



## COVID-19 Stimulus Package JobKeeper Payment FAQ - EMPLOYEES

### How do I know if I am an Eligible Employee for the JobKeeper Payment?

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Eligible employees are employees who:

- are currently employed by the eligible employer (including those stood down or re-hired);
  - o You will need to confirm this with your employer personally
- are a full-time or part-time employee, or a casual employed on a regular and systematic basis for longer than 12 months as at 1 March 2020;
- were aged 16 years or older at 1 March 2020;
- were an Australian citizen, the holder of a permanent visa, or a Special Category (Subclass 444) Visa Holder at 1 March 2020;
- were a resident for Australian tax purposes on 1 March 2020; and
- are not in receipt of a JobKeeper Payment from another employer.

### What are my obligations as an employee?

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Employees will receive a notification from their employer that they are to receive the JobKeeper Payment.

Employees will not need to do anything further unless any of the following apply:

- If you have multiple employers, you must notify the employer that is your primary employer
- If you are not an Australian citizen, you must notify your employer of your visa status to allow the employer to determine if you are eligible to receive the JobKeeper payment

### If I receive the JobKeeper Payment will it affect other payments from Services Australia?

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Yes, the JobKeeper Payment is treated as ordinary income for the purposes of social security payments, including Child Support, Family Tax Benefit and Child Care Subsidy. You therefore must report your change in circumstances to Services Australia if you are to receive the JobKeeper Payments.

### I am an eligible employee in an eligible business. How much will I receive?

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Eligible employees will receive, at a minimum, \$1,500 per fortnight before tax. You will receive this payment as a form of wage from your employer.

### I am still working or on paid leave and earn more than \$1,500 per fortnight before tax.

#### Will my pay change?

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No. If you receive \$1,500 or more in income per fortnight before tax, you will continue to receive your regular income according to your usual workplace arrangements.

The JobKeeper Payment will assist your employer to continue operating by subsidising part of your income.

### I am still working or on paid leave and I earn less than \$1,500 per fortnight before tax.

#### How much will I receive

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For eligible employees, if you receive less than \$1,500 in income per fortnight before tax, your employer must pay you, at a minimum, \$1,500 per fortnight, before tax. Your employer will continue to pay you your ordinary income according to your usual workplace arrangements and provide a 'top-up' so you receive \$1,500 per fortnight, before tax.



### **I have been stood down. How much will I receive?**

If your employer is eligible for the JobKeeper Payment, and they elect to participate, your employer will receive \$1,500 per fortnight for each eligible employee. They will be required to pay you \$1,500 (before tax) per fortnight. The payment will be treated as income, and so will have tax withheld by your employer on your behalf.

### **I have taken up other work after being stood down. Will I still receive a payment?**

Yes. The JobKeeper Payment is not income-tested, so you may earn additional income without your payment being affected as long as you are eligible and maintain your employment (including being stood down) with your JobKeeper-eligible employer. However, you can only receive the JobKeeper payment from one employer, your primary employer.

### **I was employed on 1 March 2020, but I was stood down or let go and I have applied for or am currently receiving income support (e.g. JobSeeker) from Services Australia.**

#### **Will I receive the JobKeeper payment?**

You will be eligible for the JobKeeper Payment if you have been stood down from work, or if your former employer re-hires you. However, the JobKeeper Payment is treated as ordinary income for the purposes of social security payments. You must therefore report your change in circumstances to Services Australia if you are receiving income support, and this is likely to make you ineligible for the JobSeeker Payment or other income support payments or eligible at a reduced rate.

### **Will my employer pay Superannuation on the JobKeeper Payment?**

No, superannuation guarantee payments are not required to be paid on any additional payment made because of the JobKeeper Payment.

### **I started work with my current employer after 1 March 2020.**

#### **Will I receive this payment from that employer?**

No. The JobKeeper Payment supports businesses to maintain eligible employees who were in their employ on 1 March 2020. You may be eligible for the JobKeeper Payment if you are currently stood down by your previous employer prior to 1<sup>st</sup> March 2020 or if you are re-hired by that employer.

### **I am a casual worker. Am I eligible to receive the JobKeeper Payment?**

You are eligible for the payment if you have been with your employer for 12 months at 1 March 2020 on a regular and systematic basis. Apart from this, casual employees are not eligible for the JobKeeper Payment. If you are ineligible for the JobKeeper Payment, you may be able to apply for support through Services Australia depending on your personal circumstance.

### **I have multiple employers; will I receive multiple payments?**

No. Every employee is only able to receive one payment from one employer, their primary employer. Your employers who have elected to participate in the JobKeeper Payment scheme may ask you to indicate whether they are your primary employer. If you are employed by more than one employer, you should contact your employers and indicate to them which is your primary employer.

The ATO will provide guidance on how to determine your primary employer.

You can continue to receive non-JobKeeper supported income from your non-primary employer.



### **I am on unpaid or paid leave. Will I receive the payment?**

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Yes, unless you are in receipt of Government Paid Parental Leave or Dad and Partner Pay. If you are an eligible employee and your employer is an eligible employer, they will receive the payment whether you are working, on leave, or have been stood down.

### **I currently have a salary sacrifice arrangement with my employer. Can it continue?**

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Yes. The JobKeeper payment may be paid to an employee in cash or as a fringe benefit or extra superannuation contribution where the employee and employer agree.