

COVID-19 REGULATIONS UNPACKED - ALERT LEVEL 4

South Africa is entering what is known as “Alert Level 4” in response to the worldwide COVID-19 pandemic outbreak and as a gradual easing of Covid-19 lockdown restrictions. On 29 April 2020, new Regulations were issued by Dr Nkosazana Dlamini Zuma, Minister of Cooperative Governance and Traditional Affairs, repealing previous regulations and providing for clarity on the way forward for South Africa. This information was updated in line with the Regulations issued by the Minister of Trade, Industry and Competition on 14 May 2020. Below is an overview of the regulations. All forms mentioned below, as well as a copy of the regulations can be found on our Website.

1 IMPORTANT

- Curfew: 20h00 – 05h00 daily, except where:
 - a person is in possession of a permit to perform an essential or permitted service; or
 - a person is attending to a security related matter/incident or that of a medical emergency.
- When leaving your home, you must wear a cloth face mask or an appropriate homemade item that covers your nose and mouth.
- You may not use any form of public transport, or access a building or premises without a cloth mask or an appropriate homemade item that covers your nose and mouth.



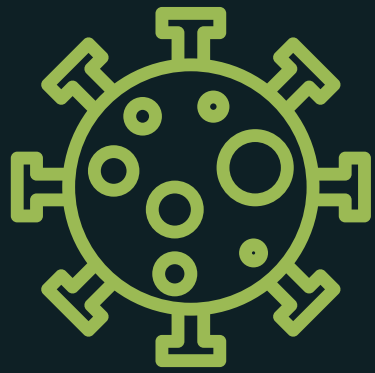
2 HEALTH REGULATIONS

Medical examinations, prophylaxis, treatment, isolation and quarantine

- If you test positive for COVID-19 or are suspected of having COVID-19 or have been in contact with someone who may be a carrier of COVID-19, you may not refuse to be medically examined, admitted to a health/quarantine/isolation facility, or refuse to be submitted to any treatment for prevention of transmission.
- Should such a person refuse, he/she must be placed in quarantine for a maximum of 48 hours, whilst an enforcement officer applies for a warrant for such treatment, to be issued by a court. The Magistrate may impose restrictions on the power of the enforcement officer in this warrant.
- If you test positive for COVID-19 or are suspected of having COVID-19 or have been in contact with someone who is or may be a carrier of COVID-19, then you are obliged to comply with the following oral/written instructions of a medical practitioner, nurse or enforcement officer:
 - to subject yourself to screening for COVID-19; or
 - to travel/be taken to a health establishment or other facility for isolation or quarantine; or
 - to quarantine yourself, pending the outcome of a COVID-19 test.
- If you refuse to comply with medical directions, a Magistrate must make an order as contemplated in the Regulations (Form 1).

Contact tracing

- The National Department of Health shall develop and maintain a national database to enable the tracing of persons who are known or reasonably suspected to have come into contact with any person known or reasonably suspected to have contracted COVID-19.
- The COVID -19 Tracing Database's information shall include:
 - the first name and surname, identity or passport numbers, residential address and other address where such person could be located, and cellular phone numbers of all persons who have been tested for COVID-19;
 - the COVID -19 test results of all such persons; and
 - the details of the known or suspected contacts of any person who tested positive for COVID-19.
- All information contained in the database is confidential, unless disclosure is necessary for the prevention of the spread of COVID-19.
- Where any person is to be tested for COVID -19, the person or entity taking the sample must obtain as much of the required information and submit it to the Director-General of Health as soon as possible.
- The Director-General of Health may, in writing and without prior notice to the person concerned, direct an electronic communications service provider to provide the following information:
 - the location or movements of any person known or reasonably suspected to have contracted COVID -19; and
 - the location or movements of any person known or reasonably suspected to have come into contact, during the period 5 March 2020 to the date on which the national state of disaster has been terminated.
- A COVID-19 Designated Judge will closely monitor all dealings in respect of the database and the Regulations provide for strict measures to protect the integrity of all personal information.



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MOVEMENT REGULATIONS



“Movement” has been defined as: “entering or leaving a place of residence or, in the case of people not ordinarily resident in the Republic, their place of temporary residence while in the Republic.”

Leaving your residence

According to Regulations, a person shall be confined to his or her place of residence for the duration of Level 4. The only instances where you are permitted to leave your residence shall be to:

- perform an essential/permitted service which are allowed under Level 4;
- go to work where a permit that corresponds with Form 2 of Annexure A, has been issued;
- buy permitted goods;
- obtain services that are allowed to operate as set out in Table 1 to the Regulations;
- move children, as discussed below; and
- walk, run or cycle between the hours of 06H00 - 09H00, within a 5km radius of their place of residence (provided that this is not done in organised groups).

Inter-Provincial Movement, Metropolitans and Districts

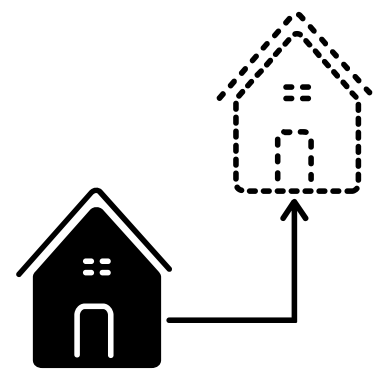
Movement between Provinces, Metros and Districts is prohibited, save for the following exemptions:

- workers who have a permit to perform an essential or permitted service who have to commute to and from work on a daily basis;
- learners commuting to and from school and/or higher institutions (where such is permitted);
- attendance of a Funeral (discussed below); and
- transportation of mortal remains.

Relocation on a Once Off Basis

Moving across provincial, metropolitan or district boundaries, on a once off basis, during alert level 4 is permitted for the following:

- A person relocating to a new place of residence;
- Movement due to domestic violence;
- Business relocating to new premises.



A permit as per Form 1 [for direction 3(b)] of the regulations are required. The permit must be issued by head of court or a station commander or their nominee. Supporting documents needed to obtain the permit include:

- lease agreement with date of expiry or date of commencement of new lease;
- proof of purchase of residence and occupation date;
- transfer documents attesting change of ownership;
- domestic violence order;
- proof of change or new occupation of a business premises.

Repatriation or movement in/out of the Republic

The Cabinet Member of Home Affairs and/or their designated person, duly appointed, may permit the exit or movement in/out of the Republic if same is for emergency medical treatment for a life-threatening condition or for the repatriation to his/her country of nationality or permanent residence.

Foreign Tourists

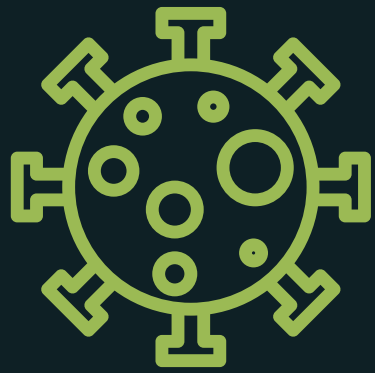
Foreign tourists who entered the Republic before the nationwide lockdown but who remain in the Republic, must stay in their place of temporary residence for the duration of Level 4. Such person may be subjected to screening, be placed under quarantine and/or isolation.

Foreign tourists who are to be evacuated by way of air charter (where such arrangements have been made by their relevant embassy) may be allowed to leave the Republic, provided that they are escorted to a point of exit where screening may ensue again.

Places closed to the public

The following places and premises shall be closed off to the general public:

- places for religious, cultural, sporting, recreational, entertainment or exhibitional gatherings;
- hotels, lodges, bed and breakfasts, airbnb's, timeshare facilities and resorts, private and public game reserves, guest houses and holiday resorts except to the extent that they are required for remaining tourists confined to hotels, lodges, private and public game reserves, guest houses or holiday resorts;
- public parks, sports grounds and fields, beaches and swimming pools;
- taverns and shebeens, or similar establishments;
- theaters, cinemas and museums.
- flea markets, fêtes and bazaars; and
- night clubs, and casinos;

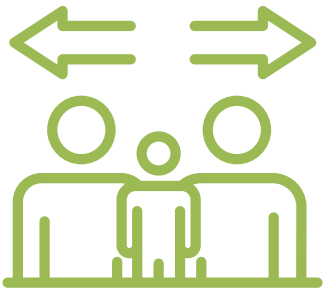


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MOVEMENT OF CHILDREN

Regulations now provide for the movement of children in two circumstances: movement between caregivers/co-holders of parental responsibilities and rights, as well the movement of children in order to return to the residence of their primary caregiver if they were not in such a person's care during the national lockdown.



When co-holders of parental responsibilities or caregivers are moving children between them in the same metropolitan area or district municipality, such persons must be in possession of:

- a court order; or
- a parenting plan or a parental responsibilities and rights agreement (registered with the offices of the Family Advocate); or
- a permit issued by a Magistrate if the documentation aforesaid is not available.

Should co-holders of parental responsibilities or caregivers be moving children between them between different metropolitan areas, district municipalities or provinces, such persons must be in possession of a permit issued by a Magistrate (in accordance with Form 3 – below).



If a child was not at the residence of their primary caregiver before the national lockdown period, such child shall now be permitted, on a once-off basis, to return to the residence of their primary caregiver. Such movement shall only be permitted if the caregiver or co-holders of parental responsibilities and rights are in possession of a permit issued by a Magistrate (in accordance with Form 3 – below).

In order to apply for the aforesaid permit by a Magistrate, you must approach the Magistrates' Court within your jurisdiction, together with the prescribed form and affidavit which sets out the reasons why the movement of the child is necessary.

When applying for a permit, the co-holders of parental responsibilities or the caregivers must provide supporting documentation, including the child's birth certificate (original / certified copy), a court order, and a parenting plan or a parental responsibilities and rights agreement (registered with the offices of the Family Advocate). If the relevant Magistrate is satisfied with your application, you will immediately be furnished with a permit required in terms of the Regulations.

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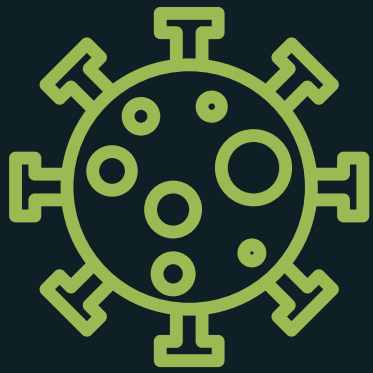
FUNERALS

The following rules, among others, apply to funerals:

- A person will only be allowed to move between provinces, metropolitan areas or districts , for a funeral, if such person:
 - is the immediate family of the deceased (spouse, partner, child, child-in-law, parent, sibling or grandparent of the deceased); and
 - is in possession of a permit which corresponds with Form 4 or a sworn affidavit which corresponds with Form 5, as issued at your nearest Magistrates' Court or police station.
- Form 4 may be issued after providing the designated person or officer with a corresponding death certificate or certified copy of same.
- Where a death certificate is not yet available, and the funeral must be held within 24 hours in keeping with cultural and religious practices, the person requesting the permit must make a sworn affidavit which corresponds with Form 5, together with a letter from a cultural or religious leader confirming the need for the funeral within 24 hours.



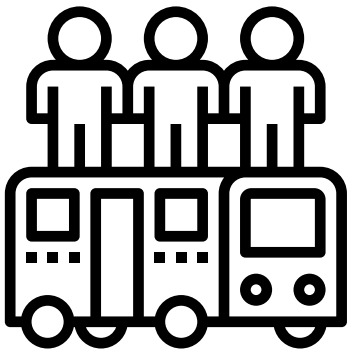
- Attendance at the funeral is limited to 50 (fifty) people;
- No night vigils are allowed;
- All hygienic conditions and social distancing measures must be adhered to, at all times including the funeral, for limitation of exposure of persons to COVID-19; and
- Only 2 (two) family members or a person with a close affiliation to the deceased may, with the required permits, be present in the vehicle transporting the mortal remains, provided that the cause of death of the deceased being transported is non-COVID-19 related.



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6 EVICTIONS

A court may grant an order for the eviction of any person from land or a home, provided that the order of eviction shall be **stayed and suspended** until the last day of Level 4, unless a court finds that such suspension is not just and equitable.



7 PUBLIC TRANSPORT

Modes of public transport shall cater for the gradual return of people to work. This will be in respect to rail, bus services, taxi services, e-hailing services, and private vehicles. The Minister of Transport will issue further directives in this regard.

8 BORDERS AND PORTS OF ENTRY

The borders of the Republic shall remain closed, except for the purposes of transportation of fuel, cargo and goods. The repatriation of South Africans into the Republic shall also be allowed, subject to a 14-day quarantine upon arrival.



9 TOBACCO PRODUCTS AND LIQUOR

Liquor is strictly prohibited, including the sale, dispensing and distribution thereof. Transportation of liquor is also prohibited, except where it is required for the industrial production of hand sanitizers, disinfectants, soap, alcohol for industrial use and household cleaning products. The transportation of liquor that is destined to be exported shall be allowed, and no special or events liquor licenses shall be extended.

The sale of tobacco, tobacco products, e-cigarettes and related products are prohibited.

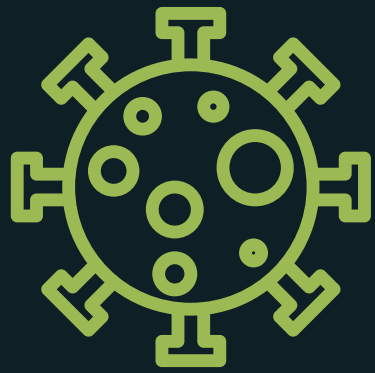
10 TRANSPORTATION OF GOODS

Rail, ocean, air and road transport shall be permitted for the movement of cargo to other countries and within the Republic. This is inclusive of:

- **essential goods**, which are defined according to Regulations;
- cargo at ports of entry;
- goods in transit through the Republic which is destined for neighbouring countries;
- agricultural, agro-processing, forestry and fishing products, as well as manufacturing products and mining products, permitted for production under Level 4;
- transport of goods within the Republic; and any other goods as set out in directives to follow.

Essential goods:

- | | | |
|--|--|---|
| <ul style="list-style-type: none">• Food products, including non-alcoholic beverages and animal feed .• Sanitary pads, sanitary tampons and condoms.• Hand sanitiser, disinfectants, soap, alcohol for industrial use, household cleaning products, and personal protective equipment. excluding cloth face masks. | <ul style="list-style-type: none">• Products for the care of babies and toddlers.• Personal toiletries, including haircare, body and face care products, roll-ons, deodorants, and dental care products.• Medical and hospital supplies, medicine, equipment and personal protective equipment (excluding cloth face masks). | <ul style="list-style-type: none">• Fuel, including coal, wood, paraffin and gas.• Hardware, components and supplies.• Components for aftersales vehicles services.• Chemicals, packaging and ancillary products used in the production of any these products. |
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IMPORTANT FOR BUSINESSES

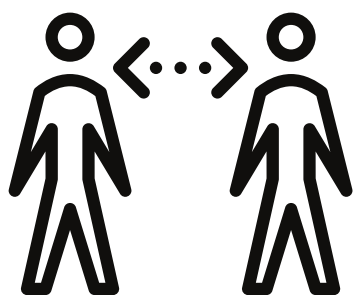
- Businesses and entities that may commence operations on their premises are set out in Table 1 (below), as well as the regulations for the car industry and clothing industry, attached below.
- Retail stores may only sell items as specified in Table 1 (other goods are not permitted).
- E-commerce on all products are allowed (except for alcohol and tobacco products).

Safety Measures

- Employers must provide employees with a cloth face mask or an appropriate item to cover the nose and mouth, if any employees come into direct contact with the public, as part of their duties;
- Every business premises must provide hand sanitisers for use by the public and employees at the entrance to the premises; and
- All directions in respect of health protocols and social distancing measures for COVID -19 must be adhered to, at all times.



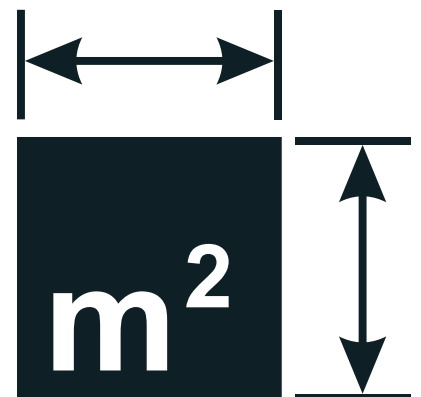
Physical distancing



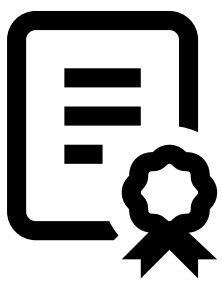
Every business premises (including supermarkets, shops, wholesale produce markets or pharmacies) must ensure adequate space is allowed between customers and employees. The prescribed processes for same is:-

- determine the area of floor space (sqm) of the premises;
- limit the number of customers and employees that may be inside the premises at any time, by ensuring there is no more than **one person per one and a half metres of floor space**; and
- ensure that persons queuing inside or outside the premises are also able to maintain a distance of one and a half metres from each other.

- Employers must adopt measures to promote physical distancing between employees. This includes:
 - enabling employees to work from home or minimising the need for employees to be physically present at the workplace;
 - the provision for adequate space within the premises, as discussed above;
 - restrictions on face to face meetings;
 - special measures for employees with known or disclosed health issues or comorbidities, or with any condition which may place such employees at a higher risk of complications or death if they are infected with COVID-19; and
 - special measures for employees above the age of 60 who are at a higher risk of complications or death if they are infected with COVID-19.



- All courier and delivery services shall provide for minimized personal contact during delivery.

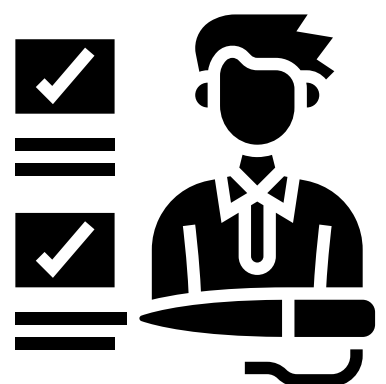


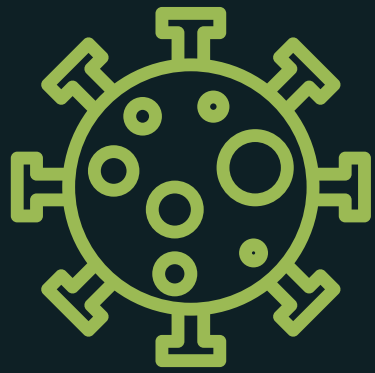
Employees Forms (Form 2)

Persons performing essential services or permitted services, must be duly designated in writing by the head of an institution. Thus, an employee must be provided with a completed form (example below) confirming the person's employment and need to attend to certain premises. Personal identification must accompany the form at all times.

COVID -19 Compliance Officer

- The person in control of a business must designate a compliance official to ensure adherence to the standards of hygiene and health protocols relating to COVID -19 at the workplace.
- The business must display the name of the COVID -19 compliance officer prominently in a visible area of the business.
- The designated COVID -19 compliance officer will also oversee the implementation of a "COVID-19 Work Plan" as developed by the business (discussed below).





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E-COMMERCE



The buying and selling of goods using telephones and digital platforms, including the internet and mobile phone based applications, and for this purpose includes goods to be delivered by a courier or delivery service.

All goods may be transacted through e-Commerce platforms, except for alcohol and tobacco related products.

Protocols for e-Commerce Retailers and Delivery Services

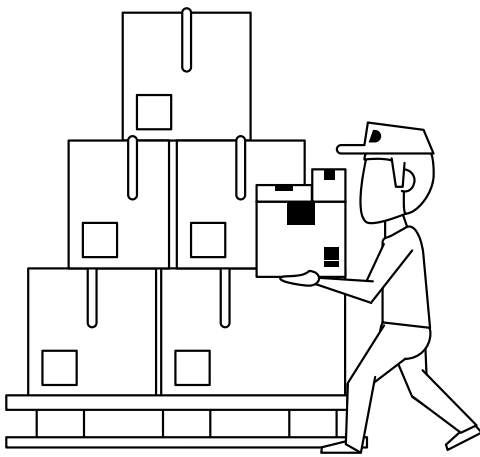
All retailers using e-Commerce platforms to sell goods, and all e-Commerce courier or delivery services, must ensure the following:

- All Regulations and Directions in respect of hygienic workplace conditions and the potential exposure of employees to COVID-19 must be adhered to, including the Covid-19 Occupational Health and Safety Measures.
- Employees may not share face masks, equipment, stationery, utensils or similar items.
- A designated and adequately trained health and safety officers must take each employee's temperatures using appropriate equipment or instruments at the start of a shift and every four hours after the shift commences.
- Records of the temperatures of each employee must be kept. Any employee whose temperature is 37,5 degrees or above should immediately be moved to an isolated observation room for a second measurement. If the second test measurement also exceeds 37,5 degrees, the employee must be returned home for self-quarantine, provided with a surgical mask and not be permitted to enter or stay on the premises.



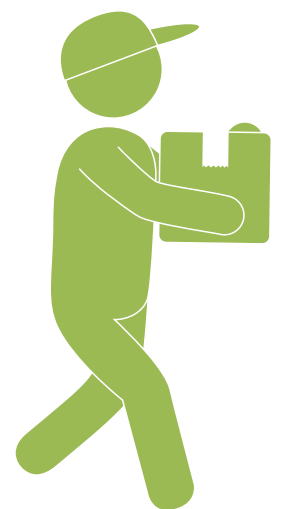
Important for e-Commerce Retailers

- Retailers must give prominence to those goods which are manufactured in the Republic of South Africa.
- Retailers must provide for as many payment options as possible for consumers, that are based on reducing risks of transmission, and enabling poorer consumers to access delivery services
- When packaging goods, retailers must provide written guidelines for customers on how to safely disinfect their goods before use.
- Retailers must put in place collection protocols to ensure that adequate social distancing is maintained by courier or delivery service personnel when collecting goods from a warehouse or depot
- All goods must be sanitised, in line with the guidelines published by the National Department of Health, before leaving the warehouse or depot.



Important for Delivery Services and Courier Services

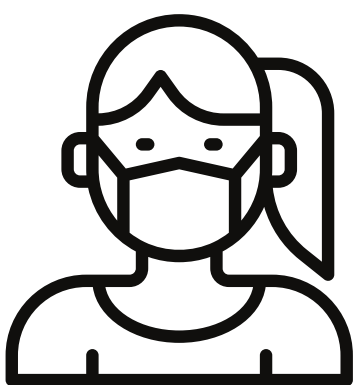
- All courier and delivery personnel must have their own hand sanitiser and disinfectant wipes, which must be refilled daily.
- Courier and delivery personnel must maintain at least one and a half metres distance from:
 - other courier or delivery personnel when collecting goods for delivery; and
 - customers when delivering goods
- Courier and delivery personnel must wear a cloth face mask that covers the nose and mouth when delivering goods to customers.
- Courier and delivery service personnel may not enter the home of a customer if such customer and any other residents within the immediate vicinity are not wearing cloth face mask or a homemade item that covers the nose and mouth.

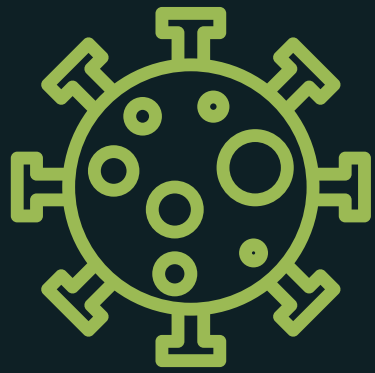


Protocols for e-Commerce Customers

All e-Commerce customers must ensure the following:

- Customers and all residents within the immediate vicinity must wear a cloth face mask or a homemade item that covers the nose and mouth when receiving goods from courier and delivery personnel.
- Customers must maintain at least one and a half metres distance from courier and delivery personnel.
- Customers are encouraged to disinfect goods using guidelines published by the National Department of Health and those provided by retailers.





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COVID -19 Workplace Plan

All industries and businesses permitted to operate during Alert Level 4, must develop a plan for the phased in return of their employees to the workplace, **prior** to reopening the workplace for business (see Annexure E, below) and be retained for inspection. It must contain the following information:

- which employees are permitted to work;
- what the plans for the phased-in return of their employees to the workplace are;
- what health protocols are in place to protect employees from COVID-19; and
- the details of the COVID -19 compliance officer.



For small businesses, the plan can be basic, reflecting the size of the business. For medium and larger businesses, a more detailed written plan should be developed given the larger numbers of persons at the workplace. The Plan for **medium and large businesses** must include the following:

- The date the business will open and the hours of opening;
- A timetable setting out the phased return-to-work of employees, to enable appropriate measures to be taken to avoid and reduce the spread of the virus in the workplace;
- The steps taken to get the workplace COVID -19 ready;
- A list of staff who can work from home, staff who are 60 years or older, and staff with comorbidities who will be required to stay at home or work from home;
- Arrangements for customers or members of the public, including sanitation and social distancing measures;
- Arrangements for staff in the establishment, in respect of:
 - sanitary and social distancing measures and facilities at the entrance and exit to the workplace;
 - screening facilities and systems;
 - attendance-record system and infrastructure;
 - the work area of employees;
 - any designated area where the public is served;
 - canteen and bathroom facilities;
 - testing facilities (for establishments with more than 500 employees); and
 - staff rotational arrangements (for establishments where fewer than 100% of employees will be permitted to work).

***It is important to note that other regulations and directives may have been issued and may apply to various sectors and different sized companies. This infographic is focused on the regulations issued by Minister Dr Nkosana Dlamini Zuma on 29 April 2020 and 13 May 2020, as well Minister Ebrahim Patel on 14 May 2020.

All forms mentioned above can be downloaded on our Schindlers website, alternatively, found on the Government's website.



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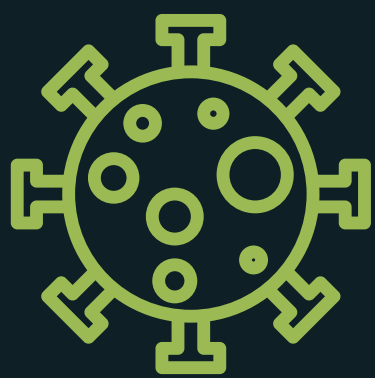
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DISCLAIMER: This infographic is intended as an easy reference guide in South Africa. The information contained herein is a summary of some of the key issues and an overview of relevant legislation. Due to time and space limitations, details affecting the businessperson may not have been covered. The circular should therefore not be relied upon for detailed planning, but for guidance only. The reader is advised to consult a professional adviser for specific advice and information, and for guidance on new and existing legislation which may affect business and personal planning. This circular should not be treated as a substitute for advice. While every care has been taken in the compilation of this circular, no responsibility of any nature whatsoever shall be accepted for any inaccuracies, errors or omissions herein.



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TABLE 1
ALERT LEVEL 4

All persons who are able to work from home should do so.

Persons in the following list of industries and activities will be permitted to perform work outside the home, and to travel to and from work, under Alert Level 4, subject to—

- (a) strict health protocols, and social distancing rules;
- (b) return to work to be phased in to enable measures to make the workplace COVID-ready; and
- (c) return to work to be done in a manner that avoids and reduces risks of infection.

PERMISSIONS AND PROHIBITIONS	
PART A	AGRICULTURE, HUNTING, FORESTRY AND FISHING
1	<p>All agriculture, hunting, forestry and fishing, bee-keeping, including preparation, cultivation, harvesting, storage, transport of live animals and auctions (subject to health directions) and related agricultural infrastructure and services (including research, inspection, certification and quality control).</p> <p>All fishing, operation of fish hatcheries and fish farms, on such conditions as may be issued in directions by the cabinet members responsible for the environment, forestry and fisheries.</p> <p>Harvesting and storage activities essential to prevent the wastage of primary agricultural, fishing and forestry goods.</p> <p>Export of all agricultural, agro-processed, fishing and forestry products.</p>
PART B	ELECTRICITY, GAS AND WATER SUPPLY
1.	All electricity, gas and water supply is permitted.
PART C	MANUFACTURING
1	Manufacture of wholesale and retail products permitted to be sold under Alert Level 4, and all input products, permitted scaling up to full employment, except where otherwise indicated, and subject to strict health protocols.
2	Manufacture of paper and paper products, excluding stationery, permitted scaling up to full employment and subject to strict health protocols.
3	Manufacture of plastics and packaging, including glass, plastic bottles and containers, permitted scaling up to full employment and subject to strict health protocols.
4	Petroleum refineries, smelters, and furnaces, permitted scaling up to full employment and subject to strict health protocols.
5	Manufacture of winter clothing, footwear, bedding and heaters (and all inputs required, including textiles) permitted, commencing at 25% and scaling up to 50% employment and subject to strict health protocols.
6	Manufacturing of automobiles, steel and other metals, rail and ship-building (including components), scaling up in phases to 50% employment and subject to strict health protocols.
7	Stationery production, scaling up in phases to 50% employment and subject to strict health protocols.
8	Cement, other construction material, and hardware, scaling up in phases to 50% employment and subject to strict health protocols.
9	All other manufacturing, scaling up to 30% employment and subject to strict health protocols.

PART D	CONSTRUCTION AND RELATED SERVICES (INC. TRADES PERSONS)
1	Civil engineering for public works projects (including water, energy, sanitation).
2	Public works civil engineering and construction works.
3	Road and bridge projects, including local road repairs
4	Critical maintenance and repairs.
PART E	WHOLESALE AND RETAIL TRADE, COVERING STORES, SPAZA SHOPS, E-COMMERCE AND INFORMAL TRADERS
1	Food products, including non-alcoholic beverages and animal food.
2	The sale of hot cooked food, only for home delivery.
3	Toilet Paper, sanitary pads, sanitary tampons, and condoms.
4	Hand sanitiser, disinfectants, soap, alcohol for industrial use, household cleaning products, and personal protective equipment.
5	Products for the care of babies and toddlers.
6	Personal toiletries, including haircare, body, face, hand and foot care products, roll-ons, deodorants, dental care products.
7	Medical and Hospital Supplies, medicine, equipment and personal protective equipment.
8	Fuel and lighting, including coal, wood, paraffin and gas.
9	Airtime and electricity.
10	Hardware, components and supplies.
12	Components for vehicles undergoing emergency repairs
13	Chemicals, packaging and ancillary products used in the production of any these products listed in Part E.
14	Textiles required to produce face masks and other personal protective equipment and winter clothing.
15	Winter clothing, footwear, bedding and heaters and the components and fabrics required to manufacture these.
16	Children's clothing and fabrics and components required to manufacture these.
17	Stationery and educational books.
18	Personal ICT equipment including computers, mobile telephones and other home office equipment.
19	No sale of liquor permitted.
20	Directions may permit the incremental expansion of e-Commerce, taking into account the need to limit the extent of movement on the road, contact between people, law-enforcement challenges and the impact on other businesses.
PART F	INFORMATION AND COMMUNICATION SERVICES
1	All telecommunication services and infrastructure.
2	Information and Communication Technology services for all private and business customers.
3	Postal services and courier services for all permitted Alert Level 4 services.
PART G	MEDIA AND ENTERTAINMENT SERVICES
1	Online services.
2	Productions for local broadcast and live streaming of creative sector services in support of COVID-19 subject to directions.
3	Newspapers and broadcasting.
PART H	FINANCIAL AND BUSINESS SERVICES
1	Employees should work from home where possible.
2	Essential financial services may operate, subject to directions issues by the relevant Cabinet member, including the following services necessary to maintain the functioning of a financial system as defined in section 1(1) of the Financial

	<p>Sector Regulation Act, only when the operation of a place of business or entity is necessary to continue to perform those services:</p> <ul style="list-style-type: none"> i. the banking environment (including the operations of mutual banks, co-operative banks, co-operative financial institutions and the Postbank); ii. the payments environment; iii. the financial markets (including market infrastructures licensed under the Financial Markets Act, 2012 (Act No. 19 of 2012); iv. the insurance environment; v. the savings and investment environment; vi. pension fund administration; vii. outsourced administration; viii. medical schemes administration; and ix. additional services designated in terms of regulation 11B (4A) (c) (i). <p>The services listed above may not include debt collection services.</p>
3	Services necessary for the provision of social grants.
4	Private security services may operate.
5	Implementation of payroll systems.
6	Car sales under specific directions
7	Chauffeur services, rental of motor vehicles, driven vehicles, machinery and equipment, and of goods to support other Alert Level 4 services.
8	Call centres, for local and all international markets, may operate subject to directions issues by the relevant cabinet members.
9	Other professional services may operate only where work-from-home is not possible, and only to support other Alert Level 4 services.
PART I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES PERMITTED
1	Accommodation not permitted, except for quarantine and essential services
2	Restaurants only for food delivery services (9H00-19H00) and subject to restriction on movement (no sit down or pick-up allowed).
PART J	TRANSPORT, STORAGE AND COMMUNICATION SERVICES PERMITTED
1	Ocean, rail, road and air transport of goods permitted only for activities set out in Regulation 22(1).
2	Public rail, minibus taxi and bus services will resume at Alert Levels and on terms as will be set out in Directions, based on the progressive increase in commuter numbers during the various phases.
3	E-hailing services subject to restrictions on capacity and times, and for permitted activities only.
4	Transport and logistics in respect of specified cargo specified in J1, and permitted retail goods to neighbouring countries, which shall include all goods imported via SA ports of entry, for re-export to neighbouring countries.
PART K	MINING AND QUARRYING
1	Coal production for Eskom scaling up to full employment.
2	Open-cast mining scaling up to a baseline of 50% and thereafter scaling up to full employment.
3	All other mining starting in batches scaling up towards 50% employment.
PART L	REPAIR AND RELATED EMERGENCY SERVICES PERMITTED
1	Tow trucks and vehicle recovery services.
2	Emergency repair work, including plumbers, electricians, locksmiths, glaziers, roof repair work.
3	Emergency automobile repairs for all persons.
PART M	SUPPLY CHAINS

1	Production, manufacturing, supply, logistics, transport, delivery and critical maintenance and repair of goods and services (including components and equipment) required for the production or rendering of permitted goods and services
2	All workplaces or premises must have care and maintenance that is essential to the prevention of the destruction or significant impairment of working areas, plant, machinery or inventory, or to permit orderly wind down arrangements, on such conditions as may be issued by means of directions by the relevant cabinet members.
PART N	PRIVATE HOUSEHOLDS' EMPLOYMENT
1	Live-in staff, and staff providing care to the sick, mentally ill, elderly, people with disabilities and children.
PART O	PUBLIC ADMINISTRATION, GOVERNMENT SERVICES AND OTHER ARMS OF THE STATE
	Only essential government and administration services may operate, including:
1	Disaster management services.
2	Licensing, permitting, deeds, masters offices, birth and death certificates, replacement identification documents
3	Any other service designated by the Executive Authority, HODs, Heads of Courts, and Heads of other Chapter 9 Institutions.
4	Essential municipal services.
5	Services related to the functioning of courts; the State Capture Commission.
6	Essential SARS services defined by the Commissioner of SARS.
7	Police, peace officers, traffic officers, military medical personnel and soldiers, correctional services officials and traffic management services.
8	Services rendered by the Executive, members of Parliament, Members of the Provincial Legislature, Members of Local Councils, the Judiciary, traditional leaders and National Office Bearers of Political Parties represented in Parliament.
9	Commissioners of the South African Human Rights Commission, Gender Commission, the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities, the Public Protector and Deputy Public Protector and the Independent Electoral Commission.
PART P	HEALTH, SOCIAL AND PERSONAL SERVICES
1	Medical and veterinary services permitted.
2	Cleaning, sanitation, pest control, sewerage, waste and refuse removal services.
3	Recycling of glass, paper, plastic, metal, tyres and such others as determined by directions, are permitted at 50% capacity. Informal recyclers will be permitted to resume operations.
4	All Social work, counselling, services supporting gender based violence, care and relief activities permitted.
5	Wildlife Management, Anti-poaching, Animal Care and Veterinary services.
6	Funeral services, including mortuaries services and the transportation of mortal remains.
7	Trade union essential staff for workers covered by Alert Level 4, subject to Directions.
PART Q	EDUCATION SERVICES
1	Permitted on dates and schedule set out separately.

**ANNEXURE A
FORM 1**

**ORDER FOR A PERSON TO GO TO A SITE OF ISOLATION, QUARANTINE FACILITY, OR
FOR A PERSON TO GO FOR MEDICAL EXAMINATION**

Regulation 7(2)

**IN THE MAGISTRATES COURT FOR THE DISTRICT OF _____ HELD
AT _____ ON THIS _____ DAY OF _____ 2020.**

**BEFORE ME _____ MAGISTRATE FOR THE
AFOREMENTIONED DISTRICT IN CHAMBERS**

WHEREAS it appears that _____ (name of person)
Being a person:

- ☐ who has been clinically, or by a laboratory, confirmed as having COVID-19
- ☐ who is suspected of having contracted COVID-19
- ☐ who has been in contact with a person who is a carrier of COVID-19
and who has refused to —
- ☐ submit to a medical examination, including but not limited to the taking of any bodily sample by a person authorised in law to do so;
- ☐ be admitted to a site to be used as isolation or a quarantine facility; or
- ☐ submit to mandatory prophylaxis, treatment, isolation or quarantine or isolation in order to prevent transmission.

I hereby issue an order for the submission of the said person to a medical examination, including the taking of any bodily sample by a person authorised in law.

..... **DATE**
MAGISTRATE

NOTE: This order remains in force until —

- (a) it is executed;
- (b) it is cancelled by the person who issued it or, if such person is not available, by any person with like authority;
- (c) a period of ninety days has lapsed from the date of its issue; or
- (d) the purpose for the issuing of the order has lapsed.

Signed at _____, on this the _____ day of _____
2020.

*Official stamp of
Institution*

FORM 2
PERMIT TO PERFORM AN ESSENTIAL OR PERMITTED SERVICE
 Regulations 16(2)(b) and 28(4)

- Please note that the person to whom the permit is issued must at all times present a form of identification together with this permit. If no identification is presented, the person to whom the permit is issued will have to return to his or her place of residence during Alert Level 4.

I, being the head of institution, with the below mentioned details,

Surname				
Full names				
Identity number				
Contact details	Cell nr.	Tel Nr(W)	Tel Nr(H)	e-mail address
Physical Address of Institution				

Hereby certify that the below mentioned official/employee is performing services in my institution

Surname	
Full names	
Identity number	
Place of residence of employee	

Signed at _____, on this the _____ day of _____ 2020.

Signature of Head of Institution

Official stamp of
Institution

FORM 3
PERMIT FOR THE MOVEMENT OF CHILDREN TO TRAVEL TO ANOTHER
PROVINCE/METROPOLITAN AREA/DISTRICT
 Regulation 17(1)(c)

Note: This permit and any form of identification must be in the possession of the person to whom this permit is issued

IN THE MAGISTRATES COURT FOR THE DISTRICT OF _____ HELD
AT _____ ON THIS _____ DAY OF _____ 2020.

BEFORE ME _____ MAGISTRATE FOR THE
AFOREMENTIONED DISTRICT IN CHAMBERS

I, hereby issue this permit for travel to the following person:

Full names:					
Surname:					
Identity number:					
Address of place of residence:					
Province of residence:					
Contact details:	Cell nr		Tel No (h)		e-mail address
Metropolitan area/district travelling to:					
Province travelling to:					
Date of travel to:					
Date of return travel:					
Name of child concerned (<i>must correspond with the birth certificate</i>):					
Reason for movement of child(ren):					

I also declare that the above-mentioned person presented the documentation as required by *regulation 17(5).

Signed at _____ this _____ day of _____ 2020.

 Magistrate issuing

Official stamp

FORM 4
PERMIT TO TRAVEL TO ANOTHER PROVINCE/METROPOLITAN AREA/DISTRICT FOR A
FUNERAL
 Regulations 18(5)

(To be completed by the head of court or a station commander or a person designated by him or her respectively.)

I, _____ (full names of *head of court, or a person designated by him or her / station commander of a police station or a person designated by him or her) for—

(a) the Magistrate's court for the district of _____;

(b) the police station at _____,

hereby issue this permit for travel to another district/province, to the following person:

Full names:					
Surname:					
Identity number					
Address of place of residence:					
Province of residence:					
Contact details:	Cell nr		Tel No (h)		e-mail address
Metropolitan area/district travelling to:					
Province travelling to:					
Date of funeral:					

I also declare that the above-mentioned person presented the *death certificate/certified copy of the death certificate/affidavit to me.

Signed at _____ this _____ day of _____ 2020.

 *Person issuing permit

Official stamp

FORM 5
SWORN AFFIDAVIT BY PERSON WHO WISHES TO ATTEND A FUNERAL IN ANOTHER
PROVINCE/METROPOLITAN AREA/DISTRICT
 Regulations 18(7)

- Note: 1.** *A person giving false information on this affidavit shall be guilty of an offence and, on conviction, liable to a fine or to imprisonment for a period not exceeding six months or to both such fine and imprisonment.*
- 2.** *This affidavit may only be sworn to or affirmed at a magistrate's court or police station.*

I,

Full names:					
Surname:					
Identity number					
Address of place of residence:					
Province of residence:					
Contact details:	Cell nr		Tel No (h)		e-mail address
District of funeral:					
Province in which funeral will take place:					

Hereby declare under oath with regards to the deceased:

Names of deceased:				
Surname of deceased:				
Relationship/Affiliation to the deceased(eg spouse/parent)				
I am not in possession of the death certificate for the reasons set out, and a copy of the letter from a cultural or religious leader is attached:	Yes		No	
Date of funeral:				
Province in which funeral will take place:				
*City/town/village of funeral:				

***OATH/AFFIRMATION**

I, _____ (full names), identity number _____, hereby declare under *oath/affirmation that the above-mentioned information is true and correct.

Signed at _____ on this _____ day of _____ 2020.

Signature of person making affidavit

CERTIFICATION

I hereby certify that before administering the *oath/taking the affirmation, I asked the deponent the following questions and noted *his/her answers in *his/her presence as indicated below:

(a) Do you know and understand the contents of the above declaration?

Answer: _____

(b) Do you have any objection to taking the *oath/affirmation?

Answer: _____

I Do you consider the *oath/affirmation to be binding on your conscience?

Answer: _____

I hereby certify that the deponent has acknowledged that *he/she knows and understands the content of this declaration which was *sworn to/affirmed before me, and the deponent's signature was placed thereon in my presence.

Signed at _____ this _____ day of _____ 2020__

*Justice of the Peace/Commissioner of Oaths

Full names: _____

Designation: _____

Business address: _____

*Delete which is not applicable".

ANNEXURE B
ESSENTIAL GOODS FOR IMPORT
 Regulation 22(1)

ESSENTIAL GOODS FOR IMPORT	
1.	Food products, including non-alcoholic beverages and animal feed .
2.	Sanitary pads, sanitary tampons, condoms.
3.	Hand sanitiser, disinfectants, soap, alcohol for industrial use, household cleaning products, and personal protective equipment, excluding cloth face masks.
4.	Products for the care of babies and toddlers.
5.	Personal toiletries, including haircare, body and face care products, roll-ons, deodorants, and dental care products.
6.	Medical and hospital supplies, medicine, equipment and personal protective equipment (excluding cloth face masks).
7.	Fuel, including coal, wood, paraffin and gas.
8.	Hardware, components and supplies.
9.	Components for aftersales vehicles services.
10.	Chemicals, packaging and ancillary products used in the production of any these products.
11.	Textiles required to produce face masks, and other personal protective equipment.
12.	ICT equipment to facilitate work-from-home arrangements including computers, mobile telephones and other home office equipment.

ANNEXURE C
PERMITTED GOODS FOR EXPORT
 Regulation 22(1)(e)

PERMITTED GOODS FOR EXPORT	
1.	Agricultural, agro-processing, forestry and fishing products
2.	Manufacturing products and mining products permitted for production under the Alert Level 4 table subject to directions issued by the relevant Minister

ANNEXURE D ESSENTIAL SERVICES

- A: Essential and permitted services referred to in section 16(3) of the Regulation shall refer to:
- (a) the list of essential services as set out in B below; and
 - (b) such other service as are set out in Alert Level 4 and where the technological, industrial, structural or similar requirement of the service necessitates a continuous or shift operation, as set out in directions, as set out below.

B Essential services means the services as defined in section 213 of the Labour Relations Act, 1995 (Act No. 66 of 1995), and designated in terms of section 71(8) of the Labour Relations Act, 1995 (and which designation remains valid as at the date of publication of this regulation), and as listed below:

1. Medical, Health (including Mental Health), Laboratory and Medical services and the National Institute for Communicable Diseases;
2. Disaster Management, Fire Prevention, Fire Fighting and Emergency services;
- 3.1 (a) The following services necessary to maintain the functioning of a financial system as defined in section 1(1) of the Financial Sector Regulation Act, only when the operation of a place of business or entity is necessary to continue to perform those services:
 - (i) the banking environment (including the operations of mutual banks, co-operative banks, co-operative financial institutions and the Postbank);
 - (ii) the payments environment;
 - (iii) the financial markets (including market infrastructures licensed under the Financial Markets Act, 2012 (Act No. 19 of 2012);
 - (iv) the insurance environment;
 - (v) the savings and investment environment;
 - (vi) pension fund administration;
 - (vii) outsourced administration;
 - (viii) medical schemes administration; and
 - (ix) additional services set out in directions.
- (b) The services listed in paragraph (a) may not be construed to include debt collection services.
- 3.2 Services necessary for the provision of social grants.
4. Production and sale of the goods listed in Annexure B;
5. Whole sale and retail stores for re-stocking;
6. Electricity (including vital demand management services), water, gas and fuel production, supply and maintenance;
7. Critical jobs for essential government services as determined by Head of National or Provincial Departments in accordance with the guidance of the Department of Public Service and Administration, including Social Grant Payments and pension payments;
8. Essential municipal services;

9. Care services and social relief of distress provided to older persons, mentally ill, persons with disabilities, the sick, and children;
10. Funeral and cremation services, including mortuaries services and the transportation of mortal remains;
11. Wildlife Management, Anti-poaching, Animal Care and Veterinary services;
12. Newspaper, broadcasting and telecommunication infrastructure and services, including call centres critical for the support of such services;
13. Production and sale of any chemicals, hygiene products, pharmaceuticals for the medical or retail sector;
14. Cleaning, sanitation, pest control, sewerage, waste and refuse removal services;
15. Services related to the essential functioning of courts, judicial officers, the Master of the High Court, Sheriffs and legal practitioners required for those services;
16. Essential SARS services defined by the Commissioner of SARS;
17. Police, peace officers, traffic officers, military medical personnel and soldiers, correctional services officials and traffic management services;
18. Postal services and courier services related to transport of medical products;
19. Private security services;
20. Air-traffic Navigation, Civil Aviation Authority, air charters, Cargo Shipping and dockyard services;
21. Gold, gold refinery, coal and mining;
22. Accommodation used for persons rendering essential services, quarantine, isolation and the lockdown;
23. Production, manufacturing, supply, logistics, transport, delivery, critical maintenance and repair in relation to the rendering of essential services including components and equipment;
24. Transport services for persons rendering essential services and goods, and transportation of patients;
25. Services rendered by the Executive, members of Parliament, Members of the Provincial Legislature, Members of Local Councils, the Judiciary, traditional leaders and National Office Bearers of Political Parties represented in Parliament;
- 26.1 Commissioners of the South African Human Rights Commission, Gender Commission, the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities, the Public Protector and Deputy Public Protector and the Independent Electoral Commission; and
- 26.2 Services rendered by the institutions referred to in item 26.1
27. Transport and logistics in respect of cargo and goods as set out in Part A to neighbouring countries;
28. Tow trucks and vehicle recovery services;
29. Call centres necessary to provide health, safety, social support, government and financial services, debt restructuring for consumers of retailers, and access to short-term insurance policies as a result of reduced income or loss of income;
30. Harvesting and storage activities essential to prevent the wastage of primary agricultural goods;
31. Implementation of payroll systems to the extent that such arrangement has not been made, to ensure timeous payments to workers; and

32. Critical maintenance services which cannot be delayed for more than 21 days and are essential to resume operations;
33. Trades necessary for the rendering of emergency repair work, including plumbers, electricians, locksmiths, glaziers, roof repair work;
34. Trades necessary for emergency automobile repairs for persons rendering essential services;
35. Information and Communication Technology services rendered to entities and institutions engaged in delivering essential services in terms of these Regulations.

ANNEXURE E
WORKPLACE PLANS
Regulation 16(6)(b)

A COVID-ready Workplace Plan must be developed prior to the reopening of an enterprise employing persons or serving the public.

For small businesses, the plan can be basic reflecting the size of the business, while for medium and larger businesses, a more detailed written plan should be developed given the larger numbers of persons at the workplace.

The Plan for medium and large businesses must include the following:

1. The date the business will open and the hours of opening;
2. The timetable setting out the phased return-to-work of employees, to enable appropriate measures to be taken to avoid and reduce the spread of the virus in the workplace;
3. The steps taken to get the workplace COVID-19 ready;
4. A list of staff who can work from home; staff who are 60 years or older; and staff with comorbidities who will be required to stay at home or work from home;
5. Arrangements for staff in the establishment:
 - (a) sanitary and social distancing measures and facilities at the entrance and exit to the workplace;
 - (b) screening facilities and systems;
 - (c) the attendance-record system and infrastructure;
 - (d) the work-area of employees;
 - (e) any designated area where the public is served;
 - (f) canteen and bathroom facilities;
 - (g) testing facilities (for establishments with more than 500 employees);
 - (h) staff rotational arrangements (for establishments where fewer than 100% of employees will be permitted to work).
6. Arrangements for customers or members of the public, including sanitation and social distancing measures.

FORM 1
PERMIT TO TRAVEL TO ANOTHER PROVINCE, METROPOLITAN AREA OR DISTRICT FOR
PURPOSES OF RELOCATION
 Direction 3(b)

Note:

- This permit must be issued to the persons or businesses relocating
- This permit and any form of identification must be in the possession of the person to whom this permit is issued

I,

Full names	
Surname	
Identity number	
Court/Station	

*Station Commander/Head of court/designated person

hereby issue a permit for *relocation/transportation of persons, household furniture and effects/business furniture, equipment, and inventory related to the business to: Full names					
Surname					
Identity number					
Names of additional people travelling and requiring authority to return (Limited to number of people per vehicle, as per directions of Minister of Transport)					
Address of residence/ business relocating from					
Province relocating from					
Registration number/s of vehicle/s for movement and return					
Contact details	Cell nr		Tel No (h)		e-mail address
Address of residence/ business relocating to					
Province relocating to (if different from current province)					
Date/s of travel					

I have verified that the person requesting the permit *produced the relevant lease agreements, indicating the date of expiry of the old lease or the commencement date of the new lease/produced proof of purchase of residence and occupation date/produced the transfer documents attesting to the change of ownership of property/domestic violence order/produced proof of change or new occupation of business premises.

Signed at _____ this _____ day of _____ 20__.

*Station Commander/Head of Court/designated person

*Delete which is not applicable.

Official stamp

ANNEXURE A

DIRECTIONS IN RESPECT OF HYGIENIC WORKPLACE CONDITIONS

PREAMBLE

1. On 17 March 2020, the Department of Employment and Labour issued guidelines for employers to deal with COVID-19 at workplaces.¹ The Department of Employment and Labour appealed to employers to use the prescriptions of the OHSA in particular the Hazardous Biological Agents Regulations governing workplaces in relation to Coronavirus Disease 2019 caused by the SARS-CoV-2 virus.
2. In the period since the issuing of the guidelines, a clearer picture has emerged about COVID-19 and the nature of the hazard and risk in the workplace and the precautions that should be taken to minimise the risk. The purpose of these directives is to stipulate measures that must be taken by employers in order to protect the health and safety of workers and members of the public who enter their workplaces or are exposed to their working activities.
3. These directive seek to ensure that the measures taken by employers under OHSA are consistent with the overall national strategies and policies to minimise the spread of COVID-19.
4. The OHSA, read with its regulations and incorporated standards, requires the employer to provide and maintain as far as is reasonably practicable a working

¹<http://www.labour.gov.za/DocumentCenter/Publications/Occupational%20Health%20and%20Safety/COVID-19%20Guideline%20Mar2020.pdf>

environment that is safe and without risks to the health of workers and to take such steps as may be reasonably practicable to eliminate or mitigate the hazard or potential hazard.

5. The OHSA further requires employers, to ensure, as far as is reasonably practicable, that all persons who may be directly affected by their activities (such as customers, clients or contractors and their workers who enter their workplace or come into contact with their employees) are not exposed to hazards to their health or safety. This obligation also applies to self-employed persons (for example, plumbers or electricians) whose working activities bring them into contact with members of the public.
6. For the purposes of OHSA in the workplaces to which this Directive applies, the identifiable hazard relating to COVID-19 is that workers face is the transmission by an infected person to workers in the workplace. In workplaces to which the public has access, the hazard includes transmission of the virus by members of the public. Each situation requires special measures to be implemented by employers in order to prevent the transmission of the virus.
7. Although OHSA requires employers to review and update risk assessments on a regular basis, the new hazard posed by COVID-19 is clearly identifiable and the basic measures to eliminate or minimise the risk are now well known². The object of conducting or updating a risk assessment in respect of COVID-19 is to provide specific focus on COVID-19 and adapt the measures required by this Directive to specific working environments taking into account the Risk Assessment Guides published online by the National Department of Health.

² These basic measures may be further refined in the sector guidelines or in amendments to the direction as the science on the transmission of the disease progresses.

8. This Directive is based on infection transmission prevention and specific occupational hygiene practices that focus on the need for employers to implement measures to mitigate or eliminate the transmission of the virus in the workplace.
9. This Directive recognises that there are sector specific measures that need to be taken into account and accordingly provides for sector guidelines to supplement this Directive.
10. This Directive does not reduce the existing obligations of the employer in terms of OHSA nor prevent an employer from implementing more stringent measures in order to prevent the spread of the virus.

DEFINITIONS

11. In this Directive, unless the context indicates otherwise –

“**BCEA**” means the Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997);

“**COVID-19**” means Coronavirus Disease 2019;

“**Disaster Management Act**” means the Disaster Management Act, 2002 (Act No. 57 of 2002);

“**OHSA**” means the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993);

“**PPE**” means personal protective equipment;

“**virus**” means the SARS-CoV-2 virus;

“**worker**” means any person who works in an employer’s workplace including an employee of the employer or contractor, a self-employed person or volunteer³;

“**workplace**” means any premises or place where a person performs work.

³ The distinction between ‘worker’ and ‘employee’ in the Direction is used to ensure that all persons who in work in a workplace are protected and to locate the responsibility in respect of certain obligations imposed on the employer in respect of its employees such as an application for illness benefits or worker’s compensation.

APPLICATION

12. Subject to clause 13, this Directive applies to employers and workers in respect of-

- 12.1 the manufacturing, supply or provision of essential goods or essential services, as defined in Schedule 2 of the Regulations issued in terms of section 27(2) of the Disaster Management Act;
- 12.2 any workplace permitted to continue or commence operations before the expiry of those Regulations.

13. This Directive does not apply to workplaces-

- 13.1 excluded from the OHSA in terms of section 1(3) of the OHSA;
- 13.2 in which medical and health care services as defined in Schedule 2 in the Regulations issued in terms of section 27(2) of the Disaster Management Act (other than retail pharmacies) are performed;
- 13.3 in respect of which another Minister has issued a directive under those Regulations dealing with health and safety.

14. Subject to the employer's obligations under OHSA to conduct a risk assessment, employers with less than 10 employees need only apply the measures set out in clause 40 of this Directive.

PERIOD OF APPLICATION

15. This Directive remains in force for as long as the declaration of a national disaster published in *Government Gazette* 43096 on 15 March 2020 remains in force.

ADMINISTRATIVE MEASURES

16. Every employer must establish the following administrative measures:

- 16.1 It must undertake a risk assessment to give effect to the minimum measures required by this Directive taking into account the specific circumstances of the workplace.
- 16.2 If the employer employs more than 500 employees, that employer must

submit a record of its risk assessment together with a written policy concerning the protection of the health and safety of its employees from COVID-19 as contemplated in section 7(1) of OHSA to-

16.2.1 Its health and safety committee established in terms of section 19 of OHSA; and

16.2.2 The Department of Employment and Labour.⁴

16.3 It must notify all workers of the contents of this Directive and the manner in which it intends to implement it;

16.4 It must notify its employees that if they are sick or have symptoms associated with the COVID-19 that they must not come to work and to take paid sick leave in terms of section 22 of the BCEA;

16.5 It must appoint a manager to address employee or workplace representative concerns and to keep them informed and, in any workplace in which an health and safety committee has been elected, consult with that committee on the nature of the hazard in that workplace and the measures that need to be taken;

16.6 It must ensure that the measures required by this Directive and its risk assessment plan are strictly complied with through monitoring and supervision;

16.7 It must, as far as practicable, minimize the number of workers on at the workplace at any given time through rotation, staggered working hours, shift systems, remote working arrangements or similar measures in order to achieve social distancing, as contemplated in clause 17;

16.8 It must take measures to minimize contact between workers as well as between workers and members of the public;

⁴ Submission must be made to the Provincial Chief Inspector at <http://www.labour.gov.za/About-Us/Ministry/Pages/IES0320-7398.aspx>

- 16.9 It must provide workers with information that raises awareness in any form or manner, including where reasonably practicable leaflets and notices placed in conspicuous places in the workplace informing workers of the dangers of the virus, the manner of its transmission, the measures to prevent transmission such as personal hygiene, social distancing, use of masks, cough etiquette and where to go for screening or testing if presenting with the symptoms;
- 16.10 If a worker has been diagnosed with COVID-19, an employer must-
- 16.10.1.1 inform the Department of Health⁵ and the Department of Employment and Labour; and
 - 16.10.2 investigate the cause including any control failure and review its risk assessment to ensure that the necessary controls and PPE requirements are in place; and
- 16.11 it must give administrative support to any contact-tracing measures implemented by the Department of Health.

SOCIAL DISTANCING MEASURES

17. Every employer must arrange the workplace to ensure minimal contact between workers and as far as practicable ensure that there is a minimum of one and a half metres between workers while they are working, for example, at their workstations. Depending on the circumstances of the workplace or the nature of the sector, the minimum distance may need to be longer. Reducing the number of workers present in the workplace at any time in terms of clause 16.5 may assist in achieving the required social distancing.
18. If it is not practicable to arrange work stations to be spaced at least one and a half metres apart, the employer must-
- 18.1 arrange physical barriers to be placed between work stations or erected on work stations to form a solid physical barrier between workers while they are working; or

⁵ Report may be made to the COVID-19 hotline: 0800 02 9999.

18.2 if necessary, supply the employee free of charge with appropriate PPE based on a risk assessment of the working place.

19. Every employer must ensure that social distancing measures are implemented through supervision both in the workplace and in the common areas outside the immediate workplace through queue control or within the workplace such as canteens and lavatories. These measures may include dividing the workforce into groups or staggering break-times to avoid the concentration of workers in common areas.

HEALTH AND SAFETY MEASURES

20. Every employer must implement the following health and safety measures.

SYMPTOM SCREENING⁶

21. Every employer must take measures to-

21.1 screen any worker, at the time that they report for work, to ascertain whether they have any of the observable symptoms associated with COVID-19, namely fever, cough, sore throat, redness of eyes or shortness of breath (or difficulty in breathing);

21.2 require every worker to report whether they suffer from any of the following additional symptoms: body aches, loss of smell or loss of taste, nausea, vomiting, diarrhoea, fatigue, weakness or tiredness; and

21.3 require workers to immediately inform the employer if they experience any of the symptoms in sub-clauses 21.1 and 21.2 while at work.

22. Employers must comply with any guidelines issued by the the National Department of Health in consultation with the Department in respect of –

22.1 symptom screening; and

⁶ For more specific guidelines see: Department of Health "Guidelines for symptom monitoring and management of essential workers for COVID-19 related infection".

22.2 if in addition required to do so, medical surveillance and testing.

23. If a worker presents with those symptoms, or advises the employer of these symptoms, the employer must –

23.1 not permit the worker to enter the workplace or report for work; or

23.2 if the worker is already at work immediately–

23.2.1 isolate the worker, provide the worker with a FFP1 surgical mask and arrange for the worker to be transported in a manner that does not place other workers or members of the public at risk either to be self-isolated or for a medical examination or testing; and

23.2.2 assess the risk of transmission, disinfect the area and the worker's workstation, refer those workers who may be at risk for screening and take any other appropriate measure to prevent possible transmission;

23.3 ensure that the worker is tested or referred to an identified testing site;

23.4 place its employee on paid sick leave in terms of section 22 of the BCEA or if the employee's sick leave entitlement under the section is exhausted, make application for an illness benefit in terms of clause 4 of the Directive issued on 25 March 2020 on the COVID-19 Temporary Employer Relief Scheme under regulation 10(8) of the Regulations promulgated in terms of section 27(2) of the Disaster Management Act;

23.5 ensure that the employee is not discriminated against on grounds of having tested positive for COVID-19 in terms of section 6 of the Employment Equity Act, 1998 (Act No. 55 of 1998);

23.6 if there is evidence that the worker contracted COVID-19 as a result of occupational exposure, lodge a claim for compensation in terms of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993) in accordance with Notice 193 published on 3 March 2020.⁷

⁷ GG 43126 GN193 of 23 March 2020.

24. If a worker has been diagnosed with COVID-19 and isolated in accordance with the Department of Health Guidelines, an employer may only allow a worker to return to work on the following conditions:

- 24.1 The worker has undergone a medical evaluation confirming that the worker has been tested negative for COVID-19;
- 24.2 the employer ensures that personal hygiene, wearing of masks, social distancing, and cough etiquette is strictly adhered to by the worker; and
- 24.3 the employer closely monitors the worker for symptoms on return to work.

SANITIZERS, DISINFECTANTS AND OTHER MEASURES

25. For the purposes of these clauses, a hand sanitizer must be one that has at least 70% alcohol content and is in accordance with the recommendations of the Department of Health.

26. Every employer must, free of charge, ensure that –

- 26.1 there are sufficient quantities of hand sanitizer based on the number of workers or other persons who access the workplace at the entrance of, and in, the workplace which the workers or other persons are required to use;
- 26.2 every employee who works away from the workplace, other than at home, must be provided with an adequate supply of hand sanitizer.

27. If a worker interacts with the public, the employer must provide the worker with sufficient supplies of hand-sanitizer at that worker's workstation for both the worker and the person with whom the worker is interacting.

28. Every employer must take measures to ensure that-

- 28.1 all work surfaces and equipment are disinfected before work begins, regularly during the working period and after work ends;
- 28.2 all areas such as toilets, common areas, door handles, shared electronic equipment are regularly cleaned and disinfected;
- 28.3 disable biometric systems or make them COVID-19-proof.

29. The employer must ensure that-

29.1 there are adequate facilities for the washing of hands with soap and clean water;

29.2 only paper towels are provided to dry hands after washing – the use of fabric toweling is prohibited;

29.3 the workers are required to wash their hands and sanitize their hands regularly while at work;

29.4 the workers interacting with the public are instructed to sanitize their hands between each interaction with public;

29.5 surfaces that workers and members of the public come into contact with are routinely cleaned and disinfected.

CLOTH MASKS

30. The main benefit of everyone wearing a cloth mask is to reduce the amount of virus droplets being coughed up by those with the infection and transmitted to others and to surfaces that others may touch. Since some persons with the virus may not have symptoms or may not know they have it, the Department of Health requires that all persons wear cloth masks when in a public place.

31. For the reasons underlying the Department of Health's requirement, every employer must –

31.1 provide each of its employees, free of charge, with a minimum of two cloth masks, which comply with the requirement set out in the Guidelines issued by the Department of Trade, Industry and Competition,⁸ for the employee to wear while at work and while commuting to and from work; and

31.2 require any other worker to wear masks in the workplace.

⁸ http://www.thedtic.gov.za/wp-content/uploads/Updated_Recommended_Guidelines_Fabric_Face_Masks.pdf .

32. The number and replaceability of cloth masks that must be provided to an employee or required of other workers must be determined in accordance with any sectoral guideline and in the light of the employee or worker's conditions of work, in particular, where these may result in the mask becoming wet or soiled.
33. Every employer must ensure that workers are informed, instructed, trained and instructed as to the correct use of cloth masks.
34. An employer must make appropriate arrangements for the washing, drying and ironing of cloth masks in accordance with the Guidelines referred in clause 31.1 recommendations.
35. The general requirement for workers to wear masks does not derogate from the fact that, where a risk assessment indicates that PPE is required, those categories of workers must be provided with the accredited PPE in accordance with Department of Health guidelines.

MEASURES IN RESPECT OF WORKPLACES TO WHICH PUBLIC HAVE ACCESS

36. The principal purpose of the measures contained in the following clause is to protect workers from being exposed to the virus through their interaction with the public and to protect members of the public from being exposed to virus through their interaction with workers or other persons present in such a workplace.
37. Depending on what is reasonably practicable given the nature of the workplace, every employer must-
- 37.1 arrange the workplace to ensure that there is a distance at least one and a half metres between workers and members of the public or between members of the public; or
- 37.2 put in place physical barriers or provide workers with face shields or visors;

- 37.3 if appropriate, undertake symptom screening measures of persons other than the employees entering the workplace with due regard to available technology and any guidelines issued by the Department of Health;
- 37.4 if appropriate, display notices advising persons other than employees entering the workplace of the precautions they are required to observe while in the workplace;
- 37.5 require members of the public, including suppliers, to wear masks when inside their premises.

VENTILATION

38. Every employer must –

- 38.1 keep the workplace well ventilated by natural or mechanical means to reduce the SARS-CoV-2 viral load;
- 38.2 where reasonably practicable, have an effective local extraction ventilation system with high-efficiency particulate air HEPA filters, which is regularly cleaned and maintained, and its vents do not feed back in through open windows;
- 38.3 ensure that filters are cleaned and replaced in accordance with the manufacturer's instructions by a competent person.

Other PPE

39. Every employer must check regularly on the websites of the National Department of Health⁹, National Institute of Communicable Diseases¹⁰ and the National Institute for Occupational Health¹¹ whether any additional PPE is required or recommended in any guidelines given the nature of the workplace or the nature of a worker's duties.

⁹ <http://www.health.gov.za/>

¹⁰ <https://www.nicd.ac.za/>

¹¹ <http://www.nioh.ac.za/>

SMALL BUSINESSES

40. Employers with less than 10 employees must take the following measures:

- 40.1 arrange the workplace to ensure that employees are at least one and half metres apart or, if not practicable, place physical barriers between them to prevent the possible transmission of the virus;
- 40.2 ensure that employees that present with the symptoms set out in clause 21 are not permitted to work;
- 40.3 immediately contact the COVID-19 hotline: 0800 02 9999 for instruction and direct the employee to act in accordance with those instructions;
- 40.4 provide cloth masks or require an employee to wear some form of cloth covering over their mouth and nose while at work;
- 40.5 provide each employee with hand sanitizers, soap and clean water to wash their hands and disinfectants to sanitize their workstations;
- 40.6 ensure that each employee while at work washes with soap and sanitizes their hands; and
- 40.7 ensure that their workstations are disinfected regularly;
- 40.8 take any other measures indicated by a risk assessment.

WORKER OBLIGATIONS

41. In addition to the obligations of employees under the OHSA, every worker is obliged to comply with measures introduced by their employer as required by this Directive.

MONITORING AND ENFORCING THE DIRECTIVE

42. An inspector designated in terms of section 28 of OHSA may perform any of the functions in section 29 of OHSA and exercise any of the powers listed in section 30 of OHSA in order to monitor compliance with this Directive.

43. In so far as any contravention of this Directive constitutes a contravention of an obligation or prohibition under OHSA, the offences and penalties provided for in section 38 of OHSA apply.

44. An inspector, contemplated in clause 42, may for the purpose of promoting, monitoring and enforcing compliance with the OHSA, advise employees and employers of their rights and obligations in terms of this Directive in accordance with section 64 of the BCEA.

SECTORAL GUIDELINES

45. The Chief Inspector appointed in terms of section 27 the OHSA must facilitate the development of sector specific guidelines to supplement this Directive by engaging with the social partners through the offices of the National Economic Development and Labour Advisory Council.

46. The sector specific guidelines must follow the template attached as Annexure B.

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

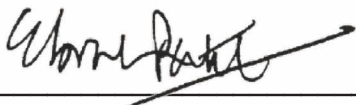
DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. R. 524

12 MAY 2020

DIRECTIONS REGARDING THE SALE OF CARS AND EMERGENCY AUTOMOBILE REPAIRS DURING ALERT LEVEL 4 OF THE COVID-19 NATIONAL STATE OF DISASTER

I, Ebrahim Patel, Minister of Trade, Industry and Competition, after consultation with the Minister of Co-operative Governance and Traditional Affairs and the Minister of Justice and Correctional Services, hereby issue the Directions set out in the Schedule in terms of regulation 4(6)(a)(ii) and (b), read with Part H.6 and Part L of Table 1 of the Regulations issued by the Minister of Co-operative Governance and Traditional Affairs in terms of section 27 (2) of the Disaster Management Act, 2002 (Act No. 57 of 2002) and published on 29 April 2020 in Government Notice No. R.480 of Government *Gazette* No. 43258.



MR EBRAHIM PATEL

MINISTER OF TRADE, INDUSTRY AND COMPETITION

SCHEDULE

1. Definitions

In these Directions, any word or expression to which a meaning has been assigned in the Disaster Management Act or the Regulations bears the meaning so assigned and, unless the context indicates otherwise —

“Alert Level 4” means Alert Level 4 as determined in terms of regulation 3(2) of the Regulations, commencing on 1 May 2020;

“car” means any vehicle designed or adapted for propulsion or haulage on a road by means of fuel, gas or electricity or any other means, including Passenger Cars (PCs), Light Commercial Vehicles (LCV), Medium Commercial Vehicles (MCV), Heavy Commercial Vehicles (HCV), Extra Heavy Commercial Vehicles (XHCV), inclusive of buses, motorcycles, trailers, caravans, agricultural or any other implement designed or adapted to be drawn by such car;

“COVID-19” means the Novel Coronavirus (2019-nCov2), (SARS-COV 2 / COVID-19);

“CPA” means the Consumer Protection Act, 2008 (Act No. 68 of 2008);

“Disaster Management Act” means the Disaster Management Act, 2002 (Act No. 57 of 2002);

“importer” means an importer of cars and includes distributors of cars;

“OEM” means an Original Equipment Manufacturer;

“Regulations” means the Regulations issued in terms of section 27 (2) of the Disaster Management Act and published on 29 April 2020 in Government Notice No. R.480 of Government Gazette No. 43258;

“trade associations” means associations that act as a collective to represent, assist, educate, and advise their members in matters of common interest; and

“used car” means a car that has been previously licensed or registered and includes demonstration (demo) cars, but excludes a car or the components thereof disposed of as scrap or utilised for parts and not saleable as an operating car.

2. Permitted trading activities

2.1. The following trading activities with regard to cars are permitted during Alert Level 4:

- 2.1.1. Trade in new and used cars;
- 2.1.2. wholesale trade of new and used cars by OEMs and importers;
- 2.1.3. export and import of all category of cars through national ports of entry under strict guidelines; and
- 2.1.4. trade-in purchases, car lease scheme returns and wholesale trading of used cars.

2.2. To allow for and facilitate the sales of cars, and the proper functioning of the supply chain, it is necessary that the various administrative and other functionaries, such as roadworthy assessment and testing centres, and other testing stations are operational.

2.3. Car sales will be allowed under the following conditions:

2.3.1. Phase One:

- 2.3.1.1 All dealerships and used car outlets will operate with up to 30% of employment subject to a maximum of one employee or customer per every nine (9) square metres of floor space: Provided that small businesses may operate with a minimum of five employees.
- 2.3.1.2 The majority of car sales will be done remotely via the internet or e-Commerce or telephone. Personal contact will be kept to a minimum and only on appointment under very strict hygiene and social distancing conditions in line with the Regulations.
- 2.3.1.3 Test drives will be conducted on appointment only.
- 2.3.1.4 Home delivery of vehicles with full sanitisation will be mandatory.
- 2.3.1.5 Where possible, electronic, or virtual signatures will be used for finance and insurance documentation.
- 2.3.1.6 Car auctions for all categories will be conducted online in compliance with the CPA Regulations.

2.3.2 Phase Two:

- 2.3.2.1 All dealerships and used car outlets will operate with up to 60% of employment.
- 2.3.2.2 Limited customers will be allowed to enter the dealership under very strict hygiene and social distancing conditions in line with the Regulations.
- 2.3.2.3 Remote vehicle sales will continue for those potential customers with access to online services.

- 2.3.2.4 Test drives can be arranged on site by appointment only, and under very strict hygiene conditions including fully sanitised cars.
- 2.3.2.5 On site pick-ups and deliveries of fully sanitised cars will be allowed under strict hygiene conditions with an option of home delivery of fully sanitised cars, if possible.
- 2.3.2.6 Car auctions for all categories will be conducted online in compliance with the CPA Regulations and limited physical contact will be allowed for viewing prior to the auction under very strict hygiene conditions including fully sanitised cars.

2.3.3 Phase Three: From 8 June 2020 until Alert Level 4 is Lifted:

- 2.3.3.1 All dealerships and used car outlets will operate with up to 100% of employment.
- 2.3.3.2 Customer on-site contact will be allowed, but kept to a minimum, whilst remote vehicle sales is encouraged.
- 2.3.3.3 Test drives can be arranged on site by appointment only, and under very strict hygiene conditions including fully sanitised cars.
- 2.3.3.4 On site pick-ups and deliveries of fully sanitised cars will be allowed under strict hygiene conditions with an option of home delivery of fully sanitised cars if possible.
- 2.3.3.5 Car auctions for all categories will be conducted online in compliance with the CPA Regulations and limited physical contact will be allowed for viewing prior to the auction under very strict hygiene conditions including fully sanitised cars and limits on the numbers of persons at auctions in order to maintain a distance of at least 1,5m between persons at all times, including when entering or exiting from an auction.

2.3.4 Further Directions in relation to the sale of cars:

- 2.3.4.1 All dealerships and used car outlets will ensure limited teams of employees and contractors to access the dealerships to prepare for the start-up in line with COVID-19 risk mitigation measures.
- 2.3.4.2 All dealerships and used car outlets shall implement health and safety measures, including, but not limited to the following:
 - (a) Sanitisation procedures at all sites will be strictly applied to ensure that all work surfaces, equipment and cars on the floor are disinfected before the dealership is opened, and regularly cleaned during the working period;
 - (b) maintaining social distancing protocols at all times;
 - (c) ensuring that all staff and customers wear a cloth face mask or a home-made item that covers the nose and mouth and

- not allowing any customer access to a dealership, used car outlet or auction without a face mask;
 - (d) not allowing an employee who is sick or who has COVID-19 symptoms to work;
 - (e) mandatory screening of all employees when they arrive for work on a daily basis;
 - (f) mandatory signing of a register by all visitors and customers to all sites; and
 - (g) not permitting children access to dealerships and used car outlets under Alert Level 4.
- 2.3.4.3 Dealer Principals or other persons in charge of dealerships and used car outlets will ensure that ongoing training and guidance on personal hygiene and preventative measures are communicated to all employees on a regular basis.
- 2.3.4.4 All dealerships and used car outlets shall at all times act in compliance with risk-adjusted measures for occupational health and safety as a prerequisite for operation.

Support and Enablement Services

In order to improve efficiency and support car sales, the following entities must be allowed to operate under strict risk-adjusted measures, hygiene and physical distancing requirements stipulated in the Regulations -

- (a) Car testing centres;
- (b) Homologation services from the National Regulator for Compulsory Specifications [NRCS];
- (c) Weigh bridges;
- (d) Logistics for the wholesale distribution of cars across South Africa, subject to the following:
 - (i) movement of cars under own power to be permitted from Port of arrival to an approved storage facility provided vehicles moved do not exceed batches of 10 at a time;
 - (ii) new cars to be driven between dealerships within the same province where a car is required for sale only; and
 - (iii) movement of cars to be permitted to service outlets required to complete the repair of the car where unable to perform the work at the dealership but excluding the fitment of accessories.

3. Emergency Automobile Repairs

3.1. Service Operations:

- 3.1.1. All car maintenance and repairs will be confirmed through appointment only. Unsolicited walk-ins will only be allowed under exceptional and emergency

circumstances and a full record of each such instance will be kept in writing at the premises of the business for a period of 3 months after the state of disaster has been lifted.

- 3.1.2. Members of the public will not be allowed, under any circumstances, to enter the workshop environment. These workspaces will exclusively be reserved for technical and support staff.
- 3.1.3. Car owners are to maintain or service their cars within their own municipal boundaries unless in case of extraordinary circumstances.
- 3.1.4. The following categories are classified as emergency car repairs for passenger cars (PCs), Light Commercial Vehicles (LCV), Medium Commercial Vehicles (MCV), Heavy Commercial Vehicles (HCV), Extra Heavy Commercial Vehicles (XHCV), inclusive of buses, motorcycles, trailers, caravans, agricultural or any other implement designed or adapted to be drawn by such car:
 - 3.1.4.1. Repairs on essential services cars, or on the cars of persons performing essential services;
 - 3.1.4.2. repairs required to restore a car's safety and roadworthiness to good running condition;
 - 3.1.4.3. routine servicing of cars that is due or overdue in terms of the manufacturer's recommended service intervals, whether due as a result of -
 - (a) mileage;
 - (b) time interval since last service;
 - (c) recommendation by car on-board computer;
 - (d) urgent collision repairs; and
 - (e) specific OEM activated recall or warranty campaigns.
 - 3.1.5 The following categories are not classified as emergency car repairs:
 - (a) Cosmetic repairs, such as minor scratches and dents or cosmetic enhancements;
 - (b) voluntary or routine servicing that is not overdue in terms of manufacturer's service intervals; and
 - (c) warranty campaigns of a cosmetic nature unless warranty is due to expire within 30 days of the intended repair date.

3.2. Parts Supply and Logistics

- 3.2.1. Aftersales car servicing and parts sales should operate to support regular services and maintenance of cars under Alert Level 4 and to avoid or minimise any mechanical breakdown that might result in permanent damage given continued car usage and mileage increases during the extended lockdown by ensuring the provision of the necessary parts.

3.2.2. In order to give effect to the provisions of subparagraph 3.2.1 the following facilities may be reopened under strict trading risk-adjusted measures, hygiene and social distancing restrictions:

3.2.2.1. Auto electricians;

3.2.2.2. tyre fitment, windscreen replacement centres;

3.2.2.3. bond stores and parts distribution centres;

3.2.2.4. motor body repairers; and

3.2.2.5. any other related business that can attend to the mentioned repairs.

3.3. Support services should operate at the same staggered workforce levels as set out in paragraph 2, except for bond stores and parts distribution centres which shall operate at 50% from Phase One and ramp up thereafter.

4. COMMENCEMENT

These Directions come into effect on the date of publication in the Government *Gazette*.

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION**NO. R. 523****12 MAY 2020****DIRECTIONS REGARDING THE SALE OF CLOTHING, FOOTWEAR AND
BEDDING DURING ALERT LEVEL 4 OF THE COVID-19 NATIONAL STATE OF
DISASTER**

I, Ebrahim Patel, Minister of Trade, Industry and Competition, after consultation with the Minister of Co-operative Governance and Traditional Affairs and the Minister of Justice and Correctional Services, hereby issue the Directions set out in the Schedule in terms of regulation 4(10)(a), read with Part E of Table 1 of the Regulations issued by the Minister of Co-operative Governance and Traditional Affairs in terms of section 27(2) of the Disaster Management Act, 2002 (Act No. 57 of 2002), and published on 29 April 2020 in Government Notice No. R.480 of Government Gazette No. 43258.

**MR EBRAHIM PATEL****MINISTER OF TRADE, INDUSTRY AND COMPETITION**

SCHEDULE

1. Definitions

In these Directions, any word or expression to which a meaning has been assigned in the Disaster Management Act and the Regulations bears the meaning so assigned and, unless the context indicates otherwise —

“**Alert Level 4**” means Alert Level 4 as determined in terms of regulation 3(2) of the Regulations, commencing on 1 May 2020;

“**Disaster Management Act**” means the Disaster Management Act, 2002 (Act No. 57 of 2002);

“**Minister**” means the Minister of Trade, Industry and Competition;

“**national state of disaster**” means the national state of disaster relating to the COVID-19 outbreak declared in Government Notice No. 313 of Government Gazette No. 43096 of 15 March 2020; and

“**Regulations**” means the Regulations issued in terms of section 27(2) of the Disaster Management Act and published on 29 April 2020 in Government Notice No. R.480 of Government Gazette No. 43258.

2. Purpose

The purpose of these Directions is to provide direction on the type of clothing, footwear and bedding which may be sold by retailers during Alert Level 4 in terms of Part E of Table 1 of the Regulations.

3. Clothing, footwear and bedding permissible for sale under Alert Level 4

The following categories of clothing and footwear and bedding are permissible for sale by retailers during Alert Level 4 in terms of Part E of Table 1 of the Regulations:

3.1. All baby and toddler clothing and footwear.

3.2. All children's wear , including —

3.2.1. outerwear;

3.2.2. underwear;

3.2.3. sleepwear;

3.2.4. school wear and school shoes;

3.2.5. footwear;

3.2.6. socks; and

3.2.7. related accessories.

3.3. All maternity wear.

3.4. All adult sleepwear and gowns.

3.5. All adult underwear.

3.6. The following adult footwear categories:

3.6.1. boots;

3.6.2. slippers;

- 3.6.3. closed-toe heels;
 - 3.6.4. closed-toe flat shoes;
 - 3.6.5. sneakers and trainers;
 - 3.6.6. smart closed-toe shoes; or
 - 3.6.7. casual closed-toe shoes.
- 3.7. The following adult outerwear categories:
- 3.7.1. active wear, including gym, running and other exercise apparel;
 - 3.7.2. knitwear;
 - 3.7.3. jackets and coats;
 - 3.7.4. dresses;
 - 3.7.5. long sleeved tops;
 - 3.7.6. long sleeved t-shirts;
 - 3.7.7. denim jeans and denim jackets;
 - 3.7.8. pants;
 - 3.7.9. skirts;
 - 3.7.10. short sleeved knit tops, where promoted and displayed as worn under cardigans and knitwear;

- 3.7.11. short sleeved t-shirts, where promoted and displayed as under garments for warmth;
 - 3.7.12. leggings;
 - 3.7.13. crop bottoms worn with boots and leggings;
 - 3.7.14. shirts, either short- or long-sleeved, where displayed and promoted to be worn under jackets coats and/or knitwear;
 - 3.7.15. golf shirts; or
 - 3.7.16. one-pieces such as bodysuits.
- 3.8. The following adult accessories:
- 3.8.1. shawls and scarves;
 - 3.8.2. beanies;
 - 3.8.3. gloves;
 - 3.8.4. socks;
 - 3.8.5. belts;
 - 3.8.6. headwear;
 - 3.8.7. gym and exercise apparel accessories; and
 - 3.8.8. hair accessories.

3.9 The following bedding categories

- 3.9.1 baby bedding and blankets;

3.9.2 duvets;

3.9.3 duvet inners;

3.9.4 blankets;

3.9.5 comforters;

3.9.6 quilts;

3.9.7 mattress protectors;

3.9.8 pillows;

3.9.9 throws;

3.9.10 sheets and pillow cases; and

3.9.11 electric blankets.

4. Commencement and duration

These Directions come into effect on the date of publication in the *Government Gazette*, and shall remain in force for the duration of Alert Level 4 .