

FLASH LEGAL # 001191

Ministerial Agreement MSP 00004-2026: “Regulation on Comprehensive Occupational Health Services – SISAT”

Dear Clients and Friends:

Please be advised that Ministerial Agreement No. 00004-2026 of the Ministry of Public Health was published in the Second Supplement to Official Register No. 304 on Friday, 12 June 2026. In substance, the Regulation provides as follows:

The Regulation governs the implementation and operation of Comprehensive Occupational Health Services (*Servicios Integrales de Salud en el Trabajo, “SISAT”*), and is mandatory for employers and workers, including teleworkers and self-employed workers. Applicability depends on the number of workers and the level of occupational risk. The classifications are as follows:

CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V
MICRO / SMALL ENTERPRISE (1–24 WORKERS) MEDIUM AND HIGH RISK	SMALL ENTERPRISE (25–49 WORKERS) MEDIUM AND HIGH RISK	MEDIUM ENTERPRISE TYPE A (50–99 WORKERS)	MEDIUM ENTERPRISE TYPE B (100-199 WORKERS)	LARGE ENTERPRISE (200 WORKERS AND ABOVE)
Medical professional with a fourth-level academic qualification in occupational safety and health. <u>Periodic Visits.</u>			Medical professional with a fourth-level academic qualification in occupational safety and health. Nursing professional <u>Full-time presence.</u>	Medical professional with a fourth-level academic qualification in occupational safety and health. Nursing professional. Psychology professional for establishments with 300 workers or more (mental health professional) Additionally, from 1,000 workers an occupational medicine specialist (medical doctor specialized in Occupational Medicine) must be included among the health professionals. <u>Full-time presence.</u>
Obligations: Comply with the rules on psychosocial risks and mental health and implement a mental health care program. Provide a minimum occupational medical care time of 40 minutes per month per worker.			Obligations: Where there is no obligation to employ a psychologist, the employer must nevertheless comply with regulations on psychosocial risks and mental health and implement a mental health care program. Provide occupational medical care equivalent to 8 hours daily.	
For the execution and fulfilment of SISAT components, technical support shall be provided by an Occupational Safety and Health Monitor or Technician. SISAT professionals may be engaged through external service contracts.				

ADDITIONAL REQUIRED PERSONNEL		
Number of Workers	Medical professional	Nursing staff
201- 499	1	1
500-799	2	1
800- 1099	3	2
1100-1399+	4	2

Among the principal responsibilities of employers are:

- Employers with up to 24 workers are not required to implement SISAT but must obtain the Annual Occupational Health Certificate.
- During the last quarter of the preceding year, and annually thereafter, employers must approve the Occupational Health Plan, ensuring the technical autonomy of the SISAT Director.
- Where two or more employers carry out activities concurrently at the same workplace or worksite, they may implement SISAT in a coordinated manner covering one or more related workplaces or worksites; such employers shall have a shared duty to apply Occupational Safety and Health (OSH) (*Seguridad y Salud en el Trabajo*, “SST”) measures.
- Obtain the operating permit for OSH establishments within a maximum period of two years counted from the date of publication of this Regulation.

The national health authority shall monitor compliance with prevailing OSH regulations; and the labor governing authority shall perform oversight and control of workplace safety and the prevention of occupational hazards in accordance with the competencies established by applicable law.

Finally, the Regulation for the Operation of Company Medical Services, issued by the Ministry of Labor and Social Welfare by Ministerial Agreement No. 1404 and published in Official Register No. 698 on 25 October 1978, together with its amendments, is hereby repealed.

We hope that you find this general information helpful. Please note that it is not intended to constitute legal advice. Should you have any specific inquiries, we would be pleased to provide further assistance.

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