

## Health and Safety Update 36 - COVID-19

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**2<sup>nd</sup> May 2020**

Dear all,

Good afternoon. I trust you are fine!

Please find following my weekly update re latest developments happening this week and in the coming days.

### **LATEST DEVELOPMENTS**

I refer to the government's statement of yesterday morning.

After careful consideration the Board has taken a decision to partially reopen a number of retail outlets adopting a staggered approach which will see a limited number of outlets reopened with minimal staff members operating such outlets.

Effective communication with staff members involved in such operation will be initiated through the weekend.

All salons will remain closed until further notice.

All travel and insurance offices will remain closed with the exception of MINUSTHREE, the Point.

Although our outlets will eventually resume operations, this does not mean that we will be able to return to full operations – particularly due to the safety measures imposed by the Superintendent of Health. This means that some of our team members will remain on indefinite unpaid leave, as necessary. These individuals will be entitled to the Government's wage subsidy, provided that the Government continues providing this supplement to companies.

All staff working at these outlets will be informed accordingly and they will be requested to follow any such guidelines and / or rules as instructed by the Health Authorities.

All other staff remain on unpaid leave.

### **VACATION LEAVE ALLOCATION**

Another change which will be in effect is related to leave. As employees have been utilising their paid vacation leave due to the impact of the pandemic, all approved vacation leave and vacation pending leave applications have been cancelled, and employees will need to re-apply for leave as per usual procedure. Vacation leave will be granted pro-rata, and the stop leave period in the retail division may be subject to change – these will be communicated at a later date.

Obviously, prior vacation leave applications will be taken into consideration for future allocation of vacation leave. Please remember that as per DIER law, during the unpaid leave period, both the vacation leave and the government bonuses are not accrued for.

### **PROMO CODES**

With regards to the websites [www.inglotmalta.com](http://www.inglotmalta.com) and [www.perfumesandmore.com.mt](http://www.perfumesandmore.com.mt) all promo codes will be suspended between this Sunday 1800hrs and next Wednesday noon, in view of a Mother's day campaign which will see both websites featuring discounted prices across all items on sale.

### **SALARIES**

As you may know most of the ROCS team members have received their salaries. It is important to note that for those staff members whose wage supplement was approved, the government only authorised wage supplement until the 24<sup>th</sup> April 2020. We are hoping that during the next routine the Malta Enterprise will approve the pending period for April 2020.

Additionally, as some of you know, there are team members who are still pending approval for their COVID-19 wage supplement. We are trying our very best to follow Malta Enterprise with numerous chasers on a weekly basis. Rest assured we are trying our very best to solve this situation asap, however as you may appreciate this situation does not depend on us.

Finally, to date we only have confirmation for this first COVID-19 wage supplement payment and as such we are unaware whether such supplement will be applicable for May and June 2020. There are indications that this supplement will be in place until the end of June 2020 however to date we have no tangible concrete information in hand.

Re matter I will keep you updated as the latest developments come in.

## **CONCLUSION**

This week brings back some degree of normality after weeks of uncertainty, however we must all remember that to date there is no vaccine for COVID-19 and as such, as stated by the local Health Authorities, should case numbers increase we will once again experience a lock down on our businesses. It is for this reason that I kindly ask you to be careful and follow the authorities' guidelines with respect to hygiene standards, social distancing indications etc....

I sincerely hope this will be the start of a new normal, which will be a first step towards the complete reopening all operations. Fingers crossed.

Should you have any questions please feel free to drop me a mail on [covid19@rocsgroup.com](mailto:covid19@rocsgroup.com)  
As always latest updates will be posted on the website [www.rocsclimbers.com/covid19](http://www.rocsclimbers.com/covid19)

Good day, take care of yourself, your friends and your families.

**Social distancing should be your number one priority. Nice weekend.**

#STAYSAFE #STAYHOME

Colin

**Colin Nicholas Aquilina**  
CEO

#STAYSAFE

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