

POLICY TITLE: FRINGE BENEFITS

Policy No. 507
(Revised – adopted 25/08/08)

POLICY PURPOSE

To ensure clarity regarding the availability of fringe benefits **to** Elected Members and employees of Council.

POLICY STATEMENT

1. Fringe benefits are provided to Elected Members and employees at the Council's discretion.
2. Fringe benefits will only be provided under the authority of a written and effective salary sacrifice arrangement signed **by** both the Council and the elected member or employee.
3. The types of fringe benefits to be provided are at the discretion of the Council.
4. The responsibility lies with the elected member or employee for providing valid and accurate information regarding the amounts to be salary sacrificed. Any balances remaining on elected member or employee salary sacrifice accounts at year end will be paid and become taxable in full.
5. Generally the Council will only provide concessional remote area or exempt fringe benefits.
6. The Council may at any time terminate the salary sacrifice arrangement. This could occur in situations where the applicable legislation has changed or the elected member ceases to be an elected member or employee is no longer employed by Alice Springs Town Council, however the Council's right to terminate the arrangement is not limited to these situations.
7. Generally an employee may not salary sacrifice amounts such that their salary or wage falls below the minimum entitlement under industrial law (an award).
8. The salary sacrifice arrangement serves **as an** amendment and an addendum to the employee's original employment contract.
9. Determining the impact of reportable fringe benefits on an elected member or employee's financial position is the responsibility of the elected member or employee.
10. Salary sacrifice arrangements are to **be** suspended during periods of leave without pay.