

COVID-19 PAY AND LEAVE TABLE AS AT July 2023

This table reflects Council's current decisions about pay and leave and is subject to change over time. Please also see the leave conditions at the end of the table.

Please refer to www.coronavirus.vic.gov.au/checklist-cases for more information regarding testing and isolation requirements.

COVID-19 circumstances		Activity		Pay/leave
1	Employee has tested positive for COVID-19. Fit for work but following government directions (employee must isolate for at least 5 days or until they no longer have symptoms) or Council requirement to isolate (employee must isolate for at least 5 days or until they no longer have symptoms).	1A	Able to work from home	Work from home
		1B	Unable to work from home due to illness or job role	Employees within health and aged care related settings including Community Care (job roles will be advised), Immunisation, Maternal and Child Health, Children's services (see 3 below for specific roles/teams) - Up to 5 day's ordinary pay for each 5-day isolation period. If staff member cannot leave isolation in Day 6 because they remain symptomatic, a further 2 day's ordinary pay can be applied for up to a maximum 7 days.. If unable to return to work after 7 days due to ongoing side effects or illness post COVID-19 infection employee to take own leave entitlements. Other employees – should isolate for at least 5 days until they are symptom free. Can use all forms of accrued leave. RDOs and TIL??? May be able to work from home for part of absence 1,2,3
2	Employee taking time off work to have COVID vaccination.	2	Employee has time away from work to obtain vaccination	Up to one hour per dose. (Only applies to the employee, not to any family or household member. Employee can apply for carer's leave for this purpose).
3		3A	Able to work from home	May be able to work from home for part of absence

	Unable to work due to caring for family/household member who is sick with COVID-19.	3B	Unable to work from home due to job role/level of carer responsibilities needed	Can use carers leave If carers leave is not available employee can take other forms of accrued leave (Annual leave, RDOs, TIL, LSL)
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CONDITIONS:

COVID-19 leave:

1. Evidence will be required for each period of COVID leave. For example, a positive PCR test result or confirmation from Department of Health registering a positive Rapid Antigen Test.
2. The paid leave for COVID-19 is based on each employee's week. For example, if a full-time employee works 5 days per week, they receive 5 days' leave. If a part-time employee works 3 days per week for 4 hours each day, they receive 3 days' leave for 4 hours each day.
3. FDC Field Officers/ FDC Team Leader to attend educator home visits with unvaccinated children 0-6years
Supported Playgroup Staff to runs in playgroups and in home support with unvaccinated children 0-6years
PSFO Staff to attend in service visits to kindergartens and childcare centres with unvaccinated children 0-6years