and visitors wear masks at all times. Limited visitor access, service providers complete health questionnaire & temp screening prior to visits. Employees transported by Famous Fresh or they use private vehciles, transport complies with COVID-19 Regs.</p>		

RISK ASSESSMENT CLASSIFICATION

Risk Assessment Calculator						
Probability/Likelihood	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5
Rating	1	2	3	4	5	
	Severity					

Descriptor						
Probability/Likelihood	5	75-100%	Can happen	Severity	1	little First aid (noticeable discomfort, minor irritation, minor cuts or bruises), Near miss
	4	50-74%	Possible		2	Minor Minor injury, Medical treatment, Restricted work day case, Reversible injury (e.g. broken bones, cuts, burns, bruises)
	3	15-49%	Low likelihood		3	Moderate Significant injury, Hospitalisation, Limited lost time injury, Irreversible injury (eg. Serious burns, serious internal and/or head injuries).
	2	0.5-14%	Rare		4	Major Serious injury, Hospitalisation, Permanent disability (able to do other duties) or Extended lost time injury
	1	<0.5%	Highly unlikely		5	Catastrophic Fatality

Droplet infection is a higher risk as it because there are no controls to prevent infection (P=4 or 5)

Formite auto/self-infection is lower as hand washing mitigate the risk (P=1-3)

Probability set as per COIDA; FM=4-5 [Medium Risk]; Manufacturing & Warehousing=1-3 [Low Risk]; Clinic = 5 [High].

PPE: Masks

1. Masks and face shields to be worn as per procedure.

PPE: Gloves

1. Restricted use to cleaners only.

PPE: Hand Sanitizers

1. Firstly, access to soap and water is primary requirement.
2. Where soap and water is not easily accessible, 70% alcohol hand sanitizers should be readily available..

Primary Risk Mitigation controls:

1. Bidfood warehouse operations not dealing directly with customers i.e. and Warehousing
 - 1.1. Strict control over sick staff.
 - 1.2. Staff are required to seek medical attention when ill and to verify a COVID-19 test was done or was not granted. Re-entry to work depends on producing evidence.
 - 1.3. Staff re-entry to work is under direct Risk Exec oversight.
 - 1.4. Staff are screened in the morning using a prescribed checklist. Sick and suspect staff are referred to an external medical practitioner when required.
 - 1.5. These measures are designed to specifically isolate sick employees from healthy one to protect general employee safety.
 - 1.6. Limited visitors are allowed on site.
 - 1.7. Security staff are screen by Bidfood to ensure they are not ill.
 - 1.8. Drivers of delivery vehicles are screened on entry to facility, must wear masks and required to adhere to hand sanitising and social distancing requirements..
 - 1.9. Service providers doing essential services work on sites are screened using a checklist prior to entry, and entry approved prior.
 - 1.10. The premise of control is, staff who observe the lockdown laws at home, reduce their chances of infection after hours.
- At work, Bidfood ensure strictly no outside contact with staff, and if staff are ill, they are isolated and removed, this is done daily.
- 1.11. The Personal Hygiene Code of Conduct applies, hand sanitizers are provided for staff usage.

Occupational Health and Safety Act, Act 85 of 1993

HBA - GoN R1390 G. No. 22956 (27 December 2001)

Employee Relief Scheme - Notice 215 of 2020 (GG No. 43161)

Environmental Regulation for the Workplace

Facilities Regs

General Admin Regs

General Safety Regs

Hazardous Chemical Substance Regs

Bidfood COVID-19 Policy

Appeal by the Head of Health for the appropriate use of masks 29 March 2020

Dr EH Engelbrecht. CIRCULAR H43/2020: POLICY GUIDELINE RELATED TO COVID-19: PERSONAL PROTECTION GUIDELINES FOR GOVERNMENT SECTORS OTHER THAN HEALTH; FOR PRIVATE SECTOR KEY ENTITIES, AND FOR INFORMATION TO THE PUBLIC.

Guidelines for monitoring symptoms of essential service workers for COVID 19 (16 April 2020)

Regulations

COVID 19 Direction on H & S in the workplace R479 of 29 April 2020 [as amended 4th June 2020](#)

Reg No 480 of 29 April 2020

[Lockdown regulations, 25 Mar 2020](#)

[Courts, court precincts and justice service points directions, 31 Mar 2020](#)

[Environmental directions, 31 Mar 2020](#)

[Air services amendment regulations, 31 Mar 2020](#)

[Transport amendment regulations for buses and taxis, 31 Mar 2020](#)

[Public Finance Management Act: Exemption, 31 Mar 2020](#)

[Social development directives, 30 Mar 2020](#)

[Transport regulations: Learner's and driving licences, 30 Mar 2020](#)

[Amended directions to municipalities and provinces, 30 Mar 2020](#)

[Municipal Finance Management Act: Exemption for municipalities, 30 Mar 2020](#)

[Aviation directions amendment: Air cargo, 27 Mar 2020](#)

[Lockdown regulations amendments, 26 Mar 2020](#)

[Hotel industry exemption, 27 Mar 2020](#)

[Export control regulations, 27 Mar 2020](#)

[Air services directions, 26 Mar 2020](#)

[Home affairs directions, 26 Mar 2020](#)

[Transport directions, 26 Mar 2020](#)

[Legal directions, 26 Mar 2020](#)

[Electronic communications, postal and broadcasting directions, 26 Mar 2020](#)

[Covid19 Temporary Employee / Employer Relief Scheme directive, 26 Mar 2020](#)

[Air services lockdown directions, 26 Mar 2020](#)

[Railway operations lockdown directions, 26 Mar 2020](#)

[Cross-border road transport lockdown directions, 26 Mar 2020](#)

[Public transport lockdown directions, 26 Mar 2020](#)

[Municipalities and provinces directions, 25 Mar 2020](#)

[Retail property exemption regulations, 24 Mar 2020](#)

[Compensation for occupationally acquired Novel Coronavirus, 24 Mar 2020](#)

[Banking sector exemption regulations, 23 Mar 2020](#)

[Price increase protection regulations and directions, 19 Mar 2020](#)

[Healthcare sector exemptions, 19 Mar 2020](#)

[Disaster management regulations, 18 Mar 2020](#)

[Ports regulations, 18 Mar 2020](#)

Disaster management guidelines and notices

[Explanatory notes for COVID-19 tax measures, 29 Mar 2020](#)

[SMME debt relief finance scheme, 28 Mar 2020](#)

[Business growth/ resilience facility - Guidelines for application, 28 Mar 2020](#)

[Debt Relief Finance Scheme: Guidelines for application, 28 Mar 2020](#)

[UIF guidelines, 20 Mar 2020](#)

[Exemption to all holders of licences, permit and authorisations issued in terms of the Marine Living Resources Act, 1998 \(Act no. 18 of 1998\) to operate without valid permits for the next ninety \(90\) days, 24 Mar 2020](#)

[Handy guide on what's happening in the Post School Education and Training Sector - Higher Education in a time of Coronavirus, 20 Mar 2020](#)

[State of Disaster: Public Service guidelines for containment / management of Coronavirus COVID-19, 16 Mar 2020](#)

[Guidance for childcare facilities and schools on COVID-19, 11 Mar 2020](#)

[COVID-19 safety precaution measures in football - SAFA, 13 Mar 2020](#)

[Guideline on classification of a disaster and the declaration of a state of disaster, 1 Apr 2019](#)

[Guideline on conducting an initial on-site assessment, 1 Apr 2019](#)

[Guideline on contingency planning and arrangements, 1 Apr 2019](#)

Disaster Management Act

[Disaster Management Act: Declaration of a National State of Disaster: COVID-19 \(coronavirus\), 15 Mar 2020](#)

[Disaster Management Act: Classification of a national disaster: COVID-19 \(coronavirus\), 15 Mar 2020](#)

[Disaster Management Act 57 of 2002, 15 Jan 2003](#)