

FOR PSA MEMBERS: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL
DEVELOPMENT (DOJCD) - LIMPOPO

01-12-2020

What's happening at DOJCD – Limpopo?

Inadequate working tools

The PSA was alerted that employees at the Regional Office and most Magistrate's Courts are without adequate working tools. Landlines were mostly disrupted and no longer working with poor or no connectivity to internet, which makes communication difficult and forcing employees to use personal phones without the employer providing data or airtime. The situation has a bearing on members' performance, which may result in disciplinary processes where performance standards are not met. Failure to provide working tools creates a barrier for optimal performance by employees as it creates and inconducive environment for work performance. Further, the Department failed to renew the contract with the service provider who was responsible for the supply and maintenance of photocopy machines and employees are struggling with no access to photocopy and scanning services. The Department must keep in mind that it is obligated to provide a conducive environment for work performance thus such provision is not a favour but a contractual duty of the employer to provide tools of trade.

Non-provision: Cleaning services

The Department failed to renew its cleaning services contract for almost three months. The decision is irresponsible and dangerous, particularly in the time of COVID-19 as practice of good hygiene is essential for the containment and prevention of the virus. Subsequently, there is no one to clean ablution blocks and offices, thus exposing employees to danger of infection. The Department's failure to provide a safe working environment contravenes the *OHSA*.

The PSA will engage the employer to ensure that these matters receive the necessary attention to ensure that employees are provided with adequate and appropriate working tools for them to be able to perform as per their performance agreements and job descriptions. Further, the employer has a legal obligation to provide a safe working environment.

Members will be informed of developments. For more information members can contact Mike Mkhize on 082 880 2937

GENERAL MANAGER