

Critical COVID-19 Response Information for Victorian Employers

Current as at Monday 3 August 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?

Stage 4 restrictions came into effect at 6.00pm on **2 August 2020** for metropolitan Melbourne.

Stage 3 restrictions will be in place from 11.59pm on Wednesday 5 August 2020 for regional Victoria.

A significant number of workplaces in Victoria are subject to closure (if working from home is not possible) or limits on capacity. A comprehensive list of these restrictions is appended to this factsheet.

Currently, the use of face coverings outside the home is mandatory throughout Victoria.

Victorians who live in metropolitan Melbourne are subject to Stay at Home restrictions and can only leave home for the following four reasons:

1. Shopping for food and essential items within 5km of the person's home, unless the supermarket is more than 5km;
2. Medical treatment and caregiving;
3. Exercise within 5 km of a person's home (with only one other person once per day, for a maximum of one hour); and
4. Study and work (if work cannot be undertaken from home).

A curfew will apply from **8.00pm to 5.00am** each night, with exceptions for work or medical care and caregiving.

The local government areas the Stage 4 restrictions apply to include:

- Banyule, Bayside, Boroondara, Brimbank;
- Cardinia, Casey;
- Darebin;
- Frankston;
- Glen Eira, Greater Dandenong;
- Hobsons Bay, Hume;
- Kingston, Knox;

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- Manningham, Maribyrnong, Maroondah, Melbourne, Melton, Monash, Moonee Valley, Moreland, Mornington Peninsula;
- Nillumbik;
- Port Phillip;
- Stonnington;
- Whitehorse, Whittlesea, Wyndham; and
- Yarra, Yarra Ranges.

**THE FOLLOWING RESTRICTIONS APPLY IN
METROPOLITAN MELBOURNE:**

Gatherings

- public gatherings of up to 2 people or household members only; and
- visiting another household is not permitted.

Sport and exercise

- Individuals can only exercise or undertake sporting activities outside with one other person (friend or family member) provided that neither person travels more than 5km of their home;
- Outdoor personal training can occur but with a limit of two participants including the instructor;
- Any exercise must be limited to once a day for no more than 1 hour;
- Indoor sport centres including gyms, training facilities and pools must be closed;
- Community sport training and competition cannot occur;
- Outdoor sport facilities will be closed;
- Recreational activities such as golf, fishing, tennis, surfing and drive shooting are prohibited;
- Playcentres and playgrounds remain closed;
- Outdoor playgrounds, outdoor communal gym equipment and skate parks will be closed.

Entertainment and culture

- Galleries, museums, national institutions and historic sites must be closed;
- Zoos, wildlife parks, petting zoos, aquariums, and animal farms must be closed;
- Holiday and accommodation venues must be closed;
- Outdoor amusement parks and arcades must be closed;
- Indoor cinemas and drive-in cinemas must be closed;

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- Gaming venues must be closed;
- Nightclubs must be closed;
- Concert venues, theatres and auditoriums must be closed.

Religion and ceremony

- Places of religious service or worship must be closed unless done via a broadcast. Only 5 people may gather for the broadcast;
- Weddings are not permitted from 11.59pm from Wednesday 5 August 2020;
- Funerals may have a maximum of 10 people plus those required to conduct the funeral.

Community services

- Libraries and toy libraries must be closed;
- Community facilities (e.g. community centres and halls, youth centres, Police and Community Youth Clubs, community clubs, RSL clubs) must be closed, however, community facilities that provide an essential service such as food banks, services for people experiencing homelessness or support groups can continue to provide those services.

Cafes and restaurants:

- Restaurants and cafes can open for take away and delivery only;
- Food courts must be closed (unless for take away or food delivery);
- Pubs, bars, clubs and nightclubs must be closed;
- Bottle shops may remain open.

Retail and personal services:

- Beauty therapy, tanning, waxing, nail salons, saunas, spas, tattoo parlours and massage parlours must be closed;
- Hairdressing salons may operate, provided they comply with record keeping requirements;
- Auction houses and real estate auctions are only permitted if conducted remotely (house inspections may take place by private appointment only);
- Food and drink market stalls may operate for take away only.

**IN REGIONAL VICTORIA AND MITCHELL SHIRE AREAS,
THE FOLLOWING APPLIES:**

Gatherings

- public gatherings of up to 2 people or household members only; and
- visiting another household is not permitted.

Sports and recreation

- public playgrounds, outdoor gyms and skateparks are closed;
- gyms are closed;
- community facilities are closed;
- indoor play centres and toy libraries are closed;
- indoor and outdoor pools are closed
- indoor sport centres and venues and playcentres are closed;
- full-contact training and competition as well as non-contact competition sports are closed..
- libraries, galleries, museums, national institutions, historic sites, outdoor amusement parks, drive-in cinemas, zoos and arcades may open are closed;
- indoor cinemas, movie theatres, concert venues, theatres and auditoriums are closed.

The following **is permitted**:

- outdoor sport such as fishing, golf, boating, tennis surfing with one other person or household members, provided that 1/5 metre distance can be maintained; and
- outdoor sporting facilities where physical distancing limited can be adhered to and no use of shared equipment or communal facilities.

Business, travel, retail and personal services

- auction houses, real estate auctions are to operate remotely only. Open house inspections are permitted by appointment;
- restaurants, cafes and pubs are open only for delivery and takeaway.
- bars, clubs, nightclubs are closed.
- overnight stays in private residences will be allowed;
- camping and tourist accommodation will be allowed (including the use of shared facilities);

	<ul style="list-style-type: none"> • beauty therapy, tanning, waxing, nail salons, spas, tattoo parlours, massage parlours are closed except for hairdressers; • saunas and bathhouses are closed; • food courts and market stalls (except for the provision of take away or delivery) remain closed; • casinos and electronic gaming areas at pubs and clubs remain closed; • brothels, strip clubs and sex on venue premises are closed. <p>The following is permitted:</p> <ul style="list-style-type: none"> • markets and shopping centres; and • other retail may remain open, <p>may remain open subject to density quotient and provided that patrons are attending the premises for necessary goods and services; and</p>
<p>For how long will the current Stage Response be in place?</p>	<p>A State of Disaster has been declared and Stage 4 restrictions are expected to continue for six weeks to 11.59pm on Sunday 13, September 2020.</p>
<p>What if I am not one of the employers that is included in the types of businesses included in the current Stage Response?</p>	<p>Businesses that are not on the list of businesses specified in the Stage Response are permitted to continue to open and operate but must adhere to the “4sqm rule”, maintain social distancing and follow other measures to mitigate against potential infection exposure.</p> <p>Employees must be permitted to work from home where work from home is possible.</p>
<p>Are the borders closed?</p>	<p>Victoria’s borders are currently open, meaning it is possible to enter Victoria. There is no requirement in Victoria to quarantine when travelling domestically.</p> <p>All people arriving in Victoria from overseas must go into immediate compulsory quarantine for 14 days at a state designated facility in Melbourne.</p> <p>The New South Wales and South Australian Governments have imposed restrictions for Victorians who intend to cross the border. A permit is required to travel from Victoria to New South Wales. Victorians can enter New South Wales with a permit if they fall within the following categories:</p> <ul style="list-style-type: none"> • Border community residents; • NSW residents returning home; • Boarding school/university students or staff (and their parents); • People providing critical services;

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- People entering for child access or care arrangements;
- Interstate residents transiting through NSW;
- Seasonal workers;
- People who need medical or hospital treatment; and
- People who need to meet their legal obligations.

Travel into SA is limited to individuals defined as essential travellers including members of cross border communities. South Australians will no longer be able to return to SA from Victoria.

Do I need to keep paying workers?

If your workers can work safely from home (discussed below), then they may do so.

In the circumstances that businesses impacted 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 first be sought.

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 \$1billion 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 Victoria, full payroll tax refunds for the 2019-20 financial year will be given for small and medium businesses with payroll of less than \$3 million.

The Victorian Government will pay to all outstanding supplier invoices within 5 business days, and liquor licensing fees for 2020 to be waived or reimbursed for affected venues and small businesses.

Small businesses that have been affected can apply for a one-off \$10,000 grant from the Victorian Government's Business Support Fund.

Businesses that are operating within a restricted postcode are eligible for a one-off, \$5,000 grant to assist them.

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What should I be thinking about in implementing working from home arrangements?

Kingston Reid has developed a [Working from Home Checklist](#), to which employers may refer in preparing employees to work from home.

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.

What are other safety measures that I should be considering right now?

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.

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.

Christa Lenard

Partner

Sydney

+61 2 9169 8404

christa.lenard@kingstonreid.com

Katie Sweatman

Partner

Melbourne

+61 3 9958 9605

katie.sweatman@kingstonreid.com

Michael Stutley

Partner

Perth

+61 8 6381 7060

michael.stutley@kingstonreid.com

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Stage 4 Restrictions



Under Stage 4 ‘Stay at Home’ Restrictions the default is that workplaces in metropolitan Melbourne are **closed** unless the workplace is part of a permitted industry as set out below. All Victorians are required to work from home, except where this is not practicable. Sole operators can continue to operate, if they do not have contact with the public, or with people other than those persons living in their primary household.

The below table outlines examples of workplaces that are closed for on-site work, open for on-site work with a COVID Safe Plan, and where there are restricted operations or industry specific obligations.

This information is subject to the Directions of Victoria’s Chief Health Officer.

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
ALL SECTORS		<ul style="list-style-type: none"> Any ancillary business (including IT) involved in the production, supply, manufacture, repair, maintenance, cleaning, security, wholesale, distribution, transportation or sale of equipment, goods or services necessary for the operations of a permitted work site or for closed work sites where there are safety or environmental obligations Any services connected with animal health, husbandry or welfare, including the RSPCA 	<ul style="list-style-type: none"> Work sites that are in the closed category, can continue to provide access for the purposes of critical maintenance and safety works including meeting environmental obligations, subject to meeting the minimum requirements All industries are required to meet Universal COVID Safe Plan obligations for the prevention and management of COVID-19, including development of COVIDSafe Plans The following industries are, in addition to the Universal obligations are required to have a High Risk COVID Safe Plan with enhanced obligations: <ul style="list-style-type: none"> Construction Warehousing Distribution centres Meat processing Cold storage Aged care
AGRICULTURE, FORESTRY AND FISHING	All activities not listed including: <ul style="list-style-type: none"> Forestry and logging 	<ul style="list-style-type: none"> Forestry activity for the purposes of or relating to: <ul style="list-style-type: none"> Production of firewood for heating of premises Production of pallets Building supplies for construction Other permitted activities (e.g. caskets and coffins) Farming including operations connected with agriculture, horticulture, viticulture, irrigation, permaculture, apiculture, grains, fibre production, dairy, fishing, aquaculture and livestock Commercial fishing Intensive agricultural production, including glass- houses and animal production Agricultural and veterinary chemicals and vaccines production, transportation and distribution (including the Pig Services Centre) Agriculture and farming support business, including and not limited to on-farm consultants, livestock agents, agronomists, shearing contractors, trades services and contracting businesses Laboratory and diagnostic services Animal saleyards, knackeries and transportation of animals (including livestock and pets) Animal feed production, transportation, packaging, sale, and feeding (including livestock and pets); Veterinary clinics and related services, including on-farm visits and to veterinary clinics, animal minding services and artificial insemination Animal pounds and shelters Teaching and scientific facilities which require the keeping or use of animals Any business or undertaking involved in relevant support services, such as food safety and verification inspection or associated laboratory services and biosecurity functions 	

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
MINING	<ul style="list-style-type: none"> Mining exploration 	<ul style="list-style-type: none"> Coal mining Oil and gas extraction Metal ore mining Non-metallic mineral mining and quarrying Petroleum production 	<ul style="list-style-type: none"> FIFO (fly in fly out) workers
MANUFACTURING	<ul style="list-style-type: none"> Non-metallic mineral product manufacturing Fabricated metal product manufacturing Furniture and other manufacturing Other wood product manufacturing Textile manufacturing Leather tanning, fur dressing and leather product manufacturing Textile product manufacturing Knitted product manufacturing Clothing and footwear manufacturing Domestic appliance manufacturing 	<ul style="list-style-type: none"> Food and beverage production manufacturing <ul style="list-style-type: none"> Meat and meat product manufacturing Seafood processing Dairy product manufacturing Fruit and vegetable processing Oil and fat manufacturing Grain mill and cereal product manufacturing Bakery product manufacturing Sugar and Confectionery manufacturing Other food and beverage product manufacturing Medical equipment and PPE including cloth masks Petroleum and coal product manufacturing Basic chemical and chemical product manufacturing Coffin and casket manufacturing Aluminium smelting Cement and lime manufacturing Pharmaceutical products Sanitary products Telecommunications infrastructure Goods and material necessary for or related to supporting defence or security industries Manufacturing to support residential building industry Pulp, paper and converted paper product manufacturing Printing and support services Fertiliser and pesticide manufacturing Cleaning compound and toiletry preparation manufacturing Glass and glass product manufacturing, including lens Computer and electronic equipment manufacturing Heating and ventilation manufacturing Manufacturing to support critical infrastructure public works Manufacture of polyethylene and resins Heavy truck manufacturing Specialised machinery and equipment <ul style="list-style-type: none"> Microelectronics and semi-conductor products Heating and cooling equipment Household paper products. Transport equipment manufacturing (critical to public transport service; spare parts manufacturing critical to continuity of service) 	<ul style="list-style-type: none"> Meat, meat product and seafood processing and distribution centres are considered a high-risk industry and subject to industry tailored High Risk COVID Safe plan 33 per cent reduction compared to peak capacity Statewide - Regions included Single site only – no site hopping Supermarket distribution centres will implement a 33 per cent reduction of peak workforce will be implemented upon commencement of the directions <p>The following manufacturing may maintain skeleton staffing to ensure facilities and equipment is managed safely and in line with environmental requirements and EPA advice or continue where they provide an ancillary service critical to the operation of a permitted activity or industry.</p> <ul style="list-style-type: none"> Polymer and rubber production Polymer product and rubber product manufacturing Other basic chemical product manufacturing Primary metal and metal product manufacturing Basic polymer manufacturing
ELECTRICITY, GAS, WATER AND WASTE SERVICES	<ul style="list-style-type: none"> Transfer stations closed to the public 	<ul style="list-style-type: none"> Electricity services Operation of energy systems Gas services Water supply, sewerage and drainage services Waste and resource recovery services including collection, treatment and disposal services, and transfer stations to remain open for commercial contractors Liquid fuels and refinery services Services to support ongoing provision of electricity, gas, water, sewage and waste and recycling services and their maintenance. 	

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
CONSTRUCTION		<ul style="list-style-type: none"> Construction of critical and essential infrastructure and services to support these projects Critical repairs to residential premises, are allowed, where required for emergency or safety. 	<ul style="list-style-type: none"> Large scale construction <ul style="list-style-type: none"> Any building construction project of more than three storeys (excluding basement) Maximum of 25 per cent of normal employees on site compared to normal operations. Must have High Risk COVID Safe Plan. Must demonstrate not blending shifts and workers can only work at one site during Stage 4 Small scale construction <ul style="list-style-type: none"> Any building construction project of three storeys or less (excluding basement) Maximum of five workers (including supervisors) Universal COVID Safe Plan Must demonstrate not blending shifts and workers can only work at one site during stage 4 State and state civil construction (including time critical new school builds) are exempt from reduction targets but will be required to implement High Risk COVID Safe Plan.
WHOLESALE TRADE	<ul style="list-style-type: none"> Wholesale trade, unrelated to food and medical supplies, will cease except where it is critical to supply a permitted service. Motor Vehicle and Motor Vehicle Parts Wholesaling Furniture, floor covering and other goods wholesaling Commission-based wholesaling 	<ul style="list-style-type: none"> Grocery, liquor and tobacco product wholesaling 	
RETAIL TRADE (GOODS)	<ul style="list-style-type: none"> All closed unless listed 	<ul style="list-style-type: none"> Supermarkets and grocery shops, including all food and liquor shops Convenience stores and newsagents Fuel retailing Pharmacies Post offices Hardware, building and garden supplies retailing for trade Specialist stationery services for business use Disability and health equipment, mobility devices Maternity supplies Motor vehicle parts for emergency repairs only Agricultural retailers (drive through only) Retailers work onsite for the purposes of fulfilling online orders. 	<ul style="list-style-type: none"> Shopping Centres open for access to permitted retail only Markets for food only with strict enforcement of density obligations Retail stores will be permitted to operate contactless 'click and collect' and delivery services with strict safety protocols in place Hardware, building and garden supplies retailing. Trades people only – contactless pickup for public Where contactless delivery is possible, the provider can operate for the purposes of contactless delivery but cannot be open to the public All businesses must abide by Workplace Directions coming into effect 11.59pm, Friday, 7 August 2020. This includes face coverings, records of contacts and cleaning processes. Warehouses, online-only businesses and distribution business will need to abide by these obligations
RETAIL TRADE (SERVICES)	<ul style="list-style-type: none"> Personal care services including hairdressers Photographic Film Processing Car washes 	<ul style="list-style-type: none"> Locksmiths Laundry and dry cleaners 	
ACCOMMODATION AND FOOD SERVICES	<ul style="list-style-type: none"> Accommodation, except where specified as permitted to operate Pubs, Taverns and Bars Clubs (Hospitality) Nightclubs Food courts 	<ul style="list-style-type: none"> Accommodation provided or funded by the Victorian Government in response to COVID-19, including accommodation: <ul style="list-style-type: none"> for returned overseas travellers; for work purposes for people subject to direction and detention notices; for diagnosed persons and close contacts. for workers in critical sectors beyond hotels (e.g. caravan parks) where it is unsafe for a person to reside in their primary place of residence. 	

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
		<ul style="list-style-type: none"> Provision of meals on wheels for aged services Only essential support to be provided for in-home support for aged services Boarding schools, residential colleges and university accommodation services Cafes, restaurants (take away and delivery food services only) Other essential services such as roadhouses, to comply with national heavy vehicle regulations 	
TRANSPORT, POSTAL AND WAREHOUSING	<ul style="list-style-type: none"> Scenic and Sightseeing Transport 	<ul style="list-style-type: none"> Road transport (passenger and freight) Rail transport (passenger and freight) – including rail yards Water transport (passenger and freight) – including ports and Tasmanian shipping lines Air Transport (passenger and freight) Pipeline and other transport Transport support services Vehicle repair, servicing and maintenance Towing services 	<p>Public transport, ride/share and taxis available but only to support access to permitted services and provide transport for permitted workers</p> <p>Warehousing and cold storage risk mitigations – High Risk COVID Safe Plan required</p>
INFORMATION MEDIA AND TELECOMMUNICATIONS	<ul style="list-style-type: none"> Book Publishing Directory and Mailing List Publishing Other Publishing Software Publishing Motion Picture and Sound Recording Activities Library and Other Information Services 	<ul style="list-style-type: none"> Telecommunications services Newspaper and magazine publishing Radio broadcasting Television broadcasting Internet publishing and broadcasting Internet Service Providers, Web Search Portals and Data Processing Services Production, broadcast and distribution of telecommunication and supporting infrastructure required to support critical functions, such as law enforcement, public safety, medical or other critical industries and where it cannot be undertaken virtually. Screen production 	
FINANCIAL AND INSURANCE SERVICES	<ul style="list-style-type: none"> Non-Depository Financing Financial Asset Investing Insurance and Superannuation Funds Auxiliary Finance and Insurance Services 	<ul style="list-style-type: none"> Bank branches Critical banking services to support the provision of services, credit and payment facilities, including the functioning of all operational, treasury, distribution, reporting, communications, monitoring, maintenance, corporate, support and other functions (see addendum A). 	
RENTAL HIRING AND REAL ESTATE SERVICES	<ul style="list-style-type: none"> Rental and Hiring Services, except where specified as permitted to operate Property Operators and Real Estate Services 	<ul style="list-style-type: none"> Rental and Hiring Services, where supplying permitted service or industry. Farm Animal and Bloodstock Leasing 	
PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES	<ul style="list-style-type: none"> Architectural, Engineering and Technical Services Legal and Accounting Services Advertising Services Market Research and Statistical Services Management and Related Consulting Services Professional Photographic Services Other Professional, Scientific and Technical Services Computer System Design and Related Services 	<p>Individuals undertaking professional, scientific and technical services if:</p> <ul style="list-style-type: none"> Involved in COVID-19 (e.g. MedTech research including vaccines) Hazard monitoring and resilience Biosecurity and public health Medical or other research where Australia has a competitive advantage, and which cannot be shut down and requires on site attendance Critical scientific facilities – for critical scientific experiments, labs, collections 	
ADMINISTRATIVE AND SUPPORT SERVICES	<ul style="list-style-type: none"> Employment Services Travel Agency and Tour Arrangement Services Office Administrative Services Document Preparation Services 	<ul style="list-style-type: none"> Building and grounds maintenance, cleaning, pest control and packaging services are permitted to operate where providing support to an essential industry or where required to maintain the health and safety of Victorians at home or at work. Call centres providing critical services – e.g. Police Assistance Line Employment services that cannot be delivered online 	

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
PUBLIC ADMINISTRATION AND SAFETY	<ul style="list-style-type: none"> • Credit Reporting and Debt Collection Services • Call Centre Operation (standard) • Other Administrative Services 	<ul style="list-style-type: none"> • Public administration (exemption for essential services that cannot be undertaken remotely) • Medicare • Justice (see below specific detail) • Law enforcement • Defence and national security (including defence contractors for allied governments) • Public order, safety and Regulatory services • Emergency services, including bushfire prevention and management including relief services • Road and maritime services <p>Justice Specific:</p> <ul style="list-style-type: none"> • Judges, Associate-Judges, Judicial Registrars, Magistrates, Tribunal Members and their offices for urgent or priority court or tribunal matters determined by the relevant head of jurisdiction, including for bail, family violence, remand, child protection, warrants and urgent guardianships, human rights or residential tenancies issues or any other priority matters. • To the extent necessary to support the functioning of the court, tribunal and dispute services mentioned above: <ul style="list-style-type: none"> ○ Director of Public Prosecutions and the Office of Public Prosecutions ○ Defence lawyers, Victoria Legal Aid, Aboriginal legal services and other legal assistance providers ○ Courts Services Victoria, court support services and court registry services including security, cleaning and interpreter services ○ Other lawyers ○ Bail justices ○ Office of the Public Advocate guardians for high priority, highly vulnerable citizens and relevant staff • All systems support, maintenance and operation services required for DJCS and Victoria Police to support, maintain and operate Births, Deaths and Marriages, fixed traffic and mobile traffic cameras and Fines Victoria systems <p>Correctional and youth justice facilities, community justice services, and ancillary justice services:</p> <ul style="list-style-type: none"> • Prisons, correctional facilities and other places of custody • Facilities and services for parolees, people on post-sentence supervision and detention orders, and people on community corrections orders • Adult Parole Board and its supporting secretariat • Post Sentence Authority • Operation of youth justice facilities, and the provision of services, supports and supervision to children and young people in such facilities • Youth Parole Board and its supporting secretariat • Facilities and services provided for children and young people who are in Youth Justice on a supervised community order, on supervised or intensive bail, on a youth parole order, or participating in the Children’s Court Youth Diversion Service • Facilities or services specifically funded or provided by government for children and young people who are at risk of entering Youth Justice • Any health or medical services (including required for any of the previous functions under this heading) 	

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
EDUCATION AND TRAINING	<ul style="list-style-type: none"> • Preschool Education (Early Childhood Education and Care Services) • Primary, secondary and special school education • Tertiary Education • Adult, Community and Other Education 	<p>Council specific:</p> <ul style="list-style-type: none"> • Emergency asset work that would impact substantially on the community or create a risk to the community if it is not undertaken • Essential environmental health functions to be undertaken that protect the health and wellbeing of the community • Essential / high risk local laws enforced • Community support services required to ensure the health, safety and wellbeing of vulnerable people <p>Schools:</p> <ul style="list-style-type: none"> • Restricted to permitted workers and vulnerable children (e.g. those in out of home care or known to child protection, medically/socially vulnerable children) • Specialist schools: restricted to permitted workers and vulnerable children • Remote learning for all students <p>Early Childhood Education and Care (including Sessional Kindergarten, Long Day Care, Outside School Hours Care, Family Day Care)</p> <ul style="list-style-type: none"> • Restricted to permitted workers and vulnerable children (e.g. those in out of home care or known to child protection, medically/socially vulnerable children, Koori children) • Remote learning for all children <p>Tertiary:</p> <p>Qualifications or credentials servicing the following occupations and activities are permitted to be delivered on-site, only where remote delivery is not possible:</p> <ul style="list-style-type: none"> • Assessments for safe working practice and infection control • Apprentices in approved construction • Clinical health and biomedical science • Commercial cleaning • Aged and disability care • Mandatory assessments for VCE and VCAL students 	<p>On-site supervision will be available for P-10 students in the following categories, based on revised criteria:</p> <ul style="list-style-type: none"> • children whose parents work in one of the defined essential continuing industries • vulnerable children including: <ul style="list-style-type: none"> • children in out-of-home care • children deemed by Child Protection and/or Family Services to be at risk of harm • children identified by the school as vulnerable (including via referral from a family violence agency, homelessness or youth justice service or mental health or other health service). • children with a disability who also fit one of the above two categories, or where the family is experiencing severe stress. • Onsite attendance permitted for completion of mandatory assessments by students and staff • Onsite attendance permitted for essential cleaning, maintenance and business operations functions <p>For education settings attendance on-site in these settings will be permitted where the purpose is to:</p> <ul style="list-style-type: none"> • maintain and continue medical and other research that requires on-site attendance • care for animals, agriculture and horticulture • conduct cleaning, essential maintenance (including facilities, equipment and IT) and provide security • provide practical student support, where this cannot be done remotely
HEALTH CARE AND SOCIAL ASSISTANCE	<ul style="list-style-type: none"> • Elective surgery (non-urgent) 	<ul style="list-style-type: none"> • All health services provided within and to support a hospital (public and private), registered community health service, publicly funded health services (i.e. AOD and other services), blood bank and an aged care setting including student placements • Community based services which are based on a referral from a registered medical practitioner (General practitioner and/or medical specialist). This includes all clinical and allied health services • Services requested under a regulatory framework (e.g. child protection orders for psychology or social worker support) • Services requested under the education framework (e.g. social workers who may be supporting vulnerable kids in school) • Immunisation and essential Maternal and Child Health services to operate • Community based services which are required to ensure the health, safety and wellbeing of vulnerable people 	
ARTS AND RECREATION SERVICES	<ul style="list-style-type: none"> • Museum Operation • Parks and Gardens Operations • Creative and Performing Arts Activities 	<ul style="list-style-type: none"> • Zoos and nature reserves are permitted to operate for the purposes of treating or caring for animals; or performing an animal rescue function; or maintaining the facility/reserve. 	

SECTOR	CLOSED (FOR ON-SITE WORK)	OPEN (FOR ON-SITE WORK) - COVID SAFE PLAN	RESTRICTED OPERATIONS OR INDUSTRY SPECIFIC OBLIGATIONS
OTHER SERVICES	<ul style="list-style-type: none"> • Sports and Recreation Activities • Gambling Activities • Alpine resorts • Parking Services • Brothel Keeping and Prostitution Services, Sex on premises venues • Strip clubs • Civic Professional and Other Interest Group Services • Religious services and places of worship 	<ul style="list-style-type: none"> • Residential repair and maintenance by exception • Essential maintenance for safety and upkeep of public and recreational spaces, such as parks, gardens, golf courses • Motor vehicle and machinery repair by exception • Automotive, machinery and equipment repair and maintenance are permitted to operate where providing support to a permitted service or industry or where required to maintain the health and safety of Victorians at home or at work. • Labour hire when servicing an allowed workplace • Security services where required for the safety of a permitted workplace 	<ul style="list-style-type: none"> • Thoroughbred, Harness and Greyhound racing can continue in Victoria under strict biosecurity protocols with the minimum number of essential participants necessary to undertake the activity safely. The daily care and exercise of all horse breeds and greyhounds can continue, including to support racing, trialling and training, breeding and re-homing. • Residential and commercial services that were booked before 5pm 3 August and are scheduled to be carried out before 5pm 17 August, that are essential to the wellbeing or livelihood, will be permitted. All activity will be subject to a High Risk COVID Safe Plan. • Places of worship for the broadcast of religious ceremonies with a maximum of five people. • Places of worship or other community facilities for community purposes (e.g. Foodbank, soup kitchens)