



The Occupational Health and Safety Act No. 6331, officially published on June 30, 2012 consolidates all relevant legislation under one act and presents a significant obligation to

employers. The scope of this new legislation will be contingent on the number of employees, and the level of danger present in the workplace. Once these levels are identified, the organization will be placed into one of three categories A, B, or C with each level having specific licensing requirements for counselors who

will advise organizations and their employees on how to make an effective transition to mandatory compliance.

According to the legislation, every employee in the organization regardless of the total number must be provided with training and certification by a licensed councilor who will

be provided by the employer.

Additionally, the lack of health and safety training given to employers and employee representatives along with technical managers and human resources officials can lead to

liability issues resulting in significant penalties in the event of a on the job accident and potential law suits.

Overview of employer obligations:

To take the appropriate measures to ensure occupational health and safety

To conduct risk assessments, or have them conducted in an acceptable manner

To provide employees with tasks that are compliant with the legislation

To give the necessary training and information regarding health and safety in the workplace

Notably, the law covers all members of public and private sector organizations regardless of the subject of their activities; including but not limited to employers, employers'

representatives, apprentices and trainees.

Please contact us for further information regarding health and safety training and our services in this area.

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