

FOR PSA MEMBERS: WESTERN CAPE GOVERNMENT (WCG)

20-03-2020

Update: COVID-19

An urgent Provincial PSCBC meeting was held on 18 March 2020 in which the DG: Western Cape Government addressed labour on the Corona-virus situation. His message was as follows:

The safety of staff is of primary concern and requested that we work together as a collective to protect our members. Hygiene at workplaces has been sharpened, e.g. screening and sanitizers have been provided. A memo has gone out, instructing that domestic travelling must be limited and no international travel will be allowed. All personal travel must be reported to the employer to allow for risk assessment. A Disaster Management body has been set up and is operating from two premises, i.e. Tygerberg Hospital and at the Head Office, 4 Dorp Street, Cape Town. Currently, management is holding daily meetings to monitor the situation and Provincial Cabinet is also meeting on a daily basis.

Each department in the WCG is required to do a business impact analysis, which includes potentially allowing staff to work from home, where practically possible, or to consider alternative work arrangements/work scheduling.

Two circulars had been distributed from the DG's office with applicable measures to manage the situation. These circulars are available from the PSA's Provincial Office in Cape Town.

He referred to the national hotline, which was apparently over-loaded and indicated that a provincial hotline had been created at Disaster management. The number is 021 928 4102.

With regard to leave, the following will apply:

- The normal provisions of sick leave apply, i.e. three days or more - members are required to submit a medical certificate.
- If there is a reasonable chance that the member may contract the virus at the workplace, special leave may be granted or, if possible, the member must be allowed to work from home.
- If a member places him-/ herself on voluntary isolation, annual leave will have to be taken.
- If a member tests positive for the virus and is placed under quarantine with a medical certificate, he/she should be granted ten days sick leave for quarantine purposes as stipulated in the Determination for leave.

The DG indicated that he was waiting for National Government to issue a leave directive for this purpose.

The PSA made some inputs on the rotation of staff, flexi time and challenges with public transport.

GENERAL MANAGER