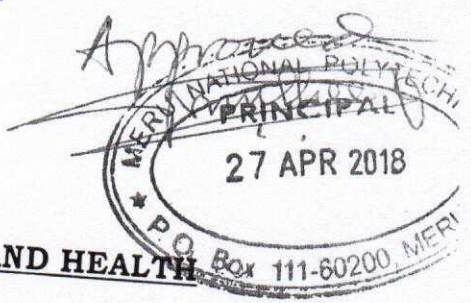


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**STAFF SENSITIZATION ON OCCUPATIONAL SAFETY AND HEALTH**  
**THE OCCUPATIONAL SAFETY AND HEALTH ACT No. 15 of 2007**

This Act may be cited as the Occupational Safety and Health Act, 2007. It was assented on **22<sup>nd</sup> October, 2001** and Commenced on **26<sup>th</sup> October, 2007**

An ACT of Parliament to provide for the safety, health and welfare of workers and all persons lawfully present at workplaces among other issues.

For purposes of enforcement it is important that all employees understand the provisions of the act. The office of the Registrar Administration and Finance will be rolling out this provision in bits starting with the duties and the responsibilities of the employees. The ACT is however available in the polytechnic website where the members of staff can download for perusal and compliance.

- 13.** Every employee shall, while at the workplace
- a) Ensure his own safety and health and that of other persons who may be affected by his acts or omissions at the workplace;
  - b) Co-operate with his employer or any other person in the discharge of any duty or requirement imposed on the Employer or that other person by this Act or any regulation made hereunder;
  - c) At all times wear or use any protective equipment or clothing provided by the employer for the purpose of preventing risks to his safety and health;
  - d) Comply with the safety and health procedures, requirements and instructions given by a person having authority over him for his own or any other person's safety;
  - e) Report to the supervisor, any situation which he has reason to believe would present a hazard and which he cannot correct;
  - f) Report to his supervisor any accident or injury that arises in the course of or in connection with his work; and
  - g) With regard to any duty or requirement imposed on his employer or any other person by or under any other relevant statutory provision, co-operate with the employer or other person to enable that duty or requirement to be performed or complied with.

**14.** A employee who contravenes the provisions of this section commits an offence and shall, on conviction, be liable to a fine not exceeding fifty thousand shillings or to imprisonment for a term not exceeding three months or to both.

- 1) Every employee shall report to the immediate supervisor any situation which the employee has reasonable grounds to believe presents an imminent or serious danger to the safety or health of that employee or of other employee in the same premises, and until the occupier has taken remedial action, if necessary, the occupier shall not require the employee to return to a work place where there is continuing imminent or serious danger to safety or health.
- 2) An employee who has left a work place, which the employee has reasonable justification to believe presents imminent and serious danger to life and health shall not be dismissed, discriminated against or disadvantaged for such action by the employer.
- 3) It shall be an offence for a person on whom a duty is imposed under this section to fail to carry out that duty.

15.

- a) A person who willfully interferes with or misuses any means, appliance, convenience or other thing provided or done in the interests of safety, health and welfare in pursuance of this Act commits an offence and shall, on conviction, be liable to a fine not exceeding one hundred thousand shillings or to imprisonment for a term not exceeding three months or to both.

16.

- a) No person shall engage in any improper activity or behaviour at the workplace, which might create or constitute a hazard to that person or any other person.
- b) For purposes of this section, improper activity or behavior includes boisterous play, scuffling, fighting, practical jokes, unnecessary running or jumping or similar conduct.

**Meru National Polytechnic has done a lot and will continue to do its level best to ensure Occupational Safety, Health and Welfare of Workers. Let's us all join hands to ensure that the Polytechnic remains one of the best workplace.**

