

# LEVEL 2 LOCKDOWN REGULATIONS

KEY CONSIDERATIONS FOR EMPLOYERS

## NATIONAL CURFEW REMAINS



The national curfew (22h00 - 04h00) remains in place under alert level 2.

Employees who are required to work during the curfew must be issued with a permit by their employer.

## EXTENSION OF NATIONAL STATE OF DISASTER

The national state of disaster has been extended to 15 September 2020.



## "FACE MASK" - NEW DEFINITION

The regulations define "face mask" to mean a cloth face mask or a homemade item that covers the nose and mouth, or another appropriate item to cover the nose and mouth.

The wearing of a face mask remains mandatory for every person when in a public place. This includes the workplace.

No person (including visitors and customers) should be allowed to enter a workplace if that person is not wearing a cloth face mask.

## GATHERINGS AT WORKPLACES & FOR CONFERENCES ARE PERMITTED

Gatherings at a workplace for work purposes are permitted. Employees must wear a face mask and adhere to all health protocols and social distancing measures when attending a gathering.

Gatherings at conferences and meetings for business purposes are also permitted subject to a limitation of 50 persons. All attendees must wear face masks and adhere to all health protocols and social distancing measures.

## OPERATION OF ECONOMIC SECTOR

All businesses may operate except for those listed in Specific Economic Exclusions (see below).

Businesses with more than 100 employees, working together in a group in the same floor space must make provision for minimising the number of employees at any given time (through for example the use of rotation or shift systems and remote working arrangements or similar measures).



## PHASED-IN RETURN OF EMPLOYEES

Employers must phase-in the return to work of employees from other provinces, metropolitan areas and districts.

Employers must develop measures to ensure that the workplace meets the standards of health protocols, adequate space for employees and social distancing measures.

The regulations still provide that employees who are able to work from home must do so.



## HEALTH PROTOCOLS & SOCIAL DISTANCING MEASURES MUST BE OBSERVED AT THE WORKPLACE

The health protocols listed in directions together with the occupational health & safety directions as well as applicable labour legislation must be adhered to.

## VULNERABLE EMPLOYEES

Employers are still under an obligation to implement special measures for vulnerable employees to facilitate their safe return to work.

Where possible, special measures may include vulnerable employees working from home.



## COMPLIANCE OFFICERS

Employers are still obligated to designate a Covid-19 compliance officer who must oversee the implementation of the Covid-ready workplace plan and ensure strict adherence to health protocols in the workplace

The Covid-ready workplace plan should correspond with the regulations and it should be retained for inspection. The plan must contain the following information -

- 1 Employees who are permitted to work
- 2 The plan for the phased-in return of employees to the workplace
- 3 Health protocols that are in place to protect employees from Covid-19
- 4 Details of the Covid-19 compliance officer

## RETAIL STORES & INSTITUTIONS

Persons in control of retail stores and institutions must -

- Ensure that steps are taken to ensure that customers keep a distance of at least 1.5 meters from each other.
- Designate a compliance officer to ensure that health & safety measures are strictly adhered to. The name of this individual should also be prominently displayed at the store or institution.



## CONSTRUCTION, MANUFACTURING, BUSINESS & FINANCIAL SERVICES FIRMS

Employers in these sectors with more than 500 employees must adhere to appropriate sector or workplace arrangements or compacts to address the following -

- 1 Provide or arrange transport to employees coming to site
- 2 Stagger the return to work of employees
- 3 Screen employees daily for Covid-19 symptoms
- 4 Submit data collected during the screening and testing process to the Director-General: Health

Sector-specific health protocols may be developed and implemented in consultation with the Department of Health.

## C-19 TERS BENEFITS

A new direction which regulates the extension of C-19 TERS benefits for the extended application period (1 July - 15 August). Only certain categories of employees are eligible to apply -

### CATEGORY 1:

Employees who cannot work due to full / partial closure



### CATEGORY 2:

Vulnerable employees



### CATEGORY 3:

Employees who cannot be fully utilised

Employees whose employers are not permitted to operate fully/ partially

Vulnerable employees whose employers are unable to make alternative arrangements/ make special measures for such employees to return to work

Employees whose employers are unable to make use of their services fully/partially due to operational requirements

Applications for the extended application period are now open. Employers must apply at the following website: [www.uifecc.labour.gov.za/covid19](http://www.uifecc.labour.gov.za/covid19)



## ALERT LEVEL 2: SPECIFIC ECONOMIC EXCLUSIONS

- 1 Night clubs
- 2 International passenger air travel for leisure purposes
- 3 Passenger ships for international leisure purposes
- 4 Attendance of any sporting event by spectators
- 5 International sports events
- 6 Exclusions relating to public transport services as set out in the directions issued by the Cabinet member responsible for transport
- 7 Exclusions relating to education services as set out in the directions issued by the Cabinet members responsible for education

## CONTACT US

Contact our employment, health and safety team for advice.

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