

Through e-mail

Department of Labour & Employment,  
Shimla-171001, Himachal Pradesh  
No. L&E (Fac)/Misc/2020  
Dated Shimla-171001

08<sup>th</sup> May, 2020

From

Commissioner Labour -cum-  
Chief Inspector of Factories  
Shimla, Himachal Pradesh

To

All the Industrial Associations in state of HP

Subject:-

Implementation of Health and Safety provisions in the  
Factories

Sir,

On the above cited subject it is to inform you that as per section 7(A) ((1) of Factories Act, 1948, every occupier is required to take necessary measures for ensuring the health, safety and welfare of all workers while they are at work in the factory. Further, as per section 7(A)(2) of act ibid, the occupier is required to maintain plant and machinery in safe and sound condition so as to avoid any risk to the health of workers.

As per order of Chief Secretary to the Government of Himachal Pradesh issued vide order number Rev(DMC)(C) 20-2/2020-covid19 dated 18.04.2020 & 02.05.2020 read with orders of Ministry of Home Affairs, Government of Himachal Pradesh, Government of India vide order number 40-3/2020-DM-1(A) dated 15.04.2020 & 01.05.2020 which are available on the website of the department, industrial activities have been allowed to be started in State keeping in view the red, orange, green zone and containment area for which necessary orders have been issued from time to time by the respective Deputy Commissioners in their respective jurisdiction. Prior to 20.04.2020 there was a lockdown in the entire state and all the industrial establishments were closed except pharmaceutical units and units engaged in production of essential commodities.

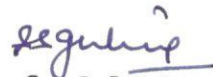
It is mandatory for the industrial units to ensure the maintenance of plant and machinery in safe condition and periodical maintenance is also required to be ensured even when the plant was closed due to lockdown. It is therefore, mandatory to ensure that before the plant is started after the lockdown; as per the above referred instructions, it is necessary that its periodical maintenance and safety is ensured and plant is started after observing all safety precautions.

In addition to ensuring safety of plant and machinery before starting the unit, the following SOP's are to be ensured as per the instructions of State Government and Ministry of Home Affairs referred above:-

1. Wearing of face cover is compulsory in all work places and adequate stock of such face covers shall be made available.
2. All persons in charge of work places shall ensure social distancing as per the guidelines issued by Ministry of Health and Family Welfare, both within the work places and in company transport
3. Social distancing at work places shall be ensured through adequate gaps between shifts, staggering the lunch breaks of staff, etc.
4. Provision for thermal scanning, hand wash and sanitizer preferably with touch free mechanism will be made at all entry and exit points and common areas. In addition, sufficient quantities of hand wash and sanitizer shall be made available in the work places.
5. Frequent sanitization of entire workplace, common facilities and all points which come into human contact e.g. door handles etc shall be ensured, including between shifts.
6. Arrangements for transport facilities shall be ensured with social distancing, wherever personal/public transport is not feasible.
7. Intensive communication and training on good hygiene practices shall be taken up.

You are therefore requested to bring these instructions to the notice of your all member industries and they may be advised to adhere to these instructions and observe all safety precautions as well as SOP's before the starting of plant after lockdown. Further, periodical maintenance may also be ensured even if plant is not able to be started due to non availability of manpower or for any reason what so ever.

Yours Faithfully



Dr. S. S. Guleria (IAS)  
Commissioner, Labour-cum-  
Chief Inspector of Factories, HP

Endst No As Above Dated 08<sup>th</sup> May, 2020 Shimla-1  
Copy to the following for information with the direction to circulate the same to the Industrial Establishments under their jurisdiction.

1. The Assistant Director Factories, Una Zone, District Una, HP
2. All the Labour Officers in the state of Himachal Pradesh



Commissioner, Labour-cum-  
Chief Inspector of Factories, HP