

## Poor working conditions at SASSA Makhado local office

Members are aware that the PSA was alerted of poor working conditions at SASSA's Makhado local office. This led to the PSA conducting an inspection and meeting with management on 19 July 2023. The crux of the matter was the employer's failure to provide a conducive, safe, and risk-free workplace to the employees, which was a direct violation of the *Occupational Health and Safety Act (OHSA)* and its own Occupational Health and Safety Policy. The employer admitted that the building did not comply with safety requirements but argued that it was the only building that was available at the time. The PSA was also advised that the building was leased, and the contract is expiring in July 2024, hence the sourcing of alternative accommodation. The employer was given a month to address the issues raised by the PSA but failed dismally.

The matter was thus escalated to the Department of Employment and Labour (DEL). Upon inspection on 28 November 2023, a contravention notice was issued. The employer was given 60 days to address the issues raised. A follow-up inspection was conducted on 6 May 2024, resulting in the issuance of Confirmatory Notice as the employer failed to comply with the following requirements of the notice:

- Not providing a certificate of compliance of the workplace's electrical installation
- Not appointing first aiders
- Not ensuring functional toilets for both genders
- Not fixing defective lights in the kitchen
- Not repairing the boardroom wall
- Not repairing the mechanical ventilation
- Not repairing the floor
- Not cleaning the floor carpet

The issuance of Confirmatory Notice provides a way for the DEL to refer the matter to the Magistrates Court for prosecution in terms of section 38 of the *OHSA* without any further notice to the employer. The PSA commends the DEL for ensuring that a follow-up inspection was conducted as the employer has shown that it does not value the health and safety of employees. The PSA will monitor the situation and constantly remind the Department to take the matter further until it is resolved. Members will be informed of developments.

The safety of employees remains critically important to the PSA. Members and shop stewards are thus urged to constantly assess the working environment and to immediately report any non-compliance to the PSA Provincial Office on (015) 295 0500 or send email to [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za).

Employees who wish to join the PSA can contact Lawrence Muvhango - [Lawrence.muvhango@psa.co.za](mailto:Lawrence.muvhango@psa.co.za) / 082 880 8995, Paulina Moloto - [Paulina.moloto@psa.co.za](mailto:Paulina.moloto@psa.co.za) / 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka  
GENERAL MANAGER