

A message from Carolyn Morris, CEO YMCA Victoria and Kingswim

Thursday 30 April, 2020

Carolyn Morris

Government updates and COVID app

- Hi everybody. I hope you're keeping well. Believe it or not we are now entering into the seventh week since the coronavirus began to have major impacts on our communities and the YMCA as an organisation. It has been six weeks since most of our centres have been closed and even longer for some.
- I hope you have been taking good care of yourselves and taking advantage of the Les Mills On Demand available to you. I myself did a meditation session yesterday evening which was so great for my mental health, I found myself doing a second one immediately afterwards.
- I'm here with Martina and Pauline today to provide our next update.
- I'd like to start by showing you some slides that were presented in our Board meeting yesterday regarding the latest Government updates.





COVIDSAFE APP

- The Australian Government developed the COVIDSafe app to keep the community safe from coronavirus (COVID-19).
- The app uses Bluetooth on your mobile to look for other devices with COVIDSafe installed, allowing your device to take note of contact you've had with other users by securely logging their reference code.
- If you or someone you've been in contact with is diagnosed with coronavirus, the close contact information securely stored in your phone can be uploaded and used by health officials to quickly trace people who've been exposed to the virus.
- All information gathered by the app is secure and all Australians are encouraged to download the app so that we can quickly respond to new cases of COVID-19.



Get the app



- I'd firstly like to highlight the new COVID-19 tracing app that has been released by the Australian Government. This app has been downloaded nearly 3 million times since its release, and the government have stated that the goal is to have 8 million downloads to really have its intended impact on communities. This app is a really important way of continuing to monitor and reduce the spread of coronavirus in our communities.
- I have downloaded it myself and it was very easy. The app uses Bluetooth on your mobile to look for other devices with COVIDSafe installed, allowing your device to take note of contact you've had with other users by securely logging their reference code.
- If you or someone you've been in contact with is diagnosed with coronavirus, the close contact information securely stored in your phone can be uploaded and used by health officials to quickly trace people who've been exposed to the virus.
- All information gathered by the app is secure and I encourage you all to download it if you have not already done so.

GOVERNMENT UPDATES

Victorian Government

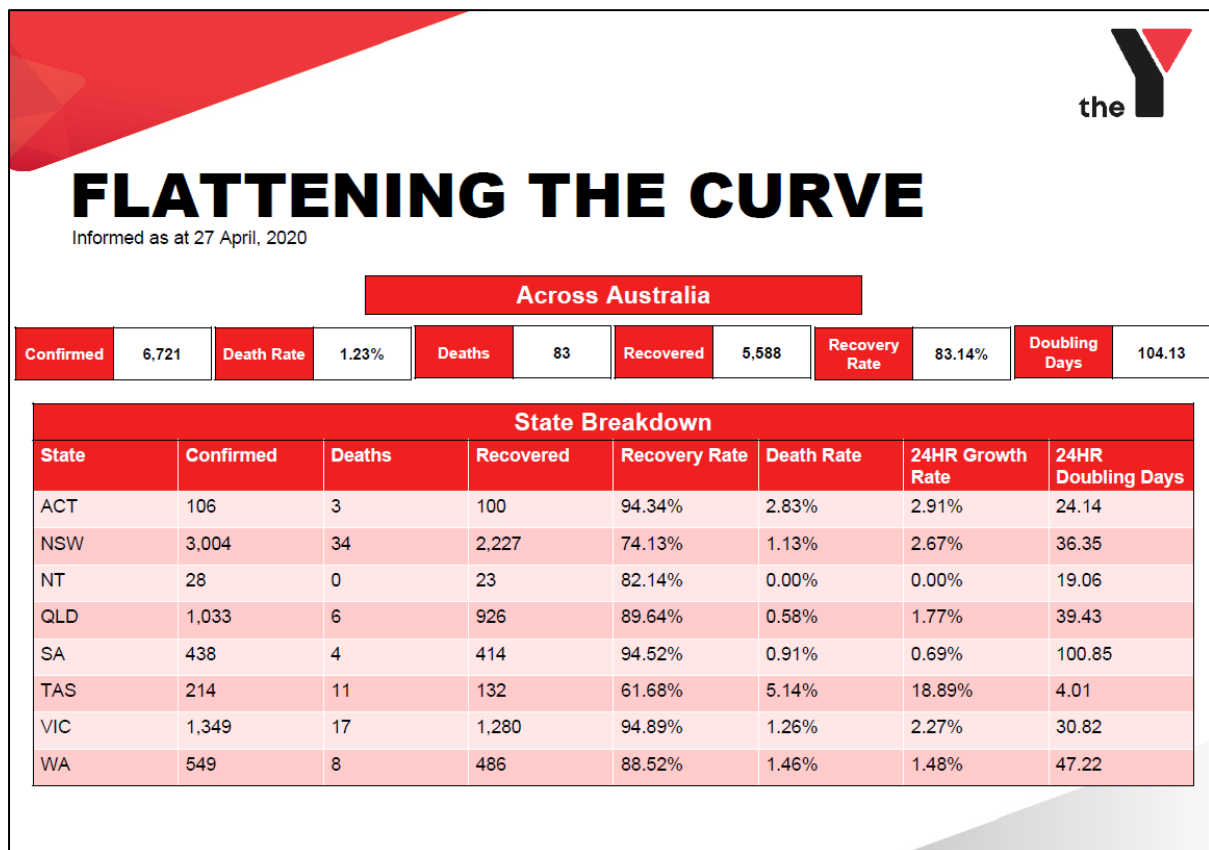
- Will be undertaking in-depth testing of 100,000 Victorians over the next fortnight to identify any underlying community transmission.
- Restrictions in Victoria are expected to be eased after the Federal Government's announcement expected on **Monday 11 May**.
- At this stage, Victoria has not relaxed stage three restrictions, whereas other states have commenced relaxation of social distancing rules.

South Australian Government

- South Australian Aquatic and Leisure Centre has reopened to Olympic athletes for training, however there is no confirmed opening date for the public.

- The Victorian government has announced it will be undertaking in-depth testing of 100,000 Victorians over the next fortnight to identify any underlying community transmission.

- The Premier has also announced that on the 11th of May he will provide an update as to whether we will be lifting the stage three restrictions we are currently under. While other states have begun relaxing their restrictions, Victoria has not and this is the advice we must continue to follow.
- In South Australia, our South Australian Aquatic and Leisure Centre has reopened for the Olympic athletes to train. However, there is no confirmed opening for the general public. We will monitor this and use it as a case study for further openings as they begin to happen in Victoria. Thank you to Adam Luscombe and the team in SA for their efforts to make this all possible.



- The next slide shows the Australian figures for current confirmed cases of coronavirus, the recovery rate, as well as sadly those who have died and were gravely ill. *[talk through numbers]*
- The reason I wanted to provide these government updates and figures is to provide further context to the situation we are all in currently, and to encourage you all to continue following the advice and rules the government are providing, so that we can begin to return to normality as soon as we possibly can.

JobKeeper update

- I'd like to begin with some great news – as some of you would be aware, the Youth and Community Services entity was initially identified as ineligible for JobKeeper based on the criteria provided by the Government.
- Late last week the ATO released updated rules for organisations to reassess against, and I'm thrilled to advise that we assessed that **the Youth and Community Services entity is eligible to receive JobKeeper payments**. Our Board of Directors held a special meeting on Monday morning this week to confirm that we will commence making payments – which we have now completed.
- So with that wonderful news, it means that all eligible employees who nominated for the JobKeeper subsidy across the Y Victoria have now been paid.
- I'd like to thank you all again for your support and patience, in particular employees within the Youth and Community Services entity, as I know you have been awaiting resolution to this important matter – we really worked around the clock to make this happen.
- We're pleased that we have been able to deliver the JobKeeper subsidy to you. We are aware so many other organisations have found it simply too difficult to administer the payments and/or it has been beyond their financial means and they therefore have not elected to participate in JobKeeper.
- I'll now handover to Martina who will take you through a further update on annual leave entitlements.

Martina Smythe

Annual leave

- Last week there were many questions about annual leave, but as it was our priority to first make the JobKeeper payments in time for you, we promised to update you this week on the employee relations rules provided by the Government in regards to leave during JobKeeper.
- The Government has released rules around annual leave which state that under the JobKeeper scheme, an employer can:
 - request employees to take paid annual leave while preserving at least two weeks worth of leave
 - agree in writing that the employee may take annual leave at half their usual pay for twice the length of time.
- The reason why the Australian government has released these rules is to ensure the JobKeeper wage subsidy helps organisations who have been significantly impacted by COVID-19 closures to be able to return to business once the restrictions are lifted.
- For the Y, this means enabling us to all have a workplace to come back to.

- Therefore as per the Government legislation, we will be administering this and will be asking staff who have leave balances greater than two weeks to take paid annual leave until their leave balance sits at two weeks.
- Staff who are requested to take annual leave will be communicated with directly by People and Culture in the coming fortnight via email.
- While I know some of you may be disappointed with this news, I'd like to ask you to take a moment to reflect on how lucky we are in Australia to have a government that is equipped to provide this level financial support.
- It's important to remember that many organisations are administering this practice of requesting staff to take leave at this time.
- For those staff who have already taken annual leave, it has been confirmed that there will be no reversals of leave payments. If staff have taken annual leave, this leave has already been paid and reported to the ATO. Leave loading will have also been paid as per the Staff Agreement.
- As mentioned last week, I'd like to reiterate that you cannot request to top up your JobKeeper payments with annual leave. The legislation is very clear, you can either take the JobKeeper payments or you can take annual leave.
- Please also remember that the good news is: while you are stood down and receiving JobKeeper payments, you are still accumulating annual leave at your normal rate.

16/17 year olds

- As we have mentioned in previous webinars, we are receiving updates made by the government as and when they are released. Since last week, the government has prospectively changed the eligibility criteria for people aged 16 and 17. The criteria now states that only those who are financially independent will continue to receive these payments.
- We will be honouring the first two payments already made, however going forward we will be contacting the 55 staff affected by this rule and if they are eligible asking them to renominate.
- I'll now handover to Pauline for a payroll update.

Pauline McGillivray

- As Carolyn stated – last night the payroll team successfully processed two pay-runs including the JobKeeper back pay for fortnight ending 12 April.
- Your pays will be showing in your bank yesterday and today, depending on your nominated bank's processing times.

- If you have any payroll queries or questions, I encourage you to view your payslips before contacting the payroll team.
- To do this, you need to log into ADP using your User ID and YMCA Client ID and your password.
- If you do not know how to do this or have this information, instructions have now been uploaded to the emergency website to help you. Please follow these instructions.

Superannuation

- Moving into an update on superannuation.
- We have received a few questions regarding superannuation when receiving the JobKeeper payment. To be clear, there is no Superannuation Guarantee contribution payable on the JobKeeper wage subsidy. So, for example, if you are stood down (not working) and receiving a JobKeeper payment of (pre-tax) \$1,500 – no superannuation is payable on that \$1,500.
- If you are on reduced hours and are earning a pre-tax amount of \$1,000 and are eligible for JobKeeper you will be 'topped up' with a pre-tax \$500 JobKeeper payment– and you will receive the Superannuation Guarantee on the \$1000 only.

Carolyn

- As we have now successfully paid out our first two JobKeeper payments, the conversation is now shifting to how we can begin standing staff back up.
- Rest assured, if you have nominated for JobKeeper the employee relations rules are that if we need you to come back to work we are required to give you three days' notice in writing via email.
- The Executive Leadership Team are now working on how we will bring staff back to work and we will be working with managers first and foremost to ensure you have all the information you need.
- In next week's webinar, we will focus more on the returning to work process. Although we may be able to discuss how we can bring people back, we most likely will not have a timeframe yet.
- The Government will be making a significant announcement on the 11th of May regarding lifting the stage three restrictions so we will await this announcement before we can make further decisions on returning to work.
- Finally, I'd just like to again state that we are so lucky that we have a government that has acted so quickly and we are being lauded across the world for our social distancing practices. The measures we have taken have been for the health of all Australians and if you compare the outcomes to other countries in Europe, the USA and the UK, you can clearly see that our efforts are working.

- We are also incredibly lucky that our government has been able to implement an economic policy like JobKeeper and JobSeeker, which enables us to assist so many people in our community.
- The purpose of JobKeeper was to take the pressure off Centrelink, and it has worked - there has only been a 3.5% increase in JobSeeker applications.
- Thanks to the support of our government, businesses including the Y can now be in a position where we hopefully cannot just survive but thrive. I'm so pleased that when we do reopen we can all have jobs to return to and continue to support the communities we serve.
- Finally, as we have mentioned, next week we will bring you further updates on the return to work process, but again we do ask for your patience as we work through this new territory and ensure remain consistent with Government advice.

Thank you!