



Note: This Circular was first published on 29 June 2021 to apply between 29 June and 2 July 2021. It was republished on 2 July 2021 to extend until 5 July 2021.

Circular 7/2021 – Public sector workforce arrangements between 29 June and 5 July 2021

Background

This circular applies during the lockdown and interim restriction periods applying in Western Australia between 12.01am on Tuesday 29 June and 12.01am on Tuesday 6 July 2021.

Lockdown period

On 28 June 2021 the Western Australian Premier announced a four-day lockdown affecting Perth and Peel between 12.01am on Tuesday 29 June and 12.01am on Saturday 3 July 2021 (the “**lockdown period**”). During the lockdown period, only essential workers were permitted to travel to attend workplaces. Public sector employees who were essential workers were identified by employers in accordance with categories published on WA.gov.au. Other employees were to work from home where possible.

Interim restriction period

The lockdown was followed by three days of interim restrictions applying between 12.01am on Saturday 3 July and 12.01am on Tuesday 6 July 2021 (the “**interim restriction period**”). During the interim restrictions, only public sector employees critical for the continued operation of government services, and advised by their employers, are to attend workplaces. Other employees are to work from home where possible.

Workforce arrangements during the lockdown and interim restriction periods

1. Public sector employees are required to work from home unless:
 - o during the lockdown period – they are essential workers as determined by their employer in accordance with the definition on WA.gov.au; or
 - o during the interim restriction period – they are identified by their employer as critical for the continued operation of government services.

These employees are required to attend work as usual, unless there are extenuating circumstances agreed by their employer or 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 and interim restriction periods, 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 or interim restriction periods;
 - o for fixed term contract employees, according to their contracted hours for the lockdown and interim restriction periods; and
 - o for casual employees, according to their rostered hours for the lockdown and interim restriction periods.
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 and interim restriction periods, except as provided in clause 5 below.
 5. Public sector employees already on leave, or with leave approved to commence during the lockdown and interim restriction periods, 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 interim restriction 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.



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