

FOR PSA MEMBERS: GAUTENG DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES (*Pretoria*)

30-09-2020

Non-implementation of the Regulations Promulgated in Terms of Section 27(2) of the *Disaster Management Act, 2002*, Read with Section 7(3) and 41(3) of PSA and Regulations 51 of PSR 2016

On 12 August 2020, the PSA wrote to the Department of Employment and Labour after having engaged the Department of Communications and Digital Technologies (DCDT) on the non-adherence to legislation regarding the COVID-19 virus within the Department.

The following, among others, are the identified high health and service delivery risks that the Employer have not implemented:

- Lack of social distancing, no protective shields in the open plans, where officials are sitting closely to one another;
- No approved roster implemented for rotational work;
- Lack of ventilation system - 90% of the air conditioners in offices are dysfunctional and some employees were placed in offices without windows;
- Lack of the tools of trade (mobile voice and data resources, including the laptops) to enable employees to work remotely);
- Non-existing Occupational Health and Safety Committee;
- Lack of and implementation of the return to work plan. Prior returning to work, the Compliance Officer must develop a plan for the phased increase of employees returning to work;
- Installation of foot paddler control or sensor sanitizers at all reception desks or entrances;
- Lack of Departmental Policies - The Department is currently functioning without policies, e.g. Occupational Health and Safety Policy.

None of the challenges identified by the PSA have been addressed and we have subsequently approached the Department of Employment and Labour to request its intervention and to report on its compliance levels as to enable the PSA to take the matter further if needs be. Once the response is obtained from the Department of Employment and Labour and its findings are communicated, members will be informed.

GENERAL MANAGER

