

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 6907

5 December 2025

OCCUPATIONAL HEALTH AND SAFETY ACT, 1993 (ACT NO. 85 OF 1993)

I, Nomakhosazana Meth, Minister of Employment and Labour hereby, under section 43 of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993, as amended), made the following amendments to the Environmental Regulations for Workplaces as published in Notice No. 307, in Gazette No. 24967, published on 7 March 2003 as follows:

[Regulation 6. Housekeeping]

[(1) A user of machinery shall provide and maintain sufficient clear and unobstructed space at every machine to enable work to be carried out without danger to persons.

(2) An employer shall -

(a) with the exclusion of workplaces where building work is performed, make at least 2.25 square meters of effective open floor area available for every employee working in an indoor workplace;

(b) make available and maintain an unimpeded work space for every employee;

(c) keep every indoor workplace clean, orderly and free of materials, tools and similar things which are not necessary for the work done in such work place;

(d) keep all floors, walkways, stairs, passages and gangways in a good state of repair, skid-free and free of obstructions, waste or materials;

(e) keep the roof and walls of every indoor workplace sound and leak-free;

(f) board over or fence, or enclose with rails or guards, or take other measures which may be necessary under the circumstances to ensure the safety of persons, all openings in floors, all hatchways and all stairways and any open sides of floors or buildings through or from which persons are liable to fall: Provided that such boarding or guarding may be omitted or removed for the time and to the extent necessary for the access of persons or the movement of material; and

(g) erect a catch platform or net above an entrance or passageway or above a place where persons work or pass, or fence off the danger area if work is being performed above such entrance, passageway, place or danger area and there is a possibility of persons being struck by falling objects.

(3) No employer shall require or permit any person to, and no person shall, dispose of any article from a high place except by hoist or chute unless arrangements have been made to secure the safety who may be struck by falling objects.]

[Regulation 8. Precautions against flooding]

[(1) Where a substantial risk exists that a workplace may be flooded, the employer shall take measures to be informed forthwith of any imminent flooding.

(2) Every employer shall take measures to be informed forthwith of any imminent flooding from constructions for conserving water, or which may cause water to converge or accumulate on his premises, and shall, prior to the erection of such a construction, give notice in writing to all persons situated in the danger zone below such construction of the possibility of flooding owing to such construction.]

[Regulation 9. Fire precautions and means of egress]

[(1) In order to expedite the evacuation of a workplace in case of fire, every employer shall ensure that -

(a) any emergency escape door from any room or passage or at a staircase shall, as far as is practicable, be hung so as to open outwards;

(b) every door of a room in which persons may be present, and every door of a passage or at a staircase serving as a means of exit from such room, shall be kept clear and capable of being easily and rapidly opened from inside so as to ensure quick and easy evacuation;

(c) the provisions of paragraphs (a) and (b) shall also be complied with in respect of the outer escape exit from the workplace;

(d) staircases and steps leading from one floor to another or to the ground shall be provided with substantial hand-rails;

(e) staircases intended to be used as fire escapes shall -

(i) be constructed of non-combustible material;

(ii) be kept clear of any material or other obstruction; and

(iii) not terminate in an enclosed area;

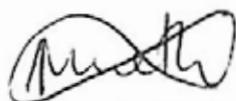
(f) staircases, passages and exits intended for escape purposes shall be of a width and of a gradient which will facilitate the quick and safe egress of the number of persons intended to make use of them; and

(g) having regard to the size, construction and location of a workplace, the number of persons, and the activity therein, such workplace is provided with at least two means of egress situated as far apart as is practicable.

(2) Having regard to the size, construction and location of the workplace, and the amount and type of flammable articles used, handled or stored on the premises, an employer shall provide on the premises an adequate supply of suitable fire-fighting equipment at strategic locations or as may be recommended by the fire chief of the local authority concerned, and such equipment shall be maintained in good working order.]

Offences and penalties

10. Any person who contravenes or fails to comply with any provision of regulation 2, 3(1), 3(3), 3(4), 3(5), 3(6), 4(1), 4(3), 5(1) or 5(2), [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 for each day on which the offence continues 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.



MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 20 August 2025

OCCUPATIONAL HEALTH AND SAFETY ACT, 1993 (ACT NO. 85 OF 1993)

I, Nomakhosazana Meth, Minister of Employment and Labour hereby, under section 43 of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993, as amended), made the following amendments to the General Safety Regulations as published in Notice No. 5954, in Gazette No. 52226, published on 6 March 2025 as follows:

Regulation 2. Personal Safety Equipment and Facilities

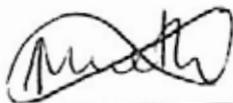
- (1) Every employer and every user of machinery shall make an evaluation of the risk attached to any condition or situation which may arise from the activities of such employer or user, as the case may be, and to which persons at a workplace or in the course of their employment or in connection with the use of machinery are exposed, and he shall take such steps as may under the circumstances be necessary to make such condition safe.

Regulation 3. First aid, emergency equipment and procedures

- (4) Where more than 10 employees are employed at a workplace, the employer of such employees shall take steps to ensure that for every group of up to 50 employees at that workplace, or in the case of a shop or an office as contemplated in the Basic Conditions of Employment Act, 1997 (Act 75 of 1997) [1983 (Act No. 3 of 1983)], for every group of up to 100 employees, at least one person is readily available during normal working hours, who is in possession of a valid certificate of competency in first aid, issued by an organisation approved by the Chief Inspector. [-
- (a) the SA Red Cross Society;
 - (b) the St. John Ambulance;
 - (c) the SA First Aid League; or
 - (d) a person or organisation approved by the chief inspector for this purpose.]

Regulation 14: Offences and penalties

Any person who contravenes or fails to comply with any provision of regulation 2(1), 2(2), 2(4), 2(5), 2(6), 2A, 2C, 3, 4, 5, 6, 7, 8(1), 8(2), 8(3), 8(4), 9, 10(1), 10(2), 10(3), 10(4), 11(1), 12, 13A, 13B, 13H, 13I or 13J shall be guilty of an offence and liable, on conviction to a fine or to imprisonment for a period not exceeding six months and, in the case of a continuous offence, to an additional fine of R200 for each day on which the offence continues, 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.



MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 20 August 2025