

SafeNet Thought for the Day

21st of April 2017

“Toolbox Talk” – Employees duty 1

We often think that providing a health and safety workplace is solely the duty of the employer. Section 14 and 15 of the Occupational Health and Safety Act, 1993 do however impose certain duties on employees. Failure to comply with these duties could even result in an employee being held liable or even being prosecuted by the Department of Labour. In this Safety Thought we will discuss one of these duties.

EMPLOYEE DUTY 1

Section 14(a) states - “*Every employee shall at work take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions*”. This provision places a legal duty on every employee to:

1. Take all reasonable care as to prevent that he / she do not sustain an injury at work. An employee is therefore required to comply with the provisions of any health and safety instruction or written operating procedure issued by the employer. An employee would also not be allowed to remove a guard on a machine as this action may result in him / her sustaining an injury; and
2. Prevent fellow employees from being injured. It would for instance be expected of an employee to not play tricks at work which may result in a fellow employee being injured. An employee should also not create an unsafe situation which may result in an injury to a fellow employee. It would for instance be expected of an employee not to bypass a safety device on a machine as this action may result in another employee sustaining an injury.

Enjoy your week

The team at SafeNet