

A graphic of two hands reaching towards each other, composed of words related to community and connection. The hands are stylized, with fingers spread, and are set against a yellow background. The words are in various colors (red, blue, black) and sizes, creating a textured effect. The words include: "work with", "connect", "reach out", "bridge", "share", "collaborate", "assist", "support", "teach", "learn", "grow", "improve", "change", "help", "care", "love", "trust", "respect", "honesty", "integrity", "courage", "faith", "hope", "compassion", "kindness", "generosity", "humility", "patience", "perseverance", "determination", "ambition", "creativity", "innovation", "leadership", "responsibility", "accountability", "transparency", "openness", "communication", "listening", "empathy", "understanding", "tolerance", "acceptance", "inclusion", "diversity", "equity", "justice", "peace", "harmony", "unity", "cohesion", "solidarity", "teamwork", "cooperation", "partnership", "alliance", "coalition", "network", "community", "culture", "tradition", "heritage", "identity", "belonging", "purpose", "meaning", "fulfillment", "well-being", "happiness", "joy", "laughter", "play", "fun", "adventure", "exploration", "discovery", "learning", "growth", "progress", "achievement", "success", "victory", "triumph", "conquest", "dominance", "power", "influence", "authority", "control", "mastery", "expertise", "skill", "talent", "ability", "capability", "potential", "possibility", "opportunity", "chance", "risk", "challenge", "obstacle", "barrier", "hurdle", "difficulty", "problem", "issue", "concern", "worry", "fear", "anxiety", "stress", "pressure", "tension", "conflict", "disagreement", "dispute", "argument", "fight", "battle", "war", "struggle", "fight", "battle", "war", "struggle", "fight", "battle", "war", "struggle".



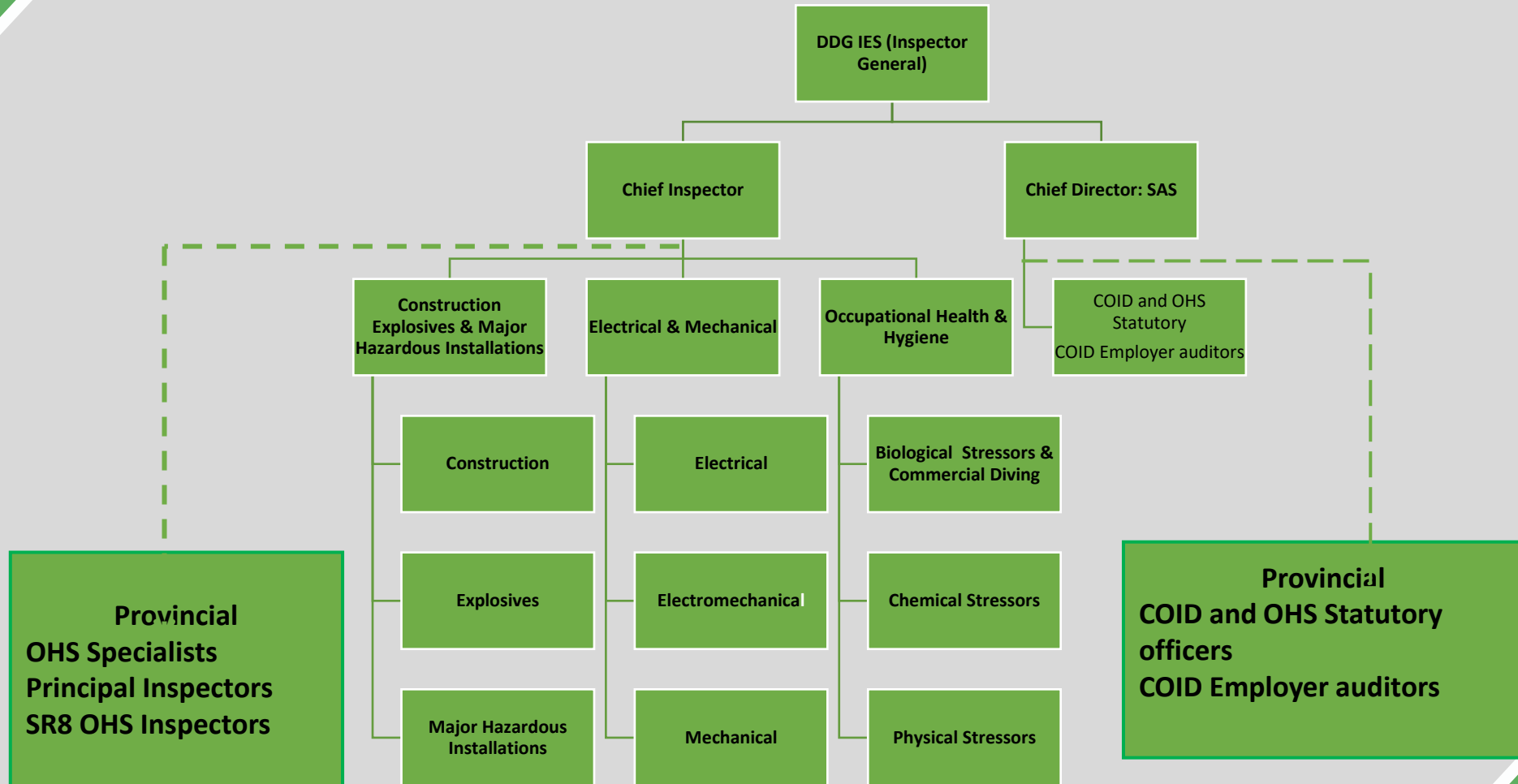
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



Introduction

- To attain vision 2029 the DEL developed OHS Strategy.
- The strategy is based on the IES strategy and outcomes of the status of OHS report which was launched in July 2021.
- Aim of the strategy is to address the poor working conditions and lack of compliance with occupational health and safety legislation.
- Prevent incidents, injuries and diseases
- Provide a clear plan on the direction to be followed to change the current occupational health and safety landscape within the jurisdiction of the DEL .
- This strategy will guide the OHS community internally within DEL as well as externally

Organogram



OHS: VISION, MISSION AND VALUES

Our Vision

OHS strives for a labour market which is conducive for every worker to work in a healthy and safe working environment .

Our Mission

Ensure effective compliance and collaboration to ensure healthier and safer workplaces

Our DEL Values

We shall at all times be exemplary in all respect
We treat employees with care, dignity and respect

We respect and promote:

- Client centred services
- Accountability
- Integrity and ethical behaviour
- Learning and development

We live the Batho Pele Principles

We live the principles of the Department's Service Charter

We inculcate these values through our performance management system

SWOT Analysis

Strengths	Weaknesses
Well documented legislation, SOPs	Fragmented legislation and data collection.
Existence of strategic structures: e.g., NEDLAC, ACOHS, MHSC.	
Supportive and willing stakeholders	Perceived lack of harmonization of OSH legislation.
Internal and external partnerships	Inadequacies around enforcement.
Advisory bodies such as NIOH.	Duplication of inspectorate activities.
Skilled and experienced OSH professionals	Slow progress to amend the OHS Act
Strong support from academic institutions	
OSH laboratories and standardizing bodies	Not meeting stakeholders' expectations.
OSH professional associations.	Poor co-operative collaboration in the government sphere
	Inadequate focus on gender issues
Opportunities	Threats
Improved collaboration and relationships among social partners.	Changing world of work and new forms of employment
Agreement on the need to harmonize OSH legislation.	Changing technology
Evolving technology	New pandemics and epidemics
Support from international organizations such as ILO.	Environmental and other emerging hazards
Improve on International collaboration.	
Increased awareness among stakeholders	

Strategic Goals and Objectives

- To support and promote healthy, safe, productive and quality lives in the public and private sector.
- To prevent injuries and diseases.

Strategic Objectives



1. To attain coherent and effective legislation and policy



2. To promote and undertake advocacy, capacity strengthening and development



3. Undertake qualitative Labour inspection and Enforcement



4. Maintain an OHS management system and preventive risk management at enterprises



5. POSSES STRATEGIC INFORMATION (PROACTIVE RESEARCH AND DATA COLLECTION)

Coherent and effective legislation and policy

Review and promulgate the **OHS Bill** and its **Regulations** to harmonize with national and international OHS principles to achieve the following, among others:

- ❖ Increase focus on prevention of injuries and diseases
- ❖ Rights and duties,
- ❖ OHS management systems at work,
- ❖ Social dialogue at work,
- ❖ Reporting of occupational accidents and diseases,
- ❖ Violence and harassment in the workplace,
- ❖ Roles of OHS professionals in the implementation of OHS policy.
- ❖ Improve the legislation on occupational health services,
- ❖ Align with convention 155 and 187

Advocacy, cooperation, capacity strengthening and development

- Internal focus

- Establish a sustainable training for specialized training for OHS inspectors in topics of occupational health and safety,.
- Professional registration to ensure that inspectors are on par with the industry.
- Establishment of a national occupational hygiene laboratory

- External focus

- the SMMEs and
- Informal economy
- Employers and their organisations
- Employees and Organised Labour

- Workshops, Seminars and conferences

Advocacy, cooperation, capacity strengthening and development

- Special projects:
 - Implementation of the voluntary protection programme (VPP)
 - Embark on the Silicosis programme
 - Implementation of SMME toolkits
 - Implementation of OHS tools in high risk sectors such as construction and Iron and Steel.
 - Roving Safety Representative programme for SMMEs and Agriculture (other similar programmes may be considered that may work in a particular sector)

Labour inspection and Enforcement

- Apply the Strategic Compliance Planning for the Labour Inspectorate to assist elements of self-regulation and OHS management systems at workplaces (ILO project in the Construction Sector)
- Use of technology to improve efficiencies in the OHS inspectorate
- Sector specific high impact inspections
- Provide sufficient capacity and resources for the Labour Inspection to cover SMMEs enterprises the informal.

Labour inspection and Enforcement

- Undertake a needs analysis of labour inspector training, including emerging risks and promotion of OHS in the informal sector, and develop training curricula for rolling training schedules.
- Include promoting of OHS culture, the business case of OHS, Vision Zero and OHS good practice, preventive risk assessment to the functions of labour inspections

OHS management system and preventive risk management at enterprises

- Encourage enterprises to establish OHS policies, action plans and risk management based on risk assessment.
- Ensure functioning of the OHS management system at enterprises (safety committee, workers safety representation and safety officer) to increase social dialogue in OHS at enterprises
- Develop accident and incident investigation methodology to identify multi-tier causes and formulate solutions to prevent similar incidents in the future.
- Develop the methodology of proactive prevention-oriented OHS risk assessment and promote and continual improvement among enterprises. The preventive risk assessment will cover all workplace-related risks, and emerging risks.
- Develop, review and adopt risk management tools for general and sector-specific purposes.

OHS management system and preventive risk management at enterprises

- Encourage enterprises to introduce preventive occupational health services, including rehabilitation and back-to-work procedures.
- Develop and improve efficient ways for early detection of occupational and work-related diseases, for prevention of disability, and to improve recording, reporting of occupational accidents and diseases.
- Promote the dissemination of national and international best practices in OHS management systems,

Stakeholders and Beneficiaries

With the development and implementation of this 5 year OHS Strategy, it is envisaged that a number of the stakeholders will benefit from its implementation. These beneficiaries include, but are not limited to:

Stakeholders

Government (role player and client/stakeholder)

Employers

Organised business

Organised labour

Educational institutions

Standards organisation

Regional, National and

International bodies

Professional bodies

Statutory Institutions

Non-statutory institution

Beneficiaries

Non-unionised employees

Non-associated employers

Self-employed

Workers in informal economy

Entrepreneurs

Users

General public

Stakeholder Matrix

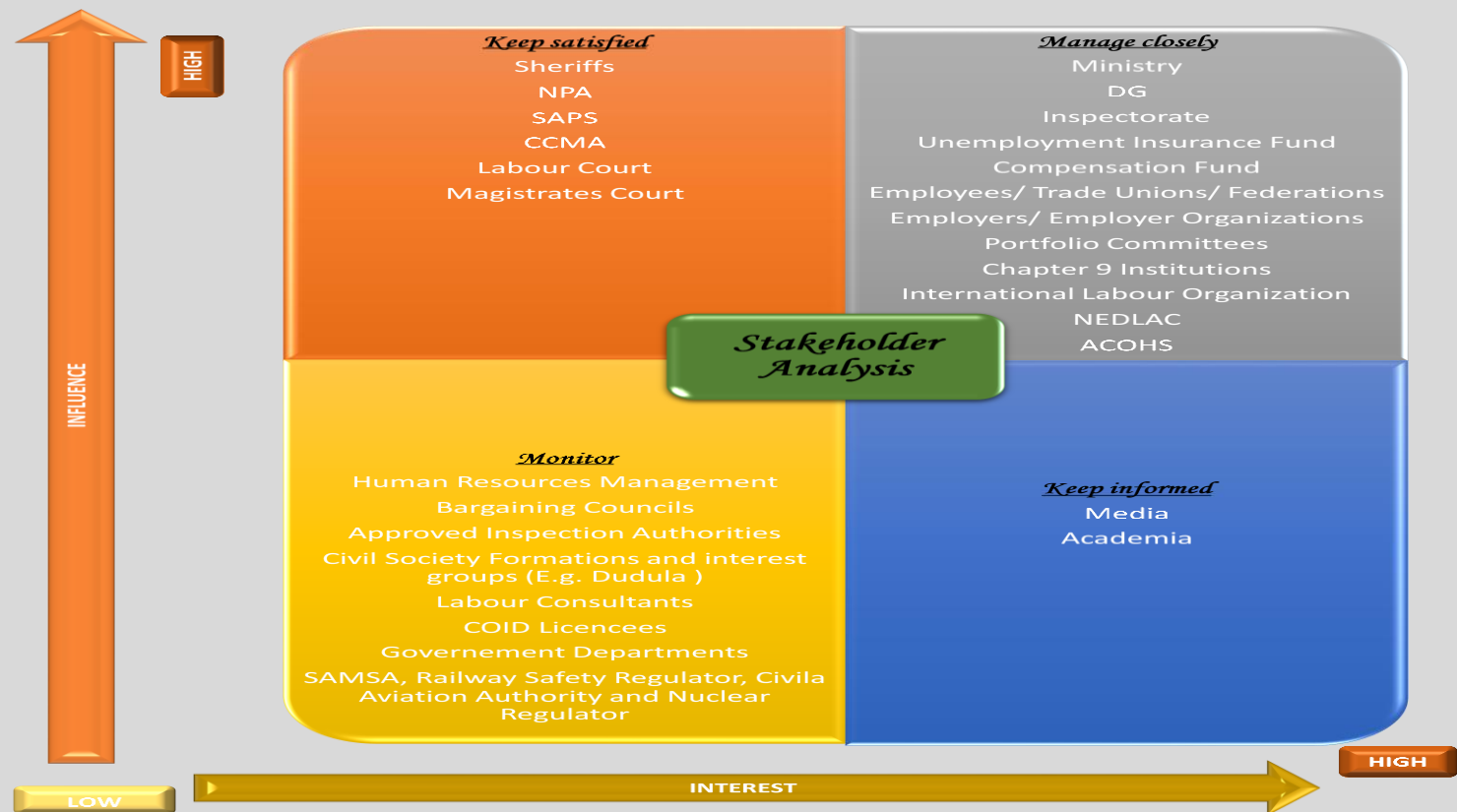


FIGURE 13: Stakeholder Analysis

FIGURE4

Monitoring and Evaluation

- The main institutions involved in monitoring
 - ✓ Department of Employment and Labour (DEL);
 - ✓ Working group members of the inter-ministerial co-ordination body;
 - ✓ Advisory Council on Safety and Health (ACOHS).
- DEL is responsible for continuously monitoring the implementation of the approved strategic framework and undertaking actions.

Culmination of our journey



Professionalized
Inspectorate



Change in behavior



Healthy and safe
workplaces.

Conclusion

- To ensure that every worker in all industries work in a healthy and safe working environment and that we prevent injuries and diseases we will need collaboration with all stakeholders as indicated in stakeholder matrix :
 - Business, Labour, Government, professional bodies academia.....
- Your support is coveted to make Vision 2029 a reality because together we can achieve more

'If you think that compliance is expensive, try noncompliance': Paul McNully





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