

# Planned amendments to the Grant Guidelines for Round 3 of the Fresh Start Program

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## Overview

This document outlines proposed amendments to the Fresh Start Grant Guidelines for Round 3. It is recommended that this document is read in conjunction with the Round 2 Grant Guidelines. Please note these proposed amendments are **subject to approval**.

The final, approved Grant Guidelines for Round 3 will be provided to councils once approved. **It is strongly recommended that applicants access and read the final Grant Guidelines for Round 3 prior to submitting their applications.**

The proposed amendments are detailed in the table below, but in summary they are:

- updated dates for this grant round
- the number and type of positions being funded in Round 3
- clarification that this is an apprentice-only round and no trainee or cadet positions will be offered
- the removal of cadetship information as it does not apply to Round 3
- updated wages table to demonstrate wages payable from 1 July 2025
- improved guidance around what's funded and unfunded within the applicable award, in alignment with the Funding Agreement
- updates to information about End of Financial Year Reporting, in alignment with the Funding Agreement
- Updates to information regarding unfilled positions being returned to the funding pool for re-allocation (rather than rolling over to the next round).

## Proposed amendments

Round 2 Guidelines	Proposed update in Round 3 Guidelines
<b>Funding round dates</b> 4 rounds: Round 1 – January 2025 Round 2 – July 2025 Round 3 – January 2026 TBC Round 4 – July 2026	<b>Funding round dates</b> Grant recipients will be able to start claiming funding from: Round 1 – January 2025 Round 2 – July 2025 Round 3 – January 2026 Round 4 – TBC
<b>Application dates</b> Applications to be submitted on SmartyGrants portal by: Round 1 – Closed Round 2 – 31 March 2025 Round 3 – 15 August 2025 (TBC) Round 4 – 31 March 2026 (TBC)	<b>Application dates</b> Applications to be submitted on SmartyGrants portal by: Round 1 – Closed Round 2 – Closed Round 3 – 25 July 2025 Round 4 – TBC
<b>What is being funded</b> In round 2, funding will commence for up to 400 apprentices and 250 trainees / cadets.	<b>What is being funded</b> In round 3, funding will commence for up to 353 apprentices. No trainee and cadet positions will be offered in round 3.
<b>Unfunded Costs</b> The NSW Government is funding 100 per cent of the rate of pay for a new apprentice, trainee or cadet, applicable under clause 32C of the <i>Local Government (State) Award 2023</i> (see the Clause 7 Rates of Pay – Table 1 of Part B), and on-costs of 15 percent. Organisations must meet any other costs and are encouraged to consider other funding opportunities, some of which are outlined in section 7.	<b>Funded and unfunded costs</b> The NSW Government is funding the total of the following monetary amounts payable by the council to each Funded Employee (recruit) under the Award: <ul style="list-style-type: none"> <li>the minimum rate of pay that is applicable to the Funded Employee (see clause 32C of the Award); and</li> <li>the monetary cost of the Funded Employee’s entitlement to public holidays, sick leave, annual leave and bereavement leave where payable under the Award; and</li> </ul>

Round 2 Guidelines	Proposed update in Round 3 Guidelines
	<ul style="list-style-type: none"> <li>• the sewer choke allowance payable in accordance with the Award for time engaged by the Funded Employee in the clearing of blockages in live sewers; and</li> <li>• any additional septic tank rate of pay payable to the Funded Employee in accordance with the Award for time occupied on work in connection with the cleaning of septic tanks, and/or septic closets and/or chemical closets; and</li> <li>• any tool allowance payable to the Funded Employee under the Award; and</li> <li>• any travelling allowance payable to the Funded Employee under clause 17(x) of the Award where the employee is required to start and/or finish work at a location other than the agreed normal place of work and travel to and/or from such location in their own time; and</li> <li>• any use of community language skills and signing work allowance payable to the Funded Employee under the Award; and</li> <li>• any special leave granted to a Funded Employee who is Aboriginal and/or Torres Strait Islander to attend Aboriginal and/or Torres Strait Islander cultural events.</li> </ul> <p>The Program will also fund on-costs at a rate of an additional 15 per cent of the minimum rate of pay, to contribute to additional employment-related expenses such as the minimum superannuation guarantee and any consequential increase</p>

Round 2 Guidelines	Proposed update in Round 3 Guidelines
	<p>in the cost of compulsory workers compensation insurance.</p> <p>Organisations must meet any other costs and are encouraged to consider other funding opportunities, some of which are outlined in section 7.</p>
<p><b>Unfilled apprenticeships, traineeships and cadetships</b></p> <p>In circumstances where an organisation is approved for funding but is unable to fill the position, the approval will be rolled over to the subsequent round, except for Round 4 applications.</p> <p>Where an approval is not taken up within two rounds, the organisation will be asked to review its application for that role for viability, to allow the funding to go to another role or organisation if it is unlikely to be filled.</p> <p>As the final round, there are no adjustments for Round 4 applications.</p>	<p><b>Unfilled positions</b></p> <p>All positions allocated in round 3 must commence employment by 28 February 2026.</p> <p>Any approved positions that haven't commenced employment by this date will automatically return to the pool for re-allocation through a TBC future funding round.</p>
<p><b>Reporting</b> <i>End of year</i></p> <p>In addition to end of quarter reporting the organisation will need to:</p> <ul style="list-style-type: none"> <li>confirm end of year completion of training (Statement of attainment or similar)</li> <li>provide written confirmation from the relevant Director or General Manager that the assigned supervisor met their obligations throughout the year</li> <li>advise who is responsible for supervision in the upcoming year</li> <li>report the organisations FTE workforce at 30 June 2024 and the cumulative</li> </ul>	<p><b>Reporting</b> <i>End of year</i></p> <p>In addition to end of quarter reporting the organisation will need to:</p> <ul style="list-style-type: none"> <li>confirm end of year completion of training (in the form of an updated Training Plan, academic transcript, or Statement of Attainment)</li> <li>provide written confirmation from the relevant Director or General Manager that the assigned supervisor met their obligations throughout the year</li> <li>advise who is responsible for supervision in the upcoming year</li> </ul> <p><b>End of Financial Year</b></p>

Round 2 Guidelines	Proposed update in Round 3 Guidelines
<p>number of recruits employed under the Program each year up to 30 June 2030.</p> <p><i>Reporting to the community</i></p> <p>To report back to their communities, councils should report within their Delivery Program progress reporting, and other organisations should report within their annual reporting, information on:</p> <ul style="list-style-type: none"> <li>the amount of funding received under the program</li> <li>the number apprentices, trainees and cadets employed in that year and their roles</li> </ul>	<p>Organisations will need to report:</p> <ul style="list-style-type: none"> <li>FTE workforce at 30 June 2024 (baseline)</li> <li>FTE workforce at 30 June each year up to 30 June 2030, and</li> <li>the number of recruits employed under the Program each year up to 30 June 2030.</li> </ul> <p><i>Reporting to the community</i></p> <p>To report back to their communities, councils should report within their Delivery Program progress reporting, and other organisations are required to report within their annual reporting, information on:</p> <ul style="list-style-type: none"> <li>the amount of funding received under the program</li> <li>the number of apprentices, trainees and cadets employed in that year and their roles.</li> </ul>
<p>Table 1 of Part B includes the applicable award wage rates for financial years 2024/25 and 2025/26</p>	<p>Table 1 of Part B includes the applicable award wage rates for financial year 2025/26 only.</p> <p><i>See Schedule 1 below for 2025/26 rates of pay table.</i></p>

## Schedule 1 – Rates of pay funded under the grant

### PART B

#### MONETARY RATES – TABLE 1

#### CLAUSE 7 – RATES OF PAY

Band/Level	(c) Rate Per Week \$
	First Pay Period 01/07/25
Operational Band 1	482.00
Level 1 (Juniors and Trainees)	
T1 at 15 years of age	
T2 at 16 years of age	
T3 at 17 years of age	
T4 at 18 years of age or over or HSC	
T5	
T6	
T7	
T8	
T9	1176.80
T10	1230.40