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EMPLOYMENT ALERT

IN THIS ISSUE >

Employers Guide to Alert Level 3

South Africa will move to Alert Level 3 on 1 June 2020, in terms of which all businesses and other entities may commence operations, barring a few exceptions. The government has recommended that all employees continue to work from home where it remains possible. Where persons over the age of 60 and persons with co-morbidities return to work, employers must take special measures to ensure their safety.

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EXPERTISE AND SERVICES

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Employers Guide

to Alert Level 3



South Africa will move to Alert Level 3 on 1 June 2020. A summary of the permitted economic activities under each alert level are as follows:



LEVEL 5	LEVEL 4	LEVEL 3
Essential services only.	Essential and permitted services only.	All business and other entities, save for a few exceptions.

Level 3 Hotspots

The government has identified certain areas which are classified as hotspots, where there will be more stringent restriction on movement depending on whether the area has been Classified as Level 4 or Level 5.



METROS

Tshwane | Johannesburg
Ekurhuleni | Ethekewine
Nelson Mandela Bay
Buffalo City | Cape Town

DISTRICTS

West Coast, Overberg
and Cape Winelands district
municipality | Chris Hani district
in Eastern Cape | iLembe district
in KwaZulu-Natal

List of Prohibitions under Level 3 (excl. transport and education):



The consumption of food items and beverages at or in the place of sale



On-site consumption of liquor



Short term home sharing/letting/leasing/rental for leisure purposes



Domestic air travel for leisure purposes until safety protocols are announced



Conferences and other events including contact sport



Passenger ships for leisure purposes



Personal care services where social distancing cannot be maintained save for those declared safe



Other restrictions related to transportation and education will be issued by the cabinet member responsible for the portfolio

Additional guidelines for employers who operate in the manufacturing and construction industry and business and financial services firms with more than 500 employees:



Provide transport



Staggered return to work



Daily screenings



Where symptoms are displayed, refer for medical examination or testing



Submit data from screening and testing to the Direct General: Health



Additional guidelines for return to work under level 3:

- All employees are encouraged to continue to working from home where it remains possible
- >100 employees- where possible, staggered working hours/ staggered shifts
- Adherence to all health and safety protocols
- Social distancing

OUR TEAM

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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.

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.

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