

## **COMMUNIQUE ON RESOLUTION OF THE LABOUR DISPUTES BETWEEN HEALTH CARE WORKERS THROUGH THE HUMAN RESOURCE FOR HEALTH COALITION AND GOVERNMENT**

Following the withdrawal of Labour of Health care workers who are members of the Human Resources for Health Coalition on 18th April, 2020 on the basis of lack of provision of Personal Protective Equipment (PPEs), revision of risk allowance and inadequate of health care workers, several meetings on negotiations have been held where the following has been discussed:

- 1) Considering the importance of the provision of PPEs to the safety of Health Care Workers in the fight against Covid- 19, the Ministry has so far distributed some PPEs to all District Health Offices that have been received through donations. Jack Ma's second donation distribution of PPEs will commence on 23<sup>rd</sup> April, 2020. However, PPEs that are being procured locally by Central Medical Stores Trust and UNICEF will be distributed in the week beginning 27<sup>th</sup> April, 2020. PPEs being imported through development partners will arrive in country by mid-May, 2020. The Ministry will share all the distributed quantities and the distribution plans to the Human Resource for Health Coalition for its information and validation. The Ministry will continue to further engage the leadership of the Coalition in its distributions plan. While the Ministry is finalizing the PPE guidelines for Malawi, the Health Sector will continue to use the WHO guidelines which have already been circulated;
- 2) The Risk Allowance has been duly revised in a Circular Letter Ref.No. ADM 1/73B dated 19<sup>th</sup> April, 2020. The revised risk allowance will be effective 1<sup>st</sup> April, 2020 and since the Circular was issued on 20<sup>th</sup> April, 2020 after the salary processes for the Civil Service had already commenced, arrears for the month of April will be paid in May, 2020;
- 3) Over and above the provision of Risk Allowance, the Ministry has also issued a Circular letter Ref.No.Admin/1/1 dated 20<sup>th</sup> April, 2020 providing guidance on allowances applicable to those health workers undertaking Covid-19 work (see attached Circular);
- 4) The implementation of the Presidential Directive to Recruit 2000 health care workers is ongoing and so far a total of 755 have been recruited. The interviews for the remaining 1245 were held on 22<sup>nd</sup> April, 2020 and further processes are currently underway. Other

cadres not included on the 2000 will be considered using the normal recruitment process;

- 5) In order to promote continuous and strategic engagement with the Coalition, the existing Government Negotiating Team (GNT) will be utilized to assist in negotiating conditions of service for health workers to avoid certain conditions being static for long periods of time. Discussions on determining a formula on risk allowance with GNT and the Coalition will continue where meetings will be held fortnightly.

The two parties hereby agree that all the health care workers whose facilities have relevant PPEs should go back to work immediately. All the health facilities without PPEs should ensure availability of the same by close of business of 26th April, 2020. During this period, the Health care workers in those specific facilities with no relevant PPEs in accordance with Infection Prevention Control guidelines will stay away from the unsafe work environment as their leadership of the Coalition continues to dialogue and monitor progress on implementation of resolutions made including availability of PPEs.

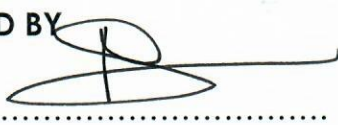
**Agreed on this day, 23<sup>rd</sup> April, 2020**

Signed: 

**Secretary for Health**

Signed: 

**Human Resource Coalition  
for Health**

**WITNESSED BY**  
Signed: 

**The Ombudsman**

Signed: 

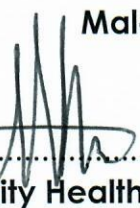
**Executive Secretary, Malawi Human  
Right Commission**

Signed: 

**Secretary for Labour, Skills and  
Innovation**

Signed: 

**Malawi Congress of Trade Unions**

Signed:   
**Community Health Ambassador**