

EHS LEGAL COMPLIANCE TASK - KENYA

No	Law Title	Section/ Rule Reference Number	Description of compliance obligation	Type of complinace	Significant Level	Frequence of compliance	Due date of compliance	Repeat occurrence
1	2	3	4	5	6	7	8	9
1	Occupational Safety and Health Act (OSHA), 2007	Section 44, First Schedule, Form DOSH 21 / DOSH 21A	Apply for and obtain workplace registration certificate from DOSHS prior to occupying or using any premises as a workplace.	Approval	Critical	One-off	Prior to commencing workplace operations / occupancy	Prior to occupancy (DD.MM.YYYY)
2	Occupational Safety and Health Act (OSHA), 2007	Section 45 (6), Form DOSH 21B & Form DOSH 23	Apply for annual renewal of workplace registration certificate accompanied by self-assessment Form DOSH 23 and proof of OSH levy payment.	Submission	High	Yearly	Before expiry of previous registration certificate	31.12.YYYY
3	Occupational Safety and Health Act (OSHA), 2007	Section 6 (3)	Carry out workplace hazard identification and risk assessment to evaluate and control risks to worker safety and health.	Measurement	High	Yearly	Annually, or immediately when significant workplace/operational changes occur	31.12.YYYY
4	Occupational Safety and Health Act (OSHA), 2007	Section 9	Formulate, document, and prominently display a written Safety and Health Policy statement (mandatory for workplaces with 20 or more workers).	Informative	Medium	Yearly	Reviewed periodically and whenever operations substantially change	31.12.YYYY
5	Occupational Safety and Health Act (OSHA), 2007	Section 11	Arrange and conduct a comprehensive Safety and Health Audit by a registered DOSHS Safety and Health Adviser, and submit the audit report to DOSHS within 30 days.	Submission	High	Yearly	Within 12 months from the date of the previous audit (report within 30 days)	31.12.YYYY
6	Occupational Safety and Health Act (OSHA), 2007	Section 9 & Section 14	Establish a joint worker-management Safety and Health Committee in workplaces employing 20 or more persons and conduct formal safety training for members.	Training	High	One-off	Formed immediately upon reaching 20 employees; training within 6 months of appointment	Event + 30 days
7	Occupational Safety and Health Act (OSHA), 2007	Section 14	Convene regular meetings of the established Safety and Health Committee and inspect the workplace for hazards.	Monitoring	Medium	Quarterly	At least once every quarter (every 3 months)	31.03.YYYY, 30.06.YYYY,
8	Occupational Safety and Health Act (OSHA), 2007	Section 21 (1) & (2), Form DOSH 1	Notify the DOSHS county director of any workplace fatal accident immediately, or non-fatal injury incapacitating a worker for more than 3 days within 7 days using statutory Form DOSH 1.	Submission	Critical	Event-based	Fatal accidents: immediately (within 24 hrs); non-fatal accidents: within 7 days	Event + 7 days
9	Occupational Safety and Health Act (OSHA), 2007	Section 21 (3)	Notify the DOSHS area office in writing of any occurrence of prescribed occupational diseases listed in the Second Schedule contracted by employees.	Submission	High	Event-based	Within 7 days of medical diagnosis/confirmation of occupational disease	Event + 7 days
10	Occupational Safety and Health Act (OSHA), 2007	Section 47	Keep workplace floors, workrooms, passages, and stairs clean, free from debris, and clear of dirt/waste accumulation daily.	Miscellaneous	Medium	Daily	Daily routine maintenance during operational working hours	Daily
11	Occupational Safety and Health Act (OSHA), 2007	Section 47 (1)(c)	Thoroughly wash, repaint, or varnish inside walls, partitions, and ceilings of workrooms at prescribed statutory intervals (washing every 12 months; repainting every 3 years).	Miscellaneous	Low	Yearly	At least once in every period of 12 months for washing, or 3 years for repainting	31.12.YYYY
12	Occupational Safety and Health Act (OSHA), 2007	Section 48	Ensure workrooms are not overcrowded, maintaining a minimum free volume of 10 cubic meters (approx. 350 cubic feet) per worker.	Monitoring	Medium	Continuous	Maintained at all times during operational hours	Continuous
13	Occupational Safety and Health Act (OSHA), 2007	Section 49 & 50	Provide and maintain adequate natural or mechanical ventilation and sufficient, suitable lighting in all work areas and passageways.	Monitoring	Medium	Continuous	Maintained continually during operational hours	Continuous
14	Occupational Safety and Health Act (OSHA), 2007	Section 52	Provide adequate, clean, and segregated sanitary conveniences (toilets/urinals) for male and female workers.	Monitoring	High	Continuous	Inspected daily and kept operable at all times	Daily
15	Occupational Safety and Health Act (OSHA), 2007	Section 53	Provide and maintain an adequate supply of wholesome drinking water clearly marked "DRINKING WATER" at convenient points.	Monitoring	Medium	Continuous	Continuously supplied and verified daily	Daily
16	Occupational Safety and Health Act (OSHA), 2007	Section 57	Provide equipped first-aid boxes/cabinets in readily accessible locations and designate certified first aiders on duty.	Monitoring	High	Continuous	Inspected and replenished monthly; first-aiders recertification every 3 years	30.MM.YYYY
17	Occupational Safety and Health Act (OSHA), 2007	Section 60, 61 & 62	Provide rigid fencing and interlocked safety guards for prime movers, transmission machinery, and dangerous parts of operating machines.	Monitoring	Critical	Continuous	Installed prior to operation and inspected before every shift	Daily
18	Occupational Safety and Health Act (OSHA), 2007	Section 67 & Form DOSH 20	Ensure all passenger/goods hoists and lifts are thoroughly examined by an approved DOSHS inspector and submit/register inspection reports.	Measurement	High	Half Yearly	At least once every 6 months	30.06.YYYY & 31.12.YYYY
19	Occupational Safety and Health Act (OSHA), 2007	Section 68	Thoroughly examine chains, ropes, and lifting tackle by an approved person and enter test results into the statutory plant register.	Measurement	High	Half Yearly	At least once every 6 months	30.06.YYYY & 31.12.YYYY
20	Occupational Safety and Health Act (OSHA), 2007	Section 69	Arrange thorough examination of cranes, winches, and other lifting machines by an approved person and record maximum safe working load (SWL).	Measurement	High	Yearly	At least once every 12 months	31.12.YYYY
21	Occupational Safety and Health Act (OSHA), 2007	Section 72	Subject all steam boilers to statutory examination (both cold/internal and under normal steam pressure) by an approved person.	Measurement	Critical	Yearly	At least once every 12 months	31.12.YYYY
22	Occupational Safety and Health Act (OSHA), 2007	Section 73	Subject steam receivers to thorough examination and pressure safety testing by a registered approved person.	Measurement	High	Other (Every 2 Years)	At least once every 24 months	31.12.YYYY
23	Occupational Safety and Health Act (OSHA), 2007	Section 74	Clean and thoroughly examine all air receivers and associated safety relief valves by an approved inspector.	Measurement	High	Other (Every 2 Years)	At least once every 24 months	31.12.YYYY
24	Occupational Safety and Health Act (OSHA), 2007	Section 75	Hydrostatically test and inspect cylinders for compressed, dissolved, or liquefied gases through an approved cylinder testing facility.	Measurement	High	Other (Every 2 Years)	At least once every 2 years or per manufacturer/statutory schedule	31.12.YYYY
25	Occupational Safety and Health Act (OSHA), 2007	Section 78 & 82	Provide unobstructed emergency escape routes, functional fire-fighting equipment, and clearly marked exit doors opening outwards.	Monitoring	Critical	Monthly	Routinely checked weekly; comprehensive system servicing monthly	30.MM.YYYY

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26	Occupational Safety and Health Act (OSHA), 2007	Section 84	Install and maintain localized exhaust ventilation systems (LEV) where toxic dust, fumes, or mists are generated to protect workers.	Measurement	High	Yearly	Inspected and tested by an approved occupational hygienist at least once every 12 months	31.12.YYYY
27	Occupational Safety and Health Act (OSHA), 2007	Section 96, Form DOSH 8	Arrange pre-employment and annual medical surveillance for workers exposed to scheduled occupational hazards through a Designated Health Practitioner (DHP).	Measurement	High	Yearly	At pre-employment stage and annually thereafter	31.12.YYYY
28	Occupational Safety and Health Act (OSHA), 2007	Section 101	Provide appropriate, certified Personal Protective Equipment (PPE) to employees free of charge and mandate its regular maintenance and use.	Miscellaneous	High	Continuous	Issued at hiring, replaced upon wear/damage, monitored daily	Daily