

Scenario 1	Explanations	Action by Employer	Action by Employee	Remuneration
The employee shows / reports symptoms during screening.	Employee reports one of the following symptoms related to Covid-19: • **Fever (>37.5 'C) • Sore Throat • **Loss of Smell & Taste • Coughing • Red eyes • **Shortness of breath / Excessive fatigue • Sore body, • Nausea, Vomiting, diarrhea ** Strong indicator of possible Covid-19 infection <i>(clause 27 of Consolidated Covid-19 Direction on Health and Safety in the Workplace)</i>	Immediately isolate the employee. Provide the employee with a surgical mask. Arrange safe transport from the workplace to be self-isolated or to be referred for medical examination/testing. Conduct contact tracing (Identify persons with whom the affected person was in contact with at workplace, conduct or refer them for screening). Sanitize/disinfect the workplace. Report to the Covid Hotline – 0800 02 9999 Assess the level of exposure in the workplace and take appropriate measures	Stay in an isolated place until transport is arranged. Immediately disinfect hands. Do NOT mingle with other persons. Wear a mask. Report for testing if instructed. Stay in self-isolation for 10 days, unless test results are negative. If the employee tests negative, he/she must return to work.	Sick leave as per SD13 or Contract of Employment. If depleted, apply for illness benefits (<i>UIF Illness benefit Code 10</i>).

		to prevent transmission.		
Scenario 2	Explanations	Action by Employer	Action by Employee	Remuneration
The employee tests positive for Covid-19.	If an employee tests positive. <i>(clause 28 of Consolidated Covid-19 Direction on Health and Safety in the Workplace)</i>	Follow Scenario 1, and: Report to the Departments of Employment & Labour and Health 0800 02 9999 <i>(write down the date and time of the call)</i>. Investigate the level of exposure and risk to other employees. If necessary, close the section down and sanitize. If there is evidence that the employee contracted Covid at the workplace, lodge a COIDA claim. The employee may only be allowed to return to work after the	Where the employee resides on the premises, he/she must confine themselves to his/her house/room and not move around on premises. They will only be allowed to come back to work after 10 days of self-isolation, or when they test negative, or if a medical examination finds they are fit to work. When they return to work, they must be monitored on a regular basis. Ensure that hands are sanitized and a mask is worn at all time.	Sick leave as per SD13 or Contract of Employment. If depleted, apply for illness benefits <i>(UIF Illness benefit Code 10)</i>. If there is evidence that the employee contracted Covid at the workplace, payment in terms of COIDA.

		compulsory 10 days of self-isolation. If the employee was hospitalized, a medical examination must confirm that he/she is fit to work. When returning to work: • Ensure that hands are sanitized and a mask is worn at all times. • Monitor employee/s on a regular basis for Covid symptoms. • Must wear a surgical mask for 21 days.		
Scenario 3	Explanations	Action by Employer	Action by Employee	Remuneration
The employee is in self isolation due to contact with a positive person.	An employee that was in direct contact the past ten days with a person who has tested positive.	Ascertain whether the exposure carries high or low risk of transmission between workers.	Where employee resides on premises, he/she must confine themselves to house/room and not	Sick leave as per SD13 or Contract of Employment.

		LOW RISK – • > 1m from positive person for less than 15 minutes. • Masks were worn. HIGH RISK – • <1m from positive person for more than 15 minutes. • Masks weren't worn, transmission of bodily fluids suspected. Employee must stay in remain in self-isolation/quarantine for 10 days. Follow scenario 1.	move around on premises. If he/she resides on another locations, he/she must stay at his/her house of residence.	If depleted apply for illness benefits (<i>UIF Illness benefit Code 10</i>).
Scenario 4	Explanations	Action by Employer	Action by Employee	Remuneration
If the company is closed down due to positive	If the company is instructed to close, it will have to do so for the period as directed and until the	Inform the employees.	All employees will be instructed to self-isolate.	Unpaid or apply for UIF (<i>Ui19 Reduced</i>

testing at the workplace.	workplace or specific department has been sanitized in accordance with requirements.	Determine how long the closure will be. Arrange for sanitizing of workplace.	Where the employee resides on the premises, he/she must confine themselves to his/her house/room and not move around on the premises. If he/she resides on another location, he/she must stay at his/her house of residence.	<i>Work Time – Code 17).</i>
Scenario 5	Explanations	Action by Employer	Action by Employee	Remuneration
If the employee is considered a high-risk individual.	Individuals that have been identified as a high risk for severe illness/death due to the Covid-19. These underlining conditions could include: ○ Asthma ○ Chronic lung disease ○ Diabetes ○ Serious heart condition ○ Chronic kidney disease being treated with dialysis ○ Severe obesity ○ People age 65 years or older ○ Tuberculosis ○ Immunocompromised (tuberculosis, HIV/AIDS)	Investigate whether it is possible for the employee to work from home. If not: take special measures to mitigate the risk of Covid-19. The option can be given to the employee to self-isolate.	If employee decides to self-isolate: Where the employee resides on the premises, he/she must confine themselves to his/her house/room and not move around on premises. If he/she resides at another locations, he/she must stay at	Unpaid, Application for TERS

	○ Liver disease		his/her house of residence.	
Scenario 6	Explanations	Action by Employer	Action by Employee	Remuneration
Worker refuse to return to workplace because of believe that is unsafe	Employee refuse to perform any work if circumstances arise which with reasonable justification appear to that employee to pose immediate and serious risk. <i>(clause 48-56 of Consolidated Covid-19 Direction on Health and Safety in the Workplace)</i>	The employer must consult with the Covid compliance officer or the Health & Safety committee The employee may not be dismissed, disciplined, prejudiced or harassed for refusing to perform any work which is unsafe as per clause 48.	The employee must notify the employer ASAP of the refusal to work and the reason therefore.	Unpaid