



REMOTE AREA BENEFITS

Offer your employees
extra work benefits!

SPA

Salary Packaging Australia

Managing a business in a rural or remote location can be a challenging, yet rewarding experience for both you and your employees.

In order to attract and retain employees in remote areas, the Australian Taxation Office (ATO) permits employees to salary package a variety of items (benefits), as a means to reducing their total tax payable. If your employees currently both live and work in a Remote Area, you have the ability to offer them the ability to salary package Remote Area Housing expenses tax free!

Reducing the amount of tax paid means more money in the pockets of your employees. A positive effect of this means your employees have more income to spend within your community, thus keeping profits local and your employees happier!

If your organisation believes that its people are one of its most valuable business assets, then show you care and offer your staff extra work benefits at virtually no extra cost to you.



What Is Salary Packaging?

Salary Packaging, sometimes referred to as 'salary sacrifice', is a simple ATO approved way for employees to pay for certain benefits, such as Remote Area Housing, cars, superannuation etc. from their pre-tax salary.

By enabling employees to pay for benefits with a pre-tax payroll deduction reduces their tax burden and gives them more disposable income each pay period.



Remote Area Housing Benefits

To be eligible for Remote Area Benefits, you must be living and working in a town/location that is defined by the Australia Tax Office (ATO) as being 'remote' for Fringe Benefit Tax (FBT) purposes.

For more information on locations and towns that are considered to be 'remote', please contact the remote team at SPA via

remote@salpacaus.com.au.

Certain Remote Area Benefits are paid completely tax free, while others are subject to Fringe Benefit Tax (FBT) on 50% of the benefit. Remote Area Housing Benefits are also excluded from the ATOs reporting requirements, so you will not be required to display these on payment summaries. Therefore, your employee's payment summaries will only reflect their reduced taxable income.

Whilst the ATO does not restrict what can be salary packaged, you, as a business, will need to decide if you are going to offer these great benefits to your employees.

Your employees could take advantage of the following benefits:

Remote Area Rent

- If you own/ lease the residence your employee rents, 100% of their rental payments are made from their pre-tax salary
- If your employee privately rents their residence, 50% of their rental payments are made from their pre-tax salary
- No FBT liability is incurred on this benefit

Remote Area Mortgage Interest

- If your employee owns their residence, they can salary package 100% of their mortgage interest
- 50% of this benefit will incur an FBT liability.

Why Offer Salary Packaging?

"If you look after your staff, they'll look after your customers. It's that simple."

- Richard Branson

Be the Employer Of Choice

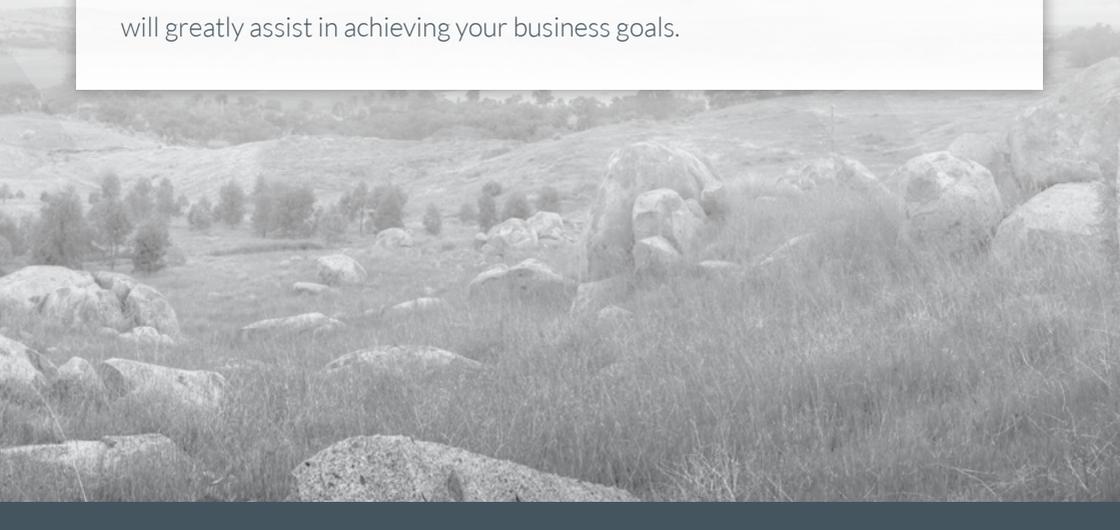
As a business, you always want to ensure that you are doing everything you can to attract and retain the best talent. If your employees choose to salary package, then they are less likely to consider other employment. Thus, improving your staff retention levels and reducing your recruiting and training costs.

Salary Packaging is fast becoming one of the key components of an employee's total remuneration package. Offering flexible remuneration will give your business extra appeal and will assist you in being an 'employer of choice'.

Recognise And Reward Your Employees

Gone are the days where employees stayed with the same business for the majority of their working careers. Studies show that employees need and want to feel valued within an organisation and will easily change employers until they find one they truly engage with.

If your employees are motivated and actively engaged with your business, this will greatly assist in achieving your business goals.



Help Improve Your Employees' Financial Health

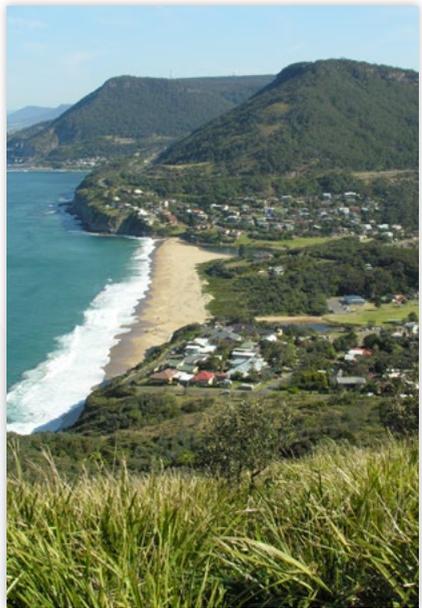
Salary packaging helps remove some of the financial stress employees face in their normal day-to-day lives. Salary packaging is one of the best ways of adding value to your employees employment outcomes without increasing their salary and wages.

By offering salary packaging to your employees, you are effectively rewarding them with the ability to pay for certain items BEFORE tax, therefore, reducing their taxable income.

Support Your Local Community

As an employer in a Remote Area, you have a deeper understanding and appreciation of 'community identity' and what supporting local businesses means for your community.

Through salary packaging, your employee's tax savings means they have more disposable income to invest back into the community. Offering continued support to your employees and your local community helps to keep profits local and to maintain a sense of community.



Why Outsource Salary Packaging To SPA?

SPA specialises in providing an outsourced Salary Packaging service to employers. SPA understands that sometimes good business ideas are hard to implement. Developing an effective employee Incentive Program can be a time-consuming and costly exercise for your business. However, offering the incentive of salary packaging to your employees through Salary Packaging Australia (SPA) will come at virtually no extra cost to you.

We provide all services including marketing, employee sessions, FBT and GST reporting etc., free of charge to employers. In order to minimise disruption to the workplace, SPA will manage the setup of the arrangement for you and each employee. SPA employs a dedicated Business Relationship Manager (BRM), experienced Accounts Team and Fleet Team to assist with any enquiries you or your employees may have.



FBT Reporting

SPA's professional and experienced Accounts Team guarantees that any potential FBT related risks are mitigated through stringent validation processes. SPA will always remain transparent in its dealings and ensure that processes are simple and clearly understood by all stakeholders. SPA Managers constantly review FBT compliance procedures, including auditing and quality control so as to ensure that Benefit payment arrangements are correctly setup for FBT and GST purposes.



Why Choose SPA?

Salary Packaging Australia Pty Ltd commenced business in 2002 and is a private, fully-audited Australian owned and operated business. We provide complete salary packaging solutions to over 100 Australian employers including:

- Local and State Governments
- Tertiary Education Institutions
- Engineering firms
- Small businesses

Become an employer of choice and find out how you can help your employees, as well as your local community, through the simple process of Salary Packaging.

Your Employees Can Sign Up In Just A Few Easy Steps:

Contact SPA to confirm your eligibility for Remote Area Benefits and your potential savings



Provide SPA with the required documents to receive an accurate salary packaging quote



SPA will then issue you with start-up paperwork to be signed by you and your employer



Each pay period, pre-tax deductions are sent to SPA, held in your account and then reimbursed back to you



Your income tax will be adjusted and this new amount will be reflected on your payment summary

How Do I Find Out More?

Contact our Remote Area Benefits Team with any queries you may have or organise a meeting to discuss your employee's salary packaging options.

p. 1300 786 664

e. remote@salpacaus.com.au



Visit our website to use our simple calculator tool to receive an estimate of your employees' annual tax saving when they salary package certain Remote Benefits.

CALCULATOR



salpacaus.com.au

✉ enquiries@salpacaus.com.au

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☎ 1300 786 664