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Legislation and Proposed Policy Relating to COVID-19

Dear Valued Client,

The proposal to amend the procedures and processes relating to the management of infections and vaccination of workers was triggered by the following legislation:

1. Department of Cooperative Governance - Termination of the National State of the Disaster.
2. Department of Health – Proposed Regulations Relating to the Surveillance and the Control of Notifiable Medical Conditions: Amendment.
3. Department of Employment and Labour - Code of Good Practice: Managing Exposure to SARS-Cov-2 in the Workplace, 2022.

Present Legal Status of the Government Notices:

1. State of Disaster. On 4 April 2022 the President declared the State of Disaster to be effectively lifted, provided that the basic protocols, namely masks, social distancing, sanitization and isolation if infected to be observed until 15 April 2022. This Government Notice R1988 / No. 46197 repealed all regulations and directions relating to the Covid-19 pandemic.
2. Department of proposed Health Regulations on Surveillance and control of notifiable medical conditions. This Regulation is a proposal and is still out for public comment until 15 April. In effect, this proposed Regulation prescribe processes for managing and notification protocols for “notifiable diseases”, which SARS-Cov-2 is included. At this stage, no further action required. Issued 15 March 2022.
3. Department of Labour Code of Good Practice. This publication, No. 11405 / 46043, issued 15 February 2022 served to ensure that the Covid-19 virus is still kept under control, AFTER the State of Disaster is lifted. The “code of good practice” means that one must comply or if you don’t, you must be able to explain why not. The contents of the code cover the following aspects:
 - i. It is a guide to employers and employees in managing exposure to the SARS virus in the workplace.

ii. Requires an updated Risk Assessment, that will provide for the management after the lifting of the state of disaster.

iii. Requires the vaccination program to remain a priority. Note – There were at least 5 cases that made it to the Labour Court. The employer won all the cases where there were vaccine policies in place and the risk assessments were carried out with the workers.

iv. Symptom reporting and subsequent isolation as per the Dept. Of Health requirements from time to time.

Proposed Action Plan:

That the branches be notified that the following notice be placed in the front of the Covid Safety File.

“The National State of Disaster has been lifted. The Code of Good Practice will now be adopted. All protocols and processes that applied to the legislation and requirements have been withdrawn with immediate effect, except for the following protocols, which will be adhered to until 15 April 2022.

- 1. Wearing of masks indoors.**
- 2. Maintain a social distance of 1,0m.**
- 3. Sanitizing of hands and surfaces.**

The Group CEO will review the risk of infections regularly. If the risk of infections increases or legislation requires that the Covid protocols be reinstated, then the CEO will advise the branches accordingly.”

Please contact your Joblaw office to assist with your Covid-19 Policy.

Kind regards,

Carlo Swanepoel

Chief Executive Office



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