

South African SHE Legislative Update 2026

OHS Regulatory Changes, Environmental Compliance and Inspection Readiness

FORMAT

Online

DATES

10 – 11 November 2026

CPD POINTS

2 CPD Points

R 6 999

per delegate

Overview

South Africa's SHE regulatory framework changed significantly in 2025 and 2026. The legacy workplace exposure regulations have been replaced, the General Safety Regulations amended, new dust-control obligations introduced, and the Climate Change Act brought partly into operation.

The Noise Exposure Regulations, 2024 (GN 5953, GG 52226) and the Physical Agents Regulations, 2024 (GN 5952, GG 52226) replaced the Noise-Induced Hearing Loss Regulations, 2003 and the Environmental Regulations for Workplaces, 1987 in September 2026. The Physical Agents Regulations were amended on 20 February 2026 (GN 7149), and the Chief Inspector has granted a three-year exemption from regulation 8(3) of the Noise Exposure Regulations (Notice 7292). GN 5954 amended the General Safety Regulations on personal safety equipment and facilities, and added requirements on housekeeping, flooding precautions, and fire precautions and means of egress.

The National Dust Control Regulations, 2026 (GN R7335, GG 54440) took effect on 31 March 2026 and repealed the 2013 regulations. A condonation notice (GN 7745) lets identified stakeholders submit or finalise Dust Management Plans late, until 31 January 2027. The Climate Change Act 22 of 2024 has been in operation since 17 March 2025, with selected provisions still awaiting proclamation.

This two-day programme explains what each instrument requires, who it applies to, and what an organisation must be able to show an inspector. Delegates learn to identify applicable requirements, review existing arrangements and keep an auditable SHE legal register built on verified Gazette notices.

Who Should Attend

SHE Managers, SHE Officers and OHS Practitioners

Environmental Managers and Environmental Compliance Officers

Legal and Regulatory Compliance Officers

Risk Managers and Internal Auditors

Plant, Maintenance and Operations Managers

Construction and Project Managers

Contractor and Facilities Managers

HR and Corporate Risk Professionals

Senior Managers responsible for workplace safety, environmental performance and compliance

Legislation and Instruments Covered

INSTRUMENT	REFERENCE	STATUS
Noise Exposure Regulations, 2024	GN 5953, GG 52226	Promulgated 6 March 2025; 2003 regulations repealed in September 2026
Exemption from regulation 8(3) of the Noise Exposure Regulations	Notice 7292, GG 54405, 20 March 2026	Granted by the Chief Inspector under s 40(3)(b) of the OHS Act; valid three years from 2 February 2026 or until withdrawn
Physical Agents Regulations, 2024	GN 5952, GG 52226	Promulgated 6 March 2025; 1987 regulations repealed in September 2026

INSTRUMENT	REFERENCE	STATUS
Physical Agents Regulations amendment, 2026	GN 7149, GG 54177, 20 February 2026	Amends regulation 3 and Tables 2, 4 and 6
General Safety Regulations amendment, 2025	GN 5954, GG 52226	In force from 6 March 2025
National Dust Control Regulations, 2026	GN R7335, GG 54440, 31 March 2026	In force; the 2013 regulations are repealed
Dust Management Plan condonation notice	GN 7745, GG 55075, 31 July 2026	Issued under s 47C of the Air Quality Act; valid six months, to 31 January 2027
Climate Change Act 22 of 2024	Proclamation, 17 March 2025	In operation; selected provisions, including ss 18, 22 and 28, await proclamation

The 18-month transition ended on 6 September 2026, although the Department of Employment and Labour has also referred to 5 September 2026. The facilitator shows delegates how to confirm commencement and repeal dates from the Gazette itself.

Learning Outcomes

By the end of the programme, delegates should be able to:

- ✓ Identify the SHE regulatory changes of 2025 and 2026 that apply to their operations.
- ✓ Explain the core duties under the Noise Exposure Regulations and the amended Physical Agents Regulations.
- ✓ Apply the General Safety Regulations amendments to workplace procedures and inspections.
- ✓ Decide whether the National Dust Control Regulations apply to an activity, and what a Dust Management Plan, monitoring and reporting involve.
- ✓ Distinguish operative from deferred provisions of the Climate Change Act.
- ✓ Update a SHE legal register using verified legislation.
- ✓ Identify compliance gaps and prepare a prioritised corrective-action plan.

DAY 1: Occupational Health and Safety Changes

Modules 1 to 5

1 Regulatory Status, Commencement and Legal Compliance

- How the OHS Act 85 of 1993, its regulations, incorporated codes of practice and referenced standards fit together.
- Reading Gazette notices: publication, commencement, amendment and repeal dates.
- Separating operative provisions from drafts and proposals.
- Duties of employers, employees, contractors, designers, manufacturers, importers and suppliers.

2 Noise Exposure Regulations, 2024

- The move from the Noise-Induced Hearing Loss Regulations, 2003 to a preventive, risk-based approach.
- Scope, and responsibilities across the machinery supply chain.
- Documented noise risk assessments (repeated at least every two years), exposure monitoring and noise zones.
- The hierarchy of controls and maintenance of control measures.
- Hearing protective devices, training and hearing conservation.
- Medical screening: initial screening, periodic screening at intervals not exceeding 24 months, and the Code of Practice for Audiometry.
- Record-keeping, including retention periods of up to 40 years for certain records.
- Notice 7292: the Chief Inspector's exemption from regulation 8(3), its three-year validity, and how to confirm its conditions from the Gazette text.
- Offences, penalties and the evidence needed to show compliance.

Reference: GN 5953, GG 52226.

3 Physical Agents Regulations, 2024 and the 2026 Amendment

- Scope: heat and cold stress, illumination, vibration, indoor air quality and non-ionising radiation, and how the regulations relate to the noise regulations.
- Risk assessments by a competent person, with an NQF-registered qualification where one exists, repeated at least every 24 months or sooner after a workplace change, incident or adverse medical finding.
- Exposure monitoring, occupational exposure limits and the hierarchy of controls.
- Information, instruction and training; PPE and signage; medical surveillance, including vulnerable employees.
- The 20 February 2026 amendment: the wording change to regulation 3(4)(k), and revised electromagnetic field limits and illuminance values in Tables 2, 4 and 6.
- Reviewing existing assessments and monitoring against the amended tables.

Reference: GN 5952, GG 52226; GN 7149, GG 54177.

4 General Safety Regulations: Specific Workplace Requirements

- Amended regulation 2: personal safety equipment and facilities.
- Regulation 13H: housekeeping. Regulation 13I: precautions against flooding. Regulation 13J: fire precautions and means of egress.
- What these mean for inspections, access routes, emergency arrangements and housekeeping procedures.
- Reviewing safety files, inspection checklists and corrective-action records for gaps.

Reference: GN 5954, GG 52226.

5 Enforcement, Contractor Control and Accountability

- Inspector powers, notices and enforcement processes.
- Offences and penalties under the instruments covered.
- Evidence of risk assessments, inspections, training and corrective actions.
- Section 37(2) agreements: purpose, responsibilities and common gaps.
- Contractor onboarding, competency verification and ongoing monitoring.
- Incident reporting, investigation and corrective-action tracking; management accountability.

DAY 2: Environmental Legislation and SHE Compliance Systems

Modules 6 to 8

6 National Dust Control Regulations, 2026

- Who is covered: mining and prospecting right holders, reclamation operators, listed-activity operators and controlled emitters, and any activity an air quality officer reasonably suspects of causing a dust nuisance.
- Testing whether a construction or industrial activity actually falls within these categories, rather than assuming every site is covered.
- Key differences from the repealed 2013 regulations, including the focus on nuisance prevention.
- Dust Management Plans: required content, the 60-day submission requirement that fell due on 30 May 2026, and revised plans for operations approved under the 2013 regulations.
- Condonation notice GN 7745 (31 July 2026): issued under s 47C of the Air Quality Act, it covers regulations 6(1), 6(2), 6(5), 6(6), 10(1) and 10(2), and is valid until 31 January 2027.
- Dustfall monitoring to SANS 1137, with laboratory analysis by a SANAS-accredited laboratory.
- Monthly Dust Management Plan implementation reports, complaint handling and corrective actions.
- Offences, penalties and inspection readiness.

Reference: GN R7335, GG 54440, published 31 March 2026.

7 Climate Change Act

- Purpose, structure and commencement of the Act.
- Provisions in force, and provisions awaiting proclamation, including ss 18, 22 and 28.
- Carbon budgets, mitigation plans and greenhouse-gas reporting: which instruments and entities are affected, and what is still to be implemented.
- How the Act relates to existing air-quality obligations and pollution prevention plans.
- Tracking proclamations, regulations and implementation notices, and separating current obligations from proposals.

Reference: Climate Change Act 22 of 2024; proclamation published 17 March 2025.

8 SHE Legal Registers and Practical Compliance

- Identifying the legislation that applies to the organisation's activities and sites.
- Recording Gazette references, commencement dates, amendments and repeals.
- Updating obsolete references without dropping requirements that remain applicable.
- Assigning responsible persons, review dates and evidence requirements, and setting up a process for monitoring future change.

BOOKING CONTACT (APPROVING OFFICIAL)

FULL NAME (MR / MRS / MS)	POSITION
COMPANY NAME	VAT NUMBER
TELEPHONE	EMAIL
ADDRESS	
SIGNATURE	DATE

FINANCE AND PAYMENT

PERSON RESPONSIBLE FOR FINANCE	DIRECT TEL NO.
DATE OF PAYMENT	PURCHASE ORDER / REFERENCE NO.

ACCOUNT HOLDER	BANK	BRANCH	ACCOUNT NO.
Independent Training Management (Pty) Ltd	FNB South Africa	Randburg (251650)	62685879276

DELEGATES ATTENDING THIS WORKSHOP

#	FULL NAME	POSITION	EMAIL
1			
2			
3			
4			
5			