

SAIOH news

The Southern African Institute for Occupational Hygiene (SAIOH) remains committed to serving its members and advancing the occupational hygiene profession. As part of this commitment, the Institute regularly shares updates and highlights key developments with its community. SAIOH thrives on the active participation and ethical contributions of its members, whose engagement continues to shape and strengthen the field. The Institute, therefore, welcomes and encourages feedback on the topics presented in this publication, as part of its ongoing effort to support dialogue and collective progress.

SAIOH PRESIDENT'S ADDRESS

Prof. Cas Badenhorst: SAIOH President
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Prof. Cas Badenhorst,
SAIOH President

Photograph: courtesy of SAIOH

Fellow members and colleagues,

The past quarter has tested SAIOH's resolve, exposing vulnerabilities in our administrative systems even as our profession's importance grows across southern Africa. Rapid membership expansion, compounded by staff shortages and an essential but rigorous audit of continuing professional development (CPD) submissions, have strained our capacity to deliver the timely service you expect. I acknowledge the frustration that many of you have experienced with delayed

certificates, unanswered enquiries, and a website that has not met our needs. For all these constraints, on behalf of the SAIOH Management Board, I apologise.

These operational pressures coincided with a leadership transition in December 2025, when Ms Karen du Preez stepped down and I accepted the presidency. Together with the SAIOH Management Board and our dedicated staff, we have moved quickly to stabilise governance, approve a responsible 2026 budget, and prioritise a focused action plan for the year ahead. Our immediate objectives are clear: strengthen administrative capacity, revitalise branch functionality, and finalise the quality management system (QMS) and new website to restore efficient member services.

Despite constraints, our professional work continues: the Professional Certification Committee (PCC) is progressing assessments, the Occupational Hygiene Skills Set and ethics initiatives are advancing, and members retain access to international CPD through the offerings from the International Occupational Hygiene Association

(IOHA) and the American Industrial Hygiene Association (AIHA). We are also forging ahead with Conference preparations – 28 September to 1 October 2026 in Johannesburg – where SAIOH and the National Institute for Occupational Health (NIOH) will convene to build stronger partnerships for healthier workplaces.

SAIOH's resilience is rooted in our membership, volunteers, and partners. I am confident that, by concentrating on these priorities and fostering open communication, we will convert recent challenges into lasting improvements that strengthen our profession and better serve our members.

SAIOH's quarter in review

The past quarter has been one of the most challenging periods for SAIOH in recent memory. From November 2025 to February 2026, the organisation has grappled with mounting administrative pressures, driven by a rapidly expanding membership base and compounded by reduced staff capacity.

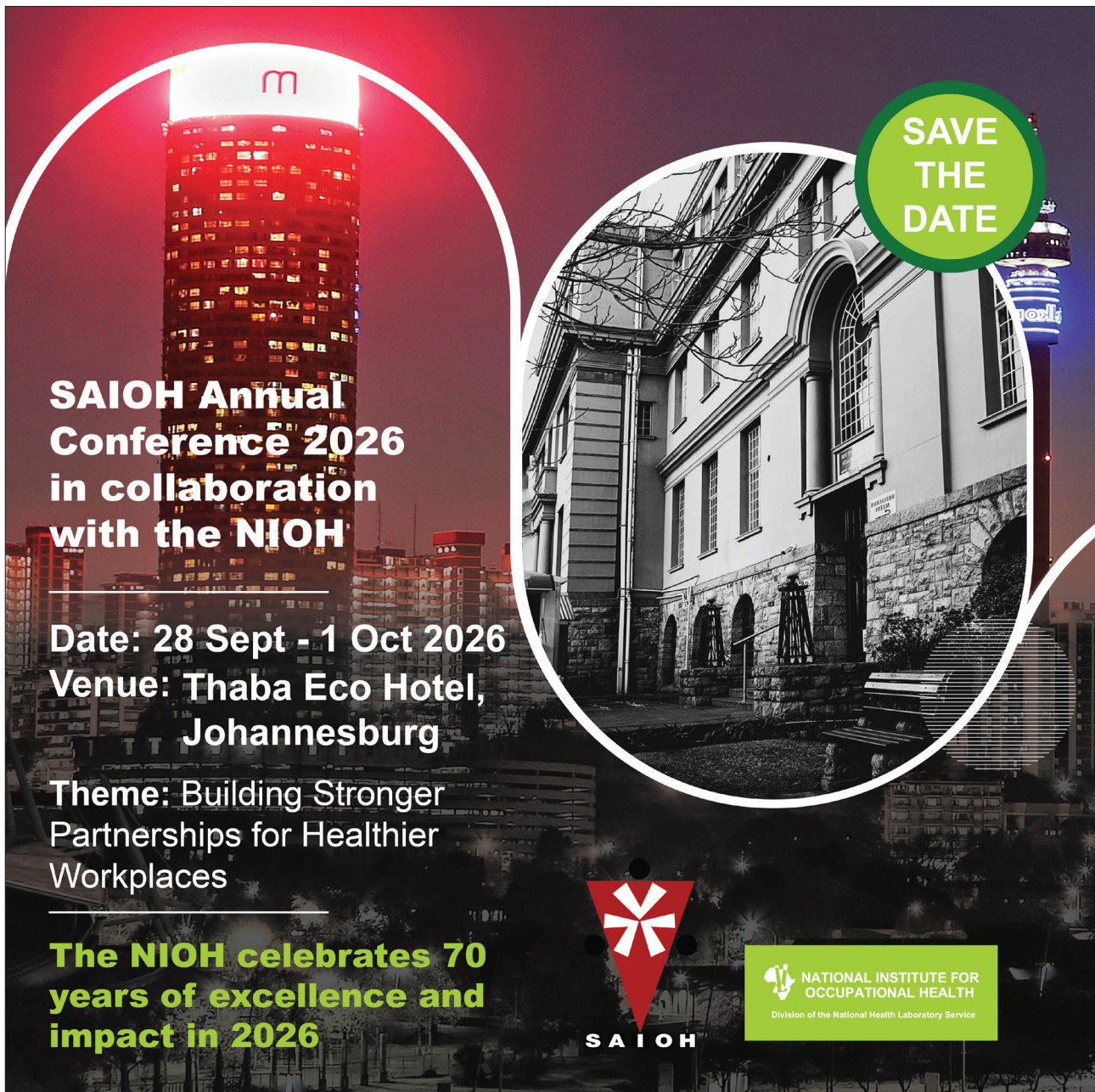
With one team member on maternity leave and the PCC enforcing a full audit of CPD submissions, the strain on the administrative office has been palpable. Member frustrations have grown, with complaints of unanswered calls, delayed certificates, and a website with limited functionality while awaiting its long-overdue upgrade.

Leadership changes added to the turbulence. In December 2025, SAIOH bid farewell to its President, Ms Karen du Preez, who stepped down for personal reasons. Prof. Cas Badenhorst, the Vice President, assumed the presidency, guiding the organisation through this transitional phase. The SAIOH Management Board approved the 2026 budget, keeping fee increases modest at 4%, and has resolved to tackle the administrative crisis head-on. The focus will be sharpened in three critical areas: strengthening administrative capacity, revitalising branch functionality, and finalising both the QMS and the new website.

Despite these operational constraints, the PCC continues to discharge its core mandate, with first-quarter written assessments proceeding, subject to a brief postponement, yet remaining firmly on track. The Occupational Hygiene Skills Set development team remains committed, meeting regularly to advance professional standards. Members also benefit from ongoing access to international webinars through the IOHA and AIHA, ensuring CPD opportunities.

Looking ahead, there is cause for optimism. Planning for the 2026 SAIOH Annual Conference is well underway, led by the Gauteng Branch in collaboration with the NIOH. Scheduled for 28 September to 1 October at the Thaba Eco Hotel in southern Johannesburg, the Conference will celebrate NIOH's 70th anniversary under the theme, *Building Stronger Partnerships for Healthier Workplaces*.

While the quarter has tested SAIOH's resilience, it has also underscored the organisation's determination to adapt, refocus, and deliver on its commitment to members. The months ahead will be critical in turning challenges into opportunities for renewal.




SAIOH Annual Conference 2026
in collaboration
with the NIOH


Date: 28 Sept - 1 Oct 2026
Venue: Thaba Eco Hotel, Johannesburg

Theme: Building Stronger Partnerships for Healthier Workplaces

The NIOH celebrates 70 years of excellence and impact in 2026

SAVE THE DATE

 **SAIOH**

 **NATIONAL INSTITUTE FOR OCCUPATIONAL HEALTH**
Division of the National Health Laboratory Service

SAIOH NATIONAL COUNCIL FEEDBACK

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SAIOH MANAGEMENT BOARD UPDATE: 19 NOVEMBER 2025 TO 25 FEBRUARY 2026

Governance and operational engagements

The SAIOH Management Board held several impromptu/special meetings, over and above its scheduled meetings, to address a broad range of issues, viz. the resignation of Ms Karen du Preez

from her position of SAIOH President and the appointment of the new President, Prof. Cas Badenhorst, who stepped up to the plate from his post of SAIOH Vice President; the way forward for SAIOH as it manages the change in leadership and addresses the current administrative crisis; the development and approval of the budget for 2026; and an initial discussion around the current SAIOH Strategy Plan 2023–2027 and areas of focus for 2026 in preparation for the SAIOH Strategy Session (19 November 2025, 1 and 4 December 2025, 22 January 2026, 16 and 17 February 2026). Two administrative staff meetings were held on 19 and 20 November 2025; and the Chief Administrative Officer, Ms Kate Smart, and SAIOH PCC Administrator, Ms Lee Doolan, attended a three-day online management training course presented by Dr Charles Cotte (an independent global learning and development strategist and practitioner).

SAIOH is experiencing an administrative support crisis, including:

- The current administrative staff not being able to keep up with a large and growing membership

- One of the four administrative staff members – Ms Tracy Mphaphuli – taking maternity leave over this critical time
- The decision taken by the PCC to audit 100% of all CPD submissions before releasing members' registration certificates (mainly due to apathy and dishonesty from members in self-reporting of CPD activities)
- An ever-increasing number of complaints from the members regarding poor service delivery, such as unanswered telephone calls and e-mails, certificates not being released, etc.
- The complicated logistics around in-person written PCC assessments
- The additional administration burden around the next cycle's 'Ethics Certificate'
- The QMS, which is incomplete and outdated, combined with the non-functional existing website, which is yet to be updated

The SAIOH Annual Strategy Session was held on 23 February 2026 in hybrid format at the Spaces premises in Broadacres, Johannesburg. A decision was made to focus only on critical areas within the SAIOH Strategy Plan 2023–2027 (coordinated by Mr Jaco Pieterse) – at least for the remainder of the current year – to manage uncertain times and address the administrative crisis faced by SAIOH over recent months. Critical areas include increasing administrative capacity, an overhaul of the functionality of SAIOH Branches, and finalising the website and QMS – all aimed at improved service delivery to SAIOH members. The first SAIOH Council meeting of the year followed on 24 February 2026, in virtual format.

Other engagements worth noting include:

- The last meeting of the Occupational Hygiene Skills Forum (OHSF) for the year was held virtually on 25 November 2025; the OHSF also hosted an online Occupational Hygiene Training Association (OHTA) feedback meeting for the OHTA Approved Training Providers (ATPs) on 4 December 2025.
- Several members of the SAIOH Management Board attended the online meetings of the Occupational Hygiene Approved Inspection Authority (OHAIA) Association on 21 November 2025 and 20 February 2026.
- On 3 December 2025, several SAIOH Management Board members attended and presented at the Eskom Occupational Hygiene Management Groups (OHMAG) workshop at Drager SA in Midrand, Gauteng.
- The SAIOH Assistant Manager, Ms Claudina Nogueira, represented SAIOH at the South African Qualifications Authority (SAQA) Professional Registration Bodies Forum online workshop on 28 January 2026.
- The South African National Accreditation System (SANAS) reported that there are currently 58 accredited OHAIA's; the new ISO IEC 17020 of 2026 will be shared shortly; and SANAS has started its assessments and competency declarations on the new Noise Exposure Regulations (NER).
- The new occupational hygiene report formats from the Department of Employment and Labour (DEL) came into effect on 30 June 2025 and are strictly enforced during assessments; and the DEL invited SAIOH members to attend its hybrid Occupational Health and Safety Conference at the Birchwood Conference Centre in Johannesburg, 17 to 19 March 2026.

SAIOH Code of Ethics and Training Course

SAIOH has finalised a draft *Code of Ethics and Disciplinary Procedure*, developed by the SAIOH Management Board and Ethics Committee Chair, Mr Oscar Rikhotso, with legal support from NGO Law.

The document is currently under final internal review and is expected to be approved by the SAIOH Management Board in Q1 of 2026. Once adopted, the Code will form part of the SAIOH QMS and will be published on the SAIOH website and shared with key stakeholders, including OHAIA's and the DEL.

SAIOH continues to strengthen ethics training for certified members. This training has been mandatory since January 2023, supported by professional development courses delivered by Mr Terry McDonald of the British Occupational Hygiene Society (BOHS) and by a new assessment quiz developed by Dr Hennie van der Westhuizen and Ms Lee Doolan.

Looking ahead, SAIOH is collaborating with North-West University (NWU) to develop a dedicated occupational hygiene ethics course tailored to the southern African context. The first draft was received in November 2025, with finalisation and rollout anticipated in mid-2026.

SAIOH Branch activities

- The Western Cape Branch held an in-person meeting on 21 November 2025.
- The Botswana Branch/Botswana Association for Occupational Hygiene (BAOH) held an online meeting on 4 December 2025, at which the SAIOH General Manager, Mr Deon Jansen van Vuuren, provided feedback on SAIOH activities and decisions.
- Efforts are underway to establish an Eastern Cape Branch of SAIOH, led by the SAIOH Council Branch Coordinator, Ms Lizette Greeff, and Mr Shaun Ramroop of Nelson Mandela University, although no formal update has been received to date.
- Several other regional structures – including the Central (Free State), Northern Cape, and Mpumalanga Branches, and the Zululand Discussion Group – remain inactive.

SAIOH Technical Committee feedback

The SAIOH PCC Technical Committee (a sub-committee consisting of SAIOH and the OHAIA Association members) completed the SAIOH Position Paper on Welding Fumes. The document was circulated to SAIOH members and stakeholders (specifically the DEL) and posted on the SAIOH website. Subsequently, an error was identified in one of the listed occupational exposure limits (OELs). The updated corrected version (dated 23 January 2026) has been re-distributed.

Other technical guidance documents on heat stress management, real-time monitoring, and ergonomics risk assessments are in various developmental phases.

Communications, marketing, and training – local and international

SAIOH publishes its newsletter and President's page in two electronic media formats, namely *Occupational Health Southern Africa* and the *African Occupational Safety and Health (A-OS&H)* magazine. These publications are issued every two-to-three months, with the most current issues published in December 2025. As the issues are published online, the links are shared with SAIOH members via the Mailchimp system and posted on the SAIOH website.

Several e-mail notifications on occupational hygiene and health webinars, conferences, and short courses were distributed during the reporting period, including:

- Safety-First's PPE Conference (held on 10–11 March 2026 at Emperors Palace) – Ms Karen du Preez, Prof. Cas Badenhorst, and Dr Jeanneth Manganyi, among other SAIOH members, delivered presentations

- The announcement of the 8th International Conference on the History of Occupational and Environmental Health, 15–17 April 2026 in Leuven, Belgium, organised by the International Commission on Occupational Health (ICOH) Scientific Committee on the History of the Prevention of Occupational and Environmental Diseases
- The announcement of the IOHA webinar ‘Crystalline silica exposure and the innovative practices shaping prevention worldwide’, held on 8 December 2025, where Prof. Cas Badenhorst presented on South Africa’s 20-year journey to reduce and eliminate respirable crystalline silica exposure – driven by strengthened regulations, advanced dust-control technologies, industry collaboration, and robust worker education initiatives
- The announcement for the IOHA webinar ‘Beryllium: haven’t we been here before?’ held on 25 February 2026 and organised by the IOHA’s Beryllium Health and Safety Committee (BHSC)
- The newsletters *OHTA Global Link* (latest issue being November 2025) and the *IOHA Global Exposure Manager* (GEM, the July-September 2025 issue was shared in December 2025) posted on the SAIOH website and shared with SAIOH members via the Mailchimp system

SAIOH maintains regular engagement with its members through direct e-mail notifications, e.g. the Mailchimp system, telephone calls, and virtual meetings. These communications provide updates on:

- Legislative changes and new standards
- Industry news and technical developments
- Professional opportunities in occupational hygiene
- Products, services, courses, and webinars related to occupational hygiene, occupational health, and environmental safety

SAIOH 2026 Annual Scientific Conference

The Conference Organising Committee, led by the SAIOH Gauteng Branch, has held a few meetings since December 2025. This year’s Conference will be hosted by SAIOH in collaboration with the NIOH, in celebration of the latter’s 70th anniversary:

- Dates: 28 September to 1 October 2026
- Venue: Thaba Eco Hotel in southern Johannesburg (www.thabahotel.co.za)
- Theme: *Building Stronger Partnerships for Healthier Workplaces*

The Organising Committee has finalised two guideline documents for the organisation and management of the Conference, viz. ‘Terms of Reference for Conference Collaboration between SAIOH and NIOH’, and a proposed fees structure for Conference participants. Deliberations about tracks and sub-themes for the programme and pre-conference sessions are underway.

PROFESSIONAL CERTIFICATION COMMITTEE

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- The PCCExCo held its first online meeting of the year on 25 February 2026.
- The results of the CPD assessments for 2025 were circulated to the PCC and ExCo, and to the SAIOH Council and Management Board. A summary of the assessment results for the period February to December 2025 is available from the PCC Administrator, on request.
- The SAIOH PCC written and oral assessment dates and deadlines for 2026 are indicated in Table 1 below. The first PCC written assessments, scheduled to take place on 27 February 2026, were postponed to 6 March 2026, due to the current SAIOH administrative crisis.

Other news from the PCC:

- The SAIOH PCC continues to strengthen its certification, assessment, and professional development systems.
- Significant progress has been made in developing the Occupational Hygiene Skills Set to support a new PCC Self-Assessment and Gap Analysis Tool. The draft framework has been completed and is undergoing verification before submission to the PCC ExCo for approval. The working group is also refining oral assessment scenarios and guidelines, while continuing assessor training initiatives that were introduced in 2025, including the launch of the tool at the 2025 SAIOH Annual Scientific Conference.
- In response to security concerns and the growing risk of artificial intelligence (AI) misuse in examinations, the PCC will not pursue fully electronic written assessments at this stage. Written assessments will be conducted at controlled venues and invigilated by at least two PCC assessors, with all examination papers securely couriered and centrally coordinated. Oral assessments will continue primarily online via Zoom or Microsoft Teams, with recordings retained for quality assurance, while in-person assessments remain an option.
- Enhancements have been implemented in the CPD system. Members can now upload CPD activities throughout the year via *MySAIOH* and, from February 2025, all CPD submissions are subject

Table 1. SAIOH PCC written and oral assessment dates and deadlines, 2026

Assessment type	Deadline for applications and payments	Final deadline for all assessment payments	Assessment date
Written	9 January	6 February	6 March
Oral	-	-	27 March*
Written	24 April	15 May	12 June
Oral	-	-	10 July*
Written	7 August	28 August	9 October
Oral	-	-	13 November*

*Oral assessments begin on this date and will be conducted over a two-week period

to audit prior to certificate release. New annual CPD minimum requirements for the different categories of occupational hygiene practitioners have replaced the previous five-year rolling cycle, and updated guidelines are under revision. Due to the increased administrative complexity of the new system, SAIOH will appoint an additional full-time administrative staff member to strengthen PCC capacity.

- Members may request CPD amnesty or extensions through a motivated submission to the PCC ExCo.
- The updated 'SAIOH QMS Chapter 2: PCC Assessment Rules and Procedures' is available on the SAIOH website.

Occupational Hygiene Skills Forum (OHSF)

The SAIOH OHSF continues to coordinate the recognition of occupational hygiene training materials, training providers, and academic programmes, while supporting the development of assessment systems where required. During 2025, the OHSF engaged with the

OHTA-Approved Training Provider Forum and advanced the accreditation of tertiary qualifications. Notably, the occupational health qualification from Cape Peninsula University of Technology (CPUT) was approved in July 2025. Engagements were also undertaken with several regional and national institutions to expand recognition of occupational hygiene programmes, with details of approved providers and qualifications to be published on the SAIOH website to guide students and certification candidates.

Looking ahead, the OHSF plans to develop a SAIOH occupational hygiene legislation course in 2026 to support members who do not meet the legislative training requirements through existing pathways. The Forum is also strengthening professional development initiatives through collaboration with Mr Hennie van der Westhuizen to develop CPD questions based on articles published in *Occupational Health Southern Africa*, encouraging proactive member engagement with the Journal content. [↗](#)

Postgraduate students in occupational health – African tertiary institutions invited to list studies on the Journal website

Occupational Health Southern Africa invites tertiary institutions in Africa to list completed occupational health studies of postgraduate students. A study is listed according to its title, abstract, and institution with a link provided to the tertiary institution's open-access repository. Listing of a study will not be considered as a publication in *Occupational Health Southern Africa* in any form, but this listing aims to inform those with an interest in occupational health in Africa of research done by postgraduate students since 2020. For submissions and other criteria, please visit <http://www.occhealth.co.za/> under the Postgrad Research menu (top right of page). [↗](#)



The screenshot shows the website header with the title "OCCUPATIONALhealth SOUTHERN AFRICA" and logos for SASOM, OHSF, and SAIOH. A search bar and "Sign in" button are present. The navigation menu includes: Home, About us, Past issues, For authors, For reviewers, For advertisers, Upcoming events, **Postgrad research** (highlighted with a red circle and arrow), and Resources. Below the menu, the "Current Issue – Volume 31, Issue 3, 2025" is displayed. On the right side, there are several promotional banners for ICOH 2027, World AIDS Day 2025, SAIOH Announcement, Minerals Council, OccuZone Newsletter, and Women at Work.