

Types of fringe benefits

There are several categories of fringe benefits that the University might provide to its employees and their associates. The various categories of fringe benefits with a brief description of the type of benefit are listed below.

Car fringe benefit	<p>A car fringe benefit commonly arises where the University makes a car it owns or leases available for the private use of an employee or their associates. A car is taken to be made available for private use by an employee on any day the car:-</p> <ul style="list-style-type: none"> - is actually used for private purposes by the employee or their associates and - is garaged at their place of residence, regardless of whether they have permission to use it for private purposes.
Debt waiver & Loan fringe benefit	<p>A debt waiver fringe benefit arises where the University waives or forgives an employee's debt. A debt owed by an employee and written off by the University as a genuine bad debt is not a debt waiver fringe benefit.</p> <p>A loan fringe benefit arises where the University provides a loan to an employee and charges a low rate of interest (or no interest) during the FBT year.</p>
Expense payment fringe benefit	<p>An expense payment fringe benefit may arise where the University reimburses an employee for expenses they incur or pay a third party for expenses incurred by an employee. In either case, the expenses may be business or private expenses, or a combination of both but they must be incurred by the employee.</p>
Housing fringe benefit	<p>A housing fringe benefit may arise where the University provides an employee with the right to use a unit of accommodation and that unit of accommodation is the usual place of residence of the employee.</p>
Living away from home allowance fringe benefit (LAFHA)	<p>A LAFHA is an allowance the University (as the employer) pays to an employee to compensate for additional expenses incurred and any disadvantages suffered because the employee's duties of employment require them to live away from their normal residence.</p>
Tax-exempt body entertainment fringe benefit	<p>A tax-exempt body entertainment fringe benefit may arise where the University incurs entertainment expenses. For example, provision of three courses meal and alcohol in a social function such as Christmas and end of year celebration parties.</p>
Property fringe benefit	<p>A property fringe benefit may arise where the University provides an employee with free or discounted property. For example, free gym membership.</p>
Residual fringe benefit	<p>Any fringe benefit that is not subject to any of the above categories is called a residual fringe benefit. Essentially, these are the fringe benefits that remain or are left over because they are not one of the more specific categories of fringe benefit.</p>

The FBT Act also provides a number of benefits that are exempt from FBT.