

Critical COVID-19 Response Information for South Australian Employers

Current as at Friday 3 July 2020

The following information is intended to assist businesses to navigate the unprecedented changes arising out of enhanced responses to the COVID-19 pandemic. Information about Government Response measures were current at the time of publication however, given the rapidly evolving situation, businesses should monitor reliable news sources for updated information.

What is the current Stage Response?	<p>The South Australian government has released a Roadmap for Easing COVID-19 Restrictions of which “Step 3” came into effect on 29 June 2020.</p> <p>Step 3 is a simplified principle-based approach, except for some high-risk activities.</p> <p>Physical distancing measures are still strongly encouraged, however, density requirements in venues have been reduced to 1 person per 2 square metres. There are no longer restrictions on the maximum number of people for private and public gatherings.</p> <p>Most businesses may now open in South Australia but the following restrictions apply:</p> <ul style="list-style-type: none">• communal food service areas (e.g. buffet bars or salad bars) must remain closed;• the use of re-usable equipment such as shisha/hookahs is not allowed; and• no shared utensils are to be provided in the course of providing food or beverages.
For how long will the current Stage Response be in place?	<p>At this stage, there are no further changes planned.</p>
Are the borders closed?	<p>Non-essential interstate travellers entering into South Australia are required to self-quarantine for 14 days from their arrival, with the exception of travellers entering South Australia directly from Western Australia, Northern Territory, Queensland and Tasmania. From 20 July 2020, subject to a public health assessment, travellers entering South Australia from other states/territories will no longer be required to quarantine for 14 days.</p> <p>A pre-approval process is now in place for travellers entering South Australia known as the Cross Border Travel Registration. It is stated that the registration should be completed at least 3 days before you travel.</p> <p>Any travellers arriving from overseas are being quarantined in supervised accommodation for 14 days after arrival.</p> <p>SA Police will assess and confirm each registration. There are checkpoints at roads leading into South Australia from other</p>

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states, and at Adelaide airport. Travellers will need to produce their pre-approval number at one of these checkpoints and will be recorded by police.

Essential travellers will require a letter confirming why they are seeking this status. People in the following categories fall within the definition of an essential traveller:

- national and state security and governance,
- health services,
- urgent medical, dental or health treatment,
- transport and freight services,
- skills critical to maintaining key industries or businesses,
- emergency services workers,
- cross border community members,
- passing through (travellers will need to make their own enquiries about entry into their final state destination),
- remote or isolated workers,
- consular employees, and
- compassionate grounds.

There are no restrictions on travel within South Australia.

Do I need to keep paying workers?

In the circumstances that impacted businesses experience a stoppage of work and all paid leave has been exhausted, there may arise the basis to implement a stand down without pay, however legal advice should be sought first.

In all cases, where an eligible business has experienced a drop in turnover of 30% or more (or 50% for a business with an annual turnover of \$1 billion or more), full time, part time and casual employees (provided the casual employee has at least 12 months service) who were employed at 1 March 2020 may be eligible to receive a flat \$1,500 per fortnight JobKeeper Payment until 27 September 2020.

The \$1,500 JobKeeper payment will be payable irrespective of whether the employee is continuing to perform some paid work or whether they have been stood down without pay.

The JobKeeper payments are being administered through the Australian Taxation Office and compliance monitored through the single touch payroll system. Employers received payments from the start of May 2020, backdated to 30 March 2020.

Eligible employers can enrol for JobKeeper [here](#).

In April 2020, the South Australian State Government introduced the Jobs Rescue Package which includes a one-off emergency cash grant of \$10,000 for small businesses and not-for-profits who have suffered significant loss of income or have been forced to close. It also includes measures such as a payroll tax waiver for up to 6 months for businesses with an annual payroll

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	up to \$4 million (and payroll tax deferral for businesses with an annual payroll of over \$4 million), and a waiver of land and liquor licensing fees for 2020–21 for affected venues and small businesses.
What should I be thinking about in implementing working from home arrangements for employees?	<p>Kingston Reid has developed a Working from Home Checklist, to which employers may refer in preparing employees to work from home.</p> <p>This Checklist is not exhaustive, and employers should have regard to any particular safety, information security and other considerations that may be unique to the work undertaken by particular employees.</p>
What are other safety measures that I should be considering right now?	<p>The nature of the Response measures and the effect of isolation will invariably have an impact upon the mental health of all workers. Check in regularly with employees at home and ensure that all are reminded of Employee Assistance Programs.</p> <p>Employers should remain mindful that, if employees are directed to undertake non-essential work, and they become infected, there will foreseeably arise exposure to workers' compensation and potentially negligence claims under the workers' compensation scheme.</p>

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