



S.I. 2022 No. 59

Safety and Health at Work Act
CAP. 356

**SAFETY AND HEALTH AT WORK (SANITARY CONVENIENCES)
REGULATIONS, 2022**

The Minister, in exercise of the powers conferred on him by section 106(1) (a) of the *Safety and Health at Work Act*, makes the following Regulations:

1. These Regulations may be cited as the *Safety and Health at Work (Sanitary Conveniences) Regulations, 2022*.
2. In these Regulations,
“sanitary convenience” includes urinals, water closets, latrines and other lavatories and such other conveniences as are necessary for the personal hygiene of an employee.
- 3.(1) An employer shall provide suitable sanitary conveniences for employees having regard to the number and gender of persons employed as set out in the *Schedule*.
(2) An employer shall include in the number of sanitary conveniences provided for in paragraph (1), sanitary conveniences for persons with disabilities which satisfy the requirements of the Barbados National Building Code published by the Barbados National Standards Institution.
- 4.(1) Every sanitary convenience shall
 - (a) be under cover, partitioned and have a proper door and fastenings so as to secure privacy; and

- (b) be fitted with
 - (i) a washbasin, toilet paper, liquid or foam soap on the inside of the sanitary convenience; and
 - (ii) a trash can in close proximity to the sanitary convenience.
- (2) An employer shall provide toilet paper and liquid or foam soap referred to in paragraph (1))(b) at no cost to the employee.
- 5. An employer may provide hands-free sanitary conveniences for the use of employees which may include:
 - (a) soap dispensers;
 - (b) hand dryers;
 - (c) faucets;
 - (d) trash cans.
- 6. Every sanitary convenience including the walls, partitions and doors shall be kept clean.
- 7. Where the workplace is located outdoors or is temporary in nature, these Regulations shall apply with the necessary modifications.
- 8. The type of sanitary conveniences used in the workplace and the method by which effluent is disposed of shall be governed by the *Health Services (Building) Regulations, 1969* (S.I. 1969 No. 233).
- 9.(1) The Chief Labour Officer may, by certificate in writing, exempt a workplace or category of workplace from any provision of these Regulations where by reason of the nature of the work undertaken at the workplace, plant or equipment, the provision cannot be implemented or is not necessary for the protection of the employees who work there.

(2) The Chief Labour Officer shall establish and maintain a register of exemptions and shall enter into the register such particulars relating to a workplace or category of workplace where a certificate of exemption has been

(a) granted; or

(b) revoked.

SCHEDULE

*(Regulation 3)***1. For females:**

Number of persons	Number of water closets	Number of washbasins
1-5	1	1
6-25	2	2
26-50	3	3
51-75	4	4
76-100	5	5
Over 100	1 additional water closet and washbasin for every additional 25 females or part thereof.	

*Schedule - (Concl'd)***2. For males:**

Number of persons	Number of water closets	Number of washbasins	Number of urinals
1-15	1	1	1
16-30	2	2	1
31-45	2	2	2
46-60	3	3	2
61-75	3	3	3
76-90	4	4	3
91-100	4	4	4
Over 100	1 additional water closet, urinal and washbasin for every additional 50 males or part thereof.		

Made by the Minister this 5th day of July, 2022.

C. JORDAN

Minister responsible for Labour