



Employment impact by COVID-19

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Facilitated by



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The Impact On General Practice

Clinics that are transitioning to telehealth:

A reduction in the workforce is occurring;

Casual hours are being reduced; and

Full-time and part-time staff hours are either being reduced, or positions are being made redundant.



However, there is a large group of general practices that are extremely busy:

Flu Clinics are under way;

Call contacts and times have dramatically increased; and

Practices have been recruiting new staff.

The Impact On Specialist Practice



The Elective surgery Freeze;



Reduction in GP referrals;



College recommendations; and



Patients choosing not to attend.

Stand Down VS Redundancy

Stand Down (Section 524 of the *Fair Work Act*)

- *“a stoppage of work for any cause for which the employer cannot reasonably be held responsible”.*

Redundancy (National Employment Standards & Clause 8 Of the Awards)

- When an employer: doesn't need an employee's job to be done by anyone

What is the
consultation
process
under the
Award?

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JobKeeper Support Package

Legislation will hopefully be passed through
Parliament today!



Flat rate wage subsidy is worth \$1,500 a
fortnight to eligible employees.



HIES Tips

Ensure you follow the correct
consultation process when
amending hours;

Base your changes on the
operational needs; and

Use this time (6 months) to
PREPARE your practice.

Make an attempt to keep people EMPLOYED

- Agreements to reduce hours across the practice;
- Agree to periods of leave (annual, LSL or unpaid); and/or
- Consult with staff for ideas!

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New Award Changes – Pandemic Leave

- Fair Work Commission is proposing to vary 103 Modern Awards;
- Commission hearing – 8 April 2020
- To introduce 2 weeks of unpaid pandemic Leave;
- Flexibility to have employers and employees agree to have annual leave on half pay;
- The proposed variation would operate until 30 June 2020 (however this may be extended);
- You can access the Award directly from the Fair Work Commission website OR HIES can send them to you.



Q & A



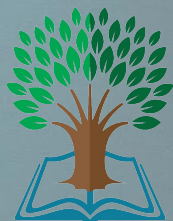
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GENERAL PRACTICE ESSENTIALS SERIES

Flu Vaccine 2020 and Logistics During COVID-19

Wednesday 15th April at 12:30pm AEST



Presented by
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