

JobKeeper webinar script – Friday 21 August

Speakers: Carolyn Morris, David Thorpe, Martina Smythe

Carolyn:

SLIDE 1 Holding slide

- Welcome everyone and thank you for joining me for a special JobKeeper update. Today I am joined by David Thorpe, who is managing the JobKeeper project and Martina Smythe, General Manager of People and Culture, who will be here to answer your questions.

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- Before we get started, I'd like to acknowledge that I am on the land of the Wurundjeri people of the Kulin nation. I value their cultural heritage and beliefs, and want to acknowledge their elders, past, present and emerging.
- On Tuesday 21 July, the Federal Government announced the extension of the JobKeeper wage subsidy to March next year, with a payment reduction in the December quarter and March quarter. In addition to this, the relevant date of employment has been moved from 1 March to 1 July 2020.
- This is fantastic news for the Y. Without the government's support, we would not be able to support so many of our staff. However, this also means we now have a lot of work to do to ensure those people who are now eligible, complete their nomination forms on time.
- So, I ask that you please listen carefully and ask questions by using the Q&A function at the bottom of the screen. We will be answering questions at the end of the webinar, and we will also be sending a follow up email that includes a link to the recording of this webinar for those who missed it.
- If you tuned into yesterday's all staff webinar, you will have heard me say that the extension of JobKeeper will be rolled out in two phases. We are calling phase one JobKeeper 1.5, which is for people who just missed out on JobKeeper 1.0 who may now be eligible due to the criteria being updated from 1 March to 1 July.
- We are calling phase two, JobKeeper 2.0. JobKeeper 2.0 is the extension of the subsidy that will commence in the December quarter from Monday 28 September 2020.
- I will be taking you through JobKeeper 1.5 and then David will be speaking about JobKeeper 2.0.

SLIDE 2 – New eligibility criteria

- As I already mentioned, the government has made changes to the employee eligibility criteria for the current JobKeeper subsidy. This is to ensure that some people who were previously ineligible will become eligible.
- To be clear, for anybody who is currently receiving JobKeeper payments, you don't need to do anything - your eligibility remains the same until 27 September.
- For anyone ineligible, on Monday 3 August, the relevant date of employment changed from 1 March to 1 July 2020.
- This means that many staff who were previously ineligible for JobKeeper may now be eligible. Previously, around 2,500 people were eligible at the Y, and these new changes could mean that approximately 1,000 people could also become eligible. This includes:
 - Long-term casual employees who reached the 12 month qualifying period between 1 March and 1 July 2020;
 - New permanent employees who started working at the Y between 1 March and 1 July 2020;
 - Employees who turned 18 years of age between 1 March and 1 July 2020;
 - Employees who are aged 16 or 17 years and became 'independent' or ceased full-time study between 1 March and 1 July 2020.

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- We will be emailing those staff who fall into those categories on Monday next week, the 24 August.
- If you receive an email from Human Resources, you will need to self-assess whether you are eligible against the JobKeeper criteria and **submit a JobKeeper Employee Nomination form by 11.59pm Tuesday 25 August.**
- I will now take you through a step by step of how to submit the form.

SLIDE 3 – 11 – Go through each and read out the instructions on each slide

SLIDE 12 – Deadline

- We believe that the submission process is user friendly, but if you are having any problems with submitting the form please email Humanresources.vic@ymca.org.au after 10am on Monday 24 August.
- It is important to note that even if you are still working your regular hours, are on reduced hours, or are stood down you must complete this form to assist

with the JobKeeper Payment subsidy program if you have been identified as eligible.

- All staff who receive the employee nomination form on Monday must complete it, whether they want to participate in JobKeeper or not. So even if you do not want to receive the payment, please still complete the form.
- Our deadline for you to complete your JobKeeper employee nomination form is 11:59pm on Tuesday 25 August, which I realise is not a lot of time.
- Therefore I ask that anyone who isn't currently on JobKeeper, to check their inbox on Monday morning and complete the form. It's critical that we have all employee nomination forms in by this time so we can process your payments.

SLIDE 13 – Back payment dates

- New eligible employees that submit their employee nomination form will receive JobKeeper Payments of \$1,500 (and tax will be taken out of that) from 3 August to 27 September.
- Because we pay wages retrospectively, you will be back paid for the fortnights of 20 July – 2 August, 3 August – 16 August and 17 August – 30 August and you will receive this payment in the next payroll on Wednesday 2 September.
- The government have anticipated that we need to make this back payment and have provided us until this time to do so. Nevertheless it's still tight, so we need your full support and to return your forms as quickly as possible.

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- Dave will now take you through JobKeeper 2.0.

Dave

- Thanks Carolyn, as mentioned the government announced the extension of the JobKeeper payment subsidy in late July, Jobkeeper 2.0. Currently, all entities at the YMCA are eligible for JobKeeper payments, with the exception sadly of Children's Programs and some Vacation Care staff, whose JobKeeper payments finished on 20 July 2020 as per the Federal Government's update to the JobKeeper scheme for this sector.
- Provided all entities remain eligible, all employees receiving JobKeeper 1.0 or employees who will become eligible for JobKeeper 1.5, will remain eligible for JobKeeper 2.0.
- As we move into the December and March quarters, we must requalify for JobKeeper by demonstrating a 15% drop in revenue in the COVID-affected quarters per entity.

- We cannot know if we have requalified for the next quarter of JobKeeper (from October – December) until the current quarter is complete and we have final figures of the Y's revenue by entity. We therefore will not know for certain if each entity has requalified until early October.
- However, we strongly believe all entities will be eligible for JobKeeper 2.0 in the December quarter.
- As part of the JobKeeper extension, the payment rate will be reduced from the December quarter, which starts on Monday 28 September 2020, and again from the March quarter, which starts on Monday 2 January 2021. Furthermore, payments will be delivered via two-tiered system.
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SLIDE 14 – Two tiered JobKeeper system

- For the December quarter, those who worked less than 20 hours a week will be moved into the part time tier, which entitles you to \$750 a fortnight. Those who worked more than this amount will remain in the first tier, which entitles you to \$1,200 a fortnight.
- For the March quarter, these figures reduce to \$1,000 and \$650 respectively.
- To determine whether you work an average of 20 hours or more per week, the YMCA will assess the hours you worked in the last two fortnights prior to 1 March or 1 July 2020, and the period with the highest number of hours will be used for the assessment.
- In anticipation of Y entities being eligible, we will calculate and communicate to everyone who is receiving JobKeeper prior to JobKeeper 2.0, commencing on Monday 28 September.

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- We will now move on to Q&A.

Q&A

Carolyn

- Thanks everyone for tuning in.
- Before we wrap up with webinar I'd like to reiterate that:
 - Those of you who are currently **not** receiving JobKeeper, please check your email inbox on Monday morning to see whether you are eligible for

JobKeeper 1.5 or not. If you have been assessed as eligible, please complete your employee nomination form by 11.59pm on Tuesday 25 August, regardless if you want to receive the payment or not.

- Those of you who are currently receiving JobKeeper – you do not need to do anything. You will automatically be eligible for JobKeeper 2.0 when it comes into effect on Monday 28 September.
 - All JobKeeper recipients will be communicated with via email prior to JobKeeper 2.0 commencing to confirm what payment tier they are in.
- We have updated the JobKeeper FAQs on the emergency website, and I'll include a link to the site in the follow up email.
 - And before we wrap up, I'd like to share a quick video with you. Many of you know Phil Walker, who is the Y's quality and assurance manager in the Risk team. Phil's nephew Josh recently wrote to the PM to thank him for his work throughout the pandemic and he responded with this lovely video.

SLIDE 15 – Video of PM

- Stay safe and take care.