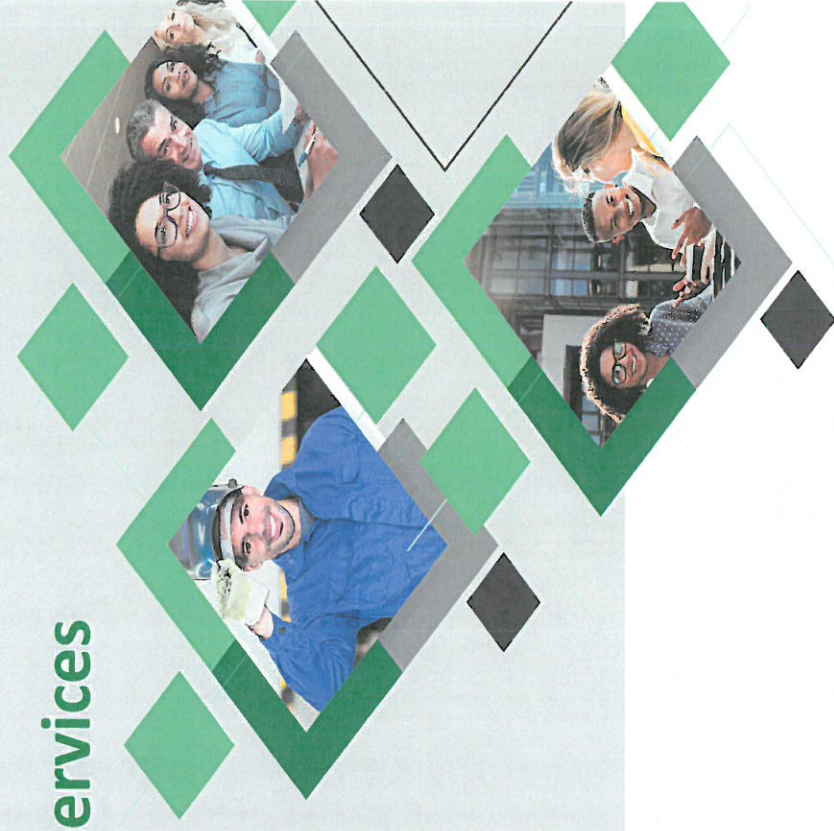


THANK YOU

NDIA LIVHUWA

Inspection and Enforcement Services
Branch

26th September 2022



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

NATIONAL ROVING TEAM

PERFORMANCE PRESENTATION
•2022/2023 FINANCIAL YEAR

17 AUGUST 2022



employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

•NATIONAL ROVING TEAM

- PROGRAMME 2:
 - INSPECTION AND ENFORCEMENT SERVICES
 - (IES)
- NATIONAL ROVING TEAM



BACKGROUND

The National Roving Team was established in July of 2021 for inspectors across all Provinces representing the BCEA, UIA, COIDA and OHSA to conduct integrated inspections in identified provinces in support of Seminars hosted by the Branch and/ or when requested by Provinces in support of Mega Blitz Inspections or any other project.

COMPOSITION OF THE NRT

- There are 5 National Roving Team Groups (**Blue**, **Green**, **Red**, **Yellow** and **Orange**)
- Ideally each Group should consist of the following:
- **01 Team Leader**
- **2 BCEA Inspectors**
- **2 COIDA inspectors**
- **2 UIA inspectors**
- **2 OHSA inspectors**
- Each team will then have 9 members.

COMPOSITION OF THE NRT Cont...

- However, in some instances, the teams operate with less members as inspectors representing other disciplines such as UI and COID auditors are not always available due to the limited number of UIA and COIDA Auditors appointed in the provincial offices and in some instances some provinces do not release NRT members when requested.

NRT PROJECTS

- The following Provinces were visited:

PROVINCE	DATE	NO. OF DAYS	NO. OF INSPECTORS
MPUMALANGA	19 to 29 April 2022.	08 Days	43
LIMPOPO	09 to 20 May 2022.	10 Days	42
NC & NW	06 to 17 June 2022	10 Days	43
FS	11 - 22 July 2022	10 Days	47
GP	01 -12 August 2022	10 Days	47
TOTAL		48 Days	

Mpumalanga Province Project

- The following areas were inspected in Mpumalanga teams allocated as follows:

PLACE	Mkhondo	Emalahleni	Mbombela	Secunda	Middleburg
TEAM	Yellow	Blue	Green	Orange	Red
TEAM LEADER	Meshack Matsi	Doctor Nkabinde	Buhle Mncanca	Lindiwe Mbhense	Patricia Bucwa

PERFORMANCE PER TEAM YELLOW TEAM (MKHONDO)

No	Name Of Inspector	Legislation	Conducted	Compliant	No. non-Compliant	Notices Issued	Amount Enforced	No. Captured on CMS	No. QA	No. referred to SS
1.	Meshack Matsi	OHSA	14	7	7	7	NONE	14	14	0
2.	Mpumelelo Ndondlo	OHSA	20	2	18	18	NONE	20	20	0
3.	Davis Maboa	OHSA	18	2	16	16	NONE	18	18	0
4.	Andiswa Petse	COIDA	11	0	11	11	R 0	11	11	8
5.	Daniel Kubhai	UIA/UCA	18	12	6	6	R5 190.95	18	15	5
6.	Shudufhadzo Mushoma	UIA/UCA	19	4	15	15	R 0	19	19	14
7.	Bramley Barendse	BCEA & NMWA	9	9	0	0	R 0	9	9	0
8.	Natasha Douglas	BCEA & NMWA	9	9	0	0	R 0	9	9	0
9.	Pretty Ndawo	BCEA & NMWA	20	5	15	15	R62 065.52	20	19	0
10.	Sivuyile Sam	BCEA & NMWA	15	11	4	4	R2 791.68	15	8	0
TOTAL			153	61	92	92	R70 048.15	153	145	27

BLUE TEAM (EMALAHLENI)								
NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Doctor Nkabinde TL	OHSA	24	18	24	24	N/A	None
2	Busisiwe Mpulu	OHSA	25	10	25	25	N/A	None
3	Blouw Kaylin	UIA	25	17	25	22	R 0.00	N/A
4	Keneloe Sefatsa	BCEA	24	4	24	24	R 49 164.21	3
5	Kgobokoane Makgahlela	COIDA	25	19	25	23	R 120 190.92	10
6	Nolundi Fekisi	OHSA	26	15	26	26	N/A	None yet
7	Rebaone Nyarenda	BCEA	20	6	20	19	R 21 673.84	None
8	Vusimusi Ndlovu	BCEA	20	4	20	19	R 7 608.96	None
	TOTAL		189	93	189	182	R 198 637.93	13

GREEN TEAM (MBOMBELA)								
	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Buhle Mncanca TL	BCEA	41	17	41	41	R417 995.45	14 03 Extensions
2	Mogomotsi Dithobiso	UIA	32	10	32	28	R0	03
3	Mziwoxolo Yonke	UIA	34	26	34	34	R0	10
4	Njabulo Makhoba	OHSA	34	27	34	34	40	0
5	Olwethu Mnyangor	OHSA	27	16	27	27	R0	0
6	Ongeziwe Gagu	COIDA	36	19	36	36	R0	11
7	Rhudzani Mabunda	BCEA	30	8	30	29	NO	0
8	Sibulele Siphungu	BCEA	35	16	35	35	R0	05
	TOTAL		269	139	269	264	R417 995.45	43

ORANGE TEAM (SECUNDA)

NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Lindiwe Mbhense TL	OHSA	7	6	07	00	N/A	0
2	Innocentia Mokgothu	BCEA	16	8	16	3	R0	0
3	Karabo Gabaidiwe	BCEA	18	13	8 (10 Open)	8	R0	0
4	Keitumetse Ditaunyane	UIA	16	11	16	7	R0	0
5	Lesego Makgase	OHSA	17	14	17	17	N/A	0
6	Nicole Cloete	UIA	19	11				0
7	Sonnyboy Bloem	COIDA	18	13	18	09	R0	0
8	Sydney Mabunda	BCEA	17	4	17	16 (1 QA Failed)	-	0
	TOTAL		128	80	99	60	R0	0

RED TEAM (MIDDLEBURG)

NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Patricia Bucwa TL	OHSA	34	23	34	34	R00.00	None
2	Andrew Makape	BCEA	30	3	30	30	R3 547.76	None
3	B. Lwazi Sibiya	OHSA	33	28	33	33	R00.00	None
4	Bethuel Maleka	UIA	29	27	29	15	R00.00	26
5	Busie Mtshali	BCEA	36	24	36	36	R5 202.60	None
6	Mbulelo Ndondlo	OHSA	42	39	42	42	R00.00	None
7	Menzi Shongwe	COIDA	37	19	37	37	R818 377.88	18
8	Nozuko Nongxa	OHSA	33	29	33	33	R00.00	None
9	Xolisa Jayiya	UIA	43	19	43	43	R823 580.48	2
	Total		317	188	317	303	R1 650 708.72	46



COMPLIANCE LEVEL PER AREA

TOWN / REGION	SECUNDA	EMALAHLENI	MIDDLEBURG	MKHONDO	MBOMBELA
No. inspected	128	182	317	153	269
Non-Compliant	80	92	201	93	139
No. Compliant	48	90	116	60	130
Level of Compliance (Percentage)	38%	49%	37%	39%	48%



COMPLIANCE LEVEL PER AREA CONT...

- A total of **1 049** inspections were conducted for two weeks in Mpumalanga.
- The most number of inspections were conducted in Middleburg (Red Team) with **317** inspections and Mbombela (Green Team) with **269** inspections conducted, the least number of inspections were conducted in Secunda (Orange Team) with **128** inspections conducted.
- The town with the lowest compliance level was Middleburg with only **37%** of employers inspected found to be complying.
- In Emalahleni and Mbombela about **50%** of employers inspected were conducted to be complying, which was the town with the highest level of compliance

AMOUNT ENFORCED (MP)

- A total of **R1 469 163.52** was claimed and enforced for the BCEA/NMWA, UICA and COIDA as follows:

NMWA	UICA	COIDA
R512 135.45	R18 459.27	R938 568.80

NRT TOP PERFORMERS (MP)

	NAME	LEGISLATION	NO. INSPECTED	TEAM
1	Xolisa Jayiya	UIA	43	RED
2	Mbulelo Ndondlo	OHSA	42	RED
3	Buhle Mncanca	BCEA	41	GREEN
4	Menzi Shongwe	COIDA	37	RED
5	Ongeziwe Gagu	COIDA	36	GREEN
6	Sibulele Siphungu	BCEA	35	GREEN
7	Mziwoxolo Yonke	UIA	34	GREEN
	Njabulo Makhoba	OHSA	34	GREEN
	Patricia Bucwa	OHSA	34	RED
8	Nozuko Nongxa	OHSA	33	GREEN
	Lwazi Sibiya	OHSA	33	GREEN
9	Mogomotsi Dithobiso	UIA	32	GREEN
10	Andrew Makape	BCEA	30	RED
	Rhudzani Mabunda	BCEA	30	GREEN

Limpopo Province Project

- The following areas were inspected in Mpumalanga teams allocated as follows:

PLACE	Mkhondo	Emalahleni	Mbombela	Secunda	Middleburg
TEAM	Yellow	Blue	Green	Orange	Red
TEAM LEADER	Meshack Matsi	Doctor Nkabinde	Buhle Mncanca	Lindiwe Mbhense	Patricia Bucwa

PERFORMANCE PER TEAM YELLOW TEAM (GIYANI)

No	Name Of Inspector	Legislation	Conducted	Compliant	No. non-Compliant	Notices Issued	Amount Enforced	No. Capture d on CMS	No. QA	No referred to SS
1.	Meshack Matsi	OHSA	33	15	18	19	NONE	33	33	0
2.	Mpumelelo Ndondlo	OHSA	56	0	56	55	NONE	56	56	0
3.	Davis Maboa	OHSA	44	6	38	40	NONE	44	44	0
4.	Andiswa Petse	COIDA	43	3	40	40	R 22 990 392.26	43	43	31
5.	Daniel Kubhai	UIA/UCA	44	30	14	14	R0	44	19	12
6.	Shudufhadzo Mushoma	UIA/UCA	53	45	8	10	R0	53	53	15
7.	Londeka Ndzimbovu	BCEA & NMWA	46	37	9	9	R 47 980.49	46	46	6
8.	Nasiphi Sizathu	BCEA & NMWA	43	26	17	17	R 191 207.44	43	43	6
9.	Pretty Ndawo	BCEA & NMWA	54	23	31	31	R 269 472.27	54	51	0
TOTAL			416	185	231	231	R 23 499 052.46	416	388	70

BLUE TEAM (TZANEEN)									
NO	NAME	LEGISLATION	NO. CONDUCTED	NO. COMPLIANT	NO. NON-COMPLIANT	AMOUNT ENFORCED	NO. CAPTURED	NO. OF QA	NO. REFERRED TO SS
1	Doctor Nkabinde TL	OHS	30	16	16	N/A	16	30	30
2	Rebaona Nyarenda	BCEA/NMW	37	18	18	R14 545.04	08	37	37
3	Busisiwe Mpulu	OHSA	37	25	25	0	25	37	37
4	Keneiloe Sefatsa	BCEA/NMW	35	35	35	R 4 366.10	0	35	35
5	Nolundi Fekisi	OHSA	37	21	21	N/A	26	18	37
6	Kagisano Ndlovu	BCEA/NMW	29	27	27	0	02	29	29
7	Kaylin Blouw	UIA	46	19	19	0	38	46	29
8	Kgobokoane Makgahlela	COIDA	35	12	12	R17 593 592.10	23	35	34
TOTAL			286	157	139	R 17 612 503.24	267	268	10

GREEN TEAM (HOEDSPRUIT)									
NO	NAME	LEGISLATION	NO. CONDUCTED	NO. COMPLIANT	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Buhle Mncanca TL	BCEA-NMW	36	28	8	36	36	R6 830.00	06
2	Olwethu Mnyango	OHS	34	25	4	34	34	0	0
3	Njabulo Makhoba	OHS	33	10	59	33	33	0	0
4	Mogomotso Dithobiso	UIA	34	22	12	34	34	0	07
5	Mziwoxolo Yonke	UIA	34	21	13	34	34	R3 528.15	13
6	Ongeziwe Gagu	COIDA	32	10	22	32	32	R3 249 088.35	07
7	Sibulele Siphungu	BCEA-NMW	33	29	4	33	33	0	0
8	Nokulunga Mpurwana	OHS	36	11	25	36	36	0	0
9	Rhudzani Mabunda	BCEA-NMW	35	26	9	30	30	R47 601.34	0
TOTAL			307	182	156	302	302	R3 334 047.84	33

ORANGE TEAM (LEPHALALE)

NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Lindiwe Mbhense TL	OHS	30	09	09	01	(N/A)	0
2	Bushy Madiba	OHS	30	13	23	12	(N/A)	0
3	Karabo Gabadiwe	OHS	30	12	14	00	(N/A)	0
4	Sydwell Mabunda	BCEA	31	31	19	13	R13 928.42	0
5	Jessica Maphalala	BCEA	35	31	20	01	R0	0
6	Keitumetse Ditaunyane	UIA	35	21	24	00	R0	0
7	Sonnyboy Bloem	COID	34	11	32	00	R0	0
	TOTAL		225	128	141	27	R13 928.42	0

RED TEAM (MAKHADO)

NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Patricia Bucwa TL	OHSA	53	22	53	52	R00.00	None
2	Busie Mtshali	BCEA	40	22	40	40	R00.00	None
3	Adelaide Mashigo	BCEA	30	26	30	30	R2 841.60	1
4	Xolisa Jayiya	UI Audit	52	37	52	52	R42 422.17	3
5	Bethuel Maleka	UI Audit	30	2	30	28	R00.00	22
6	Menzi Shongwe	COID	28	11	28	28	R4 322 487.75	17
7	Mbulelo Ndondlo	OHSA	58	28	56	58	R00.00	None
8	Nozuki Nongxa	OHSA	31	10	31	21	R00.00	None
9	Andrew Makape	BCEA	07	07	07	7	R00.00	None
	Total		329	165	327	316	R4 367 751.52	43

COMPLIANCE LEVEL PER AREA					
TOWN	GIYANI	MAKHADO	HOEDSPRUIT	TZANEEN	LEPHALALE
No. inspected	416	329	307	286	225
Non-Compliant	185	165	182	157	128
No. Compliant	231	164	125	127	97
Level of Compliance (Percentage)	44.4%	50.1%	59.2%	54.8%	56.8%

COMPLIANCE LEVEL PER AREA CONT...	
- A total of 1 563 inspections were conducted for two weeks in Limpopo, with 817 (52.2%) employers found to be compliant and 746 (47.7%) employers found to be non-compliant. - The most number of inspections were conducted in Giyani (Yellow Team) with 416 inspections and Makhado (Red Team) with 329 inspections conducted, the least number of inspections were conducted in Lephalale (Orange Team) with 225 inspections conducted. - The town with the lowest compliance level was Giyani with only 44.4% of employers inspected found to be complying. - In Hoedspruit about 59.2% of employers inspected were found to be complying, which was the town with the highest level of compliance.	

AMOUNT ENFORCED (MP)

A total of **R31 263 299.10** was claimed and enforced for the BCEA/ NMWA, UICA and COIDA as follows:

BCEA / NMWA	UICA	COIDA
R596 039.00	R45 950.32	R30 621 309.78

NRT TOP PERFORMERS (LP)

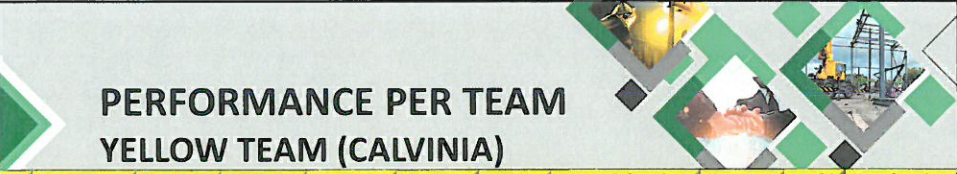
	NAME	LEGISLATION	NO. INSPECTED	TEAM
1	Mbulelo Ndondlo	OHSA	58	RED
2	Mpumelelo Ndondlo	OHSA	56	YELLOW
3	Pretty Ndawo	BCEA	54	YELLOW
4	Shudufhadzo Mushoma	UIA	53	YELLOW
	Patricia Bucwa TL	OHSA	53	RED
5	Xolisa Jayiya	UIA	52	RED
6	Londeka Ndzimbovu	BCEA	46	YELLOW
	Kaylin Blouw	UIA	46	BLUE
7	Davis Maboja	OHSA	44	YELLOW
	Daniel Kubhai	UIA	44	YELLOW
8	Nasiphi Sizathu	BCEA	43	YELLOW
	Andiswa Petse	COIDA	43	YELLOW
9	Busie Mtshali	BCEA	40	RED
	Adelaide Mashego	BCEA	40	RED
10	Busisiwe Mpulu	OHSA	37	BLUE
	Rebaona Nyarenda	BCEA	37	BLUE
	Nolundi Fekisi	OHSA	37	BLUE

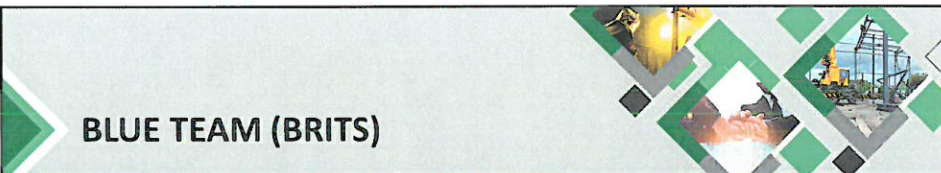
North West and Northern Cape Project...

- The teams were split between two Provinces in North West and Northern Cape
- Northern Cape Province could not accommodate all 5 teams, due to insufficient workplaces in the province, therefore the province could only accommodate **two teams** in De Aar and in Calvinia.
- North West Province accommodated **three teams** in Klerksdorp, Rustenburg and Brits.
- However due to insufficient workplaces in Calvinia and Brits, the Yellow Team and the Blue team only conducted inspections for **one week (06 – 10 June 2022)**.

North West and Northern Cape Allocation

PLACE	CALVINIA	BRITS	KLERKSD ORP	RUSTENBU RG	DE AAR
TEAM	Yellow (One Week)	Blue (One Week)	Green (Two Weeks)	Orange (Two Weeks)	Red (Two Weeks)
TEAM LEADER	Meshack Matsi	Doctor Nkabinde	Buhle Mncanca	Lindiwe Mbhense	Patricia Bucwa

 PERFORMANCE PER TEAM YELLOW TEAM (CALVINIA)										
No	Name Of Inspector	Legislation	Conducted	Compliant	No. non-Compliant	Notices Issued	Amount Enforced	No. Captured on CMS	No. QA	No. referred to SS
1.	Meshack Matsi	OHSA	07	2	5	5	R0	7	7	0
2.	Mpumelelo Ndondlo	OHSA	27	3	11	24	R0	27	27	0
3.	Davis Maboa	OHSA	17	6	23	15	R0	17	17	0
4.	Andiswa Petse	COIDA	25	2	17	23	R 5 942 985.01	25	25	0
5.	Pretty Ndawo	BCEA & NMWA	27	10	4	17	R6 468.19	27	18	0
6.	Nasiphi Sizathu	BCEA & NMWA	17	13	8	4	R 32 232.10	17	17	0
7.	Innocentia Mokgothu	BCEA & NMWA	11	3	8	8	R0	11	4	0
8.	Shudufhadzo Mushoma	UIA/UICA	23	6	17	17	R0	23	23	07
9.	Daniel Kubhai	UIA/UICA	23	13	10	10	R 0	23	10	0
TOTAL			177	58	123	123	R 5 981 685.30	176	148	07



BLUE TEAM (BRITS)

NO	NAME	LEGISLATION	NO. CONDUCTED	NO. COMPLIANT	NO. NON-COMPLIANT	AMOUNT ENFORCED	NO. CAPTURED	NO OF QA	NO. REFERRED TO SS
1	Doctor Nkabinde	OHSA	20	07	13	N/A	20	20	0
2	Nolundi Fekisi	OHSA	20	03	17	N/A	13	05	0
3	Busisiwe Mpulu	OHSA	20	02	18	N/A	20	0	0
4	Keneiloe Sefatsa	BCEA	17	13	4	R 509 580.10	17	17	03
5	Nyarenda Rebaona	BCEA	17	08	09		17	16	0
6	Vusumzi Kagisano Ndlovu	BCEA	16	06	10	R 0.00	16	01, All sent for review	0
7	Kgobokoane Makgahlela	COIDA	16	02	0	R 0.00	16	0	0
8	Kaylin Blouw	UIA	24	03	24	R 0.00	24	06	03
TOTAL			150	44	95	R 509 580.10	143	65	03

GREEN TEAM (KLERKSDROP)									
NO	NAME	LEGISLATION	NO. CONDUCTED	NO. COMPLIANT	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Buhle Mncanca TL	BCEA-NMW	56	40	16	56	48	0	0
2	Olwethu Mnyango	OHS	56	43	13	56	56	0	0
3	Njabulo Makhoba	OHS	52	24	28	52	24	0	0
4	Mogomotso Dithobiso	UIF	48	29	19	48	48	0	0
5	Mziwaxolo Yonke	UIF	44	20	24	44	44	R1 369.77	15
6	Ongeziwe Gagu	COID	44	22	22	43	44	R5 190 762.89	0
7	Sibulele Siphungu	BCEA-NMW	49	34	15	49	30	R349 850.22	0
8	Nokulunga Mpurwana	OHS	45	22	23	43	45	0	0
9	Rhudzani Mabunda	BCEA-NMW	44	37	7	44	25	0	0
TOTAL			438	271	151	379	364	R5 541 982.88	15



ORANGE TEAM (RUSTENBURG)

NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Lindiwe Mbhense	OHS	32	09	06	00	R0 (N/A)	0
2	Bushy Madiba	OHS	40	08	08	00	R0 (N/A)	0
3	Karabo Gabaidiwe	OHS	34	02	00	00	R0 (N/A)	0
4	Sydwell Mabunda	BCEA	32	28	04	00	R0	0
5	Jessica Maphalala	BCEA	24	24	00	00	R0	0
6	Sonnyboy Bloem	COIDA	38	08	33	05	R0	0
7	Busisiwe Mkhize	COIDA	31	02	31	00	R0	0
8	Keitumetse Ditaunyane	UIA	44	32	30	00	R0	0
TOTAL			276	113	113	05	R0	0

RED TEAM (DE AAR)									
NO	NAME	LEGISLATION	NO. CONDUCTED	NO. NON-COMPLIANT	No. Non-Compliant	NO. CAPTURED	NO. QA PASSED	AMOUNT ENFORCED	NO. REFERRED TO SS
1	Patricia Bucwa	OHSA	37	12	25	37	10	R00.00	0
2	Busie Mtshali	BCEA	32	11	21	32	31	R00.00	0
3	Adelaide Mashego	BCEA	34	26	18	34	34	R19 283.20	3
4	Andrew Makape	BCEA	24	23	1	24	0	R27 213.72	0
5	Xolisa Jayiya	UIA	34	31	3	34	34	R4 893.28	0
6	Bethuel Maleka	UIA	30	7	25	30	30	R00.00	0
7	Menzi Shongwe	COIDA	35	6	29	35	30	R804 632.54	0
8	Mbulelo Ndondlo	OHSA	41	13	28	41	41	R00.00	0
9	Nozuki Nongxa	OHSA	29	6	23	29	4	R00.00	0
Total			296	135	173	296	214	R851 129.46	03

COMPLIANCE LEVEL PER AREA					
TOWN	Klerksdorp (NW)	De Aar (NC)	Calvinia (NC)	Rustenburg (NW)	Brits (NW)
No. inspected	438	295	177	275	150
Non-Compliant	151	172	123	194	99
No. Compliant	271	124	58	113	40
Level of Compliance (Percentage)	62%	42%	33%	41%	27%

COMPLIANCE LEVEL PER AREA CONT...

- A total of **1 335** inspections were conducted in NC and NW, with about **606 (47%)** workplaces found to be non-compliant and **739 (58%)** employers found to be compliant.
- The most number of inspections were conducted in Klerksdorp (Green Team) with **438** inspections with the highest compliance level of **62%** and in De Aar with **295** inspections conducted with a compliance level of **42%**, the least number of inspections were conducted in Brits with **150** inspections conducted with a compliance level of **27%**.
- In Calvinia the compliance level was **33%** and in Rustenburg about **41%** of employers inspected were conducted to be complying.

AMOUNT ENFORCED (NC /NW)

A total of **R12 702 579.60** was claimed and enforced for the NMWA, UICA and COIDA as follows:

NMWA / BCEA	UICA	COIDA
R476 904.64	R6 263.05	R12 219 411.91

NRT TOP PERFORMERS (NC/NW)

	NAME	LEGISLATION	NO. INSPECTED	TEAM
1.	Buhle Mncanca TL	BCEA-NMW	56	GREEN
	Olwethu Mnyango	OHS	56	GREEN
2.	Njabulo Makhoba	OHS	52	GREEN
3.	Sibulele Siphungu	BCEA-NMW	49	GREEN
4.	Mogomotsi Dithobiso	UIF	48	GREEN
5.	Nokulunga Mpurwana	OHS	45	GREEN
	Keitumetse Ditaunyane	UIA	44	ORANGE
6.	Mziwoxolo Yonke	UIF	44	GREEN
	Ongeziwe Gagu	COID	44	GREEN
	Rhudzani Mabunda	BCEA	44	GREEN
7.	Mbulelo Ndondlo	OHSA	41	RED
8.	Bushy Madiba	OHSA	40	ORANGE
9.	Sonnyboy Bloem	COIDA	38	ORANGE
10.	Patricia Bucwa	OHSA	37	RED

Free state Province Project

- The following areas were inspected in Free state teams allocated as follows:

PLACE	Botshabelo	Harrismith	Sasolburg	Bloemfontein	Kroonstad
TEAM	Yellow	Blue	Green	Orange	Red
TEAM LEADER	Meshack Matsi	Doctor Nkabinde	Buhle Mncanca	Sonnyboy Bloem	Patricia Bucwa

Free state Province Project

- The NRT conducted a total of **2 456** inspections for the two weeks in Free State .
- A total of **1343 (54.8%)** workplaces were found to be non-compliant.
- A total of **1146 (46.6%)** employers found to be compliant.

YELLOW TEAM(FS)

NO	Name of inspector	Legislation	conducted	Compliant	NON compliant	Notices Issued	Amount Enforced	Captured on CMS	QA
1	Innocentia Mokgothu	BCEA & NMWA	78	37	41	41	0	78	0
2	Mpumelelo Ndondlo	OHSA	78	16	62	62	0	78	0
3	Shudufhadzo Mushoma	UIA&UICA	70	42	28	28	R 17 444.80	70	0
4	Andiswa Petse	COIDA	57	6	51	51	R 2 757 698.87	57	0
5	Londeka Ndzimbovu	BCEA & NMWA	56	47	9	9	R 77 541.36	56	0
6	Davis Maboa	OHSA	52	6	46	46	0	52	0
7	Daniel Kubhai	UIA&UICA	50	41	9	9	0	50	0
8	Meshack Matsi	OHSA	48	13	35	35	0	48	0
9	Sipho Adams	BCEA & NMWA	47	39	8	8	R 260 301.16	47	0
TOTAL			536	250	285	285	R 3 035 444.83	536	0

BLUE TEAM (FS)

Name of Inspector	Legislation	No. conducted	No. Compliant	No. NON compliant	No. Notices Issued	Amount Recovered	No. Captured on CMS	No. QA
Keneiloe Sefatsa	BCEA	49	43	6	3	R 190 078.85	46	0
Doctor Nkabinde	OHS	49	27	24	24	R0	26	2
Karabo Gabaidiwe	OHS	53	18	35	46	R0	31	0
Busisiwe Mpulu	OHS	54	10	44	44	R0	16	31
Nolundi Fekisi	OHS	56	18	38	44	R0	34	0
Xabisa Hlulani	UIA	52	34	29	18	R 545.57	52	0
Kaylin Blouw	UIA	72	27	50	50	R0	44	0
Kgobokoane Makgahlela	COID	49	11	38	38	R1 090 171.07	24	0
Rebaona Nyarenda	BCEA	53	52	08	08	R0	53	19
Adelaide Mashego	BCEA	43	28	14	14	R143 473.28	36	0
Total		530	268	286	289	R1 424 473.28	362	52

GREEN TEAM (FS)

Name of Inspector	Legislation	No. conducted	No. compliant	No. Notices Issued	No. Non-Compliant	Amount enforced	Amount Recovered	No. Captured on CMS	No. QA
Olwethu Mnyango	OHS	55	30	22	25	R0,00	R0,00	55	0
Njabulo Makhoba	OHS	59	29	38	30	R0,00	R0,00	59	2
Mogomotsi Dithobiso	UIA	58	33	25	25	R0,00	R0,00	58	0
Buhle Mncanca	BCEA-NMW	60	20	40	40	R0	0	60	0
Mziwoxolo Yonke	UIA	54	16	38	38	R1 484.48	R1 484,48	54	0
Ongeziwe Gagu	COID	53	28	25	25	R0	R0	53	0
Pretty Ndawo	BCEA-NMW	34	19	15	15	R0	R0,00	34	0
Gershwin Du Plessis	COID	40	0	40	40	R66659,44	R0,00	40	0
Rhudzani Mabunda	BCEA-NMW	53	41	12	12	R205 782.22	0	53	0
TOTAL		466	216	255	250	R273 926.14	R1 484,48	466	2

ORANGE TEAM (FS)

Name of inspector	Legislation	No. conducted	No. Compliant	No. NON compliant	No. Notices Issued	Amount Recovered	No. Captured on CMS	No. QA
Sonnyboy Bloem	COID	41	1	40	41	R240 920.16	41	0
Busisiwe Mkhize	COID	44	7	37	35	R1 649 793.39	44	0
Keitumetse Ditaunyane	UIA	50	46	4	4	R0	0	0
Nicole Cloete	UIA	50	8	42	30	R0	50	0
Nasiphi Sizathu	BCEA	51	39	12	12	R1 304.00	24	0
Sidwell Mabunda	BCEA	45	40	5	5	R0	45	0
Vusumzi Ndlovu	BCEA	50	50	0	0	R0	12	0
Bushy Madiba	OHSA	36	11	25	25	R0	36	0
Thabang Sema	OHSA	48	0	48	95	R0	48	0
Total		415	202	213	247	R1 892 017.55	300	0

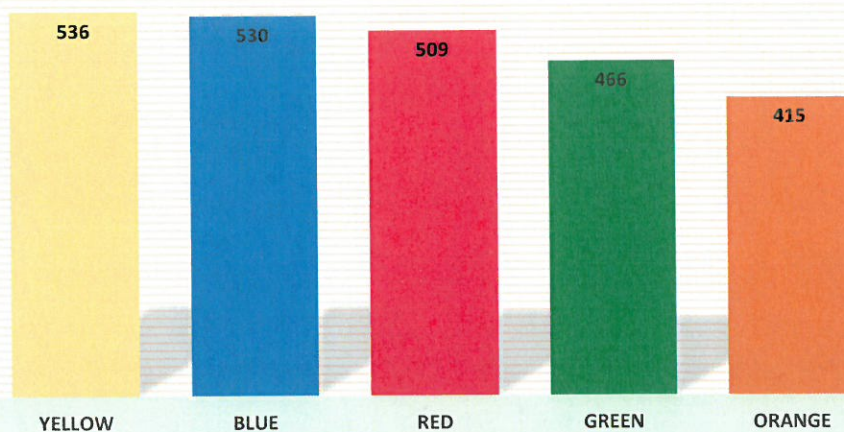
RED TEAM (FS)

Name of inspector	Legislation	No. conducted	No. compliant	No. NON compliant	No. Notices issued	Amount recovered	No. Captured on CMS	No. of QA
Patricia Bucwa	OHSA	64	32	32	32	None	64	20
Busie Mtshali	BCEA	56	7	36	31	R5 859.81	55	14
Andrew Makape	BCEA	55	48	7	7	R5859.81	27	0
Xolisa Jayiya	UI Auditor	61	45	16	16	49 159.68	61	None
Bethuel Malika	UI Auditor	50	9	40	40	R205.63	48	None
Menzi Shongwe	COID Auditor	54	3	57	57	R1 117 662.77	30	26
Mbulelo Ndondlo	OHSA	64	15	38	39	None	64	None
Nozuko Nongxa	OHSA	53	8	45	45	None	53	None
Brent Elliot	COIDA	22	2	22	20	R254 005.98	22	14
Dimakatso Lecheko	OHS	30	14	16	16	00	10	00
TOTAL		509	210	309	303	R1 432 753.68	434	74

BREAKDOWN PER TEAM

- The most number of inspections were conducted by the Yellow Team (**536**) followed by the Blue Team which conducted a total of **530** inspections.
-
- Whereas the Red Team conducted **509** inspections, the Green Team with **466** and lastly, the Orange Team conducted **415** inspections.
-

BREAKDOWN PER TEAM



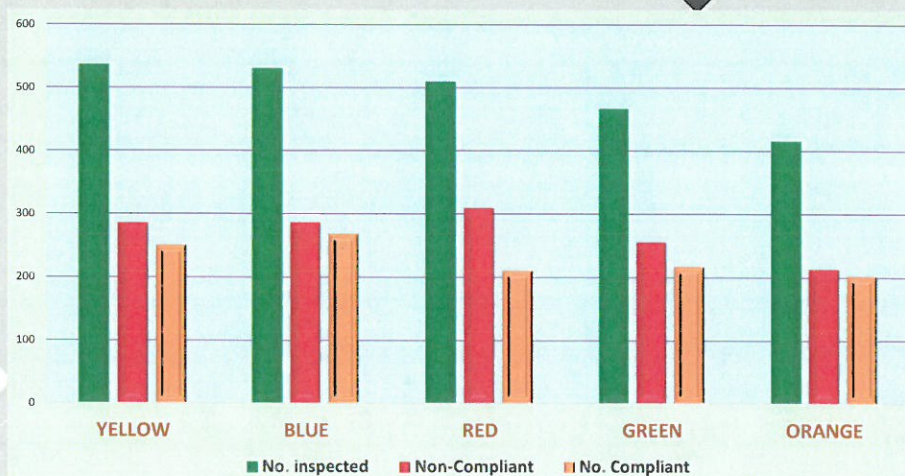
BREAKDOWN PER AREA

TOWN	Botshabelo	Harrismith	Kroonstad	Sasolburg	Bloemfontein
No. Inspected	536	530	509	466	415
Non-Compliant	285	286	309	255	213
No. Compliant	250	268	210	216	202
Percentage Level of Compliance	46.6%	50.5%	41.2%	46.3%	48.6%

ANALYSIS

- The most number of inspections were conducted in Botshabelo with **536 inspection** and a compliance rate of **46.6%**.
- Harrismith had the highest compliance rate of **50.5%**.
- Whereas the least rate of compliance was in Kroonstad **41.2%**.

GRAPH PER LEGISLATION



AMOUNT ENFORCED

- A total of **R8 058 615.48** was claimed and enforced for the NMWA, UICA and COIDA as follows:

NMWA / BCEA	UICA	COIDA
R890 200.49	R68 840.16	R7 099 574.83

FS TOP PERFORMERS

NAME	LEGISLATION	PROVINCE	NO. INSPECTED	TEAM
1. Innocentia Mokgothu	BCEA	NC	78	YELLOW
Mpumelele Ndondlo	OHS	FS	78	YELLOW
2. Kaylin Blouw	UIA	WC	72	BLUE
3. Shudufhadzo Mushoma	UIA	MP	70	YELLOW
4. Mbulelo Ndondlo	OHS	FS	64	RED
Patricia Bucwa	OHS	GP	64	RED
5. Xolisa Jayiya	UIA	NW	61	RED
6. Buhle Mncanca	BCEA	WC	60	GREEN
7. Njabulo Makhoba	OHS	GP	59	GREEN
8. Mogomotsi Dithobiso	UIA	GP	58	GREEN
9. Andiswa Petse	COIDA	EC	57	YELLOW
10. Londeka Ndzimbovu	BCEA	EC	56	YELLOW
Nolundi Fekisi	OHS	GP	56	BLUE
Busie Mtshali	BCEA	KZN	56	RED

Gauteng Province Project

- The following areas were inspected in Gauteng teams allocated as follows:

PLACE	Woodlands Mall	Trade Route Mall	Mall of Africa	Menlyn Mall	(Greenstone Mall)
TEAM	Yellow	Blue	Green	Orange	Red
TEAM LEADER	Meshack Matsi	Doctor Nkabinde	Buhle Mncanca	Ayanda Mpithi	Patricia Bucwa

Gauteng Province Project

- The NRT conducted a total of **2 124** inspections for the two weeks in Gauteng.
- A total of **1 322(62%)** workplaces were found to be non-compliant.
- A total of **802 (38%)** employers found to be compliant.

YELLOW TEAM (GP)

NO	Name of inspector	Legislation	conducted	Compliant	NON compliant	Amount Enforced	Amount Recovered	Captured on CMS	QA
1	MPUMELELO NDLONDLO	OHSA	64	7	57	0	0	64	0
2	INNOCENTIA MOKGOTHU	BCEA & NMIWA	63	38	25	0	0	63	0
3	SHUDUFHADZO MUSHOMA	UIA&UICA	60	35	25	0	0	60	0
4	THABANG SEEMA	OHSA	58	3	55	0	0	58	0
5	DANIEL KUBHAI	UIA&UICA	54	40	14	0	0	54	0
6	PHILILE MBABO	BCEA & NMIWA	42	17	25	R 20 965.83	0	42	0
7	ANDISWA PETSE	COIDA	21	3	18	0	0	21	0
8	MESHACK MATSI	OHSA	12	0	12	0	0	12	0
9	LONGDEKA NDZIMBOVU	BCEA & NMIWA	11	0	11	R 61 864.51	0	11	0
TOTAL			385	140	242	R 82 830.34	0	385	0

BLUE TEAM (GP)

Name of inspector	Legislation	No. conducted	No. Compliant	No. NON compliant	No. Notices Issued	Amount Enforced	Amount Recovered	No. Captured on CMS	Sent for Review	No. QA
Doctor Nkabinde	OHSA	47	13	34	34	R0.00	R0.00	47	16	0
Nolundi Fekisi	OHSA	57	13	44	51	R0.00	R0.00	8	0	0
Zamalunga Lunga	OHSA	36	01	35	37	R0.00	R0.00	36	0	0
Kgobooane Makgahlela	COIDA	60	5	55	55	R234 459.59	R334 459.59	60	0	0
Precious Matsane	COIDA	32	0	32	32	R1 117 066.26	R0.00	32	0	0
Kaylin Blouw	UIA	60	11	49	49	R0.00	R0.00	60	20	0
Victor Kekana	UIA	20	0	20	20	R0.00	0	20	0	0
Xabisa Hlulani	UI & UIC	50	16	34	34	R0.00	0	50	0	0
Keneloe Sefatsa	BCEA	57	39	18	18	R 354 273.85	R15 190.51	57	24	24
Comfort Nziyane	OHSA	18	01	17	17	R0.00		18	0	0
Tebogo Malaka	UIA	14	06	08	08	R0.00	R0.00	14	06	0
Total		451	105	346	355	R1 705 799.70	R349 650.10	402	66	24

GREEN TEAM (GP)

Name of Inspector	Legislation	No. conducted	No. compliant	No. Notices Issued	No. Non-Compliant	Amount enforced	Amount Recovered	No. Captured on CMS	No. Sent for review	No. QA
Kwanele Gumede	OHS	58	16	57	42	R0,00	R0,00	58	0	0
Njabulo Makhoba	OHS	57	22	44	35	R0,00	R0,00	57	0	0
Duduzile Mgidi	UIF	60	0	60	60	R0,00	R0,00	60	0	0
Mziwoxolo Yonke	UIF	61	15	46	46	R0,00	R0,00	61	0	0
Buhle Mncanca	BCEA-NMW	60	27	33	33	R0	R0	60	0	0
Sipho Adams	BCEA-NMW	56	37	19	19	R0	R0	56	0	0
Zimbini Hlungulu	BCEA-NMW	41	10	31	31	R0	R0	41	0	0
Fanie Makalle	COID	26	0	26	26	R38 530,15	R0,00	26	0	0
Bongani Mahlangu	COID	13	2	11	11	0	R0,00	13	0	0
Ongeziwe Gagu	COID	33	19	14	14	R59 654,70	37654,98	33	3	0
TOTAL		465	148	341	317	R98 184 15	R37 654,98	465	3	0

RED TEAM (GP)

Name of Inspector	Legislation	No. conducted	No. compliant	No. NON compliant	No. Notices issued	Amount recovered	No. Captured on CMS	No. of QA
Patricia	BCEA	11	7	4	0	none	11	0
Andrew Makape	BCEA	52	26	26	19	None	52	0
Xolisa Jayiya	UIA	51	40	11	11	None	51	None
Bethuel Maleka	UIA	43	25	22	22	None	43	None
Menzi Shonwe	Coida	35	4	38	38	None	42	Not given
Brent Elliott	Coida	5	4	1	1	None	5	5
Mbulelo Ndondlo	OHS	80	56	24	24	None	80	0
Mpfunzeni Pandelani	BCEA	45	32	5	0	None	19	0
Dimakatso Lecheke	OHS	60	17	43	37	None	60	0
Patricia Bucwa	OHS	74	30	43	43	None	73	0
TOTAL		454	241	217	195	R0	436	5

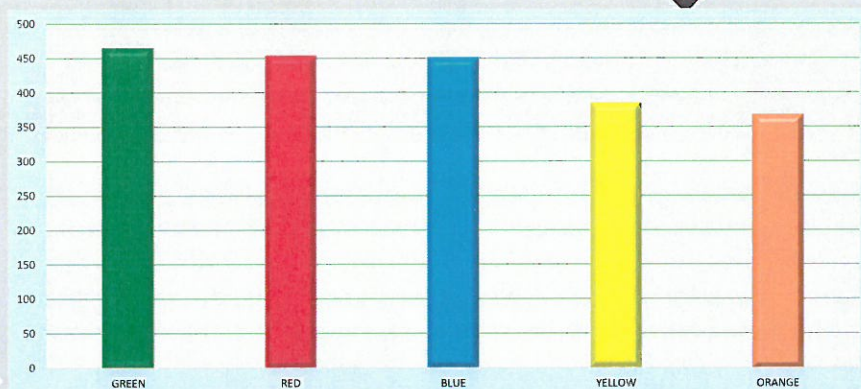
ORANGE TEAM (GP)

Name of Inspector	Legislation	No. Conducted	No. Compliant	No. Non-Compliant	No. Notices Issued	Amount Enforced	No. Captured on CMS	Sent for review	No.
Ayanda Mpithi	BCEA	55	55	0	0	0	55	21	0
Nicole Cloete	UI	60	21	39	39	0	60	0	0
Nozuko Nongxa	OHS	51	25	26	26	0	51	12	0
Keitumetse Ditaunyane	UI	51	30	21	21	0	51	12	0
Sonny Bloem	COIDA	54	4	50	50	R167 129.53	54	7	0
Busisiwe Mkhize	COIDA	55	4	51	51	R47 444 968.62	55	0	0
Nceba Somhlahlhlo	OHS	42	29	13	13	0	42	9	0
TOTAL		368	168	200	200	R476 120 98.15	368	61	0

GP PER AREA

TOWNS	Woodlands Mall	Greenstone Mall	Mall of Africa	Menlyn Mall	Trade Route Mall
No. inspected	385	454	465	368	451
Non-Compliant	242	217	341	200	346
No. Compliant	140	241	148	168	105
Percentage Level of Compliance	36%	53%	32%	46%	23%

BREAKDOWN PER TEAM



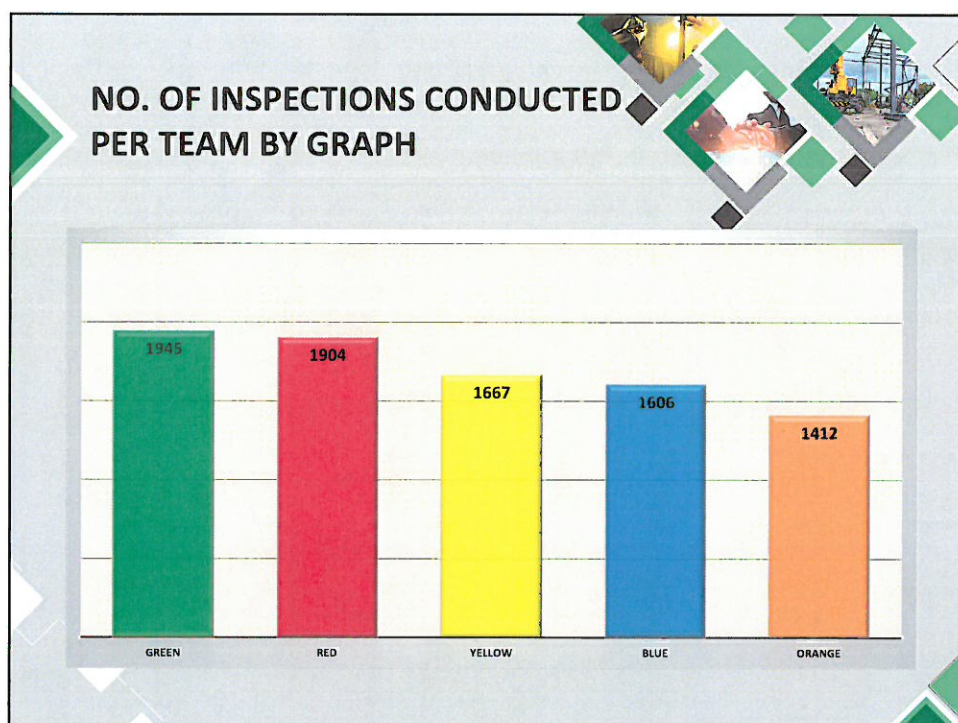
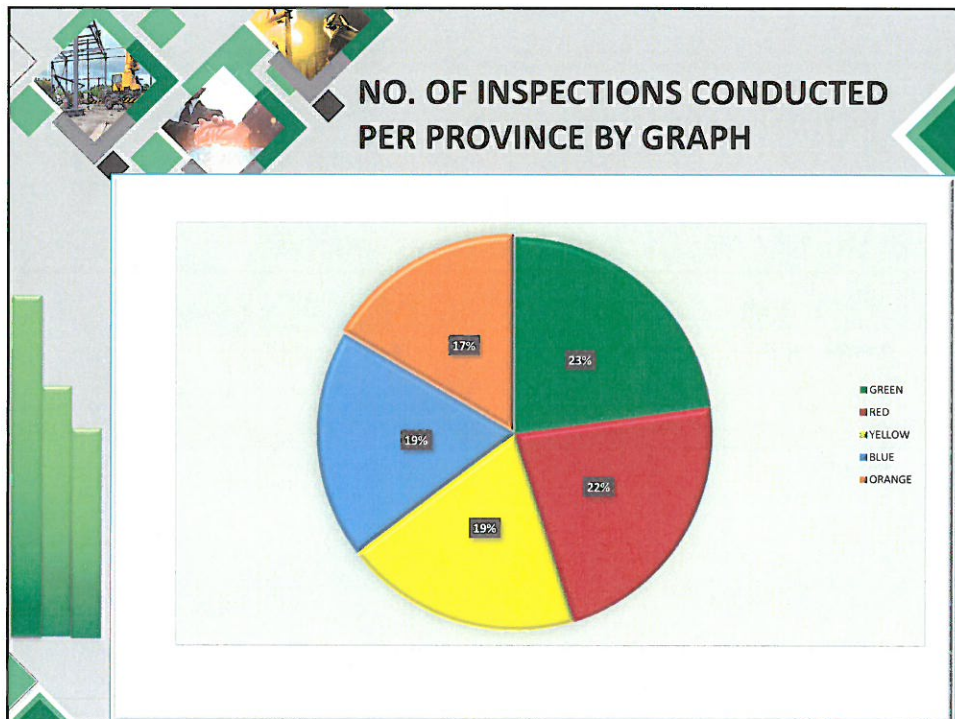
AMOUNT ENFORCED (GP)

- A total of **R49 159 829.00** was claimed and enforced for the NMWA, UICA and COIDA as follows:

NMWA / BCEA	UICA	COIDA
R98 020.85	R0	R49 061 808.15

COMBINED NO. OF INSPECTIONS CONDUCTED PER PROVINCE / TEAM

NO. INSPECTED	MP	LP	NC /NW	FS	GP	TOTAL PER TEAM
Yellow Team	153 (Mkhondo)	416 (Giyani)	177 (Calvinia)	536 (Botshabelo)	385 (Woodlands Mall)	1 667
Blue Team	189 (Emalahleni)	286 (Tzaneen)	150 (Brits)	530 (Harrismith)	451 (Lenasia)	1 606
Green Team	269 (Mbombela)	307 (Hoedspruit)	438 (Klerksdorp)	466 (Sasolburg)	465 (Mall of Africa)	1 945
Orange Team	128 (Secunda)	225 (Lephalale)	275 (Rustenburg)	415 (Bloemfontein)	369 (Menlyn)	1 412
Red Team	317 (Middleburg)	329 (Makhado)	295 (De Aar)	509 (Kroonstad)	454 (Greenstone Mall)	1 904
TOTAL INSPECTED PER PROVINCE	1 056	1 563	1 335	2 456	2 124	8 534



COMBINED NO. OF INSPECTIONS CONDUCTED PER PROVINCE / TEAM

- A combined total of **8 534** inspections were conducted by the NRT thus far.
- The most number of inspections were conducted in FS with **2 456** inspections conducted.
- Followed by GP **2 124** and LP with **1 563** inspections and lastly NC/NW **1 335** MP with **1 056**.
- The team which conducted the most number of inspections was the Green with **1 954** inspections, followed by the Red Team with **1 904** inspections.
- The least number of inspections were conducted by the Orange Team with **1412** inspections.

AMOUNT ENFORCED COMBINED

A total of **R45 435 042.22** was claimed and enforced for the BCEA/NMWA, UICA and COIDA as follows:

BCEA/ NMWA	UICA	COIDA
R1 585 079.09	R70 672.64	R43 779 290.49

AMOUNT ENFORCED COMBINED

- A total of **R131 038 070.32** was claimed and enforced for the NMWA, UICA and COIDA as follows:

NMWA / BCEA	UICA	COIDA
R2 573 300.44	R139 512.80	R130 919 080.20

NRT OVERALL TOP PERFORMERS

	NAME	LEGISLATION	NO. INSPECTED	TEAM
1.	Mbulelo Ndondlo	OHSA	285	RED
2.	Patricia Bucwa	OHSA	262	RED
3.	Buhle Mncanca	BCEA	253	GREEN
4.	Mpumelelo Ndondlo	OHSA	245	YELLOW
5.	Xolisa Jayiya	UIA	241	RED
6.	Njabulo Makhoba	OHSA	235	GREEN
7.	Mziwoxolo Yonke	UIA	227	GREEN
8.	Kaylin Blauw	UIA	227	BLUE
9.	Nolundi Fekisi	OHSA	196	BLUE
10.	Shufhadzo Mushoma	BCEA	108	YELLOW

CHALLENGES

MP

- The database was only received for four areas i.e Secunda, Emalahleni, Middleburg and Mbombela, whereas the database for Mkhondo was not received.
- The database received did not have email addresses or physical addresses in some instances to allow the teams to secure appointments.
- Inspections only commenced on Tuesday, 19 April 2022 due to the public holiday on 18 April 2022, with another holiday on 27 April 2022 in the second week, resulting in the 08 days of inspections instead of 10 days.
- Some of the inspectors could not join in the second week.
- Some inspectors could not capture cases daily on CMA due connectivity issues.

LP

- Some inspectors could not capture cases daily on CMA due connectivity issues.
- Teams are still operating one COID inspector in each team and one UI inspector in some of the teams which becomes a challenge for integrated inspections.
- Some Provinces are still not approving travelling for members of the NRT.
- The database provided by provinces still does not reflect the email addresses of the workplaces to be visited, a manual search of emails is done by the team on the CMS in order to secure appointments for inspections.

NC / NW

- The two provinces (NC and NW) reported not to have sufficient workplaces for two weeks, as a result two teams (Yellow and Blue) conducted inspections only for one week.
- The Blue Team was mostly allocated inspections in malls where the shops are owned by foreign nationals, on the second day of the inspection, all shops were closed, therefore inspections could not be conducted on the day.
- The Yellow Team in Calvinia drove long distances to the workplaces allocated due to vastness of the province, therefore spent majority of the time being on the road.
- In both provinces, some workplaces were already inspected by local inspectors the previous week (s) or a notice of inspection had already been secured by the local inspectors.
- Provinces insisted that the NRT must only inspect the workplaces that were allocated to them as they have a shortage of workplaces.
- The compliance level of the NRT is much lower than the compliance level reported by the NRT on a quarterly basis.

CHALLENGES

FS

- System down-time impacting on reporting.
- Employers refusing inspectors entry to the workplace.
- Centre Management not cooperating with inspectors.

GP

- Documents were not kept at the employers Premises
- Managers not co-operating with inspectors
- Employees told not to sign anything by employers and not to cooperative because they are afraid of being fired after we leave
- The centre management of the malls did not notify the tenants of the inspections to be conducted.
- The team has two inspectors with no laptops, they sent the stats late

Recommendations

- The NRT to identify places or provinces to visit and make unannounced visits to avoid instances where workplaces are closed on arrival of the NRT.
- The NRT to identify its own workplaces to inspect and not only be limited by the database received from provinces.

NATIONAL ROVING TEAM PERFORMANCE | 17 AUGUST 2022

Thank You...



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA