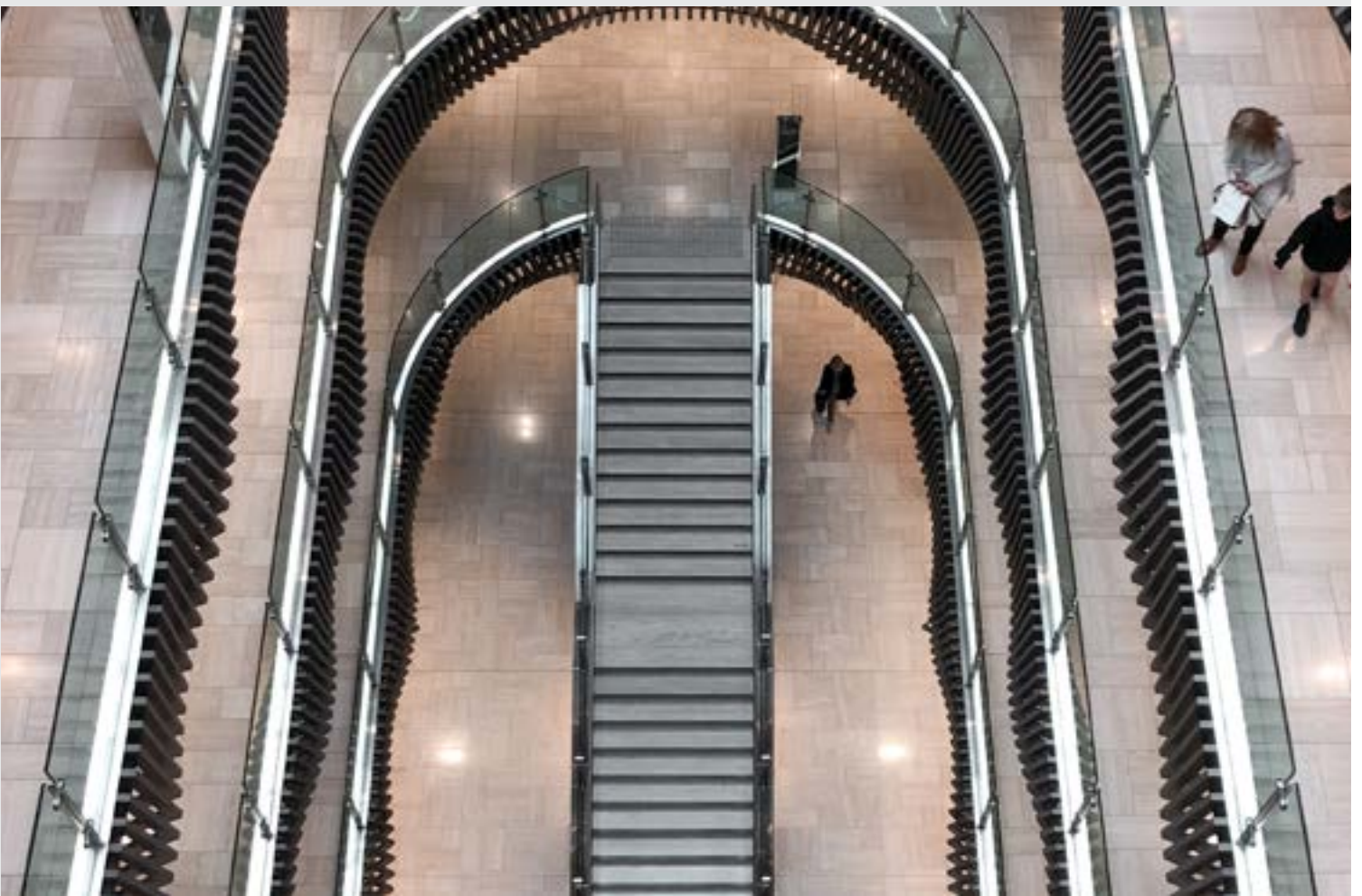


HALL CHADWICK 

Working In Australia A Tax Guide for Employees_

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Contents_

Introduction	3
Migration & Residency.....	5
Working & Skilled Visas	
Working Conditions	
Tax Considerations.....	10
Tax Compliance	
Categories of Income	
Employee Income	
Employee Share Schemes	
Interest Income	
Income from property	
Capital Gains Tax	
Double Taxation	
Taxes & Levies.....	14
Income Tax Rates	
Medicare Levy	
Reciprocal healthcare agreements	
Superannuation	
Fringe Benefit Tax	
Relocation Costs	
Other Issues Relating to Taxation.....	18

Our guide covers what you need to know about moving to Australia for employment. We include information about non-resident visas, income tax obligations and other taxes and levies that may apply to you.

We are ready to support your next move.

About Hall Chadwick

Hall Chadwick Melbourne is a leading, full service chartered accounting and business advisory firm located in the state of Victoria, Australia – Australia being home to the 13th largest economy in the world. Australia ranks in the top 20 countries in the World Bank 'Ease of Doing Business' index.

Our firm has supported internationals entering and expanding into the Australian marketplace for over twenty years. We provide advice on business establishment in Australia, transfer pricing, GST and ASIC compliance, payroll services and reporting to meet requirements of the Australian Tax Office (ATO). Our audit team acts as the Australian auditor for a number of overseas entities, some of whom are publicly listed. We are also PCAOB (The Public Company Accounting Oversight Board) listed.

Our multi-disciplinary team provides accounting and advisory solutions for clients from the small business sector and start-ups up to ASX listed entities and international enterprises.

Hall Chadwick Melbourne is an independent member of the Hall Chadwick Association, one of the largest and most experienced accounting groups in Australia servicing clients in every major capital city and many regional centres in Australia. These highly successful independent firms provide technical assistance in traditional accounting and auditing, tax services, and specialised services such as international business advisory, forensic accounting and valuations, business insolvency and recovery, litigation support and advocacy, back office services, information technology consulting and system planning.

Hall Chadwick is a member of PrimeGlobal, one of the four largest associations of independent accounting firms in the world. The association is comprised of 300+ highly successful independent public accounting firms in 100+ countries, with over 24,000 employees world wide. Hall Chadwick is a core member of the Asia Pacific region of PrimeGlobal.

The combined experience and knowledge within our firm and that within our national and international associations places Hall Chadwick Melbourne as a leading professional services partner for international business in Australia.



Working in Australia_



Australia is a unique and diverse country in every way - in culture, population, climate, geography, and history.

The diversity of influences creates a cultural environment in Australia that is lively, energised, innovative, prosperous and outward looking.

Migration and Residency_

When your career takes you to Australia, it's important for you to understand your visa options and how your Australian income will be taxed.

Australian citizens and permanent residents generally have an unlimited right to work in Australia. All other workers must have a valid visa with work rights.

If you are not an Australian citizen, you will need a visa/ Electronic Travel Authority (ETA) / eVisitor visa to enter and spend time in Australia. The type of visa you need will depend on which country you come from, how long you wish to stay in Australia and what you want to do during your stay.

Short stay visas for up to 3 months (in some cases, longer) can be obtained in electronic form from participating travel agencies when making travel arrangements, or through participating airlines, as well as at Australian visa offices overseas. ETAs are available to holders of the following passports from Brunei, Canada, Hong Kong SAR, Japan, Malaysia, Singapore, South Korea and USA (amongst others), whilst eVisitor application is available to holders of European passports. If you do not hold a passport from one of the ETAs or eVisitor countries then you should apply for another visa. There is a wide range of visas relevant to business people and hence it is best to seek professional advice from a registered migration agent.

The processing of visa applications (other than the ETAs) and eVisitor can often take a considerable amount of time. In part, this depends on the demands being placed on particular Australian embassies and the Department of Home Affairs but it also relates to the need to find out

whether the applicant is of good character, not a risk to national security or not involved in any activity prejudicial to Australia's interests. Many applicants are also required to undergo health checks particularly with regards to active tuberculosis

Australia's approach to multiculturalism is to accept and respect the right of all its citizens to express and share their individual cultural heritage within a commitment to Australia and the values of our democracy. Because of this cultural diversity, Australia is becoming the place of choice for many overseas companies seeking to set up an Asia Pacific regional headquarter. Likewise, education has become a major export as increasing numbers of overseas students undertake degrees in Australia's world quality, but relatively low cost education institutions.

The visa categories include:

- Visitor
- Studying and training
- Family and Partner
- Refugee and humanitarian
- Special purpose
- Working and Skilled
- Other
- Repealed visas

Working & Skilled Visas_

Australia extends a variety of visas suited to the intended work of an applicant. These include:

- skilled workers
- people participating in specific activities
- working holiday makers
- highly specialised workers
- trainees, short term
- experienced business people
- investors
- Australia's offshore oil and gas industry

Looking at some of these more closely:

Business Innovation and Investment Skills (subclass 888, 188)

For business people who have a successful business background, and can use their business and/or investment skills to establish new businesses or actively participate in existing businesses in Australia. Such businesses are expected to provide economic benefit to Australia by, for example, creating employment or exporting Australian goods and services. Options for experienced investors who wish to invest in Australia are also available.

Business Talent(subclass 132)

This visa provides for individuals to establish a new or develop an existing business in Australia. This subclass is suited for experienced business owners or those who have sourced venture capital funding from an Australian venture capital firm.

Global Talent (subclass 858)

For people who have distinguished themselves internationally through their special artistic, academic, professional or sporting talents, or who have outstanding abilities that would represent a clear gain for Australia.

In 2019, the Department of Home Affairs launched the Global Talent Independent (GTI) program which has been developed in recognition of the need for Australia to compete for the best and brightest migrants from the world. This program allows individuals who can demonstrate an internationally recognised record of exceptional and outstanding achievement in one of seven priority sectors (i.e. AgTech, FinTech, Med Tech, Cyber Security, Space and Advanced Manufacturing, Energy and Mining Technology or Quantum Information, Advanced Digital, Data Science and IT) to apply for a fast track Distinguished Talent visa with priority processing.

Skilled Independent (subclass 189)

For people under 45 years of age, whose education, skills and ready employability will contribute to the Australian economy, preference given to a critical sector. Migration is subject to a number of factors such as the individual's occupation being on the MLTSSL, evidencing a certain level of English, passing the "points test" and receiving an invitation to apply for the visa from the Department. Nomination by a State / Territory government may be available in some circumstances (Subclass 190). A separate pathway is also available for New Zealand citizens to apply for the subclass 189 visa if they have resided in Australia for at least 5 years and started living in Australia on or before 19 February 2016. The Hong Kong stream provides for eligible Hong Kong or British National (Overseas) passport holders who have demonstrated commitment to Australia, live and work in Australia permanently.

Temporary Skill Shortage (subclass 482)

Short term stream

This visa enables employers to address labour shortages by bringing in skilled workers to work in occupations on the Priority Migration Skilled Occupation List (PMSOL) where employers can't source an appropriately skilled Australian worker. You can stay for up to 2 years or up to 4 years if an International Trade Obligation (ITO) applies. Hong Kong passport holders may stay up to 5 years.

Medium term stream

This visa enables employers to address labour shortages by bringing in skilled workers to work in occupations on the Priority Migration Skilled Occupation List (PMSOL) where employers can't source an appropriately skilled Australian worker. You can stay for up to 4 years. Hong Kong passport holders may stay up to 5 years.

Labour agreement stream

A Labour Agreement is a type of sponsorship that is individually negotiated between an employer and the Australian government, allowing the employer to sponsor TSS visa holders with negotiated concessions to the usual requirements (for example, allowing occupations that are not on the designated skilled occupation lists, or concessions to English language requirements, skill requirements and salary) where there is a strong business case and demonstrated labour shortages in Australia.

A TSS visa granted under a Labour Agreement is typically granted for up to 4 years and in some cases, it may be possible to negotiate a permanent residence pathway in the Agreement. Some examples of some types of Labour Agreements include:

1. Global Talent Employer Sponsored (GTES) Agreement - intended to help businesses fill highly skilled, innovative and cutting edge positions that cannot be filled by Australians;
2. On Hire Labour Agreement - which allows for the on hire of TSS visa holders to unrelated business; and
3. Advertising Industry Labour Agreement - for businesses operating in the Advertising Industry.

Employer Nominated Scheme (subclass 186)

Direct entry stream

This stream allows you to live, work and study in Australia indefinitely, sponsor eligible family members to come to Australia and apply for Australian citizenship, if eligible. You must be sponsored by your Australian employer for this visa in an occupation on the MLTSSL, have at least 3 years relevant work experience, unless you are exempt and hold a skill assessment for your occupation.

Temporary residence transition scheme

This stream provides the same allowances as Direct Entry Stream but the eligibility criteria are more specific and the documentary requirements can be more streamlined.

Labour agreement stream

This stream is for skilled workers nominated by employers who have a Labour Agreement (for example, a GTES Agreement or Advertising Industry Labour Agreement) with a permanent residence pathway for your nominated occupation built into the Agreement. The nomination and visa requirements are set out in the Agreement itself and are based on the original negotiations between your employer and the Department of Home Affairs. Once the visa is approved, it will also allow you to live, work and study in Australia indefinitely, sponsor eligible family members to come to Australia and apply for Australian citizenship, if eligible.

If entering the country on a working visa, you must have previously arranged private health insurance before you enter the country.



Working Conditions_

In Australia, the Fair Work Act (Act) sets out the National Employment Standards (NES), which are 10 minimum employee entitlements. These include:

1. Maximum weekly hours based on a standard week of 38 hours. Some employers operate on a 35 hour or 37.5 hour week.
2. Requests for flexible working arrangements.
3. Parental leave and related parental entitlements.
4. Annual leave.
5. Personal carers' and compassionate leave of up to 2 days per occasion.
6. Community service leave.
7. Long service leave.
8. Public holidays.
9. Notice of termination and redundancy pay.
10. All employees must receive the Fair Work Information Statement which outlines on these minimum entitlements in detail.

Under the NES, an employer is required to provide a permanent employee with at least the following minimum periods of notice of termination, or a payment in lieu of notice at least the amount of remuneration the employee would have received at the employee's full rate of pay until then end of the minimum period of notice. 'Modern Awards' are another important source of workplace obligations, that set rules for example, minimum pay rates, overtime and penalty rates, and other entitlements, depending on the industry or occupation in question. The Fair Work Commission (FWC) determines the scope of Modern Awards. The FWC also decides unfair dismissal claims and other industrial claims.

The Fair Work Ombudsman (FWO) ensures employers uphold key obligations arising under the NES and Modern Awards.

For more information about FWO fairwork.gov.au.

In addition, employers must provide other important employee entitlements:

- contribute a sum to a superannuation fund at a rate of 10% of their employees' salary. From 1 July 2022, this rate will increase to 10.5% and gradually reach 12%, by 2025.
- take out workers' compensation insurance to cover employees injured in the course of or arising out of their employment. Workers' compensation insurance must be provided by a state government approved insurer.
- provide long service leave after a qualifying period of 7 years of service. The usual entitlement is for thirteen weeks' leave for fifteen years' service. Some States have different rules, for example, providing for three months leave for 10 years' service, or a qualifying period in some cases after 5 years.
- provide public holidays required under State or Territory law, in addition to the 8 public holidays required by the NES. Each state may also declare additional public holidays.

An employment contract attributes rights and responsibilities between an employee and an employer. Terms and policies should be set out clearly. Employment contracts should be properly drafted, vetted by an Australian solicitor and signed by both the employee and the employer.

Tax Considerations_

The taxation issues that arise in the context of being an employee in Australia are created under the jurisdiction of Federal law. We explain how income tax is applied to both residents and non-residents in different scenarios. Understanding these may help you better structure your personal affairs and employment agreement before arriving in Australia.

Tax Compliance_

Your Australian employer has certain obligations on paying you a salary including withholding tax from your income on pay as you go (PAYG) installment basis. The rate of tax deducted from your salary is determined by the Federal government.

For you to be taxed at the right rate, you are required to supply your employer a government identifier number known as Tax File Number (TFN). How you apply for a TFN will depend on your passport, visa and/or residency status. For Australian residents, a TFN can be applied for online, at Australia Post, Centrelink or by post. You will need to then attend an interview with the application reference, proof of identity documents or if applying by post, you must include certified copies of identification documents. For non-residents, a TFN must be applied for online. The Australian Tax Office will verify your identity with the Department of Home Affairs and send your TFN to your nominated postal address.

You are required to submit an annual tax return to the ATO. This can be prepared by you or a registered tax agent. Your annual income tax statement information will be made available to you through ATO online services via myGov and finalised by 31 July. You will need to register with myGov. If your employer has less than 4 employees or is a micro employer, you may receive your annual statement directly from them.

Categories of Income_

Income from your Employment

Your salary earned in Australia, paid from an Australian or an offshore business, is taxable in Australia. This includes your wages, any bonus or commission you may earn and allowances. Non-cash benefits such as rent free house or a vehicle for private use are not considered as part of your income and instead, is a tax liability for your employer known as Fringe Benefits Tax (FBT).

The rates of tax applicable to the taxable income of individuals is set out in Part 7.

Australian Residents

Residents of Australia are generally taxed on their worldwide income.

The position in relation to trusts is more complex—in essence any accumulated income is taxed either in the trustee's hands at the rate of 49%; distributed income, or income to which a beneficiary is "presently entitled" at year end, is taxed to the beneficiary at the marginal tax rate applicable to that beneficiary and is not taxed in the hands of the trustee.

In relation to superannuation funds, the normal rate of income tax is 15% if the superannuation fund is a complying superannuation fund. If the fund is a non-complying fund its earnings are taxed at the rate of 47%.

If as an Australian resident or temporary resident, you were paid an income amount that was earned before your arrival in Australia, that payment is taxable in Australia subject to claiming a Foreign Income Tax Offset (FITO). Claiming FITO on income, profits or gains earned offshore will provide relief from double taxation.

Non-Residents

As a non-resident earning your employment income in Australia, you will be taxed in Australia. Tax will not be applied to income you earned on foreign working days.

Employee Share Schemes

An Employee Share Scheme (ESS) provides a means for startups to offer shares to their employees, or options to purchase shares.

Australian Residents

In most cases, employees will be eligible for special tax treatment (known as tax concessions). Tax concessions can apply to your ESS interests if you and your employer have followed special tax rules. These depend on the type of ESS and when you acquired the interests. If the ESS interests you receive in the company where you work are not discounted, then the ESS tax rules do not apply. However, capital gains tax can still apply.

For temporary visa holders

When an employee who is a temporary resident acquires ESS interests for their employment before or after coming to Australia, the discount for employment services performed in Australia is taxed in accordance with employee share scheme (ESS) rules.

If part of the employment under which the employee received the ESS interests is performed outside Australia, only a portion of the discount is taxed in Australia. This is the case whether the discount is taxed on acquisition of the ESS interests, when the person becomes employed in Australia, or at a later time.

For temporary residents

When an employee who is a temporary resident acquires ESS interests before coming to Australia and continues the employment or service connected to the ESS interests whilst in Australia, ESS rules may apply from the time they begin work in Australia.

You will not be taxed under ESS rules if, when you become an employee in Australia, no forfeiture conditions remain on the ESS interests you hold. However, if a condition of your employee share plan is that ESS interests may be forfeited unless you undertake further employment or services, a portion of the discount will generally be assessable in Australia under the ESS rules.

Capital gains tax implications

Once the discount for an ESS interest has been taxed under the ESS rules, any future gain or loss is then taxed under the capital gains tax (CGT) regime or other rules such as the trading stock provisions. A capital gain or loss will only arise when a CGT event occurs, such as the sale of the ESS interest or your departure from Australia.

Interest, dividends, royalties and managed investment trust income

Australian Residents

As an Australian resident, you will pay tax on the income derived from interest, dividends, royalties and managed investment trust income from worldwide sources. You may be able to claim a credit on foreign taxes paid on foreign sourced income. Australian share dividend payments are largely franked. This means shareholders are entitled to a credit for the amount of tax the company has already paid.

Non-Residents

As a foreign resident, tax is generally withheld in Australia from interest, unfranked dividends and royalties you earn in Australia by your employer. You need to advise that you are a foreign resident and they withhold tax in Australia at the time of payment. You won't need to declare this income in an Australian tax return.

Providing your current overseas address is important so the right rate of tax is withheld.

Income from property

Australian Residents

If you receive rental income from a property in Australian or another country, you must declare the income in an Australian tax return. You can claim a deduction on certain expenses for the period when your property was rented or was available to rent.

If you sell an Australian property, you must report the sale in an Australian tax return and pay capital gains tax on any profit.

Non-Residents & Property Ownership

Non-residents can't buy an established residential dwelling in Australia, either directly in your name or through a trust relationship or company structure. You can buy other types of Australian residential property, such as new dwellings, vacant land and residential property for redevelopment. You may need to apply for foreign investment approval (FIRB) before they purchase residential real estate in Australia. There are some exemptions to this requirement.

Capital Gains Tax

Capital Gains Tax (CGT) is a tax paid on the amount a capital asset that is sold at a higher value than what it cost to acquire. The amount is added to your total taxable income. While you can't claim a capital loss, it can be used to reduce a capital gain on other assets or carried forward indefinitely to reduce other assessable income.

If the asset was held for at least 12 months prior to disposal, a reduction in the CGT rate will apply using one of two methods determined if the asset was purchased before or after 21 September 1999.

Australian Residents

If you were a foreign resident and became an Australian resident, the market value of the asset at that date would be the base for CGT calculations.

Special Rules for Non-Residents

The only type of assets on which non-residents will be subject to Australian CGT will be Taxable Australian Property (TAP). TAP is exhaustively defined as the following:

- taxable Australian real property, being real property situated in Australia (including mining, quarrying and prospecting rights to the extent that the underlying materials are situated in Australia);
- indirect real property interests;
- business assets used at any time in an Australian branch;
- an option to acquire any of the above mentioned assets; and
- a CGT asset elected by an individual to continue to be subject to the Australian CGT rules after ceasing to be an Australian resident.

The purpose of limiting Australian CGT to these particular assets in respect of non-resident investors is to encourage offshore investment into Australia (into non-TAP assets such as shares). Significantly, where a taxpayer who is a non-resident makes a disposal of an asset which is not a TAP, that disposal is not subject to CGT.

Where an exemption from Australian CGT is available, non-residents still need to consider if the gain is taxable as income. This is most commonly the case where the asset was acquired for the purpose of making a gain on sale.

Double Taxation Agreement Relief_

Australia has tax treaties with more than 40 countries which provides for the prevention of double taxation and fiscal evasion of income. Your residency status ultimately determines the jurisdiction in which you pay income tax and how much tax you are liable to pay. Most tax treaties include a 'tie-breaker' test under which a dual resident is deemed to be a resident solely of one of the two jurisdictions for the purposes of taxation.

Certain personal services income, which is ordinarily subject to tax in Australia, may be excluded from Australian tax by the DTA.



Taxes and Levies

Income Tax

Resident Rates

Taxable Income	Tax on this income
0 – \$18,200	Nil
\$18,201 – \$45,000	19c for each \$1 over \$18,200
\$45,001 – \$120,000	\$5,092 plus 32.5c for each \$1 over \$45,000
\$120,001 – \$180,000	\$29,467 plus 37c for each \$1 over \$120,000
\$180,001 and over	\$51,667 plus 45c for each \$1 over \$180,000

The above rates do not include the Medicare levy of 2%.

Foreign Resident Rates

Taxable income	Tax on this income
0 – \$120,000	32.5c for each \$1
\$120,001 – \$180,000	\$39,000 plus 37c for each \$1 over \$120,000
\$180,001 and over	\$61,200 plus 45c for each \$1 over \$180,000

Medicare Levy

The Medicare levy applies only to resident individuals. It has no application to non-residents.

The current Medicare levy is imposed at a flat rate of 2% on the taxpayer's entire taxable income unless taxable income is less than certain concessionary amounts in which case lower rates may apply.

Medicare Levy Surcharge

An additional Medicare levy surcharge of up to 1.5% of taxable income can apply to high-income earners in certain situations.

		Tier 1	Tier 2	Tier 3
Taxable Income \$		1.0%	1.25%	1.5%
Singles	0-90,000	90,001-105,000	105,001-140,000	140,001+
Families	0-180,000	180,001-210,000	210,001-280,000	280,001+

For families with 2 dependents who are children, the surcharge thresholds to tiers 1, 2 and 3 are increase by \$1,500. The thresholds then increase by \$1,500 for each additional child after the second.

Surcharge amount depends on the taxable income, reportable fringe benefits of the taxpayer, reportable superannuation contributions, and net investment losses (ie income for surcharge purposes).

Reciprocal healthcare agreements_

Australia has agreements with 11 countries that cover the cost of medically necessary care. Individuals from these countries may be entitled to Medicare benefits and services broadly at the same level of healthcare benefits that would be received by an Australia who visits that particular country.

Belgium	Netherlands	Slovenia
Finland	New Zealand	Sweden
Italy	Norway	United Kingdom
Malta	Ireland	

Coverage is extended to those who have resided in these countries before arriving in Australia. In some cases, individuals may need to have been a citizen. It is important for you to understand the conditions of coverage under any reciprocal agreement.

Superannuation_

The superannuation guarantee legislation is designed to encourage employers to provide a minimum level of superannuation support for employees. The current minimum prescribed rate is 10% and will increase by 0.5% each year until it reaches 12%.

Where employers provide less than the required minimum level of support, they are liable to pay a non-deductible charge called the Superannuation Guarantee Charge (SGC).

An Australian employer is not required to pay superannuation contributions in certain conditions some which include:

- Employees of a non-resident employer, who are Australian residents and who perform work outside Australia
- Foreign executive employees who are in Australia on certain visa subclasses including 482 visa and 400.
- Foreign employees from a country which has an international social security agreement with Australia. In this case, the home country's superannuation scheme applies.

In most cases, an individual with accumulated superannuation can claim on the amount upon leaving Australia. This is not the case for permanent residents or citizens of Australia nor if you are a citizen of New Zealand.

Concessional contributions

Concessional contributions are made into your super fund before tax and include the compulsory contribution of your employer and for example, sacrificed in your salary. Once the concessional contributions are in your super fund, they are taxed at 15%.

Non Concessional Contributions

Non-concessional contributions are made into your super fund from after-tax income. These contributions are not taxed in your super fund.

By law, there is a cap on the amount of additional contributions both concessional and non concessional made in a financial year. Exceeding the cap will result in paying additional tax.

An additional tax applies where an individual's income and concessional superannuation contributions combined exceeds \$250,000. A 15% tax applies (Div 293 Tax) to the amount above the threshold.

Fringe Benefits Tax_

FBT imposes tax upon employers in relation to all non-cash components of benefits provided to employees.

FBT covers a wide range of benefits listed in Appendix A. Each category has its own designated valuation rules which mean that some categories are inevitably dealt with more favourably than others. For example, it is still possible in the Australian context to extract an advantage from salary packaging a motor vehicle, since the valuation rules for motor vehicles are slightly more generous than those applicable to other categories. However, it must be conceded that the relative advantage here has been diminished in recent years.

There are still some minor items exempt from FBT that can be salary packaged to good effect. These include in particular:

- Laptops (but limited to one per year per employee);
- Payments made to complying superannuation funds;
- Car parking provided by small businesses on their premises;
- Mobile phones;
- Certain childcare fringe benefits.

The exemption extends to small businesses that provide employees with more than one work-related portable electronic device in an FBT year, even if the devices have substantially identical functions.

Home Leave

If a trip to travel back to your home country is included in your Australian employment agreement, your employer can claim for one trip a 50% reduction in the FBT they would be obliged to pay for this being a non-cash benefit provided to you.

Relocation Costs

If your Australian employer reimburses the cost of you relocating they are generally exempt from paying FBT. Your employer may be potentially exempt from paying FBT on reimbursing you the costs you might incur for temporary accommodation, incidental costs of selling your residence in your home country and those associated to the purchase a residence in Australia.

See our Tax Rates & Tables at hallchadwickmelb.com.au.



Other Issues Relating to Taxation_

Goods & Services Tax (GST)_

The goods and services tax (GST) is a value-added tax levied on most goods and services sold for domestic consumption. The GST is paid by consumers, but it is remitted to the government by the businesses selling the goods and services. The rate is 10%. Most basic foods, some education courses and some medical, health and care products and services are exempt from GST.

WorkCover_

WorkCover is a type of insurance that covers all Australian workers, offering compensation for any injury or illness picked up at work no matter whose fault it was. Each company is required to provide this insurance for its staff – any part-time, full-time, or casual staff are covered. WorkCover insurance may cover medical expenses, loss of income, rehabilitation, lump sum payments, and legal costs.

Rates & Property Tax_

Rates are property taxes charged by local government on properties in their municipal area covering the payment of a range of public or community. A property's tax value includes the value of buildings, personal property and other improvements.

Land Tax_

Land tax applies of the total taxable value of the land owned by an individual or jointly, residents and non-residents, is equal or exceeds a certain, state or territory determined value. If there is only one property and it is a primary residence, land tax does not apply.

Generally, if a property is vacant for more than six months in a calendar year it is subject to the vacant residential land tax irrespective of whether it is advertised for rent or sale during that time.

Stamp Duty_

Most commonly, Stamp Duty is applied in respect of conveyances of real property and the total amount of Stamp Duty payable on this basis can be substantial. The rate of Stamp Duty varies from State to State and in respect of different types of documents relating to different types of transactions.

Planning for your tax position_

Relocating to another country for work is disruptive as it is exciting. Among the many issues to plan and prepare for is maximizing your tax position in that country that will benefit you as an individual and potentially your employer. You may include as considerations:

- FBT exempt benefits
- Keeping your foreign investments as a temporary resident of Australia
- Understanding tax exemptions and how this may apply to you or your employer.

DISCLAIMER This is not advice. Clients should not act solely on the basis of the material contained herein. Changes in legislation may occur quickly. We therefore recommend that our formal advice be sought before acting in any of these areas. This is issued as a helpful guide to clients and for their private information. Hall Chadwick Melbourne Pty Ltd A.B.N. 88 081 186 450. All rights reserved. Liability limited by a scheme approved under Professional Standards Legislation.

We are ready to help, contact our team

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