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SAFE TIME

Employee Responsibility



by
Ir. Shum Keng Yan

THE implementation of Occupational Safety and Health programmes cannot be successful without the participation and cooperation of those working in the enterprise, e.g. employees, contractors, temporary workers, agency employees, etc. This month, we will look at Part VI: General Duties of Employees under the Occupational Safety and Health Act 1994 (Act 514).

Subsection 24 (1) lays out the duties of every Employee as follows:

- (a) Take reasonable care for the safety and health of himself or others who may be affected by his acts or omissions at work.
- (b) Cooperate with the Employer or any other person to discharge his duty and workplace requirements.
- (c) Wear Personal Protective Equipment.
- (d) Comply with instructions or measures on Occupational Safety and Health.

In addition, Section 25 stipulates that the Employee should not intentionally, recklessly or negligently interferes with or misuse things provided or done in the interests of safety, health and welfare.

Last month, I explained Section 26 and Section 27 whereby the action is actually to be carried out by the Employer [including Trade Union under Subsection 27 (2)].

If you are interested to share with us the challenges of being an employee, drop us an email at pub@iem.org.my. ■

Management should not be quick to blame employees (and sometimes Safety Officers) whenever an accident occurs. We should be looking at the underlying causes of the accident through a proper accident investigation. Just imagine this; we receive hundreds of applications for a job, shortlist around 10 and interview five to hire the one that is to blame.