

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF PUBLIC WORKS, ROADS AND TRANSPORT

23-04-2020

## Feedback: COVID-19 meeting

A meeting took place on 20 April 2020 where the following matters were discussed:

### Personal protective equipment (PPE)

The employer's report alleging that all employees who reported for duty were provided with PPE, was disputed by the PSA as far from truth and misleading. The PSA cautioned the employer regarding compliance with the *OHS*A and COVID-19 Regulations wherein the employer is obligated to provide a safe and healthy workplace for employees.

### Recalling of supporting employees to resume duty

The PSA raised concerns of the blanket approach by the employer of recalling all employees without considering the criticality of their functions, which can exacerbate the spread of the virus. Employees returned to the workplace that was not cleaned or disinfected as the employer treated the situation as normal, which the PSA views as reckless and dangerous. Recalling of non-essential employees is oblivious of the pandemic faced by the country and is counterproductive to the battle against the virus.

### Unilateral decision by employer

The PSA condemned the blatant disregard of the COVID-19 Committee wherein decisions are taken without consultation, creating animosity in the workplace. These unilateral decisions endanger the lives of members and Union representatives are not able to report back to constituencies or answer questions as they are not informed. This behaviour threatens labour peace and jeopardises the relationship between labour and the employer and should be avoided at all cost. The employer was urged to consult on all issues that affect members.

### Frequency of meetings

Provincial meetings will be held twice a week only if deemed critically important whilst districts will also meet twice a week.

The employer noted the matters raised by the PSA and will respond where after members will be informed. Members are urged to contact their shop stewards that are representing them at district committees as well as the PSA Provincial Office.

GENERAL MANAGER