



INFORMUS

SINCE 1920
driven by
SERVICE EXCELLENCE

FOR PSA MEMBERS: **LIMPOPO**

07-03-2024

Compliance with *Occupational Health and Safety Act*

Members are reminded that compliance with the *OHS Act* is not a favour by the employer but a legal obligation as section 8 provides that 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. Further, where there are more than 20 employees, the employer must appoint health and safety representatives, in writing, for that workplace. Where there are more than two health and safety representatives, health and safety committees must be established, which must hold meetings at least once every three months. The committee must include labour representatives. Where committees are dysfunctional and not meeting, such should be brought to the attention of the PSA for intervention.

Shop stewards are legally empowered to ensure compliance with the *OHS Act* where the number of employees does not allow for the appointment of health and safety representatives or establishment of health and safety committees. Shop stewards must then assume the role of the health and safety representatives.

Further, where more than ten employees are employed at a workplace, the employer of such employees must ensure that at least one person is readily available during normal working hours, who is in possession of a valid certificate of competency in first aid.

Shop stewards and members are urged to report any non-compliance to the PSA as health and safety of employees remain of paramount importance and cannot be left at the hand of uncaring employers. Such non-compliance can be reported to queen.seema@psa.co.za.

The PSA will do everything in its power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957/paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER