



# **IMPORTANT: COVID-19 Update –** **Aged Care Workforce Retention Bonus**

**Date:** 20 July 2020  
**To:** All ACCS Employees  
**From:** David Izzard, Head of People & Culture

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Calvary have lodged an application for the Commonwealth Government's **Aged Care Workforce Retention Bonus**.

To assist our employees, we have prepared the following update, in continuation from the update provided on 11 June 2020 ([available by clicking here](#)).

## **What is the Aged Care Workforce Retention Bonus?**

In March 2020 it was announced by the Commonwealth Government that an aged care workforce retention bonus would be made in two payments, of up to \$800 after tax for residential aged care workers and \$600 after tax for workers in home care packages.

Unfortunately, the way that the Government has designed the Aged Care Workforce Retention Bonus means that not all employees of Aged and Community Care are eligible.

## **Am I eligible for the Aged Care Workforce Retention Bonus?**

To be eligible, at the time of Calvary's application you must be employed by Calvary as a full time, part time or casual employee, work on average more than 3 hours per week and work within an eligible Calvary service.

### **Residential Aged Care**

As a residential aged care worker, the Government has decided that you will only receive the Aged Care Workforce Retention Bonus if you are a registered or enrolled nurse, personal care worker (or an equivalent as otherwise titled) or allied health worker delivering face-to-face services.

### **Community Care**

As a worker in Community Care, the Government has decided you will only receive the Aged Care Workforce Retention Bonus if you work within a home care package and are providing clinical support, personal care (showering, dressing etc.), cleaning and support with household tasks, meal preparation, social support, shopping services, community access, transport, allied health and respite services. This also includes National Aboriginal and Torres Strait Islander Flexible Aged Care.

Hours worked by employees in Commonwealth Home Support Packages, Department of Veterans Affairs, Short Term Restorative Care, Transition Care and Privately Funded Services are not eligible for the Aged Care Workforce Retention Bonus.



If you work across both eligible and ineligible packages, only the hours worked under eligible Calvary services will be used to calculate the amount payable to you.

**PLEASE NOTE:** Contract/agency employees are not eligible for payment by Calvary - their employer must make an application.

**How much is the Aged Care Workforce Retention Bonus?**

There are two bonus payments of up to \$800 for Residential Aged Care Employees, and up to \$600 for Community Care Workers. There is one payment for employees employed in June 2020, and a second for those employed at 31 August 2020.

Payments are made in accordance with the number of hours worked by employees in the four weeks prior to Calvary applying for the bonus, as follows:

Calvary service	Between 3 and 7.5 hours per week	More than 7.5 and up to 15 hours per week	More than 15 and up to 22.5 hours per week	More than 22.5 and up to 30 hours per week	More than 30 hours per week
Residential Aged Care	\$160	\$320	\$480	\$640	\$800
Home Care	\$120	\$240	\$360	\$480	\$600

**PLEASE NOTE:** The payments are considered income and will be subject to income tax, so it is likely you will receive less than what is stated above. Please also note superannuation is not payable on these payments.

**When will the payments be made?**

If Calvary’s application for the aged care workforce retention bonus is successful, the first payment is expected in July 2020 and the second payment in September 2020.

**Where can I find more information?**

More information will be communicated to employees as it becomes available. Please do not hesitate to contact a member of the Human Resources team if you require any further information.