

Critical COVID-19 Response Information for Victorian Employers

Current as at Monday 14 September 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?

Stage 4 restrictions came into effect at 6.00pm on **2 August 2020** for metropolitan Melbourne. **Stage 3** restrictions came into effect at 11.59pm on 5 August 2020 for regional Victoria.

A significant number of workplaces in Metropolitan Melbourne are subject to closure (if working from home is not possible) or limits on capacity. A comprehensive list of businesses permitted to continue to operate is appended to this factsheet. All workers permitted to continue to work must hold a Permitted Worker Permit. Details about Permitted Worker Permits and eligibility are [here](#).

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, compassionate reasons and caregiving;
3. Exercise or social interaction within 5 km of a person's home (2 people or a household can meet outdoors for two hours maximum, once per day); and
4. Study and work (if work cannot be undertaken from home).

A curfew applies from **9.00pm 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;

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- Hobsons Bay, Hume;
- Kingston, Knox;
- 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;
- people living alone or single parents can nominate one person with whom they can form a 'single social bubble'. The single person and their one nominated person may visit each other;
- professional respite care.

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 no more than 2 hours a day, split into a maximum of two sessions;
- 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 communal gym equipment and skate parks will be closed;
- Outdoor playgrounds open.

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

Gatherings

- outdoor public gatherings of up to 5 people from a maximum of two households can meet outdoors for social interaction; and
- people living alone or single parents can nominate one person with whom they can form a 'single social bubble'. The single person and their one nominated person may visit each other.

Sports and recreation

- outdoor exercise and recreation is allowed;
- there are no limits on duration or frequency of outdoor exercise and recreation;
- outdoor personal training allowed with a maximum of 2 people per trainer;
- outdoor pools are open;
- gyms are closed;
- community facilities are closed;
- indoor play centres and toy libraries are closed;
- indoor 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,

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	<p>provided that 1.5 metre distance can be maintained; and</p> <ul style="list-style-type: none"> • outdoor sporting facilities where physical distancing limits can be adhered to and no use of shared equipment or communal facilities. <p>Business, travel, retail and personal services</p> <ul style="list-style-type: none"> • 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); • 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, subject to density quotient and provided that patrons are attending the premises for necessary goods and services.
<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 until 11.59pm on Monday 28 September 2020.</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</p>

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	<p>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; • 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. <p>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.</p>
<p>What should I be thinking about in implementing working from home arrangements?</p>	<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>
<p>What are other safety measures that I should be considering right now?</p>	<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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