

04 May 2020

## TEMPORARY RELIEF MEASURES FOR INDUSTRY EMPLOYERS AND EMPLOYEES AMIDST PHASE 4 OF COVID-19

1. The president announced that from 1 May 2020, the country would move to phase four (4) of the lockdown. NBCRFLI has taken a decision to extend the period of the temporary relief measures for industry employers and employees during this period.
2. The temporary relief measures that will be extended for the duration of the phase four (4) lockdown period include the following:

### **Sick Leave Fund**

3. Where an employee has been quarantined as a result of testing positive for COVID-19 or self-isolated as a preventative measures, a company can claim **immediately** for Sick Leave Fund based on contributions received to date by the NBCRFLI for each employee.
4. Medical certificates are not required to accompany sick leave applications where an employee has been quarantined for 14 days. However, a written confirmation from both employer and employee including electronic communication must be submitted together with sick leave application as proof that both the employer and employee have agreed to the 14 days 'sick leave'.
5. Should an employee be quarantined for more than 14 days, a medical certificate from a medical practitioner must be submitted together with the sick leave application.
6. All documentations must be submitted through the NBCRFLI's online application process.
7. This relief is not applicable to employees employed for less than two months.

## **Holiday Pay Bonus Fund and Wellness Fund Contributions**

8. A company, which is not in operation (wholly or partly) due to the national lockdown, will not be obliged to pay contributions for non-working employees to the Holiday Pay Bonus Fund. Instead, such company will be required to contribute an amount equivalent to **2%** per week of non-working employee's normal basic weekly wage for the purposes of contribution to Wellness Fund.

## **Online Exemption Applications**

9. A company which is in distress due to not being able to operate (wholly or partly) as a result of the impact of Covid19 will be allowed to submit an online application for exemptions using at this e-mail address: [exemptions@nbcffi.co.za](mailto:exemptions@nbcffi.co.za)
10. A company applying for exemptions must be able to demonstrate that, with supporting documentations were not able to operate at all or not at full capacity due to the impact of the Covid-19.
11. Exemption applications related to the impact of Covid-19 will be prioritized and the Exemption Body will sit on a weekly basis to consider such exemption applications.

## **Short Time**

12. During the national lockdown period, clause 64 of the Main Collective related to the implementation of short time will be extended to the rest of the industry.
13. For the purposes of this Circular, short-time means a temporary reduction in the number of ordinary hours of work owing to a shortage of goods to be transported as a result of the economic impact of Covid19.

## **Suspension of the Dispute Resolution process**

The suspension of the Disputes Resolution processes will be extended for the duration of the phase four (4) of the lockdown period or until a further directive from the Commission for Conciliation Mediation and Arbitration (CCMA).

## **COVID 19- UIF Temporary Employer/ Employee Relief (TERS) Benefit**

The deadline for submission of documents for the second phase of UIF TERS applications for the extended lockdown period of 17 April 2020 to 30 April 2020 is **Monday, 11 May 2020.**

Should you require clarity, please contact your local Agent who will be available to assist.

Yours Faithfully

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Musa Ndlovu

National Secretary

***(This document has been sent electronically and is therefore not signed)***