Public Health, Occupational Health & Safety: Phased approach – unlocking economy

Dr Barry Kistnasamy

Occupational Health & Safety

29 May 2020
Overview

• Assumptions
• Background
• Alert system
• Implementation
Assumptions

• SARS –CoV-2 not eliminated until vaccine or sufficient herd immunity
• Lockdown not viable long-term
## Factors to consider...

- Formal / informal sectors
- Economic sectors (mining, agriculture, construction, manufacturing, services etc)
- Small, medium, micro enterprises
- Supply chain
- Geographic (urban / rural)
- Population density
- Transport
- 24 hour versus daily (Mon – Fri) production
- Automation
- Epidemiological data
Background

Executive summary: Putting together transmission risk, economic value and economic stress in one place

Economic Value is a composite score from independent data (with weighting):

- Employment - jobs at risk: 25%
- Export contribution: 25%
- Contribution to GDP: 15%
- SME intensity: 15%
- Network industry: 10%
- Linkages with the rest of the economy: 10%

Economic stress is assessed from self-reported data on (with weighting):

- Likelihood of retrenchments: 40%
- Payroll under stress: 30%
- Possible SME closures: 20%
- Possible large firm closures: 10%

Transmission Risk is assessed from self-reported data on:

- Ability to work remotely
- Age of workforce
- Workforce in geographies with high transmission
- Reliance on public transport including minibus taxis
- Necessity of interprovincial travel to restart work
- Ability to enforce social distancing of 2m at work
- Ability to provide masks to employees
- Ability to isolate all ill employees

According to survey response:
- Lower stress
- Medium stress
- Higher stress
Alert System

• **SYSTEM 1** Alert system to determine the level of restrictions in place *nationally, in provinces and in districts*

• **SYSTEM 2** *Industry classification* for readiness to return at each level based on criteria, together with restrictions that should remain after the lockdown regardless of the alert level

• **SYSTEM 3** Enhanced *public health* and social distancing arrangements at workplaces and public spaces
<table>
<thead>
<tr>
<th>ALERT LEVEL 5</th>
<th>ALERT LEVEL 4</th>
<th>ALERT LEVEL 3</th>
<th>ALERT LEVEL 2</th>
<th>ALERT LEVEL 1</th>
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<tbody>
<tr>
<td><strong>OBJECTIVE</strong></td>
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<tr>
<td>Drastic measures to contain the spread of the virus and save lives.</td>
<td>Extreme precautions to limit community transmission and outbreaks, while allowing some activity to resume.</td>
<td>Restrictions on many activities, including at workplaces and socially, to address a high risk of transmission.</td>
<td>Physical distancing and restrictions on leisure and social activities to prevent a resurgence of the virus.</td>
<td>Most normal activity can resume, with precautions and health guidelines followed at all times. Population prepared for an increase in alert levels if necessary.</td>
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Use of Alert System

The **level of alert** at any given time will be decided based on the **rate of transmission**, as well as the capacity of the health system to provide care to those infected.

Different **parts of the country** may be at different levels simultaneously.

It is possible to **move up and down levels**, as well as to skip levels if necessary.

**Essential goods and services** will continue to be available at all levels.

Some precautions will remain in place at all levels, including **social distancing guidelines and safe hygiene practices**.
### Situation in numbers (by WHO Region)

<table>
<thead>
<tr>
<th>Region</th>
<th>Total cases (new cases in last 24 hours)</th>
<th>Deaths (new deaths)</th>
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<tbody>
<tr>
<td><strong>Globally</strong></td>
<td>5,488,825 cases (84,314)</td>
<td>349,095 deaths (5,581)</td>
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<tr>
<td><strong>Africa</strong></td>
<td>85,815 cases (2,771)</td>
<td>2,308 deaths (94)</td>
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<tr>
<td><strong>Americas</strong></td>
<td>2,495,924 cases (41,472)</td>
<td>145,810 deaths (2,071)</td>
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<tr>
<td><strong>Eastern Mediterranean</strong></td>
<td>449,590 cases (10,690)</td>
<td>11,452 deaths (159)</td>
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<tr>
<td><strong>Europe</strong></td>
<td>2,061,828 cases (20,124)</td>
<td>176,226 deaths (3,013)</td>
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<tr>
<td><strong>South-East Asia</strong></td>
<td>218,523 cases (8,250)</td>
<td>6,359 deaths (219)</td>
</tr>
<tr>
<td><strong>Western Pacific</strong></td>
<td>176,404 cases (1,007)</td>
<td>6,927 deaths (25)</td>
</tr>
</tbody>
</table>

**WHO: 27 May 2020**

**0.47% of Global; 30% of Africa**
Covid-19 Tests / 1000 Population

https://ourworldindata.org/coronavirus-testing
Profile of Covid-19 +Workers (n= 1225)
**Phased Approach: Workplace**

**Phase 1**
Advance teams prepare workplace for readiness

**Phase 2**
1/3 of employees resume work

**Phase 3**
2/3 of employees resume work

**Phase 4**
All employees resume work

**SYSTEM 2**
Preparing to resume activity in each sector

*As each sector is given permission to operate at a certain alert level, it must phase in activity over four weeks.*

This allows for a gradual transition between alert levels.
Eco-system

• worker at home / community
• worker commuting
• worker at work
• worker as a consumer
Regulatory Framework

- Non-mining – Dept of Employment & Labour (GN 43257 (29 April 2020)
- Public Service – Dept of Public Service & Administration (Level 4 risk adjusted circular - Circular No. 18 of 2020) (1 May 2020)
- Department of Health (guidelines from national OHS workstream)
- Sectoral guidelines (DTIC)
- Covid-19 as compensable disease (DEL - COIDA)
- Covid-19 as prescribed minimum benefit (CMS)
What should occur at Workplaces?

- Extensive consultation
- <500 employees
- Policy / Chief Executive Officer declaration
- Risk assessment
- Public health measures
- Vulnerable workers
- Screening
- Testing
- Surveillance
- Management of positive person
- Cloth masks

https://www.mandela.ac.za/News-and-Events/Coronavirus-Information
Implementation

- Governance structure (OHS workstream in Dept of Health)
- Strong coordination and partnerships (national / district, NGOs, private sector etc)
- Resource mobilisation (OHS professionals, OHS services, technical and financial)
- Guidelines from OHS workstream
- Education and training (shop stewards, managers, Boards)
- Communication / Risk Communication
- Online Tools (symptom screening, workplace readiness, workplace monitoring, risk assessments)
Monitoring

- Need for accurate and timeous data
  - Epidemiological; tracking worker data
  - Demographic
  - Screening, testing
  - Contact tracing
  - Reporting (statutory, public health)

- Transitional arrangements for phased approach
  - Sectors
  - Ramping up
  - Sequence

- Workplace inspectorate – Mining, Non-mining & Health

- Compensation interventions if workplace exposure confirmed
Buying time...Saving Lives

Thank You

Dr Barry Kistnasamy
Head: Occupational Health
Department of Health

barry@fnbconnect.co.za
+27722200247