



Directorate: Labour Relations

Enquiries: Mr J Roman

File no: 5/R

**CIRCULAR H.47/2020**

**TO ALL HEADS OF DIVISIONS / CHIEF DIRECTORATES / DIRECTORATES / REGIONS/ DISTRICTS / HEADS OF INSTITUTIONS**

**EFFECTIVE AND CONSTRUCTIVE FUNCTIONING OF IMLC's AT INSTITUTIONAL LEVEL AMIDST THE COVID-19 PANDEMIC.**

The Top Management of the Department under the leadership of Dr Beth Engelbrecht and Mr. Simon Kaye have engaged the provincial leadership of organized labour on 26 March 2020 on various matters regarding COVID -19. The Department shared with them the Provincial and Departmental preparedness including the challenges in the handling and responding the pandemic.

It was a very productive and transparent meeting. Both parties shared and understood the importance of the partnership, including the collaboration to handle the crisis.

A serious appeal was made by organized labour that the various Institutional Managers also engage meaningfully within the respective IMLC's on matters affecting their institution/facility. This platform should be used effectively to discuss critical matters learning outcomes/ best practices, knowing that time is of the essence, to jointly seek solutions and mechanisms to deal with the pandemic in the interest of delivering the much needed services to our communities.

Institutional management must ensure that IMLC's meet more regularly and where IMLC's are non-functional, we urge Managers to make a serious attempt to resurrect such IMLC's or engage directly with shop stewards to relay any urgent messages/actions to their members in effort to collaborate on addressing challenges immediately.

Your cooperation in endeavoring to manage the pandemic in conjunction with our Social Partners to ensure that the correct and timeous messages are conveyed, is appreciated.

Kind regards

A handwritten signature in black ink, appearing to be 'DDG', written over a horizontal line.

**DDG: Head of Corporate Services**

**DATE: 6 April 2020**