

JOBKEEPER UPDATE

The end of JobKeeper

Key dates and actions for employers

The Australian Government's JobKeeper scheme came to an end on **28 March 2021**, meaning businesses are 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. Employers should now have made the necessary changes.

This JobKeeper Update provides information on key actions that should have been taken given the end of the JobKeeper payments and Fair Work Act JobKeeper provisions, as well as other areas for action with respect to employment requirements post-JobKeeper.

Actions after for the end of JobKeeper payments:

- **Communicate with employees about the end of JobKeeper:** As the JobKeeper payment program ended on **28 March**, employees' wages have reverted back to their pre-JobKeeper levels. You should have notified your employees of this at the time. If not, you should advise them immediately.
- **Submit your March monthly business declaration to the ATO:** You should have completed your final monthly business declaration for March by **14 April 2021**. Again, if you have not done so, you should file with the ATO immediately, or contact them to discuss your situation.
- **Consider other options for Government assistance:** Although the JobKeeper scheme has ended there may be additional assistance available to employers such as grants, hiring incentives and targeted support. Visit business.gov.au for more information.

The end of JobKeeper enabling directions:

- **Notify employees that the JobKeeper enabling direction has ceased:** Any JobKeeper enabling direction ceased to have effect from **29 March 2021**. This means that employees reverted to their substantive terms and conditions of employment. Employers should have communicated with their employees about the change. If you have not done so, you should do so immediately.
- **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.