



Masoyise  
**iTB**

Let's beat TB and HIV

# KNOW YOUR RIGHTS AND RESPONSIBILITIES

## TB IN MINING

TB is a serious illness in South Africa and in the mining industry. TB can be prevented, and it can be treated and cured.

Employers and workers have a responsibility in identifying and treating TB, in preventing it from spreading and in ensuring that those who have it are cared for.

If your TB is determined to be due to your work and you lose pay, you may be entitled to compensation.

## KNOW YOUR RIGHTS, AND RESPONSIBILITIES

- If you are sick and have symptoms of TB, then you should go to the nearest clinic for a TB test. All mining companies that are members of the Chamber of Mines have committed to making available TB testing to all employees and contractors, and many provide treatment.
- The test is simple and quick and is not painful, and will not cost you anything to take. The sooner you know what is wrong, the sooner you can get treatment.
- If you have TB, you need to make sure you take all your medication on time all the time. If you don't, you may get a more serious form of TB.
- There is nothing wrong in having TB – many people get it. Don't hide it from your colleagues, friends and family. You might have caught it from them; they may have caught it from you. It is important that your colleagues, family or friends get tested and treated too.

*Association of Mineworkers and Construction Union / Chamber of Mines / Department of Health / Department of Mineral Resources / International Labour Organisation / Mine Health and Safety Council / National Health Laboratory Service / National Institute for Occupational Health / National Union of Mineworkers / Solidarity / South African Business Coalition on Health and AIDS / UASA The Union / The Joint United Nations Programme on HIV/AIDS / World Health Organisation*




# Masoyise iT**B**

Let's beat TB and HIV



- You should not be dismissed just for having TB. You are entitled to sick leave that has been negotiated by your union or that is outlined in the Basic Conditions of Employment Act, whichever is better. You will need a certificate from the clinic to book you off work.
- Your employer should assist you to claim for compensation if you are eligible.
- Depending on your health, you should be able to work (and get a Certificate of Fitness) once you are well enough and once you are no longer infectious, even if you are still taking treatment.
- If you are too ill to continue working, you may ask the company to have you medically boarded. Or, the company may find you are no longer fit to work and may end your contract of employment. You have the right to appeal to the Medical Inspector at the Department of Mineral Resources against that decision if you do not believe it is valid. Your HR department or clinic can assist you in doing this.
- You are entitled to receive your basic pay when you have been booked off from work as a result of cardio-pulmonary TB. This may not be the full pay that you normally receive. If you have lost pay for having TB or other illnesses caused by your work, you may be entitled to compensation from the Compensation Fund. Your clinic or HR department can help you claim this.



### **SYMPTOMS OF TB**

To diagnose TB you need to take a TB test. Some of the symptoms of TB are: coughing for a long time, weakness or feeling very tired, losing weight, lack of appetite, chills, fever and night sweats.

### **WHO CAN YOU TALK TO?**

- Health facility
- HR
- Union

*Association of Mineworkers and Construction Union / Chamber of Mines / Department of Health / Department of Mineral Resources / International Labour Organisation / Mine Health and Safety Council / National Health Laboratory Service / National Institute for Occupational Health / National Union of Mineworkers / Solidarity / South African Business Coalition on HIV/AIDS / UASA The Union / The Joint United Nations Programme on HIV/AIDS / World Health Organisation*