



# JobKeeper Payment — Information for employees

## EMPLOYEE OBLIGATIONS

Employees will receive a notification from their employer that they are receiving the JobKeeper Payment. To be eligible, an employee must then complete a nomination form that indicates they meet the eligibility criteria and agree to a claim by the employer. Employees with more than one employer must only nominate with their primary employer, and a permanent employee can only nominate with their permanent employer (even if they have another long-term casual job).

## BACKGROUND ON JOBKEEPER PAYMENT FOR EMPLOYEES

Under the JobKeeper Payment, businesses and not-for-profits impacted by the Coronavirus will be able to access a wage subsidy from the Government to continue paying their employees. Affected employers will be able to claim a payment of \$1,500 per fortnight per eligible employee from 30 March 2020 until 27 September 2020.

Eligible employees will receive a minimum of \$1,500 per fortnight, before tax. It will be up to the employer if they want to pay superannuation on any additional wage paid because of the JobKeeper Payment.

Eligible employees include Australian citizens, the holders of a permanent visa, and Special Category (Subclass 444) Visa holders as at 1 March 2020. Employees must be a resident for Australian tax purposes on 1 March 2020.

Full time and part time employees, including stood down employees, would be eligible for the JobKeeper Payment. Where a casual employee has been with their employer on a regular and systematic basis for at least the previous 12 months on 1 March 2020, and are not permanent employees of any other employer, they will also be eligible for the JobKeeper Payment. An employee will only be eligible for the JobKeeper Payment from one employer.

An employer must provide each employee of the entity with a nomination form unless they reasonably believe that the employee does not satisfy the eligibility requirements.

Employees will be able to receive this payment in a number of different ways.

- If your employer pays you \$1,500 or more in income per fortnight before tax, the JobKeeper Payment will assist your employer to continue operating by subsidising all or part of your income.
- If your employer would otherwise pay you less than \$1,500 in income per fortnight before tax, your employer must pay you, at a minimum, \$1,500 per fortnight before tax.
- If you have been stood down, your employer must pay you, at a minimum, \$1,500 per fortnight before tax.

You will not be eligible for the JobKeeper Payment if you are receiving Parental Leave Pay from Services Australia. However, you will be eligible if you are on parental leave from your employer. If you are an employee of a Child Care Subsidy approved service under Family Assistance Law, or if you are employed by an organisation providing child care and other services and your duties relate principally to the delivery of Child Care Subsidy supported child care, you will not be eligible for the JobKeeper payment from 20 July 2020.

If you are receiving workers compensation you will be eligible for the JobKeeper Payment if you are working, for example on reduced hours, but will generally not be eligible if you are not working.

You will only be eligible for the JobKeeper Payment if you were 18 years or older at 1 March 2020. 16 and 17 years olds may also qualify for fortnights before 11 May 2020 and may continue to qualify if they are not undertaking full time study or are independent. Where a charity has employees that are fully funded from

government revenue and the charity meets the turnover decline test by excluding that revenue, the charity may choose not to nominate those employees.

If you are receiving a Services Australia income support payment, like the JobSeeker Payment, and your employer has notified you that they are receiving the JobKeeper Payment, you must report that income to Services Australia. You may also need to cancel your JobSeeker Payment. If you do not report the income or cancel your JobSeeker Payment, you may incur a debt that you will be required to pay back. You can withdraw your claim or cancel your payment using your Centrelink online account through [my.gov.au](https://my.gov.au) or the [Express Plus Centrelink app](#).

### **Employee who has been stood down and applied for income support**

Phoebe works at a cinema as a permanent full-time employee, but she has been stood down under the Fair Work Act without pay. Phoebe had registered an intent to claim with Services Australia for access to the JobSeeker Payment and the Coronavirus supplement. Phoebe is single, with no children and in total she would be eligible to receive \$1,124.50 per fortnight, before tax, from Services Australia.

Phoebe's employer has decided to apply for the JobKeeper Payment. This would entitle Phoebe to \$1,500 per fortnight before tax. Phoebe's employer is required to advise her that she has been nominated as an eligible employee to receive the payment.

If Phoebe remains registered to receive income support through Services Australia, she must advise Services Australia of the change in her circumstances. Under the income tests that apply for the JobSeeker payment, Phoebe will no longer be eligible for income support from Services Australia as a result of receiving the JobKeeper Payment. If Phoebe does not notify Services Australia, she may incur a debt that she would need to repay.