



Youth Parliament of Western Australia

Youth and Small Business Relief Bill 2024

Explanatory Memorandum:

The Youth and Small Business Relief Act supports young entrepreneurs and small businesses by reducing financial and non-financial barriers. It proposes abolishing or significantly reducing fees that burden small-medium enterprises and lessening payroll tax and stamp duty. The Act aims to increase the payroll tax threshold to \$5 million and reduce the tax rate to 2%. For stamp duty, it suggests merging lower brackets with a standardized rate and raising the upper threshold to \$1 million. The Act addresses the heavy compliance burden due to complex and varied regulations, which is especially challenging for small businesses lacking legal resources.

It advocates for state-level standardization of business regulations, returning regulatory power to the legislative branch, and increasing accountability of regulatory agencies. Measures to reduce strain on small businesses and fixed costs are also proposed to streamline the regulatory environment, reduce delays, and enhance business efficiency.

Additionally, the Act includes educational programs for students, government-funded financial education, and advisory services for aspiring young entrepreneurs to prepare them for successful business ventures. It emphasizes youth integration into the workforce, addressing unemployment and burnout, and promotes fair employment practices to enhance job satisfaction and productivity, contributing to a more inclusive economy.



Western Australia

Youth and Small Business Relief Bill 2024

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Youth Parliament of Western Australia

Youth and Small Business Relief Bill 2024

No. 8 of 2024

A Bill for

An Act —

To support young entrepreneurs and small businesses by reducing financial and regulatory barriers, providing educational and advisory services, and promoting fair employment practices to foster economic growth and innovation.

[Assented to 29 JULY 2024]

The Youth Parliament of Western Australia enacts as follows:

Part 1 — Preliminary

1. Short Title

This is the *Youth and Small Business Relief Bill 2024*.

2. Commencement

This Act comes into operation on the day on which this Act receives the Youth Governor's Assent.

3. Terms used

In this Act —

Accounting refers to the process of officially recording and reporting financial transactions pertaining to a business;

Agency refers to any government organisation that performs certain functions and services for, and on behalf of, the government;

Authorised Officers refers to legal practitioners registered under the Legal Practice Board Western Australia (LPBWA) that are employed within community legal centres;

Authority means the power of any government, branch of government, organisation, group, or individual to produce and amend legislature;

Automated refers to any process which does not require direct human intervention, except to stipulate the initial input conditions or parameters;

Burn-out means a combination of exhaustion, negativity, and reduced efficacy caused by chronic workplace stress that has not been successfully managed;

Business Advisory refers to strategies that assist small businesses to formulate strategic plans to cultivate its overall growth and offer insights, solutions and recommendations tailored to the unique needs and goals of the small business;

Compliance means that the affected persons, groups, businesses and corporations, as well as relevant government agencies, must comply with the relevant laws and regulations proposed in this bill;

Community Legal Centres are not-for-profit, non-government organisations that provide accessible and affordable legal and welfare services;

General Practitioner a doctor based in the community who treats patients with minor or chronic illnesses and refers those with serious conditions to a hospital;

Independent Review means a review of the regulations under this bill made by an independent mediator, who is unaffiliated with the Australian Government or signatories who wish to review them;

Legal Obligations refers to the actions and obligations stipulated in Western Australian law that small business owners are expected to fulfil and adhere to;

Public Sector Agencies referred to within this Act are those that govern matters pertaining to running a business in WA - the Small Business Development Commission, Department of Energy, Mines, Industry Regulation and Safety, and the Western Australian Industrial Relations Commission;

Regulatory Body means any government body that is set up to exercise a regulatory function over business. Regulatory bodies must completely source their budget from any appropriate

governmental funds – should they instead be called “Regulatory bodies that impact businesses and commerce;

Regulatory Body Hierarchy means the levels of regulatory bodies that each successively hold a larger amount of regulatory power over business;

Small Business refers to a business entity registered in Australia for taxation purposes with less than 15 employees and an annual turnover of under \$10 million;

Stakeholder means any person, group, organisation, business, or corporation that holds a vested interest in matters that are affected by this bill;

Terms of Reference means the document articulating the scope of work that will be undertaken by the respective Youth in Small Business collectives, and how its members will work together to pursue its overall goals;

Underemployment means someone who is employed, but not in the desired capacity. The unmet need may relate to any of all of; hours of work, level of skill utilisation, application of qualifications or experience, or level of compensation (i.e. working in a lower paid job than qualifications would suggest the worker is suited to);

Unemployment means those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Part 2 — Removal or Reduction of Financial Government Factors

Division 1 — *Pay-roll Tax Act 2002 (WA) amended*

4. Act amended

This Division amends the *Pay-roll Tax Act 2002 (WA)*.

5. Imposition of pay-roll tax

Part 2, division 1, section 5 is amended to read:

- (1) Pay-roll tax on wages paid or payable before 1 July 2025 is imposed at the rate of 5.5%;
- (2) Pay-roll tax on wages paid or payable on or after 1 July 2025 is imposed at the rate of 4.5% for small businesses.

Division 2 — Pay-roll Tax Assessment Act 2002 (WA) amended

6. Act amended

This Division amends the Pay-roll Tax Assessment Act 2002 (WA).

7. Tax thresholds and tapering value: financial years beginning on or after 1 July 2025

(1) Part 2, division 1, section 8 is amended to read:

- (a) The lower annual threshold amount for a financial year beginning on or after 1 July 2025 is \$2 000 000;
- (b) The upper annual threshold amount for a financial year beginning on or after 1 July 2025 is \$11 000 000.

(2) This is only an entitlement for small businesses as defined within the Bill.

8. Schedule 2, Division 1 is amended to read:

Schedule 2, Division 1 is amended to read:

Schedule 2 — Rates of transfer duty

[s. 3, 9, 26 and 184]

[Heading amended: No. 16 of 2022 s. 24(1).]

Division 1 — General rate

<i>Dutiable Value</i>	<i>Duty Threshold</i>
<i>\$0 – \$120,000</i>	<i>\$1.00 per \$100 or part thereof</i>
<i>\$120,001 – \$150,000</i>	<i>\$2,000 + \$2.00 per \$100 or part thereof above \$120,000</i>
<i>\$150,001 – \$360,000</i>	<i>\$3,135 + \$3.80 per \$100 or part thereof above \$150,000</i>
<i>\$360,001 – \$725,000</i>	<i>\$11,115 + \$4.75 per \$100 or part thereof above \$360,000</i>
<i>\$725,001 and upwards</i>	<i>\$28,453 + \$5.15 per \$100 or part thereof above \$725,000</i>

(1) A reduction in stamp duty costs for small youth led businesses will be instituted for the first financial year after a business’s registering or acquiring of its trading name.

Part 3 — Removal or Reduction of Non-Financial Government Factors

Division 1 — Legislative responsibilities

9. Jurisdiction of the bill

All government regulations to do with financial institutions would not be affected by this bill.

10. Legislative accountability

Parliament shall conduct a study to determine, as of the date of the enactment of this Act:

- (a) How many regulations were in effect; and
- (b) The estimated economic cost imposed by all such regulations.

Division 2 — Powers and Duties of Regulatory Agencies

11. Impact analysis of regulations

(1) The proposer of a regulation or amendment which would increase the scope of any business regulation must provide alongside it an analysis of the impacts of the proposed creation/amendment of regulation(s), including but not limited to:

- (a) The predicted economic and non-economic impacts (if applicable) on businesses and the government that arise as a result of the proposed creation/amendment of regulation(s), including but not limited to implementation and compliance costs.
- (b) The predicted economic costs (if any) incurred by customers, specific businesses, business sectors, public utility ratepayers, the government, and the state's economy

as a whole as a result of the proposed creation/amendment of regulation(s), classified into:

- (i) Direct cash outflows as a result of the proposed creation/amendment of regulation(s).
 - (ii) Costs that arise as a result of business decisions made in response to the proposed creation/amendment of regulation(s).
 - (iii) Other economic costs reasonably expected to be incurred.
- (c) The predicted economic benefits (if any) to be obtained by customers, specific businesses, business sectors, public utility ratepayers, the government, and the state's economy as a whole as a result of the proposed creation/amendment of regulation(s), classified into:
- (i) Benefits that comprise a direct cash inflow as a result of the proposed creation/amendment of regulation(s);
 - (ii) Benefits that arise as a result of business decisions made in response to the proposed creation/amendment of regulation(s);
 - (iii) Other benefits reasonably expected to be incurred.
- (d) The predicted economic and non-economic impacts (if any) on customers, specific businesses, business sectors, public utility ratepayers, the government, and the state's population as a whole that arise as a result of the proposed creation/amendment of regulation(s);
- (e) An analysis of the economic and non-economic consequences of not enacting the proposed creation/amendment of regulation(s);
- (f) An analysis of any jobs added or lost, differentiating between public and private sector jobs;

- (g) Any other costs and benefits reasonably expected to be incurred/obtained as a result of the proposed creation/amendment of regulation(s);
- (2) Key stakeholders with regards to the proposed creation/amendment of regulation(s) must be identified and the impact on them qualitatively summarised in the analysis;
- (3) All figures and statements in the economic impact analysis must be signed off by the auditor general of Western Australia;
- (4) This impact analysis will be examined in deciding whether to adopt the proposed creation/amendment of regulation(s);
- (5) Impact analysis of existing regulations may be carried out:
- (a) Any member of parliament may demand a similar impact analysis of any regulation which has not had one conducted in the last 5 (five) years and may call for a parliamentary review of said regulation, whereupon it is repealed or upheld by an absolute majority vote;
- (b) Parliament may demand a similar impact analysis of any regulation;
- A regulatory agency may voluntarily carry out an impact analysis of any regulation which has not had one conducted in the last 5 (five) years but may be discontinued by the relevant minister;
- (c) Any regulations which have not had an impact analysis in the last 10 (ten) years ceases to remain in effect:
- (i) For regulations in place before this bill is passed into law, the 10 (ten) year period shall commence upon the passing of this bill into law;
- (ii) The 10 (ten) year period for any given regulation shall reset upon conduction of an impact analysis.
- (6) In any given financial year, an impact analysis must have been carried out on at least 10 (ten) percent of the body of regulations in place at the end of said financial year;

- (i) Should these requirements not be met, a suitable number of regulations must be selected by regulatory agencies for impact analysis in the following financial year, such that the total figure of regulations analysed and selected to be analysed comprise 10 (ten) per cent of the total body of regulations in place at the end of said financial year;
 - (ii) The relevant minister may deny the regulatory agency's choice, or any regulation(s) selected to have impact analysis carried out in the next financial year;
 - (iii) These regulations selected for impact analysis will not count towards the total number of regulations considered to have had an impact analysis conducted in the next financial year.
- (7) In a case where a pressing national interest is concerned, and the requirements of this clause are deemed too onerous on the regulatory agency, as determined by the relevant minister then the requirements of this clause may be suspended in part or full for a period of 1 (one) year, indefinitely renewable upon expiration provided a ministerial approval is received again at such time.

12. Accountability of regulatory bodies

- (1) Every regulation in effect must have a reason for existing, consisting of the public policy problem it is designed to solve and an analysis of how effective the proposed regulation will be in addressing that problem;
- (2) This reason to exist must contain all non-classified data, scientific and economic studies, cost-benefit analyses, and any other relevant information considered in the adoption of said regulation;

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Division 2 Powers and Duties of Regulatory Agencies

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- (3) This reason to exist must be catalogued in a public register that shall be easily available online that the public shall be openly directed to;
- (4) This catalogue shall be made available for purchase in paperback upon request in writing submitted to the committee for Jobs, Trade and Commerce.
- (5) Should any reason to exist be found to be deficient in any sense, upon submission of a joint petition with 1000 (one thousand) or more signatories or a majority of the individuals within the business within the scope of a particular regulation (whichever is fewer), a review of the regulation should be carried out;
 - (a) Should there be a dispute as to what the requisite number of individuals are for the submission of such a petition, the burden of proof shall be on the government to prove the petitioner's figures incorrect;
 - (b) Should the petitioner's figures prove to be incorrect, a financial penalty may be levied on the petitioners at the court's discretion for the filing of the petition with an inadequate number of signatories;
- (6) The review of regulation will consist of an independent review by a mediator (mutually agreed upon by the regulatory agency and the signatories) for the reasons for dissatisfaction put forth by the signatories, and should suitable grounds be found for the submission of such a dissertation, the regulation along with relevant arguments will be put before parliament to decide on the repealing/upholding of the law, to be determined by an absolute majority vote;
 - (a) Should a suitable mediator not be able to be found, the Supreme Court of Western Australia will appoint one;
 - (b) The decision of the mediator is appealable upon absolute majority within the affected business sector, upon which it shall be sent to parliament for a review by vote;

- (c) The parliamentary review by vote is to be final, a petition may not be lodged again unless (materially) different grounds are used or (materially) new evidence becomes known;
 - (d) Should the petition fail, the *raison d'être* must be updated to reflect the basis on which parliament voted to deny the petition, alongside all non-classified data, scientific and economic studies, cost-benefit analyses, and any other relevant information considered in the review process.
- (7) The processes outlined in this clause shall not, in any way, infringe upon any other rights of impacted individuals to challenge regulations enshrined in any other pieces of state legislature;
- (8) Any regulation without a catalogued *raison d'être* which is not explicitly required by statute shall cease to remain in effect.

13. Abolishment of operational licensing

- (1) No regulatory agency may impose, as a condition of practice or operation in any industry, the obtainment of a license on pain of legal penalty, unless explicitly required by state law;
- (2) Regulatory agencies may still offer licensing services, as long as these are not made mandatory, unless explicitly required by state law;
- (3) All businesses or individuals operating or practicing in any area where such licensing regulations exist must publicly declare that they are unlicensed.

14. Funding of regulatory bodies

- (1) Regulatory bodies must completely source more than 50 (fifty) percent of their budget from any appropriate governmental funds (including but not limited to taxes, levies and/or issuance of bonds), which may not be sourced from businesses in the form of compliance fees;

- (2) Regulatory agencies found to be in breach of this clause shall be civilly liable for any excess funds sourced from non-government funds;
- (3) Directors of regulatory agencies found to be in breach of this clause may be held criminally liable for corruption;
- (4) Communication of information regarding regulations;
- (5) It shall be the duty of regulatory agencies to communicate information regarding regulations to businesses in a simple, understandable, timely and relevant matter;
- (6) Upon the first incident of infraction, a business shall not be held liable unless bad faith action can be proven, and they shall be issued a warning by the relevant regulatory body;
- (7) Repeat offenders may be prosecuted to the extent deemed appropriate by the relevant regulatory agency.

15. Automation of compliance systems

- (1) It shall be the duty of regulatory agencies to automate as much of their compliance systems as possible, through the use of automated computer systems;
- (2) Should any part of a regulatory system be unable to be automated, a written explanation must be provided to and approved by the relevant minister, to obtain the approval of any non-automated compliance process.

16. Regulatory cut-go requirement

In creating any new regulation not explicitly required by statute, the agency creating the regulation shall identify a regulation or regulations that may be amended or repealed to completely offset any annual costs of the new regulation to the economy of Western Australia, unless prohibited by statute. Before the new regulation may take effect, the agency shall make each such repeal or amendment.

17. Tiered Legislative Approach

- (1) Regulatory agencies will be required to select from the existing body of regulations:
 - (a) A maximum of 25 (twenty-five) percent of regulations which are allowed to be applied to non-employed businesses;
 - (b) A maximum of 50 (fifty) percent of regulations which are allowed to be applied to small businesses (those employing less than 20 persons);
 - (c) A maximum of 75 (seventy-five) percent of regulations which are allowed to be applied to medium businesses (those employing 20-199 persons inclusive);
 - (d) The regulations which are applied may differ across business sectors, but the percentage of existing regulations they constitute may not exceed the given thresholds;
 - (e) The decision of which regulations apply to businesses of each size in each relevant sector must be openly publicised and easily accessible.
- (2) A business that can demonstrate it has incurred extra expenses due to an increase in size classification, and therefore in applicable regulations, may apply for compensation for such costs incurred as a direct result of additional regulations;
- (3) A business may claim, in its application, costs up to an amount that would return its net profit before taxation after expansion to the figure before expansion prorated against the gross revenue after expansion, capped at the original figure for net profit before taxation before taxation;
- (4) An application fee may be charged for such applications at the discretion of regulatory bodies, which must be fully refunded (accounting for inflation as determined by the consumer price index) should the application be successful.

Division 3 — Accessible Advice and Support Networks for Youth in Small Business

18. Business advisory services prior to the launch of a small business

- (1) The Government shall establish a program for accessible business advisory services for young people.
 - (a) The program shall have a maximum of twenty participants per financial year.
 - (b) The service can designate its own criteria for accepting applications.
 - (c) Participants must be between the ages of 18 and 25 years old.
- (2) Business advice providers may provide the young person operating the business advice regarding:
 - (a) Their personal level of readiness to commence a small business;
 - (b) What to expect in the course of running a small business;
 - (c) The process of establishing and registering a small business in the state of Western Australia;
 - (d) Relevant obligations to consider as a small business owner;
 - (e) Any relevant licences or permits that must be applied for to avoid potential fines or penalties;
 - (f) The necessary insurance coverage for protection of the small business, its flow of income and its associated assets;

19. Connecting youth small business owners in Western Australia to one another

- (1) 'Youth in Small Business' collectives are recommended to be established throughout metropolitan and regional areas of

Western Australia, operated by volunteers and mentors that are experienced in running small businesses, in collaboration with local councils;

- (a) The collectives will foster opportunities for collaboration, networking, and the offering of support amongst young small business owners throughout Western Australia;
 - (b) Interested young business owners within each region may nominate themselves to be involved with the collective at different points throughout the calendar year, as participants;
 - (c) Experienced small business owners aged 25 (twenty-five) and over may put their names forward at any point in the calendar year to be mentors within the collectives, or to facilitate a workshop that may be of interest to young business owners;
 - (d) The collectives are to be bound by a Terms of Reference, and are to meet on a regular basis throughout the year, at least once per month, depending on the perceived needs of members;
 - (e) Requests for funding to facilitate collective initiatives and event can be submitted to the Small Business Development Commission, however the sum provided may not exceed \$5000 (five-thousand) per instance unless deemed necessary by the Small Business Development Commission.
- (2) The Terms of Reference of each respective collective may be drafted by their founding members, and at a minimum, should stipulate:
- (a) The background information of each collective, as well as their objectives and purpose as outlined in clause 25.(1)(i) of this division;
 - (b) Methods through which data and information will be collected by mentors and facilitators within each collective,

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in order for them to determine the nature of the sessions and assistance that they should deliver to the collective's members;

- (c) The expectations of senior mentors and facilitators within each collective;
- (d) Ways through which major decisions will be made by the mentors and facilitators of each collective, and avenues through which regular members can have input in decision-making;
- (e) The frequency of the collective's meetings and events and;
- (f) How the collective's finances will be managed;
 - (i) The State Government will consistently provide the members of each collective with important, relevant resources and news updates pertaining to the small business landscape in Western Australia;
 - (ii) The Small Business Development Commission will consistently seek feedback via surveys from the mentors and members within each collective, to deem whether the collectives are adequately meeting their respective needs in the areas of networking and professional development/mentoring opportunities.

Part 4 — Unemployment, Underemployment, and Burn-Out Reduction

Division 1 — Workplace Skills Based Training

20. Establishment of the Workplace and Skills Based Training Program (WSKT)

- (1) The West Australian Department of Training and Workforce Development will establish the “Untrained Workers Program” which will be charged with the duty of regulating and organizing a series of Skills-Based trainings within Public-Sector departments including but not limited to; Healthcare, Education, Infrastructure and Construction;
 - (a) The Department will be responsible for advertising and making these programs publicly available to applicants;
 - (b) The Department will collaborate with the Australian Bureau of Statistics to determine skills in-demand within the West Australian economy.
- (2) Courses and Skills-Based Trainings provided for by the “Untrained Workers Program” will be made available to individuals who meet the following requirements:
 - (a) That the participant is a minimum of 18 (eighteen) years of age;
 - (b) The participant must be an Australian Citizen or Permanent Resident;
 - (c) The participant must demonstrate a willingness and commitment to undergo training and pursue employment opportunities in the designated sector – to be determined by the department.

21. Management & Operations of the Workplace and Skills Based Training Program (WSKT)

The Untrained Workers Program Management will be responsible for the creation of the programs made available and will hold discretion over partnerships with private training industries approved by the Department for Training and Workforce Development.

Division 2 — High-School Vocational Education Training Certificates (VET)

22. Prerequisite Adjustments for VET Education

- (1) The West Australian Department of Education shall revise the prerequisites for High-School Vocational Education Training Certificates (VET) to facilitate broader access and early engagement in vocational learning pathways;
- (2) Year 10 (ten) Highschool Students shall be eligible to pursue VET Certificates, expanding opportunities for vocational training and skill development at an earlier stage of education. VET course availability to Year 10 (ten) Highschool Students will be expanded.

23. Implementation of Prerequisite Adjustments

- (1) The Department of Education will collaborate with schools and vocational training providers to ensure smooth implementation of the revised prerequisites and support structures for Year 10 (ten) students entering VET programs;
- (2) The Department of Education will collaborate with schools to ensure the appropriate resources have been allocated and will provide schools with a two year-long period to prepare for implementation.

24. Frequent Reporting on Adjustments

- (1) Ongoing monitoring and evaluation mechanisms will be established to assess the effectiveness of the initiative in increasing participation rates, improving student outcomes, and meeting industry needs. Feedback from students, educators, and industry stakeholders will be collected and used to inform future adjustments and improvements;
- (2) These monitoring and evaluations will be provided to the Department of Education to assess future adjustments and improvements to educational programs.

Division 3 — Upskilling Incentives within the Private and Public Sector

25. Upskilling Incentive Eligibility in the Private Sector

- (1) Private-sector corporations may apply the Department of Training and Workforce Development to request an eligibility assessment for Upskilling Incentives, via Employment Subsidies and Reduced Payroll Tax if they hired & trained previously unskilled workers within their sector. Eligibility for these incentives requires:
 - (a) The applicant to have minimal prior experience within their sector:
 - (i) Minimal prior experience being defined as; 6 (six) months or less of part time / full time employment within their sector.
 - (b) The applicant to have been trained for a minimum of 2 (two) - 4 (four) months;
 - (c) The applicant must be within the age of 18 (eighteen) – 25 (twenty-five);
 - (d) The corporation must provide evidence of training through consistent reports, amongst other means to be determined by the department;

- (e) The applicant must be a full-time employee at the time of the application.

26. Employment Subsidies Offered by the Department of Training and Workforce Development

- (1) Employment subsidies will involve the Department of Training and Workforce Development, in collaboration with the Department of Finance, to do the following:
 - (a) the Department of Training and Workforce Development will compensate for the upskilling of employees identified as under skilled by subsidising 25% cost of external training undertaken by the public-sector agencies, corporations and public services;
 - (i) external training is defined as a training program that has been designed and delivered by a company other than the one whose employees are undertaking the training. This includes subsidiaries of the company;
 - (ii) external training must be approved by the Department prior to commencement.

27. Upskilling Incentives Eligibility within the Private Sector

Public-sector agencies, corporations, or public services may contact the Department of Training and Workforce Development to request an eligibility assessment for Upskilling incentives, via industry-specific training funds and performance-based incentives. Eligibility for these incentives require:

- (a) The applicant to have minimal prior experience within their sector;
 - (i) Minimal prior experience being defined as; 6 (six) months or less of part time / full time employment within their sector.

- (ii) The applicant to have been trained for a minimum of 2 (two) – 4 (four) months;
- (iii) The applicant to be within the age of 18 (eighteen) – 25 (twenty-five);
- (iv) The corporation must provide evidence of training through consistent reports, amongst other means to be determined by the department;
- (v) The applicant must be a full-time employee at the time of the application.

28. Upskilling Incentives Eligibility within the Public Sector

- (1) Industry-specific training funds are to be established by the Department of Training and Workforce Development to target industries within demand to provide workplaces with free training resources;
 - (a) the Department will identify priority-skills within the Public Sector through collaboration with the Australian Bureau of Statistics and the West Australian Treasury Department;
 - (b) the Department will use the gathered data to target industry trainings in demand within the Public Sector;
 - (c) potential training given by eligible public-sector agencies, corporations and public services will be reviewed annually by the Department.
- (2) These Industry-specific training funds will be distributed to eligible public-sector agencies, corporations and public services to compensating for the upskilling of untrained labour within the public sector.

Division 4 — Consumer Economy Workplace Assistance Scheme (CEWA Scheme)

29. Aim & Establishment of the CEWA Scheme

- (1) A The Consumer Economy Workplace Assistance Scheme (CEWA) aims to assist individuals who desire increased work hours but are unable to under their current employer, meeting the definition of under-employed;
- (2) The Consumer Economy Workplace Assistance Scheme will be established under the Department of Jobs, Tourism, Science, and Innovation.

30. Participation & Eligibility of Participants

- (1) Underemployed workers can register their interest along with their availability with the Department of Jobs, (Tourism, Science, and Innovation) which will be conveyed to eligible small businesses;
- (2) For an individual to be considered eligible for their participation in the Consumer Economy Workplace Assistance Scheme, they must meet the following requirements;
 - (a) Must work no more than 25 (twenty-five) hours a week with their employer(s).
 - (b) Must be an Australian Citizen or Permanent Resident.

31. Small Business Eligibility for the Program

- (1) For a small business to be considered eligible for the Consumer Economy Workplace Assistance Scheme, they must meet the following Requirements;
 - (a) Have 25 (twenty-five) or less full-time equivalent employees.
- (2) Business can register for the CEWA scheme for the first 3 (three) years of registration;

- (a) The Department of Jobs, Tourism, Trade Science and Innovation will be responsible for the coordination between the two parties;
- (b) The West Australian Department of Jobs, Tourism, Science, and Innovation will subsidise 25 (twenty-five) percent of the employees' wages for a maximum of 200 (two hundred) hours per year.

Division 5 — Flexible Workplace Arrangements

32. Availability of Flexible Workplace Arrangements

- (1) Employers within the Private Sector will provide eligible employees with options for flexible work arrangements. To be considered eligible for these arrangements, an employee must:
 - (a) be within the age of 18 (eighteen) to 25 (twenty-five) years of age;
 - (b) be employed full-time;
 - (c) have not had full-time employment prior to their current position;
 - (d) be referred by a general practitioner.

33. Business Eligibility for the Flexible Workplace Arrangements

- (1) For a private sector organisation, company, or corporation to be eligible to provide flexible work-arrangements, they must meet the following requirements:
 - (a) They must meet the minimum requirement of 2,500,000 (two and a half million) Australian Dollars paid in payroll tax.

34. Options Provided by the Flexible Workplace Arrangements

- (1) If an employee is eligible for flexible workplace arrangements, an agreement between an employer and employee will determine

their personal preferences. Options for flexible work arrangements involve:

- (a) Employees are able to reduce working hours per week by 20 (twenty) percent, with reduced pay in line with the hours they are working, for 6 (six) weeks a year, for the first 3 (three) years of their employment;
- (b) Remote Working will be made available if applicable to their industry-sector;
- (c) Eligible employees will receive additional unpaid leave and extended mental health days.

35. Discrimination Protection Provisions

- (1) An employer may not subject employees under these programs to targeted discrimination in the form of:
 - (a) Penalisation, such as unfair dismissal;
 - (b) Reduced access to benefits;
 - (c) Negative impact on career progression;
 - (d) Refusal to consider Flexible Work Arrangement requests;
 - (e) Employees cannot be penalised for exercising their right to flexible work schedules for the first year of their employment.

36. Accountability and Workplace Protection

If a company has a significant percentage of burnout amongst employees, they may be audited by the Fair Work Commission or the West Australian Auditor General to review their workload, and any management systems in place.

37. Compensation for Flexible Workplace Arrangements

To compensate for the flexible workplace arrangements, employees who have opted to reduce their working hours per week by 20 (twenty) percent, will only be paid for the hours worked.

38. Annual reporting and Accountability

Relevant departments and agencies involved in the act will be required to collect data described to them within their divisions and parts in order to compile a report on underemployment, unemployment and burnout within the Western Australian economy to be provided to the relevant Minister.