

Coronavirus stand down options.

Scenario	Options
The Government has ordered that I shut down my business as a whole and my employees cannot work from home/other location.	<ul style="list-style-type: none"> You can stand down under the Fair Work Act without pay You can come to an agreement for your employees to take paid leave (eg annual and long service leave)
The Government has ordered that I shut down my business as a whole and my employees can work from home/other location.	<ul style="list-style-type: none"> You cannot lawfully stand down your employees in this instance If your employees can be usefully employed in this way, it is your obligation to ensure that they can continue to work For any employees who cannot work from home or in another location, stand down may apply
The Government has ordered that I shut down my business as a whole and my employees can work from home/other location, but I don't want them to work from home/other location.	<ul style="list-style-type: none"> You cannot lawfully stand down your employees in this instance If your employees can be usefully employed in this way, it is your obligation to ensure that they can continue to work
The Government has ordered that I shut down part of my business and my employees cannot work from home/other location.	<ul style="list-style-type: none"> For the employees who work in the part of the business that you must shut down, you have an obligation to see if they can be usefully employed elsewhere (eg. if they worked as a waitress in the restaurant, are you able to employ them as a delivery driver?) The employees who work in the part of the business that has been shut down and cannot be usefully employed elsewhere, can be stood down without pay The employees who work in the part of the business that has not been shut down cannot be stood down without pay. You may consider redundancy or having a conversation to vary their hours temporarily. The only exception to this is the scenario immediately below
The Government has ordered that I shut down part of my business (Part A) and my employees cannot work from home/other location. This closure has impacted another part of my business (Part B- not ordered to be shut down) as it solely relied on the work generated by Part A. Part B cannot operate and the employees can't work from home/other location.	<ul style="list-style-type: none"> Employees in Part A, can be stood down without pay In this case, employees in Part B can be stood down without pay as well
The Government has ordered that I shut down part of my business (Part A) and my employees cannot work from home/other location. This closure has impacted another part of my business (Part B- not ordered to be shut down) as it has greatly slowed down the amount of work/or has made continuing to operate difficult (but not impossible).	<ul style="list-style-type: none"> Part A employees can be stood down without pay Part B employees cannot lawfully be stood down For these employees, you may consider redundancy or having a conversation to vary their hours temporarily
My business has slowed down due to the coronavirus and as a result I cannot keep all of my employees. This is out of my control.	<ul style="list-style-type: none"> You cannot lawfully stand down your employees due to a downturn in your business You may consider redundancy or having a conversation to vary their hours temporarily
My supplier/manufacturer/other organisation which my business relies upon in order to operate has been ordered to shut down by the Government. But my business can continue to operate, but with great difficulty.	<ul style="list-style-type: none"> You cannot lawfully stand down your employees due to a downturn in your business You may consider redundancy or having a conversation to vary their hours temporarily
The Government has ordered that all of my clients shut down their businesses as a whole. My business cannot operate as a result.	<ul style="list-style-type: none"> You can stand down under the Fair Work Act without pay You can come to an agreement for your employees to take paid leave (eg annual and long service leave)