

COVID-19 WEBINAR Q&A

Below are high-level responses to some of the questions raised in the COVID-19 Webinar on Wednesday 25 March 2020. Please contact us for specific advice.

We consolidated some similar questions relating to Health and Safety. We recommend you read through all questions and answers within this Q&A as some questions provide more detailed information than others and may more closely relate to your particular circumstances.

Please note this information may be subject to change as the crisis continues to develop.

Health and Safety

What if COVID-19 is brought into our workplace by a customer vehicle?

Employers will need to take appropriate steps to manage the health and safety of their workers (e.g. using PPE, asking customers not to attend the workshop if they believe they may have been exposed to COVID-19 etc.).

If an employee tests positive for COVID-19, they will be required to self-isolate along with anyone who has come in close contact.

If a staff member is diagnosed with the virus it states if we have had close contact we must self-isolate, therefore does the 15min face to face contact or the 2hrs in an enclosed area apply?

Anyone who has been in close contact with a confirmed case of COVID-19 should also self-isolate for 14 days from the last date of contact. Close contact means:

- greater than 15 minutes face-to-face contact in any setting with a confirmed case in the period extending from 24 hours before onset of symptoms in the confirmed case; or
- sharing of a closed space with a confirmed case for a prolonged period (e.g. more than 2 hours) in the period extending from 24 hours before onset of symptoms in the confirmed case.

If there is an outbreak at the business, is the business exempt from any potential legal action from employees affected? Could the business be investigated from a duty of care standpoint and if found not to have acted in accordance with government directives or failed to provide a safe work environment, could the business be liable?

Employers have legal obligations under work health and safety legislation. In particular, employers have a duty to ensure, as far as reasonably practicable, the health and safety of their employees and all persons in their workplace. We strongly recommend that businesses follow government directions and take all reasonable steps to provide a safe workplace.

If an employee contracts COVID-19, they may be eligible to make a workers' compensation claim.

Workers' compensation arrangements differ across schemes however generally to be eligible a worker:

- would need to be covered by the scheme, either as an employee or a deemed worker, and
- would need to have an injury, illness or disease of a kind covered by the scheme, that arose out of or in the course of their employment.

CONTACT EMPLOYER ASSIST

If you require further advice, please contact Employer Assist on **1300 735 306** or email aaaa@employerassist.com.au

As we are experiencing a high volume of calls and we are taking the time to talk through multiple scenarios and options with members it may take us a little longer to respond to your telephone enquiries. As such, it is our preference if you are able to email enquiries in the first instance and we will call you if we require more information.

This document is intended for general information purposes only and should not be regarded as legal advice. Please contact Employer Assist by Industry Legal Group if you require legal advice. 3466-1515-7519, v. 1