

6

HEALTH & SAFETY MISTAKES MADE BY EMPLOYERS

(KNOWING THIS CAN SAVE YOU PRISON TIME!)

Who really cares about workplace safety? Afterall, nothing ever really happens!

Did you know?

If you dismiss an employee unfairly, the penalty is typically compensation or reinstatement **BUT BEING NON COMPLIANCE WITH HEALTH AND SAFETY COULD SEND YOU TO PRISON!**

So, what are the 6 most common Health and Safety mistakes made by employers in the workplace that may sent the CEO straight to prison?

1. Failing to Identify Risks

It is a legal requirement for employers to identify and document any Health and Safety risks in the workplace and to decide on control measures to manage those risks. If a proper hazard identification program is not in place the employer will be unaware of the dangers lurking in the workplace and it is impossible to take the necessary steps to protect employees.

2. Failing to Manage or Illuminate Risk

Subsequently, once risks and control measures have been identified, it must be monitored to ensure it is efficient to prevent or minimize the risks. Failure to do so means that no steps have been taken to mitigate the risks and this can result in accidents and injuries, legal consequences, financial costs and lack of safety can lead to low morale among employees, which can further impact productivity and employee retention. Without action your program is not successful.

3. Failing to Communicate Risk to Others

Communication is key in maintaining a safe workplace and failing to communicate risk to others means that employees, contractors, and even visitors may be unaware of the hazards present in the workplace. Employers must ensure that everyone is aware of the risks, understands them, and knows how to protect themselves.

4. Failing to Train Employees Properly

Training is a crucial component of workplace safety, and a lack of proper training can lead to accidents and injuries. Employers must ensure that all employees receive the necessary training to perform their jobs safely. This must include training on safe work procedures, correct and safe use of tools and equipment and training in the correct use, maintenance and limitations of personal protective equipment.

5. Failing to Consistently Follow Procedures

Safety procedures are only effective if they are followed consistently. Ignorance and/or incompetency can lead to lapses in safety, putting employees at risk. Consistent enforcement is important to continually achieve compliance and protect employees. One slip and a non-compliance liability exist.

6. Failing to Supervise When Required

Consistent enforcement of safety procedures and rules are indeed crucial in maintaining a safe and compliant workplace. It's important to remember that safety isn't a one-time event, but a continuous process and employers must ensure that adequate supervision is provided, especially for high-risk activities or for employees who are new or less experienced.


Many companies often resort to copying and pasting safety documents, HR Documents from the internet or untrusted sources without proper legal references or alignment with regulations such as SANAS, SABS, BCE standards. This oversight can lead to significant costs for a company due to poorly written policies and procedures. It's crucial that we ensure our documents are legally sound and compliant with relevant regulations to avoid any potential risks or liabilities.


DO NOT PROCRASTINATE!

Generally, if an employer is lackadaisical about compliance to labour laws, the consequences is not typically too severe. Maybe some compensation, withdrawal of a disciplinary warning form or maybe even a reinstatement of employment. Occasionally, non-compliance leads to no consequence at all and can easily be remedied. However, the consequences to non-compliance with Health & Safety Regulations can be very severe! It often leads to damages of company property, serious injury or even death! The penalties for the employer are steep and can even lead to imprisonment of the CEO.

Do not procrastinate and wait until it is too late, act now!

For a FREE Health and Safety Assessment, contact **Effectus Harmony** today!

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