

13 May 2020

CIRCULAR NO.31/2020

TO : ALL MEMBERS

SECOND JOINT COMMUNIQUE – DLIR, EFPNG & PNGTUC

Following on from the initial Communique released on 24th March 2020, the Department of Labour and Industrial Relations (DLIR), the Employers' Federation of Papua New Guinea (EFPNG) and the PNG Trade Union Congress (PNGTUC) have signed a Second Joint Communique. The statement signifies a continuation of the understanding forged between the parties to ensure that no undue action is taken by the parties against each other and industrial harmony is maintained during the extended period of COVID-19 National State of Emergency.

The Emergency Controller has also signed off on the second communique signifying his endorsement of this understanding. Members are informed that the normal Labour and Industrial Relations laws and practices will continue to apply for the duration of the SoE period. Employers are encouraged to take note of the ten (10) points made in the statement.

The Federation will continue to support employers during the extended State of Emergency period and will update its members on important developments on the COVID-19 situation in PNG.

Should you encounter any Labour and Industrial Relations issues during this period, please do not hesitate to contact the Federation Office.

Attached please find a copy of the Second Joint Communique including a copy that published in the newspapers on Tuesday 12 May 2020.

Yours Sincerely


Florence Willie
Executive Director



SECOND JOINT COMMUNIQUE

DEPARTMENT OF LABOUR & INDUSTRIAL RELATIONS, EMPLOYERS' FEDERATION OF PAPUA NEW GUINEA AND PAPUA NEW GUINEA TRADE UNION CONGRESS

“Impact of the Corona Virus on the world of work”

The National Parliament in its meeting on the 2nd of April 2020 declared an extension of the State of Emergency (SoE) for a further two months to 2nd June 2020.

The extension of the State of Emergency enables the Government to continue the current mitigation measures to:

- Prevent the spread of COVID-19;
- Enable testing, diagnosis, and treatment of infections of COVID-19;
- Control the outbreak of COVID-19;
- Eradicate the danger of the mass outbreak of COVID-19; and
- Mitigate the impacts of COVID-19.

The inevitable consequence of the extension of the State of Emergency is that businesses will continue to be impacted over the extended two months period before normalcy is restored, when the Government deems it is safe for all to return to work and the economy is open once again.

The Department of Labour and Industrial Relations, the Employers' Federation of Papua New Guinea and the Papua New Guinea Trade Union Congress have again joined hands in issuing out this joint communique for the benefit and purpose of all the employers and the working population of Papua New Guinea:

1. The State of Emergency continues to take precedence over everything else. All employers and workers will have to comply with all the measures that have been issued by the Government;
2. We remind ourselves that this situation is brought about by neither the employers nor the workers; therefore, both parties should endeavour to minimise disruption and that workers not be overly disadvantaged during this extended State of Emergency period and beyond;
3. Workers who are not required to attend work during the extended period are encouraged to remain and where possible, work from home;

4. Employers are encouraged to embrace safe work practices, strictly observing the new COVID-19 behaviours and protocols as arrangements are made to maintain essential services. Furthermore, we encourage that relevant protocols be in place to align with the processes applied by the National Department of Health (NDoH) when employees show coronavirus like symptoms, and are required to undergo testing and the prerequisite treatment protocols should a positive result be returned.
5. All employers are encouraged to maintain the salaries, wages and employment contracts of employees working during the extended period of the State of Emergency;
6. Should lay-offs, terminations and or redundancies occur, adequate or sufficient remuneration package be given in the form of:
 - (i) Monies in lieu of termination Notice
 - (ii) Recreational Leave Entitlements
 - (iii) Long Service Leave Entitlements
 - (iv) Ex-gratia or bonus payments if applicable
 - (v) Sick leave credits by consent of the parties
 - (vi) Relevant NASFUND or other Superannuation paperwork enabled
7. Where possible arrange flexible working hours and/or shifts taking into account the interest of the workers and the business to minimise the negative impact of the State of Emergency on the salaries, wages and employment contracts of all their workers.
8. The employers are encouraged to exercise flexible and safe work practices during this period.
9. The Government is working closely with relevant financial institutions to come up with economic rescue packages for the workers and an economic stimulus package for the Country. We acknowledge the efforts of the Government in this regard and urge the Government to give considerations to the following:
 - i) Enterprises and workplaces; and
 - ii) The national population as a whole considering the global economy.
 - iii) Given that unemployment benefits, layoffs is applicable to a few people and because paid sick leave is not available to everyone, there is need to address those who have been disadvantaged or not being covered by those benefits;
 - iv) To save jobs and enterprises, the Government must ensure that we all act decisively to ensure business continuity, prevent lay- offs and protect vulnerable workers;
 - v) To control the spread of infections, we need measures to protect our health and care workers and our front-line essential workers, who risk their own health for us every day;
 - vi) To ensure that the stimulus package introduced is to protect the country, its economy and keep cash flowing to businesses and workers;
10. During this period, all workers and employers are requested to take responsible measures to combat COVID-19 in their respective place of work by doing the five (5) basic simple things:
 - ❖ Wash your hands often with Soap and Water and hand or hand sanitizers.
 - ❖ Cough into your elbows, not into your hands.
 - ❖ Don't touch your face.
 - ❖ Maintain social distancing of 1.5 meters or more from others, and
 - ❖ Stay at home if you are not an essential worker.

This second Joint Communique is issued, effective as of **09th April 2020 for the next two (2) months until 02nd June 2020.**

“Declaration of Agreement”

A decent, productive, safe and healthy workplace remains the fundamental goal of the Government, and the peak councils of the employers, being the Employers’ Federation of Papua New Guinea (EFPNG) and the workers, being the Papua New Guinea Trade Union Congress (PNGTUC).

It is therefore, in the best interest of these three (3) parties and all those that we represent that we forge our support to safeguard and protect Papua New Guinea from the Corona Virus.

This Understanding forms part of the Government’s Official Statement from the Office of the Prime Minister, dated 02nd April 2020.

All employers and workers are to observe the above measures for the next two months with effect as of **09th April 2020.**

For any urgent request of information, the following numbers can be reached:

Department of Labour & Industrial Relations

Hotline:

Industrial Relations: 325 8865 (Level 3, Gaukara Rumana Building)

Foreign Employment: 301 1607

Labour Administration: 325 0348

Call Forwarding to Mobiles:

Mr. Francis Hau: 7128 1069

Email: francohau6091@gmail.com

Mr. Remi Yariyari: 7245 2047

Email: davegiwaya@gmail.com

Mr. Wala Iga: 7134 9669

Email: walaiga@hotmail.com

Mr. Silas Bokowi: 7223 6048

Mr. Moses Maki: 7058 5582

Employers’ Federation of Papua New Guinea (EFPNG)

Hotline:

325 8266

325 8249

Call Forward:

Ms. Florence Willie: 7312 3415/7658 2022

Email: florence2368@gmail.com

PNG Trade Union Congress (PNGTUC)

Hotline:
323 3583
325 7642

Call Forward:
Clemence Kanau: 7377 4834
Email: ckanau@gmail.com

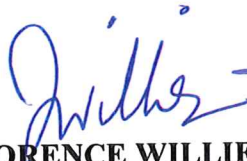
Anton Sekum: 7224 7140
Email: sekum2012@gmail.com

National Department of Health — Covid-19 National Centre:

NATIONAL COVID TOLL FREE: 1800 200
Digicel: 7196 0813



RAVU VAGI
Secretary
Department of Labour &
Industrial Relations



FLORENCE WILLIE
Executive Director
Employers' Federation of PNG



CLEMENCE KANAU
General Secretary
PNG Trade Union Congress

Authorised by:



David Manning, MBE, DPS, QPM
Controller of the State of Emergency

DATE: Thursday 22 April 2020

SECOND JOINT COMMUNIQUE

DEPARTMENT OF LABOUR & INDUSTRIAL RELATIONS, EMPLOYERS' FEDERATION OF PAPUA NEW GUINEA AND PAPUA NEW GUINEA TRADE UNION CONGRESS

"Impact of the Corona Virus on the world of work"

The National Parliament in its meeting on the 2nd of April 2020 declared an extension of the State of Emergency (SoE) for a further two months to 2nd June 2020.

The extension of the State of Emergency enables the Government to continue the current mitigation measures to:

- Prevent the spread of COVID-19;
- Enable testing, diagnosis, and treatment of infections of COVID-19;
- Control the outbreak of COVID-19;
- Eradicate the danger of the mass outbreak of COVID-19; and
- Mitigate the impacts of COVID-19.

The inevitable consequence of the extension of the State of Emergency is that businesses will continue to be impacted over the extended two months period before normalcy is restored, when the Government deems it is safe for all to return to work and the economy is open once again.

The Department of Labour and Industrial Relations, the Employers' Federation of Papua New Guinea and the Papua New Guinea Trade Union Congress have again joined hands in Issuing out this joint communique for the benefit and purpose of all the employers and the working population of Papua New Guinea:

1. The State of Emergency continues to take precedence over everything else. All employers and workers will have to comply with all the measures that have been issued by the Government;
2. We remind ourselves that this situation is brought about by neither the employers nor the workers; therefore, both parties should endeavour to minimise disruption and that workers not be overly disadvantaged during this extended State of Emergency period and beyond;
3. Workers who are not required to attend work during the extended period are encouraged to remain and where possible, work from home;
4. Employers are encouraged to embrace safe work practices, strictly observing the new COVID-19 behaviours and protocols as arrangements are made to maintain essential services. Furthermore, we encourage that relevant protocols be in place to align with the processes applied by the National Department of Health (NDoH) when employees show coronavirus like symptoms, and are required to undergo testing and the prerequisite treatment protocols should a positive result be returned.
5. All employers are encouraged to maintain the salaries, wages and employment contracts of employees working during the extended period of the State of Emergency;
6. Should lay-offs, terminations and or redundancies occur, adequate or sufficient remuneration package be given in the form of:
 - (i) Monies in lieu of termination Notice
 - (ii) Recreational Leave Entitlements
 - (iii) Long Service Leave Entitlements
 - (iv) Ex-gratia or bonus payments if applicable
 - (v) Sick leave credits by consent of the parties
 - (vi) Relevant NASFUND or other Superannuation paperwork enabled
7. Where possible arrange flexible working hours and/or shifts taking into account the interest of the workers

and the business to minimise the negative impact of the State of Emergency on the salaries, wages and employment contracts of all their workers.

8. The employers are encouraged to exercise flexible and safe work practices during this period.
9. The Government is working closely with relevant financial institutions to come up with economic rescue packages for the workers and an economic stimulus package for the Country. We acknowledge the efforts of the Government in this regard and urge the Government to give considerations to the following:
 - i) Enterprises and workplaces; and
 - ii) The national population as a whole considering the global economy.
 - iii) Given that unemployment benefits, layoffs is applicable to a few people and because paid sick leave is not available to everyone, there is need to address those who have been disadvantaged or not being covered by those benefits;
 - iv) To save jobs and enterprises, the Government must ensure that we all act decisively to ensure business continuity, prevent lay-offs and protect vulnerable workers;
 - v) To control the spread of infections, we need measures to protect our health and care workers and our front-line essential workers, who risk their own health for us every day;
 - vi) To ensure that the stimulus package introduced is to protect the country, its economy and keep cash flowing to businesses and workers;
10. During this period, all workers and employers are requested to take responsible measures to combat COVID-19 in their respective place of work by doing the five (5) basic simple things:
 - ❖ Wash your hands often with Soap and Water and hand or hand sanitizers.
 - ❖ Cough into your elbows, not into your hands.
 - ❖ Don't touch your face.
 - ❖ Maintain social distancing of 1.5 meters or more from others, and
 - ❖ Stay at home if you are not an essential worker.

This second Joint Communique is issued, effective as of **09th April 2020 for the next two (2) months until 02nd June 2020.**

"Declaration of Agreement"

A decent, productive, safe and healthy workplace remains the fundamental goal of the Government, and the peak councils of the employers, being the Employers' Federation of Papua New Guinea (EFPNG) and the workers, being the Papua New Guinea Trade Union Congress (PNGTUC).

It is therefore, in the best interest of these three (3) parties and all those that we represent that we forge our support to safeguard and protect Papua New Guinea from the Corona Virus.

This Understanding forms part of the Government's Official Statement from the Office of the Prime Minister, dated 02nd April 2020.

All employers and workers are to observe the above measures for the next two months with effect as of **09th April 2020.**

For any urgent request of information, the following numbers can be reached:

Department of Labour & Industrial Relations

Hotline:
Industrial Relations: 325 8865
(Level 3, Gaukara Rumana Building)
Foreign Employment: 301 1607
Labour Administration: 325 0348

Call Forwarding to Mobiles:

Mr. Francis Hau: 7128 1069
Email: francohau6091@gmail.com

Mr. Remi Yariyari: 7245 2047
Email: davegiwaya@gmail.com

Mr. Wala Iga: 7134 9669
Email: walaiga@hotmail.com

Mr. Silas Bokowi: 7223 6048

Mr. Moses Maki: 7058 5582

Employers' Federation of Papua New Guinea (EFPNG)

Hotline:
325 8266
325 8249

Call Forward:

Ms. Florence Willie: 7312 3415/7658 2022
Email: florence2368@gmail.com

PNG Trade Union Congress (PNGTUC)

Hotline:
323 3583
325 7642

Call Forward:

Clemence Kanau: 7377 4834
Email: ckanau@gmail.com

Anton Sekum: 7224 7140
Email: sekum2012@gmail.com

National Department of Health - Covid-19 National Centre:

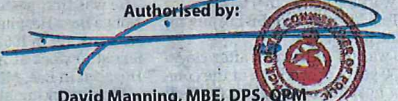
NATIONAL COVID TOLL FREE: 1800 200
Digicel: 7196 0813


RAVU VAGI
Secretary
Department of Labour &
Industrial Relations


FLORENCE WILLIE
Executive Director
Employers' Federation of PNG


CLEMENCE KANAU
General Secretary
PNG Trade Union Congress

Authorised by:


David Manning, MBE, DPS, QPM
Controller of the State of Emergency

DATE: Thursday 22 April 2020