



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

Date: 14 September 2020
To: All ACCS Employees
From: David Izzard, Head of People & Culture

We are pleased to advise our employees that payment of the first Aged Care Retention Bonus will be made by Calvary on Thursday 17 September 2020. Please note your financial institution may not release funds to you immediately, which may delay when you receive payment.

When will the second and third Aged Care Workforce Retention Bonuses be paid?

We maintain our commitment to pay employees their Aged Care Workforce Retention Bonus within five (5) business days of receiving payment from the Commonwealth Department of Health. Calvary has been advised that payments are scheduled to take place as follows:

Aged Care Workforce Retention Bonus two

Calvary are expecting payment in the week of 28 September 2020.

Aged Care Workforce Retention Bonus three

Details for when this payment will be made to Calvary are not yet available. We do know however that eligibility for the payment will be based on employment as at 30 November 2020 and therefore it is likely that the payment will be in December 2020.

You can read this announcement by clicking [here](#).

Are the eligibility criteria for the second and third Aged Care Workforce Retention Bonuses different?

While the eligibility criteria for the second and third payments will be the same as the first Aged Care Workforce Retention Bonus, individual employees eligibility is re-assessed for each bonus. See below for further detail.

Am I eligible for payment of an Aged Care Workforce Retention Bonus?

As we have previously communicated to our employees, the way that the Government has designed the Aged Care Workforce Retention Bonus unfortunately means that not all employees of Aged and Community Care are eligible.

Calvary service	Eligible	Ineligible
Residential Aged Care	As at the time of Calvary's application for the Aged Care Workforce Retention Bonus: <ul style="list-style-type: none"> • Employed by Calvary as a Registered Nurse, Enrolled Nurse, Personal Care Worker (including Assistants in Nursing) or Allied Health Worker; • Delivered face to face resident services; and • Worked more than 3 hours a week on average in the 4 weeks before Calvary's application. 	As at the time of Calvary's application for the Aged Care Workforce Retention Bonus: <ul style="list-style-type: none"> • Had not yet commenced employment with Calvary; • Employed by Calvary as a Pastoral Care Assistant, Maintenance Officer, Leisure and Lifestyle, Administration or Manager; • Did not deliver face to face resident services; and • Worked less than 3 hours a week on average in the 4 weeks before Calvary's application.
Home Care	As at the time of Calvary's application for the Aged Care Workforce Retention Bonus: <ul style="list-style-type: none"> • Employed by Calvary; • Work within a home care package or National Aboriginal and Torres Strait Islander Flexible Aged Care; • Provided clinical support, personal care, cleaning and support work household tasks, meal preparation, social support, shopping services, community access, transport, allied health and respite services; and • Worked more than 3 hours a week on average in the 4 weeks before Calvary's application. 	As at the time of Calvary's application for the Aged Care Workforce Retention Bonus: <ul style="list-style-type: none"> • Had not yet commenced employment with Calvary; • Hours worked within a Commonwealth Home Support Packages, Department of Veterans Affairs, Short Term Restorative Care, Transition Care and Privately Funded Services (i.e. hours worked in these packages <u>do not count</u>); • Provided clinical support, personal care, cleaning and support work household tasks, meal preparation, social support, shopping services, community access, transport, allied health and respite services; and • Worked less than 3 hours a week on average in the 4 weeks before Calvary's application.

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 is now a total of three (3) bonus payments of up to \$800 for Residential Aged Care Employees, and up to \$600 for Community Care Workers. The first payment, which we have already communicated with employees has been delayed. The second payment is being assessed, and the third we are waiting further details.

Payments are made in accordance with the number of hours worked by employees in the four weeks prior to Calvary applying for each bonus. For Home Care, please note the number of hours worked is only based on hours worked within eligible packages (as outlined above).

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.

Is tax payable on the Aged Care Workforce Retention Bonus?

Yes, marginal tax is applied to the Aged Care Workforce Retention Bonus. This means it is likely you will receive less than what is stated for the average hours worked. If you have any questions about the tax payable, you can contact the Payroll Help Desk via Calvary Connect or by clicking [here](#).

Where can I find more information?

You can access the previous updates on Calvary Connect or by clicking [here](#).

Please do not hesitate to contact a member of the Human Resources team at CalvaryHR@calvarycare.org.au if you require any further information.