

QBuild fact sheet

Salary Packaging

What is salary packaging?

Salary packaging is a tax effective way of receiving your salary as a contribution 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.

The Queensland Government's salary packaging service provider is Remuneration Services (Qld) Pty Ltd (REMSERV) - for all salary packaging arrangements.

Who is eligible to salary package?

- Permanent full-time and part-time employees.
- Temporary full time and part time employees (with 12 months or more service)

What does it cost?

- The fee for REMSERV to arrange salary packaging is currently \$50.00 per year (GST incl).
- Financial advice is mandatory for some types of salary packaging – please check with REMSERV.
- QInvest provides a subsidised financial advice service to Queensland Government employees. Contact them on (07) 3008 8100 or 1800 643 893.

What can you package?

A wide variety of items can form part of a salary packaging arrangement including (but not limited to):

- Superannuation
- Electricity accounts
- Personal laptops
- Motor vehicles

Please note: The Federal Government has handed down a number of changes that impact on salary packaging, in particular the requirements relating to the packaging of portable electronic devices such as laptops, mobile phones, personal digital assistants, and electronic diaries.

For more information on how these changes may affect you please refer to the Public Sector Industrial and Employee Relations Circular C4-08 – Arrangements for salary packaging from 1 April 2008. This document is available online at [/http://www.psier.qld.gov.au/circular/docs/08/c4-08-salary-packaging.pdf/](http://www.psier.qld.gov.au/circular/docs/08/c4-08-salary-packaging.pdf) or contact RemServ on 1300 30 40 10.



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Superannuation salary packaging

- The Queensland Government has approved that there is no limit to the amount of salary that an employee may salary package to superannuation.
- Superannuable salary (for the purpose of salary packaging) includes pay rates prescribed in the relevant QBuild enterprise bargaining agreement and any permanent allowances accepted by the Government Superannuation Office as superannuable allowances. Superannuable allowances include the Single Fortnightly Payment (SFP).
- Leave loading and allowances are not considered as part of your entitlement for salary packaging purpose. QSuper can provide the list of approved allowances.

Vehicle salary packaging (novated lease* Fees apply to novated leases)

REMSERV Fleet Sales can take the headaches and legwork out of buying a new car!

A novated lease is simply an agreement between you, your employer and the finance company. You choose the vehicle, and we'll organise through your employer to have the lease and other related expenses paid from a combination of your pre and post tax salary, using the Employee Contribution Method (ECM). The more kilometres you travel, the greater the benefit!

Interested? Please contact REMSERV.

Novated leases 1300 731 429

Superannuation 1300 736 662

Copies of salary packaging documents from REMSERV can be printed any time from the Department of Public Works website: www.publicworks.qld.gov.au.