

About Victorian Business Funding



There has never been a better time to grow your business, your people and your bottom line, by taking advantage of Government funding initiatives by partnering with Reworks Business Solutions.

There are new funding initiatives recently introduced by the federal and state governments to help you with employing and training of new staff, as well as funding initiatives for training existing staff to help upskill your workforce.

Back to Work Scheme

If any employees are hired after November 1st 2015 and are enrolled into any recognised government funded training programs employer will receive funding up to \$12,000 to assist with the costs associated with hiring and training new and existing staff.

VTG funding together with additional training funds of **up to \$4,000** will be paid for accredited training.

Premium Safety Incentive

The Occupational Health and Safety Act 2004 requires employers to provide such training to employees as is necessary to enable the employees to perform their work in a manner that is safe and without risks to health.

If employers commit to safety focus training in making their workplace safe they can now get up to a 10 per cent Employer Safety Incentive (ESI) premium discount up-front at each policy renewal.

Workers' Compensation Exemption

When an employer hires a new worker and enters into an authorised training agreement, their wages are exempt from any additional workers' compensation premium calculations.

If your new employee's annual remuneration for 2015/16 is \$42,540 or less, then, their remuneration will be excluded for the purpose of premium calculations

Payroll Tax Rebates

From 1 July 2016 a payroll tax rebate of up to \$5,000 available for employers when they hire a new employee and enters into an authorised training agreement under the Victorian Government's Back to Work scheme.

This measure represents a significant incentive for employers to hire who hire a new employee and provides appropriate training agreement.

Get a further wage subsidy up to \$10,000 for new staff

When you hire a person with the right skills, attitude and experience for your business, you could be entitled to a further payment of up to \$10,000 for eligible job seekers include people aged 15 to 25 years who have been looking for work for three months or more, out-of-trade apprentices, retrenched workers or someone who has been looking for work for 12 months or more.



Maximise the performance of individuals to deliver improved business results

Why do these Financial Incentives Exist for Employers?

The Commonwealth Government as well as all State Governments provide a range of incentives and assistance to support employers growing their workforce, increase the workforce skill base and improve workers' compensation outcomes for employers. Trained workers improve employee productivity, satisfaction, and retention and are less likely to be injured at work. Employers can take advantage of the different incentives in their State of operations:

Creating a passionate, capable and engaged team will:

- Reduce recruiting and attrition costs;
- Improve strategic workforce planning and succession planning by accurately identifying and developing high potential employees;
- Improve employee productivity, satisfaction, and retention through better employee job fit;
- Increase effectiveness of coaching, development, and performance management by identifying behavioural traits correlated with specific jobs;
- Increase team productivity by improving working relationships and leveraging team member strengths;

How Will the Incentives Work for Your Business;

1. Employ a new worker, either full-time, part-time or casual,
2. Commit to having your new worker trained,
3. Upskill your existing workforce
4. Develop a safety culture

How Reworks Can Help You

Our staff will talk to you to understand your business and staffing needs. Then we'll match this to our extensive database of quality candidates through Job Active Providers and the Automotive Transformation Scheme to deliver the best match for your business.

We will be with you every step of the way.

Our **free** recruitment services include: -

- We get to know you and your business
- We can take care of screening and shortlisting
- We can help you access wage subsidies and incentives*
- We can help you access funding for training and equipment*
- We support you before and after your new employee starts.

We assist you in accessing Government subsidies designed to help cover the cost of recruiting, screening and training new employees or assist with the upskilling of your existing workforce.

Understanding People & Delivering Results

Reworks Business Solutions is a results, outcome-driven consultancy business offering a unique integrated business model in Workforce Solutions

Delivering superior operational and cost-efficiencies, Reworks Business Solutions (Reworks) is a Human Resources and Organisational Development consultancy firm that develops tailored Human Resource (HR) and organisational solutions for businesses like yours. Our goal is simple: to maximise your business potential by helping you run your business as efficiently as possible. We focus on the most valuable resource of any organisation – your people.

- **Recruitment**
- **Screening**
- **Human Resources Consulting**
- **OHS/WHS Consulting**
- **Workplace Training**
- **Workers' Compensation**
- **Advisory Service**
- **Career Transition Services**



Helping create an engaged and productive workforce