

JOBKEEPER UPDATE

Preparing for the end of JobKeeper

Key dates and actions for employers

The Australian Government's JobKeeper scheme is coming to an end on **28 March 2021**, meaning businesses will no longer be entitled to receive JobKeeper payments for their eligible employees or utilise the temporary Fair Work Act JobKeeper provisions which gave employers certain flexibilities. It is a critical period for employers and now is the time to be preparing for this change.

This JobKeeper Update provides information on key actions to take to prepare for the end of the JobKeeper payments and Fair Work Act JobKeeper provisions, as well as other areas for consideration with respect to employment requirements post-JobKeeper.

Preparing for the end of JobKeeper payments:

- **Communicate with employees prior to the end of JobKeeper:** As the JobKeeper payment program ends on **28 March**, employees' wages will revert back to their pre-JobKeeper levels. It is recommended that you notify your employees of this, particularly where the amount received under JobKeeper may differ from the employee's regular pay rate.
- **Submit your March monthly business declaration to the ATO:** You do not have to take any specific action with the ATO when the program ends, however you will need to complete your final monthly business declaration for March by **14 April 2021**.
- **Consider other options for Government assistance:** Although the JobKeeper scheme will not be extended there may be additional assistance available to employers such as grants, hiring incentives and targeted support. Visit business.gov.au for more information.

Preparing for the end of JobKeeper enabling directions:

- **Notify employees that the JobKeeper enabling direction will cease:** Any JobKeeper enabling direction, whether issued by an employer currently on JobKeeper or a Legacy Employer, will cease to have effect from the start of **29 March 2021**. This means that employees will revert to their substantive terms and conditions of employment. While the direction will automatically cease to apply, employers should communicate with their employees about the change.
- **Consider employment requirements post-JobKeeper:** If your business is still experiencing the effects of the COVID-19 pandemic you should consider your employment requirements post-JobKeeper. This includes whether employees can be stood down, whether other flexibilities may be permitted under the applicable industrial instrument or by agreement, or whether any positions may be redundant. Given the complex nature of the considerations and related employment obligations, it is recommended you contact a Workplace Relations Advisor at the Guild (<https://www.guild.org.au/resources/business-operations/workplace-relations>) for specific advice tailored to your business's needs.