



IMPORTANT: COVID-19 Update – Restrictions and requirements for South Australian employees

Date: 20 July 2021
To: All South Australian employees
From: Sharon Kendall, Regional CEO – SA

As you will be aware, the South Australian Government announced further restrictions across South Australia today.

What does this mean for me?

In accordance with current South Australian Government directions regarding restrictions, the following key advice remains important:

Face masks

- Must continue to be carried at all times;
- Must be worn indoors and outdoors unless an exemption applies.

Workplace

In accordance with South Australian Government directions, those employees who can work from home should work from home with only authorised workers able to be present onsite for work.

Authorised workers **must not present to work** if they are showing any symptoms of COVID-19, are awaiting COVID-19 test results, have tested positive to COVID-19, or are a close contact of a person who is either suspected or has been confirmed as COVID-19 positive. P If you have visited an exposure site, please refer to the information below.

As required during previous lockdowns, please visit [the SA Health website](#) regularly to stay informed of exposure sites within the community as advice is frequently being updated.

What if I have visited an exposure site?

If you have visited an exposure site, please complete the [SA Health Survey form](#) and advise your manager immediately. Do not attend the site unless you have undertaken the required testing and isolation in accordance with SA Health.



Exposure sites

Anyone who has attended an exposure site during the dates and times listed on the [SA Health Website](#), where a 14 day quarantine requirement is explicitly specified, must immediately isolate for 14 days since they, or a member of their household, were at the location; get a COVID-19 test immediately, and again on day 5 and day 13.

Your leave entitlements: Employees must get tested immediately and must isolate for fourteen (14) days from the date of exposure. On the provision of evidence (QR Code/receipt), Calvary will provide fourteen (14) days' paid COVID leave. Fourteen (14) days self-isolation and evidence of a negative test result must be provided to your manager before your return to the workplace.

Anyone who has attended an exposure site during the dates and times listed on the [SA Health Website](#), where **immediate testing and testing on day 5 and 13 is explicitly specified**, must seek testing and quarantine until a negative result is received. There is no requirement to quarantine after the day 5 and 13 test, unless you have symptoms.

Your leave entitlements: if you need to get tested, you can access up to 3 days of COVID leave whilst waiting for your test result. Once a negative test result is received you may return to work. If you test positive to COVID-19, you will be able to access your personal leave.

Anyone who has attended an exposure site during the dates and times listed on the [SA Health Website](#), where **it is explicitly specified to monitor for symptoms**, should monitor for symptoms. If symptoms develop, get tested immediately and isolate until you receive a negative result.

Your leave entitlements: If you develop symptoms and need to get tested, you can access your personal leave. If you test positive to COVID-19, you will be able to access your personal leave.

If I have symptoms of COVID-19 or if I have contracted COVID-19, what are my leave entitlements?

If you have symptoms of COVID-19 or are feeling unwell with any or all of the symptoms, you will need to take personal or carers leave.

In the event that you have tested positive for COVID-19 you will be entitled to personal or carers leave. If you do not have any personal or carers leave available, other leave options will be considered such as annual or Long Service Leave. Please speak with your manager to discuss options.

What if I am exposed to a known case of COVID-19 with no or unknown level of PPE?

If you care for a person in the course of your employment who is identified to have COVID-19, and you have worn appropriate personal protective equipment, you are not required to take any leave. If you have been



exposed to someone with a confirmed case of COVID-19 (outside the health care environment) Calvary will provide paid isolation leave for a period of 14 days to allow you to meet SA Health directives. Evidence of this exposure will be required. If at the end of the 14 days isolation, you are not experiencing symptoms and you are able to provide evidence of a negative COVID-19 test, you may return to the workplace.

If I need to care for children directed to stay home from school, what leave can I access?

Where an employee is required to care for children, they will be provided with 3 days personal and carers leave, from their existing leave balance, to allow time to make alternate arrangements for the provision of care for their children. Please speak to your manager if further leave is required.

If I am required to undertake travel related quarantine, what leave can I access?

If you are required to undertake travel related mandatory quarantine, you may access your annual leave. Should your medical condition change whilst you are in quarantine, you may access Personal and Carers leave.

Monitor your health - stay at home if unwell

COVID-19 presents as a mild illness for approximately 80% of cases, with fever and cough being the most commonly reported symptoms.

If you are unwell and are showing signs or symptoms of COVID-19, respiratory illness, gastroenteritis, as below, you should not present to work.

- fever;
- respiratory symptoms; including:
 - coughing;
 - sore throat; and/or
 - shortness of breath.

Other symptoms include headache, sore throat, fatigue, shortness of breath, chills and vomiting. Atypical symptoms of COVID-19 may also occur including chest pain, diarrhoea and conjunctivitis.

Who can I contact if I need support?

If for whatever reason you are finding this requirement distressing, please discuss your concerns with your manager in the first instance. If you require additional support, please contact our Employee Assistance Program (EAP) provider at 1300 361 008.

Thank you for all that you do for Calvary and the vulnerable people in our care.