



COMMENCEMENT OF MANUFACTURING FROM 01 MAY 2020.

1. The Government regulations published in Government Gazettes ("GG") 43258 and 43257 on 29 April 2020 allows for commencement of some manufacturing activities at various levels. (Both Government Gazettes can be accessed on the FBUMA website)
2. The regulations provide that manufacturing, including general furniture manufacturing, may re-commence up to a level involving a maximum of "...30% employment...". We have obtained legal opinion which confirmed that the manufacturing of mattresses will fall under this general manufacturing provision and is not classified as part of the reference in the Regulations to "bedding".
3. Safi made further submissions to the Minister of Trade and Industry in support of increasing the 30 % operating level and the retail of furniture products. We will notify you of any changes in this regard.
4. GENERAL MEASURES OF PARTICULAR IMPORTANCE RELATING TO COMMENCEMENT OF PRODUCTION (GOVERNMENT GAZETTE No.43258 and No. 43257)
 - 4.1 It is imperative that members ensure knowledge of all the provisions contained in the published regulations as it contains certain conditions that must be complied with for re-opening and continued operations.

One of the requirements for re-opening is that the company must prepare a workplace plan in relation to the phased in return of employees. This requirement is also linked to certain obligatory activities as prescribed in the regulations.

4.2 **KINDLY NOTE:** In an endeavour to assist members, an example of a workplace plan has been drafted and will be available, together with various other required support documentation examples, on the **FBUMA website (UNDER THE COVID-19 WINDOW AND RE-COMMENCING OF BUSINESS FOLDER)**. Some of the documents e.g. Workplace plan, Covid-19 screening document and appointment letter for required designated Covid-19 officer will be placed in a format that will enable members to make amendments to the documents with due regard to their circumstances and preferences and without having to re-do the whole document. The workplace plan has been drafted in a manner that reflects a plan, but also serve as guideline for compliance with the requirements contained in the Government regulations. It, however, remains members' responsibility to ensure that their plans and measures taken comply with the Government regulations.

4.3 Members must further note that non-compliance with the Government regulations may be penalized by fines or imprisonment. Members should further note that non-compliance leading to Covid-19 infections may attract severe criminal and civil liabilities. Members are urged to take all reasonable steps to comply with the Government regulations.

5. We are aware of the current financial difficulties that some members are experiencing as result of Covid-19. We have liaised with the FBC Party Unions and will update members on developments and possible FBC exemption considerations within the next few days.

NICO BADENHORST

