

## COVID-19 non-compliance

Pursuant to the announcement of the Risk Adjusted strategy by the President Cyril Ramaphosa, departments including the Military Health Formation ('MHF'), were advised on how to deal with COVID-19 at workplaces. The departments were directed by the Department of Employment and Labour to comply with the COVID-19 regulations and OHS protocols.

On 20 May 2020, the PSA conducted a health risk assessment and it was discovered that the department did not comply with the OHS protocols, a subsequent letter reminding the department to comply was then issued on 29 May 2020. The PSA maintained that the employer must provide a safe working environment. The PSA will not allow the members, such as the health of workers and students, to be exposed to hazardous working conditions. The PSA further observed the following issues:

- The students were not adhering to social distancing in both lecture rooms and outside lecture rooms.
- The students were not wearing masks, rest rooms/bathrooms were dirty (no hand towels and sanitisers) as opposed to those used by management.
- The members were forced to report for duty when they were not deemed as essential services, whilst allegedly concealing the names of employees who have contracted the virus.

The PSA reported the state of the non-compliance to the MHF management and requested urgent intervention, to address the shortcomings highlighted above. However, the employer decided not to respond to the complaints raised by the PSA. The PSA cautioned the employer and will not hesitate to refer the matter to the Department of Employment and Labour should the situation remain the same.

The PSA will continue to monitor the situation and keep the members updated regarding developments in this regard.

Acting GENERAL MANAGER