

## COVID-19: Employees return to work - Risk-adjusted approach

The PSA has noted with concern the recalling of all civilians to resume their duties on 4 May 2020. The PSA has warned the Department that the recalling of all employees to work at the same time is not in line with the risk-adjusted disaster recovery plan as announced by the President. In terms of the COVID-19 National Command Council (C19 NCC) to avoid the spread on the virus, only one third of the workforce is to report for duty. Thereafter, Officers Commanding (OC) must constitute a rotational shift, such as three days in and three days out.

The PSA has Brought this to the attention of the Department but, to date, has not received any confirmation from the Department. The Department has also not been in contact with the PSA to discuss the “return to work plan”. The PSA will write to the relevant Minister to outline the envisaged plan by the Department that is not in line with regulations. It has also been noted that some employees have received letters to return to work whilst others have not. The PSA advises employees who have not received any notification, not to return to work. It also be noted that there is no confirmation in place that the Department has put in place the following measures:

- Buildings and Offices must be deep cleaned and disinfected before 4 May 2020;
- All civilians must be screened and/or tested, prior to entering the premises, and daily thereafter;
- OC must follow the necessary protocols of surveillance of the disease and prevention of the spread of infections;
- OC must on the arrival of members in the morning on 4 May 2020 provide personal protective equipment;
- All employees who upon testing and screening, show symptoms of infection must, with immediate effect, be subjected to medical testing and assessment;
- Where necessary, OC must provide travel permits before commencement of members' duties.

Members must inform shop stewards immediately if the mentioned conditions are not met. In turn, if upon intervention by shop stewards still there is no compliance, shop stewards must urgently report the default to the nearest PSA Provincial Office. Members are cautioned not to enter the workplace if the above conditions are not in place. The PSA will not take for granted any non-compliance with safety measures that may compromise the life of members. Any challenge must be reported at any time during execution of your duty onwards, such as employees who are suffering from various chronic illnesses, which may comprise their safety. The PSA will ensure that the employer complies with regulations, failing which further steps will be taken.

GENERAL MANAGER