

**CONTACT US TO PROVIDE THE FOLLOWING SERVICES FOR YOUR BUSINESS:**

- EHS Risk Assessments
- Occupational Hygiene Surveys
- Ergonomics Surveys
- EHS Management System Development and Implementation
- Environmental Monitoring
- Identification of EHS Legal Requirements and Compliance Audits
- Construction EHS Services
- Construction H&S Files
- Internal Auditor Training
- General EHS Training



Department of Employment and Labour Approved Inspection Authority (OH0049-CI-09)



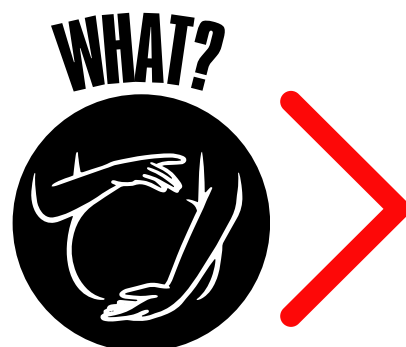
## PREGNANT/BREASTFEEDING WORKER RISK ASSESSMENT

### Keeping Pregnant & Breastfeeding Employees Safe

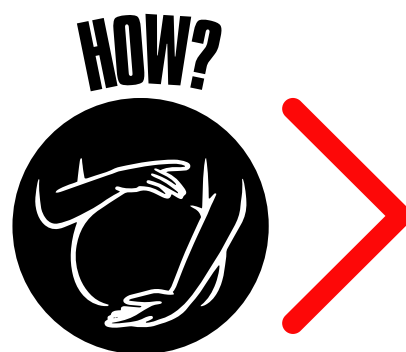
According to the Basic Conditions of Employment Act, Code of Good Practice, employers must take particular care to ensure that pregnant workers, or workers who are breast-feeding, are not required to perform work that may endanger their health and safety or that of their child. Section 5, lays down very specific requirements for the employer in terms of the identification and assessment of risks and implementing appropriate action to avoid any risks to the health of the employee, the unborn child or the breast-feeding child.

A **Pregnant Worker Risk Assessment** should therefore be conducted, to reassure both the employer and employee that the work environment and conditions are as safe and comfortable as possible. A General Health & Safety Risk Assessment will not suffice, as there may be medical or working issues that are unique to the pregnant worker.

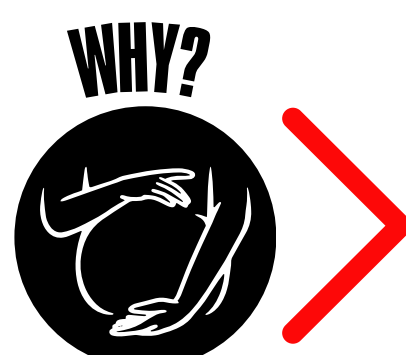
Working conditions could present a risk to mother and/or child at different stages of the pregnancy, and may also affect the worker's dexterity, agility, coordination, speed of movement and reach.



A risk assessment should look at all aspects of the employee's work and workplace to assess if there are any hazards that present an unacceptable risk to the employee's health and safety or that of her baby.



The Pregnant Worker Risk Assessment does not need to be complicated, and in some occupations, there are only a few hazards. It is very important to be methodical about looking at all aspects of the work and workplace and not take anything for granted or omit any tasks. If the employee works in more than one area or place, the risk assessment should cover each workplace.



Current occupational exposure limits have been set, based on studies of non-pregnant adults. What is considered safe, may not be safe for the foetus. Some points to consider:

- Changes in metabolism during pregnancy increase the absorption rate of certain chemicals (e.g. some metals).
- Physical changes may prevent personal protective equipment, such as lab coats or respirators, from fitting properly.
- Changes in the immune system, lung capacity and even ligaments can alter the risk of injury or illness due to some workplace hazards.
- A foetus might be more vulnerable to some chemicals, as a result of rapid growth and development, particularly early in pregnancy, when organs are developing.

## HAZARDS

<p><b>Biological</b></p> <p>bacteria and viruses e.g.</p> <ul style="list-style-type: none"> <li>• Hepatitis</li> <li>• HIV</li> <li>• Rubella (German Measles)</li> <li>• Varicella (Chicken Pox)</li> </ul>	<p><b>Chemical</b></p> <p>hazardous chemical agents (substances) e.g.</p> <ul style="list-style-type: none"> <li>• cleaning fluids</li> <li>• pesticides</li> <li>• asbestos</li> <li>• lead</li> <li>• mercury</li> <li>• carbon monoxide</li> <li>• cytotoxic drugs</li> <li>• tobacco smoke</li> </ul>	<p><b>Ergonomic</b></p> <ul style="list-style-type: none"> <li>• lifting &amp; handling</li> <li>• repetitive activities</li> <li>• operating machinery</li> <li>• confined spaces</li> <li>• prolonged standing or sitting</li> </ul>	<p><b>Physical</b></p> <ul style="list-style-type: none"> <li>• noise</li> <li>• dust</li> <li>• vibrations</li> <li>• radiation</li> <li>• extreme temperatures</li> <li>• violence</li> <li>• slips or trips</li> </ul>	<p><b>Psychosocial</b></p> <ul style="list-style-type: none"> <li>• working alone</li> <li>• long hours</li> <li>• stress at work</li> <li>• threat of abuse</li> <li>• night work</li> </ul>
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**Contact Safetech for a quote to conduct a Pregnant Worker Risk Assessment at your site.**

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Department of Employment  
and Labour Approved  
Inspection Authority  
(OH0049-CI-09)



Safetrain cc t/a Safetech is a  
SANAS Accredited Inspection Body  
Refer to [www.sanas.co.za](http://www.sanas.co.za)  
for Schedule of Accreditation

**Psychological Safety in the Workplace**

**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT - PSYCHOLOGICAL HEALTH AND SAFETY AT WORK  
GUIDELINES FOR MANAGING PSYCHOSOCIAL RISKS**

ISO 45003:2021

ISO standards are internationally agreed by experts - "formulas" that describe the best way of doing something. This particular standard gives guidelines for managing psychosocial risk within an occupational health and safety (OH&S) management system based on ISO 45001.



Life in the workplace can sometimes be a stressful and complex environment. The awareness of risk (or lack thereof) and its influence on human behavior and safety outcomes is something that Health and Safety Managers, Supervisors and Team Leaders have to deal with on an daily basis. But are they considering other risks that workers fear most, such as humiliation, loss of status or rejection?

Psychological safety calms these fears - employees are therefore not hindered from reaching their full potential as contributing members of a team as they are able to communicate, brainstorm, report errors and innovate. Psychological safety, according to recent research, has been identified as the single most important determinant of team success.

**Psychological Safety in the Workplace Encourages:**

**Interpersonal Risk-Taking**

employees feel that the environment is safe and are able to verbalise questions, concerns, ideas or even mistakes.



**Interpersonal Trust & Mutual Respect**

employees feel confident that other team members will not embarrass, reject or punish them for speaking up.

**EFFECTIVE WAYS TO CULTIVATE PSYCHOLOGICAL SAFETY IN THE WORKPLACE**

**Step #1 Ask Questions**

By asking questions in a curious and learning-oriented way, people will start speaking up about their concerns, observations and ideas.

**Step #2 Be Humble**

Be willing to learn from people before you try to teach them. By telling people what they are doing wrong or how they can improve creates an impression of superiority and they put up barriers.

**Step #3 Build Relationships**

Build relationships by showing an interest in people's life, outside of work. By asking questions about someone's family, you create a sense of belonging and care.

**Step #4 Value All Perspectives**

Each employee has something different to offer the group and they apply their own filter of knowledge and experiences to a situation e.g. a less-experienced person, who has just started the job, might not know the best way to do something, but they do have a different risk tolerance - which can be eye-opening to someone who has performed the same job for many years and who has normalised risks that should not have been normalised.

**Step #5 Foster Autonomy**

Inviting workers to create their own solutions, by giving as many members of a work group as possible a chance to share their ideas, yields the best results. In some cases, having the best idea for a particular circumstance based on one person's experience and knowledge may not be the answer. Instead, being more of a solution-facilitator (getting employees to come up with ideas as a group) is the most effective way of solving issues, because employees own it and try to make it work.

**Psychological safety should be an organisation-wide project, rather than the sole responsibility of Safety Managers, Supervisors and Team Leaders.**



**Internal Auditor Training**  
**SAVE THE DATE**

**IN PERSON R3650 per person excl VAT**  
24th - 26th January 2023  
PE St Georges Club, Gqeberha / 9am - 3:30pm  
In-Person Course Cost includes refreshments and lunch

**ON LINE R2950 per person excl VAT**  
1st - 3rd February 2023  
9am - 3:30pm

ISO 14001:2015 and ISO 45001:2018