

Back to Work Program Terms and Conditions

(Effective 1 July 2024)

1. In these terms and conditions, the following definitions apply:

<i>Applicant</i>	means the entity (employer), submitting the Application
<i>Application</i>	means an Initial Payment Application or a Later Payment Application (as applicable)
<i>Back to Work Support Payment</i>	means a payment described in the Guidelines that is not a Youth Boost payment, and which is paid in parts as set out in the Guidelines
<i>Back to Work Team</i>	means the officers of the Queensland Government who are responsible for administering the Program
<i>Cap</i>	means the maximum number of approved Initial Payment Applications for an Applicant, as set by the Guidelines
<i>Decision Maker</i>	means the Queensland Government officer authorised to decide the Application
<i>Eligible Employer</i>	means an employer that meets the eligible employer requirements in the Guidelines
<i>Eligible Employee</i>	means an employee that meets the eligible employee requirements in the Guidelines
<i>Eligible Job</i>	means a job that meets the eligible job requirements in the Guidelines
<i>Eligibility Criteria</i>	means the criteria in clause 13
<i>Employee</i>	means the employee the Application relates to
<i>Guidelines</i>	means the Back to Work Incentives Payments Guidelines for Funding
<i>Incorporated association</i>	means a legal entity separate from its individual members. Associations are incorporated under the state or territory legislation in which they operate.
<i>Initial Payment</i>	means the first part payment of an Employer Incentive Payment, or Youth Boost payment, calculated in accordance with the Guidelines
<i>Initial Payment Application</i>	means an application for payment of an Initial Payment for an Employee
<i>Later Payment</i>	means a part payment of an Employer Incentive Payment, or Youth Boost payment \ that is not an Initial Payment, calculated in accordance with the Guidelines
<i>Later Payment Application</i>	means an application for payment of a Later Payment for an Employee
<i>Payment Amount</i>	means an Initial Payment or Later Payment, whichever is relevant

Personal Information	means information or an opinion, including information or an opinion forming part of a database, whether true or not, and whether recorded in a material form or not, about an individual whose identity is apparent, or can reasonably be ascertained, from the information or opinion
Privacy Collection Notice	means the Privacy Collection Notice in clause 9
Program	means the Back to Work Employment Package, including various funding programs and support services for both employers and jobseekers
Required Employment Period	means the period of employment, set out in the Guidelines, that an Employee must complete with an Applicant in order for an Application to be lodged
Required Timeframe	means the timeframe, set out in the Guidelines, for lodging an Application
Required Supporting Documentation	means the documents and information required to be submitted with an Application, including documents and information submitted through QGrants in accordance with the Guidelines, and documents and information requested by the Back to Work Team under clause 10
Trusts	means an obligation imposed on a person or other entity (the trustee/s) to hold title to property or assets for the benefit of beneficiaries, or for a particular purpose.
Unincorporated association	means a group of people who agree to act together as an organisation and form an association.
Youth Boost Payment	means the payment described in the Guidelines that relates to unemployed youth aged between 15-24 years, and which is paid in parts as set out in the Guidelines

2. An Applicant can only lodge one Initial Payment Application for an Employee.
3. An Applicant can only lodge a Later Payment Application for an Employee if all previous Applications for that Employee lodged by the Applicant were approved.
4. If an Application is approved, the Applicant will be paid the appropriate Payment Amount, by electronic transfer to the bank account nominated in the Application.
5. If, following receipt of a Payment Amount, an Employee ceases to be employed by the Applicant, the Applicant need not return a Payment Amount already received but will be ineligible to claim later Payment Amounts for that Employee. This clause is subject to clause 16.
6. If, after lodging an Application, an Employee ceases to be employed by the Applicant, or the Employee's employment conditions significantly change, the Applicant must notify the Back to Work Team in writing of the date the employment ceased or the employment conditions changed and state why the employment ceased or the employment conditions changed.
7. The Decision Maker may extend the Required Timeframe for an Application, if the Applicant requests an extension in writing that is supported by a statutory declaration and Required Supporting Documentation, and the Decision Maker is satisfied exceptional circumstances apply.
8. Before submitting an Application, the Applicant must obtain the Employee's consent to the Applicant disclosing, and the Back to Work Team collecting, accessing, using and disclosing, the Employee's Personal Information in a manner consistent with the Privacy Collection Notice.

9. **Privacy Collection Notice.** The Back to Work Team is collecting information, including Personal Information, for the purposes of assessing the Applicant's eligibility to receive a Payment Amount under the Program, to support the delivery of other Program funding and support services and for administering, monitoring, auditing, surveying, evaluating and promoting the Program. The Program Team may access, collect, use, disclose and share information for these stated purposes between themselves and with other State or Australian Government agencies including but not limited to the; Queensland Office of State Revenue, Queensland Treasury, Office of Industrial Relations, Department of State Development and Infrastructure, Queensland Ombudsman, Queensland Police Service, Other State and Australian Government Law Enforcement Agencies, Queensland Crime and Corruption Commission, Department of Education, TAFE Queensland, Queensland Audit Office, Australian Taxation Office, Fair Work Ombudsman, Australian Government Department of Education, Skills and Employment and Centrelink. Information regarding Applicants may be collected and disclosed to WorkCover Queensland for the purpose of verifying an Applicants compliance with the Workers' Compensation and Rehabilitation Act 2003. Information, including Personal Information may be disclosed to the Minister for Employment and Small Business and Minister for Training and Skills Development's Office. Information relating to successful Applicants and their Employee/s may also be provided to Members of Parliament and used in the Program's promotional material, media releases and annual reports. Information will also be published on the Queensland Government's Open Data Portal. The Program Team will not disclose Personal Information, including contact information, to any other third party for any other purpose, unless with consent or as required by law. For further information about how the Program Team manages Personal Information, please contact DESBT Legal Services by email at corporate.legal@desbt.qld.gov.au.

By submitting an Application the Applicant expressly consents to the collection, use and disclosure of information, including Personal Information, for the purposes and to the organisations and agencies set out in this Privacy Collection Notice.

10. The Back to Work Team may request additional information and documents from the Applicant to help determine whether the Eligibility Criteria have been met. If the Applicant does not provide the Back to Work Team with the requested information and documents, the Decision Maker is not required to decide the Application.
11. The Applicant acknowledges that all Queensland Government programs are subject to audit. All records related to any Applications made by an Applicant must be kept for a period of seven years after lodging the Application and provided to the Queensland Government on request. The records must also be kept in a way that is able to be readily produced if required.
12. An Application may be refused if funding for the Payment Amount is no longer available, or, if the Program has been discontinued. The Queensland Government will publish information on its website if funding for Payment Amounts is no longer available, or if the Program has been discontinued.
13. An Application may be refused if the Decision Maker is not satisfied:
 - the Applicant is an Eligible Employer;
 - the Application relates to an Eligible Employee;
 - the Applicant has employed the Employee in an Eligible Job for the Required Employment Period;
 - the Application was lodged within the Required Timeframe;
 - the Applicant has submitted all Required Supporting Documentation;
 - the Application, if approved, will not cause the Applicant's Cap to be exceeded;

- the Applicant has the Employee's consent to the Employee's Personal Information being collected, accessed, used and disclosed, in accordance with clause 8;
 - the Applicant has consented to the Back to Work Team collecting, accessing, using, sharing and disclosing information, in accordance with clause 9;
 - the Applicant (and, if the Applicant is not an individual, its owners) and the Applicant's management staff, have complied with local, State and Commonwealth laws and regulations, including but not limited to laws relating to workplace safety and industrial relations;
 - the Applicant has a genuine commitment to the ongoing employment of the Employee and other employees for whom it has submitted Applications;
 - the Applicant's engagement of the Employee has not displaced any existing workers;
 - there are no public interest issues indicating the Application should not be approved; and
 - if the Application is a Later Payment Application, there is an approved Initial Payment Application for the Employee that was lodged by the Applicant.
14. The Guidelines set out the process for an Applicant to request a review of a decision made in accordance with clause 13 to not approve an Application.
15. The Back to Work Team may request additional information from the Applicant for ongoing monitoring, evaluation, reporting and compliance purposes and to support delivery of other Program funding and support services. If the Applicant receives a request for additional information under this clause, the Applicant agrees to provide that information to the Back to Work Team.
16. If, following payment of a Payment Amount to an Applicant, the Decision Maker:
- (a) Becomes aware of any matter; and
 - (b) As a result of becoming aware, reasonably determines the Eligibility Criteria were not met for that Payment Amount,

The Decision Maker may:

- (c) Give written notice to the Applicant of that determination; and
- (d) Require the Applicant to repay the relevant Payment Amount.

If the Applicant receives a notice under clause 16, the Applicant agrees to repay the relevant Payment Amount to the Queensland Government.

17. The Queensland Government may set off any amounts payable by the Applicant to the Queensland Government against a Payment Amount payable by the Queensland Government to the Applicant.