

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE
PRETORIA

21-07-2020

Update: COVID-19

The PSA received reports of the unfair conduct by an SMS Member, who refused to accept an employee's medical certificate during the lockdown, at the Department of Public Works and Infrastructure in Tshwane. The member eventually contracted the virus and was hospitalised as a result. On the basis of this story and similar ones, the PSA has recognised the need to remind employees of their rights. The PSA proposes the following process be followed, where an employee finds themselves in a position where a senior manager refuses to grant leave even though a medical certificate has been produced:

- The employee must produce a medical certificate indicating that he/she has a pre-existing condition, which makes the employee a high risk and likely to contract the virus;
- Should the manager, after having received the medical certificate, still refuse to allow the employee to work from home the employee can approach their HR/Labour Relations department (within the department) for intervention as internal processes must be explored;
- Should the HR division fail to advise the member accordingly and fail to assist the member, or where the member finds him/herself in an emergency situation they can immediately approach the PSA for intervention. The PSA will take on the matter and advise further.

The PSA appeals to all its members to act with speed in these situations in order to avoid the worst from happening, as prolonged presence of employees with underlying conditions in offices increases their risk of contracting the virus.

GENERAL MANAGER