



# Dispute Resolution Centre

18 March 2020

**URGENT URGENT**

**TO: EMPLOYERS , EMPLOYEES , TRADE UNIONS AND EMPLOYERS  
ORGANISATIONS to the Motor Industry Bargaining Council, DRC Staff, DRC  
Users and Panelists**

## **DIRECTIVE BY DRC BOARD IN RESPECT OF THE RESPONSE TO COVID 19**

1. The DRC Board has noted the Directive issued by the President of the Republic of South Africa in respect of the COVID 19 pandemic, as well as the guidelines published by various State Departments, as well as the World Health Organisation.
2. The DRC Board has also noted and studied the Directive issued by the CCMA on the 17<sup>th</sup> of March 2020 and the measures instituted by the Commission in that regard.
3. This directive will apply with effect **19 March 2020** until and including **14 April 2020**. The Board will make an assessment after 14 days of the issuing of this directive as to whether or not to extend the directive beyond the 14<sup>th</sup> of April 2020.

#### **4. The DRC Board hereby directs as follows:**

4.1 All contact processes involving face-to-face interaction with users are hereby postponed, subject to paragraph 5 (exceptions).

4.2 All matters enrolled between the **19<sup>th</sup> of March 2020** and the **14<sup>th</sup> of April 2020** (both days included), are hereby postponed, subject to paragraph 5.

4.3 No persons will be allowed to walk into any of the DRC's offices or venues for the purpose of enquiries and/or the filing of documents. The DRC will only accept referrals, process documents and correspondence filed by way of electronic transmission.

#### **5. EXCEPTIONAL CIRCUMSTANCES**

In an attempt to strike a balance between the continuation of cases and protecting the lives and health of the DRC's staff and users, the following exceptions will apply:

5.1 Where applicable, the Pre-conciliation process may continue, because it is conducted by means of telephone.

5.2 Where applicable, Conciliations may continue if it is conducted telephonically and by agreement between the parties, Panelist and DRC.

5.3 The DRC or its Panelists may, where applicable, attempt to resolve disputes using telephonic or online methods prescribed and approved by the DRC Rules.

6. The DRC encourages you to make use of the National Institute for Communicable Diseases' Coronavirus Emergency 24-hour hotline number 0800 029 999 or WhatsApp number 060 012 3456 and to visit their website at [www.nicd.ac.za](http://www.nicd.ac.za), if required. For those who are tested at independent laboratories, remember that these are preliminary results. All positive results must be verified by the National Institute for Communicable Diseases.

7. The DRC as will continue to monitor the situation, in collaboration with the CCMA and other Bargaining Councils and will take appropriate measure or additional precautions if necessary.

Regards,

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**J. J. Malan**

DRC Director