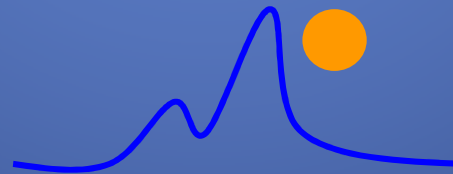


# Wellness in the Workplace

## Occupational Safety: Whose Responsibility is it?

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# South African Legislation

- Occupational Health and Safety Act
- Major Hazard Installation Regulations
- Construction Regulations
- Hazardous Chemical Substances Regulations
- Hazardous Biological Substances Regulations

# Two Main Risk Areas in the Workplace

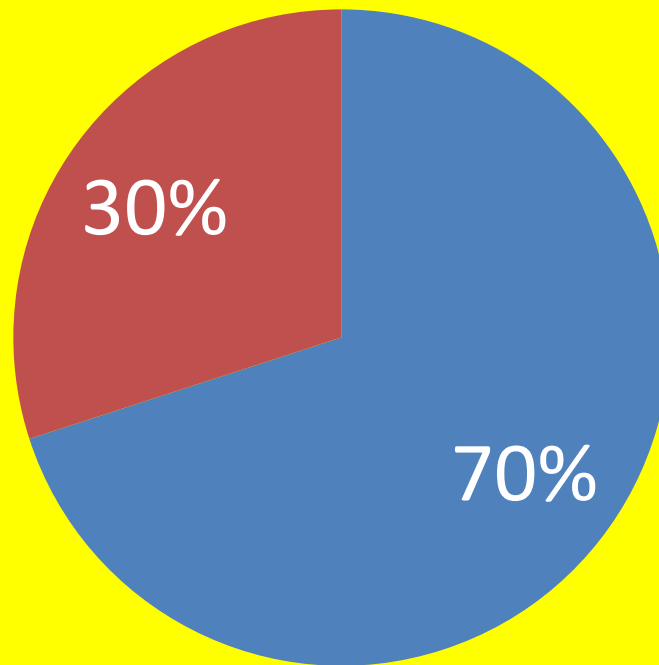
- Psychological risks
- Physical risks

# Psychological Risks

- Corporate politics : a hunger for power and control
- Involves all levels of human resources
- “*Emotional murder*”
- Determined largely by corporate culture – the way the establishment is managed

Corporate politics account for more than 70% of incidents that negatively affect employees

## Emotional Pressure



# Physical Risks

- Risks that can cause bodily harm

## Three case studies:

- Office environment
- Factory
- Construction work

# Case 1: Office Environment



















# Case 2: Factory











# Case 3: Construction Sites









# Safety Committees

- The most important tool in an organization to facilitate management of health and safety
- Involves workers on all levels
- Initiate safety policy formulation
- Monitor work conditions and practices
- Monitor safety performance of employees

# Conclusion

## Employee:

- Obey safety rules in the work place and encourage one another to do the same
- Report hazardous conditions and practices and make a contribution to rectify it
- Get involved in Safety Committees

## Employer:

- Provide a safe and healthy work place and work practices