

KnowHow

JobKeeper payment

2 April 2020

You, or someone you know, may have had a change in circumstances and may need support.

We have put together some information to help you navigate these uncertain times and to answer some frequently asked questions.

Q: What is JobKeeper?

The JobKeeper payment is a \$1,500 (gross) fortnightly payment per eligible employee of a business. The amount will be paid to the employer and is designed to assist employers to continue paying their employees. Eligible employers will receive payments from the beginning of May and payments will be backdated to 30 March 2020. The payments will be available for a maximum of six months.

Q: What if the employee's income was or is ordinarily less than \$1,500 per fortnight?

The full amount of JobKeeper must be paid to eligible employees. This means that if an employee's ordinary gross fortnightly earnings are less than this amount, this employee will start to receive increased fortnightly payments from their employer.

Alternatively, where ordinary gross fortnightly income was more than \$1,500, the employer could choose to provide a top up. For example, if an employee earns \$1,000 per fortnight and the employer receives the JobKeeper payment, then the employee receives their usual salary of \$1,000 plus an additional \$500. However, if an employee earns more than the JobKeeper payment, this amount assists in meeting part of that employee's salary. Your employer may or may not top up this amount to your usual salary.

Q: Who is an eligible employer?

An employer is eligible if the business has turnover of:

- less than \$1 billion which has reduced by more than 30% compared to a comparable period a year ago (of at least a month), or
- more than \$1 billion which has reduced by more than 50% compared to a comparable period a year ago (of at least a month).

However, the business cannot be subject to the major bank levy.

Therefore, a broad range of businesses will be eligible employers including not-for-profit organisations and self-employed individuals (businesses without employees) that meet the turnover test. In relation to self-employed individuals, no details have been provided relating to the structure of the business (eg sole trader, company or trust).

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Q: Who is an eligible employee?

The payment will be available for each employee who was on the books as at 1 March 2020 and who is retained, or continues to be engaged. This includes those who have been stood down but not those who have been made redundant. It will, however, be available if a person is subsequently rehired, as long as they were also on the books on 1 March.

Other eligibility criteria:	Eligible if:
Age	At least 16
Residency status	<ul style="list-style-type: none">• An Australian citizen• Holder of permanent visa• Holder of a Protected Special Category Visa Holder• A non-protected Special Category Visa Holder who has been residing continuously in Australia for 10 years or more, or• A Subclass 444 Visa Holder (the Government has indicated other groups may be included)
Employment terms	Available to full-time and part-time workers, as well as casuals who had been employed on a regular basis for at least 12 months.
Other	Not in receipt of JobKeeper from another employer

Q: How does an eligible employer apply?

Eligible employers can **register their interest** in applying for the JobKeeper payment via the ATO website from 30 March 2020. Check back on the ATO website for the opening of formal applications.

Employers with employees will be able to apply online and identify eligible employees. On a monthly basis, updates will need to be provided to the ATO but the details of these updates is not yet known. The employer will receive the payment and be responsible for ensuring eligible employees receive the JobKeeper payment of \$1,500 per fortnight (before tax).

Q: What does a business without employees (eg sole trader) need to do?

Employers without employees will need to provide the business' ABN, provide a declaration on recent business activity, nominate who will receive the payment and that person's tax file number. Payments will be directed to that person's bank account. On a monthly basis, the employer will need to make a statement to the ATO that they are still eligible to receive the payment.

Q: Is super guarantee payable on JobKeeper payments?

Super guarantee is not payable on JobKeeper payments. This means if an employee is receiving more than their usual salary because of the JobKeeper payment, SG will only be payable on the employee's ordinary salary amount. On the other hand, where the employee's salary is only partially subsidised by the JobKeeper payment, the employer is still liable to pay superannuation guarantee on the full salary.

It is not yet understood how this will be determined for eligible casual workers whose fortnightly hours were subject to fluctuation.

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Q: How is the payment treated for social security and tax purposes?

JobKeeper payment is treated as income for social security purposes and may impact eligibility for income support. It is expected that this payment is taxable income of the employee, however, this has not been clarified.

Q: Can an employee be receiving both JobKeeper and the JobSeeker Payment from Centrelink?

Because the JobKeeper payment is assessable for social security purposes, individuals who start to receive JobKeeper will need to report any change in their income to Services Australia (formally Department of Human Services) within 14 days.

The current income test cut off point for JobSeeker payment is \$1,086.50 pf for a single person with no dependants. This means that a single person receiving JobKeeper is effectively ineligible for JobSeeker payment due to the income test.

For more information on the income test cut off points for JobSeeker, see the Services Australia website.

Next steps

To find out more about these are any other issues or concerns you may have, we recommend you contact our office on 07 4192 8900.

Important information

Any advice provided is of a general nature only. It does not take into account your objectives, financial situation or needs. Please seek personal advice before making a decision about a financial product. Information in this document is current as at 2 April 2020. While care has been taken in its preparation, no liability is accepted by Envfp Pty Ltd t/a UNIQsol, agents or employees for any loss arising from reliance on this document. Any opinions expressed constitute our views as at 2 April 2020. Case studies are for illustration purposes only. Any tax information provided is a guide only. It is not a substitute for specialised tax advice.

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