

FOR PSA MEMBERS: **SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)**

29-04-2022

## Return to office - Post National State of Disaster

The employer issued an internal memorandum to all SALGA staff instructing employees to return to the office w.e.f. 1 May 2022. A number of concerns were received from PSA members including the return of unvaccinated employees and whether or not the policy on remote working will be implemented as employees return. The PSA engaged the employer on these issues and the following responses were provided:

- All employees are to return to work from 1 May 2022 whether vaccinated or not;
- The vaccinated employees are required to submit their vaccination certificates to Human Capital to enable the employer to keep track of vaccination levels;
- Mandatory vaccination will not be applied. However, the employer will continue to encourage employees to vaccinate;
- Guidelines to be followed when working at the office have been provided; and
- The policy on remote working has not yet been signed, but is at an advanced stage of being finalised for implementation.

The PSA will be monitoring the situation to ensure that the health of its members is not placed at risk and that all safety measures are complied with by the employer. Members are urged to follow the guidelines and report any act of non-compliance by the employer that may pose a threat to their health. Members are further urged to raised issues of concern relating to the employer's decision for a full return to the office through PSA shop stewards.

Further updates will be provided when there are developments.

GENERAL MANAGER