

## **5-day Snap Lockdown extended 7 days until 11:59pm Tuesday 27 July 2021**

The Victorian Premier has today [announced](#) that the 5-day Snap Lockdown will be extended for **all of Victoria until 11:59pm Tuesday 27 July 2021**. Accordingly, there remain five reasons for people to leave their home:

- shopping for things that are needed (once per day);
- care and caregiving;
- exercise (up to 2 hours per day);
- authorised work and permitted education; and
- to get vaccinated and other specified reasons.

The limitation on exercise and shopping will remain **five kilometres from home** – or the nearest location (if not within the five kilometre radius).

The following automotive industry businesses can continue to operate through this extended lockdown in **Victoria** as **authorised providers and workers**:

- Petrol stations, including a petrol station that sells groceries
- Vehicle and mechanical repair services, including 'log book' servicing
- 'Click and collect/deliver' services
- Emergency repair workers
- Roadside assistance services
- Ancillary and support businesses, where necessary for the operations of an authorised provider
- Administrative services provided by an employer to enable its employees to work from home – e.g. payroll and IT services
- Truck stops and roadhouses, but not the provision of seated dining or shower facilities to persons who are not transport, freight or logistics drivers.

In addition, travel to Victoria using Red Zone Permits will be temporarily paused unless an exemption applies - however there are no changes to the current arrangements for border communities.

### **Face coverings**

Must be carried at all times and **worn indoors and outdoors** except if at home, or when visiting an intimate partner's place of residence or if an exemption applies.

### **Density quotients**

For the above workplaces that are authorised to remain open during the lockdown, density quotients in shared spaces and publicly accessible areas at the work premises of **1 person per 4 square metres**.

## QR Code Requirements

The electronic record keeping requirements through **Victorian Government QR Code Service** will continue to apply for those businesses that are eligible to continue operating during the lockdown period.

## COVIDSafe Plan

VACC recommend that COVIDSafe Plans should be reviewed to ensure it remains current and the requirements are being adhered to and communicated with all relevant staff. Members are encouraged to contact the VACC OHSE Unit for any further information or assistance, including in relation to their [COVIDSafe Plan obligations](#) on 9829 1265.

## What entitlements apply for employees required to self-isolate/quarantine?

Employees who have visited a location at the date and time where a COVID-19 case has visited – may be required by the Victorian Department of Health and Human Services (DHHS) to get tested and quarantine, despite not feeling unwell or not having any symptoms.

An employee is entitled to paid **personal/carer's leave only** in circumstances where they are unfit for work due to personal illness or injury – or in relation to carer's leave, where they are required to provide care or support to a member of the employee's immediate family or household – because of a personal illness or injury affecting the member, or an unexpected emergency affecting the member. Therefore, an employee who is required to quarantine is **not entitled** to paid personal/carer's leave **unless** they meet these requirements.

Where the employee has sufficient **annual leave (or long service leave)** accrued, an employer may approve this request. In certain circumstances an employer might also consider agreeing to a request for annual leave in advance (i.e. prior to the leave having been accrued). Such an agreement must be in writing and meet a number of requirements. It is therefore recommended that members considering granting leave in advance contact the IR Department for further information.

Where neither paid personal/carer's leave nor annual leave is appropriate, the employer may approve a period of **unpaid leave** for the employee. In such circumstances it is important to note that employees required to self-isolate or quarantine by DHHS may be eligible for the **Australian Government's \$1,500 Pandemic Leave Disaster Payment and/or the Victorian Government's \$450 Coronavirus (COVID-19) Test Isolation Payment**. Employees seeking further information on eligibility requirements can be directed to [Services Australia](#) and the [DHHS](#).

## Can I stand down employees?

Members who are unable to operate as a result of the extension to the snap lockdown are advised to consult with affected employees about taking **paid annual leave, long service leave, or unpaid leave** during this period. VACC advises a similar approach may be taken by businesses who are unable to provide employees with their usual ordinary hours of work, as a result of the lockdown.

Where agreement is reached, a written record of the employee's request to take leave must be kept.

If agreement is unable to be reached and the business is unable to operate as a result of the lockdown, the employer is entitled to **stand down** the employee without pay.

Members considering standing down an employee should contact our Industrial Relations experts on 9829 1123 or [ir@vacc.com.au](mailto:ir@vacc.com.au) for further advice and assistance.

## Will the State Government provide financial support to affected businesses?

Eligible businesses are able to access payments of **\$2,000** through the [Business Costs Assistance Program](#). Eligible businesses will include non-essential retailers, and are based on eligible ANZSIC classes for the Business Costs Assistance Program - Round Two, that applied to the previous Victorian 'Circuit Breaker' Lockdown in May/June 2021. Details of those ANZSIC classes can be accessed [here](#). For those businesses who previously received payments through the Program, the payment will be made automatically. More information is available at [business.vic.gov.au](http://business.vic.gov.au).

Employees affected by the snap lockdown will be able to access payments of **\$600** for individuals that lose **20 hours or more** of work, and **\$375** for individuals that lose between **8 and 20 hours** of work, through the Australian Government's COVID-19 Disaster Payment scheme. No liquid asset eligibility test will apply, with applications to be made directly through **Services Australia** at [www.servicesaustralia.gov.au](http://www.servicesaustralia.gov.au)

VACC understands that further announcements on business support measures will be made tomorrow.

## Can I be fined for non-compliance?

From 1 July 2021, on-the-spot fines have increased to up to \$1,817 (for individuals) and up to \$10,904 (for businesses) for breaches of COVID-19 restrictions.

VACC will continue to keep member advised of developments. Members needing further advice or assistance are encouraged to contact VACC's Workplace Relations team on 03 9829 1123 or [ir@vacc.com.au](mailto:ir@vacc.com.au).

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