

MEDIRO APPLICATION CONSULTING 2018

DATE	SURNAME	INIT	ID	SENDER M/F	COMPANY	OCCUPATION	LAST MEDICAL DATE	THC	LFT	VISION	AUDIO	REF	FITNESS	TYPE	DOCTOR SIGN	CERTIFICATE	COMMENTS
01/11/2018	EBERSOHN	A	7205020071084	F	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	TRAINER	01/11/2018	1	1	1.20%	1	1	1	1	1	HA 16723	
01/11/2018	JACOBS	AL	8705050029087	F	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	BUSINESS ANALYST	01/11/2018	1	1	1.10%	1	1	1	1	1	HA 16725	
02/11/2018	BOYHA	JH	6209235043081	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	BUSINESS INTELLIGENCE DEVELOPER	02/11/2018	1	1	1.20%	1	1	1	1	1	HA 23602	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
02/11/2018	DU TOIT	DF	6805185276082	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SENIOR BUSINESS ANALYST/DEVELOPER TEAM LEADER	02/11/2018	1	1	1.10%	1	1	1	1	1	HA 23603	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
02/11/2018	HUDSON	HF	5206245151088	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SOFTWARE DEVELOPER SUPPORT	02/11/2018	1	O/S	6.20%	1	1	1	1	1	HA 14623	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
02/11/2018	KRUGER	J	7708015059083	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	COMPUTER PROGRAMMER	02/11/2018	1	1	1.10%	1	1	1	1	1	HA 23601	TO MANAGE OWN CONDITION
02/11/2018	PUCKREE	D	8412105034085	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SOFTWARE DEVELOPER	02/11/2018	1	1	1.10%	1	1	1	1	1	HA 23604	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
02/11/2018	ROUILLARD	D	6507295233082	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SOFTWARE DEVELOPER	02/11/2018	1	1	1.80%	1	1	1	1	1	HA 14624	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
02/11/2018	VAN NIEKERK	JS	7106125263085	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SOFTWARE DEVELOPER	02/11/2018	1	1	1.10%	1	1	1	1	1	HA 16088	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
05/11/2018	HIRAJAL	K	9402035101087	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	BI DEVELOPER	05/11/2018	1	1	1.10%	1	1	1	1	1	HA 14689	TO MANAGE AND CONTROL PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
05/11/2018	PHILLIPS	NC	6008185214085	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	IT PROFESSIONAL	05/11/2018	1	O/S	7.40%	1	1	1	1	1	HA 14677	TO MANAGE AND CONTROL OWN PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
06/11/2018	SHELEMBE	SS	8703085342088	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SHARPOINT DEVELOPER	06/11/2018	1	1	1.10%	1	1	1	1	1	HA 23615	TO MANAGE AND CONTROL OWN PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
07/11/2018	TUMMALA	SK	H9435768	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	DEVELOPER	07/11/2018	1	1	2.70%	1	1	1	1	1	HA 23640	TO MANAGE AND CONTROL OWN PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
09/11/2018	NIEMACK	KL	8704135033081	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	IT SOFTWARE DEVELOPER	09/11/2018	1	1	1.10%	1	1	1	1	1	HA 23644	TO MANAGE AND CONTROL OWN PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST
09/11/2018	NTULL	CPN	8302225717087	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	IT CONSULTANT	09/11/2018	1	1	13.60%	1	1	1	1	1	HA	EMPLOYEE TESTED HIGH NEG FOR SUBSTANCE ABUSE/NOT PERMITTED TO OPERATE ANY DRIVEN/ LIFTING OR GUARDED MACHINERY OR WORK AT HEIGHTS/CS TO OCCURE FOR RETEST 6-8 WEEKS FOR THC
09/11/2018	VAN NIEKERK	MS	9608055015086	M	MEDIRO BELAY MANAGED SERVICES (PTY) LTD	SOFTWARE DEVELOPER	09/11/2018	1	1	1.10%	1	1	1	1	1	HA 23552	TO MANAGE AND CONTROL OWN PERSONAL MEDICAL CONDITION/MONTHLY MONITORING AT OWN HEALTHCARE SPECIALIST



Recommendation Report

Mediro Belay Managed Services (Pty) Ltd

With respect to cannabis testing of current employees, management are advised that in terms of Section 2A of the OHS Act, employees are not allowed to enter or remain at the workplace. Employers who allow employees to work under the influence of intoxicating drugs or liquor may find any Compensation, public liability or other insurance repudiated.

However, Section 8 (Code of Good Practice) of the Labour Relations Act requires that employees who have a substance abuse problem be offered access to employee assistance programmes (EAP's). The management of cannabis positive current employees is a Human Resources issue and should be guided by the Company's drug and alcohol abuse policy.

It is recommended that employees be counselled and retested after a period of six to seven weeks to ensure all traces of Tetrahydrocannabinol (THC - the metabolite of Dagga) are out of the system. Should they then test positive again, management may wish to follow the disciplinary procedure route.

Regards

Sandra Koekemoer

Occupational Health Practitioner

Head Office:
14 Shearer Road
Ladysmith 3370
Tel: 036 631 3772
Fax: 036 631 4103
Cell: 083 633 8648
Email: trudie@occusure.co.za
www.occusure.co.za

Pietermaritzburg Office:
15 New England Road
Pietermaritzburg 3201
Tel: 033 346 0654
Cell: 083 633 8648
Email: sandra@occusure.co.za
www.occusure.co.za