

Legal requirement	<p><b>The farmer must provide and maintain systems of work, plant and machinery that are safe and without risk to health.</b></p> <ul style="list-style-type: none"> <li>• Workshops, storerooms, ablutions and other employee workplaces are neat and tidy</li> <li>• Passageways in the workplace kept free of obstacles</li> <li>• First Aid Boxes adequately stocked, accessible and maintained</li> <li>• Fire extinguishers appropriately labelled (with their contents and purpose identified), accessible and regularly serviced</li> <li>• All electric plugs and socket outlets covered</li> <li>• Circuit breakers and panel boards labelled</li> <li>• Earth leakage device is present</li> <li>• Moving parts of machines, power take off and fan belts guarded</li> <li>• Machinery used for lifting clearly indicates the maximum permissible load</li> <li>• Only employees who are trained and in possession of the necessary licences operate driven machinery.</li> <li>• Personal Protective Equipment ("PPE") (such as earplugs, safety goggles, safety boots, and hard hats) are issued to employees and worn at all times</li> <li>• All signage is clear, unambiguous and, where necessary, in two official languages</li> <li>• Taps and pipes which contain water which is not fit for human consumption are marked</li> </ul>	<p><b>Safe Working Environment</b></p> <p>In terms of the Occupational Health and Safety Act 85 of 1993 – section 8, farmers are required to provide and maintain a working environment that is safe and without risk to the health of his/her employees. On a sugarcane farm, these would be:</p> <ul style="list-style-type: none"> <li>• Workshops, storerooms, ablutions and other employee workplaces are neat and tidy</li> <li>• Passageways in the workplace are kept free of obstacles</li> <li>• If greater than 5 employees, first aid boxes are adequately stocked, accessible and maintained. The contents of these boxes is dependent on the types of hazards identified on the farm (e.g. cuts, sprains, bee stings, snake bites etc).</li> <li>• Fire extinguishers are appropriately labelled, accessible, their contents and purpose identified, and regularly serviced</li> <li>• All electric plugs and socket outlets are covered</li> <li>• Circuit breakers and panel boards are labelled</li> <li>• Earth leakage devices must be used.</li> <li>• Moving parts of machines, power take off (pto's) and fan belts must be guarded.</li> <li>• Machinery used for lifting clearly indicates the maximum permissible load.</li> <li>• Only employees who are trained and in possession of the necessary licences may operate driven machinery.</li> <li>• Personal Protective Equipment ("PPE") (such as earplugs, face masks, safety goggles, safety boots, and hard hats) must, subject to the nature of work being conducted, be issued to employees and worn at all times.</li> <li>• All signage must be clear, unambiguous and, where necessary, in two official languages.</li> <li>• Taps and pipes which contain water which is not fit for human consumption must be so marked.</li> <li>• For every 50 employees (or part thereof), at least one employee must be trained in first aid and in possession of a certificate of competency.</li> <li>• Employees who arrive at work intoxicated or become intoxicated during working hours must be removed from the workplace.</li> </ul>
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Better management practice	<ul style="list-style-type: none"> <li>Employees are informed of the need to consume sufficient quantities of water, especially in extreme temperatures</li> <li>All farmers to supply sufficient safe drinking water to each worker operating in the field (5-10 litres of water per worker per day depending on the environmental conditions)</li> <li>All drinking water that is not from a municipal supply is tested by a recognised potable water testing facility and is suitable for human consumption</li> <li>The farmer maintains records of all injuries (first aid, medical, lost time or disabling) and records the frequency of lost time events for a period of 5 years</li> <li>Farmers should demonstrate that the main health and safety risks, and measures to mitigate them, have been implemented through an annual risk assessment</li> </ul>	<p><b>Water quality and water supply</b></p> <p>The Occupational Health and Safety Act 85 of 1993, Environmental Regulations for Workplaces, 1987 - regulation 2(4) states that employers must inform employees of the need to consume sufficient water especially in extreme heat.</p> <p>In addition, workers in the field should be supplied with sufficient potable water (5-10 litres) per worker per day depending on environmental conditions.</p> <p>All drinking water that is not from a municipal supply should be tested by a recognised potable water testing facility and should be suitable for human consumption.</p> <p><b>Total Injury Frequency Rate (TIFR)</b></p> <p>Farmers should maintain records of all injuries on his farm. These include injuries that require first aid, medical assistance, result in lost time or are disabling in nature. A lost time accident is defined as an unexpected and unplanned event which results in a personal injury which causes the worker to be unable to carry on with his/her normal duties on the next day or next shift. These injury incidents should be recorded for all permanent workers, contract workers and seasonal workers and records should be maintained for 5 years.</p> <p><b>Risk assessments</b></p> <p>Farmers should ensure that health and safety risks are identified against a risk assessment schedule.</p>