



10 Sept 2015

ignorance is bliss

We tend to find that our union members aren't always as informed with respect to the

policies, procedures and guidelines within our institution as they should be.

We strongly encourage you to attempt to get a sense of what is written in our institution's policies which have a direct or indirect impact on you as a staff member.

It is important to know what the policies are with respect to leave, your retirement date, whether you qualify for post retirement medical aid benefits, working hours, can you expected to work over-time, etc.

There are so many things that are out of our control in the working environment. But we can become more-informed. That is within our reach, within our control. If we do this, it will aid better decision-making; it will manage our own unrealistic expectations. Well-informed union members would also benefit those around you.

Occupational health vs. Primary health care...

Many staff members (who have been with the institution for many years) were used to visiting the Clinics on the respective campuses when they weren't feeling well. Some changes have however occurred that you should take note of.

STUDENTS - The Clinics provide a vital and valuable primary health care service to *students* on campuses.

STAFF — The Occupational Health Centre (OHC) deals with work-related ill-health. The core functions of Occupational Health and occupational safety are prescribed by legislation, namely, but not limited to the Occupational Health and Safety Act and the COID Act. They have a big responsibility to prevent and control risks in the workplace before these arise in the first place. They are not responsible for primary health issues as such, but provide a primary health service in the form of family planning/contraceptives, treatment of minor ailments such as colds and flu with a stat dose only (single tablet), blood pressure checks, etc. from 8 to 9am Monday to Thursday mornings. There is no need to make bookings for this service. The service is rendered from the OHC at the North Campus and staff from all campuses are welcome.

CLINIC SISTERS—One must be mindful that our Campus Health sisters cannot serve staff. One should not pressurize them or subtly intimidate them to continue to provide a service which they are no longer supposed to provide.

IOD—In cases of Injury on Duty (IOD), the Occupational health Centre (OHC) is responsible for the treatment and administrative duties of the IOD. The Occupational Health centre (OHC) should be contacted immediately when such injuries occur at ext. 3662 or 2045

EMERGENCIES—Ambulances are still available to transport staff to hospital in the event of an emergency.



Be an encourager – someone who inspires with courage, spirit & confidence; who stimulates by assistance & approval; who promotes, advances & fosters...