

Safety Together, OHS Committee Leads the Way at MSTA



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 Mpumalanga Department of Education
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Mpumalanga, A province that Works for All

Upholding Human Rights Through Action, Accountability, and Innovation

March marks Human Rights Month, a time for reflection and renewed commitment to upholding dignity, equality, and respect in all that we do.

As a Department, we continue to take human rights seriously by ensuring that our workplaces and learning environments promote safety, inclusion, and fairness.

In this edition, we also feature reflections from several colleagues who shared their views on what Human Rights Day means to them, highlighting the shared responsibility we all carry in protecting and promoting human rights.

This month, we also highlight the important work of the Occupational Health and Safety (OHS) Committee at Head Office, which recently visited the Math, Science and Technology Academy (MSTA).

Before their meeting, members conducted a walkthrough of the facility to identify potential hazards and assess safety conditions.

This proactive approach demonstrates our commitment to maintaining safe

and compliant workplaces that support productivity and well-being.

In strengthening accountability, this edition reminds officials to stay informed through the "Know Your Policies" feature, focusing on Risk Management and Asset Management policies.

Adhering to these policies ensures responsible use of resources and supports the Department's goal of achieving clean audits.

We also celebrate the continued rollout of digital learning devices, with thousands of tablets distributed to learners as highlighted in the recent SOPA, reinforcing our commitment to modern, accessible education.

As we reflect on Human Rights Month, let us remain committed to creating safe workplaces, upholding policies, and embracing initiatives that empower our learners and communities. Together, we continue to advance the values of dignity, accountability, and equal opportunity for all.

Wishing you an insightful and engaging read!



Safety Together: OHS Committee Leads the Way at MSTA



The Occupational Health & Safety (OHS) Committee (Head Office) recently convened at the Math, Science & Technology Academy (MSTA), and the session proved to be far more than a routine meeting.

It was a purposeful and impactful gathering that reinforced the Department's ongoing commitment to strengthening SHERQ/OHS Management and fostering a culture of safety, health, and responsibility across all workspaces.

Before the formal proceedings began, committee members participated in a walkthrough of the facility. This brief but valuable inspection allowed members to observe the environment firsthand, identify potential hazards, and assess safety conditions within the building.

Taking this practical, on-the-ground approach ensured that discussions were grounded in reality and informed by actual observations. It also provided members with a clearer understanding of how policies and procedures translate into everyday working environments.

The meeting that followed was both engaging and thought-provoking. Participants described the session as highly educational, with valuable knowledge shared on various aspects of SHERQ implementation.

Beyond discussion, the session focused strongly on solutions. Members contributed innovative and practical ideas aimed at strengthening existing

SHERQ strategies and improving overall compliance and awareness across the Department.

The emphasis was not only on identifying challenges but also on working collectively to develop sustainable solutions that will enhance workplace safety and operational efficiency.

A key takeaway from the meeting was the reminder that SHERQ is not merely about meeting compliance requirements or completing checklists. At its core, SHERQ is about people.

The OHS Committee continues to play a vital role in advancing this vision. By providing a structured platform for engagement, discussion, and collaboration, the committee ensures that safety remains a central focus within the Department's operations.

The ongoing support from management, coupled with active participation from committee members, strengthens the Department's ability to move beyond simply "ticking boxes" and toward building a proactive and resilient safety culture.

As the Department continues to prioritize SHERQ, initiatives like these serve as reminders that workplace safety is a collective effort. Through continued collaboration, practical action, and a shared commitment to improvement, we can create safer, healthier environments where everyone can perform their duties with confidence and peace of mind.

Commemorating Human Rights Month: Our Collective Responsibility as a Department



As our country commemorates Human Rights Month, we are reminded not only of the historical significance of this day, but also of the important role we play as public servants in protecting and promoting the rights of every citizen.

Within our Department, this month provides an opportunity to reflect on our shared values, our daily responsibilities, and the meaningful work we do to ensure that the principles of dignity, equality, and freedom are upheld across all our institutions.

Human Rights month serves as a powerful reminder that education is one of the most effective tools for advancing human rights and creating opportunities for all. Through our work, we do more than deliver education, we empower learners to discover their potential, build confidence, and develop the skills needed to participate fully in society.

Every classroom supported, every resource delivered, and every learner assisted contributes to the realization of the fundamental right to education.



As a Department, our continued commitment to building safe, inclusive, and enabling teaching and learning environments remains central to our mission.

This commitment is reflected in the dedication of our educators, administrative staff, support personnel, and leadership teams who work tirelessly behind the scenes and on the front lines.

Together, we strive to create environments where every learner feels valued, respected, protected, and supported to succeed.

Internally, Human Rights month also calls on us to reflect on how we engage with one another as colleagues. Upholding human rights begins within our own workspaces through respectful communication, fairness, collaboration, and the promotion of equality in all our interactions.

By fostering a culture of mutual respect and professionalism, we strengthen the foundation upon which quality education is built.

Our schools and offices continue to serve as centres of community development, where diversity is celebrated, inclusion is practiced, and social justice is actively promoted.

The work carried out across districts, circuits, and institutions demonstrates our collective belief that education must remain accessible, equitable, and

responsive to the needs of all learners, regardless of their background or circumstances.

Human Rights Day further reminds us that the responsibility to protect and promote the rights of children does not rest with educators alone. It is a shared responsibility among officials, school governing bodies, parents, and communities.

Within our Department, collaboration remains key to ensuring that learners are not only educated but also nurtured in environments that safeguard their dignity and encourage their growth.

As we reflect on this important day, we acknowledge the progress that has been made while recognizing that there is still work to be done.

Strengthening systems, improving service delivery, and supporting our schools remain priorities that require dedication, accountability, and teamwork from every member of the Department.

Let this Human Rights Month inspire us to renew our commitment to excellence in service, compassion in leadership, and integrity in our daily duties.

By working together, supporting one another, and staying true to our shared mission, we continue to build an education system that leaves no learner behind and contributes meaningfully to a just, inclusive, and democratic society.

Celebrating Human Rights Day

In commemorating Human Rights Day, we recognise the importance of reflecting on the values of dignity, equality, freedom, and justice that form the foundation of our democracy.

This year, colleagues from across the Department were invited to share their personal reflections on what Human Rights Day means to them and how these rights influence their daily lives, both within the workplace and in their communities.

Their voices capture a shared commitment to respecting one another, embracing diversity, and promoting fairness for all. These reflections also serve as a reminder that the protection of human rights is not only the responsibility of government and institutions, but of every individual.

Through these voices, we are reminded that upholding human rights begins with our everyday actions—showing kindness, treating

others with respect, and working together to build a more inclusive and just society for present and future generations.

Mr Mohlala

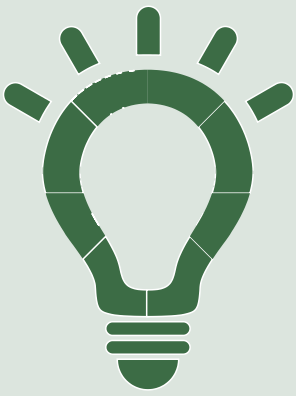
Deputy Principal: Mkolishi High School

“Human Rights Day reminds me of the importance of being free to express myself within my family, community, and country. It also encourages me to act responsibly as a citizen and to respect the rights and dignity of others around me.”

Mr M.H Vilakazi

Z.B Kunene High School

“To me, Human Rights Day represents the basic freedoms and protections that every individual deserves, regardless of who they are. These rights promote fairness, dignity, and respect, allowing everyone the chance to live with equality and justice.”



KNOW YOUR POLICIES

Risk Management Policy

- **The purpose of the policy is to:-**
 - Establish risk management processes in the Department;
 - Provide a Departmental Risk Management framework;
 - Implement norms and standards on the implementation of Risk Management in the Department;
 - Establishing a system of identifying potential risk, and
 - Evaluate the seriousness of risk and current control systems.
 -

The Risk Management Policy is aligned to the following Regulatory Framework

- Policy derives its mandate from the following legislation and prescripts
- Constitution of the Republic of South Africa, 1996;
- Public Finance Management Act (PFMA), 1999 (Act No. 1 of 1999);
- Risk Management Framework; and
- Treasury regulations, 2005.

The Risk Management policy binds all officials

- to maintain the highest standard of service delivery;
- to subject themselves to continuous training with the aim to improve knowledge, skills and capabilities which facilitates consistent conformance of stakeholder's expectations; and
- to maintain an environment that promotes the right attitude and sensitivity towards internal and external stakeholder satisfaction.

ASSET MANAGEMENT

DID YOU KNOW....?

mishandling of assets can expose the department to extreme financial risks that could hamper service delivery

All staff members are requested to consult before moving or transferring of assets from one workstation to another

Office of the CFO and asset management unit must be noticed when there are IT equipment that are due for replacement, upgrade or are found to be faulty

**WATCH OUT TO
MOVING
OF ASSETS**

Digital Learning



E-Learning: The government distributed 60,000 tablets to Grade 12 learners and is currently rolling out 80,000 tablets to Grade 10 learners

- State of the Province Address 2026, Premier Mandla Ndlovu

Mpumalanga, a Province that works for all