

WGANZ COVID-19 BULLETIN 22 April 2020

The following is a selection of [useful FAQs](#) from COVID-19.govt.nz

[Can I open my business premise at Alert Level 3?](#)

Business can open their premises or sites if they can do so safely. People need to work from home unless that is not possible.

- Workplaces must be operating safely (complying with Alert Level 3 settings; meeting appropriate public health requirements; fulfilling all other health and safety obligations)
- Customers are not allowed on premises
- Businesses can trade if they do so without physical contact with customers (e.g. through phone/online orders, delivery, contactless pick-up and drive through)
- Businesses cannot offer services that involve close personal contact, apart from some essential services, or in an emergency or critical situation.

[Can I meet with customers face-to-face?](#)

No. Customer interactions should be done remotely – by phone or online. You can provide certain services in home, provided physical distancing and other public health guidance is observed, however, house cleaning is not allowed.

This includes appropriate hygiene measures and two-metre physical distancing, as required at Alert Level 4.

You should only ask the minimum number of workers to come to work, and it should only be for activities that are necessary to prepare the workplace for opening at Alert Level 3.

[What if the activity requires closer contact than two metres \(for example lifting heavy items\)?](#)

Some activities, such as lifting heavy items, may require two people to achieve safely. Employers should not do activities alone where it would be unsafe to do so. You may need to consider whether equipment can be used instead. You may also need to defer some tasks to when you have sufficient controls in place to manage all health and safety risks so far as reasonably practicable.

[What if I need to travel to get back to my business or workplace to prepare for Alert Level 3?](#)

If your business is in the same region where you are currently domiciled, you can travel to it.

My employer wants me to return to the workplace, but I'm worried about staying safe. What are my options?

Your employer is obliged to keep you safe and well. Regular employment law applies. You and your employer should discuss in good faith what options there are. You may be able to agree flexible working arrangements. If you can work from home, you should be paid as normal for your work.

You can agree to take annual leave in advance but can't be compelled to. Options include special paid leave, leave without pay, or a mix of these. You are strongly encouraged to take advice to ensure you choose the best option.

This bulletin is brought to you by Advicewise People - 0800 692 384. If you have any questions or would like to discuss the bulletin above, please call Philip or Anthony.
