

FREQUENTLY ASKED QUESTIONS AND SA BORDER REOPENING
SA Factsheet
24 November 2021

R&CA has produced this factsheet to answer some frequently asked questions now that SA has reopened its borders. For any further questions that do not appear on this factsheet, please contact R&CA on 1300 722 878.

Please note that the changing nature of these rules means that information on this document could become outdated subject to announcements by the SA Government. R&CA will keep members up to date of any changes as they happen.

DO MY CUSTOMERS NEED TO BE FULLY VACCINATED TO DINE AT MY PREMISES?

No. There are no Public Health Orders mandating vaccines.

However, business owners can choose to make it a store policy to only allow fully vaccinated people into their premises.

DO MY STAFF NEED TO BE FULLY VACCINATED?

No. There are no Public Health Orders mandating vaccines.

However, business owners can make it a workplace policy for any new staff member who you don't have a pre-existing contract with.

CAN I MANDATE MY STAFF TO BE VACCINATED?

For existing staff, it depends. There are numerous factors on whether you would be protected from an unfair dismissal claim if you terminate the employment of an employee because they are not vaccinated. Call the IR Hotline on 1300 722 878 if you have any questions.

For new staff and prospective employees, you can include it in your contract of employment as an enforceable term. For R&CA members, visit the COVID-19 Resources to use our COVID-19 Vaccine clause template.

Please note, at this point in time, there are no Public Health Order in SA for hospitality staff to be vaccinated.

DO I NEED TO CHECK EVERY QR CODE CHECK-IN?

Yes.

You or your staff must take reasonable steps to see a patron's QR code check-in allow a patron to enter your premises.

QR codes will also help you and SA Health with track and tracing if you have a positive COVID-19 case.

DO MY STAFF AND PATRONS NEED TO WEAR MASKS?

Yes.

That includes front of house and back of house.

CAN I ASK TO SEE A VACCINE OR MASK EXEMPTION?

Yes. It must be a valid exemption.

CAN I LET PEOPLE WHO HAVE A MASK EXEMPTION INTO MY STORE?

Yes. You must treat them as if they were wearing a mask.

WHAT DO I NEED TO DO IF I HAVE A POSITIVE CASE IN MY BUSINESS?

Please follow this matrix supplied by the [SA Government](#). It will help you decide who needs to isolate and how long for.

You will need to organise cleaning and notify other staff of the confirmed case.

Once the risk assessment is complete, contact SA Health at health.coronaviruseenquiries@sa.gov.au who will then notify all contacts of their exposure.

Please note that fully vaccinated staff have a greater chance of returning to work quicker than the unvaccinated if they are deemed a "casual contact" or "vaccinated close contacts" than those who are unvaccinated.

DO I NEED TO CLOSE MY PREMISES IF I HAVE A POSITIVE COVID-19 CASE OCCUR AT MY VENUE?

Not necessarily. Once cleaning is complete, you may reopen if all of your exposed staff are still following their isolation rules as designated by SA Health.

Please refer to the [matrix](#) to guide you on when staff can return to work.

ARE THERE ANY PAYMENTS FOR STAFF WHO ARE ISOLATING?

No but they can apply for unpaid pandemic leave.

WILL THERE BE ANOTHER LOCKDOWN?

This is subject to SA Health advice.