

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF EMPLOYMENT AND LABOUR

01-10-2020

## Recalling of all employees at Mokopane Labour Centre

The PSA was alerted that the Labour Centre Manager issued an instruction to all employees to return to work despite other labour centres still working remotely pending the DG directive. The email instruction was sent despite the shop stewards alerting the manager to wait for the Head Office to issue communication directing the offices regarding Alert Level 1. Ordinarily, the DG would issue the directive regarding the return of employees hence it was surprising that the manager decided not to wait for such directive.

The manager did not even engage labour regarding the preparation of the workplace and risk assessment to ensure implementation of safety protocols. Sadly, when the manager was made aware that the instruction from the DG is awaited as per the norm, she informed the employees to resign and go to work at Head Office if they want to receive the instructions from the DG. The manager further threatened to charge the employees if they are not adhering to her instruction.

Throughout the lockdown levels, employees have been receiving directives from Head Office through their internal communication known as exchange postmaster hence the confusion of this change. It is suspected that the move is prompted by failure of the office to meet targets and she ignores the fact that certain positions have been vacant since 2018 which causes strain on the employees. It is the view of the PSA that the recall of all employees is premature as the management must allow engagement with the union representative regarding workplace preparedness and await the directive from the Head Office. The bullying, intimidation and abuse of power have no space in the workplace hence the matter was escalated to the Chief Director: Provincial Operations (CDPO) for intervention. If the CDPO doesn't address the matter, the same will be escalated to Head Office as the life's and safety of members cannot be compromised for targets.

The matter is receiving attention and members will be kept abreast of further development.

GENERAL MANAGER