



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF EDUCATION**

26-05-2023

Poor working conditions at Tshwane North District Offices

The PSA was alerted of the poor working conditions faced by members at the Gauteng Department of Education's Tshwane North District Offices and promptly intervened as employees have the right to work in an environment that is safe and without risk. Numerous engagements with the employer did not assist as the employer was not prepared to address the conditions, leaving the PSA with no choice but to escalate the matter to Department of Employment and Labour for intervention.

The PSA was shocked to learn that employees are working in sub-standard offices with poor ventilation, inadequate lighting, and dirty carpets, which impacts even more on employees with respiratory conditions. Further, the building's roof leaks, and offices are small and do not meet the minimum standard of 2.25 m² of effective open floor area available for every employee working in an indoor workplace. It defies logic why the Department would insist on having employees working under such conditions, even after COVID-19, which should serve as motivation for the Department to prioritise employees' health and safety.

Subsequently, Department of Employment and Labour issued a contravention notice, giving the Department 60 days to fix all defects or face closure. It is the responsibility of the Department as employer to ensure that all employees have a safe and healthy working environment and failure to comply with the *OHS Act* cannot be tolerated by the PSA. The PSA will monitor compliance with the notice and if the employer is not implementing the notice, the PSA will alert the inspectors to close the building.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za or contact PSA Provincial Offices.

GENERAL MANAGER