



National
Retail
Association

National Employment Incentives

*A guide outlining employment incentives
available to retailers nationally.*

COMPILED BY THE
NATIONAL RETAIL ASSOCIATION

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For more information about NRA training visit:

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- 4 Federal
- 6 Queensland
- 7 South Australia
- 8 Victoria
- 9 New South Wales
- 10 Northern Territory
- 11 Tasmania
- 12 Australian Capital Territory
- 13 Western Australia



FEDERAL

The following incentives are available across all Australian states and territories.

Youth Jobs PaTH

Up to \$11,000 is available to businesses for each person that is employed via the Youth Jobs PaTH program.

Breakdown of Incentives

- \$1,000 is awarded to employers whom take someone on for an “internship” for a period of 4-12 weeks
- Up to \$10,000 if someone is hired in a capacity of at least 20 hours per week (on average) – this can be in a full time, part time or even casual position.
- The subsidy is paid over a 6 month period and the minimum average of 20 hours per week is applicable for this whole time.

[Click here for more information](#)

Wage Subsidies

Up to \$10,000 (GST inclusive) is available for new employees who are:

- between 15 and 25 years of age
- Indigenous Australians or
- 50 years of age and over.

Up to \$6,500 (GST inclusive) is available for new employees who are either:

- Between 25 and 29 years of age
- Principal carer parents or
- individuals who are registered with an employment services provider for 12 months or more.

To be eligible, the job on offer must be ongoing and have an average of 20 hours (or more) per week over the 6 months of the subsidy agreement.

[Click here for more information](#)



Australian Apprenticeship Incentive Programme

New Employees

- New full-time trainees are eligible for payments of up to \$4,000, paid in 2 instalments (\$1,500 for commencement & \$2,500 for completion)
- New part-time trainees are eligible only for a completion payment of \$1,500

Over 45 or School Based Trainees

- Persons within this demographic whom become trainees are eligible for payment of up to \$1,500 paid in 2 instalments (\$750 for commencement and another \$750 for completion)
- This payment can be in addition to the new employee commencement and completion payments

Persons with Disabilities

- Instead of the 2 instalment payment method under the new employee incentive, employers of persons with disabilities undertaking an apprenticeship can choose to instead receive a weekly payment of \$104.30 (roughly \$5,400 per year)
- This is a recurring payment for the life of the apprenticeship. The employer needs to put in a renewal notice every 12 months
- Initial application for this needs to include medical advice from a doctor outlining the disability and the level of support needed
- If the trainee requires extra support to complete their apprenticeship then the federal government will also fund the RTO to provide this additional support

[Click here for more information](#)

Launch Into Work Program // Coming Soon

The Federal Government has committed \$10 million to the 2019-2020 Launch into Work Pilot Program.

The program is designed to involve employers in pre-employment projects focussed on training, work experience and mentoring of job seekers to increase their skills, experience and confidence.

Projects are co-designed with employers, JobActive providers, registered training organisations and other stakeholders to ensure both employer and job seeker needs are met.

Industry associations can facilitate or lead a project, but must have committed employers with job vacancies, that are willing to participate in the co-design process and project delivery – so if you are interested in receiving funding and/or participating in this initiative, contact us now and we can work together to achieve the best outcomes for your business.

STATE-SPECIFIC

The following incentives are potentially available in addition to the Federal incentives.



QUEENSLAND

Back to Work

Regional Incentives

Employer support payment

- \$15,000
- Jobseeker needs to be unemployed for 52 weeks or more
- Paid in 3 instalments over a period of 52 weeks (1 year)

Youth boost payment

- \$20,000
- Jobseeker needs to be unemployed for minimum of 4 weeks, aged between 15 & 24 years
- Paid in 3 instalments over a period of 52 weeks (1 year)

Mature aged worker boost payment

- \$20,000
- Jobseekers need to be unemployed for a minimum of 4 weeks and be over 55 years old
- Paid in 3 instalments over a period of 52 weeks (1 year)

South East Queensland Incentives

Mature Aged Worker Boost Payment

- \$20,000
- Jobseekers need to be unemployed for a minimum of 4 weeks and be over 55 years old
- Paid in 3 instalments over a period of 52 weeks (1 year)

****CANNOT APPLY FOR BOTH WORK START & BACK TO WORK****

[Click here for more information](#)

Queensland Work Start

Work Start

- Only available if employer is not eligible for employer support payments under the Back to Work program
- Single payment of \$10,000
- Payment is made after 91 days of employment in the traineeship
- To be eligible the employee must have undertaken a Skilling Queenslanders for Work program & started a traineeship within 6 months of exiting said program
- Only 300 payments are available during the 2017-2018 year

****CANNOT APPLY FOR BOTH WORK START & BACK TO WORK****

[Click here more information.](#)



SOUTH AUSTRALIA

Job Accelerator Grant Scheme (JAG)

This grant is intended to assist employers to hire full time, part time & casual staff and there are two types of grants under this scheme (which one applies depends upon the business size):

Job Accelerator Grant

- For businesses registered for payroll tax but with taxable wages of less than \$5M across the group
- Up to \$10,000 (\$5,000 per year) for each new job created

Job Accelerator Grant for Small Businesses & Start-ups

- For small businesses that are exempt from payroll tax and/or have taxable wages less than \$600k
- Up to \$4,000 (\$2,000 per year) for each new job created
- For small businesses & start-ups, the new employee needs to complete a minimum of 22 hours per week

Applicable to both

- New staff members need to be hired before 30/06/2018
- Have to be in the position for at least 12 months
- Payments are made on the 1st and 2nd year anniversaries of the new staff
- The new employee needs to be registered within 90 days of their commencement
- Payments are pro-rata based on the new staff member's full time equivalent (FTE) – e.g. if they are 0.6 FTE (21 hours per week) then the employer would only receive 60% of the full grant amount
- If your employment of FTE drops during the 2 years for more than 60 days, then the grant will not be paid.

Trainees

- If the new employee is a trainee, then an additional \$5,000 (\$2,500 per year) is available under this scheme
- Can still claim the Federal Australian Apprenticeship Incentive of up to \$4,000 (\$1,500 for commencement & \$2,500 for completion) for full time staff or \$1,500 for part time (paid at completion)

[Click here for more information](#)



VICTORIA

Back to Work Scheme

Up to \$11,000 for hiring eligible employees into a full time or part time job (part timers only receive 75% of the incentives)

Eligible Persons

- \$5,000 for dairy industry workers
- \$7,000 for retrenched automotive workers
- \$5,000 for unemployed people living in the Latrobe Valley
- \$5,000 for retrenched workers from the Hazelwood power station

Training

- An additional amount of up to \$4,000 is available to employers for accredited training of those eligible persons
- Employers can only claim for out of pocket expenses

Second Installments

- A second instalment can be applied for 9 months after the lodgement of the first instalment if the employee/s have been continuously employed during this time

[Click here for more information](#)



NEW SOUTH WALES

Jobs Action Plan

Up to \$6,000 is available to employers who hire someone in a “new job” either full time, part time or casual – as long as the number of full time equivalent (FTE) employees increases.

- Paid over a period of 2 years - \$2,000 on the first anniversary & a further \$4,000 on the second.
- An employer must have less than 50 FTE

[Click here for more information](#)

Fresh Start Support

There is a \$1,000 rebate for employers who hire someone that was made redundant during a particular period whilst working for one of the following companies:

- Simplot Australia Pty Ltd – made redundant during the period of 1/1/2014 & 30/6/2015
- The Health Snack People Pty Ltd (Kellogg’s) – made redundant during the period of 1/1/2014 & 30/6/2015
- Downer EDI Rail Pty Ltd – made redundant during the period of 1/1/2014 & 30/6/2015
- PowerServe Pty Ltd – made redundant during the period of 1/1/2014 & 30/6/2015
- Electrolux Pty Ltd (Orange factory) – made redundant during the period of 1/1/2014 & 30/6/2017

The same eligibility criteria as the Jobs Action Plan apply and the payment is made on the anniversary of the new persons employment.

[Click here for more information](#)

NSW Small Business Grant

Small businesses that employ someone who they are not liable for paying their payroll tax during the first 12 months of that person’s employment are eligible for this \$2,000 grant. The payment is made on the anniversary of the employment date.

There is no specification as to whether the employment needs to be full time, part time or casual, however there does need to be an increase in the number of full-time equivalent employees & this needs to be maintained for the 12 month period.

[Click here for more information](#)



NORTHERN TERRITORY

NT Employer Incentive Scheme

Employers who take on an apprentice or trainee in the Northern Territory are eligible for up to \$4,000 of funding.

\$4,000 is available for employers who:

- Employ an apprentice or trainee in an area that is identified with occupational shortages
- Receives one payment of \$3,000 after the first 6 months of their employment and the final amount of \$1,000 when they have either been employed for 2 years or have finished their training
- Must be studying an apprenticeship or traineeship from this list:
<https://nt.gov.au/employ/for-employers-in-nt/qualifications-attracting-incentives-in-the-NT>

\$3,000 is available for employer who:

- Employ an apprentice or trainee
- One payment of \$1,000 is paid upon commencement and another payment of \$2,000 is made upon completion

\$2,000 is available for employers who:

- Employ an apprentice or trainee from a disadvantaged group
- One payment of \$2,000 is made after the trainee/apprentice has been in this employment for a minimum of 6 months of their course

[Click here for more information](#)



TASMANIA

Small Business Grant to Support Apprentice and Trainees

Employers whom take on an apprentice or trainee are eligible for a rebate of up to \$4,000:

- For full-time staff the payments are 2 x \$2,000
- For part-time staff the payments are 2 x \$1,000
- The first payment is made 6 months after the commencement of the training contract and the second payment is made 12 months after the commencement
- Cannot apply if the trainee/apprentice is eligible for the payroll tax rebate

[Click here for more information](#)



AUSTRALIAN CAPITAL TERRITORY

No relevant incentives are available for ACT at this time.



WESTERN AUSTRALIA

No relevant incentives are available for WA at this time.