

Legal requirement	<p>The farmer provides and maintains precautionary measures with respect to potential hazards to the health and safety of employees:</p> <ul style="list-style-type: none"> • The farmer takes steps to eliminate or mitigate any hazard or potential hazard to the safety or health of employees before resorting to personal protective equipment. • Hazardous chemical substances (HCS) to be handled and stored in accordance with SANS 10206:2010 • Chemicals are stored in a room that can be locked • All stored chemicals clearly identified • Safety Data Sheets (SDS) are available for all chemicals used and are available at point of use • Employees are made aware of and/or trained on the use and understanding of the SDS and its contents. • Flammable liquids are stored separately from other chemicals • An inventory of chemical use and record of where each chemical was applied, is maintained • Gloves and face masks are available • Washing facilities available 	<p>Implement precautionary measures to avoid hazards</p> <p>Employers are required, in terms of section 8 of the OHS Act to take reasonable and practicable precautionary measures in order to mitigate identified hazards and potential hazards as to protect employees. On a sugarcane farm, these precautionary measures may include :</p> <ul style="list-style-type: none"> • Hazardous chemical substances (HCS) for which an occupational exposure limit (OEL) is prescribed, or any substance for which an OEL is not prescribed, or which creates a hazard to health, is stored in accordance with SANS 10206:2010. • Chemicals are stored in accordance with the manufacturer's instructions and in a room that can be locked (refer to Module 3.14: Agrochemicals) • All stored chemicals must be clearly identified • Safety Data Sheets (SDS) must be made available for all chemicals used and should be available at point of use • Employees should be made aware of and/or trained on the use and understanding of the SDS and its contents. • Flammable liquids are stored separately from other chemicals • An inventory of chemical use and record of where each chemical was applied, is maintained • Gloves and face masks must be made available and worn when decanting or handling chemicals • Washing facilities are available for employees who deal with chemicals • Empty chemical containers are to be returned to the supplier, or disposed of safely to an appropriate waste disposal site
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	<ul style="list-style-type: none"> • Empty chemical containers returned to the supplier, or disposed of safely to an appropriate waste disposal site 	
Legal requirement	<p>Farmers must ensure that health and safety representatives are nominated and elected:</p> <ul style="list-style-type: none"> • If more than 20 employees are employed, one health and safety representatives should be appointed per 50 employees (or part thereof). • If more than one health and safety representative is appointed, a health and safety committee is established. 	<p>Health and Safety Representatives</p> <p>The OHSA makes provision for the designation of health and safety representatives in reference to the number of workers employed. Section 18 of the OHSA sets out the functions and responsibilities imposed upon health and safety representatives. For the purposes of a sugarcane farmer, the following is relevant:</p> <ul style="list-style-type: none"> • The obligation to nominate and elect health and safety representatives only arises in circumstances where an employer employs more than 20 employees. • For every 50 employees (or part thereof), one health and safety representative must be appointed. • Only full-time employees may be nominated and elected as health and safety representatives. • If more than one health and safety representative is appointed, the farmer must establish a health and safety committee, which committee must hold meetings at least every 3 months (minutes of the meetings must be kept for a minimum period of 3 years).
Legal requirement	<p>Farmers provide information, instructions, training and supervision as is necessary to ensure the health and safety at work of the employee:</p> <ul style="list-style-type: none"> • Work is performed and plant or machinery is used under the general supervision of a person trained in the hazards associated with it 	<p>Training for health and safety</p> <p>Farmers must provide their employees with information, instructions, training and supervision as is necessary to ensure their health and safety.</p> <p>In the sugarcane farm context, the following information, instructions, training or supervision are considered the minimum:</p> <ul style="list-style-type: none"> • Work is performed and plant or machinery is used under the general supervision of a person trained in the hazards associated with it.

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Better management practice</p>	<ul style="list-style-type: none"> • Training courses for staff health and safety must be implemented to ensure that >90% of employees, contractors, seasonal workers and migrant workers have basic training in health and safety measures related to their work • Environmental awareness programmes are encouraged • Employees at management and supervisor level are encouraged to attend sugarcane agriculture certificate courses at SASRI • Training records kept for minimum of 5 years 	<ul style="list-style-type: none"> • Greater than 90% of all employees, contractors, seasonal workers and migrant workers should receive basic training in health and safety measures related to their work. • General health and safety induction training (before employees commence work) • Training on the need for and use of PPE. • Training on the handling, use, storage and disposal of HCS. • Training on the procedures to follow in the event of an emergency or accident. • Hygiene training courses for staff, particularly HIV/AIDS and cholera awareness • Environmental awareness programmes that deal with water conservation in particular employees at management level are encouraged to attend sugarcane agriculture certificate courses administered by SASRI • Training records should be kept for a minimum of five years (These may include attendance registers, certificates of attendance or an inventory of formal and informal training interventions that took place over the year).
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Legal requirement</p>	<p>Farmers who provide employee villages must ensure that the villages are safe and without risk to the health of the employee:</p> <ul style="list-style-type: none"> • Ensure all drinking water is suitable for human consumption • Ensure safe disposal of sewage 	<p>Village Management</p> <p>Many, if not all, sugarcane farms have farm workers living on the property. In some cases, these can be quite extensive villages. Farmers who provide such accommodation should provide a minimum of services.</p> <p>Better management practices include:</p> <ul style="list-style-type: none"> • All drinking water is filtered and tested, by a recognised potable water testing facility, at not less than six monthly intervals in terms of suitability for human consumption • Sewage is safely disposed <i>via</i> septic tanks and French drains (for villages of less than 150 people), or the Primary Effective Toilet (PET) • The relevant municipality must be consulted to determine the requirements of their by-laws for water and sanitation systems and connections. • Village sites and their surrounds are clear of rubbish (paper, tins, plastic bags, bottles) • An adequate number of waste disposal bins are provided (at least one for each household) • Recycling of glass, tins, paper, organic kitchen waste and oil is encouraged and adequate containers are on site to manage the programme • Recycling practices and disposal facilities should be identified in local areas and assistance sought from them. Refer to Module 3.4: Pollution control.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Better management practice</p>	<ul style="list-style-type: none"> • Waste disposal bins are provided • Provisions for recycling of glass, tins, paper, organic kitchen waste and oil are made 	<p>(This cell is empty in the original image)</p>

Legal requirement	<ul style="list-style-type: none"> • Farmers ensure that all persons who may be directly affected by his activities are not exposed to hazards to their health and safety 	<p>Safe environment for persons other than employees</p> <p>In terms of the Occupational Health and Safety Act 85 of 1993 – section 9 (2), farmers who are not employers are required to ensure that even persons not in their employ are not affected by his activities or exposed to hazards.</p> <p>The Act states: “9(2) Every self-employed person shall conduct his undertaking in such a manner as to ensure, as far as is reasonably practicable, that he and other persons who may be directly affected by his activities are not thereby exposed to hazards to their health or safety”.</p>
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