



SALARY PACKAGING 2024 - '25

Includes all employer types: FBT-able, PBIs, charities, hospitals, HPCs, schools, NFPs, rebateable

Includes Recent Legislative Changes & Latest ATO Rates

When and Where:

Wednesday 22 May 2024

Online Webinar Through Your PC

Session Times:

NSW/Vic/Qld/Tas/ACT:

10.00 am - 3.00pm (+Q & A time)*
(Log on from 9.15 am)

SA/NT:

9.30 am - 2.30 pm (+Q & A time)*
(Log on from 8.45 am)

WA:

8.00 am - 1.00 pm (+Q & A time)*
(Log on from 7.15 am)

*Short Break: Will be taken about half way through the webinar.

What You Will Gain:

- Technical/practical know how
- Worked Packaging Examples
- Salary Packaging Policy Template
- 5 professional hours
- Comprehensive Course Notes

Attendees:

- Finance/Payroll/Taxation Staff
- Corporate/CAs/CPAs/NIAs/CTAs
- Remuneration Advisors
- Financial Planners
- Legal/Accounting Professionals
- HR Policy Makers

Web Cameras:

Must be turned on

Fees Per Delegate (plus GST):

\$595 Standard

\$570 Early Bird (paid 7 days prior)

\$545 Group of 4 + Early Bird

Registration (essential):

W: seminarsaustralia.com.au

E: admin@seminarsaustralia.com.au

Payment Methods:

EFT (on invoice): (Preferred)

Online*: Visa/MCard/Amex *fee

Key Concepts in Salary Packaging

Salary Sacrifice versus Salary Packaging

Total Cost to the Employer /Benefits to the Employee

The Inherent Danger: Under-Paying Employees

Prospective Salary Sacrifice and its Limited Use

Beyond Critical - Employer Salary Packaging Policy

Employer Salary Packaging Policy Template Provided

(Policy can become a legal document and form part of the employees' agreements and contracts of employment.)

Huge Check List of Packaging Policy Issues Considered

Influence of Current Employment Law

Fair Work Act and the Federal Minimum Wage

Federal and State Laws Regarding Wage Theft

Specific Requirements Under the FW Regulations

Cashing Out Annual Leave, LSL and Leave Loading

Migration Act and Immigration Visas – Latest Rules

Packaging Fringe Benefits (+GST)

Five Key Items to be Packaged per Fringe Benefit

The Concept of Net Pay and the Consequences

Categories of Fringe Benefits Most Likely Packaged

FBT Calculations for Various Classes of Employers

Special Rules for PBIs, HPCs and Rebateable Employers

Car Leasing Arrangements, Electric Cars

Best Exempt Fringe Benefits to Include in Packages

GST Credits to the Employees' Packages – Why?

Superannuation Component of Packages

Employer and Employee Superannuation Contributions

Latest Changes to Superannuation Contributions

Recovery of Overpaid Superannuation Through SG Rules

Salary Packaging and the Latest Superannuation Rules

Effects of Packaging on the Types of Super'n Funds

The Final Cash Component

Various Ways to Describe the Cash Component

Point of Employee Derivation and End of Year Bonuses

Latest Rates of Tax for the 2024 – '25 Financial Year

How to Package Parental LWOP But With Pay

Must Do Reconciliation and Other Issues

End of Year Package Reconciliation – Balancing Items

Tests, Checks and Questions to Avoid Packaging Pitfalls

Payroll Tax, Workcover, Advanced Packaging Items

Serious STP Problems With Packaging

The conflict between the Fair Work Act 2009, the STP Rules, the ATO website, resulting in underpayments.

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About the Presenter – Dr Peter Klomp

Dr Klomp is a probably the most highly qualified and experienced person in this field. He holds four university degrees, is a practising barrister at the NSW Bar, a registered legal practitioner in three states, a Chartered Accountant, a Chartered Taxation Adviser and a Chartered Company Secretary. Dr Klomp is a member of the NSW Bar Association; CA (Aust & NZ); Institute of Chartered Secretaries (Governance Australia) and the Taxation Institute of Australia. Dr Klomp has had over 40 years' experience in employment, business and taxation law in Australia and overseas, and is in constant demand to provide professional advice and speak at seminars and conferences.