



SALARY PACKAGING EDUCATION KIT

To make an appointment with a HM adviser phone:
(07) 3229 3688

“Qld Health provides this information to all employees but does not give preference to any particular financial planner nor does it endorse or recommend the products or services of any financial organisation”

This booklet provides information on salary packaging for you as an employee of Queensland health. Salary packaging is allowed under the Income Tax and Fringe Benefits Tax Assessment Acts and through **Queensland Health**.

RemServ has been appointed to manage the administration and bureau services for salary packaging for Queensland Health employees.

This booklet has been prepared with no consideration of your specific financial situation or requirements. In all cases, you should individually review and assess the information contained in this booklet based upon your own particular circumstances.

You are required to obtain financial advice if you wish to participate in salary packaging.

WHAT ARE THE BENEFITS OF SALARY PACKAGING?

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Your Salary	Net Benefit* pa	Net Benefit* pf
\$25,000 (P/T)	\$ 1,643	\$63.20 fn
\$50,000	\$ 3,423	\$131.69 fn
\$80,000	\$ 5,446	\$209.49 fn

*The net benefit of packaging your maximum FBT benefit [e.g. home loan, personal loan, rent, eligible bills (rates, utilities, registration etc.) plus standard super contribution (5%)]

WHO IS ELIGIBLE?

You are eligible to salary package if you are employed:

- Permanent full or part-time, or
- Temporary full or part-time (employed 12 months or more).

Casual employees are not eligible to participate in salary packaging.

Visiting Medical Officers may salary package under a separate arrangement and should refer to the VMO Salary Sacrifice Booklet.

WHAT IS SALARY PACKAGING?

Salary packaging is a tax effective way of receiving your salary as a combination of income and benefits.

Salary packaging allows you to deduct some of your pre tax income and use it to pay for benefits. By reducing your pre tax income you can reduce the amount of income tax you pay and increase the amount you take home each fortnight. Your own circumstances will determine whether salary packaging will be a benefit to you.

There are tax implications which will make some benefit items unattractive for some people, so it is important to discuss your chosen benefits with your financial adviser.

Your own personal circumstances will determine whether salary packaging superannuation will be of benefit to you. Some of these items attract Fringe Benefits Tax, so it is important to review your situation with a financial adviser.

The above criteria determine eligibility only for participation in salary packaging. The FBT consequences for employees will differ depending on eligibility or otherwise for the FBT exemption cap, as referred to below.

WHAT CAN I PACKAGE?

You have a choice of which benefits to package.

- 50% of fortnightly superannuable salary before tax (excluding superannuation)
- Superannuable salary (for the purposes of salary packaging) includes the rates prescribed by current enterprise agreements, awards, orders or other instruments as the case may be, and any permanent allowances accepted by the Government Superannuation Office as superannuable allowances. Superannuable allowances include Directors Allowance and Environmental Allowance.
- Leave loading and allowances are not considered as part of your entitlements for salary packaging purposes.

BENEFIT ITEMS

Aged and Disability Care Payments	Notebook/Laptop Computers
Airport Lounge Membership	Own Home Mortgage
Briefcases, Calculators Tools of trade and Protection clothing	Payments to Utilities
Car Parking	Personal Loan Repayments
Child Care fees (In-house)	Private Health Insurance
Child Care fees (Non employer owned)	Private Home Rentals
Club/Membership Subscriptions (non work related)	Private Travel
Disability / Income Protection	Professional Membership/Subscriptions
Financial Adviser Fees	Savings and Investment schemes
HECS Fees	Self Education Expenses
Home Office Expenses	Superannuation
Mobile Phones (predominately business)	Trauma/Life Insurance Premiums
Motor Vehicle Novated Lease	Work Related Travel expenses
Motor vehicle Operating expenses (non novated lease)	

FINANCIAL ADVICE

It is mandatory that you seek independent financial advice if you choose to take up full salary packaging. Financial advice is recommended if you choose to package superannuation only.

You should consider which items will be attractive to you while considering the cost and tax implications of each item and discuss these with your financial adviser.

HOW DO I START SALARY PACKAGING?

To discuss your salary packaging options and to make an appointment with a HM adviser, contact:

Henderson Matusch

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