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# Welcome to **COVID-19 & Managing Employees**

The session will start shortly please stand by

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# COVID-19 & Managing Employees

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# Overview

- Health and safety obligations
- ‘WFH’ – Working from home
- Employment landscape
- Employment options / levers
- JobKeeper
- Varying employment terms
- Independent contractors

# Health and safety obligations

- COVID-19 is a WHS issue
- Employers/ PCBUs have a duty as far as reasonably practical to ensure the health and safety of workers and others at the workplace
- Risk assessment
- Reasonably practicable steps to eliminate or minimise risks
- Privacy / confidentiality

# Working from home

- Those that can, are working remotely
- The home is a workplace
- Usual WHS requirements apply
- Unique and additional WHS issues arise
- Ergonomics
- Mental health must be a focus

# Employment landscape

- Significant disruption to business
- Employers closed or 'shut down'
- Immediate job losses
- Immediate steps to reduce costs
- Some employers very busy - recruiting
- Employment law non-compliance
- Various government directives and support packages

# Employment options / levers

- Redundancy / avoiding redundancy
- Close down v stand down
- Utilising accrued paid leave
- Unpaid leave
- Redeployment
- Reduction of hours or pay

# JobKeeper

- Federal Government funded wage subsidies to keep staff employed
- \$1500 per person per fortnight for 6 months
- Available to NFPs
- Eligibility criteria
- Register now
- Other NFP relief

# Varying employment terms

- Award variation cases
- FWC – on its own motion
- Enterprise agreement variation
- Employment contracts – by agreement

# Independent contractors

- Consider the contract!
- Is there a force majeure clause?
- Is performance frustrated?
- What are the payment and notice requirements?
- Are they an employee?

# Questions?