

FOR PSA MEMBERS: COORDINATING CHAMBER FOR PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) FOR GAUTENG PROVINCE (CCPGP)

22-08-2024

Update: CCPGP (Coordinating Chamber for PSCBC for Gauteng Province)

Occupational health and safety: Condition of buildings in Gauteng

Members will remember that the PSA lead a section-17 dispute at the Coordinating Chamber for the PSCBC with the request that the General Secretary of the PSCBC must address and resolve the deadlock between labour and the Gauteng Provincial Government. The meeting took place with the PSCBC General Secretary, where an agreement was reached that the General Secretary will chair meetings between the heads of departments and labour and establish a provincial occupational health and safety (OHS) committee where the General Secretary will also chair the first number of meetings to ensure that it is well established and that there is a proper way forward. The PSCBC reported that the first meeting will take place within the next 14 days. The PSA will be part of the OHS structures where all issues regarding the condition of buildings will be addressed.

Conduct of employees after order issued by Department of Employment and Labour (DEL)

The PSA wishes to clarify the issue of the Department of Employment and Labour (DEL) orders. There is a perception amongst members that if the DEL issues any order, employees will not be required to enter the building and should be allowed to work from home. This is, however, not as simple. There are various types of orders that the Labour Inspector can issue pending on the condition of the buildings.

- **Compliance order:** Employees will continue working in the building whilst the employer is normally given between 30 and 90 days to address the issue. The Inspector will make the necessary recommendation in the order on what needs to be done to improve the condition of the building.
- **Prohibition order:** On this order, the Labour Inspector will issue an order that will prohibit the employees to enter the building. This could also be a partial prohibition where there is only a section of the building that needs to be closed. Only the Labour Inspector has the right to declare the building safe and uplift the order.

The PSA will update members as the process unfolds.

Labour Forums: Individual Departments

The PSA requested this point on the agenda of the Special Chamber after several Departments started forming labour forums. This again came because of the new Provincial Administration after the recent elections. The PSA made it clear to Departments and shop stewards that there is no provision in law for labour forums at departmental level and that all issues of collective bargaining or of a consultative nature can only be dealt with at the Chamber. The PSA demanded that all Departments must stop these processes immediately and caution shop stewards not to be drawn in on the illegal labour forum structures but to report it to the PSA Provincial Office should the employer attempt it. The employer took note of the demand and will respond in 14 days.

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 the PSA Provincial Office's Organising/Marketing officers:

- Sibusiso Ndzala: 082 880 8964 / sibusiso.ndzala@psa.co.za
- Mandy Modise: 082 880 8952 / mandy.modise@psa.co.za
- Katlego Mooketsi: 082 880 8935 / Katlego.mooketsi@psa.co.za

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