

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF EDUCATION

24-11-2020

## Issuance of Confirmatory Notice - Mogodumo Cluster

The PSA visited Mogodumo District Cluster which houses various Circuits after reports of poor working conditions. Subsequently, the PSA engaged the Department of Employment and Labour who visited the office on Friday, 18 September 2020 and issued a Contravention Notice. The department was given 60 days to rectify the situation which unfortunately lapsed without any action from the department.

The PSA raised concerns regarding the safety of employees in that the area was bushy, with snakes regularly encountered by employees. Offices were without electricity and telephones, no computers for administrators, no access to the functional sanitation as employees must use buckets whenever nature calls and employees are expected to use own cellphones to communicate with the district office. The roof was leaking including the exam room and question papers got wet during rainy days. The offices were without file cabinets and confidential files were stacked all over. The exam Managers were without computers and they were using their own laptops. Offices were full of broken old furniture, windows and doors were broken, ceilings falling, poor ventilation owing to dysfunctional air conditioners and a fire extinguisher that was last serviced in August 1994. The PSA was of the view that the office didn't qualify to be a workplace as it was not conducive for habitation and work performance.

The Inspector visited the office and issued a Confirmatory Notice to the HOD on 19 November 2020 confirming that the Contravention Notice has lapsed hence the matter will be referred to the Magistrate Court ito Section 46 (a) of the *OHS Act* for prosecution without any further notice. The PSA believes that this is the only way that will force unwilling employers to take the safety of employees seriously and we believe that this is a strong signal to all Accounting Officers whose workplaces are unsafe.

Shop stewards are urged to constantly assess the working environment and to report any non-compliance immediately to the PSA Provincial Office and send email to [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za).

Members will be kept updated.

GENERAL MANAGER