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

22-08-2023

# Non-compliance with *Occupational Health and Safety Act* (*OHSA*)

The PSA is concerned about the non-compliance with health and safety standards at the Department of Education, Phokwane Circuit in Sekhukhune District. Phokwane Cluster houses four circuits namely, Eensaam, Ngwaritsi, Phokwane, and Glen-Cowie Circuits. The PSA visited the premises on 14 August 2023 and found that the four circuit offices are very dirty. There are no cleaners and groundsmen to clean the offices and maintain the gardens. The working environment is unhygienic and is a risk to the health of employees as it creates fertile ground for infections, particularly for employees with respiratory conditions.

Electric plugs are not working, and the ceiling is falling, which poses danger to employees. Some officials are cleaning their own offices before starting their daily work. These conditions are also contrary to section 24 of the Constitution of the Republic of South Africa, which states that, ''everyone has the right to an environment that is not harmful to their health or wellbeing''. Further, section 8 of the *OHSA* places a legal obligation on the employer to provide a workplace that is safe and without risk to employees.

The PSA has engaged the Department on numerous occasions regarding the constant failure to provide a safe workplace and Labour Inspectors issued prohibition notices on some buildings, but the conditions have not improved. Employees' safety is neglected by the employer and the PSA immediately escalated the matter to Department of Employment and Labour for intervention. An inspection date is awaited. Employees who are working in dilapidated, unsafe, and unhygienic buildings must report this to queen.seema@psa.co.za or call the PSA Provincial Office on (015) 295 0500.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or contact the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER