

COVID-19 (CORONAVIRUS) MEMBER GUIDE

Frequently Asked Questions



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General

1. What is COVID-19?

According to the World Health Organization, COVID-19 is the infectious disease caused by the most recently discovered coronavirus. This new virus and disease were unknown before the outbreak began in Wuhan, China, in December 2019. The most common symptoms of COVID-19 are fever, tiredness, and dry cough. Some patients may have aches and pains, nasal congestion, runny nose, sore throat or diarrhea. These symptoms are usually mild and begin gradually. Some people become infected but don't develop any symptoms and don't feel unwell. Most people (about 80%) recover from the disease without needing special treatment. There are now 1.5 million cases of COVID-19 recorded around the world, and over 85,000 deaths.

2. How is COVID-19 spread?

COVID-19 spreads from person to person in a similar way to the flu:

- Close contact with an infected person
- From touching objects or surfaces contaminated by the sneeze or cough of an infected person and then touching your eyes, nose or mouth
- Symptoms similar to the flu, including fever, cough, sore throat, tiredness or shortness of breath

Most people who are infected experience mild to moderate symptoms from which they fully recover. However, some people may develop more serious illness with pneumonia and other complications. People at risk of more serious symptoms include the elderly, children, pregnant women, or those with immune system, cardiac or respiratory conditions.

3. What measures can I take to protect myself and those around me from the virus?

- Regularly and thoroughly clean your hands with an alcohol-based hand rub or wash them soap and warm water.
- Maintain at least 1.5 metres between yourself and anyone else (**social distancing**).
- Avoid touching your eyes, nose and mouth.
- Make sure you, and the people around you, follow good respiratory hygiene. This means covering your mouth and nose with your bent elbow or tissue when you cough or sneeze. Then dispose of the used tissue immediately.
- **Stay home if you feel unwell. If you have a fever, cough or difficulty breathing, seek medical attention and call in advance. Follow the directions of your local health authority.**
- Keep up to date on the latest COVID-19 hotspots (cities or local areas where COVID-19 is spreading widely). Avoid travelling to places with known outbreaks of COVID-19.

4. What can I do to make sure that people coming onto my site are compliant with the social distancing and hygiene rules?

The MBA has created a range of resources to assist our members in ensuring that people who attend your site understand the social distancing and hygiene measures that are in place. You can access these printable site posters on our website, in our [COVID-19 Resources section](#).

We have also created procedural documents which you can utilise on your worksite, this includes a [fever testing procedure](#), a [COVID-19 safety checklist](#) and a [stop the spread checklist](#).

It is important to remind visitors to your site of their obligations to help prevent the spread of COVID-19 which includes the measures outlined above in [question 3](#) of this document.

5. I am having trouble locating the necessary PPE gear to help protect my workers from COVID-19. What can I do?

COVID-19 and the public response to the virus has caused a serious shortage to hand sanitisers, washes and wipes. With the hospitality sector all but shut down, reach out to some of the hospitality suppliers such as PFD, CHS, Chemworks or similar. Seears are also still taking orders, but some stock is on back order.

In the meantime, remember, you don't need antibacterial hand wash for hand washing to be effective (normal soap is better than nothing), and hand sanitisers don't replace hand washing.

View our [detailed list of PPE suppliers](#) which have fluctuating stock of equipment such as hand sanitisers and face masks.

6. What is the MBA doing about COVID-19?

The MBA is constantly monitoring the situation and taking advice from the Department of Health, the Federal government and the ACT Government. As the situation can change so quickly, we are continuously considering our options and making decisions with the safety and welfare of our staff, members and the wider community being the paramount consideration.

We have made the decision to postpone all events scheduled before 30 June 2020, including the MBA and Asset Construction Hire Excellence Awards. We intend to reschedule our member events to take place later this year and will announce new dates as soon as they are available.

For our staff, contractors, and those attending training courses, we have postponed all face to face training, including apprentice classes and short courses. We have launched remote training for our apprentice classes and will adopt a similar model for short courses. If you have any queries regarding apprentice training or short courses, please contact training@mba.org.au.

Our staff are now working remotely to ensure appropriate social distancing measures are adopted. We will ensure our member and student's matters are being addressed. **Our office is closed for all external visitors.** Should you require to contact the MBA you can do so on 6175 5900 or email

canberra@mba.org.au (for member enquiries) or reception@mba.org.au (for all training enquiries). Your assistance working with us remotely is appreciated in these difficult times.

Please keep in mind that we are experiencing an increase in queries (predominantly about COVID-19), so it may take a little longer than usual to come back to you.

7. Is construction an essential service and can I continue to operate my site?

YES. As at 9 April 2020, work on construction sites is permitted to continue. To ensure that there is no change to this current position, it is vital that every member of the building and construction industry operate their work sites in a safe manner, which **includes abiding by the social distancing requirements implemented by the Australian Government**. Further information on the hygiene and social distancing requirements can be found [here](#).

You can read the *Public Health (Non-Essential Gatherings) Emergency Direction 2020* [here](#), which sets out what activities are now prohibited.

The Australian Government has advised that where possible, employees should work from home.

8. Where can I find out more information about the stimulus packages and assistance measures announced by the Federal Government?

The Federal Government has made a number of announcements in response to the COVID-19 pandemic, providing assistance measures to both employers and employees. Whilst the list below is not exhaustive, it provides links and information on the various incentives and assistance measures that may be available to your business and your employees.

Business

The measures announced to date by the Australian Government are to assist businesses with their cash flow and to enable them to retain employees. This includes the recently announced “[JobKeeper](#)” payment, as well as the apprentice retention subsidy, increasing the instant asset write-off test and providing a guarantee scheme for small to medium businesses obtaining finance.

Further information about the Federal stimulus measures announced to date can be found [here](#).

The ACT Government has also announced various measures, which include waivers and deferrals of payroll tax, fast-tracking infrastructure, expediting development applications and expanding the accessibility of portable long service leave. A summary of the incentives is available on the [MBA COVID-19 Information Page](#) and further information is available from the ACT Government [here](#).

Employees

The Australian Government has introduced a number of incentives designed to provide financial assistance to individuals during the COVID-19 pandemic. This assistance includes income support payments, payments to support households and temporary early releases of superannuation.

A dedicated [website](#) has been established to assist individuals. We encourage you to provide this link to your employees and for them to explore what assistance, if any, they are eligible for.

Our premium partner, CBUS, has also released information for individuals who may be considering obtaining early access to their superannuation. You can read more from CBUS [here](#).

9. What is the “JobKeeper” scheme and does it apply to me?

The JobKeeper scheme was passed by parliament on 8 April 2020 and applies to businesses that can demonstrate a 30% reduction in turnover due to the impacts of COVID-19. If your business has a turnover greater than \$1 billion, you will need to demonstrate a 50% reduction in turnover.

To be eligible for the wage subsidy payments and to utilise the changes to employment laws, a business **must** demonstrate the 30% reduction. You should speak with your accountant about whether you are likely to be eligible. We understand that the ATO has some discretion when determining eligibility, but it should not be assumed that the benefits of the scheme automatically apply to you.

Further information is available from the Federal Government [here](#).

Also see below for additional information about changes to workplace rights and responsibilities if you are eligible for the JobKeeper scheme.

Workplace Issues

1. One of my workers is unwell. What should I do?

You should advise workers that if they are unwell and are displaying flu-like symptoms, then they should not be at work and should utilise their personal (sick) leave.

This policy should apply irrespective of the COVID-19 outbreak. Your existing work health and safety obligations continue to apply.

If you have an Enterprise Agreement, now is a good time for you to read through it to make sure you understand your obligations. If you need assistance with this, please contact the MBA.

2. Is there anything I can do to help prevent the spread of COVID-19 through my workplace?

There are some simple ways to prevent the spread of COVID-19 in your workplace including:

- Surfaces (e.g. desks and tables) and objects (e.g. telephones, keyboards) need to be wiped with disinfectant regularly
- Promote regular and thorough hand-washing by employees, contractors and customers
- Put sanitizing hand rub dispensers in prominent places around the workplace. Make sure these dispensers are regularly refilled
- Display posters promoting hand-washing – ask your local public health authority for these or download from the [World Health Organisation](#)
- Combine this with other communication measures such as offering guidance from occupational health and safety officers, briefings at meetings and information on the intranet to promote hand-washing
- Make sure that employees, contractors and customers have access to places where they can wash their hands with soap and water
- Display posters promoting respiratory hygiene. Combine this with other communication measures such as offering guidance from occupational health and safety officers, briefing at meetings and toolbox talks
- Ensure that face mask and paper tissues are available at your workplaces, for those who develop a runny nose or cough at work, along with closed bins for hygienically disposing of them
- Comply with government travel advice and restrict all non-essential interstate travel

If possible, and in line with the current advice from the Australian Government, if your employees are able to work from home that is preferred.

3. Are there recommended guidelines for cleaning or decontamination?

It is good practice to routinely clean surfaces that are frequently touched, such as door handles and rails and common surfaces. Where possible, you should use a TGA-listed hospital-grade disinfectant with activity against viruses.

When cleaning and managing outdoor construction sites, it may be worth considering:

- Gloves to be worn where possible, ensuring they are removed and replaced during meal breaks, toilet breaks and at the end of a shift
- Provision of P2 dust masks for workers
- Additional handwash and hand sanitising stations around the site and lunchroom facilities, including mandatory handwashing at the main entrance prior to commencing works
- Signage and information for workers around the site
- Sending home any worker who is unwell

The focus on outdoor construction sites should be in the communal areas including toilet facilities, bathrooms, site offices and lunch sheds.

4. How can I prioritise the risks associated with COVID-19?

As with any risk associated to your business, it is important to **identify, assess, control and review** the **likelihood and potential consequences** of risks that COVID-19 may present to your business, including (but not limited to):

- **Physical and psychological health and well-being of internal and external stakeholders**
 - Hygiene, amenities and cleaning (including sanitisation and decontamination)
 - Psychological impacts (mental health, personal finances, isolation, high work demands etc)
 - Panic/ hysteria/ being overwhelmed
 - Infected persons or contact with infected persons
 - Modes of contamination (such as water dispensers, taps, handles, small confined meeting rooms etc)
- **Financial risks**
 - Limitations on trades/ imports and exports
 - Limitations on supplies
 - Loss of income/ revenue due to ceased works or activities
 - Additional costs to allow remote works
 - Payment of wages
 - Impact to contracts
 - Price increases
- **Business Continuity**
 - Remote working capabilities
 - Staff with children (if schools or day care centres are closed)
- **Compliance**
 - Mandatory self-isolation
 - Testing

- Up-to-date information from regulatory and governing authorities
- **Reputational risks**

MBA has developed a dedicated one-page [COVID-19 checklist](#) to assist you.

The list is not exhaustive. The purpose of the checklist is to prompt discussions, assessment, consultation and change.

You can contact us on 6175 5900 if you need further assistance with a risk assessment.

5. An employee is due to return from overseas this week. What are my obligations?

The Australian Government announced new travel measures from midnight on 15 March 2020 that will require anyone arriving in Australia will be forced to be placed into quarantine for 14 days. This means they will not be able to physically attend work. Some jurisdictions have indicated that fines will apply to those people who do not adhere to the self-isolation requirements.

Further travel bans have now been implemented by the Australian Government. Some States and Territories have also implemented self-isolation requirements for people entering the jurisdictions, and there are border restrictions in place. There are no specific travel bans or self-isolation requirements for the ACT.

You should consider whether your employee is able to work from home during this period of self-isolation (assuming they are not unwell and are otherwise fit for work). If their role and your business can facilitate working from home, this should be your preferred option. If not, the employee may be entitled to access personal leave (if accrued). Full time and permanent employees may also access other leave entitlements if they have exhausted their personal leave. There is no legal obligation to pay casual workers who are unable to attend work due to self-isolation requirements, or workers who do not have any personal leave.

Further information about the recently introduced pandemic leave is below.

6. What do I do if one of my workers is diagnosed with COVID-19?

If an employee is diagnosed with COVID-19, we recommend that you immediately seek advice from the Department of Health regarding exposure and containment. This advice is rapidly changing as information about COVID-19 develops. Information has been released by [SafeWork Australia](#) which we encourage all members to read.

If the employee has come into contact with other employees, they may be required to self-isolate for a period of 14 days or obtain a COVID-19 test (whether or not they are showing symptoms).

You may be required to notify WorkSafe ACT. If you are unsure whether this is a notifiable incident, you can contact WorkSafe ACT directly or contact our WHS Manager on 6175 5900.

7. Are my workers covered by workers' compensation if they contract COVID-19?

Workers' compensation arrangements differ across jurisdictions, however, to be eligible for compensation a worker would need to be covered by the scheme, either as an employee or a deemed worker, and would need to have an injury, illness or disease of a kind covered by the scheme, **that arose out of in the course of their employment.**

These eligibility factors continue to apply during the COVID-19 pandemic.

Compared to the usual work-related injuries, it can be difficult to prove that a disease was contracted in, or caused by, employment. In the case of a virus such as COVID-19, establishing the time and place of contraction may become increasingly hard.

Whilst the spread of COVID-19 in the ACT is currently contained, it may be easier to establish whether contraction is work-related, for example, if in the course of their employment a worker travels to a high-risk area with a known viral outbreak or interacts with people who have contracted the virus. However, once the virus becomes more widespread in the local community, establishing the degree of contribution of a worker's employment to their contraction will inevitably be more difficult.

Whether a workers' compensation claim for contracting the COVID-19 virus is accepted is ultimately a matter for the Workers' Compensation Regulator, applying ACT's workers' compensation laws. Workers' compensation authorities will have to consider each claim on its merits, with regard to the individual circumstances and evidence.

8. What does self-isolation mean, and who should be self-isolating?

If you, or a worker, is required to self-isolate, you should immediately refer to the guidelines produced by the Department of Health, which are available [here](#).

You can also call the Coronavirus Health Information Line on **1800 020 080** for up to date information on who is required to self-isolate. The line operates 24 hours a day, seven days a week. Further information is also available on the ACT Health [website](#).

9. I am concerned about the mental health and wellbeing of my employees during this time. How can I assist them?

It is important to consider both the mental health of your employees and your own mental health during this time. The near-constant updates on COVID-19 can induce feelings of anxiety and distress. We have created a Physical and Psychological Health Risk Assessment Template for our members which you can access [here](#).

Due to the current COVID-19 outbreak, OzHelp's mental health and wellbeing services have transitioned to telephone and online support. OzHelp have created a [Fact Sheet](#) to provide you with advice on looking after yourself and others during this difficult time.

If you are feeling overwhelmed and need help, you can contact OzHelp for counselling and wellbeing support on **1300 694 357**.

OzHelp also have a workplace webinar – **Team Talk: Looking after yourself during uncertain times**. The webinar is a live session and provides:

- Reassurance that now, feelings of anxiety or worry are okay
- Simple tips and routines to help people stay well
- A reminder about OzHelp’s wellbeing support line and national crisis support agencies
- A face to screen connection with a person, not a program.

[Click here](#) to register your interest for the webinar.

10. My employees are asking about working from home. What are my obligations?

Employers are not required to automatically grant a request for an employee to work from home, including during this COVID-19 self-isolation situation. However, it may be desirable for employees to work from home and employers should consider this as part of your business plan for dealing with the COVID-19 outbreak. **The Australian Government has advised that employees should be working from home.**

Prior to agreeing to an employee working from home, an employer should confirm the following in writing:

- The hours of work
- The tasks to be undertaken from home (especially if modified from their usual role)
- That the employee has an appropriate workspace and resources
- The circumstances by which an employee must return to the office i.e. when their period of self-isolation ends or when the business recommences usual operations
- The procedure if the person becomes ill and is unable to work.

11. How many people can we have in a work vehicle? Can our staff still carpool?

Ideally, there should not be more than two people in a five seat vehicle at any one time (one person for a single cab ute), unless these persons are from the same household.

If there are two people in a vehicle, then the person not driving should be seated in the back seat on the passenger side of the vehicle.

Where possible, company vehicles should be limited to one occupant (and preferably the same occupant), for each shift. If there are multiple occupants at different times, you may need to consider the cleaning routines between operators. If there is more than one occupant, consider using disposable gloves and masks (for each entry to the vehicle), and ensure that the occupants are otherwise healthy.

The responsibility of a PCBU is to eliminate or minimise the risk to the health and safety of the workers. These guidelines ensure ongoing compliance with the social distancing rules announced by the Federal government.

12. I don't have enough work for all my employees. Can I stand them down?

The answer to this question depends on your personal circumstances, including whether or not your employees are covered by an Enterprise Agreement. Before you take any steps to stand-down an employee or make someone redundant, you should contact the MBA and speak with our Industrial Relations and Legal Adviser.

There have been changes to particular Awards, including the *Clerks – Private Sector Award*, which may allow an employer to temporarily reduce an employee's hours or direct employees to take annual leave. A summary of the specific changes can be read [here](#). You should contact our Industrial Relations and Legal Adviser on 6175 5900 if you have any specific questions about how these changes may impact you and your employees.

There have not been any changes (yet) to the *Building and Construction On-Site Award*, the *Joinery and Building Trades Award* or the *Plumbing and Fire Sprinklers Award*. We will advise members if there are any changes.

The Fair Work Ombudsman is regularly updating the information available regarding COVID-19 and employee entitlements. You can read more information about your rights and responsibilities [here](#).

13. Do the normal requirements for a redundancy apply during this COVID-19 pandemic?

Yes. If a redundancy (or redundancies) is required, you must ensure that it is a genuine redundancy as required by the *Fair Work Act*. The three requirements for a genuine redundancy are:

- You no longer require the person's job to be performed by anyone because of changes in the operational requirements of your enterprise, and
- You must consult with any employees who are covered by a modern award or enterprise agreement (in accordance with the relevant consultation provisions)
- It must not have been reasonable in all the circumstances for the person to be redeployed within your business or an associated entity.

If termination of employment is brought about due to redundancy, employees may be entitled to payments above their accrued leave entitlements.

If you are unsure of your consultation requirements or need specific assistance and advice, you should contact our Industrial Relations and Legal Adviser.

14. I am eligible for the JobKeeper program. What does this mean?

If you are eligible for the JobKeeper program, you are entitled to receive \$1,500 for every employee (including casuals that have been employed for 12 months) that was employed by you as at 1 March 2020. The JobKeeper program will operate from 30 March 2020 to 27 September 2020.

In addition to the wage subsidy payments you may receive from the Australian government, eligibility for the JobKeeper program modifies workplace rights and entitlements for employees and employers for a defined period. An eligible employer is now able to:

- Issue **JobKeeper** enabling directions, including directions requiring employees to work reduced hours or days, undertake alternate duties or work at an alternate location
- Request employees to work reduced days or alternate hours of work
- Request employees take accrued annual leave
- Agree with employees for annual leave to be taken at half pay.

The Fair Work Commission has jurisdiction to hear disputes that may arise as a result of these directions, and an employer will be subject to significant penalties if they attempt to misuse the JobKeeper enabling directions.

MBA ACT encourages members who consider that they are eligible for the JobKeeper payment to seek advice prior to making any changes to conditions of employment for their employees.

Further information will be released to members in the coming days once the Federal government has released additional guidelines.

15. I need further assistance with my obligations to my workers. Can you help?

You can contact the MBA on **6175 5900** and speak with our dedicated WHS Manager or Industrial Relations & Legal Adviser regarding both your work health and safety obligations, and your employment responsibilities.

Contracts & Work

1. What should I know about contracts?

One of the key issues of concern raised with us over the past few days are the terms of contracts in regard to project delays in this situation. We believe that all parties to a contract should take a sensible approach given the circumstances and **not be legally opportunistic**.

The MBA expects all members., whether principal contractor or subcontractor, to adhere to the payment times specified in contracts or terms of trade. This expectation extends to developers and home-owners, as well as the ACT and Commonwealth Governments. The integrity, stability and viability of the construction industry depends on **all** participants paying on time.

We expect that our members do not attempt to enforce liquidated damages clauses that have been invoked as a result of COVID-19.

We have raised this issue with the Federal Government and have recommended that they take the lead with government contracts and ask that the private sector follow suit. This position has been reiterated by the ACT Government and we understand that they will work with contractors to extend completion timeframes where necessary on ACT Government projects.

If you have information about a party to a contract attempting to take advantage of the impact of COVID-19 (Coronavirus) please contact our Member Services Director by [email](#).

2. If someone on my site is diagnosed with COVID-19, do I need to shut down the site?

The answer depends on the specific circumstances of your site. The factors that will need to be taken into account include the size of the site, when the person was diagnosed and who else on the site may have come into contact with the person infected by COVID-19 (and when). As a minimum precaution, you should arrange to have the site cleaned. You can read more about how to clean your site [here](#).

3. Is COVID-19 considered a “force majeure” event?

A force majeure event is an unforeseeable circumstance that prevents a party from fulfilling a contract. There is no standard force majeure clause in Australia, and the definition varies between contracts. There may also be circumstances where the head contract includes force majeure provisions that cover COVID-19, but subcontracts do not (or vice versa). Consideration should be given to the entire supply chain in these circumstances.

It is our view that COVID-19 is likely to be a force majeure event if the contract was entered into before the COVID-19 pandemic, and therefore parties to a contract are able to rely on the force majeure clauses that are often in most building and construction contracts. What this entitles a party to do will differ from contract to contract, including time extensions without financial penalty through to the

ability to terminate a contract. We recommend that you read through your contract(s) and familiarise yourself with your legal rights, seeking independent legal advice where appropriate and necessary.

The ability to rely on the force majeure clause may weaken as the Coronavirus crisis continues and may not apply to contracts that have been entered into since the pandemic was declared.

4. What does this mean for projects covered by the ACT Home Building Contract?

Clause 13 of the ACT Home Building Contract (version 2020) states that a Builder is entitled to a reasonable extension of time if the Works are delayed due to *“anything else beyond the control of the Builder, such as, but not limited to trade contractor shortages or material shortages which affect the Builder’s ability to do the Works”*.

There is a requirement on the Builder to serve a notice on the Owner outlining the cause of the delay. We recommend that this be done on any contract which you are concerned will be impacted by COVID-19. The ability to rely on the force majeure clause may weaken as the Coronavirus crisis continues.

5. I am really concerned about the financial impact COVID-19 is going to have on my business – 2020 has been a tough year already. What can I do?

The Federal Government has released a stimulus package which you can read more about [here](#). The MBA will continue to engage with the ACT Government about local initiatives to ensure that our members, the building and construction industry and small and family businesses in particular are supported during these times. The ACT Government has also released stage one of their three stage stimulus package. You can read our response to the ACT Government stimulus package [here](#).

If you are experiencing financial difficulty, we recommend that you consider the following:

- Speak with your creditors and discuss extended payment terms
- Regularly review your debtors and request prompt payment
- Contact your bank to see what support they may be able to provide
- Discuss the possibility of ATO arrangements with your accountant, such as a payment plan.

It is really important that everyone in the Canberra community and especially the building and construction industry and MBA family support one another during what has been a horror start to 2020. If you are experiencing difficulties when engaging with customers, subcontractors or suppliers, please let us know. We may not be able to advocate or act on your behalf in individual circumstances, if we are able to identify trends then we may be able to assist generally.

Whilst the MBA is unable to provide you with financial advice, we can try and direct you to the appropriate people, so please get in touch with us if you have concerns. You can call and speak with our Member Services Director on **6175 5900** or [email us](#).

We also strongly recommend that you reach out to [OzHelp](#) if you are experiencing increased levels of stress and uncertainty about your financial situation.

Supply of Building Products

1. Is there a shortage of supply of building products?

There are likely to be shortages of building products from overseas and delays in their delivery. There are already some reports of shortages of some imported glass and paint products, as well as plasterboard. We have no definite information about the likely length of such delays or when they will occur, but there is concern that they could last for some months depending on the product.

The lack of information is undermining confidence and making it difficult for businesses to make decisions. The MBA has requested that the Federal Government use its resources obtain as much concrete information as possible and make it available to industry as quickly as possible. We also welcome feedback from our members about difficulties you are having with sourcing particular products.

There are unverified reports that factories and supply chains are re-opening but that the continuance of some travel bans within the country are slowing the return of factory workforces and production to full capacity. With the escalation of mandatory country and regional shutdowns and travel bans, the impact of the supply from China, the United States and Europe may exacerbate very quickly.

The MBA would welcome any information you may have about the shortage of supply of building products.

2. Where can I find out more information?

MBA ACT is in regular contact with other MBA offices across Australia about the prevalence of a shortage building supply products. We will continue to provide updates on specific products, and any shortages generally, as the information becomes available.

You can also obtain information directly from your suppliers.

We encourage all member to keep the MBA informed of any supply shortages that you are experiencing, so that we are able to provide all members with relevant and up to date information.

Additional Resources

Additional information can be found from the following sources:

[Department of Health](#) – for the latest information and advice about Coronavirus

[ACT Health](#) – for the latest information and advice about Coronavirus in the ACT

[Fair Work Ombudsman](#) – for information about workplace entitlements and obligations

[Safe Work Australia](#) – for information and referrals about dealing with Coronavirus in the workplace

[World Health Organisation](#) – for information and guidance about the outbreak of Coronavirus

[OzHelp](#) – for specialised mental health advice and assistance

[Evoenergy](#) – operational response to COVID-19