

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 Expanded hardship provisions	Increase pensioner rebate 0% interest for 12 months on rate deferrals
3	People with a disability, aged people, new arrivals - experiencing isolation		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 \$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 Expand availability of online / download collection 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 Enhanced advocacy of the needs of community organisations	Temporary council staff secondment for critical community service functions Enhanced social procurement 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"> • 50% waiver of fees for any period they are able to still operate • 100% waiver of fees for any period they are forced to close 	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 6-month deferral of payments on existing loans with 0% interest. 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 Website page with support available from council and others	Enhanced local procurement
15	Council Commercial Tenants and Licensees (including SMM) (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"> • 50% waiver of fees for any period they are able to still operate • 100% waiver of fees for any period they are forced to close 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 Refunds of pre-paid fees for the Esplanade Market	Review FY21 as part of budget process
16	Small Business Rates (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 (eligible significantly impacted businesses)	Eligible organisations will receive rebates for Food Act registration and Footpath Trading permit fees for 3 months	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 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. Keeping local traders associations, community and place reference groups connected	Enhanced support for placemaking in recovery Explore options to use existing placemaking networks to keep community and businesses connected. 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. 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 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. 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. Increase amount of debt required to initiate bankruptcy proceedings from \$5,000 to \$20,000. Time to respond to demands increased from 21 days to 6 months. Directors temporarily relived 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/ Contract	Advice, EAP Personal leave 15 days Annual Leave Long-service leave	Working from home including guidance, technology, wellbeing advice Special Paid Leave for COVID impacts of up to 10-days after other leave has been exhausted Annual Leave, Long Service Leave and Special Leave can be paid at 50% to double the period of leave Internal secondment opportunities Making staff aware of support available, encouraging them to review Income Protection Insurance	Investigate use of sick leave Extending special leave provisions Secondments with external organisations Redeployment or exit assistance to other organisations Volunteering to NFPs Investigate incentives for early retirement
Casual/ Agency	Advice, EAP	Special leave paid on a pro-rata basis for COVID impacts 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 \$10,000 withdrawal FY21