

# Skills Tasmania Policy Statement:

## Employer Eligibility: Subsidising Employees of Government Organisations

### Intent

Where government entities seek to access Department of State Growth (Skills Tasmania) funding programs to train their employees, this policy will clarify the eligibility criteria.

### Scope

This policy applies to Skills Tasmania's existing funding programs, new programs, and responses to ad hoc requests by government entities.

This policy does not apply to funding used under the Deed of Purchasing Arrangement with TasTAFE.

### Policy Statement

Access by Government entities to grant programs or other funding through Skills Tasmania's programs and initiatives is guided by the following principles:

- 1. Government agencies are not eligible to access government-subsidised training for their employees.**

As Government agencies are provided budget to manage workforce development and training, their use of government-subsidised training funded through Skills Tasmania would distort efficient resource allocation of government revenue and also represents a net competitive advantage over employers who rely on private sector revenue.

General agencies seeking additional funds to support training should use standard budget processes.

- 2. Eligible government entities are required to contribute to training costs.**

Eligible government entities obtain a proportion of their revenue from Australian or Tasmanian Government funding for operational needs in recognition of and tied to specific non commercial activity, however there is an expectation that they generate significant revenue through business activities. These entities are therefore considered eligible to access government-subsidised training for their employees.

Co-contribution recognises that training has both public and private benefit: employer co contribution takes into account the private benefit accrued to the business. Co contribution rates for eligible government entities are usually set at a higher rate than for private sector employers: co-contribution rates are identified in program guidelines.

3. Ministerial priorities or instructions may introduce fixed-term variations to Government entity eligibility or co contribution rates.
4. Fixed term exceptions to this policy may also be made with the approval of the General Manager, Skills Tasmania where there are extenuating circumstances and a clearly demonstrated public benefit.

Support documentation should detail the rationale for, and scope and duration of any exception.

Where an exception is on the basis of demonstrated public benefit, it requires supporting documentation detailing the following:

- Demonstration that the training is required in a timeframe that does not allow for normal budget submission processes
- Demonstration that the training is required outside of regular organisational functions and for non-commercial activity
- Demonstration of significant public outcomes
- Demonstration that an exception will support delivery of a priority Tasmanian Government initiative in the training and workforce development system.

## Definitions

Government agencies	General Government Sector Agencies are listed in schedule 1 of the <i>Financial Management Act 2016</i> . General Government Sector entities include government departments, legislative agencies, statutory offices and some State authorities.  Comparable entities at the Australian Government level are considered Government agencies.
Eligible government entities	Public non-financial and Public financial corporations (as set out in <i>Tasmania's Financial Management Framework</i> administered by the Department of Treasury and Finance) and Local Governments.  This includes Government Business Enterprises and State-Owned Companies.

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