

16th July 2015

General Manager
Law Design Practice
The Treasury
Langton Crescent
PARKES ACT 2600

Dear Sir/Madam

I am writing in reference to the draft legislation for 'LIMITING FRINGE BENEFITS TAX CONCESSIONS ON SALARY PACKAGED ENTERTAINMENT BENEFITS'

I am currently working for a NFP which is the first time I have been employed in this sector during my 25 year working career. I have spent most of my career in management roles where I was paid quite well and had no need to question the taxation system as I felt it was fair according to my salary.

Since I have commenced with the NFP I have become very aware of how precarious the financial position of the organisation is on a continuing basis. It is only because of the various concessions it receives that it can continue to fund programs and assistance no longer provided by the government. These are funding issues that are never faced by the for profit sector or ones that they have some control over.

The NFP industry also has an extreme problem in attracting talented or experienced individuals due to the inability to pay what they require to support their experience or simply their family commitments. I am one such individual. I am being paid 1/3 of my past pay package, and whilst this is my choice, I am only able to support my employment/family in this role through the concessions available in the current system.

In short, it seems a drastic measure because of some extreme cases of system abuse to penalise both the organisations that already struggle and the individuals who already make financial sacrifices to better the society in which the tax system operates. Rather than penalise an entire group due to some greedy individuals, perhaps better investigate those that abuse it.

I trust this personal account and view goes some way to supporting the argument not to change the current rules around concessions on salary packaging.

Yours Sincerely

Scott Farrow