

Expatriate FAQs

This FAQ is intended for expats only. All employees within Perenti Group must report and do everything that they can to assist in preventing the spread of the COVID-19 virus. Below are some queries relating to work options, travel and entitlements.

Q - What are my work options if I cannot work on my project site due to travel restrictions (such as border closures) but would otherwise be happy to stay in Africa?

A You should discuss your options with your direct manager. Should you be willing to work on other sites across Africa we will seek to redeploy you to another site in a suitable available role. If you are able to return to Australia, we will seek to redeploy you within Australia. Unfortunately, due to restrictions of entry imposed by Australian Government, we are unable to offer employment opportunities to non-Australian citizens or permanent residents within Australia at this time.

Q What are my work options if I chose to return to or stay in Australia

A In alignment with the Redeployment Guidelines, we will seek to redeploy you to a role within Australian operations. Available roles may not be like for like – but would be within the expected skill, experience or qualification of the individual.

If a suitable role in Australia is available, this will be provided on a separate contract of employment and be paid in accordance to the rate within Australia for this role. These roles may be offered on a temporary or on-going basis.

Q If I return to Australia will I be on paid R&R?

A If you return to Australia you will be required to complete 14 days isolation. You will not be paid for these days. If another role is available, you will commence this work at an agreed date and payment will commence in accordance.

Q Am I still covered by insurance and medical evac?

A Yes, should you remain in your Host Country Insurance and Medical Evac will still apply. As per usual situation, Medical Evac is based on aircraft availability, the circumstances of the patient's condition and the restrictions imposed by individual countries.

Q Does income protection insurance respond?

A If you are injured or get sick (i.e. you contract COVID-19), you will be eligible to receive income protection insurance subject to normal waiting periods and terms & conditions ([click here to download the employee protect coverage summary booklet](#)) which should be delegated to Expats only. However, you will not receive income protection for situations of being prevented from travelling or requirements for quarantine or self-isolation.

Q What happens to my pay if I stay on site?

A Employees who remain on site will continue to be paid as per their usual pay.

Q If I become unwell on site, where would I need to isolate and how does this effect the work shift?

A If you become unwell on site you should notify your team leader immediately and do not attend the worksite. Return to your usual residence in country/on site. You will need to remain in isolation and seek medical attention. You should discuss options with your leader based on the nature of the illness as to how to proceed with shift pattern. If you are able to stay on site/in country and wish to return to shift, where possible roster patterns can be amended to accommodate this.

If you have any concerns during this time, please raise them with your direct manager. More information can be found via: perentigroup.com/hseadvice under the **Expatriate FAQ** heading