

Gauteng Provincial Government Employee Health and Wellness Programme



GAUTENG
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA



Outline

1. Introduction of Gauteng

2. Gauteng Demographics and impact on productivity

3. Gauteng City Region (GCR)

4. GPG Integrated EHWP system

5. GPG integrated EHWP trajectory

6. Conclusion

Five Corridors of Gauteng Province

North: Tshwane

Automotive hub, Innovation, R&D hub, BPO, Agriculture and Agro-processing, Defence and Aerospace

Central:

Johannesburg

Finance, ICT, Retail & Business Services, Business Tourism, Pharmaceuticals

Western: West Rand

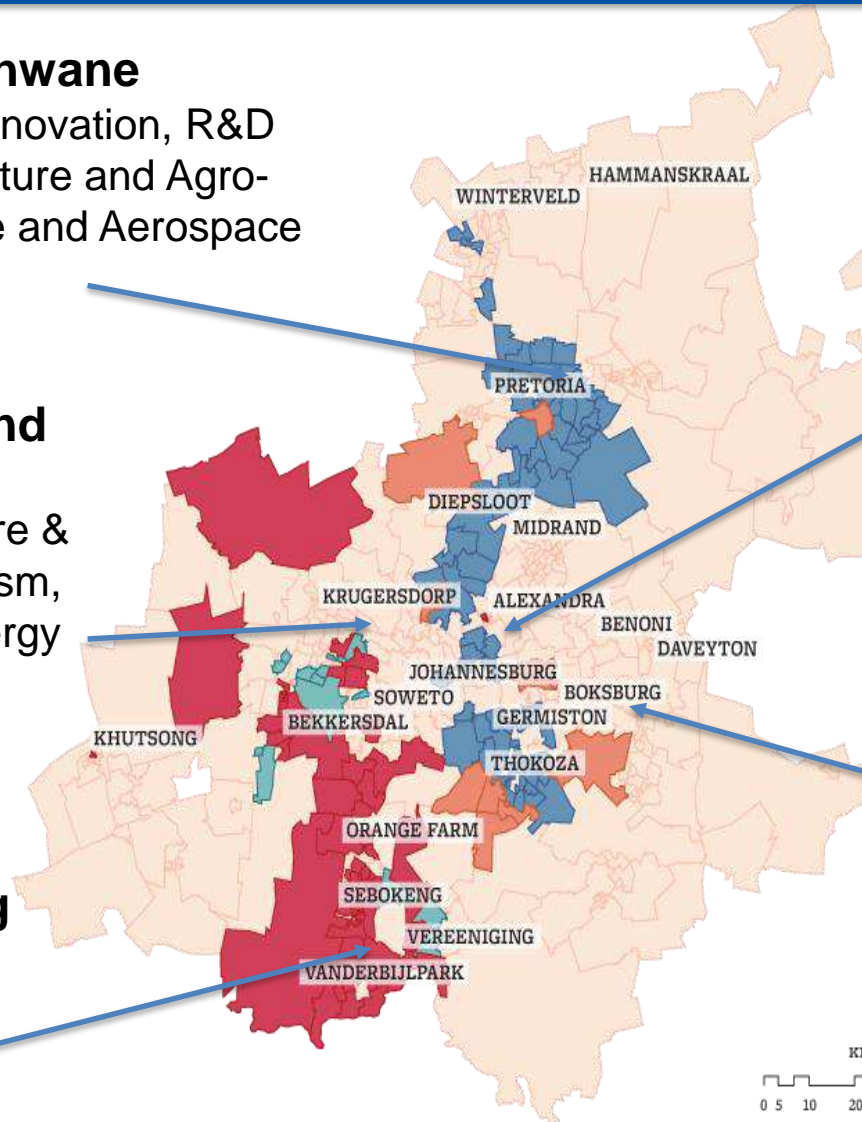
Mining & Mineral Beneficiation, Agriculture & Agro-processing, Tourism, Retail, Renewable Energy

Eastern: Ekurhuleni

Advanced Manufacturing, Food & Beverages, Defence and Aerospace, Transport and Logistics, Machinery & Capital Equipment

Southern: Sedibeng

Tourism, Agriculture and Agro-processing, Logistics



Gauteng Demographics impacts workplace



Total population
15,7m

Mid-year population estimates,
StatsSA, 2019

**25,8% of SAs
population
reside in GP**

Largest increase
in population
numbers

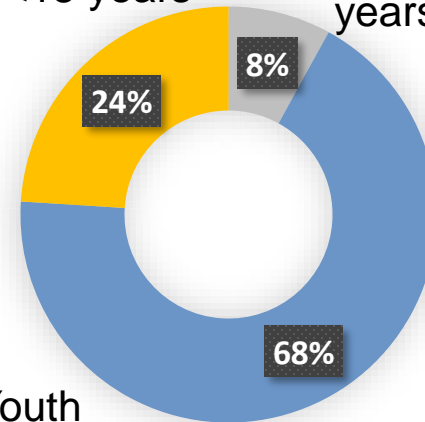
**574 314
interprovincial migrants
over last 5 years**

**GP received +/- 50% of all
international migrants into SA**

**1,5m in-migrants
between 2011 to 2016**

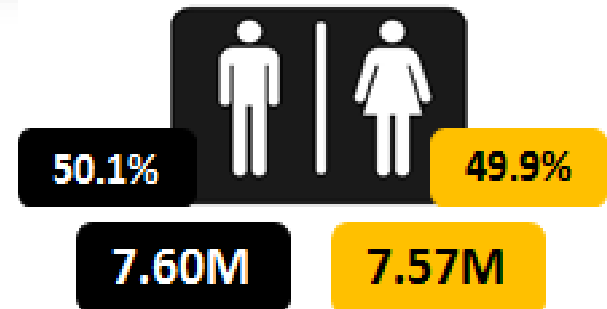
Children
<15 years

Elderly >60
years

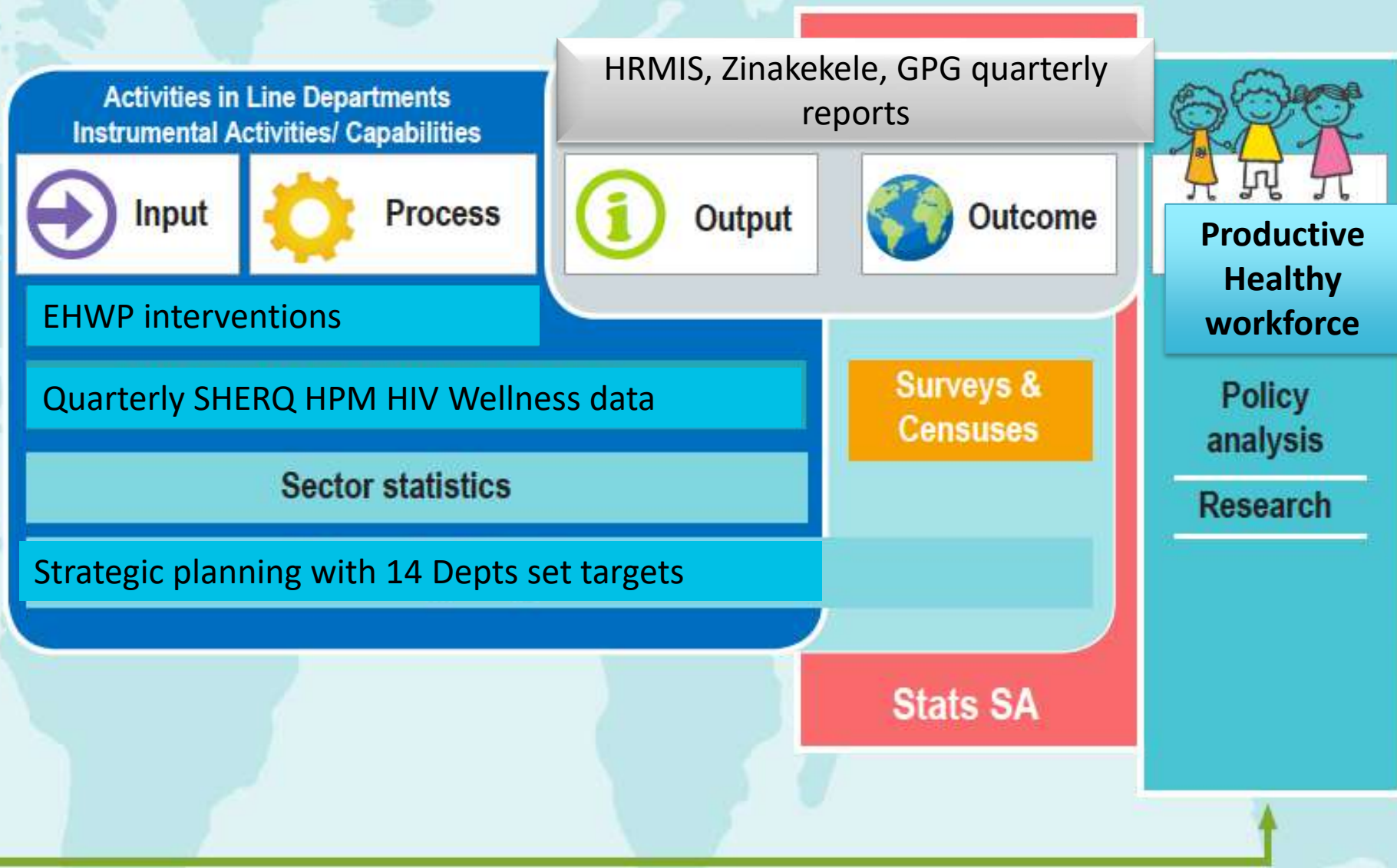


Youth
and
Adults

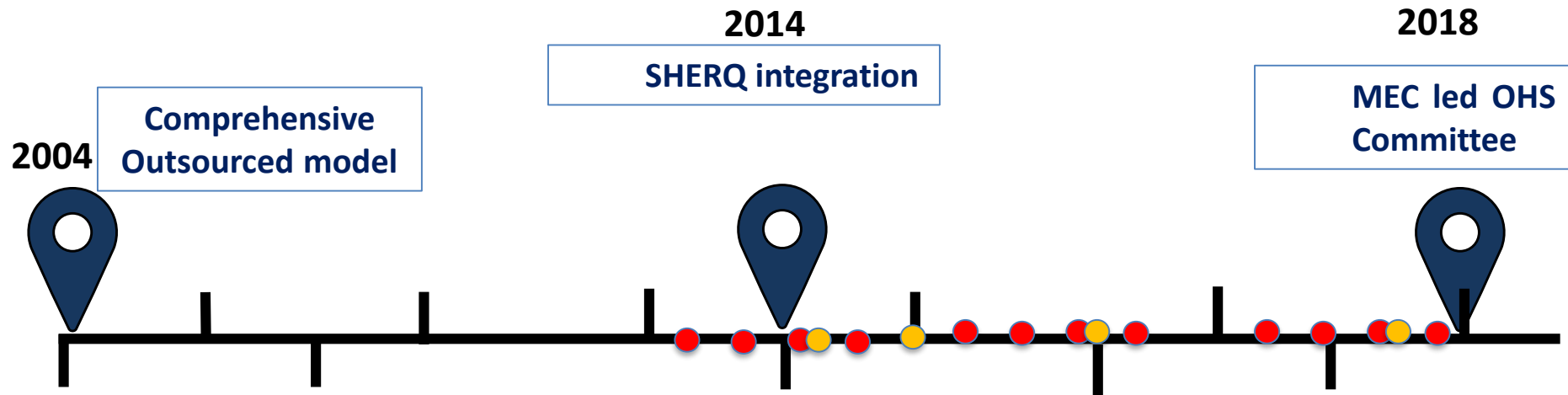
**Gauteng
has the 2nd
highest life
expectancy
at 63,8
years**



GPG Integrated EHWP system







GPG Integrated EHWP trajectory



Continuous Monitoring of progress and engagements with departments

- Quarterly SHERQ & Integrated EHWP Committees
- Departmental SHERQ & EHWP committees

Our history on non-compliance: Environmental & Facilities Regulations

-  **Sick building syndrome:** Leasing of non-compliant buildings; flooding, poor lighting, debris, loose hanging wires.
-  **High carbon dioxide levels** in office buildings & hospitals due to poor air circulation lead to occupational asthma, neonatal deaths, headaches, body aches, general exhaustion, influenza, TB infection.
-  **Slow lead time to address hazards-** exposes GPG employees & clients [patients, learners, places of safety] to life threatening hazards such as theatre, citron, carbon gases, asbestos, falling roofs .
-  **Poor house keeping during construction or maintenance-no** removal of waste & debris- poor work man ship.

Non-compliance: Environmental, Facilities & Construction Regulations

↓ GPG occupied buildings with no **certificate of occupancy**, while in some the number of employees occupying a building exceeds the number of people allowed [e.g. Diagonal, 75 Fox, 56 Eloff, 55Fox, Khayailethemba, DCS, 37 Sour etc.]

↓ Some **lease agreements do not serve GPG departmental** needs; e.g. poor waste management practices by neighbours affecting employee health, building maintenance [26 Loveday, Diagonal.

↓ The **coordination of budget and implementation of User Asset Management Plans [UAMP]** disadvantages departments- when they miss submission deadline they are not serviced- GPT /DID access to OHS budget.

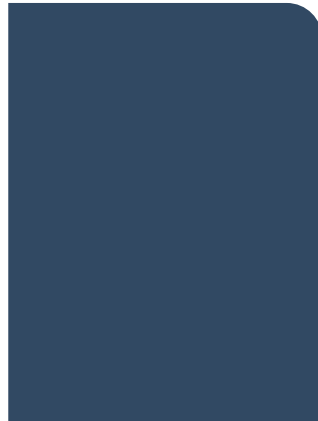
↓ In some sites there is no management of hazards which employees will be exposed to during construction as OHS is not informed when contractors are brought in departments. **Section 37 (2) [MOU between contractors and OHS]**

Proposed Strategic intervention made at EXCO

1. The GPG precinct plans to integrate a **GPG wellness centre with a day care centre** as mandated by DPSA work life balance policy -as an absenteeism and presenteeism reduction intervention.
2. **Convert DOH in Simmonds into a GPG Precinct** wellness centre while waiting for the implementation of precinct plans.
3. **Proactive management of maintenance plan and budget** to deal with incomplete work that becomes hazardous to employees. Budget to meet pressing departmental maintenance needs.
4. DID to form part of the **planned SHERQ advisory council** for the Premier as well as the Provincial SHERQ committee to discuss operational challenges.
5. DID to participate in the development of a SHERQ **communication strategy**.

Proposed operational quick wins to EXCO

1. **Safety files** to be approved by departmental SHERQ practitioners and DID.
2. **Communicate planned maintenance** or projects before they commence.
3. All contractors to sign a **Section 37 (2) [MOU between contractors and OHS]** before commencement of projects and a copy be given to OHS.
4. **A certificate of competence for lifts and boilers** be shared with departments as evidence of functionality.
5. **Certificates of occupancy** to be shared with OHS officials
6. Maintenance & fire equipment servicing schedule to be shared with departments.
7. Implement recommendations of the DOL: **Prohibition notice for BOL**



Response to Gauteng Office of the Premier's fire

- OOP SHERQ Committee activated the emergency response mechanism
- Evacuate employees in less than 15 minutes
- Led roll call on emergency site
- Advised Disaster Management of hazards that led to fire
- Aftermath air quality assessments

PROGRESS ON ASSESSING LEASED OFFICE ACCOMMODATION

Leased Buildings	11 Diagonal Street	124 Main Street	56 Eloff Street	55 Fox Street	26-30 Loveday Street	18 Rissik Street	6 Holland Street	35 Rissik Street	45 Commissioner Street	64 Pritchard Street	82 Grayston Drive	125 Corlett Drive	16 Loveday Street
Occupation Certificate	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Electrical Certificate of Compliance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
Lifts – SANS – Comprehensive Report	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
Structural Engineering Certificate	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗
Plumbing Certificate	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗	✓
Fire Detection Certificate	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗
COC-Fire Installation & Fire Protection & Fire Equipment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗
Waterproofing Guarantee	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✗	✗
Glazing Certificate	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✗
COC – HVAC (Air Conditioning)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✓
Energy Efficiency Certificate	✗	✗	✓	✓	✓	✗	✓	✗	✓	✗	✗	✗	✗
Colour Keys	Compulsory			Non Compulsory				Best Practice					

Not Received



12

Received



TURNAROUND ON GPG OHS THROUGH IMPROVED OHS IN FACILITIES

Progress Report for 26 to 30 Loveday Street		
Department		Education
Key Issue	Scope of Work (Activities)	Progress
Water and sewer leakages and bad smells in the basement	Water and sewer leaks fixed	100%
	Smelling coming out of drains in the basement.	100%
Fire protection and suppression related equipment not fully functional	Lift lobby's doors were provided with fire seals	100%
	External fire escape stairs is being enclosed to avoid vertigo experience	100%
	Hydrant and Tank booster connections to back up have been provided	100%
	Fire escape door opening directions corrected	100%
	Additional fire signage provided where required	100%
	Pressure gauge corrected to 10.5 bar as required for optimal hose reels and hydrants performance	100%
	Call points and beacon sounders were installed within the basements	100%
	All lockable devices removed from gates along escape passages and emergency fire escape entrance/exit doors	100%
Heating and ventilation systems not properly functioning or available	All server rooms. Provided with HVAC	100%
	Mechanical ventilation provided to all disabled toilets in the offices	100%
	Door grills installed in all areas where required for ventilation purposes	100%
	Mechanical ventilation system installed in all areas where natural ventilation isn't enough or not provided	100%
	Ventilation in the office passages and also lift lobby provided	100%
	HVAC provided in all offices	100%
	Centralisation of A/C unit position inside the open office areas to distribute conditioned air equally in all areas	100%

☒ Building handed over to Department of Education on 25 Jan 2019. Revised Occupancy certificate ready for submission

GPG EXCO Subcommittee on disaster management mandated OHS turn-around



COID management turnaround [HRA, OHS, Transformation]

- Protocols
- Process review
- Develop an effective SHERQ system
- Emergency preparedness plans
- COID backlog project with compensation fund
- COID beneficiaries needs assessment to determine further intervention

GPG Injury on duty management – Life Care Hospital network



Most GPs refuse to take IOD cases due to delay in payment of services rendered- hence the partnership with Life Care Hospitals

Bank of Lisbon Fire

<https://youtu.be/T4BKlgREoVc>



Integrated response supported the incident

- Trauma debriefing for EMS fire fighters
- Debriefing for GPG buildings around the BOL
- Advisory to EXCO on site



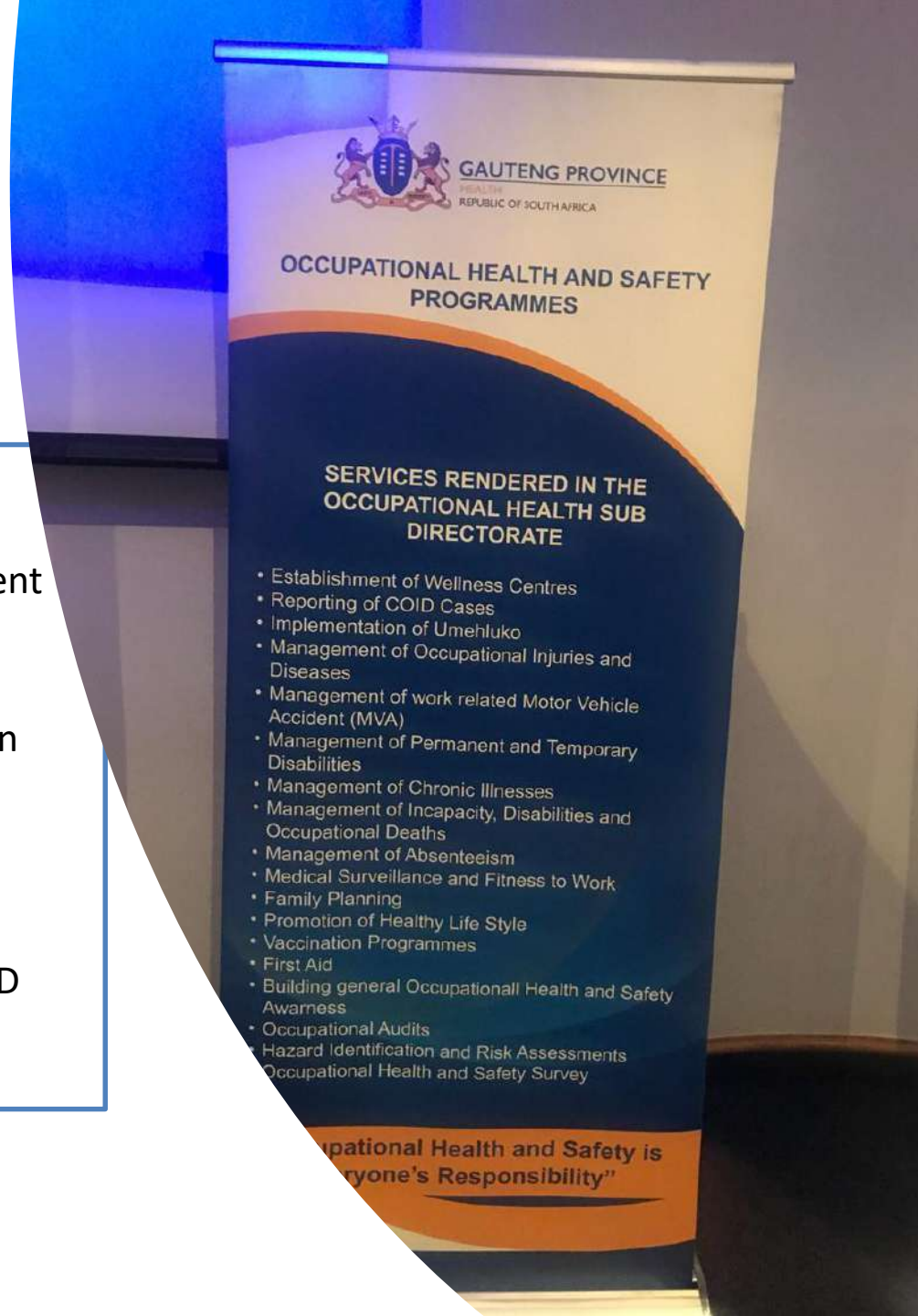
- Employee roll call



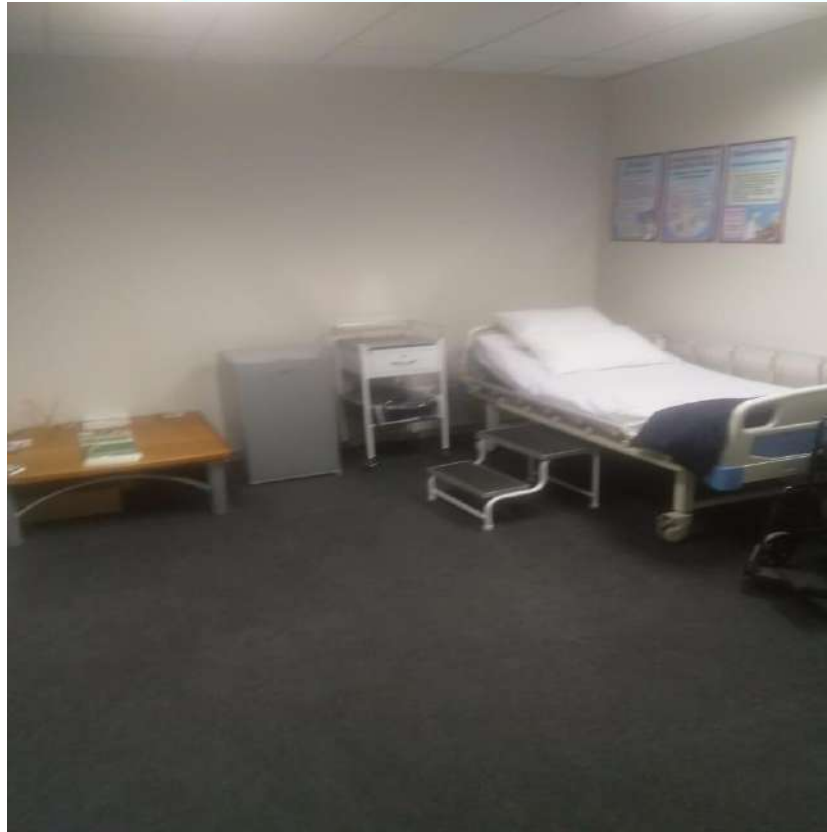
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Silver lining in every cloud

- OHS is a standing agenda in all HOD forums
- EXCO Sub-committee on disaster management give OHS priorities
- All 14 departments trained HQ employees on OHS 1st Aid, Emergency preparedness,
- GDOH launched the 2nd of 10 OHS Clinics
- All HOD's appointed as 16.1 and DDG's, CD, D
- Massive OHS awareness



GDARD & DED strengthened Occupational Health & Wellness



- ✓ Reduced absenteeism
- ✓ Improved management of emergencies
- ✓ Trained 1st aiders and OHS committees and improved management of IOD's

EHWP 'ZINAKEKELE' GAUTENG PROVINCIAL GOVERNMENT CARES

WHAT TO DO WHEN INJURED AT WORK



Gauteng Provincial Government Cares!