

20 March 2020

Circular to all employers in the Road Freight and Logistics Industry

COMPANIES FACING DISTRESS DUE TO THE IMPACT OF CORONAVIRUS

We have received various concerns from the members of the Road Freight and Logistics Industry regarding the negative impact that the coronavirus outbreak has caused on both companies and employees.

Kindly be advised that the Department of Employment and Labour (“the Department”) has offered measures of relief in response to the coronavirus crisis, indicating that it will use the Unemployment Insurance Fund (“UIF”) to ease the burden on employees and employers affected by the coronavirus crisis.

The Department indicated that the distressed companies would receive a period of reprieve from the UIF contributions and will be assisted to avoid lay-offs through the Temporary Employer/Employee Relief Scheme.

According to the Department, employees of companies that have closed down for a short time as a precautionary measure will be able to use the short-term UIF benefits, usually meant to provide support for additional sick leave when employees have exhausted their statutory allowance.

If any company contemplates a short term shut down, it is required to inform the UIF so that their officials will visit such a company to provide assistance with the processing of the claims.

The Department also said in instances where an employee has to be self-quarantined for 14 days or more, such a leave will be recognised as a special leave and that an employee will be eligible to apply for unemployment insurance benefits.

Yours Faithfully

Musa Ndlovu

National Secretary

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