

FOR PSA MEMBERS: LIMPOPO PROVINCE

29-04-2020

Update: Returning to work - Downgrade to lockdown Level 4

The President of South Africa announced that the country's lockdown restrictions will be lowered to level 4 with some activities allowed, subject to extreme requirements. Subsequently, members at various departments received calls from their managers, informing them to report on duty on Monday, 4 May 2020. Sadly, these departments have not even developed workplace protocols commensurate with level 4 lockdown restrictions nor engaged labour.

The PSA is concerned about the hasty recalling of employees without proper consultation with labour. It must be noted that level 4 is not free for all and does not give the employer a blank cheque to recall all employees. The abrupt recalling of employees will reverse the gains achieved against in the battle against COVID-19.

The PSA will engage with all departments regarding the categories of staff that are deemed critical and qualify to return to work, possibilities of employees working from home and safety measures put in place, noting that some departments are using open plans and in some instances officials are sharing small offices.

The PSA has on numerous occasions raised concern regarding the provision of PPE as departments already struggled with the demand for skeleton staff. The sanitising and disinfecting of offices must be undertaken before employees can return to work, and screening of workers before commencing work is non-negotiable. The development and implementation of workplace protocols should precede commencement of work by officials and should be consulted with labour.

The PSA calls on shops stewards to demand copies of workplace protocols from employers before employees are recalled from work. The protocols must indicate categories of employees to resume work, with consideration of hygiene factors, protective measures to be implemented, and PPE provisions that must be subjected to consultation with labour.

Members can report concerns and problems regarding compliance with lockdown restrictions to the PSA Provincial Office at phillip.maponya@psa.co.za / 082 880 8967.

GENERAL MANAGER