

# Returning to work after COVID-19: EMPLOYER'S OBLIGATIONS

## 1. HEALTH AND SAFETY



### 1.1

The employer's obligation to ensure occupational health and safety should be accompanied by further risk prevention measures.

### 1.2

Provide the necessary protective equipment and systems to deal with the outbreak until the outbreak has been dealt with finally.

### 1.3

Maintain the 2 (two) metre social distancing in the workplace.

### 1.4

Limit meetings and training other than through electronic means.

### 1.5

Require employees to inform HR when they suspect that they may have any of the virus symptoms.

### 1.6

Have Covid-19 screening stations in the workplace.

### 1.7

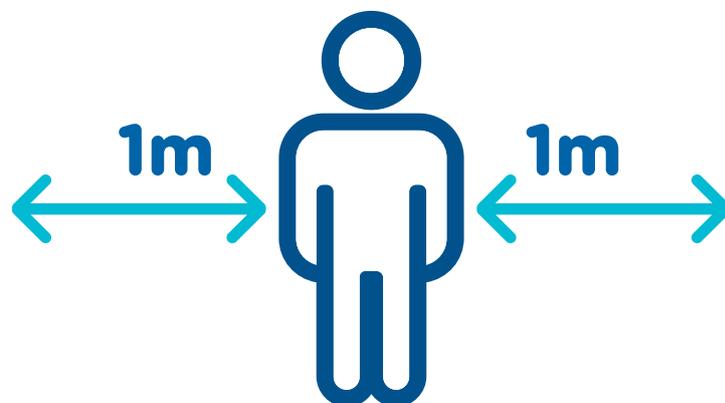
Conduct heat screening both at the entry and exit points.

### 1.8

Communicate with employees and require that employees who may have been exposed to Covid-19 not to return to work and that they must isolate and test for Covid-19.

### 1.9

Have regard to hazardous biological agent regulations under the Occupational Health and Safety Act 85 of 1993 for guidance.



#### DISCLAIMER:

The end of the national state of disaster was announced with effect from midnight on 4 April 2022 and accordingly all regulations and direction published pursuant to section 27(2) of the Disaster Management Act 57 of 2002 have been repealed save for limited transitional regulations. Please note that the regulations that forms the subject of this guideline are no longer on force and this guideline is therefore only relevant for reference purposes.



CLIFFE DEKKER HOFMEYR

# Returning to work after COVID-19: EMPLOYER'S OBLIGATIONS

## 2. WORKPLACE AND GENERAL HYGIENE



### 2.1

Wiping of surfaces (desks; counters) and objects (telephones; keyboards; stationary) regularly with disinfectant regularly.

### 2.2

Providing sanitising hand rub dispensers in prominent places in the office at such places as elevator buttons, bathrooms, frequently used doors, printing rooms and kitchens.

### 2.3

Encourage regular and thorough hand-washing by all employees, clients and contractors.

### 2.4

Display posters promoting hand-washing in all bathrooms and frequently used pathways.

### 2.5

Use routine meetings and communications such as reminders to reinforce the importance of regular hand-washing.

### 2.6

Promote good 'respiratory hygiene' and cough etiquette in the workplace.

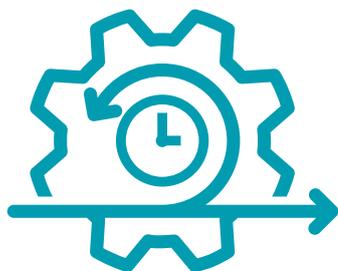
### 2.7

Encourage employees and clients to sneeze into their bent elbows.

### 2.8

Prohibit handshakes or any physical contact.

## 3. FLEXIBLE WORK



### 3.1

Require employees to work from home, should they feel sick in any way or if they may have any of the symptoms.

### 3.3

Permit more flexibility in working arrangements in order to allow social distancing.

### 3.4

Limit especially air travel as far as possible.