

Critical COVID-19 Response Information for Employers in the Northern Territory

Current as at Friday 31 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>Stage 3 easing of restrictions commenced at 12pm on Friday 5 June 2020.</p> <p>All businesses still restricted were able to recommence from noon on 5 June 2020.</p> <p>Physical distancing of a minimum of 1.5 metres between people who are not known to each other.</p> <p>All businesses must have a COVID-19 Safety Plan to show how they will meet the requirements around the key principles of physical distancing and hygiene practices.</p> <p>Events and public gatherings may recommence. For events and gatherings of over 500 people, a COVID-19 Event Safety Plan must be submitted, and formal approval given by the NT Chief Health Officer prior to the event proceeding. For events and gatherings of less than 500 people, a COVID-19 Event Safety Plan must be submitted prior to the commencement of the event.</p> <p>Additional information for particular industries can be found on the NT COVID-19 website.</p>
Are the borders closed?	<p>People entering the NT must complete a Border Entry Form.</p> <p>People intending to enter the NT from an identified coronavirus hotspot are strongly urged to reconsider their plans; likewise Territorians intending to travel to a hotspot are advised not to.</p> <p>Anyone arriving into the NT from a hotspot must do 14 days mandatory supervised quarantine at their own cost.</p> <p>Hotspots are identified here.</p> <p>All international arrivals must complete 14 days of mandatory self-quarantine at a place directed by the NT Government and cover the expense of the quarantine fee.</p>
Do I need to keep paying workers?	<p>If your workers can work safely from home (discussed below), then they may do so.</p> <p>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.</p>

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	<p>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.</p> <p>The \$1,500 JobKeeper payment is payable irrespective of whether the employee is continuing to perform some paid work or whether they have been stood down without pay.</p> <p>Eligible employers can enrol for JobKeeper here.</p>
What should I be thinking about in implementing working from home arrangements?	<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>

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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