

We make it easy to unlock your employer benefits

To find out how you could save on tax with salary packaging under the South Australian Government Salary Sacrifice Arrangements (SAGSSA), read this guide, visit maxxia-sagov.com.au or call 1300 123 123.



Local Health Networks
and SA Ambulance Service



Government of
South Australia

Maxxia



You could get more from your salary. Join your workplace benefits program today.



Salary packaging is permitted by the Australian Taxation Office and is provided to you by your employer. It allows you to pay for certain expenses with pre-tax dollars.

Under the South Australian Government Salary Sacrifice Arrangements (SAGSSA), your employer, SA Health, offers you salary packaging (also known as 'salary sacrifice') as part of your workplace benefits program.

Before you decide to enter into a salary packaging arrangement, the Government of South Australia and Maxxia recommend that you seek independent financial or other professional advice.

Why salary package?

By paying for certain expenses from your salary before tax means you could reduce your taxable income so you pay less tax.

And you don't have to be a high income earner to benefit – if you pay income tax, you could save tax and boost your take home pay.

Current Pay Structure



With Packaging



Am I eligible?

Under these salary packaging arrangements, SA Health offers salary packaging to permanent full-time, part-time and casual employees, however casual employees are not eligible to take out a novated lease.

If you have a HECS-HELP debt, you could still salary package and save – talk to Maxxia to find out more.

What can I choose to salary package?

As a SA Health employee, you may be eligible to salary package a range of benefits within a Fringe Benefits Tax cap limit (FBT exempt) of \$9,010 each FBT year (1 April – 31 March).¹

There are also additional benefits you can choose to package over and above the FBT exempt cap limit.

Let's show you the difference in your take home pay when you choose to salary package up to \$9,010 in benefits within the cap limit, such as everyday living expenses.

Potential tax benefit of salary packaging \$9,010 per year

Annual Salary (ex. super)	Net Annual Benefit	Net Fortnightly Benefit
\$30,000	\$2,172	\$84
\$40,000	\$2,161	\$83
\$50,000	\$2,995	\$115
\$60,000	\$2,995	\$115
\$70,000	\$2,995	\$115

Please refer to back page for assumptions.

Benefits within the \$9,010 FBT exempt cap limit

Within the FBT exempt cap limit, you can choose:

1. Set and forget² regular automated payments to pay for:

- mortgage and rent payments
- personal loan payments.

Or

2. You can choose to pay for your everyday living expenses, such as

- utility bills
- groceries
- clothing.

Benefits on top of the cap limit

In addition to the benefits within the FBT exempt cap limit, you could choose to package the following items over and above the cap limit:

- a car via a novated lease²
- additional superannuation contributions³
- work related items (laptops and tablets)⁴
- work related journal subscriptions and self-education expenses
- disability or income protection insurance
- financial advice fees
- Meal Entertainment benefit.

Meal Entertainment

Under this benefit⁵, you could choose to package the cost of dining out with friends and family, locally or overseas. The Meal Entertainment benefit is subject to a single annual cap limit of \$2,650 each FBT year. This cap limit is in addition to the existing \$9,010 cap limit for everyday living expenses (e.g. mortgage, rent) - and does not affect the claiming of these benefits in any way.

Live, spend and save smarter with the Maxxia Wallet

The Maxxia Wallet⁶ is a card that gives you simple access to your Salary Packaging and Meal Entertainment benefit money, allowing you to live, spend and save smarter.

Your before-tax dollars are loaded onto your card by Maxxia, making it easy to pay for salary packaging and meal entertainment expenses when you're out and about, paying online or over the phone. You can use your card to pay for groceries, shopping, fuel, bills, dining out with others and much more.

The innovative Maxxia Wallet will help you get more out of your income through enhanced technology, functionality and convenience, giving you:

- management of both your Salary Packaging and Meal Entertainment benefits with one smart card
- view real time card balances through your Maxxia Online account
- tap and go with Visa payWave technology
- simple application process – no forms or fuss!

Coming soon, you will be able to live, spend and save even smarter, with the introduction of an exciting discount program and brand new, Wallet enabled Maxxia app.

You can look forward to enjoying discounts at retailers and restaurants, including everyday, entertainment and wellbeing offers with our Smarter Savings program. More details coming soon!

We recommend that you obtain a copy of the Product Disclosure Statement (PDS) before making a decision to apply for your Wallet⁷. A copy of the PDS can be obtained by contacting us on **1300 123 123**.

How much does it cost?

Maxxia administers all your salary packaging arrangements. Fees for this service are paid to Maxxia from your pre-tax salary and include GST⁸.

Benefit	Fortnightly Fee (Incl. GST)	Annual Fee (Incl. GST)
Salary packaging work-related expenses	No charge	No charge
Salary packaging a single non-FBT item such as additional superannuation	\$2.12	\$55
Salary packaging a novated lease only	\$6.92	\$180
Salary packaging using combination of FBT exempt and the benefits noted above	\$7.30	\$190
Meal Entertainment benefit (in addition to the salary packaging fee)	\$2.31	\$60
Novated lease vehicle management fee (in addition to the salary packaging fee)	\$7.61	\$198

Fees and charges current as at 1 April 2016.

Novated leasing

If you're looking for a convenient way to get into a car of your choice, a novated lease could be a great option – and it could offer potential tax savings no matter if you drive your car a little or a lot.

You may even be eligible to take out a second novated lease for another family member.

How it works

A novated lease is a three-way agreement - between you, SA Health, and your choice of financier - to lease your chosen car, typically for between one and five years. Because you pay for the lease repayments and running expenses from part of your pre-tax salary, you could potentially save on tax.

You also have a choice of the type of lease that suits your needs – either a fully maintained or a self-managed novated lease.

Fully maintained novated lease

With a fully maintained lease, Maxxia can help you source a car of your choice at a competitive price using their vast purchasing power. Maxxia can also tailor a budget for you that includes your lease repayments and car running costs. This means you don't have to budget separately for fuel, registration, roadside assistance, insurance and other running costs throughout the year because it's included in one easy payment drawn from your salary each pay. And you can adjust this budget at any time to meet your change in driving habits.

With a fully maintained novated lease, you could also benefit from:

- no GST on cars purchased through a dealership
- a choice from Maxxia's panel of preferred financiers, with fast finance application processing
- packaging a new, second hand or even your existing car⁹
- a choice of fuel cards – Caltex, BP and Shell
- convenience – Maxxia can negotiate a great deal on a car of your choice using a preferred dealer network, or you can source the car through your own dealer
- discounts on tyres
- competitive car insurance options, including comprehensive, third party, gap and lease protection – or you can choose your own

Your workplace benefits partner

Maxxia works in partnership with the Government of South Australia to help you make the most of your salary packaging benefits through:

- Maxxia's local staff and central Adelaide based Customer Service Centre
- A National team of specialist SA Government Customer Care Consultants
- 24/7 access to your online account
- Regular visits to SA Health sites to deliver information sessions and conduct onsite personal consultations.

 Call 1300 123 123

 Visit maxxia-sagov.com.au

Drop in during work hours Monday to Friday at 45 Pirie Street and talk to a Maxxia team member, or call our local office to organise a visit to your workplace on 08 8461 8585.

Putting service first

With a Service Guarantee, Maxxia promises to deliver a simple set up. The application process is easy, and you will be guided through each step. Plus, you can count on personal service, talking to a real person either face to face or over the phone. Learn more about the Service Guarantee at maxxia-sagov.com.au.



Novated leasing (continued)

- regular servicing from a preferred service network, or choose your own repairer and claim the costs back from Maxxia
- your car repair invoices pre-authorised by Maxxia's maintenance team to help ensure you don't pay for things you don't need
- a dedicated consultant to guide you through the process
- Insurances – we offer, as Authorised Representative of various insurers, a range of insurances to keep you and your car covered. From accident damage and write-off, to loss of income and lease pay-out, we can help you find cover for an unexpected event. To find out more about our options, visit maxxia.com.au/insurance.

Potential tax benefit of salary packaging a car (above cap limit of \$9,010)

	Annual Salary (ex. super)	Net Annual Benefit	Net Monthly Benefit
If you lease a car to the value of \$34,000 on a 4 year term, at 35% residual value and travel 15,000 kms annually	\$45,000	\$4,826	\$402
	\$60,000	\$5,938	\$495
	\$85,000	\$5,938	\$495
	\$100,000	\$6,523	\$544
	\$115,000	\$6,669	\$556

Please refer below for assumptions.

Self-managed novated lease

You also have the choice to salary package a self-managed lease. Unlike a fully maintained lease, you take full control of the day-to-day management of your lease - from organising your own finance and insurance, to setting your own budget to pay for the lease repayments and running costs (which you will need to pay and have reimbursed when sufficient funds are available in your account).

For more information on leases and to see which option is right for you, visit maxxia-sagov.com.au.



Notes:

1. Public and private not-for-profit hospitals have a capping threshold (being a grossed up taxable value of \$17,000) placed on the amount of fringe benefits they may provide to employees each FBT year without FBT applying. The maximum amount of \$9,010 has been determined using a gross up rate of 1.8868 and assumes that the payments are not subject to GST. Where the payments are subject to GST this amount will be reduced to \$8,172 and the gross up rate of 2.0802 should be used to determine the grossed up taxable value of the benefits provided.
2. Only permanent part-time and full-time staff may be eligible to salary package a novated lease.
3. Additional superannuation contributions from pre-tax salary are subject to 15% contributions tax. The taxation of additional superannuation contributions via salary packaging may differ from the taxation of additional superannuation contributions from post-tax salary. Additional superannuation contributions will be reported on an employee's annual payment summary and will be used to assess an employee's eligibility for a number of government benefits, or liability for certain payments.
Caps for concessional superannuation contributions apply – please refer to www.ato.gov.au for up to date information. However, there is no limit on additional superannuation contributions to a complying South Australian Government Superannuation Fund.
4. Only one laptop and one iPad or tablet can be salary packaged per FBT year and must be used primarily for business purposes.
5. Participation in the Meal Entertainment Program and use of the Maxxia Wallet are subject to merchant acceptance. Reimbursements may be claimed manually if the Maxxia Wallet is not accepted and your employer allows manual reimbursement.
6. The information about the Maxxia Wallet is general in nature and does not take into account your personal objectives, needs and circumstances. You should consider the appropriateness of the information having regard to your personal circumstances and consider the Product Disclosure Statement before making any decision.
7. The Maxxia Wallet card is issued by Heritage Bank Limited, ABN 32 087 652 024, AFSL 240984, and arranged by Maxxia as Authorised Representative of EML Payment Solutions Limited, ABN 30 131 436 532, AFSL 404131.
8. Your employer will charge \$40.00 plus GST (\$44.00) to be paid direct from your salary post tax on the commencement of any Salary Sacrifice Agreement.

Customer advocacy and complaints procedure

As part of Maxxia's ongoing commitment to excellent customer service for all SA Health employees, a specialist Customer Advocate role sits independently of Maxxia's operations. They ensure Government of South Australia employees remain at the forefront of any decision made. If a complaint is made, Maxxia's Customer Care team will attempt to resolve the matter. However, if you feel the issue isn't resolved to your satisfaction, the Customer Advocate can be engaged.

For further information on the complaints procedure and Customer Advocate, visit maxxia-sagov.com.au/your-feedback.

Additional insurances

Maxxia can also assist you with competitively priced car and home and contents insurance. Go to maxxia-sagov.com.au for more information.

Getting started

For salary packaging and novated leasing:

- Step 1** Call 1300 123 123.
- Step 2** A customer service representative will guide you through your benefit options.
- Step 3** Your salary packaging arrangements will be set up as directed by you.



Interpreter service

If you need to talk with Maxxia and have difficulty speaking or understanding English, call the Telephone Interpreter Service on 131 450 and ask them to call Maxxia on 1300 123 123 Monday to Friday, 8:00am to 7:00pm (AEST).

9. If your existing car is acceptable to the lease provider. This will depend on factors such as the market value.

Assumptions

Novated Lease example: The estimated potential tax benefit is based on the assumption that you would have paid for the lease from your post-tax salary as opposed to salary packaging those payments from your pre-tax salary or a combination of your pre and post-tax salary. The estimated annual benefit will vary depending upon salary, employment circumstances, selected benefits and applicable tax treatment. The base value of the vehicle for FBT purposes is \$33,606. The total amount financed is \$32,017 including on-road costs. The estimated annual operating costs are \$14,287 which includes estimates of fuel, maintenance, tyres, registration, comprehensive insurance and fleet management fee. GST of 1/11th is payable on your ECM contributions. All ITCs are paid to you as salary by your employer. State Stamp Duty rates apply. FBT rates effective 1 April 2017 and PAYG tax rates effective 1 July 2017 have been used.

Important information: This general information doesn't take your personal circumstances into account. Please consider whether this information is right for you before making a decision and seek professional independent tax or financial advice. Conditions and fees apply, along with credit assessment criteria for lease and loan products. The availability of benefits is subject to your employer's approval. Maxxia may receive commissions in connection with its services. Maxxia does not act as your agent or representative in respect of the purchase of any vehicle. Maxxia does not provide any advice or recommendations in relation to the purchase of any vehicle.

Maxxia Pty Ltd | ABN 39 082 449 036 | Authorised Representative (278683).

Maxxia Pty Ltd ABN 39 082 449 036 Authorised Representative (No. 278683) of McMillan Shakespeare Limited (AFSL No. 299054)
Locked Bag 18, Collins Street East, Melbourne VIC 8003
P: 1300 123 123 F: 1300 733 444
E: info@maxxia.com.au W: maxxia-sagov.com.au