



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

URGENT MEMORANDUM TO ALL PHSDSBC STAKEHOLDERS
ON RISK-ADJUSTED STRATEGY EFFECTIVE 01 MAY 2020

Contextual Background

- [1] On 23 April 2020, the President announced that a risk adjusted strategy will be implemented through which government will take a deliberate and cautious approach to the easing of the current lockdown.
- [2] Subsequent to the directive, the Department of Co-operative Governance and Traditional Affairs has issued regulations, in terms of section 27(2) of the Disaster Management Act, 2002 which regulates Alert Level 4.

Guidelines, Directives and Protocols

- [3] Pursuant to the new regulations, the following institutions also issued their guidelines, directives and protocols:

- a. The Department of Public Service and Administration State of Disaster COVID-19: Public Servants Return to Work Guidelines after the easing of the national lockdown;
- b. The Department of Health issued its directives and guidelines on dealing with COVID-19;
- c. The National Institute for Communicable Diseases issued COVID-19 return to work preparedness; and
- d. The Commission for Conciliation, Mediation and Arbitration issued an urgent advisory to all CCMA staff, users and stakeholders.

[4] It must be noted that our memorandum to all PHSDSBC stakeholders on measures to combat the spread of COVID-19 remain in effect, and should be read together with these guidelines. The provisions of this memorandum take precedence if the previous memorandum is in conflict.

Alert Level 4

[5] Pursuant to the risk adjusted strategy, that came into effect on 01 May 2020, the lockdown level has been relaxed from Alert Level 5 to Alert Level 4. Section 16(1) of the regulations, issued in terms of section 27(2) of the Disaster Management Act 2002, provides that every person is confined to his or her place of residence. A person may only leave their place of residence to; (a) perform an essential or permitted service, as allowed in Alert Level 4; (b) go to work where a permit which corresponds with Form 2 of Annexure A, has been issued.

- [6] The PHSDSBC has not been declared an essential or permitted service. Therefore, the status quo, in terms of practicing and promoting high levels of hygiene and social distancing and all contact processes involving face to face interaction, with the stakeholders of the PHSDSBC, are still postponed.
- [7] All contact meetings of the PHSDSBC, including Council, Committees, Chambers, Task Teams and Workshops are still suspended until further notice. These meetings will only take place through virtual meeting platforms, which enable a meeting to be conducted entirely through electronic means, including the usage of Zoom video conferencing and tele-conferencing.
- [8] Only in exceptional and extraordinary circumstances, may a contact meeting be held, with a limited number of people, not exceeding ten (10). This number is comprised of one (1) representative per trade union, which amounts to four (4) representatives, the equivalent (4) representatives from the Employer, one (1) Secretariat staff member and the Chairperson; subject to stringent health and safety precautionary measures, as provided for in the guidelines, directives and protocols.
- [9] With regards to the dispute management processes (conciliations and arbitrations), all matters remain postponed until further notice. Alternative methods of hearing matters such as web-based hearings and pre-conciliations, amongst others, will continue to be allowed. On consent by all parties, matters may be heard at alternative venues outside the PHSDSBC offices, such as employer/union venues, subject to all health and safety requirements being met.

[10] The PHSDSBC staff will continue to work remotely. Only critical jobs for servicing of essential government services, through providing a platform for urgent collective bargaining and urgent dispute management on COVID-19 matters of mutual interest, and critical support services staff will be permitted to return to work, on a need basis, subject to stringent occupational health and safety measures, and regulations issued in terms of section 27 (2) of the Disaster Management Act.

[11] The PHSDSBC will continue to monitor the situation actively and take appropriate measures or additional precautions, if necessary. We will keep you posted the latest developments.

[12] All enquiries relating to this memorandum may be directed to Covid19_enquiries@phsdsbc.org.za or 0860747322

Working together to combat the spread of COVID-19.

Yours faithfully



Mpumelelo Sibiyi

PHSDSBC: General Secretary

04 May 2020