



SUBJECT and GRADE	<b>Electrical Technology    Grade 12</b>	
TERM 1	Week 1	
TOPIC	OHS lesson 1	
AIMS OF LESSON	Understand the basics of Occupational Health and Safety with reference to: Purpose of the act, duties of the employer and employee, function of health and safety representative, reporting of incidents, victimisation and offences and penalties.	
RESOURCES	<b>Paper based resources</b>	<b>Digital resources</b>
	<i>Electrical Technology Grade 12 text Book (pg. 1-6)</i> <i>NSC Exam Papers November 2018 – 2019</i> <i>Grade 12 exemplar paper 2018</i>	<i>You-tube links and web pages as per this lesson</i> <b>SEE END OF LESSON FOR YOU-TUBE LINKS</b>
INTRODUCTION	<p>1. For this lesson, you should know the work done in grade 11 on the OHS Act – Machinery Regulations and Electrical Machinery Regulation.</p> <p>2. The purpose of the lesson to understand the consequences of the OHS Act with reference to the employer and employee.</p>	
CONCEPTS AND SKILLS	<p><b>What is the purpose of the OHS Act?</b></p> <ul style="list-style-type: none"> <li>To provide for the health and safety of persons at work, persons with the use of plant and machinery and protecting persons against hazards arising at work.</li> <li>To establish an advisory council for OHS related matters.</li> </ul> <p><b>What are the duties of the employer to employees?</b></p> <ul style="list-style-type: none"> <li>Every employer shall provide and maintain a working environment that is safe and without risk</li> </ul>	<p><b>Functions of the Health and Safety representative at the workplace</b></p> <ul style="list-style-type: none"> <li>Review the effectiveness of health and safety measures.</li> <li>Identify potential hazards in the workplace.</li> <li>Examine the cause of incidence.</li> <li>Investigating complains about by employee relating to employee's health and safety at work.</li> <li>Make representation to the employer on general matters affecting the health and safety of the employees, etc.</li> <li><b>See textbook for more detail.</b></li> </ul>



- Provision and maintenance of systems of work, plant and machinery that are safe and without risk to health.
- Try to eliminate hazards or potential hazards.
- Planning to ensure the safety and absence of risk to health in connection with the production, processing, use, handling, storage or transport of articles or substance.
- Provide information, instructions, training and supervision to ensure the health and safety of employees at work.
- Not allowing any employee to any work unless the necessary precautionary measures are in place.

**General duties of manufacturers regarding articles and substances use at work.**

- Ensure the artefact is safe and without risk.
- Any person installing electrical devices shall ensure that they are safe to use.
- Ensure that the user knows exactly how to use such artifact or product

**Duty to inform**

**Every employer shall:**

- make employees aware about the hazards to their health and safety attached to any work they have to perform.

**Incidents to be reported to inspectors**

- Any person dies, becomes unconscious, suffer loss of a limb
- Occurrence of a major incident.
- The health and safety of a person was endangered by: spilling of dangerous substances, faulty machinery causing flying and falling objects
- Machinery running out of control

**Victimisation in the workplace**

Victimisation is when someone punishes you because you have complained about discrimination or you have helped someone else who has been the victim of discrimination in the workplace.

No employer shall:

- Dismiss any employee or reduce the rate of their remuneration.
- Alter the terms and conditions of employment to less favorable one's
- Alter their position relative to others to their disadvantage.

**Offences, penalties and special orders of court.**

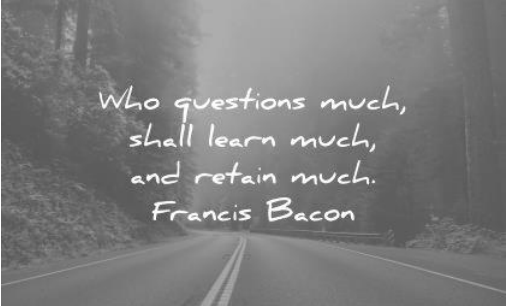
It is an offence if any persons:

- Hinders or obstruct an inspector to perform their functions.
- Refuses or fails to comply with requirements or requests made by



	<ul style="list-style-type: none"><li>• Inform health and safety representatives of the occurrence of an accident in the workplace.</li></ul> <p><b>What are the general duties of employees at work?</b></p> <ul style="list-style-type: none"><li>• Take responsible care for the health and safety of themselves or other people who might be affected by their acts</li><li>• Cooperate with employer to perform the duties given to them.</li><li>• Carry out any lawful order given to them and obey health and safety rules and procedures.</li><li>• Report any unsafe or unhealthy situation to the employer or safety representative.</li><li>• Report any incident that may affect their health or caused an injury to the employer or safety representative.</li></ul>	<p>inspector in the performance of their functions</p> <ul style="list-style-type: none"><li>• Refuses or fail to answer questions which an inspector has put to them.</li><li>• Furnishes an inspector with false information.</li><li>• Pretends to be an inspector.</li><li>• Tamper with or misuse of any safety equipment installed.</li><li>• Fail to use safety equipment at work during their work.</li><li>• Willfully do reckless things at work which threatens the health and safety of others.</li></ul> <ul style="list-style-type: none"><li>• <b>See textbook for more detail.</b></li></ul>
ACTIVITIES/ASSESSMENT	<p><b>NB:</b> Please do the questions on your own first, before consulting any resources. Time per question (1 mark = 1 minute) Do the end of chapter activity, (page 20) - Do all the questions related to this lesson. Refer to the latest THREE Matric question papers and do the questions relating to the work covered in this lesson.</p>	



CONSOLIDATION	<ul style="list-style-type: none"><li>• You have discovered a basic introduction to the OHS act relating to: Purpose of the act, duties of the employer and employee, function of health and safety representative, reporting of incidents, victimisation and offences and penalties.</li><li>• Well done with the completion of this lesson.</li><li>• Continue to become a specialist in what you love.</li><li>• We no longer live in the era of pen writers, but in that of the engineer, craftsman and specialist.</li></ul>	
VALUES	Your right to a safe and healthy work environment is a basic human right and you should be aware of it. Your health and safety must be respected by employers and you must in return also know what their rights as employees is. Employer and employee must respect each other.	
YOU-TUBE LINKS	<p><a href="https://www.youtube.com/watch?app=desktop&amp;v=yykeoAlnjjc">https://www.youtube.com/watch?app=desktop&amp;v=yykeoAlnjjc</a> (Role of the employees)</p> <p><a href="https://www.youtube.com/watch?v=sFzX3YrUdnA">https://www.youtube.com/watch?v=sFzX3YrUdnA</a> (Duty to inform)</p> <p><a href="https://www.youtube.com/watch?v=xXcZw8sA8OM">https://www.youtube.com/watch?v=xXcZw8sA8OM</a> (Harassment/Victimization)</p> <p><a href="https://www.youtube.com/watch?v=mVIm02CBiUg">https://www.youtube.com/watch?v=mVIm02CBiUg</a> (Role of the employer)</p> <p><a href="https://www.youtube.com/watch?v=NlbGq2sXZLA">https://www.youtube.com/watch?v=NlbGq2sXZLA</a> (safety representatives)</p>	