



Occupational Health and Safety Policy

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Accountable executive manager	Executive Director: Finance and Facilities
Policy owner	Safety Manager
Responsible division	Facilities – Safety Department
Status	Approved
Approved by	Council
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Procedures in terms of this policy	None
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Occupational Health and Safety Policy

Against the background of the dream to be an internationally recognised university in Africa, distinguished for engaged scholarship, social responsiveness and an ethic of care, the council of the North-West University (NWU) has adopted this policy and set of rules on Occupational Health and Safety on 26 September 2019.

1. Interpretation and application

- 1.1 This policy and all related documents must be interpreted and applied in a manner consistent with the:
- Occupational Health and Safety Act No. 85 of 1993; with specific reference to Section 8, 9, 10 and 13 of the Act.

2. Objectives

The NWU will through this policy:

- 2.1 Demonstrate strong leadership, direction and commitment in health and safety aspects;
- 2.2 Continuously develop and maintain an Occupational Health and Safety Management System (NWUOHSMS)
- 2.3 Ensure a consistent approach to the management of health and safety issues across all campuses;
- 2.4 Consult and communicate with employees and stakeholders on occupational health and safety issues;
- 2.5 Educate and train the workforce on risk management, health and safety principles;
- 2.6 Respect an employee's right to work in an environment where risks are adequately controlled;
- 2.7 Promote the health and safety of its employees, students and stakeholders;
- 2.7 Measure health and safety performance and ensure quality control;
- 2.8 Comply with statutory obligations related to occupational health and safety;

3. Scope of application

This policy is applicable to all employees, students and service providers as appropriate for the requirements of this University.

The NWU management is responsible and accountable to provide a health and safe working environment at the NWU They are therefore required to:

- Identify potential hazards;
- Use well-designed processes, equipment and procedures, supported by the necessary information, instructions, training and management systems, to control and to minimise any potentially hazardous condition or risk, to ensure the health and safety of employees, students, contractors and visitors (hereinafter collectively referred to as relevant persons) as far as is reasonably possible;
- Ensure the provision of health and safety standards in connection with the use, handling, storage and transport of articles and hazardous substances;
- See to it that the necessary measures and standards are properly adhered to, in the interest of health and safety;
- Monitor the effectiveness of health and safety provisions within the workplace;
- Ensure the NWUOHSMS system is implemented and managed at the work place.

4. Guiding principles and policy

The NWU shall continuously maintain and improving a model occupational health and safety management system. The management system is focussed on prevention of illness and the protection against injuries, and the promotion of safe actions ,not only for the NWU employees but also for all other individuals (including but not limited to students, visitors, contract employees and persons in the surrounding community) who may be affected by its facilities and operations.

The NWU commits itself to act consistently with any applicable legislation, as determined by appropriate occupational health and safety, economic and other requirements.

5. Governance, management roles and accountabilities

- a. Council is ultimately responsible for the existence and monitoring of implementation of the occupational Health and Safety Policy.
- b. The Vice-Chancellor as Chief Executive Officer (through the NWU Occupational Health and Safety Committee) is responsible for the implementation of this policy in terms of the necessary process systems and procedures.
- c. The three Deputy Vice-Chancellors (through the three Campus Occupational Health and Safety Committees) are responsible for the implementation of this policy in terms of the necessary process systems and procedures on campus level.

The North-West University (NWU) mission is to become a balanced teaching-learning and research university, locally engaged, nationally relevant and internationally recognised. The NWU recognises what impact its business activities can have on the health and safety of its employees, students and stakeholders.

The North-West University (NWU) is continuously developing and maintaining a model occupational health, safety programme. This programme is focused on the prevention of and the protection against injuries and illnesses and the promotion of safe actions not only for the NWU's employees but also for other individuals (including but not limited to students, visitors, contractors' employees and persons in the surrounding community) who may be affected by its facilities and operations.

Policy Statement

We are committed to:

- demonstrate strong leadership, direction and commitment in occupational health and safety aspects;
- observe and practice the occupational health and safety procedures established for the particular environment
- ensure a consistent approach to the management of occupational health and safety issues across all campuses;
- consult and communicate with employees, students and stakeholders on occupational health and safety issues;
- educate and train the workforce on risk management, and occupational health and safety principles;
- respect employees', students' & stakeholders' right to work and study in a healthy and safe working environment where they feel risks are adequately controlled;
- promote the occupational health and safety of employees, students and stakeholders;
- measure occupational health and safety performance and ensure quality control;
- comply with statutory obligations related to occupational health and safety; and
- ensure that the NWU identifies and develops occupational health, safety and quality objectives and targets that support the vision, mission and values of the NWU.

We support the NWU's objective to focus on continual improvement, which is achieved by the establishment of an effective OHS monitoring and auditing system to provide data useful in evaluating the operation in terms of scope, appropriateness and effectiveness, including an regular evaluation of the overall programme to determine if it has met or made progress towards meeting its goals and objectives, if its policies and procedures are relevant and whether these policies, regulations, procedures and facilities continue to meet or exceed national standards and legislation.

VICE-CHANCELLOR

DATE