

**FOR PSA MEMBERS: DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT -
KWAZULU-NATAL (DURBAN AREA)**

20-03-2025

Update: Verulam Magistrate's Court safety intervention

The PSA has received multiple reports from members, raising serious concerns about hazardous working conditions at the Verulam Magistrate's Court. Upon conducting a site inspection, the PSA confirmed that these concerns were valid and required urgent intervention. Given the severity of the situation, the PSA immediately escalated the matter to the relevant authorities to ensure swift corrective action. The following interventions were undertaken by the PSA to address the unsafe conditions:

Reporting and advocacy

The PSA formally reported the safety concerns to the acting Regional Head and senior management at the Department of Justice and Constitutional Development. A virtual meeting was convened where the PSA firmly asserted that occupational health and safety (OHS) standards are non-negotiable and that immediate corrective measures must be implemented.

Submission of memorandum

The PSA compiled a detailed memorandum of demands, addressed to the Minister of Justice and Public Works, outlining the urgent need for a safe and conducive working environment for employees at the Verulam Magistrate's Court. The Department of Employment and Labour was officially requested to conduct an independent investigation into the hazardous conditions reported.

Protest and direct engagement

The PSA arranged a picket and protest action at the Verulam Magistrate's Court to publicly highlight the serious health and safety risks faced by employees. The Labour Enforcement division responded immediately by visiting the site to commence an official investigation into the allegations. The PSA successfully handed over its memorandum to the acting Regional Head, reinforcing the urgency of the matter.

The following developments occurred since the PSA's interventions:

- The Inspectorate has since issued immediate directives to address the safety hazards identified at the Court.

- Structural engineers have been assigned to inspect the roofing system and other safety concerns, with further investigations currently underway.
- The PSA is closely monitoring compliance with these directives and is awaiting detailed reports from the Department of Justice and Constitutional Development.
- The PSA will continue tracking compliance with directives issued by the Inspectorate, ensuring that commitments made by authorities are followed through.

The PSA has established that similar safety violations exist at multiple other court precincts across KwaZulu-Natal. Plans are in motion to expand protests and engagements at these sites, ensuring uniform attention to workplace safety across the province. Once the Inspectorate finalises its findings, the PSA will hold consultations with affected members to provide full transparency on developments and planned interventions.

The PSA remains steadfast in its efforts for safe, dignified, and secure working conditions for all employees. The Verulam Magistrate's Court case underscores the broader systemic failures in maintaining workplace safety in the justice system. The PSA will persist in its advocacy until tangible, lasting solutions are implemented. For further updates, members are encouraged to remain engaged with the PSA's provincial leadership.

To join the PSA), please contact the provincial organisers or full-time shop stewards. You can reach Xolani Dhlamini on 073 813 9646 / xolani.dhlamini@psa.co.za, Nkosinathi Thwala on 082 880 8953 / Nkosinathi.thwala@psa.co.za, or Nkosephayo Zulu on 082 880 8994 / nkosephayo.zulu@psa.co.za. Alternatively, you can contact the full-time shop stewards: Earnest Mkhize on 081 016 5028, Nondumiso Mvubu on 081 016 5024, Jabulani Bukhosi on 063 737 8498, or Sthembile Ngcobo on 081 016 5085, Brendon Fisher on 083 863 6754.

For each new member you recruit, you will receive R107!

Reuben Maleka
GENERAL MANAGER