

26 January 2021

REINSTATEMENT OF THE SICK LEAVE FUND TEMPORARY RELIEF MEASURES AMIDST OF THE SECOND WAVE OF COVID 19 CASES

We refer to the industry circular dated 21 October 2020.

The President put the country on an adjusted Level 3 of the national lockdown following the surge of the second wave of COVID 19 cases in the Country. In this regard, the NBCRFLI has resolved to reinstate the sick leave fund temporary relief measures because there is an increased number of employees that are in isolation and do not have medical certificate or only a positive laboratory results for COVID 19.

The reinstatement of the sick leave fund temporary relief measures is applicable from the date in which the President put the country on the adjusted Level 3 of the national lockdown, which is 28 December 2020.

The sick leave fund temporary relief measures will be extended for the duration of the national lockdown period as follows:

Sick Leave Fund

1. Where an employee has quarantined as a result of testing positive for COVID 19 or self-isolated as a preventative measure, a company can claim immediately for Sick Leave Fund based on contributions received to date by the NBCRFLI for each employee.
2. Medical certificates are not required to accompany sick leave applications where an employee has quarantined for 10 days. However, a written confirmation from both employer and employee including electronic

communication must be submitted together with sick leave application as a proof that both the employer and employee have agreed to the 10 days 'sick leave'.

3. An employee who will quarantine for more than 10 days must submit a medical certificate from a medical practitioner together with the sick leave application.
4. All documentation must be submitted through the NBCRFLI's online application process.
5. This relief does not apply to employees employed for less than two months.

Should you require clarity, please contact your local Designated Agent who will be available to assist.

Yours Faithfully

Musa Ndlovu

National Secretary

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