

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF SOCIAL DEVELOPMENT (DSD)

02-09-2024

Limpopo DSD: Non-compliance with *Occupational Health and Safety Act (OHSA)*

Members complained about the unsafe and uncondusive work environment at their office at Makhubidung Village in Mopani, which led to the PSA engaging the employer. Seeing the urgency of the identified matters, the PSA immediately escalated the matter to the Department of Employment and Labour, requesting urgent inspections. Subsequently, the Inspectors conducted inspection on 30 August 2024 and issued a contravention notice wherein the employer was given 60 days to address the identified non-compliance. The following issues were identified and raised by the Inspector as part of the non-compliance:

- No suitable first-aid box equipment installed.
- Floors were not properly maintained and there was water leaking from air conditioners.
- Dysfunctional toilets and compromised hygiene with poorly cleaned offices.
- No valid certificate of compliance for electrical installation and test report.
- Broken, dysfunctional lights and no plugs in guard room.
- Not one person was found to have completed first-aid training as per the *OHSA*.
- No evaluation of the risk assessment in the workplace.
- The employer has not appointed health and safety representatives.

Further, the Inspector issued a prohibition notice upon discovering that the place does not have running and drinking water. Employees are therefore barred from accessing and occupying the office, except for maintenance and repair activities. The building did not have flushing toilets owing to lack of running water in the building and use of water tanks did not yield results as the water was not fit for drinking and delivery was not consistent. Employees were forced to bring drinking water from home, which is unacceptable. Employees will report at the Tzaneen office from Monday, 2 September 2024 whilst the employer is either correcting the non-compliance or identifying alternative offices.

Where non-compliance is identified, members are urged to report such to the PSA Provincial Office at queen.seema@psa.co.za / (015) 295 0500. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER