



Question	Answer
<p>Can a role that is being supported by JobKeeper be made redundant anytime between now and the end of September when JobKeeper is likely to end?</p>	<p>Yes. In addition, the JobKeeper payments can go towards meeting the redundancy entitlements for the employee. The employer must notify the ATO of the redundancy and when the JobKeeper payments should cease.</p>
<p>Can I dismiss an employee on JobKeeper for performance or disciplinary reasons?</p>	<p>Yes, you can terminate an employee's employment who is receiving the JobKeeper payment, as long as you follow the normal processes in accordance with the FW Act and other relevant legislation and industrial instruments, together with your company policies</p>
<p>We've need to make a position redundant – the employee is on JobKeeper – and is now on reduced hours (three days a week). Can we calculate the redundancy payout based on his current hours?</p>	<p>No. The employee must be paid out at pre-COVID hours and rates of pay. Annual leave accrual must also be based on their previous weekly hours. Employers also need to notify the ATO if someone on JobKeeper payments has been made redundant.</p>
<p>I have had a decline in the turnover of my business - do I have to prove that it is COVID-19 related?</p>	<p>No. It does not matter whether it is COVID-19 or the ensuing effect on the economy that caused the reduction in your business turnover, provided you meet the fall in turnover (percentage required) and meet the other eligibility criteria.</p>
<p>If I stood down my employees without pay after the 1st March, can I back pay them to be eligible for the JobKeeper payment?</p>	<p>Yes. If you want to claim the JobKeeper Payment for your employees, you will need to confirm your eligible employees want to be part of the scheme and arrange for them to be paid a minimum of \$1,500 per fortnight before tax from 30 March 2020.</p>
<p>One of my staff has asked if the JobKeeper payment can be salary sacrificed. Can it?</p>	<p>Yes. Where the employee and employer agree the JobKeeper Payment can be paid to an employee in cash or as a fringe benefit or an extra superannuation contribution.</p>