

Compliance with Covid-19 Regulations

Although COVID-19 Regulations for Adjusted Alert Level 3 prescribe that all employers must adopt measures to promote physical distancing of employees and that all persons who are able to work from home must do so, other departments are still demanding 100% of employees must report to work. Such measures must include:

- Enabling employees to work from home or minimising the need for employees to be physically present at the workplace;
- The provision for adequate space;
- Restrictions on face to face meetings;
- Special measures for employees with known or disclosed health issues or comorbidities, or with any condition which may place such employees at a higher risk of complications or death if they are infected with COVID-19 and special measures for employees above the age of 60 who are at a higher risk of complications or death if they are infected with COVID-19.

It defies logic why the departments would insist on 100% service delivery offerings and demand that all employees must report to work while the Regulations direct that the return to work be phased-in in order to put place measures to make workplace COVID-19 ready. It must be noted that the number of infections are still increasing hence the remote work and rotations must be implemented, where applicable.

Whilst the engagement with the employer for reinstatement of the rotation system and remote work is underway, employees are urged to follow all the safety protocols to protect themselves, families and colleagues. The PSA was alerted of the number of infections at Makhado Department of Agriculture, Polokwane Labour Centre, Makhado Home Affairs and Hayani Hospital, amongst others. The PSA commend the offices that immediately closed the infected areas to enable disinfection as containment of the virus remains critical.

Members will be kept abreast of further developments.

GENERAL MANAGER