

Access to Leave (Permanent and Fixed Term Employees) Coronavirus (COVID19)

There are many scenarios that may arise in regard to leave types due to the Coronavirus (COVID-19) pandemic. This fact sheet will be updated as appropriate as the situation changes.

Unable to work due to illness associated with the Coronavirus (COVID-19)

If you become sick (whether in self isolation or not), current Sick Leave entitlements and conditions apply as per the Local Government (State) Award.

Where your Sick Leave entitlement is exhausted, you may apply to use other forms of accrued leave under the Award (e.g. Annual Leave and Long Service Leave).

Where you have exhausted all accrued leave entitlements under the Award, you may apply for Special Leave paid or unpaid.

Caring for sick family members due to illness associated with the Coronavirus (COVID-19)

Where you are working from home whilst also providing care to a family member, it is expected you can balance caring responsibilities with your ability to undertake productive work, or other leave provisions can apply.

Where you are unable to work from home whilst caring for sick family members due to illness associated with the Coronavirus, current Carer's Leave and conditions apply as per the Local Government (State) Award.

Where you have exhausted all accrued leave entitlements under the Award, you may apply for Special Leave paid or unpaid.

Unable to work due to closures of schools and caring facilities associated with the Coronavirus (COVID-19)

Where you are working from home whilst also caring for family members due to closures of schools and caring facilities, it is expected you can balance caring responsibilities with your ability to undertake productive work, or other leave provisions can apply.

Where you are unable to work from home whilst caring for family members due to closure of schools and caring facilities, up to two weeks paid Special Leave will be provided before other leave entitlements are accessed (including Carer's Leave).

Unable to work due to compulsory self isolation directed by the Public Health Unit

Where you are not sick but are directed not to attend the workplace due to isolation requirements you may be required to work from home where this option is available. See the Working from Home Fact Sheet for further information. Where working from home is not available you will have access to Paid Special Leave for up to 14 days (unless you left Australia from 16 March 2020 onwards).

Unable to work due to closures of the workplace associated with the Coronavirus (COVID19)

Where you are directed not to attend the workplace due to the workplace closing you may be required to work from home where this option is available. See the Working from Home Fact Sheet for further information.

Where working from home is not available, Council may deploy you into other roles in the business where possible. You may be required to undertake different work (most likely essential work) as directed.

Where working from home or redeployment is not available you will have access to Paid Special Leave during the closure. Employees with more than 8 weeks Annual Leave or Long Service Leave that has not been taken within 5 years of it falling due may be directed to take this leave with 4 weeks notice as per the Local Government (State) Award.