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OSH Personnel in Stand-Alone Micro Health Care and Related Facilities

DOLE Addresses OSH Peculiarities of Micro-Health Care Facilities

The DOLE recognizes that Occupational Safety and Health is not one size fits all, and every establishment has its own peculiarities. Stand-alone micro health care and related facilities will benefit on the DOLE's new policy issuance, Labor Advisory No. 20, Series of 2021 (LA 20-21), entitled *OSH Personnel in Stand-Alone Micro Health Care and Related Facilities*. Stand-alone micro health care facilities are those with not more than nine (9) workers and operating independently from small, medium, and large health care and related facilities. It includes medical and dental clinics, lying in clinics, optical clinics, laboratories, and other similar health care and related facilities.

LA 20-21 requires the compliance of stand-alone micro health care and related facilities with the Occupational Safety and Health (OSH) Law (Republic Act 11058), its Implementing Rules and Regulations (Department Order No. 198, Series of 2018), and the OSH standards. It outlines the required OSH Personnel for the sector. It addresses the peculiarities of the micro health care facilities and provide for OSH equivalencies. The equivalencies shall not in any way compromise the health and safety of workers in the sector.

The OSH Law provides for a Safety Officer 2 (SO2) for the sector. Their risk level requires an SO2 with at least 40 hours Basic Occupational Safety and Health (BOSH) training. However, if their designated Safety Officer has completed a four-year health-related course with the necessary background on the standard of care and universal precautions, they may opt to have a BOSH Training of eight hours plus a two-hour Training of Trainers. This is in recognition of their innate knowledge on infection control which is the primary hazard and risk of health care facilities. The requirement for an occupational first aid training is not waived.

The issuance also allows trained safety officers to be a "roving" safety officer of a nearby clinic provided it has the same owner or employer and is located within the five-kilometer radius.

An OSH Program is a primary requirement of trained Safety Officers to serve as a guide in ensuring a safe and healthy working environment. The establishment's OSH program shall be submitted to the DOLE Regional or Field Office having jurisdiction over the workplace. The DOLE Regional or Field Office through its Labor Inspectors shall provide technical assistance on the other OSH compliance requirements of the concerned health care facility.

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