



NAPTOSA
Gauteng

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NF 19 / 2020 (12 June 2020)

Dear members

COLLECTIVE AGREEMENT 1 OF 2020

CONCESSION PROCESS TO FOLLOW FOR EMPLOYEES WITH A COMORBIDITY

NAPTOSA notes that there may be confusion or uncertainty with regard to Collective Agreement 1 of 2020. This Newsflash seeks to give clarity to certain aspects of the collective agreement.

- **Who does the collective agreement apply to?**
Educators employed under the Employment of Educators Act only.

- **Is this an application for leave?**
It is not application for leave **so no leave forms must be filled**. You are deemed to be on duty so you can be expected to work from home, in keeping with your core functions.

- **Who qualifies to apply for this concession?**
 1. Those who have comorbidities as listed in the table under **High Risk Vulnerability**.
 2. Those educators who, according to their health practitioners, have any other underlying medical condition that puts them at risk.
 3. Employees age 60 and above who, according to their medical practitioners, are at risk.

Let us serve education and each other with dignity

Office bearers

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➤ **What documents need to be completed to apply?**

1. A report from a medical practitioner stating that you have a medical condition that puts you at increased risk. It must have the doctor's name, qualification, contact number, physical address, practice/ registration number and signature.
2. Annexure A, completed together with the Principal (which in the Collective Agreement)

These are the only documents that need to be completed. Districts are asking educators to complete all sorts of forms, like waiving risk and so on. This must not be done.

➤ **Can I apply if I am 60 years and over with no comorbidities?**

Yes. You will also have to submit a report from a medical practitioner that states that you are at risk and complete annexure A.

➤ **Do I report to school while I await the outcome?**

No. You will remain home on full pay until you receive the outcome. Even if the outcome states that the application is not approved, no monies will be claimed back for the period that you were at home. .

➤ **Who determines the outcome of my application?**

The Employer has the discretion to approve/not approve your application, on the recommendation of the Health Risk manager or medical expert if necessary.

➤ **When can I expect to receive the outcome?**

The Employer is expected to notify you within 30 days.

➤ **For how long will the concession apply if approved?**

The concession will apply till the end of alert level 2 lockdown.

➤ **What recourse do I have if the concession is not approved?**

You can follow the normal grievance procedure. You will report to school while the grievance procedure is in process.

➤ **Can I choose to report to school even if I have a medical condition that puts me at risk?**

Yes, you may do so **on your request**. The Principal must agree and must put in place special measures to ensure your protection. If the agreed to measures are not put in place, you have the recourse to follow the grievance procedure. **Note that the Principal cannot force you to report to school.**

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➤ **Will my medical information be treated be confidential?**

Yes. Principals/ Managers must treat medical information with utmost confidentiality. Breach of confidentiality would be regarded as misconduct and dealt with accordingly.

Definitions:

- Medical practitioner: Health care professionals registered and regulated by the HPCSA
- Comorbidity: In medicine, **comorbidity** is the presence of one or more additional conditions co-occurring with (that is, concomitant or concurrent with) a primary condition. Comorbidity describes the effect of all other conditions an individual patient might have other than the primary condition of interest.
(Ps. In this context, Covid 19 is the primary condition of interest)

GAYLIN BOWLES

CHIEF EXECUTIVE OFFICER

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