

FOR PSA MEMBERS: NORTH WEST

30-07-2020

Feedback: CCPNWP Chamber meeting held on 29 July 2020

Provincial work from home policy

As previously reported, the employer has in-line with the DPSA Circular 18/2020, regarding Occupational Health and Safety and implementation of COVID-19 Regulation No. 11098, drafted a Provincial Work from Home Policy to be consulted on. The PSA had requested inputs in this regard from members, but received only one input. The PSA had despite the lack of responses, nevertheless submitted the following inputs for incorporation into the policy:

- Catering for health and safety of employees deemed eligible to perform work from home during times that work is carried out from home;
- *Compensation for Occupational Injuries and Diseases Act, 1993 (Act 110/1993)* to be added as part of regulatory framework;
- Work from home arrangement shall not exceed (14) fourteen consecutive working days unless otherwise stipulated, agreed upon, and approved by the line manager in writing. (Changed from 5 days);
- Added timeline on approval and appeal: approval within 5 days and appeal on rejection within 7 days and approval authority will be senior official of salary level higher than the approving line manager.
- The employer shall provide qualifying employees irrespective of their salary levels, that are working from home, equipment that is essential to perform their job, like laptops, connectivity accessories, headsets, and cell phones (applicable subject to the applicable Cell-phone Policy.)

The draft policy with outlined inputs was adopted by the Chamber, however due to governmental administrative processes, the policy must pass through various committees within government for further inputs and to be ultimately approved at a Provincial Command Council. The approved policy will be forwarded to members as soon as it becomes available.

GENERAL MANAGER