Returning to work & the workplace

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> Returning to the workplace - a new interactive tool for employers
>
> We've launched our Returning to the workplace – interactive employer tool (www.fairwork.gov.au/coronavirus-and-aus-tralian-workplace-laws/returning-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool) to help employers get their businesses back up and running during coronavirus.
>
> The tool gives tailored information to employers on returning to the workplace, scaling up operations and adapting to workplace changes. It can help to find the information you need when:
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> - transitioning employees back to the workplace, including lifting a stand down
> - changing employees' hours, duties or work location
> - introducing alternative working options for staff
> - keeping up to date with changes to workplace laws.
>
> Use the Returning to the workplace - interactive employer tool (www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool) now.

As coronavirus restrictions start easing, a number of industries and businesses are starting to operate again. This means that many employers and employees are planning their return to work or to the workplace.

We encourage employers and employees to work together cooperatively as they transition back to work. This includes planning for things like employees starting to work again after being stood down, making changes to start or finish times, or returning to work at their usual workplaces when they've been working from home or another location.

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- Changes to restrictions

- Planning the return to work

- Resolving issues when returning to work

- Myth-busting videos.

In this section:

- Managing the return to work and the workplace (www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/managing-the-return-to-work-the-workplace/managing-the-return-to-work-and-the-workplace)

- Directions to return to work and the workplace (www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/returning-to-work-the-workplace/directions-to-return-to-work-the-workplace/directions-to-return-to-work-and-the-workplace)

- Returning to the workplace - interactive employer tool (www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/return-ing-to-work-the-workplace/returning-to-the-workplace-interactive-employer-tool/returning-to-the-workplace-interactive-em-

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Changes to restrictions

The Australian Government recently announced a national 3-step plan (https://www.health.gov.au/news/health-alerts/novel-coron-avirus-2019-ncov-health-alert/easing-of-coronavirus-covid-19-restrictions/easing-of-coronavirus-covid-19-restrictions) ☐ to relax coronavirus restrictions, with states and territories to decide when to implement these changes locally. The changes affect how and when employers and employees can go back to work or the workplace.

For up to date information about which restrictions are being eased in your state or territory, select from the list below:

- New South Wales (https://www.nsw.gov.au/covid-19) ☐
- Victoria (https://www.vic.gov.au/coronavirus) ☐
- Queensland (https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19) ☐
- South Australia (https://www.covid-19.sa.gov.au/) ☐
- Western Australia (https://www.wa.gov.au/government/covid-19-coronavirus) ☐
- Tasmania (https://coronavirus.tas.gov.au/) ☐
- Northern Territory (https://coronavirus.nt.gov.au/) ☐
- Australian Capital Territory (https://www.covid19.act.gov.au/) ☐.

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Planning the return to work

Before employers and employees return to work, it's important that businesses have a plan to keep their workplace safe, healthy and free of coronavirus. It's also important to review the plan regularly so it stays up to date as restrictions change.

The National COVID-19 Coordination Commission has an online planning tool (https://pmc.gov.au/nccc/resources/planning-tool-help-businesses-reopen-and-be-covidsafe) ☐ to help employers develop this plan. These plans will help keep workers, customers and the community safe as businesses reopen or increase their activities.

As part of this planning, employers and employees need to consider their obligations under workplace health and safety laws in their state or territory.

More information:

- Health and safety during coronavirus (www.fairwork.gov.au/coronavirus-and-australian-workplace-laws/health-and-safety-in-the-workplace-during-coronavirus/default)
- Safe Work Australia online toolkit (https://www.safeworkaustralia.gov.au/covid-19-information-workplaces) ☐ – information and resources on workplace health and safety during coronavirus for a range of industries
- List of state and territory workplace health and safety regulators (https://www.safeworkaustralia.gov.au/whs-authorities-contact-in-formation) ☐ – information on who to contact about workplace health and safety in your state or territory or the Commonwealth.

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Resolving issues when returning to work

Employers and employees are encouraged to work together to find solutions that benefit both the workplace and affected individuals. For more information on dealing with conflicts and issues, visit Resolving workplace issues during coronavirus (www.fair-work.gov.au/coronavirus-and-australian-workplace-laws/contact-us/resolving-workplace-issues-during-coronavirus/) .

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Myth-busting videos

Watch our short video busting some common myths about returning to work during coronavirus, including myths about JobKeeper and other workplace issues.

In part 1, we deal with leave and stand downs, annual leave and JobKeeper and notice and stand downs. Watch now.

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In part 2, we deal with myths about work and the JobKeeper payment, employee duties back at the workplace, and JobKeeper and reduced hours. Watch now.

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