

Home > Vol 7, No 1 (2009) > Sieberhagen

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Employee health and wellness in South Africa: The role of legislation and management standards

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Abstract

The aim of this study was to investigate the role that legislation and management standards might play in ensuring occupational health and wellness in South Africa. The Occupational Health and Safety Act of 1993 determines that an employer must establish and maintain a work environment that is safe and without risk to the health of employees. It seems that there is a lack of guidance in the laws and statutes with regard to dealing with employee health and wellness. A management standards approach, which involves all the role players in the regulation of employee health and wellness, should be implemented.

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