

Section 12: Occupational Health and Safety

The OHASA Rollout Journey: Staff Awareness and OHAS Representation

In the first quarter of the 2016/2017 financial year, planning commenced on the rollout of a suitable OHAS implementation programme. By the second quarter, employee OHAS awareness workshop sessions were completed at ten (10) JPC workplaces. The theme of the programme focused on knowledge sharing, regulations applicable to organisations across industries, meeting OHAS compliance and the OHAS Act, 1993. Employees were encouraged to participate actively in discussions that would influence the implementation of occupational health and safety standards at all workplaces. The approach resulted in the appointment of 142 employees being nominated by fellow colleagues in four OHAS representation categories.

The awareness programme organised for JPC's Exco team provided an opportunity for Exco members to engage with the City's Group Safety, Health and Environment (SHE) head, Dr Shaun Raamroop, and his team of OHAS specialists. The City's team clarified their role as an overseeing one, while holding JPC responsible for ensuring OHAS compliance companywide. Useful information on the laws and obligations of the employer, as described in the ACT, was shared. This further influenced JPC's Exco to review its current structure at a high level and allow room for OHAS management to be addressed as a new separate operational unit in its high-level structure. Discussions also influenced JPC's Exco to make budget provision for addressing OHAS non-compliance risks. An orientation workshop was held for line managers and OHAS representatives to gain clarity and understanding on the respective mandates, including receiving feedback on the value added by the training received.

The City's policy statement was customised and is ready for the CEO's sign-off and display at all workplaces in meeting compliance. This will be implemented in the 2017/2018 financial year. The establishment of workplace OHAS subcommittees at all workplaces has gained momentum thus, allowing for collective OHAS representation participation and influencing OHAS compliance standards. The OHAS Workplace rollout plan is on track with scheduled dates for ongoing staff awareness.

