



## - THE DYNAMIC DIGEST - UPDATE 215

### WHAT EVERY WORKER AND EMPLOYER SHOULD KNOW ABOUT HEALTH AND SAFETY IN THE WORKPLACE

Data Dynamics takes pleasure in announcing that the Occupational Health & Safety (OHS) Act (85 of 1993), incorporating the latest amendments detailed below, is now available.

The OHS Act requires the employer to bring about and maintain, as far as reasonably practicable, a work environment that is safe and without risk to the health of the workers. This means that the employer must ensure that the workplace is free of hazardous substances, articles, equipment, processes, etc., that may cause injury, damage or disease. Where this is not possible, the employer must inform workers of these dangers, how they may be prevented, and how to work safely, and provide other protective measures for a safe workplace.

However, it is not expected of the employer to take sole responsibility for health and safety. The Act is based on the principle that dangers in the workplace must be addressed by communication and cooperation between the workers and the employer. The workers and the employer must share the responsibility for health and safety in the workplace. Both parties must pro-actively identify dangers and develop control measures to make the workplace safe.

In this way, the employer and the workers are involved in a system where health and safety representatives may inspect the workplace regularly and then report to a health and safety committee, who in turn may submit recommendations to the employer. To ensure that this system works, every worker must know his or her rights and duties as contained in the Act. Information provided by the DoL.

**This month Data Dynamics is offering our clients a 30% discount on the OHS Act. If this Act is not currently part of your library, we invite you to take this opportunity to add this vital Act to your Insight Law Library.**

### UPDATES TO NOTE

- Amendments have been made to the Policies and Regulations published under the following Acts:
  - **Civil Aviation Act**
  - **Road Accident Fund Act**
- New Rules and Regulations have been legislated under the:
  - **Banks Act**
  - **National Environmental Management: Protected Areas Act**
- Amendments have been made to the following Acts:
  - **Customs and Excise Act**
  - **Income Tax Act**
  - **Mineral and Petroleum Resources Royalty Act**
  - **Unemployment Insurance Contributions Act**
  - **Value Added Tax Act**

### LATEST UPDATES

1. **Adult Education and Training Act and Regulations (52/2000)**
  - Indefinite Postponement of the Implementation of the National Norms and Standards for Funding Adult Learning Centres (NSF-ALCs)
2. **Banks Act and Regulations (94/1990)**
  - Regulations relating to Banks
3. **Basic Conditions of Employment Act and Regulations (75/1997)**
  - Codes of Good Practice - Broad-based Black Economic Empowerment
  - Sectoral Determination 13, Farm Worker Sector, South Africa
4. **Broad-Based Black Economic Empowerment Act and Charters (53/2003)**
  - Codes of Good Practice - Broad-Based Black Economic Empowerment
5. **Civil Aviation Act (13/2009)**
  - Amendment of Civil Aviation Authority Passenger Safety Charge Regulations, 2010
6. **Customs and Excise Act (91/1964)**
  - Taxation Laws Amendment Act 24 of 2011
7. **Income Tax Act and Regulations (58/1962)**
  - Agreement between the Government of the Republic of South Africa and the Government of the Republic of San Marino for the Exchange of Information relating to Tax Matters
  - Taxation Laws Amendment Act 24 of 2011
  - Taxation Laws Second Amendment Act, 2011

### UPCOMING EVENTS MARCH 2012

- 15<sup>th</sup> World Consumer Rights Day
- 20<sup>th</sup> World Head Injury Day
- 20<sup>th</sup> International Earth Day
- 21<sup>st</sup> Human Rights Day
- 22<sup>nd</sup> World Water Day
- 23<sup>rd</sup> World Meteorological Day



### INSIGHT TIP WORD INDEX

A Smart Search Tool

If finding a particular word in the text of the law is required, don't miss out on using the Word Index facility located on the Insight toolbar.

For the Online version, enter the Search mode via the toolbar. The Word Index button (shown below) is located in the Index column displayed next to the list of Acts.



By selecting Word Index for any Act, a list of alpha/numeric words which appear in the document is shown. Select the alpha character for the desired word, find the word in the selection list and simply click on it. The text will be shown with the desired word highlighted.

Should you require assistance with using this tool, please do not hesitate to contact us.

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- 8. Labour Relations Act and Regulations (66/1995)**
  - Bargaining Councils Accredited to Conduct Conciliations and Arbitrations Subject to Certain Conditions
- 9. Magistrates' Court Act and Regulations (32/1944)**
  - Regulations for Judicial Officers in the Lower Courts, 1994: Amendment
- 10. Mineral and Petroleum Resources Royalty Act (28/2008)**
  - Taxation Laws Amendment Act 24 of 2011
- 11. National Environmental Management: Protected Areas Act (57/2003)**
  - Regulations for the Proper Administration of Nature Reserves, 2012
- 12. National Environmental Management: Waste Act (59/2008)**
  - Notice of Withdrawal of Approval of an Integrated Industry Waste Tyre Management Plan for the Recycling and Economic Development Initiative of South Africa (REDISA)
- 13. Occupational Health and Safety Act and Regulations (85/1993)**
  - Guidance Notes to the Pressure Equipment Regulations, 2009
- 14. Road Accident Fund Act and Regulations (56/1996)**
  - Adjustment of Statutory Limit in respect of Claims for the Loss of Income and Loss of Support
- 15. Unemployment Insurance Contributions Act (4/2002)**
  - Taxation Laws Amendment Act 24 of 2011
- 16. Value Added Tax Act and Regulations (89/1991)**
  - Taxation Laws Amendment Act 24 of 2011

Comprehensive information regarding specific updates may be accessed in the Insight Document Browser by clicking on the Updates Page button on the Document Page toolbar of the relevant Act.

*Yours in Innovation  
- Data Dynamics Editor -*