

EntireHR – Jobkeeper Setup

Overview

The JobKeeper payment period commenced from Monday 30 March 2020 and will apply for 13 full fortnights until Sunday 27 September 2020. The ATO will reimburse participating employers monthly in arrears \$1,500 for each full fortnight per eligible employee paid by the employer.

Payroll Cycles

Regardless of the frequency of regular pay cycles or out of cycle pay periods, or the pay period start and end dates, the \$1,500 per fortnight applies to the paydays (payment date) within the defined fortnights and from which fixed fortnight the payment applies. Special rules apply for payments within the month of April and for employees receiving monthly pay.

Claim Cycle

Employers will be required to notify the ATO of all eligible employees for which they wish to claim the JobKeeper payment after the last day of the last full fortnight in the calendar month. Employers will also be required to complete a monthly declaration online.

Process Overview

- EntireHR - STP → Notify ATO of eligible employees using STP Process.
- Eligible employers must pay their eligible employees at least \$1,500 per fortnight for paydays on or after 30 March.
- For payroll cycles, pay the \$1,500 for each fixed JobKeeper fortnightly period where:
 1. **Weekly pays** - \$1,500 across the paydays within each JobKeeper fortnight period, including any out of cycle payments. Example: if weekly payday is on Wednesdays, then there are 2 paydays (1/4 and 8/4) within Fortnight 01, so total pay per eligible employee must be at least \$1,500 for those 2 pays. It may be evenly split (\$750/pay) or the second pay must make up at least the total \$1,500 (\$400 then \$1,100)
 2. **Fortnightly pays** - \$1,500 for the paydays within each JobKeeper fortnight period, including any out of cycle payments.

JobKeeper process for Employers using STP

	Steps	Action	Platform	Detail
From 30 March	1. EOI	Express interest in JobKeeper	• ATO website	<i>EOI is separate to enrolment</i>
From 20 April	2. Enrol	Enrol in JobKeeper	• ATO Business Portal, • Online Services for Agents, or • Online Services for Individuals (in the case of sole traders)	<i>Employers must enrol before 30 April 2020 to claim JobKeeper payments for the April period</i>
By 30 April	3. Notify	Report start fortnight for employees	• Payevent Service in SBR2	1. <i>Complete and retain employee notification form / business participant form</i> 2. <i>Pay employees \$1,500 per JobKeeper fortnight</i> 3. <i>Notify ATO of eligible employees through STP</i>
4 May & onward	4. Declare	Submit monthly declaration	• ATO Business Portal, • Online Services for Agents, or • Online Services for Individuals (in the case of sole traders)	<i>Notify ATO of monthly turnover – turnover for both the current month and an estimate of next month</i>
31 May	Last day for employers to notify the ATO and declare turnover to receive JobKeeper payments for the April period			

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Jobkeeper fortnight Calendar for Allowances Setup

	M	T	W	T	F	S	S	
April	Fortnight 01 (30 March – 12 April)							
	30	31	1	2	3	4	5	
	6	7	8	9	10	11	12	
	Fortnight 02 (13 April – 26 April)							
	13	14	15	16	17	18	19	
	20	21	22	23	24	25	26	
	Fortnight 03 (27 April – 10 May)							
	27	28	29	30	1	2	3	
	4	5	6	7	8	9	10	
May	Fortnight 04 (11 May – 24 May)							
	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	
	Fortnight 05 (25 May to 7 June)							
	25	26	27	28	29	30	31	
June	1	2	3	4	5	6	7	
	Fortnight 06 (8 June to 21 June)							
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	Fortnight 07 (22 June to 5 July)							
	22	23	24	25	26	27	28	
	29	30	1	2	3	4	5	
July	Fortnight 08 (6 July to 19 July)							
	6	7	8	9	10	11	12	
	13	14	15	16	17	18	19	
	Fortnight 09 (20 July to 2 August)							
	20	21	22	23	24	25	26	
August	27	28	29	30	31	1	2	
	Fortnight 10 (3 August to 16 August)							
	3	4	5	6	7	8	9	
	10	11	12	13	14	15	16	
	Fortnight 11 (17 August to 30 August)							
	17	18	19	20	21	22	23	
	24	25	26	27	28	29	30	
	Fortnight 12 (31 August to 13 September)							
	31	1	2	3	4	5	6	
	Sept	7	8	9	10	11	12	13
		Fortnight 13 (14 September to 27 September)						
		14	15	16	17	18	19	20
21		22	23	24	25	26	27	
End of Subsidy								
28		29	30	1	2	3	4	

Legend:



Last day of 2 full fortnights in the month



Last day of 3 full fortnights in the month

Jobkeeper Additions (Allowances as per ATO) Setup in EntireHR

Payment “Top-up” Setup - Eligible Members having earnings before tax is less than \$1500 Per fortnight.

Step 1: Setup a new Addition Code “**JOBKEEPER-TOPUP**” using EntireHR Finance Master under Masters - > Payroll -> Additions and Deductions

Description: JOBKEEPER-TOPUP (deviations from this exact description may significantly delay or prevent reimbursement.)

PAYG Exempted: False

Superannuation: False (Exempt from Superannuation)

Appear Separately on Group Certificate: True

Additions and Deductions Details

Type * Additions Deductions Must have this Description

Code * JKTOPUP

Description * JOBKEEPER-TOPUP ←

Amount Type * \$

Amount or Percentage 0.00

Status * ACTIVE

Once Off PAYG Exempted Include in Payment summary - Reportable

Your Choice Superannuation Payable Include in Payment Summary Appear Separately on Group Certificates

Step 2: Setup Single Touch Payroll Master settings to map “JOBKEEPER-TOPUP” Addition to the equivalent ATO recommended Allowance code as “**OTHER**” Allowances Type Code.

Go to Finance Module -> STP -> Allowances mapping master

ATO Allowance Code = Other

EntireHR Addition Code = JOBKEEPER-TOPUP

Single Touch Payroll Allowance Codes Mapping

Codes defined by ATO for Allowances/Deductions

Type	Code	Description
Allowance	Car	Car expense allowance.
Allowance	Transport	Award transport payments up to reasonable amounts.
Allowance	Travel	Domestic or overseas travel allowance above the reasonable
Allowance	Laundry	Laundry allowances.
Allowance	Meals	Award overtime meal allowance.
Allowance	Other	All other allowances for expected deductible expenses.
Deduction	Fees	Fees.
Deduction	Workplace Giving	Workplace Giving

Codes available in Entire HR for Allowances/Additions/Deductions

Type	Code	Description
Contains		
Addition	PAYADJUST	ADJUSTMENT
Addition	JKTOPUP	JOBKEEPER-TOPUP
Allowance	DA	Daily Allowances
Allowance	SA - PM	Shift Allowance PM

EntireHR to ATO Allowance Codes mapped Details

ATO Allowance Code	EntireHR Allowance Type	EntireHR Allowance Code	EntireHR Allowance Description
Contains			
Other	Addition	PAYADJUST	ADJUSTMENT
Travel	Allowance	DA	Daily Allowances
Other	Addition	JKTOPUP	JOBKEEPER-TOPUP

Other Allowances Setup - For all employees, to inform the number of fixed fortnightly periods from which the payment started, the following Other Allowances must also be reported along with Top-up addition:

- **JOBKEEPER-START-FNxx** where “xx” refers to the fortnightly periods from which the payment first started. For example, JOBKEEPER-START-FN01 to indicate the payment applies from the 1st (30/03 to 12/04) of the 13 JobKeeper fortnights. Deviations from this exact description, including failure to use 2-char to indicate the period number, may significantly delay or prevent reimbursement. The allowance amount should be reported as zero (*another minimal figure is permitted if software does not allow a 0.00 however reversals are discouraged*).

Step 1: Setup all 13 fortnight “Jobkeeper-Start-FN01 to Jobkeeper-Start-FN13” additions codes using EntireHR Finance Master under Masters -> Payroll -> Additions and Deductions

PAYG Exempted: False

Superannuation: False (Exempt from Superannuation)

Appear Separately on Group Certificate: True

Type	Code	Description	Amount Type	\$ or %	Once Off	PAYG Exempted	Super Payable	Include in Payment Summary	Emp Super Contribution	Appear Separately on Group Certificates
Addition	JKSTFN01	JOBKEEPER-START-FN01	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN02	JOBKEEPER-START-FN02	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN03	JOBKEEPER-START-FN03	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN04	JOBKEEPER-START-FN04	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN05	JOBKEEPER-START-FN05	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN06	JOBKEEPER-START-FN06	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN07	JOBKEEPER-START-FN07	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN08	JOBKEEPER-START-FN08	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN09	JOBKEEPER-START-FN09	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN10	JOBKEEPER-START-FN10	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN11	JOBKEEPER-START-FN11	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN12	JOBKEEPER-START-FN12	\$	0.00	True	False	False	False	False	True
Addition	JKSTFN13	JOBKEEPER-START-FN13	\$	0.00	True	False	False	False	False	True

- **JOBKEEPER-FINISH-FNxx** where “xx” refers to the final fortnightly period to which the payment applies. For example, if an employee ceases working on 04/06, then JOBKEEPER-FINISH-FN05 indicates the 5th of 13 JobKeeper fortnights was the final payment for which the subsidy may be reimbursed to the employer. The allowance amount should be reported as zero (*another minimal figure is permitted if software does not allow a 0.00 however reversals are discouraged*).

Step 2: Setup all 13 fortnight “Jobkeeper-Finish-FN01 to Jobkeeper-Finish-FN13” additions codes using EntireHR Finance Master under Masters -> Payroll -> Additions and Deductions

PAYG Exempted: False

Superannuation: True or False is your choice

Appear Separately on Group Certificate: True

Type	Code	Description	Amount Type	\$ or %	Once Off	PAYG Exempted	Super Payable	Include in Payment Summary	Emp. Super Contribution	Appear Separately on Group Certificates
Addition	JKFNFN01	JOBKEEPER-FINISH-FN01	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN02	JOBKEEPER-FINISH-FN02	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN03	JOBKEEPER-FINISH-FN03	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN04	JOBKEEPER-FINISH-FN04	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN05	JOBKEEPER-FINISH-FN05	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN06	JOBKEEPER-FINISH-FN06	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN07	JOBKEEPER-FINISH-FN07	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN08	JOBKEEPER-FINISH-FN08	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN09	JOBKEEPER-FINISH-FN09	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN10	JOBKEEPER-FINISH-FN10	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN11	JOBKEEPER-FINISH-FN11	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN12	JOBKEEPER-FINISH-FN12	\$	0.00	True	False	False	False	False	True
Addition	JKFNFN13	JOBKEEPER-FINISH-FN13	\$	0.00	True	False	False	False	False	True

Step 3: Setup Single Touch Payroll Master settings to map “JOBKEEPER-START-FNxx” & “JOBKEEPER-FINISH-FNxx” Additions to the equivalent ATO Exempted recommended Allowance code as “OTHER” Allowances Type Code.

Go to Finance Module -> STP -> Allowances mapping master

ATO Allowance Code = Other

EntireHR Addition Code = Jobkeeper-Start-FN01 to Jobkeeper-Start-FN13, Jobkeeper-Finish-FN01 to Jobkeeper-Finish-FN13

STP Allowances/Addition/Deduction Code Mapping

Single Touch Payroll Allowance Codes Mapping

Codes defined by ATO for Allowances/Deductions

Type	Code	Description
Allowance	Car	Car expense allowance.
Allowance	Transport	Award transport payments up to reasonable amounts.
Allowance	Travel	Domestic or overseas travel allowance above the reasonable
Allowance	Laundry	Laundry allowances.
Allowance	Meals	Award overtime meal allowance.
Allowance	Other	All other allowances for expected deductible expenses.
Deduction	Fees	Fees.
Deduction	Workplace Giving	Workplace Giving.

Codes available in Entire HR for Allowances/Additions/Deductions

Type	Code	Description
Addition	JKSTFN01	JOBKEEPER-START-FN01
Addition	JKSTFN02	JOBKEEPER-START-FN02
Addition	JKSTFN03	JOBKEEPER-START-FN03
Addition	JKSTFN04	JOBKEEPER-START-FN04
Addition	JKSTFN05	JOBKEEPER-START-FN05
Addition	JKSTFN06	JOBKEEPER-START-FN06
Addition	JKSTFN07	JOBKEEPER-START-FN07
Addition	JKSTFN08	JOBKEEPER-START-FN08
Addition	JKSTFN09	JOBKEEPER-START-FN09

Save Close

EntireHR to ATO Allowance Codes mapped Details

ATO Allowance Code	EntireHR Allowance Type	EntireHR Allowance Code	EntireHR Allowance Description
Other	Addition	PAYADJUST	ADJUSTMENT
Travel	Allowance	DA	Daily Allowances
Other	Addition	JKTOPUP	JOBKEEPER-TOPUP
Other	Addition	JKSTFN01	JOBKEEPER-START-FN01
Other	Addition	JKSTFN02	JOBKEEPER-START-FN02
Other	Addition	JKSTFN03	JOBKEEPER-START-FN03

Step 4: Process Top-up Payment

Create an entry of additions “JOBKEEPER-TOPUP, JOBKEEPER-START-FNXX, JOBKEEPER-FINISH-FNXX” for a member under “Finance -> Members Module -> Additions & Deductions Tab”. Please note you need to first calculate the top-up amount manually.

Example: Member “A” has earned \$1200 per fortnight for a week ending 12th April & eligible for \$300 Top-up. As per ATO Jobkeeper calendar, 12th April belongs to Fortnight 01 which is the start of payment.

- JOBKEEPER-TOPUP: \$300
- JOBKEEPER-START-FN01: \$0.01 (EntireHR does not support \$0 additions so please enter the nearest number)

Code	\$ or %	Value	Apply Date ?	Once Off?	No.Of Occurrences	Tax Exempted?
JKTOPUP	\$	300.00		<input checked="" type="checkbox"/>	0	<input type="checkbox"/>
JKSTFN01	\$	0.01		<input checked="" type="checkbox"/>	0	<input type="checkbox"/>

Member “A” has been terminated or left a job on 23rd May. As per ATO Jobkeeper calendar, 23rd May belongs to 04 Fortnight, so setup an allowance in the employee last pay cycle to notify ATO about the completion of Jobkeeper payment.

- JOBKEEPER-FINISH-FN04: \$0.01 (EntireHR does not support \$0 additions so please enter the nearest number)

Code	\$ or %	Value	Apply Date ?	Once Off?	No.Of Occurrences	Tax Exempted?
JKTOPUP	\$	300.00		<input checked="" type="checkbox"/>	0	<input type="checkbox"/>
JKFNFN04	\$	0.01		<input checked="" type="checkbox"/>	0	<input type="checkbox"/>

Scenario 1



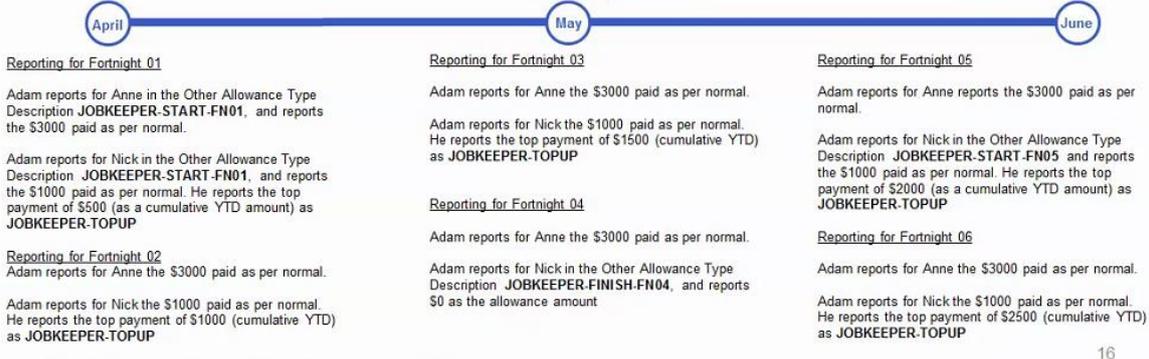
Adam owns a real estate business with two employees. Adam expects that GST turnover will fall by more than 30% in the coming months.

- Anne, who is a permanent full-time employee on a salary of \$3,000 per fortnight before tax and who continues working for the business, and
- Nick, who is a permanent part-time employee on a salary of \$1,000 per fortnight before tax and who continues working for the business

Both employees are eligible from fortnight 01

Nick advises that he will be helping out his sister in her business for 2 weeks and he wants to take unpaid leave from the week starting 11 May.

Nick returns to work for Adam on 25 May



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Scenario 2



Shelley and Calvin are individual partners in a partnership operating an Australian business, DSC Accounting. They also have 2 employees.

- Frank, who is a permanent full-time employee on a salary of \$4,000 per fortnight before tax &
- Stanley, who is a permanent part-time employee on a salary of \$800,000 per fortnight before tax

Only one of the partners can be nominated as the eligible business participant for the JobKeeper payment. Shelley and Calvin agree to nominate Shelley.

On 10 April 2020, DSC Accounting projects a fall in turnover of approximately 25% compared to March 2019 and April 2019. It also projects that for the quarter April to June 2020 a 25% fall in turnover compared to the April to June quarter of 2019.

On 4 May 2020, a fall in turnover of 45% for May 2020 is projected for the partnership, when compared to May 2019. Therefore the business meets the requirements for fall in turnover from that time onwards. The partnership enrolls in JobKeeper, commencing in May.



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Frequently asked Questions

Q1. We would like to setup a separate Jobkeeper allowance for the working members as compare to the members who are not working but eligible for the Jobkeeper payment. The reason to do this because we would like to pay Superannuation on the top-up payment to the working members only.

A1. Unfortunately, you will have to setup a Jobkeeper allowance with a description “**JOBKEEPER-TOPUP**” for ATO to process your Jobkeeper payment claims without any delays. STP process could not allow multiple allowances with same description during submission so it is must to setup a single allowance code with Superannuation ticked as Yes or No for all members eligible for the top-up payment.

Q2. Can I process separate payroll run in EntireHR for the Jobkeeper payment eligible members?

A2. Yes, you can process the separate payroll run for the Jobkeeper eligible members if the week ending date of payroll run is before the Superannuation cut off date for the month.

For Example: Superannuation Cut-off Date is 26th April

Case 1: Payroll Week Ending Date is 19th April.

In this case, it is fine to process the Jobkeeper payroll run having any other week ending date if the selected date is before the Superannuation Cut-off date.

Case 2: Payroll Week Ending Date is 26th April.

In this case, it is must to process the Jobkeeper week ending payroll run at the same time along with normal payroll run. If you choose a date after 26th April, then system will not be able to cut-off the April month superannuation for these members.

Q3. What is the best report to get the list of Members who have worked within the selected period to be able to provide us Member Name, Employee ID & Gross Income?

A3. Payroll History Report in the EntireHR Finance system will produce you the above-mentioned data. It is accessible under Reports -> Payroll -> Payroll History Report -> Summary -> Export to Excel

Q4. Do I have to pay Superannuation on the Jobkeeper payment?

A4. No, you are not required to pay superannuation on the top-up amount.

Q5. Does the payroll tax is applicable on the Jobkeeper payment?

A5. Payroll Tax is state base which is different as per State. We recommend to please contact the department for more information but to our knowledge these are the states have declared exemption from payroll tax: **South Australia, Western Australia**

SA: <https://www.premier.sa.gov.au/news/media-releases/news/jobkeeper-payments-exempt-from-payroll-tax>

WA: <https://www.mediastatements.wa.gov.au/Pages/McGowan/2020/04/JobKeeper-payments-exempt-from-payroll-tax.aspx>

Q6. What you cannot do?

A6. You cannot claim the JobKeeper payment on behalf of employees who were not paid at least \$1,500 (before tax) during each JobKeeper payment period.

You cannot claim the JobKeeper payment in advance. The JobKeeper payment is a reimbursement from us to an employer in arrears, and cannot be paid in advance in any circumstances.

Q7. What is the recommended approach to setup Jobkeeper process within EntireHR for members who are entitled for the full \$1500 per fortnight?

A7. Every business is different with its own requirements, so it completely a choice of each individual business to setup Jobkeeper payment according to ATO requirements. We recommend the below setup process to setup Jobkeeper payments within EntireHR: -

Step 1: Setup a new Client by the name "JOBKEEPER" as ADMIN AND SERVICE Location.

Step 2: Setup a new Rate Table by the name "JOBKEEPER". You can setup a \$0 rate for the combination of Qual + Pay Level + Shift Type + Shift Period.

Step 3: Update Finance settings of the client to do the below:-

- Attach Rate Table "Jobkeeper"
- Payroll Tax Exempt or non-exempt depends on the State requirement.

Step 4: Create a dummy shift for a client "JOBKEEPER" of 1 hour for each member per fortnight. For Example: if you are processing fortnight 30/03/2020 – 12/04/2020 payment then create a shift for any day within this period say every Friday per fortnight.

Step 5: Setup additions of Jobkeeper allowances as per ATO requirements for each Jobkeeper member under Members Module -> Additions and Deductions. For more information, please refer the help manual details mentioned on page 3 & 4.

Step 6: Perform a Pay run every fortnight instead of weekly for all Jobkeeper eligible members getting paid the full \$1500 amount or top-up amount. PLEASE NOTE: Income tax calculations vary for the weekly or fortnightly pay run, so we recommend changing the Pay frequency of all these Jobkeeper Members from weekly to fortnightly “under Members – Obligations Tab” before generating payslips or manually update the tax amount.

Step 7: Report to ATO via STP immediately after the completion of pay run.

Q8. How does the system is handling Part Superannuation by following the recommended process?

A8. If you setup **JOBKEEPER-TOPUP** addition as Super Exempted, then system will calculate superannuation amount only on the shift amount worked by the member but will exempt super calculation on the “Jobkeeper-topup” addition amount.

Q9. How do I report to ATO about a member who is on **JOBKEEPER** Payment but has earned more than \$1500 for a fortnight?

A9. To be able to mark to ATO in that fortnight, Include the “**JOBKEEPER-TOPUP**” amount as \$0.01. This tells to ATO via STP that a person is still eligible for the Jobkeeper payment in that fortnight.