

Understanding Salary Packaging at Tax Time For

FBT Exempt Employers 2025/26

The **GO Salary** team is always on hand to help Payroll and Finance during the end-of-financial year tax time. Employers must finalise STP data by **14 July** each year.

Here is a list of our most frequently asked questions during this period.



We need to input the reportable fringe benefits amounts (RFBA) before finalising the Income Statements. Where do we find these figures?

These figures are the grossed-up amounts reportable for each employee. If you use an outsourced salary packaging provider, you should have received an FBT report, most likely in April (as the end of the FBT year is **31 March**). The RFBA figure will be listed on the report. Figures will also show terminated staff who salary packaged during the period. *Note: the total should also include grossed-up figures for **meal entertainment benefits**.*

If you're a **GO Salary** client, the FBT report was sent to your secure internal inbox in the first week of April.



Some of our staff access remote area housing benefits. Are these grossed-up values reported?

Although remote area housing benefits are grossed-up and tracked internally for purposes of staying within the \$30,000 (\$17,000) limit, they are **not reported** on Income Statements. For example, if an employee 'salary packaged *only* with remote area housing benefits, the RFBA amount on the Income Statement would be **\$0**. However, most employees will salary package another expense, and that amount will be reported. Contact **GO Salary**, if you are unsure about remote area housing and want to see if your organisation is eligible.



We have employees who started salary packaging since 1 April 2026, yet they don't have the RFBA shown on our FBT report. Why?

This is simply due to the FBT year being different from the financial year. The RFBA shown on the FBT report will be for the period **1 April 2025 – 31 March 2026**. As such, any amounts salary packaged from 1 April 2026 onwards will be shown in *next year's* report (for the year ending 31 March 2027).



Some employees have only salary packaged a very small amount. Will they have a reportable amount?

Fringe benefits are only reportable on the Income Statement once employee's salary package more than \$2,000 of their pay in an FBT year. So, for anyone who has salary packaged \$2,000 or less, there won't be a RFBA. *Note: once someone salary packages over \$2,000, the entire amount is reportable (not just the amount over \$2,000).*



Some of our employees have an electric vehicle (EV) under a novated lease arrangement. These are exempt from FBT, so do they need to be reported?

Even though no FBT is payable for eligible EVs, the taxable value must still be grossed-up and reported. This means that some employees will sometimes have a very large RFBA on their income statement. This is because the RFBA for the EV is added on top of the \$30,000 grossed-up limit when it comes to producing the Income Statement. Again, this figure should be on your FBT report. **GO Salary's** report shows a combined total for Income Statement purposes and also shows how much is attributable to the EV.



EOFY Income Statement Checklist

Here's a quick guide to your EOFY. Make sure you:

- ✓ Enter RFBA amounts from the FBT report on the Income Statement
- ✓ Reconcile payroll totals
- ✓ Confirm PAYG withholding
- ✓ Review employee records (including terminated staff)
- ✓ Finalise STP by **14 July**




Do you have any questions?

The experienced and friendly team at GO Salary can help. Our clients can call, email, or message their Care Manager directly.

Not a GO Salary client? Please scan the QR code below to book a 20 min demo.



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