
CIRCULAR NO. GEN/10/CCV/2021
DATE: 27 May 2021
SUBJECT: Victorian Restrictions – guidance for exposure sites
ATTENTION: Club Managers

We confirm that Victoria will return to Stage 4 restrictions as of **11.59pm on Thursday 27 May 2021** and that the Government has indicated that these restrictions will end on **11.59pm on Thursday 3 June 2021**.

The purpose of this Circular is to provide guidance if your workplace has been identified as an exposure site.

1) Is my business an exposure site?

As of today, there are over 150 identified 'exposure sites' in Victoria. A workplace will be an exposure site if a confirmed COVID-19 case has visited during their infectious period, including 48 hours prior to when they developed symptoms.

Exposure site locations are being regularly updated at <https://www.coronavirus.vic.gov.au/exposure-sites>, and health authorities are contacting business owners.

Being named as an exposure site does not mean that there is an ongoing risk associated with your premises, and you can safely operate within current restrictions and after following health advice.

An exposure site location will stay on the list for 14 days after the last time someone with COVID-19 visited during the period.

2) What should a business do if there is a confirmed case of COVID-19?

Primarily follow health advice, which will be appropriate to your particular circumstances.

There is no automatic requirement to close an entire workplace following a suspected or confirmed case of COVID-19, for example if a person has only visited part of the workplace and health authorities have advised you that it is safe to stay open.

Work Health and Safety laws require a person conducting a business or undertaking to ensure, so far as is reasonably practicable, the health and safety of their workers and others at the workplace, which includes providing and maintaining a work environment that is without risk to health and safety.

Exposure to COVID-19 is a potential hazard for workers and other people at workplaces – as such, employers must have measures in place to protect worker health and safety and manage these risks.

3) Employee management

An employer must not dismiss or injure an employee in their employment if they need to quarantine or self-isolate to avoid the risk of spreading the virus in the workplace.

Employers also have a positive duty to avoid discrimination, which means they must support staff returning to work and ensure workplace discrimination does not occur. Steps should be taken to reduce stigma around COVID-19 for those returning to work after a period of quarantine or illness, and staff should be encouraged not to make assumptions of risk based on discriminatory reasons.

Confidentiality must be maintained regarding staff members or visitors who are confirmed to have

COVID-19, and if staff have any concerns they should be invited to discuss them privately.

4) What happens if an employee (or their family/household member) becomes unwell?

An employee must give their employer evidence of the illness or unexpected emergency if their employer asks for it. An employer can also ask for an employee to provide a certificate of clearance from their employee before the employee returns to the workplace.

During current restrictions, full and part-time essential worker employees who can't come to work because they are sick, or caring for an immediate family or household member who is sick, can access their accrued personal (sick/carer's) leave. Casual employees are entitled to 2 days of unpaid carer's leave per occasion.

Full and part-time employees can take unpaid carer's leave if they have no paid sick or carer's leave left. In the current climate employers and employees may also agree for full and part-time employees to access accrued annual leave (and in certain circumstances long service leave) to cover their absence.

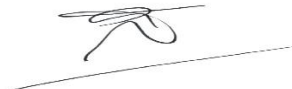
5) Are employees entitled to workers' compensation entitlements?

An employee who has an illness arising from COVID-19 may be entitled to workers' compensation, depending on how they contracted the virus. The test differs from State to State but generally, to be covered, the employee's employment must have significantly contributed to the employee contracting the virus. Where an employee's employment puts them at greater risk of contracting the virus this test may be easier to meet which is why risk measures should be adopted as identified above. Every matter will need to be considered on its individual merits, having regard to the individual circumstances.

The Information provided in this e-mail is generic advice. For advice in respect of your specific situation, please contact the SIAG National Advisory Service on 03 9644 1400 or 1300 742 447.



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