



JobKeeper 3.0 – A comprehensive guide

The rules have changed again. Here's all the essential facts to bring you up to speed

JobKeeper 1.0 the original JobKeeper scheme

- runs until the end of September and essentially remains the same.
 - Eligibility criteria hasn't changed - if you are currently receiving JobKeeper under the original scheme you will continue to do so until the end of September 2020.
 - There is one major exception to this rule – the employment date requirement of 1st March, 2020 has been moved to 1st July, 2020 for JobKeeper fortnights from 3/8/2020. *For further information see the section below – "Currently receiving JobKeeper 1.0? Why you may need to re-assess eligible employees!"*.

JobKeeper 2.0 (JobKeeper Extension)

- announced in late July
 - extended the JobKeeper program through to March, 2021 – this period from October to March is called JobKeeper extension.
 - Refer to [our article published on 21st July, 2020.](#)
 - Now largely irrelevant as superseded by JobKeeper 3.0

JobKeeper 3.0 (JobKeeper Extension)

- announced on 7th August, 2020
 - Supersedes JobKeeper 2.0
 - Maintains the extension of the JobKeeper program through to March, 2021 but eases the decline in turnover eligibility criteria



If you wish to apply for either of the JobKeeper extension periods after September, 2020 you will need to re-assess your eligibility. The rules under which you can claim JobKeeper will depend on which period you are claiming. This is summarised below:

| | JOBKEEPER 1.0 – THE ORIGINAL to 27/09/2020 | | JOBKEEPER 3.0 – JOBKEEPER EXTENSION 28/9/2020 - 28/3/2021 | |
|--|--|---------------------------|---|---|
| | 30/3/2020 - 02/08/2020 | 03/08/2020 – 27/9/2020 | 28/9/2020 – 03/01/2021 | 04/01/2021 – 28/03/2021 |
| Which rules apply: | JobKeeper 1.0 | | JobKeeper 3.0 All businesses will need to re-assess eligibility , even if they are already on JobKeeper | JobKeeper 3.0 All businesses will need to re-assess eligibility , even if they are already on JobKeeper |
| % Decline in turnover required: | 30% decline (turnover of up to \$1 billion or less) 50% decline (turnover of more than \$1 billion) 15% decline for Charities and NFP’s (no change to this rule across all JobKeeper periods) | | | |
| Applying the decline in turnover test: | Decline in turnover when compared to a similar time last year <ul style="list-style-type: none"> - Could use actual or projected turnover - Decline can be demonstrated for a month only (e.g. August) or for a quarter (e.g. April – June) - Alternative tests available if comparable period from last year not available or not relevant (e.g. due to significant business growth) | | Decline in actual turnover for the July – September quarter when compared to same quarter last year <ul style="list-style-type: none"> - Actual turnover only – projected turnover calculations cannot be used - Alternative tests are expected to apply if comparable period is not available or not relevant (yet to be confirmed by ATO) | Decline in actual turnover for the October – December quarter when compared to the same quarter last year <ul style="list-style-type: none"> - Actual turnover only – projected turnover calculations cannot be used - Alternative tests are expected to apply if comparable period is not available or not relevant (yet to be confirmed by ATO) |



| Date of employment rules: | Required to be employed as at 1 st March, 2020 | Required to be employed as at 1 st July 2020 | Required to be employed at 1 st July 2020 | |
|--|---|---|---|---|
| Casual employees: | Required to be employed on a regular & systematic for 12 months (no change) in the lead up to the relevant date of employment rule mentioned above | | | |
| Payment amount per employee: | \$1500 per fortnight | | Employees working more than 20 hours per week - \$1200 per fortnight Employees working less than 20 hours per week - \$750 per fortnight | Employees working more than 20 hours per week - \$1000 per fortnight Employees working less than 20 hours per week - \$650 per fortnight |
| Are the payment rates the same for Eligible Business Participants (working directors, sole traders)? | Yes, \$1500 per fortnight | Yes, \$1200 or \$750 per fortnight depending on whether working more than 20 hours per week in business | Yes, \$1000 or \$650 per fortnight depending on whether working more than 20 hours per week in business | |
| When you can apply: | Applications are open anytime during the relevant period meaning that you don't have to apply at the start of a quarter. You can opt-in to the system anytime once you meet the eligibility criteria. You won't however receive back-pay for prior months (except for those businesses that applied at the start of JobKeeper 1.0) | | | |

Currently receiving JobKeeper 1.0? - Why you may need to re-assess eligible employees!

As part of the JobKeeper review announced on 7th August, 2020 the Government has recognised that a number of employers were missing out on JobKeeper payments for some employees.

This includes situations like:

- Additional new team members were employed since the original 1st March, 2020 cut-off – these would not be eligible for JobKeeper
- Employees recruited to replace an employee that had left. This meant that the original employee was eligible for JobKeeper up to the cessation of employment but the replacement employee was not.
- given the passing of time since 1st March, 2020, casual employees would now meet the 12 month
- employment rule however despite this were not eligible for JobKeeper.



You may recall when the original application for JobKeeper was lodged only employees who met the 1st March, 2020 employment requirements could be eligible for JobKeeper.

The rules were:

- full-time or part-time employees had to be employed as 1st March, 2020
- casual employees had to be regularly and systematically employed in the business for 12 months as at 1st March, 2020

From 3rd August, 2020, the 1st March 2020 date has now been moved to 1st July 2020.

You may now be able to claim for additional employees that were not previously eligible.

These new rules apply for JobKeeper fortnights from 3/8/2020 - JobKeeper fortnight #10 onwards.

What do you need to do?

- Re-assess eligible employees to determine if any additional employees are now eligible.
- Provide newly eligible employees with employee nomination forms and obtain signed form back from employee confirming their opt-in
- Complete the JobKeeper registration process for that employee in your payroll system
- Ensure you meet the minimum fortnightly wage criteria of \$1500 per fortnight. If a JobKeeper top-up is required for new eligible employees, or during the extended JobKeeper period, we understand that The Commissioner of Taxation will have discretion to extend the time an entity has to pay this in order to meet the wage condition. We recommend delaying top ups so that you have time to first confirm any new eligible employees or your eligibility for the JobKeeper extended periods.
- Ensure you meet the ongoing minimum fortnightly wage criteria of \$1500 per fortnight.
- Ensure the correct updated number of employees are being claimed for when you complete your August monthly declaration with the ATO in early September

If you need help with this process please call us as soon as possible on 07 4642 5800 or email info@atticusaccountants.com.au

Please note that there are still some details being fleshed out by the ATO and Treasurer Josh Frydenberg around JobKeeper 3.0 and the extension period, so there may still be further changes, clarifications and tweaks. The above information is correct as at 11/08/2020