

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

09-06-2020

COVID -19 Compliance: Marapong Clinic in Lephalale

Members will recall that a nurse tested positive for COVID-19 and the employer delayed identifying, screening and isolating those who came in contact with the said nurse. The workplace was also not disinfected. Non-compliance with health protocols by employer resulted in members refusing to perform their duties in a workplace that was deemed unsafe. Subsequently, the employer suspended some employees who were accused of inciting others whilst those at work were given notice that 'no work - no pay' shall apply thus they will not receive salaries for the days they refused to work.

A meeting was arranged for 8 June 2020 in endeavor to resolve the impasse between labour and management. Upon deliberation, it became clear that there is non-compliance with COVID-19 Safety Regulations in that OHS Committee was not established which posed the non-existence of risk assessment plans and work protocols that talk to safety measures to be implemented in the workplace to contain the spread of the virus.

The meeting resolved that the management will assist the cleaners in ensuring that the cleaning is up to standard whereby after the cleaning, the employees will resume their duties. The issue of suspended employees and 'no work - no pay' will be escalated to the District/ Provincial level as the Clinic Management indicated that they were not able to discuss the same as it is with the District Management.

The PSA is of the view that it is the employer strategy to intimidate the employees to stop them from raising legitimate concerns regarding their safety which should not be allowed. It must be noted that provision of service delivery cannot be at the expense of life of members.

Members will be updated of further developments.

GENERAL MANAGER