

YEARLY HEALTH AND SAFETY COMPLIANCE AND IMPLEMENTATION

Sector	International
Client	An international operations company
Service	Setting up initial HSE compliance for their Dubai branch office
Project Days	5

CLIENT PROBLEM ?

The client recently opened a branch office within Dubai and wished to ensure that staff within that office were kept safe and that the company was operating within all health, safety and environmental laws and legislation applicable to their licencing, jurisdiction and operational activities.

The client was also aware that health and safety laws within the UAE are strict. Breaking them may result in criminal sanctions whereby the police would conduct a formal investigation into any incident or accident and retain the passports of all employees they consider responsible for the incident. If referred to the public prosecutor and then criminal court, a penalty of one year's imprisonment and a fine may be imposed.

It is further worth noting that Ministry of Labour Inspectors can enter and inspect workplaces at any time without prior notice and impose any measures aimed at averting any health and safety risk to employees. This is regardless of whether a workplace accident has actually occurred or not.

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Our Solution

The Consultant firstly began by reviewing Federal level UAE health and safety laws to ascertain which articles within each of those laws applied to the client and their activities. The Consultant then reviewed legislation relating to the clients licensing. Licensing may have been issued from a mainland body. Such as DED (Department of Economy Dubai) or, ADBC (Abu Dhabi Business Center) which issues mainland Abu Dhabi Licences. Or, trade licences may be issued Freezones, such as JAFZA (Jebel Ali Freezone Authority), DMCC (Dubai Multi Commodities Center) or DIEZA (Dubai Integrated Economic Zone Authority) There are currently 30 Freezones in Dubai, many with their own OHS SF (Occupational Health and Safety Statutory Frameworks) Some of these frameworks, Corporate OHS worked on the design of !

Summary of Outputs

For a new branch office in the UAE, if the branch office is in the Emirate of Dubai but regardless if it is mainland or one of the freezones. The Consultant usually begins their work with the creation of a Legal Register, which is the output of the review work detailed above.

From there the Consultant will then conduct occupational health and safety risk assessments. Risk assessments are the cornerstone of health and safety management. They help the Consultant to understand:

- What occupational health and safety hazards are inherent ?
- Who could be harmed ?
- How severe could that harm be ?
- What control measures could be put in place to mitigate the harm ?

From the results of the risk assessments, the Consultant will then design health and safety training slides. The slides will give a good overview understand of health and safety. they will also detail the risks specific to the client operations and that staff may encounter.

If one is not currently in place at a global level. The Consultant will also likely create a health and safety Policy document. This document will contain the arrangements for managing health and safety. It will likely also contain a form for reporting health and safety incidents and an emergency procedure.

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