

Module 2.1 HEALTH AND SAFETY		STATEMENT OF INTENT A working environment that is safe and without risk to the health of the employees is provided and maintained
Measures		Notes
Legal requirement	<p><b>Compliance with the Occupational Health and Safety Act 85 of 1993</b></p> <ul style="list-style-type: none"> <li>• A copy of the OHSA must be made available on each farm</li> <li>• The farmer can demonstrate familiarity with relevant sections</li> <li>• A policy must be made available to employees, detailing relevant sections of the Act and their application</li> <li>• The policy must clearly set out a commitment to workplace health and safety and a zero tolerance for non-compliance</li> </ul>	<p><b>Compliance with the Occupational Health and Safety Act 85 of 1993</b> A copy of the Occupational Health and Safety Act 85 of 1993 ("OHSA") must be made available on each farming operation, and all employees working on the farm must become familiar with those sections which are relevant to their circumstances. Available at <a href="http://www.labour.gov.za">www.labour.gov.za</a></p> <p><i>Sections that are relevant to the farmer are:</i>  8 General duties of employers to their employees,  9 General duties of employers and self-employed persons to persons other than their employees,  13 Duty to inform,  17 Health and safety representatives,  18 Functions of health and safety representatives,  19 Health and safety committees,  23 Certain deductions prohibited,  24 Report to inspector regarding certain incidents,  26 Victimisation forbidden,  32 Formal enquiries,  34 Obstruction of investigation or enquiring or failure to render assistance; and  38 Offences, penalties and special orders of court.  41 This Act not affected by agreements.</p> <p><i>Employees also have responsibilities in terms of the OHSA, as qualified in section:</i>  14 General duties of employees at work,  15 Duty not to interfere with or misuse things,  17 Health and safety representatives,  18 Functions of health and safety representatives,  19 Health and safety committees,  20 Functions of health and safety committees,  32 Formal enquiries,  37 Acts or omissions by employees; and  38 Offences, penalties and special orders of court.  41 This Act not affected by agreements.</p>