

# The importance of the OHSA workplace inspection

***Occupational Health and Safety legislation was enacted to protect both employees and employers.***



In a previous blog, we discussed the [\*importance of OHSA for Employers\*](#), noting one of the key sections relating to their responsibilities. **Section 8 of the OHSA 85 of 1993: Duties of the Employers** leads with the following:

***“Every employer shall provide and maintain a working environment that is safe and without risk to the health of his employees.”***

To establish whether the working environment is safe and without risk, an employer can conduct a workplace inspection. This could provide an employer with information on various activities, the current method of operation and the hazards linked to it. Health and safety inspections are becoming part of the everyday grind to eliminate potential incidents from occurring.

Conducting an inspection in the workplace can be quite daunting as not only the **OHSA 85 of 1993** will be considered, but all applicable **regulations, South African National Standards (SANS)** and in certain instances even the **International Standards (ISO)**.

Avoiding inspections can lead to costly incidents and non-compliance. As mentioned in the blog on [\*Health and Safety non-compliance\*](#), non-compliance with health and safety rules and procedures could hold severe implications for employees and the company.

Below is a short **OHSA Compliance Survey** that provides some indication of your company's compliance.

DESCRIPTION OF COMPLIANCE REQUIRED			
SECTION 1: COMPLIANCE QUESTIONS		YES	NO
1	Do you have an up-to-date Health and Safety Policy signed by the CEO/MD on display?		
2	Are the following legislative posters displayed: <i>OHS Act, EEA and BCEA</i> ?		
3	Is the CEO/MD aware of their responsibilities in terms of <i>Section 16 of the OHSA</i> ?		
4	If you have more than 20 employees, have you appointed a Safety Representative?		
5	If you have more than 10 employees, have you appointed a trained First Aider?		
6	Have you conducted a Risk Assessment of the Hazards and Risks to which employees are exposed?		
7	Do you have a Letter of Good Standing from the Compensation Commissioner?		
8	Have you obtained a CoC for the electrical installations at your company within the past 2 years?		
9	Have your fire extinguishers been serviced in the past 12 months?		
10	Have your high-risk employees been subject to any Occupational Health Medicals?		
SECTION 2: OPERATIONAL QUESTIONS		YES	NO
1	Have any of your employees been injured in the past 12 months?		
2	Were any of your personnel booked off for more than 14 days for an injury in the past 12 months?		
3	Have any of your employees passed away in the past 12 months due to a work-related incident?		
4	Has your company suffered severe financial losses in the past 12 months?		
5	Do you work with hazardous chemicals?		

If you have answered NO to some of the questions in Section 1 or answered YES to any of the questions in Section 2, please speak to one of our Health and Safety Advisors.

*SERR Synergy* protects the interests of those employed and those who employ many people to make sure that the relationship between employee and employer is lawful and mutually beneficial. Please contact us if require assistance or guidance with compliance orders.

*About the author:* Ilse-Marie van de Wall started her career as a Human Resources and Industrial Relations Practitioner in 2007. She holds a degree from the University of Pretoria and certificates in both NEBOSH and SAMTRAC. She is currently busy with a National Diploma in Safety Management at UNISA. As a professional Health and Safety Practitioner she is registered with SAIOSH and the SACPCMP. She started with SERR Synergy in 2016 and is employed as an Occupational Health and Safety Practitioner.