

COVID-19 ABSENCES AND PAY ENTITLEMENTS	What it means	What happens	Financial Support Employer can apply for	Pay entitlements	Leave entitlements	Isolation + testing in Red - Phase 3
<b>Tested for Covid-19</b>  Advised to test if: Have symptoms OR Household Contact	Employee is not at workplace  Cannot work from home  Not sick	Most likely use a Rapid Antigen Test (RAT)  If PCR - positive results come back within 48 hours; negative PCR results can take up to 5 days	<a href="#">Short Term Absence Payment</a> (STAP)  <b>\$359</b>  Can apply once every 30-days per employee	<i>See below for advice re: close contacts</i>	<i>See below for advice re: close contacts</i>	Isolate until a negative test result
<b>Household Contact</b>  Live with a positive case	Employee is not at workplace  Cannot work from home  Not sick  Employee has been advised to isolate by a health official	WAYS OF NOTIFICATION:  Text notification [2328]  Bluetooth notification  Receive a push notification  Informed by a positive case  Notification from education provider or workplace	<a href="#">Leave Support Scheme</a> (LSS)  <b>\$600 for employees working &gt;20 hrs</b>  <b>\$359 for employees &lt;20 hrs</b>  Weekly payment	General advice is that Employee may not be entitled to receive wages  <u>Recommend seeking legal advice before implementing any policy</u>	POSSIBLE OPTIONS:  <ul style="list-style-type: none"> <li>• annual leave</li> <li>• leave without pay</li> <li>• special paid leave</li> <li>• long-service leave</li> <li>• alternative holidays</li> <li>• other payments (eg. partial payments)</li> <li>• any combination of options</li> </ul>	Isolate for 10 days  <u>Phase 2 info not yet confirmed for Phase 3:</u>  <i>Isolate from Day 1 of household member getting positive result</i>  <i>Test on Day 3 and Day 10</i>  <i>If someone else in the house tests positive then cycle starts again</i>
<b>All other types of Contacts</b>	Employee is not at workplace  Cannot work from home  Not sick	In exceptional circumstances Employee may be told to isolate by a health official  <b>–note at Phase 3 standard advice is that they do not have to self-isolate</b>	Criteria inconsistent – clarification yet to come from MBIE  May be able to get STAP	General advice is that Employee may not be entitled to receive wages  <u>Recommend seeking legal advice before implementing any policy</u>	<i>See above for advice re: household contacts</i>	Do not have to isolate unless get symptoms
<b>Critical Worker</b>  Worker been deemed critical by business on Critical Service Register	Businesses and organisations self- assessed they meet the criteria for being critical services  Employee is a household contact  Not sick or symptomatic and fully vaccinated	Can return to work if live with a positive case following Test- To-Return protocol – ie. regular negative RAT results	N/A if employee working	Pay as usual if employee at work	As per employment agreement	Implemented in Phase 2; still in use at Phase 3
<b>Positive Case</b>	Employee is not at the workplace  Cannot work from home  Is sick	Employee is notified of a positive Covid-19	<a href="#">Leave Support Scheme</a> (LSS)	If unwell can use sick leave to top up LSS	Sick leave if unwell	Isolate for 10 days  Tested Day 3 and Day 8  Don't need a negative test to finish isolation
<b>Other Useful Info</b>	<ul style="list-style-type: none"> <li>• Only positive cases and their households required to isolate</li> <li>• Locations of Interest not published</li> <li>• RATs available to public to buy from March; use of these more common than PCR; PCR not needed for confirmation</li> <li>• <a href="#">Covid-19 Support Payment (CSP)</a> available for businesses:               <ul style="list-style-type: none"> <li>✓ Need to show that income is 40% lower in a 7-day period any time from February 16, compared to a typical week between 5 January and 15 February 2022</li> <li>✓ \$4,000, plus \$400 for each employee (up to 50 employees)</li> <li>✓ Applications open for first payment at 8am on 28 February</li> </ul> </li> </ul>					

