
CIRCULAR NO. GEN/28/CCV/2020
DATE: 5 August 2020
SUBJECT: COVID-19 – Stage 4 (Metro) and Stage 3 (Regional) Business Restrictions
ATTENTION: Club Managers

Further to our recent updates, as you are all aware, the Victoria State Government implemented (in summary):

(a) **Stage 3 Restrictions:** to be applied in regional Victoria (which now includes Mitchell Shire) from 11.59pm TONIGHT (Wednesday 5 August 2020). Essentially, Stage 3 restrictions mean:

- restaurants and cafes can only offer delivery and takeaway;
- beauty and personal services will need to close;
- entertainment and cultural venues will need to close; and
- community sport will need to cease.

Therefore, based on available information, relevant to Clubs, in terms of the restrictions the Government has published the following:

- *Clubs are closed - They can offer take away food and alcohol.*
- *Outdoor sport facilities will be closed, except for facilities where people can exercise with no more than one other person or members of your household while maintaining 1.5 metres distance. Equipment should not be shared, and communal facilities cannot open. Personal training outdoors can occur but with a limit of two participants plus the instructor.*

In terms of the second bullet point, applying this in a consistent manner to the prior Stage 3 Restrictions imposed on Metropolitan Melbourne (and Mitchell Shire) the intent is, specifically:

- *Outdoor sport: only allowed to exercise, or sporting activities such as fishing, golf, boarding, tennis, surfing and drive range shooting with one other person or household members, provided 1.5 metre distance can be maintained;*
- *Outdoor sporting facilities: closed, except for facilities where public gathering and physical distancing limits can be adhered to and there is no use of shared equipment or communal facilities (eg tennis courts, golf courses)*

Therefore, Clubs under Stage 3 Restrictions will be permitted to offer take away food and alcohol only. Golf clubs will be permitted to stay open for social play with the following restrictions:

- a person can only play golf with one other person or with members of their own household;
- golf carts should only be used by a person who has a disability, is over the age of 65 or who can demonstrate that they require a golf cart due to having special needs (golf carts will be required to be thoroughly cleaned between each use);
- people playing golf will need to keep at least 1.5 m from each other and maintain 100 metres from all other groups;

- equipment must not be shared between players or rented from the Club;
- masks must be worn;
- driving range must be closed.

(b) **Stage 4 Restrictions:** applying in Metropolitan Melbourne. Specifically, in regard to Clubs - in line with the business restrictions announced on Monday and those personal movement restrictions announced on Sunday, Stage 4 restrictions mean Clubs will be closed other than offering take away food and alcohol. As a business that will operate under significantly different conditions, Clubs have until **11.59pm Friday 7 August 2020** to enact a COVIDSafe plan.

(c) **Stage 4 - Worker Permit:** employees working in permitted industries will be required to carry a worker permit when travelling to or from work. As of **11.59pm TONIGHT (Wednesday 5 August)** when the new Stage 4 rules commence, if an employee:

1. works in a permitted industry;
2. works in an approved category for on-site work; and
3. cannot work from home

they must carry a worker permit signed by their employer. Fines will apply of up to approximately \$100,000 for businesses and \$20,000 for individuals will apply to employers who issue worker permits that do not meet or otherwise breach the scheme's requirements. A copy of the Worker Permit is **attached** for your attention.

This Circular is based on the announcement made by the Premier to date and we will provide further information when the Directives are released – should there be any areas of clarification / change for Clubs. We will continue to update you on any announcements.

Stand down / JobKeeper

Clubs will likely need to consider their workforce requirements during the Stage 3 and Stage 4 lockdown period. As per our earlier COVID-19-related updates, this will constitute a stand down under the Fair Work Act, and further, eligible Clubs will fall within the JobKeeper specific stand down measures. The JobKeeper direction can include a direction to perform different duties to those customarily performed by the employee and also a request to take a period of annual leave (which can only be refused by the employee if the refusal is reasonable). The request must not be made if the employee has less than 2 weeks of accrued annual leave.

The template letter regarding issuing a JobKeeper direction to an employee is **attached** for your information.

As you will recall, it is important to note that all permanent (ie non-casual) employees will continue to accrue leave entitlements during a period of stand down.

SIAG and CCV will continue to work with Clubs during this difficult time, and Clubs are encouraged to utilise the resources available via the SIAG/CCV online portal (which will continue to be updated as matters develop).

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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