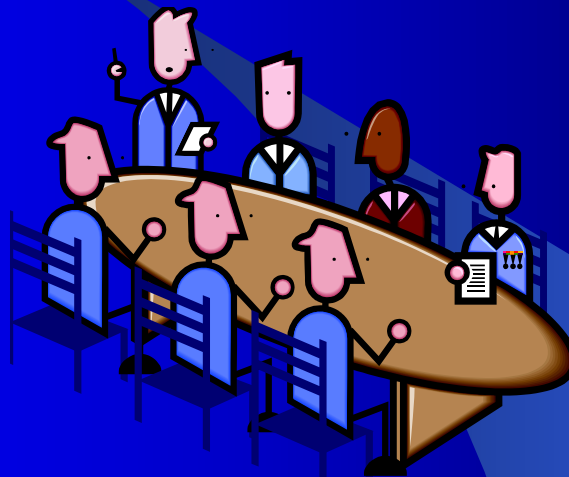


# OCCUPATIONAL SAFETY AND HEALTH

## ESTABLISHING AN OSH

## WORKPLACE COMMITTEE



Regional Management Services Inc.

# BACKGROUND TO THE ESTABLISHMENT OF OSH WORKPLACE COMMITTEES

- **OSH Workplace Committees** grew out of a recognition of management and labour of the need to maintain a safe and healthy workplace.
- **OSH Workplace Committees** are designed to give management and labour an opportunity to work together.

# ROLE OF THE PARTNERS

- **The employer is responsible for providing a safe and healthy workplace, and for taking all necessary steps to protect the safety and health of the employees.**
- **Employees for their part, are required to take all reasonable and necessary precautions to ensure that their own safety and health as well as that of their fellow employees.**

# FUNCTIONS OF A OSH WORKPLACE COMMITTEE

- **Ensure that information on hazards is kept where it is readily accessible.**
- **Consider and make recommendations about changes that may affect the safety and health of employees.**
- **Consider matters referred to it by safety and health representatives.**

# **FUNCTIONS OF A OSH WORKPLACE COMMITTEE**

- **Enable and assist consultation and co-operation.**
- **Help to initiate, develop and implement safety and health measures.**
- **Keep informed about safety and health standards in similar workplaces.**
- **Make recommendations on safety and health issues, programmes measures and procedures**

# FUNCTIONS OF THE OSH WORKPLACE COMMITTEE

- Consider matters referred to it by the safety and health representative
- Ensure that information on hazards is kept where it is accessible
- Consider and make recommendations about changes that may affect the safety and health of employees

# POWERS OF THE OSH WORKPLACE COMMITTEE

- **Receive , consider and expeditiously resolve employee complaints related to safety and health**
- **Maintain and monitor records pertaining to the disposition of complaints, work accidents, injuries and health hazards**
- **Establish and promote safety and health education programmes for employees.**

# POWERS OF THE OSH WORKPLACE COMMITTEE

- **Develop, establish, maintain, advise on, and regularly monitor programmes, measures and procedures for the protection of improvement of the safety and health of employees, including personnel protective clothing and equipment.**
- **Conduct or assist in safety inspections and surveys in the workplace or sections with in the workplace**
- **Assist in safety and health hazards identification and prioritization.**



# WORKPLACE ISSUES THAT FALL TO THE OSH COMMITTEE

- **Policy development**
- **Monitoring programmes**
- **Emergency procedures**
- **Training and supervision**
- **Trends in accident and illness reports**
- **Resolution of safety and health issues**

# EXPECTATIONS OF THE EMPLOYER IN FACILITATING THE WORK OF OSH WORKPLACE COMMITTEE

- Make safety and health information available in relation to hazards, plant, substance used, the systems of work and the safety and health of the employee at the work place. (Not personal medical information of employees with out their consent).
- Allow union health representative to be present at any interview on safety and health between the employer and the employee whenever the employee request.

# EXPECTATIONS OF THE EMPLOYER TO FACILITATIONING THE WORK OF OSH WORKPLACE COMMITTEES

- Consult with the union representative on any changes in the workplace that may affect the safety and health of the employees.
- Allow time off work, with pay to the union representative to attend accredited training programmes.
- Provide assistance and access to facilities to help the union representative to carry out functions.

# PROTECTION FOR UNION REPRESENTATIVE ON OSH WORKPLACE COMMITTEE **DISCRIMINATION:**

- The employer should not treat any individual unfavorably, on the grounds that he/ she has been, or is a member of a safety and health committee
- Gives or has given assistance to an inspector
- Makes or has had cause to make a complaint about workplace safety and health to the employer, a fellow employee, inspector representatives on representatives on the OSH Committee.

# CONCLUSION

- “The best way to resolve safety and health issues in the work place is for both parties in the workplace (**employer and employees**) to agree on relevant procedures that suit individual workplaces and to resolve the issue before they become disputes.”

(**Hand book for Safety and Health Representatives**)



# GROUP ACTIVITY

THANK  
YOU

FOR YOUR ATTENTION AND  
PARTICIPATION