**Disclaimer: The official version of the law and any amendments thereto is published in Arabic in the Official Gazette. This version of the law, including amendments thereto, is provided for guidance and easy reference purposes. The Legislation & Legal Opinion Commission does not accept any liability for any discrepancy between this version and the official version as published in the Official Gazette and / or any inaccuracy or errors in the translation.**

**For any corrections, remarks, or suggestions, kindly contact us on translate@lloc.gov.bh**

**Published on the website on May 2024**

**Ministry of Labour**

**Decision No. (12) of 2013 regarding the Procedures Required To Report Occupational Injuries And Diseases**

The Minister of Labour:

Having reviewed the Social Insurance Law promulgated by Legislative Decree No.(24) of 1976, as amended;

Law No.(25) of 2009 approving the Accession of the Kingdom of Bahrain to the Convention of the International Labour Organisation No. (155) of 1981 concerning Occupational Safety and Health and Working Environment;

Labour Law for the Private Sector Promulgated by Law No.(36) of 2012;

Decree No. (2) of 1994 regarding the Accession of the State of Bahrain to the Arab Agreement No. (7) of 1977 and Recommendation No. (1) of 1977 regarding the Occupational Health and Safety Conditions;

Decision of the Minister of Health No. (5) of 1976 regarding the Occupational and Industrial Diseases and Causes thereof;

Decision of the Minister of Labour and Social Affairs No. (6) Insurance of 4/9/1976 regarding the execution procedures for the branch of insurance against occupational accidents;

Decision of the Minister of Health No. (3) of 1978 Organizing Methods of Prevention of Occupational Diseases and Health Precautions required to Protect Workers at Work;

Decision of the Minister of Health No. (3) of 2001 regarding Periodical Medical Examination for Workers susceptible to Infection by Occupational Diseases,

And the Decision of the Minister of Labour No. (1) of 2006 regarding the Procedures Required to Report Occupational Injuries and Diseases;

And upon the submission of the Undersecretary of the Ministry of Labour,

**Hereby Decides:**

**Article (1)**

In applying the provisions of this decision, the following words and expressions shall have the meanings assigned to them below, unless the context requires otherwise:

Ministry: Ministry concerned with labour affairs in the Private Sector.

**Establishment:** Any site or place in which work is undertaken whether such work is industrial, vocational, agricultural, services or such other activity.

**Branch**: Every separate location in which one of the establishment's activities is carried on by any worker or workers.

Worker: Any natural person who works for an employer and under his management and supervision.

**Work Accident**: Any accident that results from work or a reason related thereto and results in injury to a worker or more, or losses of properties.

**Work Injury**: Means contracting one of the occupational diseases indicated in Table No. (3) attached to the Social Insurance Law promulgated by Legislative Decree No.(24) of 1976 or an injury to a worker that takes place as a result of an accident during the course of carrying out the duties assigned or due thereto. Any accident takes place to a worker while going directly to work, returning there from, or upon leaving his work station heading to the place where he eats his food inside the establishment and provided that the going and returning shall always be without stopping, lagging or turning away from the normal route and also during his movements made upon the employer’s instruction or travelling upon an assignment from him or any person acting on his behalf.

A serious injury shall include:

1) Any fracture with the exception of fingers or toes fractures.

2) A total loss of any organ, body part or function thereof.

3) A dislocation of the shoulder, hip, knee or displacement of one or more of the spinal cord's vertebrae.

4) A temporary or permanent loss of vision.

5) Any eye injury that requires medical treatment or follow up by a physician.

6) Injuries resulting from electrocution, shock, suffocation or heat exhaustion that will cause unconsciousness and requires hospitalization of the injured person for more than 24 hours.

7) Third degree burns.

8) Any injury that requires admitting the injured in the hospital for more than 24 hours.

Occupational disease: A disease of which a worker becomes infected with as a result of carrying out the work as determined by the Table of Occupational Diseases No. (3) which is attached to the Social Insurance Law promulgated by Legislative Decree No. (24) of 1976.

**Article (2)**

The provisions of this Decision shall be applicable to employers and their employees subject to the provisions of the Labour Law for the Private Sector promulgated by Law No.(36) of 2012.

**Article (3)**

Every employer in any establishment, branch or workplace thereof shall notify the Ministry of Labour of any injury that results in:

1) Death of the worker.

2) A serious injury.

3) Any injury that results in the worker's absence from work for a period of seven successive days without calculating the day in which the injury has taken place, within the specified period for notification. If the day following the injury day is a holiday, it shall be included in the days during which the worker has been absent from work.

4) Vehicle accidents that take place in the establishment or workplace.

**Article (4)**

The employer shall report to the Ministry within 24 hours from the work injury time indicated in Clauses (1) and (2) of Article (3) of this Decision and shall notify the work injury indicated in Clauses (3) & (4) of the previous Article within fifteen days from the occurrence date of an employment injury by sending a notification on Form No. (1) which is attached to this Decision and receiving a confirmation from the Ministry proving receipt of such notification.

**Article (5)**

The employer shall notify the Ministry of any injury or occupational diseases that he is aware of within ten days from the date of notification by sending form No.(2) which is attached to this Decision and receiving a confirmation from the Ministry about receiving such notification.

**Article (6)**

Subject to coordination with the authorities concerned of health affairs in the Kingdom, every physician who suspects the infection of one of his patients with a disease resulted from or related to work shall immediately inform the Ministry unless such action was already taken. Such notification shall include the sick worker’s name, full address and the suspected disease he is infected therewith, name and address of his workplace and the last employer.

**Article (7)**

The worker shall notify the Ministry of Labour in writing of any employment injury suffered by him and resulted in a serious injury or an occupational disease.

**Article (8)**

The Ministry shall conduct a technical investigation of occupational accidents, injuries and diseases.

**Article (9)**

The employer shall not alter the accident's parameters with the exception of the ones that have been removed or changed to rescue the injured worker or to prevent the continuation of any threat to other workers at the workplace. Such employer shall not remove such parameters except after the lapse of 24 hours from the date of informing the Ministry or completion of the site examination by the investigation authorities, whichever is later.

**Article (10)**

The employer shall set occupational injuries and diseases notification rules within his establishment and shall urge his workers to notify him of any occupational injuries that they may be subject to and to circulate the recommendations and guidelines about the means and precautions that ensure avoiding their recurrence in the future to workers in the establishment, branch or workplace.

**Article (11)**

In the event where an employer is notified of the death of a worker who has sustained an occupational injury which was previously reported in accordance with the provision of Article (3) of this Decision, he shall inform the Ministry in writing within a period not exceeding one year from the date of the injury and death.

**Article (12)**

Any employer of every establishment, branch or workplace shall, within the first quarter of every year and according to Form No. (3) attached to this Decision, supply the Ministry with statistics about employment injuries and occupational diseases suffered by his workers.

**Article (13)**

The employer shall maintain a special register in which copies of the occupational injuries and diseases forms that have been reported in accordance with the provisions of this Decision shall be deposited provided that such forms shall be retained for a period of no less than five years.

**Article (14)**

Any violation of the provisions of this Decision by an employer or whoever acts on his behalf shall be liable for the penalties provided for in Article (189) of the Labour Law for the Private Sector promulgated by Law No.(36) of 2012.

**Article (15)**

Decision No.(1) of 2006 regarding Procedures required to Report Occupational Injuries and Diseases shall be repealed, and any provision that contravenes the provisions of this Decision shall be repealed.

**Article (16)**

The Undersecretary of the Ministry of Labour shall implement this Decision, and it shall come into force from the day following the date of its publication in the Official Gazette.

**The Minister of Labour**

**Jameel bin Mohamed Ali Humaidan**

Issued on: 20 Jumada Al-Awwal 1434 A.H.

Corresponding to: 1 April 2013