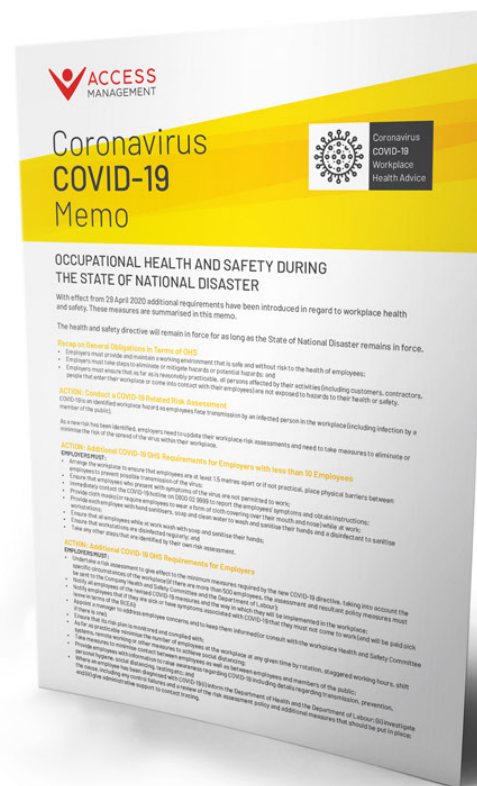




Legally required workplace obligations

The raft of new laws, regulations and compliance procedures that came into effect on 1 May 2020 and apply to employers opening up their workplaces under Alert Level 4 and Alert Level 3 mean it is not going to be high-fives all around as we return to office-based work.

From sanitizers and social distancing to sick-leave and symptom screening, the workplace and our behaviours have to be quite different. The consequences of not changing workplace behaviour and complying with government's Alert Level 4 and Alert Level 3 legal regulations regarding an employer's return to work will not only increase the risk of spreading the virus but can also result in heavy fines, imprisonment and even culpable homicide charges for employers in the event of any employee's death from COVID-19.



To comply with the legislation and to make sense of it all, Whipping the Cat has developed a plug-and-play 'back to work' toolkit for employers.

The toolkit comprises:

- A plain language summary of the COVID-19 **Occupational Health and Safety Directive** (which sets out the various measures that employers must comply with)
- A COVID-19 **workplace plan** (required in terms of the Alert Level 4 and 3 regulations)
- **Authority form** for employees to travel to work
- COVID-19 **compliance officer appointment letter** (required in terms of the Alert Level 4 and 3 regulations)
- COVID-19 **compliance employee appointment letter** (required in terms of the Alert Level 4 and 3 regulations)
- **Employee letter confirmation that their home is a safe workplace** in terms of the Occupational Health and Safety Act
- **Awareness poster** (to comply with the employer's legal duty to inform employees about COVID-19 transmission, prevention, social distancing, testing etc.)

THE TOOLKIT IS AVAILABLE IN BOTH HARD COPY AND DIGITAL FORMAT AT A TOTAL COST OF R5,600 PLUS VAT. SIMPLY CLICK HERE <https://whippingthecat.com/application/> AND WTC WILL PREPARE A TOOLKIT FOR YOU CUSTOMISED WITH YOUR BRANDING.

