

# INFORMUS



FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF EDUCATION

17-07-2020

## Circular No. 110 of 2020

Members will recall that the conclusion of a Collective Agreement regarding the concession process to follow for employees with a comorbidity (COVID-19) for educators necessitated the consideration of such for non-educators. Subsequently, labour engaged with the employer to provide clear process for employees other than educators who are vulnerable due to age or comorbidities.

The employer has thus issued above circular that outlines the procedure to be followed in processing requests for remote work arrangements for vulnerable employees employed in terms of the Public Service Act during COVID-19 lockdown. The said circular will remain effective during alert level 3 and 2 of lockdown regulations.

Members are advised that three categories have been mentioned in the circular, namely, employees with comorbidities classified as high risk factors for severe COVID-19, employees with comorbidities not classified by Health Department and employees who are 60 years old and above with no comorbidities but are concerned that they may be exposed to COVID-19 infection.

The employees who fall under these three categories must submit their requests on the prescribed form together with their medical report which must contain the following information:

- Name and the qualification of the medical practitioner issuing the medical report
- Contact number and physical address
- Proper practice or registration number
- Confirmation that the employee's comorbidity falls within category of high risk as determined by the Health Department or motivation of the comorbidity that demonstrate that although not listed as high risk, renders the employee vulnerable for serious complications if they were to contract COVID-19.

Members can approach their supervisors or shop stewards for further clarity to ensure compliance with the said circular which is attached for ease of reference.

GENERAL MANAGER