SCHEDULE OF DOCUMENTS

Doc No	Description of document	Decision
1	*Excel spreadsheet* DES Participants with a wage subsidy	*Release in full*
1i	*Excel spreadsheet* DES wage subsidy by organisation	*Release in part* Section 47G(1)(a) – Business Information
2	*Email* Subject: For Clearance Pls - Addendum Paper to Approve IT Features for Wage Subsidies [SEC=PROTECTED] Date**:** Friday, 14 March 2025 11:39:58 AM	*Release in part* Section 22 – material that does not relate to the request
2a	*Document* Draft Policy Brief: Addendum to Wage Subsidy Agreements – Instalments and Notifications	*Exempt in full* Section 22 – material that does not relate to request
2b	*Document* Draft Policy Brief: Administration of Wage Subsidies Undated	*Release in part* Section 22 – material that does not relate to request
3	*Email* Subject: RE: Wage Subsidy Update: For Review by COB Wednesday 29 Jan - NSDEP and NPA Deeds [SEC=OFFICIAL: Sensitive] Date**:** Monday, 3 February 2025 9:20 AM	*Exempt in full* Section 42 – legal advice
4	*Email* Subject: RE: For Review / Clearance Pls: Wage Subsidies Policy Paper [SEC=OFFICIAL: Sensitive] Date: Tuesday, 28 January 2025 8:36:57 AM	*Release in part* Section 22 – material that does not relate to request Section 47F – Personal privacy
4a	*Document* Draft Policy Brief: Administration of Wage Subsidies Undated	*Release in part* Section 22 – material that does not relate to request

Doc No	Description of document	Decision
5	*Document* Policy Brief: Administration of Wage Subsidies Dated 24 March 2025	*Release in part* Section 22 – material that does not relate to request
6	*Email* Subject: FW: Here s another one [PS3908704] Urgent - wage sub costing [SEC=PROTECTED] Date**:** Monday, 21 September 2026 1:45:04 PM	*Release in part* Section 22 – material that does not relate to request Section 47F – Personal privacy
7	*Email* Subject: FW: For Action - Information required on the current DES Wage Subsidies [SEC=PROTECTED] Date: Monday, 21 September 2026 1:55:32 PM	*Release in part* Section 22 – material that does not relate to request Section 47F – Personal privacy
7a	*Document* Wage Sub Claims From 1/7/18 to 31/12/23	*Release in full*
8	*Email* Subject: DUE: 12pm 25/1/24 request for information - Wage subsidies [SEC=OFFICIAL] Date**:** Monday, 21 September 2026 1:55:55 PM	*Release in part* Section 22 – material that does not relate to request Section 47F – Personal privacy
8a	*Wage subsidy Claims from 1 July 2018 though to 31 December 2023* *Data as at 25 January*	*Release in full*

DES Participants with a wage subsidy

FinYear	Participants	Claimed AMOUNT
2018-2019	9,677	$18,597,298
2019-2020	10,873	$19,902,449
2020-2021	11,335	$21,159,585
2021-2022	13,976	$26,799,240
2022-2023	13,235	$24,416,354
2023-2024	10,979	$19,598,946
2024-2025	9,410	$16,775,737
2025-2026	5,245	$9,015,493

Note:

Figures above represent a count of participants who had wage subsidy claims in a financial year.

All wage subsidy claim types are included.

The amounts are a sum of the claimed amounts (inc GST) in the financial year.

A single wage subsidy can appear in more than one financial year.

Wage subsidy agreements that have not made a claim are not included in the data above.

Source: Non-public DSS program data as at 22 September 2026

Document release under the Freedom of Information Act 1982 (Cth) by the Department of Social Services

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DES Participants with a wage subsidy by organisation

s 47G(1)(a)

2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025		2025-2026	
Participants	Claimed AMOUNT	Participants	Claimed AMOUNT	Participants	Claimed AMOUNT	Participants	Claimed AMOUNT	Participants	Claimed AMOUNT	Participants	Claimed AMOUNT	Participants	Claimed AMOUNT	Participants	Claimed AMOUNT
0	$0	1	$1,015	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
13	$25,058	13	$39,066	3	$5,919	1	$6,000	4	$12,385	0	$0	0	$0	0	$0
0	$0	1	$3,000	0	$0	0	$0	5	$8,250	1	$1,350	1	$1,650	0	$0
9	$18,835	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
81	$151,338	94	$171,575	109	$209,703	112	$210,442	110	$227,038	104	$197,342	118	$211,655	61	$114,081
68	$129,604	75	$126,533	43	$68,180	53	$96,759	68	$109,271	49	$76,822	5	$8,250	3	$4,950
133	$217,493	154	$256,542	161	$264,904	129	$222,196	158	$269,772	92	$160,851	107	$174,265	51	$81,759
24	$43,640	32	$59,488	20	$48,450	41	$96,478	26	$44,445	0	$0	0	$0	0	$0
125	$223,381	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
35	$63,411	26	$40,316	4	$6,505	3	$4,950	2	$3,300	7	$11,226	1	$1,650	1	$1,650
23	$42,891	17	$33,941	13	$22,066	14	$26,913	5	$9,600	2	$3,300	3	$4,713	3	$4,950
14	$29,650	28	$71,819	29	$58,096	31	$57,185	15	$29,923	29	$49,962	18	$29,273	10	$15,865
6	$17,675	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
1,718	$3,364,518	2,343	$3,978,561	2,940	$5,069,786	3,654	$6,356,944	3,729	$6,358,797	3,594	$6,090,491	3,480	$5,919,600	2,112	$3,500,865
46	$93,173	33	$65,850	31	$56,896	34	$64,131	16	$26,400	5	$7,742	9	$24,519	7	$10,725
408	$715,637	358	$650,364	286	$518,217	396	$715,828	360	$607,745	337	$568,323	344	$615,360	238	$404,773
168	$357,062	151	$320,367	159	$323,849	186	$389,133	127	$271,483	126	$242,271	105	$226,800	52	$110,878
3	$4,950	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
6	$11,250	8	$15,900	15	$25,719	16	$28,965	15	$23,921	2	$3,958	1	$1,650	0	$0
3	$4,950	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
228	$462,216	238	$458,358	239	$493,495	144	$304,436	110	$247,646	74	$160,350	67	$132,012	25	$55,650
181	$320,411	131	$220,662	121	$214,443	50	$87,032	0	$0	0	$0	0	$0	0	$0
0	$0	0	$0	1	$3,000	0	$0	0	$0	0	$0	0	$0	0	$0
315	$540,919	302	$496,189	252	$445,811	331	$623,918	168	$294,653	154	$262,853	148	$271,101	128	$215,855
32	$65,197	46	$63,222	50	$91,996	27	$64,336	22	$35,427	17	$27,542	13	$20,253	3	$3,986
199	$353,827	255	$450,110	223	$437,095	240	$498,689	181	$372,862	136	$228,531	86	$179,918	53	$114,346
11	$27,415	17	$50,423	16	$31,373	20	$36,446	15	$26,562	12	$24,231	6	$13,913	0	$0
297	$506,153	248	$492,042	188	$361,389	170	$323,857	178	$347,520	103	$169,592	98	$170,735	68	$111,968
6	$10,753	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
108	$155,043	109	$188,335	113	$197,242	110	$177,257	101	$170,903	58	$88,217	28	$45,726	12	$17,448
84	$149,632	52	$118,624	37	$89,521	64	$155,031	33	$80,135	27	$45,219	3	$6,300	0	$0
0	$0	0	$0	0	$0	0	$0	0	$0	59	$114,078	43	$83,446	16	$26,019
232	$421,079	272	$534,929	235	$467,105	818	$1,654,827	774	$1,615,353	497	$968,870	475	$903,524	126	$236,581
7	$11,550	13	$19,827	5	$8,250	2	$3,300	0	$0	0	$0	0	$0	0	$0
0	$0	0	$0	0	$0	1	$1,650	0	$0	0	$0	0	$0	0	$0
2	$3,070	1	$5,909	23	$35,340	27	$41,699	23	$39,933	31	$51,313	29	$44,108	2	$3,300
5	$6,600	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
9	$24,300	2	$5,650	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
35	$54,391	36	$55,081	24	$42,323	25	$43,716	17	$26,493	18	$28,511	16	$29,711	1	$1,650
130	$222,297	88	$150,081	76	$141,150	162	$349,650	116	$252,520	111	$240,831	111	$205,177	21	$38,112
24	$49,950	33	$74,800	23	$38,538	40	$74,273	63	$110,684	4	$5,712	0	$0	0	$0
92	$186,699	54	$111,009	58	$124,117	54	$96,333	48	$96,323	19	$36,669	12	$21,150	6	$12,612
13	$29,190	12	$28,500	16	$29,048	18	$45,440	10	$16,035	4	$6,162	5	$12,600	4	$7,950
58	$100,228	45	$96,695	35	$58,094	28	$56,200	34	$58,000	36	$60,350	22	$49,035	0	$0
82	$175,061	62	$125,849	105	$207,420	80	$215,423	97	$197,296	62	$110,261	42	$82,049	46	$80,905
7	$11,550	6	$9,650	9	$14,850	2	$3,300	3	$4,950	4	$6,600	1	$1,650	0	$0
59	$97,136	59	$96,842	12	$19,388	19	$30,513	45	$73,095	46	$75,265	31	$51,277	31	$50,656
460	$1,180,720	436	$1,043,734	506	$1,217,418	499	$1,175,572	478	$961,081	361	$740,066	331	$618,346	115	$220,142
14	$24,623	1	$3,231	11	$36,369	6	$19,760	1	$6,000	1	$1,650	0	$0	0	$0
2	$3,300	1	$3,000	1	$3,000	1	$6,000	0	$0	0	$0	0	$0	0	$0
3	$4,950	7	$11,550	5	$8,250	1	$1,523	0	$0	0	$0	0	$0	0	$0
53	$91,650	30	$48,464	51	$109,523	59	$138,108	120	$191,542	80	$135,992	32	$62,596	0	$0
135	$278,685	106	$229,425	73	$153,405	74	$175,363	92	$205,008	68	$120,338	55	$96,150	13	$21,450
1	$500	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
66	$130,447	87	$150,433	70	$125,909	52	$81,933	42	$82,541	44	$77,522	19	$37,732	17	$34,013
20	$37,700	1	$1,000	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
2	$3,300	9	$23,550	16	$47,642	13	$36,900	14	$23,968	4	$6,600	0	$0	0	$0
201	$407,819	330	$576,308	350	$678,070	346	$693,802	305	$578,890	268	$499,009	286	$532,084	110	$197,254
66	$130,643	201	$353,916	211	$356,137	380	$716,816	378	$760,063	426	$848,296	264	$493,000	141	$252,750
410	$680,389	384	$648,511	264	$494,822	145	$257,535	314	$554,161	389	$674,291	241	$424,629	152	$253,981
3	$7,650	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
1	$1,650	8	$13,200	1	$1,650	0	$0	0	$0	0	$0	0	$0	0	$0
169	$322,693	240	$474,687	187	$355,583	148	$300,102	141	$272,123	36	$50,331	0	$0	0	$0
33	$60,023	19	$35,700	34	$55,211	25	$43,188	9	$14,850	13	$29,896	5	$8,250	1	$1,650
13	$21,450	9	$19,200	4	$10,950	3	$9,300	1	$1,650	0	$0	0	$0	0	$0
53	$121,437	44	$91,269	45	$121,454	69	$196,923	44	$109,961	32	$60,923	19	$52,096	10	$16,073
1	$1,650	1	$1,650	5	$13,685	16	$36,735	5	$13,950	18	$37,050	27	$44,550	6	$11,481
13	$28,675	26	$44,550	70	$145,384	79	$162,089	90	$178,832	1	$1,650	0	$0	0	$0
21	$33,485	18	$35,400	9	$15,722	8	$16,235	4	$6,600	1	$1,142	0	$0	0	$0
10	$20,670	10	$16,290	3	$7,950	21	$34,650	3	$4,900	0	$0	0	$0	1	$1,650
16	$34,265	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
42	$113,665	19	$35,791	4	$7,950	18	$35,915	13	$33,896	20	$37,950	24	$39,600	26	$42,098
209	$358,641	245	$421,695	309	$542,573	295	$564,381	266	$484,553	202	$391,683	120	$227,278	34	$61,661
0	$0	0	$0	1	$6,000	1	$3,000	1	$3,000	0	$0	0	$0	0	$0
162	$356,902	131	$265,005	126	$242,550	136	$263,502	87	$176,524	80	$147,573	46	$90,861	38	$67,452
0	$0	0	$0	1	$3,000	3	$6,300	0	$0	0	$0	0	$0	0	$0
75	$149,506	73	$129,520	61	$103,815	45	$81,215	27	$46,911	21	$34,629	5	$7,615	4	$10,950
4	$6,600	1	$3,300	6	$9,900	5	$7,900	9	$14,850	4	$5,958	1	$1,650	0	$0
10	$16,029	9	$14,496	11	$17,515	13	$23,100	16	$26,400	10	$17,896	4	$6,600	0	$0
10	$15,889	1	$1,500	1	$1,253	2	$3,300	0	$0	0	$0	2	$3,300	0	$0
23	$39,208	43	$78,012	73	$169,696	61	$127,973	66	$120,727	32	$64,154	17	$26,273	14	$22,212
56	$105,383	65	$123,892	69	$148,835	51	$101,862	40	$70,250	36	$74,388	43	$78,582	15	$37,673
59	$112,230	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
12	$27,612	5	$8,250	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
28	$56,230	15	$27,483	27	$48,084	21	$31,135	8	$9,406	0	$0	0	$0	0	$0
56	$97,330	34	$55,356	50	$89,980	53	$108,923	30	$56,145	17	$26,951	16	$28,211	8	$12,565
1	$1,523	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
2	$3,300	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
22	$36,602	17	$36,750	42	$77,100	18	$37,750	13	$25,500	8	$18,900	5	$10,600	8	$13,200
0	$0	6	$9,900	19	$39,637	12	$27,233	9	$14,068	3	$4,950	7	$11,550	4	$6,600
15	$24,231	14	$32,815	9	$14,850	9	$20,550	2	$9,000	1	$1,500	0	$0	0	$0
4	$19,074	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
18	$43,796	31	$62,296	40	$79,327	84	$188,319	49	$93,268	35	$65,862	37	$87,958	24	$45,046
474	$913,971	7	$11,931	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
53	$123,795	57	$123,820	125	$221,688	173	$338,290	174	$312,710	157	$254,578	127	$217,518	72	$118,066
37	$81,423	43	$73,058	45	$109,446	52	$136,604	34	$74,433	3	$6,069	1	$635	1	$6,000
11	$31,200	14	$24,440	6	$18,490	11	$33,900	11	$19,760	5	$15,300	1	$1,650	4	$6,600
24	$48,140	42	$91,246	55	$108,727	86	$178,113	115	$212,123	81	$145,825	79	$160,947	14	$22,142
12	$19,800	13	$21,369	4	$10,800	14	$35,469	18	$38,100	7	$21,600	4	$12,300	2	$4,650
1	$6,000	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
51	$83,246	201	$351,915	243	$500,519	222	$442,104	177	$326,043	136	$266,988	110	$199,243	44	$73,015
12	$25,865	28	$57,542	16	$30,880	45	$92,908	34	$58,169	13	$21,184	18	$32,308	10	$16,246
1	$1,815	2	$12,250	10	$31,600	12	$28,138	3	$4,125	2	$3,300	1	$1,650	1	$1,650
0	$0	0	$0	0	$0	1	$2,538	0	$0	1	$1,650	0	$0	0	$0
1	$1,650	6	$9,900	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
0	$0	2	$9,000	1	$1,650	3	$10,650	3	$7,650	1	$1,650	0	$0	0	$0
5	$8,250	15	$21,900	22	$33,900	10	$16,500	12	$20,350	21	$33,792	13	$20,488	4	$6,473
0	$0	0	$0	3	$6,300	10	$34,650	7	$12,773	12	$19,546	5	$8,250	2	$2,919
1	$1,650	1	$1,396	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
0	$0	0	$0	0	$0	1	$1,650	0	$0	0	$0	0	$0	0	$0
11	$18,150	32	$56,769	54	$104,677	70	$144,385	53	$95,193	3	$6,360	0	$0	0	$0
9	$14,280	2	$7,650	6	$13,920	7	$9,951	11	$16,272	6	$9,003	12	$16,466	3	$4,713
60	$114,369	29	$48,946	34	$62,978	47	$89,792	24	$39,600	15	$26,908	8	$11,931	2	$3,300
2	$2,400	16	$28,200	43	$96,500	74	$197,971	62	$162,323	37	$65,688	49	$104,586	19	$35,700
23	$45,000	18	$36,369	0	$0	0	$0	1	$1,650	0	$0	0	$0	0	$0
22	$44,446	8	$33,300	3	$10,650	5	$27,000	2	$9,000	2	$7,650	2	$12,000	0	$0
13	$25,800	107	$186,815	59	$98,215	165	$285,496	291	$476,719	119	$200,958	66	$126,456	37	$67,212
42	$66,821	655	$1,246,954	514	$966,801	563	$1,130,408	440	$880,246	417	$744,740	327	$580,304	221	$402,273
15	$28,568	10	$15,961	5	$10,019	4	$7,950	2	$3,300	1	$1,650	1	$1,650	0	$0
331	$611,788	316	$570,135	210	$377,965	348	$629,259	463	$861,960	325	$571,716	226	$402,824	70	$116,300
7	$17,996	6	$14,250	3	$7,650	0	$0	0	$0	0	$0	0	$0	0	$0
223	$389,861	500	$855,222	804	$1,395,142	1,166	$2,117,688	903	$1,643,051	678	$1,186,719	564	$999,000	427	$733,719
53	$113,018	45	$70,193	31	$64,747	59	$123,369	47	$90,364	28	$48,418	34	$62,307	18	$26,958
23	$56,446	33	$68,200	25	$71,862	20	$38,700	11	$21,782	12	$23,885	7	$10,534	6	$14,250
6	$11,250	1	$1,650	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
103	$160,134	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
7	$10,788	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	0	$0
69	$151,912	82	$149,761	35	$76,379	91	$191,735	92	$195,141	49	$88,685	37	$71,273	30	$42,392
345	$654,066	499	$861,901	546	$941,692	854	$1,534,859	905	$1,611,865	849	$1,483,294	680	$1,165,667	432	$731,085
0	$0	0	$0	0	$0	0	$0	0	$0	0	$0	16	$31,165	11	$22,373

Note:
Sum of participants in a financial year do not add because one participant can move across providers and claim wage subsidy across multiple providers.
Figures above represent a count of participants who had wage subsidy claims in a financial year.
All wage subsidy claim types are included.
The amounts are a sum of the claimed amounts (Inc GST) in the financial year.
A single wage subsidy can appear in more than one financial year.
Wage subsidy agreements that have not made a claim are not included in the data above.
Source: Non-public DSS program data as at 22 September 2025

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From: s 22
To: s 22
Cc: BUCKLEY, Alex; s 22
Subject: For Clearance Pls - Addendum Paper to Approve IT Features for Wage Subsidies [SEC=PROTECTED]
Date: Friday, 14 March 2025 11:39:58 AM
Attachments: DES 2025 Reform Policy Brief - Addendum - Wage Subsidy Instalments and Notifications_28Feb_Clean.docx
DES Reform Policy Brief - Admininstration of Wage Subsidies - 24February 2024_KS Comments Addressed_Clean.docx
Importance: High

Hi s 22

s 22 suggested that I contact you to ask if Kellie has any capacity to review the attached short 2-page Wage Subsidies Addendum Policy Paper (first attachment) as well as clear the broader Administration of Wage Subsidies Paper.

The 2-page Addendum Paper is needed to progress the Wage Subsidies IT Build. Please note that this is an updated version (2 March 2025) – the earlier version on 25 February was recalled.

Regards and thanks,

s 22

s 22

Assistant Director - Disability Employment Design - Payments
P: s 22 s 22 **E:** s 22 @dss.gov.au

From: s 22
Sent: Sunday, 2 March 2025 5:35 PM
To: SPENCE, Kellie
Cc: s 22
s 22
Subject: For Clearance Pls - Addendum Paper to Approve IT Features for Wage Subsidies [SEC=PROTECTED]
Importance: High

Hi Kellie,

I've attached a short 2-page addendum Wage Subsidies Policy Paper. This seeks decision about Wage Subsidy instalments and notifications and has incorporated feedback from DEWR IT.

The decisions in the paper are needed to finalise/approve the final 2 x Wage Subsidy Features for the IT Build.

For less complex administration, I've recommended that there are no instalments, but instead once reimbursement at the end of the 26-week Wage Subsidy.

I also attach the Wage Subsidies Policy Paper (full) for final clearance/signature. I have updated the three areas where you provided comments. I have:

a. Removed the ability for Providers to 'top-up' Wage Subsidies and have incorporated this into the Guidelines and a Deed Clause;
b. Confirmed the time-period for DEWR Wage Subsidies for Online participation (12 months)

s 22

Regards and thanks,

s 22

s 22

Assistant Director - Disability Employment Design - Payments

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P: s 22 **E:** s 22 @dss.gov.au

From: SPENCE, Kellie <Kellie.SPENCE@dss.gov.au>
Sent: Thursday, 20 February 2025 4:25 PM
To: s 22 @dss.gov.au>
Cc: BUCKLEY, Alex <alex.buckley@dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>
Subject: RE: For Clearance - Draft Wage Subsidies Policy Paper - Updated [SEC=OFFICIAL:Sensitive]

Please see responses in yellow

Kellie Spence (she/her)
GM - Disability Employment Group - DSS
M: s 47F

From: s 22 @dss.gov.au>
Sent: Thursday, 20 February 2025 3:43 PM
To: SPENCE, Kellie <Kellie.SPENCE@dss.gov.au>
Cc: BUCKLEY, Alex <alex.buckley@dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>
Subject: RE: For Clearance - Draft Wage Subsidies Policy Paper - Updated [SEC=OFFICIAL:Sensitive]

Hi Kellie,

Thank you for your review and comments of the Wage Subsidies policy paper. In terms of the recommendations marked 'please discuss':

Top-Ups: I will remove the ability to top-up Wage Subsidies from the Deed. I'll work with s 47F s 47F to draft a clause in the Deed which *specifically prohibits* additional supplementation. If the Deed is silent, there is a the significant risk that Providers will 'top-up' (even over 100% of the wage), and it will be difficult to manage without a Deed clause to prohibit. I will also ask s 47F to include a clause that a Wage Subsidy can't exceed 100% of a participant's wage (this is currently tied in with the 'top-up' clause, but is needed independently if the top-up clause is removed). Please let me know if you have a different view here? Yes please

s 22

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s 22

From: SPENCE, Kellie <Kellie.SPENCE@dss.gov.au>
Sent: Thursday, 20 February 2025 10:48 AM
To: s 22 @dss.gov.au>
Cc: BUCKLEY, Alex <alex.buckley@dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>
Subject: RE: For Clearance - Draft Wage Subsidies Policy Paper - Updated [SEC=OFFICIAL:Sensitive]

See comments – this is one I expect Robyn will have views.

I propose we remove the ability to top-up wage subsidies. I originally wanted to avoid details so we could better consider risks and their management. I think the risks are high and given previous cases of contrived employment and at this stage we should rule out rather than include. If providers want to make a case we can then work through this option with appropriate mitigations.

Happy to discuss. K

Kellie Spence (she/her)
GM - Disability Employment Group - DSS
M: s 47F

From: s 22 @dss.gov.au>
Sent: Wednesday, 19 February 2025 2:24 PM
To: SPENCE, Kellie <Kellie.SPENCE@dss.gov.au>
Cc: BUCKLEY, Alex <alex.buckley@dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>
Subject: For Clearance - Draft Wage Subsidies Policy Paper - Updated [SEC=OFFICIAL:Sensitive]

Hi Kellie,

Alex has asked that the Wage Subsidies policy paper be forwarded to you for review and clearance.

Since I walked you through the draft, the below key areas have been amended following discussion with DEWR IT and DEWR Policy:

s 22

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s 22

now included as a clause in the Deed (limits sharp practice of a Provider paying more than 100% of the wage to secure an outcome).

s 22

s 22

s 22

s 22

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DSS - FOI LEX 57075 - Document 2b

Australian Government
Department of Social Services

Policy Brief: Administration of Wage Subsidies

Recommendation

That the Senior Responsible Officer (SRO) approve the below recommendations to operationalise Wage Subsidy arrangements in the New Specialist Disability Employment Program (NSDEP):

1. Add a clause to the NSDEP Deed that specifically prohibits providers from supplementing Wage Subsidies from its own funds or using any additional funding.	**Approve / Please discuss**
s 22	

Name: Kellie Spence (SRO and Group Manager – Disability Employment)

Signature:_____ **Date:** _____

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s 22

Additional Micro Policy Settings

Wage Subsidy Amount:

Wage Subsidy Supplementation from Provider's Own Funds

3. The 2018 DES Grant Agreement allowed a provider to 'top-up' a Wage Subsidy from its own funds, provided the amount did not exceed 100% of the wage.

s 22

Freedom of Information Act 1982 (Cth)

4. It is recommended that supplementation be specifically prohibited in the NSDEP Deed and Guidelines[4].The Workforce Australia Deed and Guidelines do not contain provisions that allow 'top-up' payments additional to the standard wage subsidy. The amount of NSDEP Wage Subsidy available (up to $10,000) has also significantly increased compared to the amount available under the DES Wage Subsidy Scheme ($1,650). Permitting top-ups also increases the risk of 'contrived employment (i.e. buying non-sustainable outcomes through the use of wage subsidies).

s 22

[4] The draft NSDEP Deed (Clause 117.5) reads: *The Provider must not, in the course of supporting a Participant to gain or remain in sustainable Employment, pay to the Employer a subsidy or payment of any kind (either from its own funds or using any additional funding) which is additional to a Wage Subsidy.*

s 22

From: s 22 @dss.gov.au>
Sent: Friday, 24 January 2025 5:12 PM
To: SPENCE, Kellie <Kellie.SPENCE@dss.gov.au>
Cc: BUCKLEY, Alex <alex.buckley@dss.gov.au>; s 22 s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>
Subject: For Review / Clearance Pls: Wage Subsidies Policy Paper [SEC=OFFICIAL:Sensitive]

Hi Kellie,

Thank you for our meeting this afternoon to discuss key features of the Wage Subsidies policy paper.

Attached is an updated version of the policy paper for your review and clearance as appropriate please.

This now recommends that the option to 'top-up' Wage Subsidies be removed. I have also advised s 47F o remove Clauses 116.5 and 116.6 of the draft NSDEP Deed and she has included this in her briefing to Robyn about Deed changes. s 22

s 22

s 22
Assistant Director
Disability Employment Design - Payments
Disability Employment Policy Branch
Department of Social Services

P: s 22 **E:** s 22 @dss.gov.au

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DSS - FOI LEX 57075 - Document 4a

Australian Government
Department of Social Services

Policy Brief: Administration of Wage Subsidies

Recommendation

That the Senior Responsible Officer (SRO) approve the below recommendations to operationalise Wage Subsidy arrangements in the New Specialist Disability Employment Program (NSDEP):

1. Remove draft clause 116.5 and 116.6 from the draft NSDEP Deed. This will remove the Deed clause that allows providers to 'top-up' Wage Subsidies from Service Fees, provided the amount does not exceed 100% of the participant's wage.	**Approve / Please discuss**

s 22

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s 22

Name: Kellie Spence (SRO and Group Manager – Disability Employment)

Signature:_____ Date: _____

s 22

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Additional Micro Policy Settings:

Wage Subsidy Top-Up From Provider's Own Funds

3. Clause 116.5 and 116.6 of the draft NSDEP Deed, allows providers to 'top-up' Wage Subsidies from its own funds, provided the amount does not exceed 100% of the wage. Similar clauses were included in the 2018 DES Grant Agreement.

4. It is recommended this clause is removed from the Draft NSDEP Deed and not prescribed in any program Guidelines. The Workforce Australia Deed and Guidelines do not contain provisions that allow additional 'top-up' payments additional to the standard wage subsidy. The amount of NSDEP Wage Subsidy available (up to $10,000) has also significantly increased compared to the amount available under the DES Wage Subsidy Scheme ($1,650). Permitting top-ups also increases the risk of "contrived" employment i.e. buying non-sustainable outcomes through the use of wage subsidies.

s 22

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DSS - FOI LEX 57075 - Document 5

Australian Government
Department of Social Services

Policy Brief: Administration of Wage Subsidies

Recommendation

That the Senior Responsible Officer (SRO) approve the below recommendations to operationalise Wage Subsidy arrangements in the New Specialist Disability Employment Program (NSDEP):

1. Add a clause to the NSDEP Deed that specifically prohibits providers from supplementing Wage Subsidies from its own funds or using any additional funding.	**Approve / Please discuss**

s 22

Name: Kellie Spence (SRO and Group Manager – Disability Employment)

Signature: _____ **Date:** 24/3/25

s 22

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DSS - FOI LEX 57075 - Document 6

From: POU, Cath
To: s 22
Subject: FW: Here s another one [PS3908704] Urgent - wage sub costing [SEC=PROTECTED]
Date: Monday, 21 September 2026 1:45:04 PM
Attachments: Copy of 16283 DSS Annual Admin v2 - DES Wage Subsidies reform.xlsx

---

I support flexible working and am emailing you at a time that suits me. I don't expect you to reply outside your usual hours.
If using assistive software, the message ends here. Email signature below.

Cath Pou (she/her)
Acting Branch Manager
Disability Employment Programs
Department of Social Services
E: cath.pou@dss.gov.au **P:** s 47F **M:** s 47F
National Relay Service

The Department of Social Services acknowledges Aboriginal and Torres Strait Islander peoples throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to the Elders both past and present.

s 22

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s 22

From: s 22 @dss.gov.au>
Sent: Wednesday, March 20, 2024 10:08:26 AM
To: s 22 @dss.gov.au>
Cc: s 22 @dss.gov.au>; s 22 @dss.gov.au>
Subject: RE: [PS3908704] Urgent - wage sub costing [SEC=OFFICIAL]

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by the Department of Social Services

Thanks s 22 and team!

Confirming my understanding:

1. Total wage subsidy spend (across both EAOS and DES components) was ~$51m in 2022-23
   We will assume this continues at this level (with indexing) up to 2024-25

s 22

s 22

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by the Department of Social Services

From: POU, Cath
To: s 22
Subject: FW: For Action - Information required on the current DES Wage Subsidies [SEC=PROTECTED]
Date: Monday, 21 September 2026 1:55:32 PM
Attachments: wagesubfy.xlsx

I support flexible working and am emailing you at a time that suits me. I don't expect you to reply outside your usual hours.
If using assistive software, the message ends here. Email signature below.

Cath Pou (she/her)
Acting Branch Manager
Disability Employment Programs
Department of Social Services
E: cath.pou@dss.gov.au **P:** s 47F **M:** s 47F
National Relay Service

The Department of Social Services acknowledges Aboriginal and Torres Strait Islander peoples throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to the Elders both past and present.

From: s 22 @dss.gov.au>
Sent: Thursday, 25 January 2024 11:59 AM
To: s 22 @dss.gov.au>; s 22 @dss.gov.au>; POU, Cath <Cath.POU@dss.gov.au>; s 22 dss.gov.au>
Cc: s 22 dss.gov.au>; FUTCHER, Pene <Pene.FUTCHER@dss.gov.au>; s 22 @dss.gov.au>; DESData <DESData@dss.gov.au>
Subject: RE: For Action - Information required on the current DES Wage Subsidies [SEC=PROTECTED]

Same File split by Fin Year

From: s 22 @dss.gov.au>
Sent: T AM
To: s 22 @dss.gov.au>; POU, Cath <Cath.POU@dss.gov.au>; s 22 s 22 @dss.gov.au>
Cc: s 22 @dss.gov.au>; FUTCHER, Pene <Pene.FUTCHER@dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; DESData <DESData@dss.gov.au>
Subject: RE: For Action - Information required on the current DES Wage Subsidies [SEC=PROTECTED]

Thanks s 22

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Did you have that as a yearly breakdown?

Cheers,

s 22

From: s 22 @dss.gov.au>
Sent: Thursday, 25 January 2024 10:30 AM
To: POU, Cath <Cath.POU@dss.gov.au>; s 22 @dss.gov.au>
Cc: s 22 @dss.gov.au>; s 22 @dss.gov.au>; FUTCHER, Pene <Pene.FUTCHER@dss.gov.au>; s 22 @dss.gov.au>; s 22 @dss.gov.au>; DESData <DESData@dss.gov.au>
Subject: RE: For Action - Information required on the current DES Wage Subsidies [SEC=PROTECTED]

Hi Cath,
Please see the information for the three wage subsidies.
Note, the total number for your report is 73,748.
Thanks s 22

From: s 22 @dss.gov.au>
Sent: Wednesday, 24 January 2024 9:51 PM
To s 22 @dss.gov.au>
Cc s 22 @dss.gov.au>
Subject: RE: For Action - Information required on the current DES Wage Subsidies [SEC=PROTECTED]

Wage Sub Claims From 1/7/18 to 31/12/23

SubType	Claims	Jobseekers	AMOUNT	First	Last
ReStart	35383	17045	$152,169,579.24	2-Jul-18	30-Dec-23
Wage Start	9222	5351	$25,007,308.75	2-Jul-18	22-Dec-23
WageSub	60196	53378	$96,315,624.65	2-Jul-18	27-Dec-23
Total	104801	73748	$273,492,512.64	2-Jul-18	30-Dec-23

Regards,
s 22

---

s 22
A/g Director
DES Data and Reporting
Disability Employment Programs Branch | Department of Social Services
P: s 22 **M:** s 22 | **E:** s 22 @dss.gov.au

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Wage Sub Claims From 1/7/18 to 31/12/23

SubType	FinYear	Claims	Jobseeker	AMOUNT	First	Last
ReStart	F/Y 2018/19	6609	3668	$25,163,037.62	2-Jul-18	28-Jun-19
ReStart	F/Y 2019/20	6643	3819	$27,304,028.47	1-Jul-19	30-Jun-20
ReStart	F/Y 2020/21	5780	3474	$24,472,040.42	1-Jul-20	30-Jun-21
ReStart	F/Y 2021/22	7800	4877	$35,663,879.41	1-Jul-21	30-Jun-22
ReStart	F/Y 2022/23	6208	3925	$28,826,726.88	4-Jul-22	30-Jun-23
ReStart	F/Y 2023/24	2343	1694	$10,739,866.44	1-Jul-23	30-Dec-23
Wage Star	F/Y 2018/19	1796	1105	$4,607,031.53	2-Jul-18	28-Jun-19
Wage Star	F/Y 2019/20	1434	907	$3,700,440.35	1-Jul-19	30-Jun-20
Wage Star	F/Y 2020/21	1749	1135	$4,541,325.40	1-Jul-20	30-Jun-21
Wage Star	F/Y 2021/22	2259	1488	$6,359,483.73	1-Jul-21	30-Jun-22
Wage Star	F/Y 2022/23	1473	1008	$4,367,150.49	4-Jul-22	30-Jun-23
Wage Star	F/Y 2023/24	511	389	$1,431,877.25	3-Jul-23	22-Dec-23
WageSub	F/Y 2018/19	8774	8582	$13,990,266.22	2-Jul-18	28-Jun-19
WageSub	F/Y 2019/20	10151	9974	$16,202,009.02	1-Jul-19	30-Jun-20
WageSub	F/Y 2020/21	10402	10206	$16,618,259.77	1-Jul-20	30-Jun-21
WageSub	F/Y 2021/22	12727	12506	$20,439,756.75	1-Jul-21	30-Jun-22
WageSub	F/Y 2022/23	12549	12280	$20,108,258.56	4-Jul-22	30-Jun-23
WageSub	F/Y 2023/24	5593	5564	$8,957,074.33	3-Jul-23	27-Dec-23

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From: POU, Cath
To: s 22
Subject: FW: DUE: 12pm 25/1/24 request for information - Wage subsidies [SEC=OFFICIAL]
Date: Monday, 21 September 2026 1:55:55 PM
Attachments: DES Wage subsidy EXP 2018-2023.xlsx
Importance: High

I support flexible working and am emailing you at a time that suits me. I don't expect you to reply outside your usual hours.
If using assistive software, the message ends here. Email signature below.

Cath Pou (she/her)
Acting Branch Manager
Disability Employment Programs
Department of Social Services
E: cath.pou@dss.gov.au P: s 47F M: s 47F
National Relay Service

The Department of Social Services acknowledges Aboriginal and Torres Strait Islander peoples throughout Australia and their continuing connection to land, water, culture and community. We pay our respects to the Elders both past and present.

From: s 22 < s 22 @dss.gov.au>
Sent: Thursday, 25 January 2024 1:45 PM
To: POU, Cath <Cath.POU@dss.gov.au>; s 22 @dss.gov.au>; s 22 s 22 @dss.gov.au>
Cc: s 22 @dss.gov.au>; DECFinance <DECFinance@dss.gov.au>; s 22 .gov.au>
Subject: RE: DUE: 12pm 25/1/24 request for information - Wage subsidies [SEC=OFFICIAL]
Importance: High

Hi Cath,

Apologies for the delay.
Please find the DES Expenditure for Wage Subsidies from 1 July 2018 through 31 December 2023.

Please note: This is the actual expenditure paid by DES program.
Specifically the Restart Wage Subsidy payments: They were originally paid by DEWR up until 30 June 2022 and are now being paid by the DES program since 1 July 2022.
This would explain the increase over the last few years in total Wage subsidy expenditure.

s 22 data in based on the Claim Types Only: regardless of who paid for these claims.

s 22

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I'll be happy to chat and explain to all.

Cheers
s 22

From: s 22 @dss.gov.au>
Sent: Wednesday, 24 January 2024 2:18 PM
To: s 22 @dss.gov.au>; s 22 s 22 dss.gov.au>
Subject: DUE: 12pm 25/1/24 request for information - Wage subsidies [SEC=OFFICIAL]

Good afternoon s 22 and s 22

I have received a request from Cath's team and am seeking your assistance in sourcing the following information. Can you please walk me through where and how to access it?

"what the yearly appropriation and expenditure for the 3 wage subsidies from 2018-19 to current year?"

s 22

s 22
s 22
a/g Assistant Director
DES Performance and Finance
Disability Employment Programs Branch
Department of Social Services
Call me on teams or s 22 **E:** s 22 @dss.gov.au

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DSS - FOI LEX 57075 - Document 8a

Wage subsidy Claims from 1 July 2018 though to 31 December 2023

Data as at 25 january

Financial Year	Claims	Expenditure
FY 2018/19	10,878	$16,868,821.93
FY 2019/20	11,886	$18,153,889.40
FY 2020/21	12,380	$19,217,824.44
FY 2021/22	15,113	$24,041,611.16
FY 2022/23	17,214	$34,626,327.22
FY 2023/24	8,938	$20,034,893.41
Total	**76,409**	**$132,943,367.56**

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Query: L General/des_data/ Test/Kon/DES EAOS EXP Wage Subsidies 2018-2023.egp

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CMY_RATE_TYPE	Claim Description	COUNT_of_Claim Id
WCAP	DES-DMS Wage Start Subsidy Payment	756
WCBP	DES-ESS Wage Start Subsidy Payment	952
WSA1	DES-DMS Wage Subsidy Fee	2,541
WSB1	DES-ESS Wage Subsidy Fee	6,492
WSVA	DES-DMS Wage Start Subsidy Payment	52
WSVB	DES-ESS Wage Start Subsidy Payment	85
Total		**10,878**

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SUM_of_Val.in rep.cur.
$1,728,485.70
$2,007,970.94
$3,627,139.67
$9,067,740.64
$177,948.76
$259,536.22
$16,868,821.93

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CMY_RATE_TYPE	Claim Description	Claims	Expenditure
WCAP	DES-DMS Wage Start Subsidy Payment	577	$1,339,416.19
WCBP	DES-ESS Wage Start Subsidy Payment	737	$1,543,709.90
WSA1	DES-DMS Wage Subsidy Fee	3,169	$4,551,784.53
WSB1	DES-ESS Wage Subsidy Fee	7,249	$10,236,494.13
WSVA	DES-DMS Wage Start Subsidy Payment	54	$182,835.57
WSVB	DES-ESS Wage Start Subsidy Payment	100	$299,649.08
Total		**11,886**	**$18,153,889.40**

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by the Department of Social Services

CMY_RATE_TYPE	Claim Description	Claims	Expenditure
WCAP	DES-DMS Wage Start Subsidy Payment	670	$1,530,651.08
WCBP	DES-ESS Wage Start Subsidy Payment	1,066	$2,394,165.45
WSA1	DES-DMS Wage Subsidy Fee	3,512	$5,089,757.68
WSB1	DES-ESS Wage Subsidy Fee	7,064	$9,991,519.63
WSVA	DES-DMS Wage Start Subsidy Payment	18	$50,573.39
WSVB	DES-ESS Wage Start Subsidy Payment	50	$161,157.21
Total		**12,380**	**$19,217,824.44**

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by the Department of Social Services

CMY_RATE_TYPE	Claim Description	Claims	Expenditure
WCAP	DES-DMS Wage Start Subsidy Payment	964	$2,424,584.89
WCBP	DES-ESS Wage Start Subsidy Payment	1,315	$3,193,683.19
WSA1	DES-DMS Wage Subsidy Fee	4,586	$6,641,793.45
WSB1	DES-ESS Wage Subsidy Fee	8,214	$11,692,250.62
WSVA	DES-DMS Wage Start Subsidy Payment	12	$28,907.17
WSVB	DES-ESS Wage Start Subsidy Payment	22	$60,391.84
Total		**15,113**	**$24,041,611.16**

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CMY_RATE_TYPE	Claim Description	Claims	Expenditure
DGA2	DES-DMS Restart Wage Subsidy General Clai	1	$9,090.91
RWA1	Restart Wage Subsidy DESA Payment	1712	$6,931,404.93
RWB1	Restart Wage Subsidy DESB Payment	1403	$5,582,030.36
WCAP	DES-DMS Wage Start Subsidy Payment	620	$1,657,528.68
WCBP	DES-ESS Wage Start Subsidy Payment	851	$2,229,217.45
WSA1	DES-DMS Wage Subsidy Fee	4,381	$6,351,373.57
WSB1	DES-ESS Wage Subsidy Fee	8,216	$11,774,601.97
WSVA	DES-DMS Wage Start Subsidy Payment	13	$47,335.16
WSVB	DES-ESS Wage Start Subsidy Payment	17	$43,744.19
Total		**17,214**	**$34,626,327.22**

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CMY_RATE_TYPE	Claim Description	Claims	Expenditure
RWA1	Restart Wage Subsidy DESA Payment	1,320	$5,444,940.74
RWB1	Restart Wage Subsidy DESB Payment	1,151	$4,696,024.85
WCAP	DES-DMS Wage Start Subsidy Payment	222	$589,216.98
WCBP	DES-ESS Wage Start Subsidy Payment	311	$744,544.28
WSA1	DES-DMS Wage Subsidy Fee	2,014	$2,914,296.73
WSB1	DES-ESS Wage Subsidy Fee	3,910	$5,606,953.76
WSVA	DES-DMS Wage Start Subsidy Payment	6	$16,006.99
WSVB	DES-ESS Wage Start Subsidy Payment	4	$22,909.08
Total		**8,938**	**$20,034,893.41**

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