

Training Guarantee update

Amendments to the Training Guarantee (Administration) Act 1990, that have now gone through the Senate, broaden and clarify the scope of deemed eligible expenditure and give more flexibility for employers to meet their required expenditure commitments.

Employers can now carry forward an excess or postpone a shortfall in training expenditure for a period of 2 years following the imbalance.

The benefit is that expenditure on training can be planned within a two year period, so that the money can be spent when it is really needed, rather than by the end of each financial year on 30 June.

For example, an organisation may decide in April that in six months time they will install a new automated system into the library with some major staff re-structuring. Extensive training will be required and, in this case, it would be reasonable to minimise training on the current system.

Under the previous system, if the organisation had not met their training levy requirement in June, they would have to pay the balance as a tax. With the new amendments, that shortfall would now be postponed by notifying the Taxation Office by 30 September, and the money then spent on training for the new system when it is implemented in October.

Conversely, if the organisation wanted to implement the plan in May and needed to spend much more than they needed to for the current financial year, they would be able to balance this by spending less in the following year.

The meaning of a structured training program has now been simplified:

A structured training program is one that is designed and approved by a person who has a working knowledge of the subject area of the program and the skills nec-

essary to design or conduct the relevant type of training program', or by two or more persons who together have these knowledge and skills.

This provides more flexibility to providers of in-house and on-the-job training. It allows for pooling of talents when putting together courses rather than having to find one person who is qualified to do everything.

'Eligible expenditure' for training purposes now includes:

- training subsidies received by employers;
- expenditure for people on work experience placements aged 21 or over, and;
- depreciation expenses of property and

equipment used for training purposes has been further defined in order for an employer to claim smaller amounts during a year.

These are in addition to expenditure on training course fees, payment of staff whilst attending courses, money spent on training materials uses in training, etc.

Finally, remember that the Training Guarantee Levy is now 1.5% for those organisations with an annual national payroll exceeding \$226 000. For more information and advice on the Training Guarantee Act, call the Hotline on 1800 011 160.

Nora Stewart, T&D Officer

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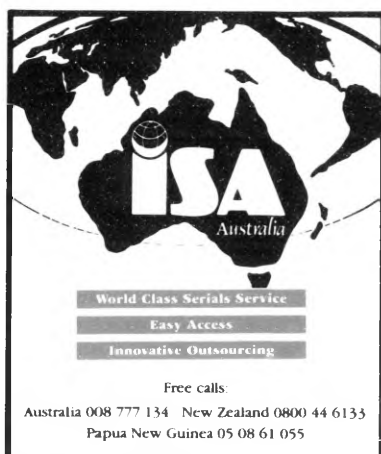
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For further details on these workshops and any of AIMA's other programs and services please contact: Rosemary Turner by phone: 06 262 1223 or fax 06 257 1703.



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