

Statutory Instrument No. 157 of 1984

EMPLOYMENT ACT, 1982  
(29 of 1982)

EMPLOYMENT (LABOUR HEALTH AREAS) REGULATIONS, 1984  
(Published on 28th December, 1984)

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SCHEDULE

IN EXERCISE of the powers conferred on the Minister of Home Affairs by section 133 of the Employment Act, 1982, the following Regulations are hereby made —

1. (1) These Regulations may be cited as the Employment (Labour Health Areas) Regulations, 1984. Citation and application

(2) These Regulations shall apply to every labour health area to which sections 127, 128, 129, 130, 131 and 132 of the Act have been applied.

(3) The Minister may, by order published in the Gazette, apply any material provision of these Regulations to a labour health area to which not all the sections specified by subregulation (2) have been applied.

2. In these Regulations, "health officer" has the meaning assigned to that expression by the Public Health Act. Inter-pretation Cap. 63:01

3. Every employer of employees employed within a labour health area shall — Provision of housing and sanitary arrangements

(a) cause those employees to be housed; and

(b) provide for those employees and members of their families living with them sanitary arrangements both at the place of employment and the place where they are housed,

in accordance with these Regulations.

Type of housing to be provided S.I. 12 of 1981	<p>4. (1) Housing for employees may be either permanent or temporary.</p> <p>(2) Permanent housing for employees shall conform to the standards prescribed by the Building Control Regulations, 1981, in so far as those standards are applicable.</p>
Minimum accommodation	<p>(3) Temporary housing for employees shall be situated in labour lines and shall conform to regulations 5 to 12 inclusive.</p> <p>5. (1) Where an employee has a member of his family living with him, they shall be housed in a dwelling unit comprising at least one habitable room and a covered cooking area of at least 2,8m<sup>2</sup> of which the shortest horizontal dimension shall be not less than 1,5 m.</p> <p>(2) Where an employee has no member of his family living with him, he shall be housed either in a dwelling unit of the type prescribed by subregulation (1) or in barracks.</p>
Scale of provision of accommodation	<p>(3) In either type of accommodation, the scale of provision of accommodation shall be not less than is prescribed by regulation 6.</p>
Height of walls	<p>6. (1) The size of a room for a single person shall be at least 7,5 m<sup>2</sup>.</p> <p>(2) The size of a room for 2 persons shall be at least 9,3 m<sup>2</sup>.</p> <p>(3) For each additional occupant of a room, at least 3,7 m<sup>2</sup> of additional floor area shall be provided.</p>
Insulation of walls	<p>7. (1) The height of walls of an habitable room, kitchen, ablution room or privy accommodation shall be at least 2 m.</p>
Doors	<p>(2) The average interior height of an habitable room without a ceiling shall be at least 2,9 m and the average interior height of an habitable room with a ceiling shall be at least 2,29 m.</p>
Lighting and ventilation	<p>8. All walls shall provide against heat and cold insulation equivalent to that provided by sound burnt brick 10,4 cm thick.</p>
Height of floor	<p>9. Each habitable room shall be provided with a door opening and a door at least 0,76 m wide and 2 m high.</p>
Rack-to-back construction prohibited	<p>10. Opening windows with top-hung fanlights with an overall areas equal to at least 10% of the floor area shall be installed in each habitable room.</p>
Provision of ablution accommodation	<p>11. The floor of every habitable room, kitchen, ablution room or privy accommodation shall be at least 15,24 cm higher than the level of the surrounding ground.</p>
Provision of privy accommodation	<p>12. Rooms or dwellings on the back-to-back principle shall not be constructed.</p>
	<p>13. (1) Every employer shall provide for the purpose of ablution at least one trough for every 3 families housed as such or for every 8 persons housed otherwise than as members of families.</p>
	<p>(2) Each trough required by this regulation shall be so sited as to be easily available to those for whom it is provided.</p>
	<p>14. (1) Every employer shall provide at the place where employees are housed at least one privy for every 3 families housed as such or for every 8 persons housed otherwise than as members of families.</p>
	<p>(2) Every employer shall provide at the place of employment at least one privy for every 8 employees.</p>
	<p>(3) Each privy required by this regulation shall be a water closet, aqua privy or pit latrine and shall be so sited as to be easily available to those for whom it is provided.</p>
	<p>(4) Except where separate privy accommodation is provided for a</p>

single family as such, separate privy accommodation shall be provided for each sex.

15. For the purposes of sections 128 and 132 of the Act, the scale and description of rations supplied shall be determined from time to time by the health officer concerned, having regard to all the material circumstances.

Feeding of employees

16. Every employer shall provide at easily accessible points potable water adequate for the needs for drinking, washing and other domestic purposes of all persons housed in temporary housing to which these Regulations apply.

Provision of water

17. The appropriate authority for the purposes of section 129 of the Act shall be the health officer concerned.

Appropriate health authority

18. (1) Every employer shall take every reasonable step open to him to ensure that all cases of illness or injury suffered by any employee at the place of employment are brought to the employer's notice.

Provision of medicine and medical treatment

(2) Where an employer has reasonable cause to believe that any employee or member of an employee's family living with him is suffering from illness or injury, the employer shall cause to be provided to the employee or member of his family, as the case may be, medical treatment.

(3) Medical treatment provided as required by subregulation (2) shall be at the employer's expense except where the employee is suffering from —

(a) a contagious disease;

(b) a venereal disease; or

(c) an injury or illness proved to the satisfaction of the Commissioner to have been suffered or contracted prior to the employee's employment by the employer or to be attributable to injury or illness suffered or contracted prior to such employment or suffered or contracted in circumstances not arising in the course of or otherwise out of such employment.

(4) Medical aid for the purposes of section 130 of the Act shall include a dispensary of the treatment of employees and members of their families living with them having at least the items set forth in the Schedule hereto.

(4) For the purposes of this regulation, "medical treatment" means treatment by a medical officer, treatment at an hospital or, in the case of a minor illness or injury, treatment by a medical attendant holding at least the Red Cross Proficiency Certificate, Grade I, including the provision of such food, medicines, dressings and other medical items as may be necessary.

19. The disinfection, disinfestation and rat-proofing of housing shall be carried out by every employer in accordance with the instructions of the health officer concerned regarding periodicity, manner, materials and other relevant matters.

Cleanliness of housing

20. Where, for the purposes of section 132 of the Act, an employer decides to provide transportation by road to the places of origin or the places of engagement to employees having no right of repatriation under section 33 or 66 of the Act, the motor vehicles used shall be such as to provide suitable seating for the employees located separately from

Transportation of employees

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of  
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any compartment or other facility for the conveyance of their personal effects.

21. The Employment (Labour Health Areas) Regulations are hereby revoked.

### SCHEDULE

(r. 18(4))

### MINIMUM REQUIREMENTS FOR DISPENSARY FOR TREATMENT OF EMPLOYEES

#### *Furniture*

1 bed	1 table	1 cupboard with lock
1 mattress	1 bench	3 shelves
2 pillows	1 chair	1 enamel bucket with lid
4 sheets	1 handwash basin	1 4 gallon container of potable water
1 rubber sheet	3 towels	
2 blankets	1 box for surgical dressing	

#### *Equipment*

1 stove	paraffin as required
1 enamel jug	1 sterilizer
1 specimen glass	2 nail brushes
1 4 oz glass measure	1 1 pint E.I. measure
2 1/2 oz measures (Proctor)	1 8 oz glass measure
2 thermometers	2 tea spoons
2 dissecting forceps	2 8 ins kidney basins
1 large dressing tray	2 pairs scissors B.P. 5 ins
1 eye dropper (pipette)	1 small dressing tray
soap as required	3 bowls 8 ins in diameter a supply of microscopic slides

#### *Stationery*

1 patients' register	1 note pad
2 ball-point pens (red)	2 ball point pens (blue or black)

MADE this 14th day of December, 1984.

E.M.K. KGABO,  
*Minister of Home Affairs.*

L2/7/34