



Government Sector Labour Relations

Shaping a contemporary government sector workforce

Circular

Circular 7/2021 – Public sector workforce arrangements between 29 June and 2 July 2021

Background

On 28 June 2021 the Western Australian Premier announced a four-day lockdown affecting Perth and Peel. This Circular applies during the “lockdown period”, which is between 12.01am on Tuesday 29 June and 12.01am on Saturday 3 July 2021.

Workforce arrangements during the lockdown period

1. Public sector employees are required to work from home unless:
 - o they are essential workers as determined by their employer in accordance with the definition on WA.gov.au. These employees are required to attend work as usual, unless there are extenuating circumstances agreed by their employer; or
 - o they are unable to work from home for a reason including the nature of the work, family responsibilities, or inability to access technology or appropriate equipment.
2. Public sector employees who are working from home or who are essential workers are to be paid according to usual arrangements.
3. To support employees who are not working from home and are not essential workers during the lockdown period, public sector employers are to pay all employees the amount they would otherwise have been entitled to be paid (including allowances and penalties). The amount is to be calculated:
 - o for permanent employees, according to their anticipated working hours for the lockdown period;
 - o for fixed term contract employees, according to their contracted hours for the lockdown period; and
 - o for casual employees, according to their rostered hours for the lockdown period.
4. Public sector employees are not required to access any form of leave, including COVID-19 leave, to cover absences from work during the lockdown period, except as provided in clause 5 below.
5. Public sector employees already on leave, or with leave approved to commence during the lockdown period, are to remain or proceed on that leave unless the employer agrees to reverse the leave booking. There should be no expectation that extended leave will be reversed unless there are convincing operational reasons.
6. These arrangements cease to apply at the end of the lockdown period.

Future arrangements

The State Government will be revisiting planned scenarios in the event of extended or future lockdowns to determine what leave arrangements may be appropriate.

Further advice

To discuss how this Circular applies in specific circumstances, employers can contact their [Labour Relations Adviser](#) or email gslr@dmirs.wa.gov.au.



Jane Hammond | Executive Director
Public Sector Labour Relations

Issue date: 29 June 2021