



FOR PSA MEMBERS: **SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI)**

11-12-2025

Know your OHS Champion at SANBI

Members are aware that employees' health and safety are regulated by the *Occupational Health and Safety Act (OHS Act 85 of 1993)*. The Act provides for appointments of Health and Safety Representatives as well as the establishment of a Health and Safety Committee in terms of sections 17 and 19, respectively. Sections 18 and 20 outline functions of Representative and Committees. An employer who employs 20 or more employees must appoint representatives. Where two or more representatives are appointed, the employer must establish the Health and Safety Committee(s). Importantly, the appointment must be done in consultation with trade unions. Further, designations must be in writing and for a specified period.

Responsibilities in terms of section 18 include the following amongst others: Monitor safety measures to ensure compliance with OHS standards, identify risks through conduct of irregular inspections and hazard assessments, investigate incidents in collaboration with the employer, advise the employer, and make recommendations to improve safety. The Representatives can serve on the Committee where the threshold allows for the establishment of this. The Committee must meet at least once every three months, and the minutes of such meetings must be kept. Employer-nominated members should not exceed the number of Representatives.

The PSA is aware that at times, members do not know their representatives and are thus not able to report safety challenges. The PSA has thus embarked on a programme to introduce these comrades that play critical role in the workplace. Members at SANBI are advised that **Unathi Grey** (*pictured below*) represents the PSA on the OHS Committee structure. Members are encouraged to report any OHS non-compliance issues to him on 078 487 9167 / u.grey@sanbi.org.za.



Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER