

Occupational Health and Safety Act, 1993

Facilities Regulations, 1990

2. Sanitation

1. Every employer shall provide sanitary facilities at the workplace in accordance with the provisions of Parts F, P and Q of the National Building Regulations.
2. Notwithstanding the provisions of subregulation (1), an employer may, where less than 11 persons are employed on one premises, make written arrangements for such persons to use closets and washbasins on adjoining premises: Provided that -
 - a. such facilities are freely and readily accessible; and
 - b. the facilities comply with the provisions of these Regulations as well as with SABS 0400 with respect to -
 - c. the total number of employees who will be using the facilities; and
 - d. the condition of such facilities.
3. Every employer shall -
 - a. make toilet paper available to employees;
 - b. provide every water closet pan designed to have a seat, with a seat;
 - c. supply a towel to every employee for his sole use or disposable paper towels or hot air blowers or clean portions of continuous cloth towels, at the washbasins; and
 - d. provide toilet soap or a similar cleansing agent to employees.
4. Every employer shall, under the circumstances contemplated in Table 4 of Part P of SABS 0400, provide showers for the use of his employees, and he shall -
 - a. provide running hot and cold or premixed hot and cold water for the washbasins and showers;
 - b. ensure that the walls of that part of a room in which there are showers, are smooth and impermeable, and that the floor thereof is slip-free and sloped for effective drainage; and
 - c. ensure that where showers are provided in a room with windows, such windows are glazed in obscure glass or similar material.
5. In respect of each room in which there are closets, urinals, showers or washbasins every employer shall -
 - a. provide a conspicuous sign outside the entrance to such a room to indicate the sex of the persons for whom the room is intended;
 - b. ventilate such rooms in accordance with the provisions of Part O of the National Building Regulations;
 - c. provide the necessary screen walls partitions or doors in order to ensure privacy; and
 - d. ensure that water feeding to showers or washbasins on his premises which is not obtained from the water supply system of a local authority, complies with SABS 241.

3. Facilities for safekeeping

1. An employer in a factory shall provide every employee in his service, excluding office workers, with a personal facility for safekeeping in which clothes and other personal items of the employee can be kept safely and in good condition.
2. Every employer shall ensure that each employee referred to in sub-regulation (1) stores his clothing and other personal items in his facility for safekeeping.

3. The provisions of this regulation shall not apply in respect of activities for which specific types or numbers of facilities for safekeeping are prescribed.

4. Change-rooms

1. In respect of employees -
 - a. for whom showers are prescribed, or
 - b. who need to undress, the employer shall provide separate change- rooms for males and females respectively, in accordance with the provisions of Part C of SABS 0400.
2. An employer contemplated in subregulation (1) shall -
 - a. ensure that a change-room is not connected directly by means of a door or any other opening to any room in which the exposure to a high risk substance is equal to or above the action level for such high-risk substance or in which untanned hides or skins or unwashed wool or mohair are treated, processed or stored;
 - b. provide adequate seating in the form of chairs or benches in every change-room for the maximum number of employees that will be using such change-room at any one time;
 - c. not store any materials, tools or other goods not related to the use of a change-room in such change-room or allow such items to be stored therein;
 - d. where a change-room has windows, glaze such windows in obscure glass or similar material;
 - e. screen the entrance to every change-room in order to afford privacy; provide a conspicuous sign at the entrance to a change- room to indicate the sex of the persons for whom the change-room is intended;
 - f. provide a conspicuous sign at the entrance to a change-room to indicate the sex of the persons for whom the change-room is intended;
 - g. provide facilities for the drying of wet clothes, if clothes of the employees for whom a change-room has been provided, may become wet in the course of their work;
 - h. ensure that every change-room is naturally or artificially ventilated in accordance with the provisions of Part O of the National Building Regulations; and
 - i. ensure that no employee referred to in subregulation (1) changes his clothing at any other place at a workplace than in a change- room provided for him.
3. Subject to the provisions of regulation 5 an employer may allow a change-room to be used for the partaking of meals provided that -
 - a. an obscure partition of at least two meters high is installed between showers and eating places; and
 - b. there is no direct communication between the change-room and toilet facilities.

5. Dining-rooms

1. Notwithstanding the provisions of regulation 4 (3) , every employer of employees who at a workplace:
 - a. are exposed to a high risk substance in a quantity equal to or above the action level for such high-risk substance;

- b. come into physical contact with any known poisonous substance which may cause illness if taken orally;
 - c. are exposed to dirt, dust, soot or similar filth: Provided that when the question arises as to what constitutes dirt, dust, soot or similar filth, the decision of an inspector shall be conclusive; or
 - d. handle or process untanned hides or skins, or unwashed wool or mohair,
- shall provide a separate dining-room or eating place on the premises which in respect of the maximum number of employees who will be using it at any one time, shall be in accordance with part C of SABS 0400.
2. The employer referred to in subregulation (1) shall -
- a. provide tables and chairs in every dining-room for the maximum number of employees that will be using the dining-room at any one time;
 - b. ensure that a dining-room or eating place is not connected directly by means of a door or any other opening with any room in which the exposure to a high-risk substance is equal to, or above the action level for such high-risk substance or in which untanned hides or skins or unwashed wool or mohair are treated, processed or stored;
 - c. not store any materials tools or other goods not related to the use of a dining-room in such dining-room or allow such items to be stored therein; and
 - d. ensure that every dining-room is naturally or artificially ventilated in accordance with the provisions of Part O of the National Building Regulations.

6. Prohibition

Every employer shall -

- a. prohibit smoking and the consumption of food or drink at all work places contemplated in regulation 5(1) and shall ensure that no person smokes, eats or drinks in any such place; and
- b. display conspicuous signs or notices at such workplaces prohibiting smoking, eating or drinking.

7. Drinking water

Every employer shall -

- a. make available an adequate supply of drinking water for his employees at their workplace; and
- b. clearly and conspicuously mark as such, taps and pipes containing water which is not fit for human consumption.

8. Seats

Every employer shall -

- a. where reasonably practicable, provide a seat for every employee whose work can be efficiently performed while sitting;
- b. where reasonably practicable, permit an employee whose work is ordinarily performed standing to take advantage of any opportunity for sitting which may occur, and for this purpose the employer shall provide seating facilities; and
- c. provide seats with back rests where the nature of the work performed by employees is such that such seats can be used.

9. Condition of room and facilities

Every employer shall maintain all rooms and facilities which are prescribed or provided for in terms of the provisions of these regulations, in a clean, hygienic, safe, whole and leak-free condition, and in a good state of repair: Provided that an inspector may, by notice in writing, direct an employer to take such steps as the inspector deems necessary for the employer to comply with this regulation and the decision of an inspector in this regard shall be conclusive.

10. Offences & Penalties

Any person who contravenes or fails to comply with any provision of regulations 2 (1), 2 (3), 2 (4), 2 (5), 3 (1), 3 (2), 4, 5, 6, 7, 8 or 9 shall be guilty of an offence and liable on conviction to a fine not exceeding R1 000 or to imprisonment for a period not exceeding six months and, in the case of a continuous offence, to an additional fine of R5 or to additional imprisonment of one day for each day on which the offence continues: Provided that the period of such additional imprisonment shall in no case exceed 90 days.

11. Repeal of regulations

"The facilities Regulations promulgated by Government Notice No. R. 2362 of October 1990, are hereby repealed" as printed in Notice No. R. 1045 in Government Gazette No. 26753 dated 10 September 2004

Regulations B.3, B.4, B.7, B.8, B.9, B.10 and B.16, of the regulations published under Government Notice No. R. 929 of 28 June 1963, as amended, are hereby repealed.

Incorporation of Safety Standard

Under the powers vested in me by section 36 (1) of the Machinery and Occupational Safety Act, 1983 (Act No. 6 of 1983), I, Eli van der Merwe Louw, Minister of Manpower, hereby incorporate the South African Bureau of Standards, Standard Specification for Water for Domestic Supplies, SABS 241-1984, into the Facilities Regulations, 1990.

E. VAN DER M. LOUW,
Minister of Manpower.