

## QUEENSLAND FLOOD CRISIS

### HAS YOUR BUSINESS AND / OR STAFF BEEN AFFECTED BY THE FLOODS? ARE YOU ASKING YOURSELF- HOW DO I MANAGE THIS SITUATION?

Many Queenslanders are currently experiencing the ongoing effect of the devastating floods. It is timely to consider how employers may choose to manage non-attendance at work during this time when some people could not get to work due to flooding, and now need to be cleaning their homes or are choosing to help others.

There is no entitlement under the Fair Work Act 2009 for paid or unpaid leave as a result of a natural disaster. However, other entitlements do exist, as well as other options including:

- Approving special paid leave for those who could not / cannot attend work due to the floods; or
- Allowing staff to access their paid annual leave; or
- If staff have had to care for their children, family members or household members, they may be entitled to paid or unpaid Personal / Carer's Leave; or
- Unpaid Community Service Leave if the employee is a member of a recognised emergency management body engaging in eligible community service activity (such as a natural disaster); or
- Approving unpaid leave; or
- If the employer has shut down due to the floods and is not responsible for shutting the business down, employees may be stood down without pay where they cannot be usefully employed during the period.

## LONG TERM SOLUTIONS

It might also be timely to consider other ways to support your employees and the community on a longer term basis. For example, some organisations provide paid 'Volunteer's Leave' so that each year, the organisation and staff can pro-actively contribute to the community. Consider this as an ongoing method to motivate staff, create a culture of team and support, whilst contributing to the local community. This might be just the right time.

Should you require any information on managing your staff, their entitlements and your obligations during this period, please do not hesitate to contact Jenny at MJSP on (07) 3839 1233 or [jenny@mjsp.com.au](mailto:jenny@mjsp.com.au).



## DISASTER RECOVERY PAYMENTS

Those who have been adversely affected by the recent Queensland floods may be able to access payments of up to \$1000 per eligible adult and \$400 per eligible child in the form of the Australian Government Disaster Recovery Payment (AGDRP).

Visit the government's Centrelink website [www.centrelink.gov.au](http://www.centrelink.gov.au) for more information and to determine your eligibility.