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Presentation by

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Safety works! Managing & implementing occupational health & safety policies



Agenda

- Employer's General Duties (Brief summary)
- OHS Legal liability
- OHS Policy what the law states
- Requirements for the OHS Policy
- Hierarchy of OHS documents
- OHS statistics

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Employer's General Duties

OHS Act 85/1993 - Section 8.1:

Every employer shall provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of his employees.

OHS Act 85/1993 - Section 8.2 (h):

(The employer shall) enforce such measures as may be necessary in the interests of health and safety.



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OHS Legal Liability



- The employer is legally responsible for ensuring the health and safety of the employees + others and all reasonable practicable measures have been put in place to protect all persons. Fine or imprisonment or both for non compliance. *OHSA s8*
- The employee is legally responsible for cooperating and carrying out all instructions given by the employer to prevent incidents. Fine or imprisonment or both for non compliance. *OHSA s14*

OHS Policy – The law

OHS Act 85/1993 - Section 7(1):

The chief inspector may direct –

(a) Any employer in writing and

(b) any category of employer by notice in the gazette,

to prepare a written policy concerning the protection of the health and safety of his employees at work, including a description of his organization and the arrangements for carrying out and reviewing that policy.

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OHS Policy – The law

OHS Act 85/1993 - Section 7(2):

Any direction under subsection (1) shall be accompanied by guide-lines concerning the contents of the policy concerned.

OHS Act 85/1993 - Section 7(3):

An employer shall prominently display a copy of the policy referred to in subsection (1) signed by the CEO, in the workplace where his employees Normally report for service.

Requirements for OHS policy

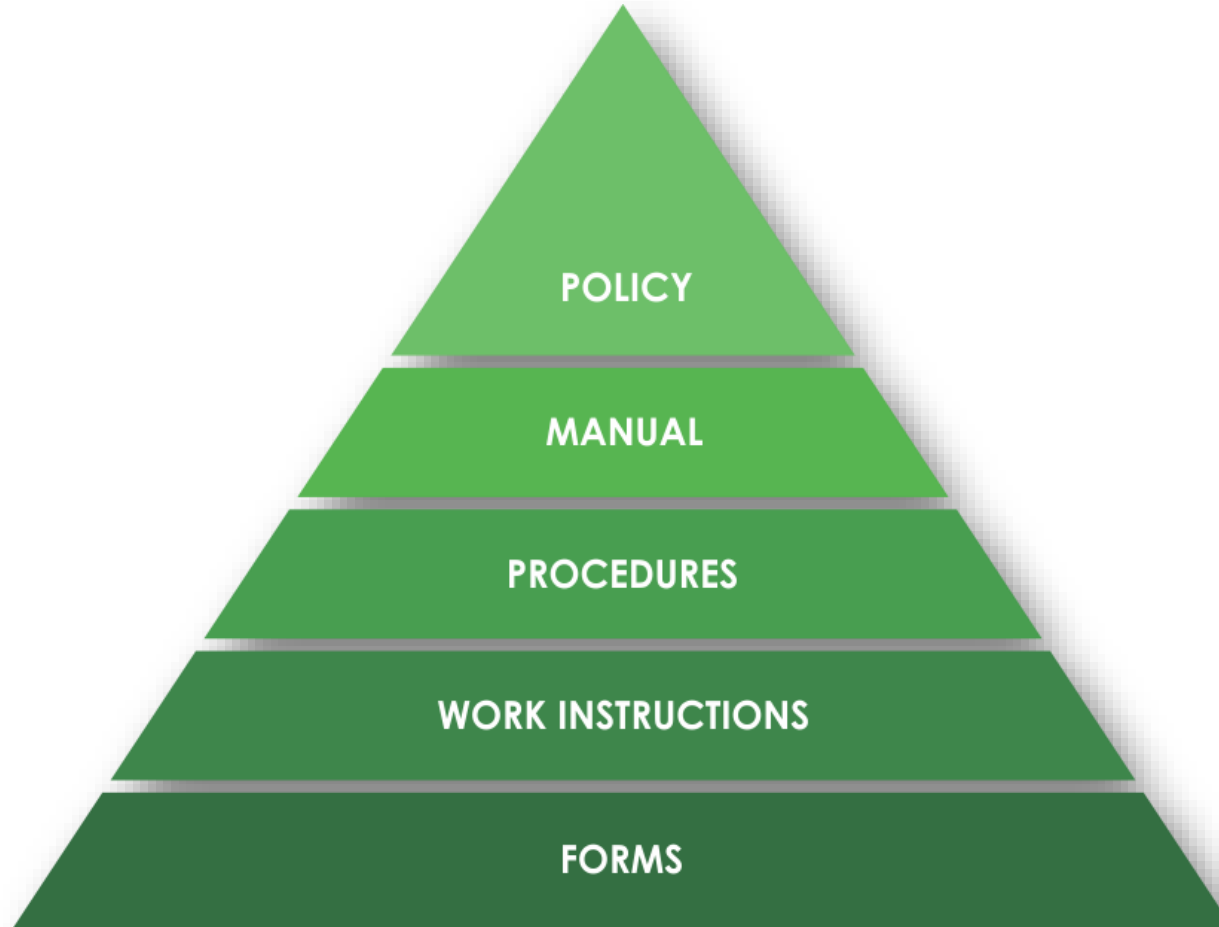
- It is formulated by top management
- It displays a commitment of intent by top management
- It is signed by the CEO or executive management and dated
- It is appropriate to the nature and scale of the organization
- It provides a framework for setting and reviewing the HSE objectives and targets
- It is well communicated to all employees
- It is available to all interested and affected parties
- It is reviewed, preferably on an annual basis

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Hierarchy of OHS Documents



Hierarchy of OHS Documents

Once your OHS policy is effective in the workplace, all other policies unique to the organisation fall into place e.g.

- Training
- Purchasing
- Risk management
- Incident management
- Firearms
- Alcohol in the workplace
- Contractor control

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OHS statistics

1.5 – 2.5 fatalities per week on construction sites

R18 billion a year lost to work place injuries

780 reported fatalities in the mining sector in 1996

2 643 work-related deaths happen each year

Source : Department of Labour



Q & A

Thank you for the opportunity to present

Any questions are welcome

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