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Work Arrangements for staff for the remainder of 2020

In the light of the move to the COVID-19 alert level 2, the Workstream considered the need to make adjustments with regard the situation of staff working from home.

Considerations:

Up to 66% of our students may return to campuses, but groups of students are limited to 50. Some students have also given up their accommodation for the remainder of the year. Since there will probably not be a major return of students to campus, a significant return of staff is not expected.

In the US, a few universities had to rapidly reverse their decision to open as large numbers of students in residence started testing positive.

There is still a need to be cautious amidst the continuous threat that the pandemic constitutes. Staff with co-morbidities need to be particularly cautious.

In the main, the institution is functioning well operationally during this time. There have been opportunities to innovate and find new ways of working.

Amidst all the uncertainty, staff need clarity about arrangements the remainder of the year.

Recommendations:

The Workstream requests that the ICBC considers deciding as follows:

Current conditions for returning to work remain in place for SU as implemented under level 3.

Staff must continue to work from home as far as possible.

Staff returning to work may only do so if they have been identified to return, in terms of the workplace plans submitted to Facilities Management.

All regulations stipulated in the workplace plan must be adhered to, including

- Health assessment (Higher Health application)
- Masks to be worn at all times
- Social distancing must be adhered to
- Times and days need to be limited as per the workplace plan

Where staff are unable to work from home or at the workplace for more than 20% of their time (1 day a week), 5 days per month will be deducted from their annual leave. Staff will however not move into a negative balance.