

75.0200.89.2017

**Ordinance no. 94**

**of the Rector of the Jagiellonian University**

**of 14 September 2017**

**on amendments in the Employment and Workplace Regulations at the Jagiellonian University**

Pursuant to Art. § 104 § 1 and Art. 1041 § 1(6,8) of the Act of 26 June 1974 – Labour Code (i.e. O.J. of 2014, item 1666, as amended), Art. 66(2) of the Act of 27 July 2005 – Law on Higher Education (i.e. O.J. of 2016, item 1842, as amended), the Regulation of the Council of Ministers of 3 April 2017 on the list of work being strenuous, hazardous or harmful to the health of pregnant or breastfeeding women (O.J. 2017, item 796) and the Regulation of the Minister of Labour and Social Policy of 14 March 2000 on occupational health and safety during manual handling and other work requiring physical effort (O.J. 2000, No. 26, item 313, as amended), I hereby order as follows:

§ 1

The Employment and Workplace Regulations at the Jagiellonian University annexed to ordinance No 86 of 26 July 2013 of the Rector of the Jagiellonian University on the Employment and Workplace Regulations at the Jagiellonian University (as amended), shall be subject to the following amendments:

1) § 33 section 2 subsection 4 shall read as follows:

„4) inform the employees of the risks to their safety and health at the workplace, including information about principles of occupational risk prevention, as well as on any changes in the risks involved or in these principles - as a part of occupational risk assessment, and new employees - as a part of the health and safety training specific to their workstation and job”;

2) annex no. 7 to the Employment and Workplace Regulations at the Jagiellonian University shall be replaced by the text of the annex hereto.

§ 2

The amendments to the Employment and Workplace Regulations of the Jagiellonian University referred to in § 1 shall enter into force 2 weeks after their announcement to the employees in a manner adopted by the employer, i.e. on the Internet website of the Jagiellonian University

www.uj.edu.pl.

§ 3

This Ordinance shall enter into force on the day it is signed.

Rector of the Jagiellonian University

Prof. dr hab. med. Wojciech Nowak

Annex to Ordinance No. 94 of the Rector of JU of 14 September 2017

Annex no. 7 to The Employment and Workplace Regulations at the Jagiellonian University

THE LIST OF WORK FORBIDDEN TO WOMEN

Within this annex the term „occasional work” shall refer to tasks performed not more than 4 times an hour, if total time devoted to these tasks does not exceed 4 hours per day.

I. Work involving strenuous physical effort, including manual handling of loads

1. For women:

1) work in which net energy expenditure needed to perform the work involving physical effort including manual handling of loads cannot exceed 5000 kJ per one shift, and for occasional work 20 kJ/min;

2) during occasional work, lifting and carrying objects heavier than 20 kg by one woman;

3) lifting loads heavier than 14 kg above shoulder heights by one woman during occasional work;

4) carrying objects heavier than 12 kg by one woman:

a) at the distance exceeding 25 m,

b) uphill, on uneven surface, ramps or stairs where the slope angle does not exceed 30 º, and the height exceeds 4 m, irrespectively of the distance;

5) during occasional work, carrying objects heavier than 12 kg by one woman, where the slope angle exceeds 30 º, and the height exceeds 4 m, irrespectively of the distance;

6) during occasional work, group lifting of objects which are longer than 4 m and heavier than 20 kg, if the weight per one woman exceeds 17 kg;

7) manual handling by a woman of liquid materials – hot, corrosive or harmful to health – if their weight together with the container and the handle exceeds 10 kg;

8) manual handling of loads using a one-wheel device (wheelbarrow), if their weight, together with the wheelbarrow exceeds:

a) on a hard and flat surface with the slope:

- not exceeding 5% – 40 kg,

- exceeding 5% – 30 kg,

b) on an uneven or not hardened surface with the slope:

- not exceeding 5% – 24 kg,

- exceeding 5% – 18 kg;

9) other manual handling work and work involving physical effort specified in the Regulation of the Minster of Labour and Social Policy of 14 March 2000 on occupational health and safety during manual handling and other work requiring physical effort (O.J. 2000, No. 26, item 313).

2. For pregnant women:

1) occasional work in which the highest work load measured by net energy expenditure needed to perform the work exceeds 7,5 kJ/min;

2) manual lifting and carrying loads heavier than 3 kg;

3) occasional manual handling of loads heavier than 1 kg involving carrying the loads uphill;

4) participation in team handling of loads;

5) manual handling of liquid materials – hot, corrosive or harmful to health;

6) manual transporting loads using one-wheel device (wheelbarrow) and manual trolleys;

7) work in awkward postures;

8) work involving standing for longer than 3 hours per work shift; the time spent standing cannot be longer than 15 minutes at a time, followed by a 15-minute break;

9) work with computer monitors – working time shall not exceed 8 hours per day and time spent working with the computer shall not be longer than 50 minutes at a time, followed by

a 10-minute break, included in the overall working time.

3. For breastfeeding women:

1) occasional work in which the highest work load measured by net energy expenditure needed to perform the work exceeds 12,5 kJ/min;

2) occasional work involving lifting and carrying loads heavier than 10 kg;

3) manual handling of loads heavier than 6 kg – at the height of more than 4 m or the distance of more than 25 m;

4) occasional work involving carrying loads heavier than 6 kg uphill – on an uneven surface, ramps, stairs with the maximum slope angle exceeding 30°, and the height exceeding 4 m;

5) participation in team manual handling of loads;

6) manual handling of liquid materials – hot, corrosive or harmful to health;

7) manual handling of loads using a one-wheel device (wheelbarrow), if their weight, together with the wheelbarrow exceeds:

a) on a hard and flat surface with the slope:

- not exceeding 5% – 20 kg,

- exceeding 5% – 15 kg,

b) on an uneven or not hardened surface with the slope:

- not exceeding 5% – 12 kg,

- exceeding 5% – 9 kg.

II. Work in cold, hot or changeable microclimate.

For pregnant women and women breastfeeding a child: work performed in microclimates with highly variable parameters, in particular in the environment with sudden changes in air temperature by more than 15°C, when it is not possible to provide 15-minute adaptation time in a room with intermediate temperature.

III. Work involving exposure to noise or vibration

For pregnant women:

1) work involving exposure to noise, when:

a) daily or weekly exposure to noise (8-hour working day or average weekly working time) exceeds 65 dB,

b) peak sound C exceeds 130 dB,

c) peak sound A exceeds 110 dB;

2) work involving exposure to hand-arm vibrations when:

a) daily exposure normalised to an 8-hour reference period expressed as the square root of the sum of the squares (rms) (total value) of the frequency-weighted acceleration values, determined on the orthogonal axes ahwx, ahwy, ahwz exceeds 1 m/s2,

b) 30-min or shorter exposure expressed as the square root of the sum of the squares (rms) (total value) of the frequency-weighted acceleration values, determined on the orthogonal axes ahwx, ahwy, ahwz exceeds 4 m/s2.

IV. Work involving exposure to electromagnetic field of 0 Hz to 300 GHz and ionising radiation.

1. For pregnant women – work with electromagnetic fields with parameters falling outside the safety zone.

2. For pregnant women and women breastfeeding a child – work involving exposure to ionising radiation specified in the provisions of the Act on Atomic Energy.

V. Work with harmful biological agents

1. For pregnant women and women breastfeeding a child:

1) work involving the risk of infection with: hepatitis B, varicella zoster virus, rubella virus, HIV, cytomegalovirus, listeria monocytogenes, toxoplasmosis;

2) work involving handling animals carrying infectious and invasive diseases.

1. For pregnant women – work involving exposure to class 2-4 biological agents, pursuant to provisions on harmful biological agents and protection of health of employees handling those agents – if the risk assessment, taking into account also therapeutic measures that need to be undertaken to alleviate the impact of biological agents, indicates harmful impact on the health of a pregnant woman and the foetus.

VI. Work involving exposure to harmful chemical agents

For pregnant women and women breastfeeding a child:

1) work involving handling harmful chemical agents and their mixtures, irrespectively of their concentration at the workplace, belonging to one of the following classes or carrying the following risks:

a) germ cell mutagens, cat. 1A, 1B or 2 (H340, H341),

b) carcinogens, cat. 1A, 1B or 2 (H350, H350i, H351),

c) reproductive toxicity cat. 1A, 1B or 2 or additional category for an adverse effect on lactation or adverse effects on the offspring via lactation (H360, H360D, H360FD, H360Fd, H360Df, H361, H361d, H361fd, H362),

d) specific target organ toxicity – single exposure, cat. 1 or 2 (H370, H371);

2) work involving exposure to the following substances, irrespectively of their concentration at the workplace:

a) dangerous chemical agents that can be absorbed through skin,

b) cytostatic drugs,

c) manganese,

d) synthetic oestrogen and progesterone,

e) carbon oxide,

f) lead and its organic and inorganic compounds,

g) mercury and its organic and inorganic compounds;

3) work involving exposure to organic solvents if their concentrations at the workplace exceed

 occupational limit values by 1/3.

VII. Work involving the risk of heavy physical injury or having impact on mental health

1. For pregnant women and women breastfeeding a child:

1) work in excavation, in tanks and canals;

2) work involving the risk of heavy physical injury and having impact on mental health, including extinguishing fires, participating in chemical rescue operations, emergency response teams, handling explosives.

2. For pregnant women – working at heights – outside permanent walks and platforms, and other structures with full protection against falling from heights (with no need for using personal protection equipment), and walking up and down ladders and step irons.

VIII. Other work listed in the annex to the Regulation of the Council of Ministers of 3 April 2017 on the list of work being strenuous, hazardous or harmful to the health of pregnant or breastfeeding women (O.J. 2017, item 796).