



# Abu Dhabi Occupational Safety and Health System Framework (ADOSH-SF)

Code of Practice

CoP 18.0 - Employer Supplied Accommodation -  
General Requirements

Version 4.0

July 2024

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## 1. Introduction

- (a) This Code of Practice (CoP) applies to all employers within the Emirate of Abu Dhabi. This CoP is designed to incorporate requirements set by UAE and Abu Dhabi regulatory authorities. If requirements of this document conflict with requirements set by another regulatory authority, employers are required to follow the more stringent requirement.
- (b) This CoP applies to all forms of permanent and temporary employer supplied accommodation. Further specific requirements are contained in the associated document *ADOSH-SF - CoP 18.1 - Temporary Employer Supplied Accommodation*.
- (c) The requirements of this CoP shall be considered as the main criteria for the design, construction, management and operation of employer supplied accommodation pursuant to the laws and local by-laws and the best international practices.
- (d) For the purposes of the *ADOSH-SF*, employer supplied accommodation refers to accommodation directly supplied to, or directly paid for, by an employer for an employee (including approved family members) or a group of employees. It does not include accommodation that employees rent / lease / purchase using an employer paid "accommodation allowance" or where the role of the employer is restricted to the payment of such allowance for employee selected accommodation.
- (e) The following definitions are supplied for the purpose of the *ADOSH-SF*:
  - (i) Temporary Employer Supplied Accommodation Buildings/facilities intended, designed and constructed to provide temporary lodging for employees and other persons involved in project / "construction work" / or other short term activity with a limited timeframe; and
  - (ii) Permanent Employer Supplied Accommodation Buildings / facilities intended, designed and constructed to provide fixed lodgings for employees and other persons. This includes but is not limited to:
    1. Residential Villas, Compounds, Apartments, Units, etc;
    2. Multi-Purpose / Tenanted Buildings (High or Low Rise);
    3. Residential Cities Developments;
    4. Hotels / Serviced Apartments / other fixed facilities; and
    5. other fixed lodging buildings / facilities.

## 2. General Requirements

### 2.1 Duty of Care

- (a) Employers shall undertake their roles and responsibilities in accordance with the general requirements of *ADOSH-SF - Element 1 - Roles, Responsibilities and Self-Regulation* Section 3.2.5.
- (b) Employers shall, so far as is reasonably practicable, ensure that employer supplied accommodation is designed / maintained / operated and managed so that occupants are not exposed to safety and health risks.
- (c) An owner / designer / operator / manager of employer supplied accommodation shall comply with the latest applicable requirements of:
  - (i) Cabinet Decision No. (13) of 2009 Approving the General Standards Manual for Group Labour Accommodation and Related Services;
  - (ii) Building Codes requirements of authorities in charge of regulating Building and construction sector;
  - (iii) Civil Defence Regulations;
  - (iv) UAE Fire and Life Safety Code;
  - (v) Requirements of authorities in charge of regulating Energy Sector: The Water Quality Regulations;
    - 1. The Water Supply Regulations;
    - 2. The Electricity Supply Regulations;
    - 3. The Electricity Wiring Regulations;
    - 4. Water Distribution Code;
    - 5. Water Transmission Code;
    - 6. Electricity Distribution Code;
    - 7. Electricity Transmission Code; and
    - 8. Recycled Water and Biosolids Regulations.
  - (vi) *ADOSH-SF - CoP 20.0 - Safety in Design (Construction)*; and
  - (vii) Estidama sustainability framework requirements of authorities in charge of regulating Building and construction sector –
- (d) Buildings identified for accommodating employees shall undergo an appropriate health, safety and security risk assessment during selection phase and prior to occupancy to determine health and safety suitability.
- (e) Risk assessments shall only be conducted by competent OSH and security personnel to ensure control measures are implemented to reduce risks to ALARP level.

## 2.2 Health Criterion

### 2.2.1 House Keeping / Cleanness of Rooms and Facilities

- (a) Employers shall ensure that all relevant facilities, common areas and services are maintained and kept to a clean and healthy standard through a documented program.

### 2.2.2 Prevention of Legionnaires Disease

- (a) Premises that have equipment that uses, stores, or disseminates warm water shall comply with the requirements of *ADOSH-SF - CoP 12.0 - Prevention and Control of Legionnaires Disease*.
- (b) These premises include, but are not limited to, swimming pools, hot tubs, heated spas, cooling towers, hot water tanks, large air conditioning systems, water treatment facilities, emergency water systems (to include safety showers, eye wash stations, and fire sprinkler systems), artificial fountains/waterfalls, water features, and other similar equipment that uses and/or stores large amounts of water.

### 2.2.3 Indoor Air Quality

- (a) All premises shall comply with the appropriate indoor standards as per the relevant published requirements.

### 2.2.4 Public Health Pest Control

- (a) An appropriate program for controlling pests / insects shall be developed and maintained that includes all requirements of relevant authorities in charge of regulating pest control in the Emirate, including approved pest control entities, materials / chemicals and processes.
- (b) Employers shall ensure the appropriate records are maintained.

### 2.2.5 Food Control

- (a) If applicable, implement the rules and laws of relevant authorities in charge of managing food sector on all the relevant installations such as the kitchen, dining halls and similar facilities including the purchase, storage, preparation and serving of foodstuffs.

**Note:** Refer to *ADOSH-SF - CoP 19.0 - Occupational Food Handling and Food Preparation Areas*.

## 2.3 Safety Criterion

### 2.3.1 Emergency and Evacuation Management

- (a) Employers shall ensure that appropriate emergency and evacuation management provisions have been developed, implemented, and maintained as per *ADOSH-SF - Element 6 - Emergency Management*.

### 2.3.2 Fire Prevention, Planning and Controls

- (a) Employers shall ensure that appropriate fire prevention, planning and control measures have been developed, implemented, and maintained as per *ADOSH-SF - Element 6 - Emergency Management*.

### 2.3.3 Electrical Safety

- (a) Employers shall ensure that appropriate electrical safety provisions have been developed, implemented and maintained as per *ADOSH-SF – CoP 15.0 – Electrical Safety* and all other relevant requirements of authorities in charge of regulating energy sector requirements.

### 2.3.4 Gas Cylinders / Supply

- (a) Employers shall ensure that appropriate gas cylinders / supply provisions have been developed, implemented and maintained as per *ADOSH-SF - CoP 49.0 - Compressed Gases and Air* and all other relevant requirements of authorities in charge of regulating energy sector requirements.

### 2.3.5 Water Safety

- (a) Employers shall ensure the supply of safe and healthy water for employees, in accordance with the latest published version(s) on the RSB website of *The Water Quality Regulations* and *The Water Supply Regulations* and the CoP for the *Inspection and Cleaning of Customer Water Storage Tanks*.

## 2.4 Waste Management

- (a) Employers shall ensure that appropriate waste management provisions have been developed, implemented and maintained as per *ADOSH-SF - CoP 54.0 - Waste Management*.
- (b) Appropriate recycling containers / facilities shall be provided and distributed for separation, collection and recycling of wastes for all employer supplied accommodation.

### 3. Permanent Employer Supplied Accommodation

#### 3.1 Additional Requirements

- (a) An owner / designer / operator / manager of permanent employer supplied accommodation shall comply with the applicable requirements of Section 2 of this CoP.
- (b) if applicable, the requirements issued by the competent authorities regulating workers residential cities must be applied

#### 4. Document Amendment Record

<i>Version</i>	<i>Revision Date</i>	<i>Description of Amendment</i>	<i>Page/s Affected</i>
4.0	15th July 2024	<i>System acronym updated from OSHAD-SF to ADOSH-SF to accurately reflect document title</i>	Throughout
		<i>Change from OSHAD to ADPHC</i>	
		<i>Change of Logo</i>	
		<i>Minor editorial changes throughout the document without changing requirements.</i>	
		<i>Removed reference to ADOSH-SF - Occupational Standards and Guideline Values.</i>	4







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