

Critical COVID-19 Response Information for South Australian Employers

Current as at Tuesday 25 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 Government sources for updated information.

What is the current Stage Response?

The South Australian government has released a [Roadmap for Easing COVID-19 Restrictions](#) of which “Step 3” came into effect on **29 June 2020**.

Step 3 is a simplified principle-based approach, except for some high-risk activities.

Physical distancing measures are still strongly encouraged (1 person per 2 square metres)

Gatherings at private residences may not have more than 10 guests, to a maximum of 20 people per gathering. Gatherings at private places are now restricted to no more than 100 people.

Most businesses may now open in South Australia, but the following restrictions apply:

- 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.

All businesses that conduct a Defined public activity must have a COVID-Safe Plan. A Defined public activity means:

- onsite purchase and consumption of food or beverages (whether occurring in an indoor or outdoor area)
- sport (including sports training), fitness or recreation activities
- indoor public meetings
- ceremonies
- provision of personal care services
- provision of public entertainment
- provision of recreational transport
- the operation of a nightclub
- the operation of relevant licensed premises
- the operation of a casino or gaming area

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- auctions and inspections of premises for the purpose of sale or rental of any property
- driver instruction.

The density requirement of 1 person per 2 square metres applies for Defined public activities. These requirements apply only to patrons, not staff.

From 21 August 2020, COVID Marshals will be required for the following prescribed operations:

- onsite purchase and consumption of food or beverages (whether occurring in an indoor or outdoor area)
- sport (including sports training), fitness or recreation activities
- indoor public meetings
- ceremonies
- provision of personal care services
- provision of public entertainment
- provision of recreational transport
- the operation of a nightclub
- the operation of relevant licensed premises
- the operation of a casino or gaming area
- auctions and inspections of premises for the purpose of sale or rental of any property
- driver instruction.

For how long will the current Stage Response be in place?

At this stage, there are no further changes planned.

Are the borders closed?

Travellers from Victoria, other than approved categories of Essential Travellers, are not permitted to travel to South Australia.

Cross-border community residents from NSW can enter within 50km for Essential Travel activities. No self-quarantine is required, unless you have travelled more than 50km into NSW, then you must self-quarantine for 14 days.

Travellers from NT, QLD, TAS and WA are able to enter SA directly without restriction.

Travellers from ACT and NSW, other than essential travellers are required to self-quarantine for 14 days and submit for COVID-19 testing on the first day of entry into SA and on the twelfth day of arrival.

A pre-approval process is now in place for travellers entering South Australia known as the Cross Border Travel Registration.

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It is stated that the registration should be completed at least 3 days before you travel.

Any travellers arriving from overseas are being quarantined in supervised accommodation for 14 days after arrival.

Quarantine fees now apply for Australian citizens and residents arriving in South Australia from overseas:

- one adult: \$3000
- additional adults: \$1000 each
- additional children: \$500
- children under 3: no additional costs.

These fees include meals and hotel room costs.

SA Police will assess and confirm each registration. There are checkpoints at roads leading into South Australia from other 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.

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

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.

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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.

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