

Assessment of compliance of Employees and Management to Occupational Health & Safety Act in the Department of Public Works, Roads Transport in the North West Province

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Abstract: The study was designed to determine the worker assessment of compliance to OHS act in the department of Public safety. One hundred and two employees were selected randomly using table of random numbers from different directorates such as Human resources, Finance, Road safety, Crime prevention and Traffic management. Data were collected using a structured questionnaire which was made of personal characteristics and sections on level of compliance with OHS act, employees' attitude and constraints to OHS act employees. Data collected were coded and subjected to analysis using frequency count and percentages were used to describe the data. The results show that majority are male (63%) between 31 – 50 years (56.9%), single (52%) have between 1 – 4 dependants (52%) with working experience of between 1 – 15 years (92.2%), Christians (91.2%), with Diploma as educational level (40%). The results of the compliance on the OSHA act, employees indicated that the degree of compliance was high for provision and maintenance of systems of work, plant and machinery that, as far as is reasonably practicable, are safe and without risks to health (68%), Causing all employees to be informed regarding the scope of their authority as contemplated in section 37 (1) (b) (66.7%) and Every employer shall conduct his undertaking in such a manner as to ensure, as far as is reasonably practicable, that persons other than those in his employment who may be directly affected by his activities are not thereby exposed to hazards to their health or safety (63.7%). The results of the attitudinal disposition of employees to level of compliance with OHS act show that employees were generally unfavourable to OHS act and its implementation in the Department of Public safety. Prominent constraints militating against compliance with the OHS act are lack of management buy-in and support in OHS issues (79.4%); lack of insight in OHS implications by management (80.2%); lack of control of human behaviour and attitude of employees towards OHS (84.3%); lack of training on new equipments and machines (94.2%); none awareness campaign on OHS policies (84.3%) and poor information sharing on OHS related aspects (90.2%). There is need to improve the compliance level with OHS act in order to protect the employees and enhance their productivity.

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INTRODUCTION

Safety and health in the workplace have become an important part to the productivity of business for employers, labour unions, governments, and environmentalists in general (Macintosh and Gough, 1998). Generally a need for safety is an important aspect of every employer and employee. Every individual in life, whether one is employed or not, both at the workplace and outside the workplace has the need to be safe. Employees, as mature individuals, are responsible for every decision they make with regard to securing their own health and safety in every social setting (Bennet, 2002). The study intends to advance the view that employees play a vital role in the creation of a safe working environment and that through their unions they exert significant influence in their workplaces. Dryzek and Schlosberg (2005) argue that "Environmental justice demands the right to participate as equal partners at every level of decision making including needs assessment, planning, implementation, enforcement

and evaluation" of workplace conditions. The International Labour Organisation (ILO), that acts in the interests of the employees, embraces the idea that employees' points of view need to be respected and be given equal status with those of other stakeholders in the workplace in ensuring sound and conducive work environment. Bennet (2002) argues that employees, unlike tools or objects of production, are living human beings that need to be involved in the improvement of working conditions and should participate at all levels, including international levels, on issues that affect their livelihoods. Employees' perspectives need to be considered in devising and carrying out health and safety measures at the workplace (Bennet; 2002).

Due to globalized economic trends, the subject of safety in the workplace has taken on such importance that international conventions instituted the international organisation for standardization to help regulate and bring about improved workplace conditions and services (Zwetsloot 2003). The

subject of safety and health in the workplace covers a wide spectrum of issues. Among them are issues such as: working with hazardous chemicals and minerals, exposure to contagious diseases and passive smoking, psychological safety such as stress, fears and attitudes, psychosocial safety such as indifference, xenophobia, homophobia and lesbophobia, criminal and sexual harassment in the workplace, working within harmful workplace emissions, manufactured and manufacturing of harmful substances and innovations, harmful infrastructural constructions such as unsafe stairways, unsafely built structures and slippery floors, terroristic intrusions and massacres in the workplace and safety precautions, safety communication measures and personal protection equipment.

Occupational safety may be described as every individual in the organisation's responsibility. Of course it is the employees and their families who suffer most directly from work injuries. Therefore the mere fact that the law makes the employer responsible for ensuring a safe working environment for all employees, should not warrant the employees' failing to look out for themselves and their co-employees. However, this employee self interest is a weak basis for management to expect an optimum safety performance. It may be argued that an employee's behaviour is caused by the hidden culture that exists in an organisation. For safety to be regarded as a priority in an organisation, culture needs to change to reflect this importance of safe behaviour. Although management plays a vital role in leading this whole process, the success is dependent on various organisational factors. The employee's perception towards a safe working environment may be influenced by elements such as training, motivation and communication. These organisational factors will provide the employee with the knowledge necessary to understand that safety is the responsibility of every individual.

Department of Public Safety, like all South African Public Service Departments, employs the globally accepted OHSAS 18001 regulatory standard for safety and health administration and the Occupational Health and Safety Act and its regulations in the workplace. The World Health Organisation (WHO) (ILO, 2005) noted with concern that 1, 7 million people worldwide die annually of work related injuries and illnesses. 268 million non-fatal workplace incidents and 160 million work related illnesses (ILO 2005). The WHO states that an additional problem to the situation of employees in African countries is the high prevalence and incidence of the HIV and Aids pandemic (ILO, 2005). These numbers are so huge that they have serious implications for environmental justice (EJ),

be it from the employers' or employees' side. It is worrying that such a high number of incidences occur in the 21st century era when advanced scientific technological intervention is possible all over the World.

In South Africa more than 300 000 incidents are said to take place every year. Given the lack of accurate figures the number could be much higher (Bell; 2007). In South Africa the mining and public services sectors takes the lead in workplace incidents and Department of Public Safety has been no exception since majority of its staff members enforce the law. The study is based on the notion that notwithstanding the efforts of management in ensuring occupational safety and health measures that are being put in place, it is always depend on each individual employee to really ensure a safe environment for himself/herself and others in the workplace. This is due to the roles and capacities inherent in individuals to choose to either act as cooperative or non-cooperative individuals in ensuring a safe and healthy workplace environment wittingly or unwittingly. The South African workplace legislation also states that it is the duty of every individual to ensure his or her own safety as well as that of other co-employees in the workplace (LexisNexis, 2007). This is the perspective from which the study derives its purpose, to probe into the role employees fulfill in engaging with OSHA measures to ensuring a safe and healthy workplace environment. The objective of the study is to assessment of compliance of Employees and Management to Occupational Health & Safety Act in the Department of Public Works, Roads Transport in the North West Province

METHODS

The study was conducted in North West, South Africa. North West is a province of South Africa with capital in Mafikeng. The province is located to the west of the major population centre of Gauteng. A quantitative descriptive survey was used to investigate compliance of Occupational Health and Safety Act as an instrument or tool utilized to maximize sound occupational health and safety system by officials of the Department of Public Safety in North West Province as part of the blueprint. The population in this study comprises all officials/employees of the Department of Public Safety in North West Province. According to the Staff establishment document of the Department of Public Safety in North West (2006), the organization has a population of 395 employees. The population that was involved in this study includes officials/employees attached to the following provincial and district offices: Bojanala, Dr. Kenneth Kaunda, Dr. Ruth Segomotsi Mompati, Ngaka

Modiri Molema, and the Provincial Head Office. From the provincial and district offices 80 officials were selected as sample for the study. Data were collected with a structured questionnaire on personal characteristics, compliance with OHS acts, attitude towards OHS and constraint to compliance of the OHS act. Data were described with frequency counts and percentages.

RESULTS

The results from the data analysis are summarized into five tables. Table 1 shows the personal characteristics of employees, Table 2 presents the compliance level of the Department of Public Safety on the OSHA act, Table 3 shows attitudinal disposition of employees to level of compliance with OHS act, Table 4 presents employee Attitude towards OHS and Table 5 highlights Constraints towards Implementation of OHS.

Discussion

Table 1 shows the personal characteristics of employees in the study. About 63% were male while 37% were female. This shows male dominance in employment of Department of Public Safety. This may be attributed to the fact that there used to be a bias towards the education of male than female hence the qualification for employment. In terms of age, majority of the respondents 56.9% are in the age bracket of 31 – 50 years. This portrays a relatively young labour force who is in their active labour years. The safety of this labour force would therefore be highly important. Fifty two percent (52%) of the respondents are black, with only 36.3% white. This may be due to the fact that the study was carried out in an area predominant by blacks. It can be suggestive the transformation policy of the government of South Africa. According to Jeebhay and Jacobs (2010) the rate of males absent from their households (a reflection of migration patterns) has been the highest in the Eastern Cape, Northern Province and KwaZulu-Natal (Human Sciences Research Council Population statistics database, 1991). A proportion of the unemployed male population in these provinces are ex-employees who have been disabled from an injury or disease sustained while working on the mines located in other provinces.

Table 1: Personal characteristics of employees

VARIABLES	FREQUENCY	PERCENT
Gender		
Male	64	62.7
Female	38	37.3
Total	102	100.0
Age		
Below 30	17	16.7
31-50	58	56.9
51-60	27	26.5
Race		
Black	53	52.0
White	37	36.3
Coloured	12	11.8
Marital status		
Single	53	52.0
Married	43	42.2
Divorced	6	5.9
Number of dependants		
None	46	46.1
1.00	32	31.4
2.00	13	5.9
3.00	5	3.9
4.00	7	12.7
Working experience		
15 yrs & above	16	15.7
10-14 years	23	22.5
5-9 years	37	36.3
1-4 years	18	17.6
Less than a year	8	7.8
Religion		
Christian	93	91.2
Hindu	4	3.9
Muslim	4	3.9
Other	1	1.0
Educational level		
PhD	1	1.0
Masters	2	2.0
Honours	14	13.7
Degree	44	43.1
Diploma	41	40.2
Directorate types		
Human resources	22	21.6
Finance	1	1.0
Road safety	18	17.6
Crime prevention	24	23.5
Traffic management	37	36.3

Table 2: Compliance level of the Department of Public Safety on the OSHA act

DUTIES	COMPLIANT	NOT COMPLIANT
Provision and maintenance of systems of work, plant and machinery that, as far as is reasonably practicable, are safe and without risks to health	70(68.6)	32(31.4)
Making arrangements for ensuring, as far as is reasonably practicable, the safety and absence of risks to health in connection with the production, processing, use, handling, storage or transport of articles or substances	44(43.1)	58(56.9)
Taking such steps as may be reasonably practicable to eliminate or mitigate any hazard or potential hazard to the safety or health of employees, before resorting to personal protective equipment	66(64.7)	36(35.3)
Establishing, as far as is reasonably practicable, what hazards to the health or safety of persons are attached to any work which is performed, any article or substance which is produced, processed, used, handled, stored or transported and any plant or machinery which is used in his business, and he shall, as far as is reasonably practicable, further establish what precautionary measures should be taken with respect to such work, article substance, plant or machinery in order to protect the health and safety of persons, and he shall provide the necessary means to apply such precautionary measures	31(30.4)	71(69.6)
Providing such information, instructions, training and supervision as may be necessary to ensure, as far as is reasonably practicable, the health and safety at work of his employees	33(32.4)	69(67.6)
As far as is reasonably practicable, not permitting any employee to do any work or to produce, process, use, handle, store or transport any article or substance or to operate any plant or machinery, unless the precautionary measures contemplated in paragraphs (b) and (d), or any other precautionary measures which may be prescribed, have been taken	59(57.8)	43(42.2)
Taking all necessary measures to ensure that entire requirements of this Act are complied with by every person in his employment or on premises under his control where plant or machinery is used; (h) enforcing such measures as may be necessary in the interest of health and safety	38(37.3)	64(62.7)
Ensuring that work is performed and that plant or machinery issued under the general supervision of a person trained to understand the hazards associated with it and who have the authority to ensure that precautionary measures taken by the employer are implemented	41(40.2)	61(59.8)
Causing all employees to be informed regarding the scope of their authority as contemplated in section 37 (1) (b)	68(66.7)	34(33.3)
Every employer shall conduct his undertaking in such a manner as to ensure, as far as is reasonably practicable, that persons other than those in his employment who may be directly affected by his activities are not thereby exposed to hazards to their health or safety	65(63.7)	37(36.3)
Conducting undertaking in a manner as to ensure, as far as is reasonably practicable, that he and other persons who may be directly affected by his activities are not thereby exposed to hazards to their health or safety	56(54.9)	46(45.1)

Table 3: Attitudinal disposition of employees to level of compliance with OHS act

	SD	D	U	A	SA
Delegation of powers in line with OHS Act					
a. The department has appointed an employee to carry the responsibility of compliance with the Act	8 (7.8)	16(15.7)	66(64.7)	12(11.7)	
b. The department has appointed an employee to assist in ensuring compliance with the Act	8(7.8)	15(14.7)	68(66.7)	8(7.8)	3(2.9)
c. The department has appointed OHS representatives to assist in ensuring compliance with OHS Act.	8(7.8)	16(15.7)	66(64.7)	9(8.8)	3(2.9)
OHS Representatives: To what extent are OHS representatives empowered to ensure compliance with the OHS Act?					
a. OHS representatives have been formally appointed in line with the OHS Act	8(7.8)	19(18.6)	58(56.9)	14(13.7)	3 (2.9)
b. Appointment of OHS representatives clearly stipulates term and responsibilities	8(7.8)	23(22.5)	59(57.8)	9(8.8)	3(2.9)
c. Appointed OHS representatives were trained in order to carry-out their responsibilities	8(7.8)	30(29.4)	47(46.1)	14(13.7)	3(2.9)
d. OHS representatives are given support by their line-managers to carry-out their responsibilities	8(7.8)	24(23.5)	45(44.1)	21(20.6)	4(3.9)
e. OHS representatives have been trained on first aid and on fire management	8(7.8)	16(15.7)	60(58.8)	18(17.6)	
SAFETY SIGNS, FIRE EXTINGUISHERS AND EVACUATION PROCEDURES					
a. There are adequate and visible safety signs in all the departmental buildings	8(7.8)	37(36.3)	50(49.0)		7(6.9)
b. There are evacuation procedure charts in all the buildings which directs employees on how to evacuate in case of emergency	7(6.9)	23(22.5)	67(65.7)		5(4.9)
c. There are clearly marked emergency assembly area points in all the buildings	7(6.9)	44(43.1)	42(41.2)	8(7.8)	1(1.0)
d. There are fire extinguishers and water hose in all the buildings	3 (2.9)	65(63.7)	21(20.6)	8(7.8)	5(4.9)
e. Fire hose and fire extinguishers are serviced regularly	4(3.9)	28(27.5)	58(56.9)	8(7.8)	4(3.9)
TRAINING OF STAFF MEMBERS					
a. Staff members are regularly trained on their responsibilities regarding OHS	8(7.8)	35(34.3)	58(56.9)	1(1.0)	
b. Staff members are practically trained on evacuation procedure	5(4.9)	66(64.7)	20(19.6)	11(10.8)	
c. Staff members are trained on their rights regarding OHS	12(11.8)	61(59.8)	28(27.5)	1(1.0)	
d. New staff members are regularly inducted on OHS	12(11.8)	49(48.0)	33(32.4)	8(7.8)	
RESOURCES					
a. Financial, physical and human resource is allocated to ensure compliance with OHS Act	32(31.4)	24(23.5)	46(45.1)		

b. There are sufficient first aid kits in all buildings	22(21.6)	26(25.5)	49(48.0)	5(4.9)	
c. Each floor of each building has an OHS Representative, a First Aider and a Fire Marshal.	11(10.8)	50(49.0)	32(31.4)	9(8.8)	
d. All buildings have access areas for persons with disability	27(26.5)	47(46.1)	20(19.6)		8(7.8)
OHS INSPECTIONS, INCIDENT INVESTIGATIONS AND REPORTING					
a. Regular OHS inspections are conducted to determine areas that need attention	15(14.7)	58(56.9)	25(24.5)	4(3.9)	
b. Staff members are trained on hazard identification and risk control measures.	6(5.9)	45(44.1)	39(38.2)	12(11.8)	
c. Incidents are investigated and reported immediately	5(4.9)	32(31.4)	65(63.7)		

Table 4: Employee Attitude towards OHS

	SD	D	U	A	SA
EMPLOYEE KNOWLEDGE REGARDING OHS					
a. Employees are aware of their rights and responsibilities regarding OHS	5(4.9)	68(66.7)	17(16.7)	12(11.8)	
b. Employees fully understand the occupational health and safety procedures, rules and instructions related to their jobs.	9(8.8)	44(43.1)	48(47.1)	1(1.0)	
c. Employees are fully aware on how to identify hazards and the procedure for incident reporting	10(9.8)	32(31.4)	55(53.9)	5(4.9)	
d. Employees are aware of procedures for evacuation in case of an emergency	6(5.9)	51(50.0)	45(44.1)		
EMPLOYEE ATTITUDE REGARDING OHS					
a. Employees regard OHS as a management function and responsibility	51(50.0)	50(49.0)	1(1.0)		
b. Employees does not regard OHS as critical to their performance and personal wellbeing	1(1.0)	36(35.3)	52(51.0)	13(12.7)	
c. Employees does not attend OHS information session and training	30(29.4)	50(49.0)	21(20.6)	1(1.0)	
d. Employees does not take any efforts in ensuring their health and safety in the workplace	17(16.7)	72(70.6)	12(11.8)	1(1.0)	
e. Even if they realise a problem area, employees does not bother to report such.	31(30.4)	54(52.9)	16(15.7)	1(1.0)	
EMPLOYERS' KNOWLEDGE TOWARDS OHS					
a. Managers often talks to staff members regarding OHS	6(5.9)	56(54.9)	28(27.5)	12(11.8)	
b. Managers are very helpful when asked advise on OHS	10(9.8)	34(33.3)	56(54.9)	2(2.0)	
c. Managers are good at detecting or identifying hazards and risky behaviour in the workplace	9(8.8)	19(18.6)	71(69.6)	3(2.9)	
d. Managers are aware of the procedures for incident reporting	5(4.9)	25(24.5)	58(56.9)	14(13.7)	
EMPLOYERS' ATTITUDE REGARDING OHS					
a. Managers addresses OHS problems reported urgently	5(4.9)	34(33.3)	41(40.2)	22(21.6)	
b. Managers takes OHS issues seriously	10(9.8)	30(29.4)	50(49.0)	12(11.8)	
c. Management views productivity more important that OHS issues	31(30.4)	36(35.3)	16(15.7)	8(7.8)	11(10.8)
d. Managers does enough to ensure compliance with OHS Act	5(4.9)	37(36.3)	44(43.1)	16(15.7)	
e. Managers devote enough time and takes a lead in ensuring health and safety of employees.	6(5.9)	46(45.1)	44(43.1)	6(5.9)	
f. Managers do afford OHS representatives time to carry-out their responsibilities	1(1.0)	48(47.1)	48(47.1)	1(1.0)	4(3.9)

Table 5: Constraints towards Implementation of OHS

	SA	A	U	D	SD
Lack of recognition of OHS representatives by their line managers	1(1.0)	17(16.7)	80(78.4)		4(3.9)
Lack of passion of OHS representatives in doing their job	1(1.0)	28(27.5)	57(55.9)	12(11.8)	4(3.9)
Lack of management buy-in and support in OHS issues	45(44.1)	36(35.3)	16(15.7)	5(4.9)	
Lack of information sharing sessions and training with staff members on OHS	3(2.9)	30(29.4)	48(47.1)	20(19.6)	1(1.0)
Poor maintenance of buildings	3(2.9)	19(18.6)	60(58.8)	14(13.7)	6(5.9)
Lack of provision of Personal Protective Equipment to employees	3(2.9)	34(33.3)	36(35.3)	24(23.5)	5(4.9)
Lack of maintenance and servicing of fire extinguishers and fire hose	7(6.9)	53(52.0)	37(36.3)	4(3.9)	1(1.0)
Lack of first aid kits in each floor of each building	3(2.9)	19(18.6)	63(61.8)	16(15.7)	1(1.0)
Lack of insight in OHS implications by management	40(39.2)	42(41.2)	18(17.6)	2(2.0)	
Lack of training of management and supervisors on OHS regulations and compliance	4(3.9)	22(21.6)	57(55.9)	19(18.6)	
Lack of control of human behaviour and attitude of employees towards OHS	41(40.2)	45(44.1)	16(15.7)		
Lack of training on new equipments and machines	53(52.0)	43(42.2)	5(4.9)	1(1.0)	
None awareness campaign on OHS Policie	19(18.6)	67(65.7)	15(14.7)	1(1.0)	
Poor information sharing on OHS related aspects	39(38.2)	53(52.0)	9(8.8)	1(1.0)	
Lack of understanding of OHS and implications by management	20(19.6)	61(59.8)	15(14.7)	2(2.0)	

Majority (52%) of the respondents are single while 42% indicated married. The prevalence of single parenting in South Africa might be responsible for this result as single does not imply never-married. Hu et al 1998 using a regression analysis

show factors associated with OHS awareness, it was shown that married employers, in a larger plant with higher levels of education were more aware of OHS. The awareness score was not increased with employers' age or year of service. About 47% of the

employees do not have dependents while the remaining 52% have between 1 – 4 dependants. This would increase the degree of apprehension of the safety of the employees in the work places. Only 7.8% of the employees interviewed in this study have been in the employment of Department of Public Safety for less than a year. Others have working experience of between 1 – 15 years of the employment policy by the government in the post apartheid period might be responsible for the trend of result. Majority (91.2%) of the respondent are Christians This shows the predominance of the Christian religions arrived employees among employees and that the work place accommodate people of different religion beliefs particularly in a multi-cultural and multi-racial society of South Africa. The educational level of the employees show that 40% of the respondents are Diploma holders while 7.8% have between BSc. and Ph.D. The high level of education among the employees would increase the degree of awareness towards occupational safety issues. The respondents covered on this study were attached to different Directorates within the Department of Public Safety. About 36% of those interviews are from Traffic management, 23.5% from Crime Prevention, 21.6 % from human resources and 17.6% from Road Safety. The demand of occupational safety is very high with respect to these directorates if employees are to perform their duties satisfactorily. Jeebhay and Jacobs (2010) stated that the patterns of occupational health service delivery in South Africa are determined by employment patterns, the nature of industrial activity and the hazards associated with these activities. The gender and socio-economic profile of the workforce and their health needs also play a role.

Hu et al (1998) reported that level of education and size of the plant were highly associated with employers' awareness of OHS and the awareness was the most significant predictor in the five practices of OHS regulations in this study. Promotion of employers' awareness of OHS in small sized industries in particular, is warranted to enhance better compliance, and a focus for these efforts is identified by this investigation and health.

Table 2 presents the results of the compliance status of the Department of Public Safety on the OSHA act. From a list of 12 activities in the OSHA act, employees indicated that the degree of compliance was high for Provision and maintenance of systems of work, plant and machinery that, as far as is reasonably practicable, are safe and without risks to health (68%), Causing all employees to be informed regarding the scope of their authority as contemplated in section 37 (1) (b) (66.7%) and Every employer shall conduct his undertaking in such a

manner as to ensure, as far as is reasonably practicable, that persons other than those in his employment who may be directly affected by his activities are not thereby exposed to hazards to their health or safety (63.7%).

The indication by the respondents is as a result of the direct observation and experiences since they are the beneficiaries of the compliance to OSHA act by the Management of the Department of PTA. Jeebhay and Jacobs (2010) stated that occupational health services in South Africa are poorly developed and lag behind developments internationally. This is a result of the legacy of fragmented, racist and conservative legislative provisions that have attempted to address the occupational health needs of employees in this country.

On the other hand, employees respond there is a low compliance with establishing, as far as is reasonably practicable, what hazards to the health or safety of persons are attached to any work which is performed, any article or substance which is produced, processed, used, handled, stored or transported and any plant or machinery which is used in his business, and he shall, as far as is reasonably practicable, further establish what precautionary measures should be taken with respect to such work, article substance, plant or machinery in order to protect the health and safety of persons, and he shall provide the necessary means to apply such precautionary measures (69.9%); Providing such information, instructions, training and supervision as may be necessary to ensure, as far as is reasonably practicable, the health and safety at work of his employees (67.6%) and Taking all necessary measures to ensure that entire requirements of this Act are complied with by every person in his employment or on premises under his control where plant or machinery is use; enforcing such measures as may be necessary in the interest of health and safety (62.7%). There is need for management of the PTW to consider the areas that have been by employees in terms of non-compliance with OSHA acts. Loewenson 1999 indicated that the reported annual injury rates for wage employees in the Southern African Development Community region range widely from 0.35 to 49.42 injuries per 1,000 employees, and reported occupational fatality in the region ranges from 0.85 to 21.6 fatalities per 100,000 employees.

Table 3 presents the results of the attitudinal disposition of employees to level of compliance with OHS act in the Department of Public safety. The level of compliance OHS were considered in terms of delegation of powers in line with OHS act, OHS representatives: to what extent are OHS representatives empowered to ensure compliance

with the OHS act?, safety signs, fire extinguishers and evacuation procedures, training of staff members, resources, OHS inspections, incident investigations and reporting. Jeebhay and Jacobs (2010) stated that no over-arching national health and safety policy or statutory requirements exist to stipulate the provision of occupational health services. Various laws however exist that have a direct bearing on the delivery of occupational health services by requiring medical surveillance and evaluation of the work environment. The most important of these are the Occupational Health and Safety Act (OHSA) of 1993 and its regulations on hazardous chemical substances and lead; and the Mine Health and Safety Act (MHSA) of 1996.

The distribution of the employees attitude presented in Table 3, which covered six major areas and 23 attitudinal statements, employees were generally indifferent. The general trend is also that there were few employees who indicated that they were favourably disposed to the level of compliance by management on OHS. The percentage distribution for the unfavourable disposition towards the level of compliance to OHS among employees was generally higher than those of favourable disposition. There is need for improvement on the level of compliance to OHS PTW. Gray and Jones 1991 stated that in order to improve the effectiveness of OHS it is important to focus on the design of OSHA standards, examining the relationship between compliance with the standards and the prevention of occupational injury and disease. Hu et al 1998 indicated that employers were better aware of their responsibility for posting safety warnings, personal protection and providing safety and health equipment. They were less aware of their responsibility in minimizing injuries and accidents in the workplace and in not hiring someone who was found unfit for a certain job from pre-employment physical examination.

Table 4 presents the results of the attitudinal disposition of employees towards OHS act in the Department of Public safety. Attitude towards OHS were considered in terms employee knowledge regarding OHS, employee attitude regarding OHS, employers' knowledge towards OHS and employers' attitude regarding OHS. The distribution of the employees attitude presented in Table 4, which covered four major areas and 19 attitudinal statements, employees were generally unfavourable to OHS act and its implementation in the Department of Public safety. The general trend is also that there were few employees who indicated that they were favourably disposed to the implementation of OHS act by employers. The percentage distribution for the unfavourable disposition towards the OHS act among employees of was generally higher than those of

favourable disposition. Jeebhay and Jacobs (2010) stated that there is need to focus on occupational health service development to serve the needs of employees in the informal sector, small and medium-sized workplaces, ex-miners and the public at large and a national audit of workplace-based occupational health services to assess compliance with functions listed in ILO convention 161. Hayes et al 1998 indicated that coworker safety and supervisor safety were strongly linked to employee's compliance with safety behaviors. Work safety was logically related to job stress, psychological complaints, physical complaints, and sleep complaints. Shikdar and Sawaqed (2003) reported that improving worker productivity, occupational health and safety (OHS) are major concerns of industry, especially in developing countries. Some of the common features of these industries are improper workplace design, ill-structured jobs, mismatch between worker abilities and job demands, adverse environment, poor human-machine system design and inappropriate management programs. This leads to workplace hazards, poor worker health, mechanical equipment injuries, disabilities, and in turn this reduces worker productivity and product/work quality and increases cost. Zacharatos, et al (2005) reported that trust in management and perceived safety climate were found to mediate the relationship between an HPWS and safety performance measured in terms of personal-safety orientation (i.e., safety knowledge, safety motivation, safety compliance, and safety initiative) and safety incidents (i.e., injuries requiring first aid and near misses).

In Table 5, employees in the Department of Public safety indicated the constraints they perceived are militating against compliance with the OHS act in their work place. The results show that prominent constraints (combining the percentages for strongly agree and agree) to OHS in work place are lack of management buy-in and support in OHS issues (79.4%); lack of insight in OHS implications by management (80.2%); lack of control of human behaviour and attitude of employees towards OHS (84.3%); lack of training on new equipments and machines (94.2%); none awareness campaign on OHS policies (84.3%); poor information sharing on OHS related aspects (90.2%) and lack of understanding of OHS and implications by management (79.4%). This may be due to the antecedents of OHS in work places in South Africa before 1994. Shikdar and Sawaqed (2003) stated that management acknowledged not having knowledge or access to ergonomics information. Shikdar and Sawaqed (2003) indicated that many organisations did not carry out ergonomic assessments and found a significant correlation among productivity indicators and health and

organizational attributes. Lack of skills in ergonomics and training, communication and resources are believed to be some of the factors contributing to the poor ergonomic conditions and consequent loss of worker productivity and reduced health and safety in these industries. Hayes et al 1998 stated that Work Safety comprise of five factorially distinct constructs: (a) job safety, (b) coworker safety, (c) supervisor safety, (d) management safety practices, and (e) satisfaction with the safety program. Shikdar and Sawaqed (2003) stated that ergonomics or human factors application has been found to improve worker productivity, occupational health, safety and satisfaction. This has both direct and indirect effects on the overall performance of a company. It would, therefore, be extremely difficult to attain company objectives without giving proper consideration to ergonomics. Bohle et al 2001 indicated that job insecurity was associated with diminished worker health and well-being. This has implications for labour market and industrial relations policies, as well as occupational health and safety. Zacharatos, et al (2005) showed that a high-performance work systems (HPWS) was positively related to occupational safety at the organizational level. According to Hayes et al 1998 supervisor safety and management safety practices were the best predictors of job satisfaction. In addition, supporting previous research, supervisor safety and management safety practices were significantly correlated with reported accident rates.

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