

COVID-19

ICC Staff Update

25 MARCH 2020

CURRENT ALERT LEVEL **3**



I know, from the messages I've received back from you, that you are appreciative of the communications we've put in place over the last week. I also know that there is still some uncertainty around income.

Our uncertainty is just how long this will go on for. At this stage it is four weeks; however, the Government has indicated that an extension should not be ruled out. ELT discussed this further this morning and agreed:

1. You will have income for all of the period.
2. We have issued you with a notice that you may need to take annual leave. This notice is a legal requirement.
3. ELT needs a longer period to make decisions on how we will treat salaries paid for the period 13-26 April. We're collecting more information, and we will keep you updated – and we'll consider the spread of COVID-19, and the impact it is having. We're asking you to provide information and give consent to things to ensure we have everything in place for those payments, if that is needed.
4. We need to know who is able to work and who is not, as we anticipate the Government will ask that when we make applications for subsidy payments.

We referred back to Nigel Latta's presentation, and the recognition that right now, for many of us, our brains are in "fight or flight" mode - knowing that you'll have a roof over your head and food on the table for your families is critical.

We also recognised that our staff is our most critical resource. We want to work with you to support you through this, and prepare you for the public expectation that we will come out of lockdown operating at 100% from the first day.

We need more time to make the best decisions for everyone. But rest assured, you will receive income.

An odd weekly update

Given that we have moved to these update newsletters, and in recognition of the fact that "normal" and "usual" just aren't a luxury we have any more, I thought I'd include our usual "Weekly Update" here.

We farewell and wish all the best to:

Judy Christie - Environmental and Planning Services – Environmental Information Officer

Ian Healy – Parks Operations – Turf Operator

Both Judy and Ian have served Council for decades, but decided to bring their retirements forward due to the current COVID-19 situation.

I know their respective teams are hoping to plan proper farewells for them once we get through this pandemic.

New starters this week:

Andrew Paterson – Parks and Recreation – Park Ranger

Jemma-Kate Hoelst – Libraries and Archives – Casual Customer Experience Assistant

Emma Knowler – Libraries and Archives – Casual Customer Experience Assistant

Matthew O'Neill – Parks Operations – Assistant Gardener (commences on Monday 30 March 2020)

Leavers this week:

Shridevi Naidu – Aquatic Services – Receptionist

Stephen Philpot-Adams – Aquatic Services – Swim Teacher

We didn't receive any resignations this week.

A final message from me...

Go well, and go safely.

Unite against COVID-19:

Be kind. Share only facts, not rumour. Time to prepare, not panic.