

COVID-19

ICC Staff Update

23 MARCH 2020

CURRENT ALERT LEVEL **3**



Hello again all.

This update will be brief - in many ways we have received a lot of information in a short space of time, but I acknowledge that the nature of that information leaves many of us with more questions than answers.

Today, it was announced that New Zealand is now at Alert Level 3, and that we will move to Alert Level 4 in 48 hours.

More information on this is at www.covid19.govt.nz.

This means that all New Zealanders will be asked to stay home from Wednesday - except for those who work in "essential services".

If there is one positive to take away from this - it is that we have been given clear direction - Level 4 will be in place for at least four weeks. So we know, we need to plan for at least one month.

We do not yet know what this means for all of Council's services, or indeed, our staff.

There are some obvious answers - water and wastewater, for example, are essential services. The library and swimming pool are not.

I am awaiting further guidance from the Government as to how we establish what is an essential service, and what isn't.

One thing I can reassure you of - you will be paid, as usual, next week.

That is the commitment I am giving you as part of being fair, consistent, and compassionate.

We will be getting further advice in the next 48 hours, and we will communicate with you as soon as we are able.

I am conscious that as your employer, Council has a fine balance to strike: we want to do everything we can to retain

your skills, and keep you on, because we will return to a fully operational organisation at some time - however, I don't want to make promises to you that I cannot fulfil.

In the next couple of days, your managers and team leaders will explore with you what working from home might mean - what you might be able to do, and how you can deliver it.

In some cases, they might discuss with you what other skills you have that are different from what you do at Council. This is to explore how we might utilise those skills if we are asked for support from other agencies.

An example I might give of this, is if the Southern District Health Board needed more people making phone calls to establish contact tracing.

The People and Capability Team are working hard, and fast, to establish what we may be able to offer you in terms of support around leave etc.

We have also been made aware that there is an announcement coming from the banks on Wednesday in relation to potential relief packages for mortgage holders.

I cannot reiterate enough. If you are feeling stressed, overwhelmed, or in need of emotional support in any way, please don't hesitate to contact EAP.

We'll update you again soon.



Unite against COVID-19:

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