



Coronavirus (COVID-19)

Frequently asked questions

12 March 2020

Employment Flexibilities

Will I continue to be paid if I am required to self-isolate because I am in an officially identified at-risk group or because there is a reasonable concern about exposure?

For the period you are required to self-isolate, you will continue to be paid your ordinary salary and be placed on special leave (Infection Risk – Remain at Home).

If during this period you become or are symptomatic, you can access personal leave/sick leave for the period you are ill.

If I become symptomatic and I don't have any personal leave/sick leave available, what leave can I take?

If your personal leave/sick leave has been exhausted, other forms of leave may be available. Depending on your circumstances and the applicable industrial agreement, the employer may approve you accessing up to five days of your next year's personal leave entitlement as sick leave.

What is considered to be 'reasonable evidence' when considering a reasonable concern of exposure to COVID-19?

Matters will be considered on a case by case basis. Reasonable evidence would need to substantiate the risk of exposure and may include: evidence of travel, boarding pass, notification of direct contact with infected person etc).

Will I be able to work remotely from home?

Working from home arrangements may be accommodated, where practicable, consistent with agency policies. Employers should apply a pragmatic approach to working from home arrangements.

Are you going to ask me to work at a different location or site?

As the situation evolves you may be required to work at an alternative location or have your duties temporarily varied. Each matter will be considered on a case by base basis and you will be appropriately consulted with.

For the most recent Public Sector Labour Relations Circular on COVID-19 visit:

<https://www.commerce.wa.gov.au/labour-relations/circulars-departments-and-organisations>