

# Attachment 1 - Covid 19 - Council Support Options

March 2020



# Support for the Community



## Council support: Community 19/20

| # | Existing support   | Immediate options  | Options for further consideration  |
|---|--|--|--|
| 1 | Advice and Referral  | Establish web page with information on support available from council and others   |  |
| 2 | Rates Support  | Permanent deferment of rates for self-funded retirees reduce interest to 0% for 12 months<br>Ratepayers assessed as being in financial hardship can defer rate payments for 6 months at 0% interest charge | Increase pensioner rebate<br>Review financial hardship provisions  |
| 3 | People with a disability, aged people, new arrivals - experiencing isolation | We will reallocate existing resources that are not being used because of COVID -19 restrictions to create different services for people such as telephone, online and skype services.                      | Explore and develop well targeted new service options including grants for not-for-profit organisations                |
| 4 | Homeless and those most at risk of homelessness                              | Use up to \$500k from social housing fund to allocate to increased homeless services   | Review additional Commonwealth and State assistance and plan for additional services that supplement these as required |
| 5 | Home Care Services   | Work with State Government and other agencies on gaps and where council support is best placed   |  |
| 6 | Library Services   | Book delivery<br>Expand availability of online / download collection<br>Storytime at the Library presented LIVE on website   |  |
| 7 | Parking enforcement  | 30min grace for timed periods on local streets and for parking meters  | Monitor and further review   |

# Support for the Community



## Council support: Community Organisations 19/20

| #  | Existing support   | Immediate options  | Options for further consideration   |
|----|--|--|---|
| 8  | Advice and Referral  | Implement web page with information on support available from council and others<br>Enhanced advocacy of the needs of community organisations  | Temporary council staff secondment for critical community service functions<br>Enhanced social procurement<br>Use volunteer portal to help coordinate across the city     |
| 9  | Discounted rents and building levies   | Eligible organisations that pay rent, license fees and/or building levies above peppercorn amounts will be eligible for following support between 1 April and 30 June: <ul style="list-style-type: none"> <li>• 50% waiver of fees for any period they are able to still operate</li> <li>• 100% waiver of fees for any period they are forced to close</li> </ul> | Review FY21 as part of budget process   |
| 10 | Rates  | Review rates hardship provisions   | Review FY21 as part of budget process   |
| 11 | Grants   | Maintain funding in event of closure for the remainder of FY20, unless service delivery has ceased and funding well in excess of closure overheads.  | FY21 - Reprioritise existing programs / support to target community organisations that will deliver essential services to the most vulnerable in the current environment. |
| 12 | Events   | Full refunds   | Discount event fees when bookings reopen  |
| 13 | Sports Clubs (with or without lease), Commercial recreation, Personal trainers | Rent, License fee and building levy waivers as per 9 above<br>6-month deferral of payments on existing loans with 0% interest.<br>Refund portion of fees paid in advance covering period of restrictions   |   |

# Support for the Community



## Support from others

| Organisation         | Service                   | Criteria                                      | Assistance   |
|----------------------|---------------------------|---|--|
| Victorian Government | Business Support Fund     | Not stated                                    | \$500m to support the hardest hit sectors, including hospitality, tourism, accommodation, arts and entertainment, and retail.  |
| Federal Government   | Business Support Payments | Businesses and not for profit charities       | Under the scheme, businesses that pay the Australian Taxation Office income tax on their employees' salary and wages either quarterly or monthly will receive a payment equal to 100 per cent of the amount withheld, up to a maximum of \$100,000 per business. |
| Federal Government   | Business Support Payments | Businesses and not for profit charities       | Eligible businesses that pay salary and wages but are not required to withhold tax will receive a minimum payment of \$20,000.   |
| Federal Government   | Welfare support           | All welfare recipients, including pensioners. | Two payments of \$750 in April & July.   |
| Federal Government   | Welfare support           | Pensioners                                    | Reduction of the social security deeming rates by a further 0.25 percentage points   |

# Support for Business, Arts, Tourism & Events



## Council support

| #  | Existing support type/ cohort   | Immediate Support Options  | Options to be considered further            |
|----|---|--|---|
| 14 | Advice, Referral, social procurement  | Enhanced advocacy<br>Website page with support available from council and others   | Enhanced local procurement                  |
| 15 | Council Commercial Tenants and Licensees (including SMM)<br>(for eligible tenants with significantly impacted businesses) | Eligible organisations that pay rent, license fees and/or building levies above peppercorn amounts will be eligible for following support between 1 April and 30 June: <ul style="list-style-type: none"> <li>• 50% waiver of fees for any period they are able to still operate</li> <li>• 100% waiver of fees for any period they are forced to close</li> </ul> Eligible organisations with existing loan arrangements in place will be able to seek a loan repayment deferral of up to 6-months with no interest on a 12-month payment plan<br>Refunds of pre-paid fees for the Esplanade Market | Review FY21 as part of budget process       |
| 16 | Small Business Rates<br>(eligible significantly impacted businesses)  | Eligible small businesses (turnover below \$10m) will be able to seek a rates deferral of up to 6-months with no interest on a 12-month payment plan   | Review FY21 as part of budget process       |
| 17 | Fees and Charges<br>(eligible significantly impacted businesses)  | Eligible organisations will receive rebates for Food Act registration and Footpath Trading permit fees for 3 months with further review  | Review FY21 as part of budget process       |
| 18 | Relaxation of local laws  | Footpath trading enforcement to facilitate take away / delivery  |   |
| 19 | South Melbourne Market  | Click and collect<br>Funding for digital marketing, social channels, website improvement, online stores  | Packing / shipping service for stallholders |

# Support for Business, Arts, Tourism & Events



## Council support

| #  | Existing support type/ or sector type | Immediate Support Options  | Options to be considered further   |
|----|---------------------------------------|--|--|
| 20 | Placemaking                           | Street trading enforcement relaxation for designated places.<br>Keeping local traders associations, community and place reference groups connected | Enhanced support for placemaking in recovery<br>Explore options to use existing placemaking networks to keep community and businesses connected.<br>Exploring benefit of not collecting special rates with trader associations |
| 21 | Events & Cultural Grants              |  | Explore new grants and options for council run events to be delivered online.<br>Repurposing existing cultural grants to deliver virtual creative industry support.  |
| 22 | Council Construction Projects         | Negotiate relaxation of completion targets without penalty in exchange for no claims for additional costs due to project delays.                   | Pay for materials with an appropriate lien / charge  |
| 23 | Supplier payment                      | Faster process of payment than required terms e.g. 7 days versus 30 days (already partially done as once off)                                      |  |
| 24 | Car parking                           | Extended grace period (30 mins) from meter / time limit expiry   | Temporary waiver of fees (time restrictions still to apply)  |

# Business, Arts, Tourism and Events



## Other Support

| Organisation         | Service                                    | Criteria  | Assistance  |
|----------------------|--|---|---|
| Banks                | Small business loans                       | Less than \$3m in total debt owed                                       | Deferral (not waiver) repayments for 6 months. On expiry extension of loan term or increased repayments.  |
| Victorian Government | Payroll tax                                | Small and medium-sized businesses with payroll of less than \$3 million | Full payroll tax refunds for the 2019-20 financial year<br>Businesses will also be able to defer any payroll tax for the first three months of the 2020/21 financial year   |
| Victorian Government | Commercial tenants in government buildings | Not stated  | Can apply for rent relief   |
| Victorian Government | Land tax                                   | Small businesses  | 2020 land tax payments will be deferred   |
| Victorian Government | Liquor licencing fees                      | Hospitality sector  | Waiving liquor licencing fees for 2020 for affected venues and small businesses   |
| Victorian Government | Business Support Fund                      | Not stated  | \$500m to support the hardest hit sectors, including hospitality, tourism, accommodation, arts and entertainment, and retail.   |
| Federal Government   | SME Loan facility                          | SME   | \$40b to provide government guaranteed loans.<br>The loans will be interest free for the first six months, and will be for a maximum of \$250,000 over three years. The government will guarantee 50 per cent of each loan. |

# Business, Arts, Tourism and Events



## Other Support – Continued

| Organisation       | Service                   | Criteria                                | Assistance   |
|--------------------|---------------------------|---|--|
| Federal Government | Insolvency laws relaxed   | Measures will last for six months       | Increase threshold at which a creditor can issue a statutory demand from \$2,000 to \$20,000.<br>Increase amount of debt required to initiate bankruptcy proceedings from \$5,000 to \$20,000.<br>Time to respond to demands increased from 21 days to 6 months.<br>Directors temporarily relieved of their duty to prevent insolvent trading (6 months) |
| Federal Government | Business Support Payments | Businesses and not for profit charities | Under the scheme, businesses that pay the Australian Taxation Office income tax on their employees' salary and wages either quarterly or monthly will receive a payment equal to 100 per cent of the amount withheld, up to a maximum of \$100,000 per business.   |
| Federal Government | Business Support Payments | Businesses and not for profit charities | Eligible businesses that pay salary and wages but are not required to withhold tax will receive a minimum payment of \$20,000.   |
| Federal Government | Apprentice subsidy        |   | Wage subsidy of 50% for up to nine months from 1 Jan to 30 Sep 2020  |
| Federal Government | Tax write-offs for assets | Businesses with turnover up to \$500m   | Tax deduction for spending of up to \$150,000 before 30 June 2020  |



# Support for Staff for Information of Councillors

## Approved by CEO under delegation



## Council support for Staff

| Category               | Existing support  | Immediate actions   | Options for further consideration   |
|------------------------|---|---|---|
| Permanent/<br>Contract | Advice, EAP<br>Personal leave 15 days<br>Annual Leave<br><br>Long-service leave | Working from home including guidance, technology, wellbeing advice<br><br>Special Paid Leave for COVID impacts of up to 10-days after other leave has been exhausted<br><br>Annual Leave, Long Service Leave and Special Leave can be paid at 50% to double the period of leave<br><br>Internal secondment opportunities<br><br>Making staff aware of support available, encouraging them to review Income Protection Insurance | Investigate use of sick leave<br><br>Extending special leave provisions<br><br>Secondments with external organisations<br><br>Redeployment or exit assistance to other organisations<br><br>Volunteering to NFPs<br><br>Investigate incentives for early retirement |
| Casual/ Agency         | Advice, EAP   | Special leave paid on a pro-rata basis for COVID impacts<br><br>Advice on support available from others   |   |

*Note 1: We are working with relevant unions to keep them informed and are also working with inner Melbourne Councils to provide similar entitlements where we can.*

*Note 2: We are complying with relevant legislation, being cognisant of our EA, and support available from other entities*

# For Information: Other Support for Staff



## Other support for Staff

| Organisation                   | Service                     | Criteria  | Assistance  |
|--------------------------------|-----------------------------|---|---|
| Various Banks                  | Loans / Mortgages           | Customers who lose their job or suffer loss of income as a result of COVID-19   | Three months deferral on mortgage repayments, and a further three months available after review.  |
| Victorian Government           | Working for Victoria Fund   | Workers who have lost their jobs  | \$500m to help workers find new opportunities, including work cleaning public infrastructure or delivering food – providing vital contributions to our state's response to the pandemic and affording those Victorians security when its needed most. |
| Superannuation funds/ insurers | Income protection insurance | Vision Super's default insurance may help to replace staff members lost income if can't work because they're sick or injured. | Benefit normally becomes payable after 60 days, for a period of two years.  |
| Federal Government             | Welfare wage                | Workers who have lost their jobs  | \$1,100 fortnight payment (from 27 April)   |
| Federal Government             | Superannuation              | Sacked and stood down workers   | \$10,000 withdrawal FY20<br>\$10,000 withdrawal FY21  |