

A collection of occupational safety equipment is displayed on a wooden surface. In the foreground, a bright yellow hard hat is prominent, featuring a blue chin strap with the text 'SAFETY FIRST' and 'SAFETY' visible. A small sticker on the side of the helmet shows the Union Jack and a crest. To the left, a pair of brown leather work boots with black laces and metal eyelets is partially visible. In the lower right, a pair of brown leather work gloves with black palms and fingers lies flat. A pair of safety glasses with black frames and yellow accents is also visible in the lower left. The background is a rustic wooden plank surface.

**OCCUPATIONAL SAFETY AND
HEALTH FROM POLICY
DEVELOPMENT TO
IMPLEMENTATION MEASURES
COUNTRY REPORT**

COUNTRY REPORT : FIJI



BACKGROUND.



COUNTRY REPORT



ISSUES/CHALLENGES
OVERVIEW.

1.0 Background

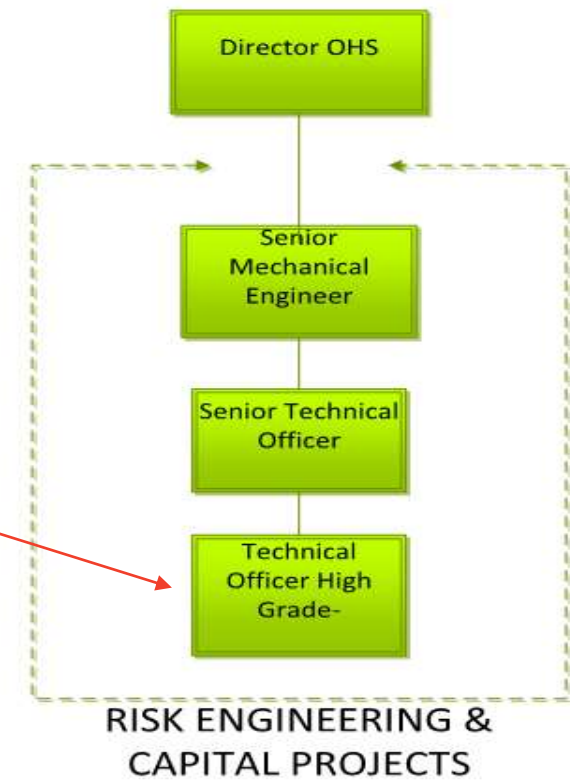


- **MINISTRY OF EMPLOYMENT, PRODUCTIVITY & INDUSTRIAL RELATIONS**
- **VISION:** Decent Work and Sustainable Employment for All
- **MISSION:** Promote decent work opportunities, ensure safe and healthy workplaces, enhance productivity and encourage good faith employment relations
- Services
 - **Customer Care Centre-**
 - **Labor Standard Services**
 - **Mediation Services**
 - **Corporate Services**
 - **Productivity & Training**
 - **National Occupational Health and Safety & Workers Compensation Services**-Key Services include Field Operations(FO), Training Accreditation Chemical Hygiene(TACH), Risk Engineering & Capital Projects(RECP). Processing/Payment of compensation to workers and/or (their dependents) pertaining to injuries or death occurring at workplace

1.2 Organisation

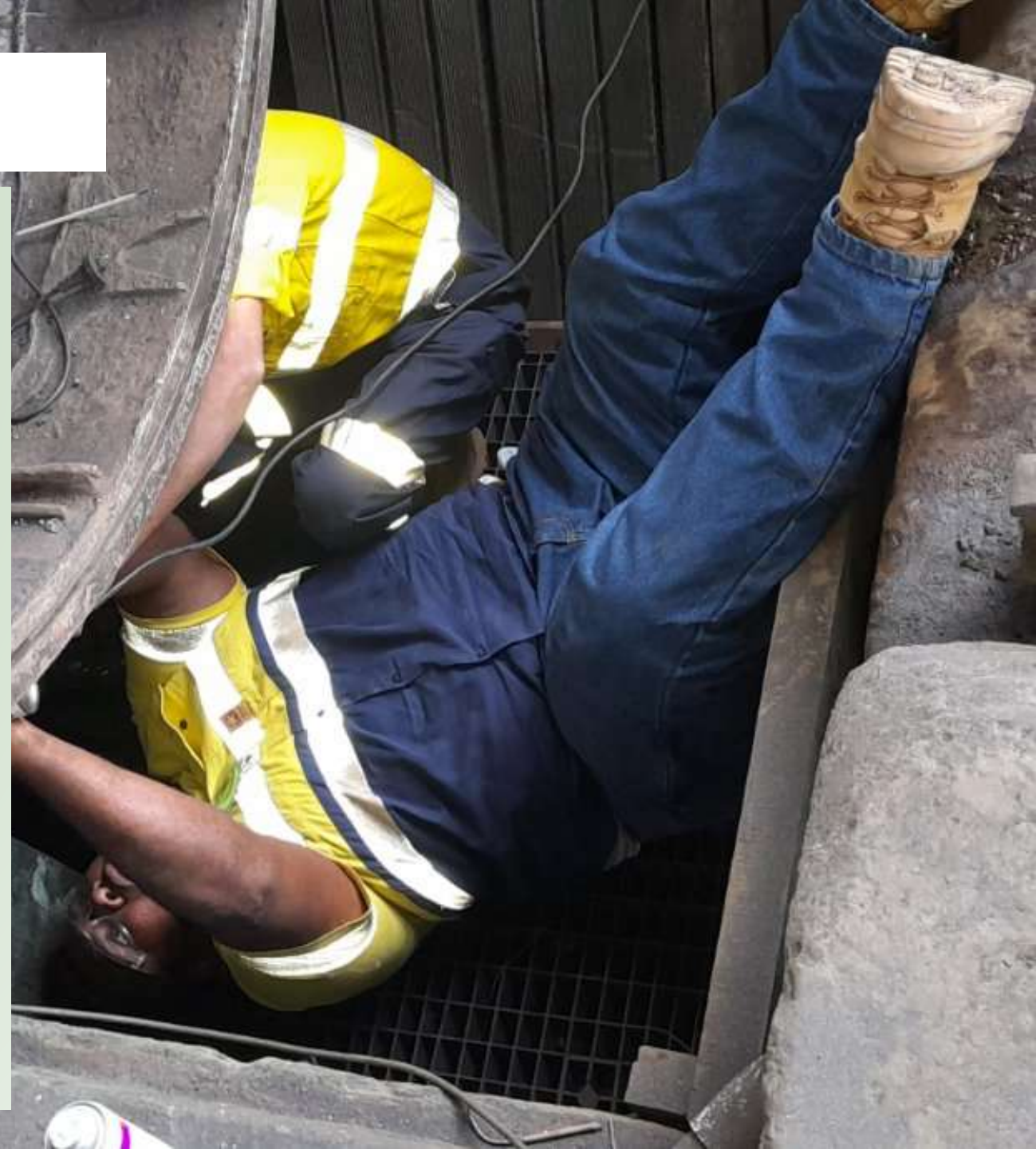
<https://www.employment.gov.fj/orgstructure.php>

- Name: Inia Nakalevu Saqanamua
- Occupation: Technical Officer Higher Grade- Health and Safety Inspector/Inspector of Factories
- Organization- National OHS Services



1.3 Work Experience

- **Joined the National OHS Services in 2014 as a Technical Officer and in 2015 as a Technical Officer Risk Engineering and Capital projects (RECP) in 2015. In the RECP unit we are responsible for the vetting of Plant and Machinery designs gazette under Schedule 4 of Health and Safety at Work Administration Regulation 1997 and Non Destructive testing (NDT) of high tensile load structures such as tank surfaces, fuel tanks, pressure vessels, fuel lines, pile drive welding, pipelines, steam lines and building steel structures to ensure their compliance with the accepted reliability and safety standards recognized in this country.**
- **Our key role is to facilitate advice and enforce safety engineering principles to improve reliability, health and safety in all workplaces through the application of recognized standards Codes of practice and best practice to improve technological compliance to eliminate or minimize risks.**





2.0 COUNTRY OVERVIEW



2.1 Fiji Health and Safety Act and Regulations

Health and Safety at Work Act, 1996

- Health and Safety at Work (Administration) Regulation 1997
- Health and Safety at Work (Representative and Committees) Regulation, 1997
- Health and Safety at Work (Training) regulation, 1997
- Health and Safety at Work (General Workplace Conditions Regulation, 2003
- Health and Safety at Work (Control of Hazardous Substances) Regulation, 2006
- Health and Safety at Work (Diving) Regulation, 2006

2.2 Data Collection

- Ministry's National Survey
 - Other stakeholders are involved
- Lodgment of workmen compensation cases
- Ministry's Annual Report for inspection & investigations
- OHS F1 forms

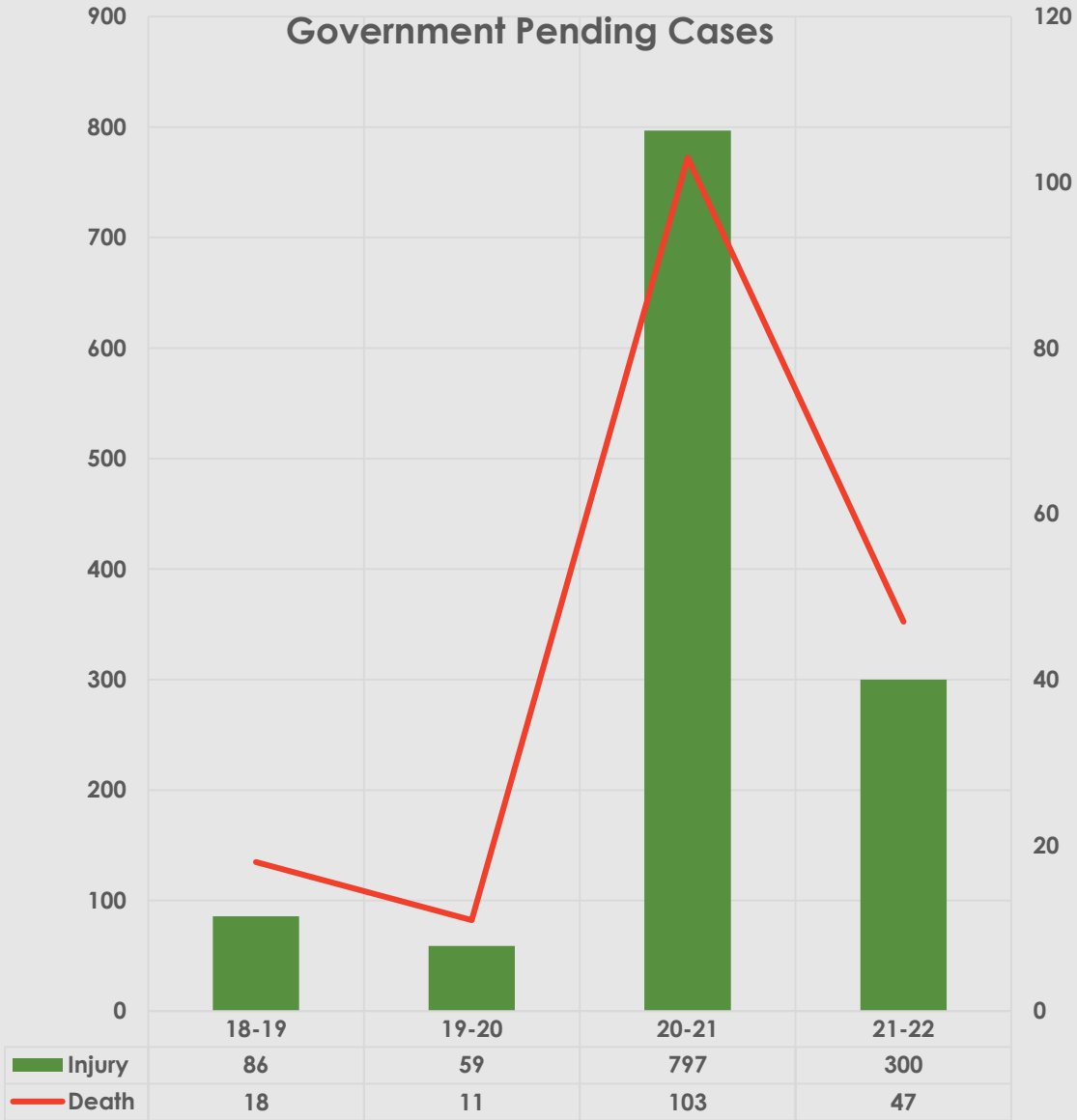
2.3 Labour Inspection System

- https://www.employment.gov.fj/ohs_workerscompensation.php

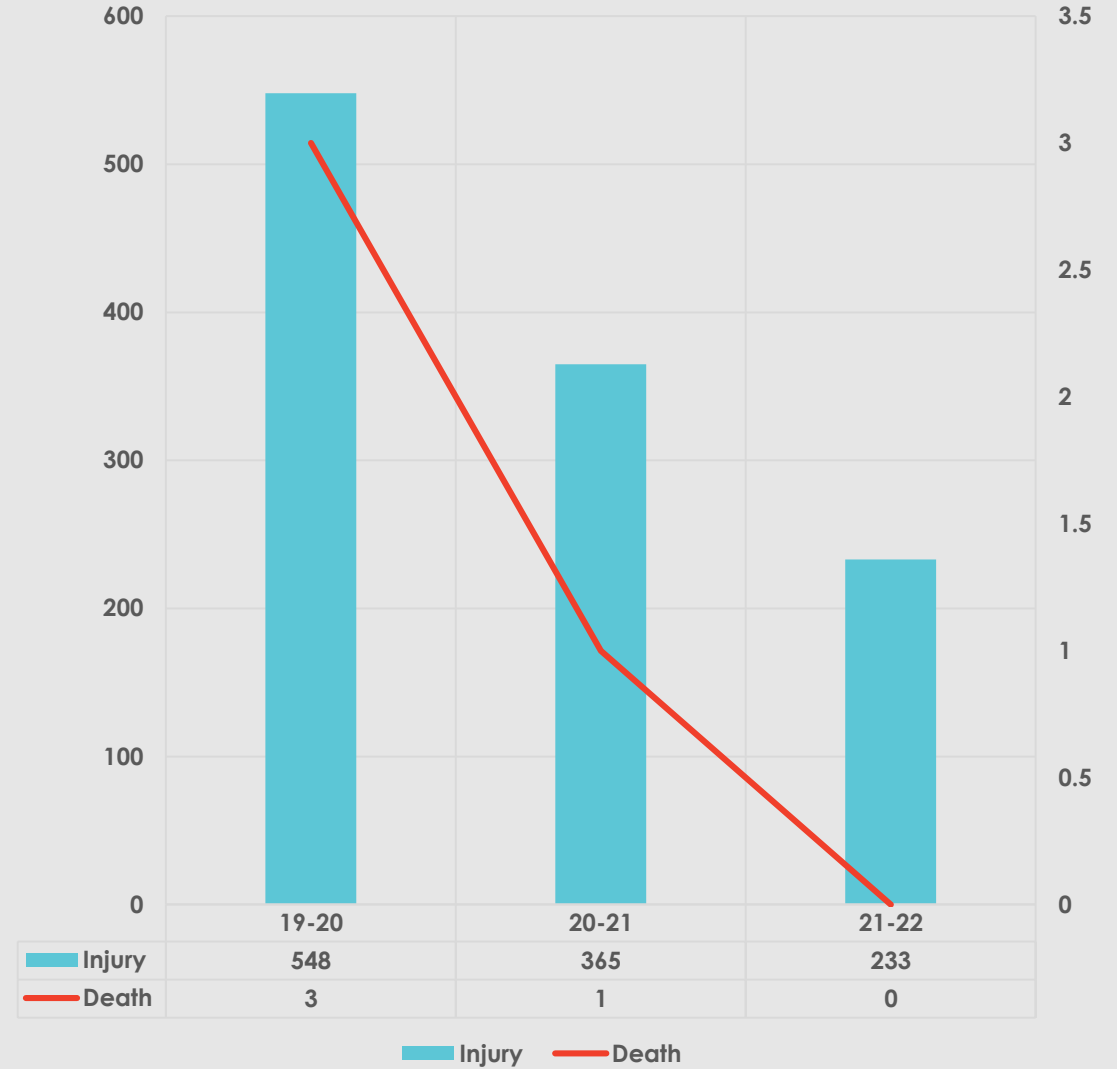
2.4 Workmen's Compensation

- Effective from 17 July 2015 - The Compensation Quantum has increased:
- Compensation in case of death cases - has increased from \$24,000.00 to \$50,000.00
- Compensation in case of Permanent Total Incapacity - maximum payable \$50,000.00 unless where constant assistance is required, the maximum payable is \$67,000.00
- Compensation in case of Permanent Partial Incapacity: % of Incapacity x 260 weeks earnings = Compensation Payable
- Maximum payable is \$50,000.00
- Workplace injuries or death arising out of an in the course of employment and Injuries on any school premises to a pupil from 1st January 2019 onwards are dealt by the Accident Compensation Commission of Fiji (ACCF)
 - ***The Accident Compensation Commission Fiji established under the Accident Compensation Act 2017, is an initiative of the Fijian Government that compensates victims of accidents without the burden of proving fault.***
- Personal injury/death/occupational disease arising out of and in the course of employment to be reported to Permanent Secretary for Employment, Productivity & Industrial Relations

Government Pending Cases

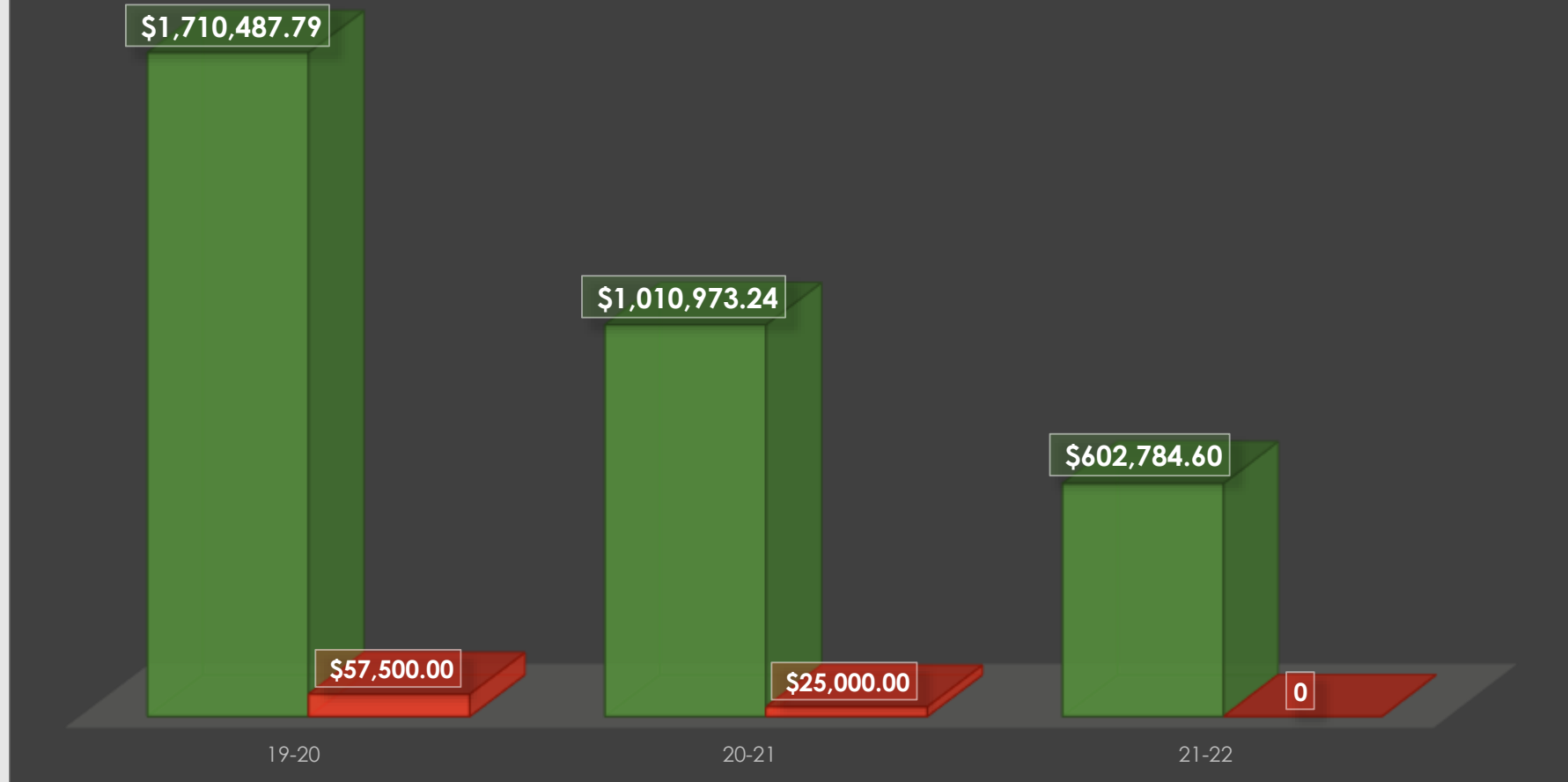


Private Pending Cases



COMPENSATION PAYOUTS

■ Injury ■ Death



2.5 Safety Equipment & Facilities

Equipment's

- Audiometric Caravans
- Noise Meters
- Dust Meters
- LUX metres
- Humidity and temperature meters
- Load gauges
- NDT Equipments
 - Xray Machines
 - Ultraaonic Machines
 - Liquid Penetrant Machines
 - Magetic Particle machines

Facilities

- Lab- To test for Asbestos
- Dark Room- To conduct Xray and process films

2.6 Training/ Education Programs

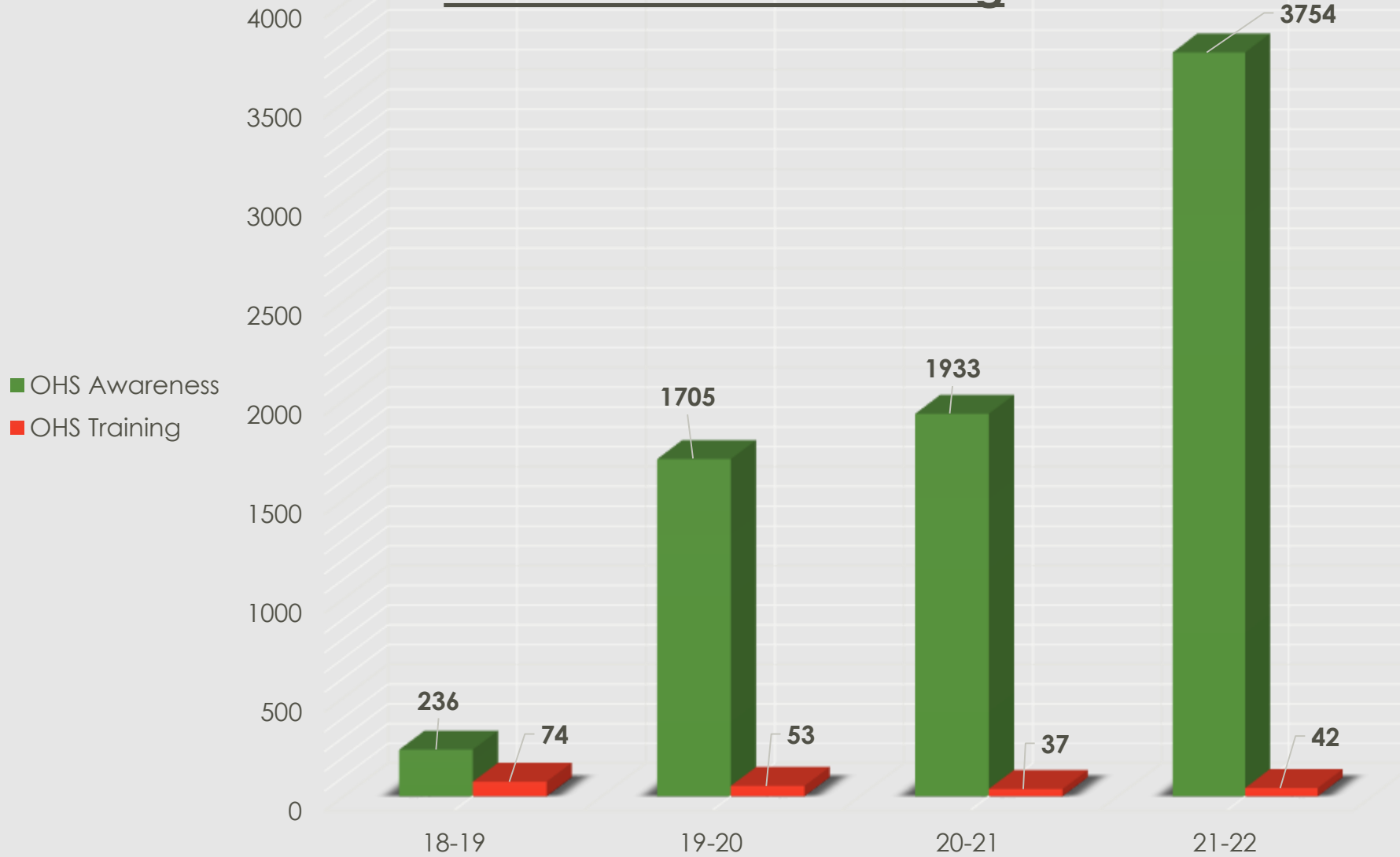
Training

- Training is provided by accredited trainers through the Ministry
 - OHS Modules 1 & 2
 - OHS Modules 3 & 4
 - Control of Hazardous Substances training
 - OHS Awareness
 - Confine Space General Safety Awareness
 - Work at Height General Safety Awareness

Education

- The universities provide certified OHS Coursework. Through Internal collaborations and grants

OHS Awareness & Training



2.7 OSH Activities

1. WORLD OHS DAY

- 28th April, 2022, OHS day is celebrated in the 3 Divisions.
- The celebration is done with the cooperation of the stakeholders.
- The involvement of schools as well in competitions

2.8 Health Promotion and Mental Health Measures

1. National Wellness

- The National Wellness Policy for Fiji is a national level multi-sectorial policy
- Ensures that groups outside the Ministry of Health and Medical Services (MOHMS) can advocate and protect Fijian health and wellness.
- National Wellness happens on Wednesday's

2. Health Promoting Workplace Program

- Annual Health screening of all workers in Fiji
- To fight the increasing number of NCDs in Fiji and to identify mental stress
- Lastly Gender Equality, Disability & Social Inclusion





3.0 ISSUES/CHALLENGES & STRATEGIES

3.1 Issues & Challenges

- Outdated legislations, codes of practice and Training Packages
- Lack of MOU's with other relevant stakeholders
- Lack of Data to make accurate and precise decisions
- Lack of latest IT gadgets and Equipment's
- Lack of Training for specialised skills to conduct Health and Safety Services

3.2 Strategy for Fiji (2020 - 2024)

- The Occupational Health Services Strategic Plan for Fiji (2020-2024) guides and directs the provision of occupational health services over 5 years. The health and wellness of the working population is an important asset as most of our resources are generated by physical and mental work inputs, irrespective of the level of technology used
- The production of this strategic plan paves the way for ratifying ILO Convention 161 on Occupational Health Services and ILO Convention 187 on Promotional Framework for Occupational Safety and Health Convention. In addition, it includes a Roadmap towards the Elimination of Asbestos in Fiji strengthening Fiji's position to ratify ILO Convention 162 on Asbestos. On June 25th, 2020 Fiji ratified Protocol 155 - (Protocol to the Occupational Safety and Health Convention (1981) and Convention 190 - Violence and Harassment Convention (2019)

Strategy for Fiji (2020 - 2024) Continued

- The Occupational Health Services Strategic Plan (2020-2024) aims to provide guidance towards a safe and healthy working environment that will facilitate optimal, physical and mental health in relation to work, and the adaptation of work to the workers.
- This Plan outlines the direction and approach MEPIR will take as the implementing agency in close collaboration with the MOHMS, employers and workers organisations and other relevant agencies in the country.

3.3 Strategic Directions

- Legal and Institutional Framework
- Occupational health (OH) Services
- Information Systems for Occupational Health
- Training, Curriculum and Capacity Building
- Paperless inspections 2022
- Requesting more funds from Government and National OHS Services Advisory Board

4.0 Conclusion

- Fiji's occupational health services are under developed and would need intensive and urgent development.
- There is a need to develop strategies with the involvement of all our stakeholders and social partners to meet the challenges of Occupational Health Services in Fiji.
- total commitment by all stakeholders, including government and the social partners.
- With this training the goals and objectives envisaged will be achieved through dedicated and concerted efforts by the stakeholders from policy level.
- In addition HASAWA 1996 and the Public Health Act 1935, we have other existing regulations, such as the General Workplace Conditions Regulations 2003 and the Control of Hazardous Substance 2006. Other areas of occupational health services such as hygiene, ergonomics, vocational rehabilitation and occupational medicine are not adequately covered in the current legislation, therefore we need to formulate these policies and actions immediately
- We will also strengthen our area of research on Occupational Health standards to improve health work practices with other activities and services.