

ADVISORY NOTICE

NEW SOUTH WALES 14 JULY 2021

NOTICE



THE REAL MEDIA COLLECTIVE ADVISORY GUIDE – NEW SOUTH WALES JULY 2021

INTRODUCTION

Given the increased number of COVID cases announced across New South Wales (NSW) today, the NSW government has extended the current Greater Sydney lockdown until midnight **Friday, 30 July 2021**. TRMC provides members with the following update on significantly relevant issues for the state of NSW.

NSW ENGAGEMENT AND PROTOCOLS

Given the current fast moving and evolving state of affairs in NSW, TRMC continues to inform the NSW Premier and relevant state government ministers across our industry, of the measures and protocols our members have in place to ensure the ongoing safety of our employees, our industry status as an essential service supply chain provider and the NSW community.

All Members must ensure they are across the protocols implemented throughout 2020 and remain compliant to all government notices across operating a COVID Safe workplace.

NSW COVID BUSINESS SUPPORT PACKAGE

Yesterday the Federal and NSW Government announced additional and new relief measures for NSW businesses and individuals impacted by the ongoing lockdown in Greater Sydney.

From week four (4) of the current NSW lockdown the federal and NSW state governments will jointly fund, on a 50:50 split, various business support payments for small to medium businesses. The program will be implemented and administered by Services NSW.

This package is in addition to an expanded NSW government small business grants program. Eligible businesses **may apply through [Services NSW](#) from 19 July 2021**. We provide a relevant summary of the proposed support package below and will provide members with greater details and eligibility criteria once this is formally released by government.

Small to medium business support payments

- > The new business support payments will be available to businesses with an annual turnover of between \$75k and \$50 million and has a turnover that is **30% lower than an equivalent two-week period in 2019**.
- > Eligible businesses will receive 40% of their NSW payroll payments at a minimum of \$1,500 and to a maximum of \$10,000 per week.

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- > For non-employing businesses, such as sole traders, the payment will be set at \$1000 per week.
- > To receive the payments, **eligible businesses will be required to maintain their full-time, part-time and long-term casual employee levels as of 13 July 2021.**

NSW business grants

- > The NSW government has expanded their recently announced grants program. Eligible NSW businesses with up to \$10 million in payroll tax can claim grants between \$7,500 and \$15,000 to cover the first three (3) weeks of restrictions.
- > Micro businesses with a turnover between \$30k and \$75k experiencing a 30% decline in turnover may be eligible for a \$1500 payment per fortnights of restrictions.
- > Payroll tax waivers of 25% will be available for businesses with Australian wages of between \$1.2 million and \$10 million that have experienced a 30 per cent decline in turnover, as well as payroll tax deferrals and interest free repayment plans.
- > In support of the NSW government scheme, the federal government will provide complimentary support by making the **NSW small business grants tax exempt.**

Effected individuals – COVID-19 Disaster Payment scheme

- > The federal government has also announced an expansion to the current scheme.
- > From week four (4) of a lockdown because of a Commonwealth declared hotspot, the COVID-19 Disaster Payment will increase from \$500 to \$600 each week if a person has lost 20 hours or more of work a week or \$325 to \$375 each week if a person has lost between 8 and 20 hours of work.
- > The COVID-19 Disaster Payment will become a recurring payment for approved recipients for as long as the Commonwealth declared hotspot and lockdown restrictions remain in place. This will remove the need for recipients to re-claim for each seven-day period of a lockdown.
- > The COVID-19 Disaster Payment has been amended so that a person would be eligible for the payment, including where they are still working, provided they have lost more than eight (8) hours or a full day of work.

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- > The NSW Government will fund any payments outside a Commonwealth declared hotspot, with the Commonwealth continuing to fund payments to recipients in a Commonwealth declared hotspot.
- > **Affected employees need to apply for this payment via [Services Australia](#).**

UPDATES ON RESTRICTIONS AND MANDATORY TESTING REQUIREMENTS

Given the increased numbers of COVID cases and exposure sites, particularly in the Fairfield LGA of Sydney, **from 12.01am, Wednesday 14 July 2021**, a new public health order has been enacted requiring mandatory testing for some workers.

Residents of Fairfield LGA:

- > Residents of the Fairfield LGA who work in other LGAs **must now be tested for COVID-19 every three days or 72 hours**, even if they do not have symptoms.
- > This testing requirement is only for people who live in the Fairfield LGA leaving for work in other LGAs, not people from other LGAs who enter the Fairfield LGA for work purposes.
- > Effected workers are required to comply with the testing requirement and have until the **close of business 16 July 2021** to comply with this requirement.
- > Effected workers do not need to have received a negative COVID-19 result before attending work – they need only to have been tested within the past 72 hours.
- > Employers have an obligation and a right to ask an effected employee, contractor or service provider for evidence that they have been tested.
- > Effected employees, contractors or service providers are required to provide evidence of the test upon request by their employer or business owner.
- > Business owners have an obligation to not allow an effected person to work at their premises where that employee cannot provide evidence of testing.

Greater Sydney testing requirements:

- > Workers from across Greater Sydney who work at locations more than 50km from the outer boundary of the Shellharbour, Wollongong, Wollondilly, Blue Mountains, Hawkesbury and Central Coast LGAs **must be tested for COVID-19 every seven days**, even if they do not have symptoms.

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- > Affected workers are required to comply with the testing requirement and have until the **close of business 18 July 2021 to comply** with this requirement.
- > Employers have an obligation and a right to ask an affected employee, contractor or service provider whether they can provide evidence that they have been tested.
- > Affected employees, contractors or service providers are required to provide evidence of the test upon request by their employer.
- > Business owners have an obligation to not allow an affected person to work at their premises where that employee can't provide evidence of testing.

Additionally:

- > A worker can evidence their testing via a text message, email or other form of evidence provided by a testing service or laboratory – if this is not supplied, premises owners must not permit a person who lives in the City of Fairfield LGA to work on their premises.
- > For serious breaches, workers and employers can be prosecuted in court and subject to a \$11,000 fine or six months in jail for an individual, or \$55,000 fine for a corporation.
- > NSW Police can ask an individual for identification and evidence of having been tested for COVID-19 from people from Fairfield LGA to determine if they are complying with these requirements. This could occur during travel times to and from work, when a driver or letterbox contractor are making deliveries, and potentially at a workplace.
- > The Public Health Order specifies the direction for 'workers' and therefore includes all employment levels, contractors, sub-contractors and service providers. Sub-contractor arrangements should also be considered and included in your company procedures across testing requirements.

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MEMBERS - TO DO LIST

- ☐ Members should consider whether they have any employees, contractors or use service providers that may be affected as result of this new public health order. This includes letterbox delivery contractors.
- ☐ For those members with effected employees, contractors or service providers, we recommend documenting a procedure to your approach, signed receipt of these procedures to your key managers and team leaders, record-keeping that the procedures are being adhered to.
- ☐ Members should consider reminding employees, contractors and service providers that these new requirements are law and must be complied with by both them and the business to avoid potential fines and prosecution.
- ☐ These new testing requirements, and the current delays at testing facilities, may cause effected employees to be late for work start times. Members should be mindful of this possibility and discuss any such a concern with effected employees.
- ☐ Members should ensure other employees behave appropriately towards any employees, contractors or service providers who are impacted by these new testing requirements.

Members with any related queries can contact the Collective's Charles Watson via email charles@thermc.com.au or phone 0428 568 032.

NOTE: The information in this Advisory is general and was correct at the time of writing. However, this information can change quickly and further travel related restrictions may be imposed. TRMC recommends members ensure any related decisions are made on current and up to date information. The Real Media Collective, 14th July, 2021.

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