

<p>What does it mean to salary sacrifice and how does it affect my tax?</p>	<p>Salary sacrificing (salary packaging) is an arrangement where an employee agrees to reduce the amount of salary considered for PAYG tax (income tax) by electing to receive a portion of their salary as pre-tax benefits.</p> <p>It is important to note that while salary sacrificing does reduce your taxable income, it may not reduce your HECS/HELP liability or your income considered for some government benefits.</p>
<p>Who can salary sacrifice to super?</p>	<p>Most employees are eligible to salary sacrifice to superannuation. Permanent and contract employees can elect to salary sacrifice either a fixed amount or a percentage of their salary.</p> <p>Casual employees can only elect a percentage of their salary to sacrifice to superannuation. Further information is available from the salary packaging guidelines.</p> <p>Please note that anyone aged 65 years or over must satisfy a work test before they can salary sacrifice. For more information please see: http://unisuper.com.au/learning-centre/glossary#Work test</p>
<p>Do I pay any additional tax when salary sacrificing to super?</p>	<p>When salary sacrificing to superannuation the contribution you make will be taxed at the standard employer rate of 15% when it is paid into the super fund.</p>
<p>If I am in Australia temporarily can I still salary sacrifice to superannuation?</p>	<p>Yes, you can salary sacrifice to superannuation. Please note however that when requesting your superannuation payment upon departing Australia any salary sacrificed contributions will be taxed at 35%. Any contributions you make to superannuation after tax will have no additional tax applied upon departure. Further information is available from Unisuper</p>
<p>Does salary sacrificing to super reduce my HECS/HELP liability?</p>	<p>Salary sacrificing to superannuation does not reduce your HECS/HELP liability as it is a reportable superannuation contribution.</p> <p>Therefore you may need to pay additional tax to cover your HECS/HELP liability as this will not be automatically deducted by the payroll system. To request an additional taxation amount to cover your HECS/HELP liability, email payroll@csu.edu.au with the amount to be deducted each pay.</p> <p>For further information please see the information on the Tax Office Website ATO.</p>
<p>What is the concessional contribution cap and what counts towards this?</p>	<p>Concessional contributions are before-tax contributions that include employer contributions and contributions made under salary sacrifice arrangements. There is a cap on the amount of concessional contributions that can be made in the financial year without incurring additional tax. The current cap limits are published on Unisuper's website</p>
<p>What does 'reportable super' mean on my payment summary?</p>	<p>Contributions made under a salary sacrifice arrangement are required to be reported on your payment summary. Reportable super contributions affect the income tests for HECS Liability, tax offsets, deductions, concessions, the Medicare levy surcharge and certain government benefits and obligations. Further information on the impact of having a reportable super amount on</p>

	your payment summary is available from the ATO
Where can I get advice about super?	University staff are not qualified to give you financial advice. UniSuper are able to provide financial advice on a fee for service basis. A UniSuper representative regularly visits CSU campus. UniSuper advice can be contacted on 1300 331 685.
How do I begin salary sacrificing to super?	Please complete the superannuation salary packaging form and return to payroll@csu.edu.au
How do I change or cease the amount that I am salary sacrificing to super?	Please email payroll@csu.edu.au with your request to change or cease your salary sacrifice arrangement. Requests must be received no later than close of business on the Monday of pay week if immediate action is required for the next payday.
Further Details	Salary Packaging Guidelines Charles Sturt University Enterprise Agreement (2013 – 2016)