



Salary Packaging & FBT

Course Overview

The one day Salary Packaging and FBT workshop is designed to give payroll officers an understanding of salary packaging principles and FBT regulations. It aims to provide payroll officers with the skills to structure salary packages with a view to tax effectiveness.

Attracting and keeping good staff is one of the most important issues faced by employers in today's tight human resources market. Employers who offer salary packaging can set themselves apart from the rest and clearly define themselves as employers of choice. The one day salary packaging and FBT workshop is designed to give payroll officers an understanding of FBT rules and regulations and salary packaging principles.

It aims to provide payroll officers with the skills to administer and process salary packages and to understand the FBT ramifications.

The course examines the most effective items to sacrifice and common fringe benefits such as novated leases, car parking and living away from home allowances. Participants gain experience in completing calculations of salary sacrifice arrangements including the calculation of the FBT liability, superannuation adjustments and changes in the amount of PAYG tax which must be withheld. The course also reviews total remuneration packages and the handling of this form of remuneration on termination of employment.

1. Fringe Benefit Tax

- Gross up rates and calculation of FBT
- Types of Benefits
 - i. Loans
 - ii. Entertainment
 - iii. Property
 - iv. Residual
 - v. Expense payments and the "otherwise deductible rule"

2. Salary Packaging

- Exempt benefits
- Motor vehicles and employee contributions
- Car parking
- LAFHA
 - i. reasons for payment
 - ii. accommodation and food component
- Superannuation
- Total Remuneration Packages
- Workplace Giving
- Salary package considerations
- Effective/non effective salary sacrifice
- Payroll tax considerations
- Reportable Fringe Benefit

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