

## COVID19 - Country Updates - Australia

Updated 10th April 2020

Australia hasn't currently implemented a full lock-down as is seen in other countries globally. However, employees who are able to work from home are strongly encouraged to do so. Where this is not possible, the employer must ensure that all health & safety regulations set forth by the WHO are being followed and that social distancing is practiced in the workplace.

If more stringent lockdown measures come into force, employers can ask their employees to use up their annual leave entitlements if they are unable to work from home. Following the exhaustion of their annual leave entitlements, it is permitted to provide employees with two weeks' of unpaid pandemic leave, and to take further "double leave" at half pay. It should be noted that if this latter measure is implemented by the employer, it must apply to all employees within the organisation. Mauve Australia cannot currently implement this measure as the majority of our employees are able to continue working from home.

Flexibility in the workweek is permitted provided that both the employer and employee mutually agree on any changes.

## Let our Network Become Your Network

Through our local staff and global network, we can support your business on-the-ground when challenges and borders prevent you from being there yourself.



## Supportive Services to Suit Your Business

Mauve Group's solutions help you to adapt to a changing global environment and position your business securely. Our service packages can be engaged in the short- or long-term for your global employees or overseas entities.

**1 Employee Mobility** – If you have employees who want to return to a home country for health or safety reasons, we can help by facilitating their employment in that location and advise of any in-country liabilities that might arise for your organisation. When movement is limited globally, we can review immigration requirements and provide much needed travel advice through our Global Visa and Immigration services.

**2 Payroll, Tax and Risk Assessments** – Our teams in Payroll and Compliance can assess fiscal impacts, liabilities or risks that may arise from adapting your in-country business to new conditions, such as risk of permanent establishment. For relocating staff, we can carry out payroll calculations as well as salary and benefit benchmarking. We can provide advice on new governmental economic measures available to your business or workers, and any benefits or incentives due to home-based employees.

**3 In-country Operational Cost Review** – Our local experts can review the operational costs of your international business, make suggestions to reduce in-country expenditure and implement them as needed.

**4 Remote Working Solutions** – We can help to facilitate employees to work remotely on a long or short-term basis. If they are unable to travel or need to work from a different location to the office, our Global Payroll or Employer of Record solutions can make this possible. Our teams can consult on HR compliancy in-country, ensuring your contracts and HR procedures adhere to labour law through our HR Risk Assessments and Employment Factsheets.

**5 Remote Entity Management** – Need help with the logistics of managing your overseas entity from afar? We can offer in-country representation on your behalf, granting you access to our on-the-ground staff and expert partners. Should you need to open or close an entity due to changing business needs or accessibility issues, we have the network to facilitate this.

**6 Employee Wellbeing** – To preserve peace-of-mind for international and remote workforces, we can offer local insurance covers, access to in-country points-of-contact, local education and training, and worker protection and evacuation services through our partnership with an international security firm.

## Why Use Mauve?



Experience helping organisations expand into new territories



Established network in over 150 countries worldwide



Clients stay with us - average contract length of 5 years