

FOR PSA MEMBERS: LIMPOPO SOUTH AFRICAN SOCIAL SECURITY AGENCY
(SASSA)

18-05-2020

Non-compliance with Covid-19 Regulations – Namakgale Local Office

Members will recall that upon downgrade of lockdown restrictions from level 5 to level 4, it was announced that certain critical and essential services will be rendered to the public. SASSA is one of the essential and critical service providers to the vulnerable and destitute in the country. Subsequently, the Department of Employment and Labour issued Covid-19 Occupational Health and Safety Measures in Workplaces, to be read with *OHSA* to ensure safety of employees during level 4 lockdown restrictions.

Employers must, as far as practicable, minimize the number of workers at the workplace at any given time through rotation, staggered working hours, shift systems, remote working arrangements or similar measures in order to achieve social distancing. Alternatively, that the necessary precautions are taken to prevent infection, for example, to ensure that there is a minimum of one and a half meters between employees, have physical barriers between workstations etc.

SASSA issued a Risk-Adjusted Plan Moving towards level 4 of lockdown directing the compliance with 1/3 staff complement for all regions. Sadly, SASSA does not comply with safety restrictions at Namakgale Local Office in Phalaborwa wherein there is 100% of employees at the workplace with full operations, contrary to the guideline of 1/3 of employees at the workplace. Further the employees were given only one mask whilst the Directives indicate that two cloth masks must be provided to all employees.

The PSA is shocked by the total disregard of safety regulations by the Office. Their own Plan indicate that there must be a grouping of 1/3 employees and two masks per employee. The employer has a legal duty in terms of the *OHSA* to provide and maintain workplace that is safe and without risk to employees hence the PSA will engage with the employer to resolve this matter.

The members are further advised to report any safety concerns and non-compliance to Shop Stewards and the PSA Provincial Office at Phillip.maponya@psa.co.za or 082 880 8957.

GENERAL MANAGER