

FOR PSA MEMBERS: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL
DEVELOPMENT - LIMPOPO

02-06-2021

Poor working conditions: Groblersdal Magistrate Court

The PSA has received complaints from members employed at Groblersdal Magistrate Court in Sekhukhune District regarding uncondusive working conditions.

The PSA visited the Court on 1 June 2021 and engaged with members and the shop steward. Members reported that they are working under constant threats of being dismissed or charged and were told to resign if they no longer wanted to work as there are many people with degrees who are looking for employment. This despite a chronic staff shortage forcing members to do additional work outside the scope of their work. Employees working at periodical courts are regularly working after hours owing to them having to drive back to the office and perform administrative tasks without being paid overtime or getting time off.

Disinfecting takes place every Friday but sometimes this done during working hours with other employees still working in their offices, which can be detrimental to their health. In addition, the Court has broken floor tiles, files lying on the floor, poor lighting and fire extinguishers that were last serviced in 2017 as the Department of Public Works is responsible for the maintenance of the building. This is 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 well-being. Further, section 8 of the *Occupational Health and Safety Act (Act 85 of 1993)* stipulates that the employer must provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of employees.

The PSA has written a letter to the Court Manager to request a meeting and simultaneously referred the non-compliance with OHS to the Department of Employment and Labour. Shop stewards are urged to constantly assess the working environment and to report any non-compliance immediately to the PSA Provincial Office at queen.seema@psa.co.za.

GENERAL MANAGER