

1 JUNE 2020

EMPLOYMENT ALERT

IN THIS ISSUE

Workplace plan checklist: Ensuring you are ready to re-commence operations under Lockdown Level 3

On 1 June 2020, South Africa will be placed on Alert Level 3. In terms of Alert Level 3, all businesses and other entities will be permitted to operate, save for a few exceptions. As part of the re-opening of your business, you are required to have a workplace plan in order to ensure the safety of your employees.

Workplace plan checklist:

Ensuring you are ready to re-commence operations under Lockdown Level 3

On 1 June 2020, South Africa will be placed on Alert Level 3. In terms of Alert Level 3, all businesses and other entities will be permitted to operate, save for a few exceptions. As part of the re-opening of your business, you are required to have a workplace plan in order to ensure the safety of your employees. The following are 10 key aspects that must be covered in your plan:

Workplace Plan Checklist

1. **RISK ASSESSMENT:** Prior to commencing operations, employers must undertake a risk assessment to give effect to the health and safety directives issued by the government and the specific conditions of their workplace. This includes identifying all areas within the workplace that are a transmission risk for COVID-19.
2. **SCREENING PROCESS:** All employers must develop a mandatory screening process for employees upon entry to the workplace to assess whether the employee exhibits any symptoms of COVID-19 prior to the employee being allowed access to the workplace.
3. **EMERGENCY PROTOCOLS:** Employers must develop emergency protocols to contain an outbreak of COVID-19 in the workplace as well as a protocol to evacuate employees who screen positive for COVID-19.
4. **EMPLOYEE HEALTH AND SAFETY TRAINING:** the health and safety directive issued by the government makes it mandatory for all employers to train their employees on the contents of the directive and the manner in which employers intend to implement the directive in their respective workplaces.
5. **PPE:** Employers must make provision for employees to be provided with the relevant PPE for their role at no cost to the employee.
6. **SOCIAL DISTANCING:** Employers must ensure, where possible, that the workplace is re-organised in order to comply with social distancing rules. Employees must be advised as to social distancing rules and measures must be put in place to enforce social distancing.
7. **HYGIENE:** Employers must maintain certain hygiene standards which include disinfecting their workplace prior to the commencement of operations.
8. **WASTE MANAGEMENT:** A workplace plan must include a waste management system for the disposal of all COVID-19 related waste in a manner that does not present a transmission risk.
9. **COMMUNICATION:** Employers must ensure that they have a communication plan in place to inform employees of any updates regarding protocols in the workplace as well as any other information as required by government.
10. **APPOINT A COMPLIANCE MANAGER:** All employers must appoint a compliance manager at each of their workplaces who will be responsible for supervising and enforcing the compliance with the workplace plan, and all directives and regulations issued by government.



COVID-19 WORKPLACE HEALTH AND SAFETY ONLINE COMPLIANCE TRAINING

Information. Education. Training.

We have developed a bespoke eLearning product for use on your learning management system, that will help you strengthen your workplace health and safety measures and achieve your statutory obligations in the face of the COVID-19 pandemic.

To purchase or for more information contact OHSonlinetool@cdhlegal.com.

EMPLOYMENT

CASE LAW UPDATE 2019



CLICK HERE
to access CDH's Employment Law booklet to assist you in navigating the employment relationship during the current economic uncertainty.

CHAMBERS GLOBAL 2014 - 2020 ranked our Employment practice in Band 2: Employment.

Aadil Patel ranked by CHAMBERS GLOBAL 2015 - 2020 in Band 2: Employment.

Fiona Leppan ranked by CHAMBERS GLOBAL 2018 - 2020 in Band 2: Employment.

Gillian Lumb ranked by CHAMBERS GLOBAL 2020 in Band 3: Employment.

Hugo Pienaar ranked by CHAMBERS GLOBAL 2014 - 2020 in Band 2: Employment.

Michael Yeates ranked by CHAMBERS GLOBAL 2020 as an up and coming employment lawyer.



Our Employment practice is ranked as a Top-Tier firm in THE LEGAL 500 EMEA 2020.

Fiona Leppan is ranked as a Leading Individual in Employment in THE LEGAL 500 EMEA 2020.

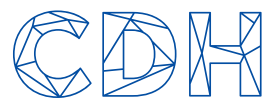
Aadil Patel is recommended in Employment in THE LEGAL 500 EMEA 2020.

Gillian Lumb is recommended in Employment in THE LEGAL 500 EMEA 2020.

Hugo Pienaar is recommended in Employment in THE LEGAL 500 EMEA 2020.

Michael Yeates is recommended in Employment in THE LEGAL 500 EMEA 2020.

Jose Jorge is recommended in Employment in THE LEGAL 500 EMEA 2020.



CLIFFE DEKKER HOFMEYR

OUR TEAM

For more information about our Employment practice and services, please contact:



Aadil Patel
National Practice Head
Director
T +27 (0)11 562 1107
E aadil.patel@cdhlegal.com



Michael Yeates
Director
T +27 (0)11 562 1184
E michael.yeates@cdhlegal.com



Anli Bezuidenhout
Senior Associate
T +27 (0)21 481 6351
E anli.bezuidenhout@cdhlegal.com



Jose Jorge
Director
T +27 (0)21 481 6319
E jose.jorge@cdhlegal.com



Mohsina Chenia
Executive Consultant
T +27 (0)11 562 1299
E mohsina.chenia@cdhlegal.com



Sean Jamieson
Senior Associate
T +27 (0)11 562 1296
E sean.jamieson@cdhlegal.com



Fiona Leppan
Director
T +27 (0)11 562 1152
E fiona.leppan@cdhlegal.com



Faan Coetzee
Executive Consultant
T +27 (0)11 562 1600
E faan.coetzee@cdhlegal.com



Bheki Nhlapho
Senior Associate
T +27 (0)11 562 1568
E bheki.nhlapho@cdhlegal.com



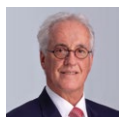
Gillian Lumb
Director
T +27 (0)21 481 6315
E gillian.lumb@cdhlegal.com



Avinash Govindjee
Consultant
M +27 (0)83 326 5007
E avinash.govindjee@cdhlegal.com



Asma Cachalia
Associate
T +27 (0)11 562 1333
E asma.cachalia@cdhlegal.com



Hugo Pienaar
Director
T +27 (0)11 562 1350
E hugo.pienaar@cdhlegal.com



Riola Kok
Consultant
T +27 (0)11 562 1748
E riola.kok@cdhlegal.com



Tamsanqa Mila
Associate
T +27 (0)11 562 1108
E tamsanqa.mila@cdhlegal.com



Thabang Rapuleng
Director
T +27 (0)11 562 1759
E thabang.rapuleng@cdhlegal.com

BBBEE STATUS: LEVEL TWO CONTRIBUTOR

Our BBBEE verification is one of several components of our transformation strategy and we continue to seek ways of improving it in a meaningful manner.

PLEASE NOTE

This information is published for general information purposes and is not intended to constitute legal advice. Specialist legal advice should always be sought in relation to any particular situation. Cliffe Dekker Hofmeyr will accept no responsibility for any actions taken or not taken on the basis of this publication.

JOHANNESBURG

1 Protea Place, Sandton, Johannesburg, 2196. Private Bag X40, Benmore, 2010, South Africa. Dx 154 Randburg and Dx 42 Johannesburg.
T +27 (0)11 562 1000 F +27 (0)11 562 1111 E jhb@cdhlegal.com

CAPE TOWN

11 Buitengracht Street, Cape Town, 8001. PO Box 695, Cape Town, 8000, South Africa. Dx 5 Cape Town.
T +27 (0)21 481 6300 F +27 (0)21 481 6388 E ctn@cdhlegal.com

STELLENBOSCH

14 Louw Street, Stellenbosch Central, Stellenbosch, 7600.
T +27 (0)21 481 6400 E cdh Stellenbosch@cdhlegal.com

©2020 9016/JUNE

