

NOTICE 21/20



6 May 2020

COVID-19 SPECIAL NOTICE (15)

Dear Homeowner,

PRIVATE HOUSEHOLD EMPLOYMENT

As published in the DISASTER MANAGEMENT ACT, 2002 REGULATIONS PART N, under the heading PRIVATE HOUSEHOLDS' EMPLOYMENT the following is stated:

“Live -in staff, and staff providing care to the sick, mentally ill, elderly, people with disabilities and children.”

Our interpretation is then that domestic staff which ordinarily live-in at the home owner/employer's residence and staff employed by private households who care for the sick, mentally ill, elderly, people with disabilities and children will indeed be allowed to work, according to this regulation. Once granted access to the estate, a live-in staff member will have to stay at the home owner/employer's residence.

It was noted that the relevant clause does not mention general domestic staff that do not live-in. It would appear that general domestic staff would only be allowed to return to work in Level2 as per the Risk Adjusted Strategy framework.

For those who need some help in understanding the requirements of complying with the regulations, herewith the information as provided by our legal expert:

Home owners/Employers to give qualifying workers a letter with at least the following:

- Name, address and contact details of home owner/employer;
- Name, ID number and address of staff member; and
- A description of their work duties.

WhatsApp it to your relevant staff member and when they arrive at work, print the letter and both sign and date it.

Due process should be followed when allowing these individuals access onto the estate from a safety and security point of view. A Hand sanitation station as well as a hand washing facility is available at the turnstile. A documentation verification and a basic temperature scan at the turnstile will be performed. The result will be recorded on a COVID-19 Self-Declaration form and if there is a concern, the home owner will be notified to take appropriate action. This should assist to fulfil some of the requirements of the regulations.

Furthermore, Home owners must keep in mind that they as “employers” have a responsibility to create a safe workplace and to minimise the risk of exposure to Covid-19. Social distancing, wearing of masks, gloves, etc. should be followed. It's important to keep in mind that Government wants to limit movement from one household to another to curb the spread of the virus.

Let us follow the letter and the spirit of the steps against the spread of the virus and we should be over the worst of lockdown in a reasonable time.

“Together we will make a difference”

CARE FOR OTHERS ON THE ESTATE

The HOA wants to reiterate our offer for assistance/help for those in need. We are aware of certain individuals that already do this informally for some home owners, but please contact Michelle if the HOA can assist. We have a register of home owners that volunteered to help.

HOME OWNERS NOT IN RESIDENCE

The HOA has already assisted a few home owners not in residence, by checking up on the general situation on the property, load electricity and switching off irrigation systems. Although we don't have the means to perform any other service, we are willing to do a basic check and provide feedback. Those interested should please send a request and authorisation to Michelle on acewood@mweb.co.za.

All dog owners are friendly requested to please ensure that your dog's actions do not create a nuisance to others on the estate.

Regards

Geoff Anderson and Dirk Uys

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