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FOR PSA MEMBERS: **DEPARTMENT OF HOME AFFAIRS - LIMPOPO**

17-07-2024

Victory for PSA Members at Malamulele Home Affairs

The PSA visited the Department of Home Affairs Malamulele Office, Vhembe District, in Collins Chabane Municipality on 27 June 2024 upon alert that employees were working in poor and dangerous conditions. The PSA immediately engaged the employer on the poor working conditions as the employer was in contravention of section 8 of the *Occupational Health and Safety Act*, which stipulates that it must provide and maintain, as far as is reasonably practicable, a safe working environment that is without risk to the health of employees.

The PSA allowed the employer seven days to respond. When no response was received, the matter was escalated to the Department of Employment and Labour. A Labour Inspector conducted an inspection on 12 July 2024 and issued a prohibition notice as employees were using buckets to flush toilets as there was no running water in the building. The yard is bushy and poses a danger to employees and members of the public. There are no cleaners and offices are dirty, exposing employees to respiratory problems. Employees are concerned about their safety as there is poor lighting and the office has experienced three burglaries owing to poor security. There is no proper storeroom and important documents are left lying around with boxes on top of filing cabinets. This can expose employees to disciplinary process owing to their failure to comply with policies and procedures as it is impossible to maintain the privacy of client information.

It is unacceptable for employees to work in an environment that is unsafe and poses a danger to their health. The PSA thus welcomes the prohibition notice issued to the Department as a positive step towards addressing the concern. All workers have the right to a safe and healthy working environment and the PSA will continue to advocate for improved working conditions. The PSA calls on the Department to address the shortcoming as employees' health and safety are not negotiable. The PSA will stop at nothing to ensure that employees are working in a conducive and safe working environment. The PSA will monitor the situation to ensure that the employer complies with the notice as there is tendency by the departments not to comply with such notices.

Members will be informed of developments. Shop stewards are encouraged to report any alleged contravention in the workplace to the PSA Provincial Office for further assistance to queen.seema@psa.co.za.

Employees who want to join the PSA can contact Lawrence Muvhango on Lawrence.muvhango@psa.co.za / 082 880 8995 or Paulina Moloto on Paulina.moloto@psa.co.za / 082 880 8957.

Reuben Maleka
GENERAL MANAGER