

FOR PSA MEMBERS: KWAZULU-NATAL (DURBAN AREA)

13-01-2020

Employer non-compliance with occupational health and safety (OHS)

The PSA's main objective is the effective protection and promotion of its members' rights and interests at their workplaces.

Employer's non-compliance with OHS Act No 85 of 1993 has been noted in various KZN workplaces in areas such as Durban, Ugu, Umkhanyakude, Uthungulu and Zululand Districts

In terms of section 8(1) of the OHS Act, 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 employees.

Shop stewards on monitoring of non-compliance

In terms of the *Labour Relations Act, 1995*, a PSA shop steward has the right to monitor the employer's compliance with laws regulating terms and conditions of employment and binding collective agreements. This monitoring responsibility includes the employer's compliance with OHS.

List of Items to be checked for any non-compliance with OHS Act

Non-compliance will include aspects such as:

- OHS committee: In place and meet on regular basis.
- Buildings: Clean and good state of repair, no broken windows, doors or other opening, floors clean and free from slippery substances, obstruction hazards, holes, unevenness or structural damage, ventilation fans in working condition, no dangerous gasses, lighting in working order, adequate disposal system, hygiene - all toilets, urinals and change rooms clean and hygienic, kitchen and eating places clean and hygiene, access and exit routes, fire equipment demarcated, adequate refuse bins and removals, first-aid boxes in place demarcated, emergency procedure in place and staff trained, security.

Shop stewards are urged to constantly assess the working environment and to report any non-compliance immediately to the PSA Provincial Office: Durban on (031) 310 3600 or email at psa.dbn@psa.co.za

Ivan Fredericks
GENERAL MANAGER