



COVID-19 Bulletin – Leave arrangements for Term 2, 2020

This bulletin is to informally brief public sector employers on arrangements for Term 2, 2020.

Government announcement

On Friday 17 April, the State Government [announced](#):

- o Schools are open for all parents and carers who choose to send their children beginning on Wednesday 29 April;
- o Tuesday 28 April will be a pupil free day;
- o The State Government has been working collaboratively with the Catholic and Independent school sectors, who have been encouraged to follow these arrangements.

Details of additional spending to expand school cleaning and other measures to ensure school safety are on wa.gov.au.

Term 2 arrangements will be reviewed before the beginning of Week 4.

Absences from work

Circumstances surrounding the last weeks of Term 1 meant some parents and carers of school-aged children were unexpectedly left without suitable arrangements for supervision and needed to access personal or carer's leave to manage family responsibilities.

The Government's announcement means parents and carers can choose to send children to school in Term 2. Some parents and carers may decide instead to keep children out of school to participate in learning from home. Unlike the end of Term 1, there is no "unexpected emergency" requiring parents or carers to be absent from work, so personal or carer's leave will not be available.

Public sector employees choosing to keep children home will need to make arrangements to cover any absence from work. Depending on the individual case, arrangements might include accessing existing leave entitlements such as annual leave, long service leave, or accrued flexi leave.

Personal leave remains available for parents and carers absent from work where a child needs care or support because the child is sick or injured, for children with complex medical needs based on medical advice, or in an unexpected emergency. Personal leave may also be available where a parent or carer must care for a child on Tuesday 28 April.

Public sector employers are encouraged to be supportive and pragmatic in managing requests for leave to support employee choices in these circumstances.