

# Q & A Covid-19



## Employment, CME & other travel advice for SMOs/SDOs

### If I'm required to self-quarantine because of potential exposure to Covid-19 how will I be paid?

- If your employer agrees that you may work from home, you should receive your full pay.
- If you're otherwise healthy and available for work and your employer has insufficient work for you to do from home or in quarantine, DHBs have agreed that the balance of your quarantine will be paid as special leave on full pay.

### Do I have to pick up additional duties because of a colleague needing to self-quarantine? How should this be paid?

- The usual rules apply. Where applicable, locum rates should apply, or new rates agreed.
- If it is safe for you to do so, you may be required to pick up the additional work/duties, but you should not do so at the risk of your own health and welfare.
- Picking up the complete workload of one or more colleagues for 14 days will risk excessive fatigue.
- If you're covering for a colleague and temporary or locum help is not available (which is likely to be the case), clause 47 of the MECA – [Vacancies and Locums](#) - will apply.

### Can my DHB cancel or delay previously approved CME because of Covid-19?

- Yes. Some DHBs have already done so and others are in the process of doing so.
- DHBs have also agreed to reimburse all properly incurred pre-booked and paid CME expenses that may be lost through cancellation, and are not otherwise covered by applicable travel insurance.
- DHBs have also agreed CME days will not be forfeited, if they were about to be lost for exceeding the three-year accumulation limit.

### What if my approved CME event is cancelled (by the event organiser) because of Covid-19?

- Any fees or costs not refundable by the event organiser will be reimbursed by your DHB (as above).
- Your CME leave balance should not change, but any days at risk of forfeiture, by exceeding the three-year accumulation limit will be protected, as above.

### What happens if you choose to undertake or continue personal travel overseas during this period?

- DHBs' advice is that if you're required to self-quarantine on your return, you will not be entitled to special leave on full pay and you will be expected to take annual or unpaid leave, or work from home if that is appropriate and agreed with your employer.
- ASMS has a less rigid approach: each case should be considered on its merits including the known or likely risks at the time your travel was commenced.

### Where can I get advice if my circumstances are not covered by the above?

- Our advice may change as circumstances change, so if you have any questions or concerns, please contact the ASMS national office, or your regional [ASMS Industrial Officer](#).



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