



## Welcome to the SHEQ Solve Monthly Newsletter!

We're excited to bring you the latest insights and updates from the world of health and safety. Our commitment is to ensure that your workplace is not only compliant but thriving. Here's what we've gathered for you this month:

### Recent amendments published in the government gazette pertaining to the OHS Act

On 6 March 2025 the Minister of Employment and Labour signed into law the following:

1. **Physical Agents Regulations** (replacing Environmental Regulations for Workplaces, 1987)
2. **Noise Exposure Regulations** (replacing Noise-Induced Hearing Loss Regulations, 2003)

"Physical agents" means a source of energy which may result in injury or disease after exposure and includes, but is not limited to:

- cold stress;
- heat stress;
- vibration;
- radiation; and
- illumination.

Employers who undertake activities that expose their employees to the abovementioned physical agents, must:

- Develop a comprehensive training programme and refresher training must be provided;
- A physical agent-specific risk assessment must be carried out by a competent person, which must be updated every two years.
- Where the risk assessment indicates that employees may be exposed to physical agents, exposure monitoring or surveys must be performed every two years.
- Develop a system of medical surveillance for employees exposed to physical agents.

In addition to the above, each listed physical agent also has a specific section dedicated to it in the Regulations, which outlines how employers must manage the specific risks, what the relevant exposure limits are, etc.

No mention is made of when the new Regulations will enter into effect, but both the Physical Agents Regulations and Noise Exposure Regulations indicate that the Regulations they are replacing will be repealed 18-months after the date of promulgation of the new Regulations.

This will imply that there is a grace period in place for Employers to align themselves with all the new requirements.

Please contact SHEQ Solve if you have any queries or require any clarification in this regard.

Dave van Wyk – 081 586 9207

Pieter Lotz – 084 5861646

Working towards a safer tomorrow