

Critical COVID-19 Response Information for South Australian Employers

Current as at Tuesday 20 October 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 [Emergency Management \(Public Activities No 10\) \(COVID-19\) Direction](#) came into effect at 12:01am on Saturday 3 October 2020.

The density requirement of 1 person per 2 square metres applies and physical distancing, or social distancing principles apply.

Gatherings at private residences may not have more than 50 guests. Gatherings at private places (other than a private residence) may have up to 50 people per gathering.

Weddings and funerals may have up to 150 people per gathering.

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

- communal food or beverage service areas (e.g. buffet bars or salad bars or communal water/beverage or sauce dispensers) 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

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- 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.

The locations and activities excluded from the Direction on public activities includes:

- airports
- public transport
- medical or health services, including hospitals
- emergency services
- disability, aged care or residential facilities
- prisons, correctional facilities or training centres
- courts or tribunals
- parliament or Government House
- council meetings (although members of the public must adhere to maximum occupancy and density requirements)
- food markets, supermarkets, grocery stores, retail stores or shopping centres
- workplaces, including offices, factories, laboratories, repair or maintenance premises (workshops), mining or construction sites, waste disposal or processing facilities
- land or vessels used in the production or treatment of primary produce
- schools, universities, educational institutions and childcare facilities
- accommodation facilities such as hotels or motels
- where people are transiting through a place
- any other gathering deemed exempt by the State Coordinator.

The businesses and activities required to make and retain records of patrons for contract tracing are:

- gaming machine venues
- indoor fitness classes
- indoor public meetings
- personal care services
- ceremonies
- weddings (including wedding ceremonies and receptions)

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- funeral services (including wakes)
- private functions
- auctions and inspections of premises for the purpose of sale or rental
- provision of recreational transport
- driver instruction.

From 21 August 2020, COVID Marshals are required to ensure venue capacity, physical distancing and infection control requirements for the following prescribed operations:

- onsite purchase and consumption of food or beverages (indoors or outdoors)
- religious or faith-based ceremonies (other than wedding ceremonies or funeral services)
- supermarkets and hardware stores
- distribution centres (including associated transport operations)
- gymnasiums and fitness centres
- swimming pools used by the public
- sporting clubs
- any activity where a COVID Management Plan is required
- any operation which may be defined by the state coordinator.

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

At this stage, there are no further changes currently foreshadowed.

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 members from Victoria are permitted to enter South Australia if they reside within 70 km of the border for essential purposes only. Those members must have had a COVID-19 test within the last 7 days and cannot travel further than 70km over the border into South Australia. Any person entering South Australia from Victoria as an essential traveller will need to complete a cross border travel registration form.

Travellers from NT, QLD, TAS, NSW, ACT and WA are able to enter SA directly without the requirement for a COVID-19 test or 14 day self-quarantine upon arrival as long as they have been in the low community transmission zone (ACT, NSW, NT, QLD, TAS or WA) during the 14 days immediately before their 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 14 days before you travel.

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.

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 cost.

These fees include meals and hotel room costs.

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,
- specialist workers in essential sectors,
- 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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