

FOR PSA MEMBERS: LIMPOPO

22-01-2021

COVID-19 Regulations compliance

Dilokong Hospital

The PSA was alerted that the Hospital management is insisting on 100% employee attendance, despite *DPSA Circular 1 of 2021* directing that the Accounting Officer should ensure a reduction of the occupancy rate to no more than 50% at any given time for public servants, using shift work and remote working arrangements, amongst others. The insistence on 100% employee attendance is not only reckless but is a disregard of the impact of the COVID-19 pandemic and undermines the battle against the pandemic. Sadly, the management is oblivious of the rising infections and deaths attributed to the virus.

Adherence to *DPSA Circular 1 of 2021* and COVID-19 safety protocols is not optional, hence the decision of the Hospital cannot be left unchallenged. Engagement with the Hospital CEO is underway to ensure the implementation of shift work and remote working arrangements to maintain the maximum 50% at any given time as per the *DPSA Circular*.

Mopani District Office

The PSA was alerted that the Department of Social Development's Mopani District Office is disregarding health and safety protocols in that despite a number of COVID-19 positive cases being reported, there is no disinfection of the workplace. The PSA was also advised that efforts by local shop stewards could not yield any results as the management refuses to engage workers representatives. It must be noted that the failure to disinfect the workplace contravenes section 8 of the *OHS Act*, which places the legal obligation on employers to provide a workplace that is safe and without risk to employees.

Further, Union representatives are empowered by section 14 of the *Labour Relations Act* to perform their functions, which include monitoring employers' compliance with workplace-related provision of this *Act*, any law regulating terms and conditions of employment and any collective agreement binding on the employer. Management cannot wish them away and is obligated to engage with Union representatives. The PSA will engage management.

Members will be informed of developments.

GENERAL MANAGER