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All Chief Executives of Commercial Banks, Credit Institutions & Microfinance Deposit-Taking Institutions

Compliance with the Occupational Safety and Health Act, 2006

In accordance with the Occupational Safety and Health Act 2006, employers are obliged to ensure health, safety and welfare of persons at workplace by providing a working environment that is safe to protect members of staff against occupational hazards and attendant risks.

Therefore, as part of their respective risk management frameworks, Supervised Financial Institutions are expected to formulate sound and credible policies, procedural guidelines and risk control strategies to secure the safety and health of their employees and avert occupational risks in their places of work. Broadly, the procedures should include the following:

- (a) Training to equip personnel with knowledge to work safely and without risk to health;
- (b) In-house safety rules to provide instructions for achieving safety management objectives;
- (c) A programme of inspection to identify hazardous conditions for rectification at regular intervals or as appropriate;
- (d) A programme to identify hazardous exposure or the risk of such exposure to the workers, and to provide suitable personal protective equipment as a last resort where engineering control methods are not feasible;
- (e) Investigation of accidents or incidents to find out the cause of any accident or incident and to develop prompt arrangements to prevent recurrence;
- (f) Emergency preparedness to develop, communicate and execute plans prescribing the effective management of emergency situations;
- (g) Evaluation, selection and control of sub-contractors to ensure they are fully aware of their safety obligations;

- (h) Promoting, developing and maintaining safety and health awareness in the workplace;
- (i) A programme for risk control and elimination of hazards before workers are exposed to any adverse work environment;
- (j) A programme to protect workers from occupational health hazards.

Please note that Bank of Uganda will evaluate the adequacy of these policies, procedures and practices as part of the broader assessment of the risk management processes in Supervised Financial Institutions.



J. Bagyenda (Mrs.)

Executive Director Supervision