

Non-compliance: *Occupational Health and Safety Act*

Members will recall that the PSA was alerted of a water shortage that adversely affects employees at the SASSA Office in Dr CN Phatudi in Tzaneen. The building did not have running water from 2018, creating a problem with flushing of toilets and drinking water. Although the Department has two water tanks, the lack of water is problematic, which causes employees to bring their own water from home, using a bucket system, etc.

Engagement with the employer failed to resolve the matter and the PSA referred it to the Department of Employment and Labour (DEL) for intervention. The DEL could not be immediately be available to conduct and inspection and had to postpone the date scheduled for December 2020. The inspection subsequently took place on 28 January 2021. The inspector issued a Contravention Notice wherein the employer was directed as follows:

- Non-functional air conditioners to be fixed within 60 days to ensure proper ventilation
- To appoint a Compliance Officer within seven days in compliance with COVID-19 regulations
- To conduct/improve risk assessment in the office as soon as possible

It was further resolved that the employer must provide employees with bottled water from 29 January 2021. The installation of a water pump is to commence from 1 February 2021 and, in the meantime, employees will finish work at 15:00 until the water issue is resolved.

Shop stewards are urged to constantly assess the working environment and to report any non-compliance immediately to the PSA Provincial Office by sending an email to queen.seema@psa.co.za.

GENERAL MANAGER