

Coronavirus & Leave Entitlements

Contracting COVID-19

- Full-time and part-time employees can take paid sick leave if they can't work because they're sick with coronavirus. If they have no paid sick leave left, they should arrange with their employer to take some other type of paid or unpaid leave.

Self-isolating from COVID-19

- Employees working from home during self-isolation or quarantine have to be paid for the work they're doing. Full-time and part-time employees should also be paid their normal pay if:
 - Their employer directs them to stay home, they aren't sick with coronavirus and they are ready, willing and able to work.
- Employees **aren't** entitled to be paid (**unless they use paid leave entitlements**) if they can't work because:
 - An enforceable government direction requires them to self-quarantine, government-imposed travel restrictions are in place (for example, they're stuck overseas), or they're sick with coronavirus.

Agreed unpaid leave can be negotiated on a case by case basis between the employer and employee

If an employee doesn't come to an arrangement to work from home with their employer, or doesn't use paid leave, **then they aren't entitled to be paid for choosing not to work.**

If an employee is required to get tested for COVID-19 by their employer (**but it isn't required under a public health order**), they're entitled to get tested on work time and be paid for the time as if they had worked.

Unpaid Pandemic Leave (Schedule X)

- Award specific – employees will need to know their awards
 - Currently allowed under [74 different awards](#) until 30 Jun 2022 (follow link for list)
- Up to 2 weeks unpaid leave accessible if prevented from working due to self-isolation requirements or enforced lockdowns
- Does not require accrual and is immediately available to all types of employees
- Notice must be given to employer as soon as possible

Situation – Family member or household members contracts COVID-19

- Entitled up to 2 days of **paid compassionate leave** when a member of an employee's immediate family or household dies, or **contracts or develops a life-threatening illness** or injury.
 - Paid leave for full-time and part-time employees
 - Unpaid leave for casual employees
- Entitled up to 2 days of **unpaid carer's leave** when a member of an employee's immediate family or household dies, or **contracts or develops a life-threatening illness** or injury.
 - Restricted to full-time and part-time employees only