

## Know your OHS champion at MISA

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 representatives and committees. An employer who employs 20 or more employees, must appoint a representative and where two or more representatives are appointed, the employer must establish health and safety committees. Importantly, the appointment must be done in consultation with trade unions. Furthermore, 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 representative can serve on the committee where the threshold allows for this establishment. The committee must meet at least once every three months and 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 program to introduce these comrades who play critical role in the workplace.



Members at the MISA are advised that Takalani Modau (*pictured*) represents the PSA on the OHS Committee structure. Members are encouraged to report OHS non-compliance issues to him at [Takalani.modau@misa.gov.za](mailto:Takalani.modau@misa.gov.za) / 079 692 4186.

**Not a PSA member yet?**

Join today by visiting the PSA's website or your nearest PSA Provincial Office.

Reuben Maleka  
GENERAL MANAGER