



اوتوريتي كبحسائين كسلامتن
كصينين دن عالم سكينتر
Safety Health and Environment
National Authority

Workplace Safety Notice (WSN)

TOPIC Safety precautions to be taken during the fasting month of Ramadhan			Reference Number 2021/WSN/02
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The Safety, Health and Environment National Authority (SHENA) would like to remind all principals, employers, occupiers, self-employed persons and persons at work to take the necessary safety precautions and be aware of the risks that may occur due to fasting in the holy month of Ramadhan

Regulation 3 of the Workplace Safety and Health (Risk Management) Regulations, 2014 require employer, self-employed person, and principal in every workplace to conduct a risk assessment in relation to the safety and health risks posed to any person who may be affected by his undertaking in the workplace.

Fasting can result in lack of concentration and exhaustion in workers which may increase the health and safety risks in the workplace. Those who work or have employees who work outdoors should also be mindful of the effects of heat exposure. In order to reduce and mitigate such risks, the following recommendations are offered:

As an Employer:

- Plan work activities such as meetings or training sessions preferably in the early hours of the day when energy levels are up.
- Increase awareness on the warning signs of fatigue and dehydration.
- Encourage employees to pay attention to their physical condition and well-being.
- Ensure your employees rest indoors during the hottest part of the day.
- Arrange for a separate welfare facility area such as canteens to allow for non-fasting employees to eat and stay hydrated without causing offence.
- Encourage rest breaks if employees appear tired or fatigued.
- Ensure suitable arrangements for first aid or medical assistance in case of emergency.
- Ensure adequate supervision is provided to all employees and minimise lone working by employees if possible.

- Increase employee engagement and maintain open communication with employees. Be receptive to issues that your employees may raise concerning the effect of fasting on their work productivity.
- Provide prayer facilities that can be easily accessed by employees.

As an Employee:

- Ensure that you eat your *Sahur* meal and do not skip it as it is an extremely important meal to ensure energy levels are sustained throughout the day;
- Ensure you stay hydrated during non-fasting hours – drink plenty of fluids, drink enough water between the breaking of fast and *Sahur* and ensure moderate intake of caffeine and sugary drinks during non-fasting hours.
- Manage and tackle your workload to ensure strenuous and important tasks are dealt with early during the day when energy levels are higher.
- If your work involves outdoor activity, ensure that you take regular breaks in a cool or shaded area.
- Monitor and pay attention to your own physical condition and also that of your colleagues.
- Plan your journey to work if you live far away from your workplace. If you are feeling fatigued consider alternative means of transport or carpooling.
- Maintain open communication with colleagues and management about any issues you may be facing that may have an effect on your work due to the effects of fasting.
- Ensure that you obtain adequate amounts of rest.

Please stay safe and wishing you a happy and blessed Ramadhan

All principals, employers, occupiers, self-employed persons and persons at work are reminded to adhere to the Workplace Safety and Health Order, 2009 and its regulations at all times. Should there be any questions concerning this Workplace Safety Notice please contact SHENA at **+673 238 2000** or email **info@shena.gov.bn** SHENA would like to thank all stakeholders for their cooperation in ensuring Brunei Darussalam is a safe place to work and live.

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