

## Critical COVID-19 Response Information for Tasmanian Employers

Current as at Thursday 5 November 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.

<p><b>What is the Current Stage Response?</b></p>	<p>The number of people permitted in a business area or activity (other than households) is 1 person per 2 sqm, up to a maximum of:</p> <ul style="list-style-type: none"> <li>• 250 people for undivided indoor space; and</li> <li>• 1000 people in an undivided outdoor space.</li> </ul> <p>Standing activities in licenced venues (like darts, pool and karaoke) is now allowed. People drinking alcohol must be seated. Dancing restrictions in all venues is allowed.</p> <p>The State Government also announced <a href="#">Government services closures</a>, including specified services provided by:</p> <ul style="list-style-type: none"> <li>• Communities Tasmania</li> <li>• Health</li> <li>• Justice</li> <li>• Primary Industries, Parks, Water and Environment</li> <li>• State Growth</li> <li>• Treasury and Finance</li> <li>• Government House</li> </ul> <p>Households may have up to 20 people, not including residents of the house.</p>
<p><b>For how long will the current stage be in place?</b></p>	<p>The stages of easing of restrictions will continue to be based on public health advice.</p>
<p><b>What if I am not one of the employers that is included in the types of businesses included in the current Stage Response?</b></p>	<p>The Government continues to encourage employees to work from home where possible.</p>
<p><b>Are the borders closed?</b></p>	<p>Border restrictions in Tasmania depend on the location the person is travelling from. Travellers from ACT, NT, QLD, SA, WA and NZ (and NSW from 6 November) can enter Tasmania without quarantine. Those travellers must register their details via the Tas-e-Travel system a minimum of 3 days before travel.</p> <p><b>Persons</b> travelling from Victoria must quarantine for 14 days on arrival in Government designated accommodation.</p>

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<p><b>Do I need to keep paying workers?</b></p>	<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>
<p><b>What should I be thinking about in implementing working from home arrangements?</b></p>	<p>Kingston Reid has developed a <a href="#">Working from Home Checklist</a>, to which employers may refer in preparing employees to work from home.</p> <p>This <a href="#">Checklist</a> 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><b>What are other safety measures that I should be considering right now?</b></p>	<p>As part of the Tasmanian Government’s plan to ‘Rebuild a Stronger Tasmania’, all workplaces will be required to have a COVID-19 Safety Plan that complies with minimum COVID-19 safety standards. The <a href="#">Direction for COVID-19 Workplace Plans</a> sets the minimum standards for workplaces to be COVID Safe.</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>

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