

LEEASA SAFETY BRIEF



Topic: Employer and Employee Duties at the Workplace
Based on the Occupational Health and Safety Act 85 of 1993 of South Africa

WHY THIS TOPIC MATTERS:

Workplace safety is everyone's responsibility — but the law defines specific duties for employers and employees. Failing to comply can lead to injury, loss of life, or prosecution. Let's break down what's expected under the OHS Act.

EMPLOYER DUTIES (Section 8 of the OHS Act):

- ✓ A safe and healthy working environment without risk to the health of employees.
- ✓ Maintenance of equipment, systems, and workplaces in a safe condition.
- ✓ Training and supervision to ensure health and safety compliance.
- ✓ Hazard identification and risk assessments are carried out.
- ✓ Protective measures, including PPE, are available and enforced.
- ✓ Emergency plans and first aid are in place.
- ✓ Employees and health & safety reps are consulted on workplace safety matters.

EMPLOYEE DUTIES (Section 14 of the OHS Act):

- 🔧 Take reasonable care for their own health and safety.
- 🔧 Avoid endangering others through actions or negligence.
- 🔧 Report unsafe conditions or incidents immediately.
- 🔧 Follow instructions from supervisors regarding safety and health.
- 🔧 Not interfere with or misuse any safety equipment or devices.
- 🔧 Attend safety training sessions and participate actively.

REMEMBER:

- ✚ Health and safety is a legal obligation — not a choice.
- ✚ Compliance protects people and prevents downtime.
- ✚ Working together on safety builds a stronger, more productive workplace.

IF YOU SEE SOMETHING, SAY SOMETHING!

Report hazards, unsafe behavior, or non-compliance to your supervisor or safety representative. Contact the Department of Employment and Labour at 0860 101 018 for legal safety concerns.

Let's make safety a culture — not just a checklist

Post this on noticeboards, include it in toolbox talks, and discuss it during safety meetings.

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