


CR 2016/27 - Income tax: the 'Calvary Health Care Bethlehem Limited Early Retirement Scheme 2016

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Class Ruling

Income tax: the ‘Calvary Health Care Bethlehem Limited Early Retirement Scheme 2016’

Contents	Para
LEGALLY BINDING SECTION:	
What this Ruling is about	1
Date of effect	6
Scheme	7
Ruling	25
NOT LEGALLY BINDING SECTION:	
Appendix 1:	
Explanation	28
Appendix 2:	
Detailed contents list	50

1 This publication provides you with the following level of protection:

This publication (excluding appendixes) is a public ruling for the purposes of the *Taxation Administration Act 1953*.

A public ruling is an expression of the Commissioner’s opinion about the way in which a relevant provision applies, or would apply, to entities generally or to a class of entities in relation to a particular scheme or a class of schemes.

If you rely on this ruling, the Commissioner must apply the law to you in the way set out in the ruling (unless the Commissioner is satisfied that the ruling is incorrect and disadvantages you, in which case the law may be applied to you in a way that is more favourable for you – provided the Commissioner is not prevented from doing so by a time limit imposed by the law). You will be protected from having to pay any underpaid tax, penalty or interest in respect of the matters covered by this ruling if it turns out that it does not correctly state how the relevant provision applies to you.

What this Ruling is about

1. This Ruling sets out the Commissioner’s opinion on the way in which the relevant provisions identified below apply to the defined class of entities, who take part in the scheme to which this Ruling relates.

Relevant provision(s)

2. The relevant provisions dealt with in this Ruling are:

- section 83-170 of the *Income Tax Assessment Act 1997* (ITAA 1997), and
- section 83-180 of the ITAA 1997.

All legislative references are to the ITAA 1997 unless otherwise indicated.

Class of entities

3. The class of entities to whom this scheme applies is those employees of Calvary Health Care Bethlehem Limited (**Calvary**) defined in paragraph 12, subject to paragraph 13 who receive a payment under paragraph 14 of this Ruling.

Qualifications

4. The Commissioner makes this Ruling based on the precise scheme identified in this Ruling. The class of entities defined in the Ruling may rely on its contents provided the scheme actually carried out is carried out in accordance with the scheme described under the heading *Scheme*.

5. If the scheme actually carried out is materially different from the scheme that is described in this Ruling, then:

- the Ruling has no binding effect on the Commissioner because the scheme entered into is not the scheme on which the Commissioner has ruled, and
- the Ruling may be withdrawn or modified.

Date of effect

6. This Ruling applies from 11 May 2016 to 1 July 2016. The Ruling continues to apply after 1 July 2016 to all entities within the specified class who entered into the specified scheme during the term of the Ruling. However, the Ruling will not apply to taxpayers to the extent that it conflicts with the terms of a settlement of a dispute agreed to before the date of issue of the Ruling (see paragraphs 75 and 76 of Taxation Ruling TR 2006/10).

Scheme

7. Calvary is seeking Commissioner's approval to implement an early retirement scheme in accordance with section 83-180.

8. The scheme will be titled the '**Calvary Health Care Bethlehem Limited Early Retirement Scheme 2016**', hereafter referred to as the '**Scheme**'.

9. Calvary is a Victoria-based palliative care service with a state-wide role in caring for patients with progressive neurological disease. It is currently undergoing a period of substantial organisational reform which has been prompted by a number of factors including:

- the collaboration with the Victorian Department of Health and Human Services to develop a new Model of Care, which has required service changes to support a shift from inpatient beds to ambulatory and consultation services, and
- re-development of the existing site to provide an integrated multi stream health precinct, which includes the traditional specialist services with the addition of residential beds and independent living units.

10. Implementing the new Model of Care requires a reduction in funded bed numbers from 60 beds to 32 beds, and a 20% increase in existing ambulatory services. As a result of the reduction of inpatient services, Calvary is required to reduce staff by approximately 50 full-time equivalent positions.

11. Therefore, the purpose of the Scheme is to reduce Calvary's work force in line with its organisational and staffing re-structure by providing an incentive to employees who meet the eligibility criteria to retire early.

12. The class of employees to whom the Scheme applies is:

- employee groups identified below in Table 1 who provide both direct and indirect support to inpatients, and
- are employed on an on- going basis.

Table 1

Victorian Award Classification	Employee Groups Supporting Inpatient Services Impacted Within the Classification	Number of VDPs available to each group
Nurses	Inpatient Registered Nurse, Inpatient enrolled Nurse, Registered Nurse Educator	36
HSU 1	Allied Health Assistant, Cleaner, Food Service Attendant, Personal Care Attendant, Ward Support, Ward Clerk, Pharmacist Assist	18
HSU 3	Allied Health Director, Music Therapist, Occupational Therapist, Pastoral Care Worker, Physiotherapist, Social Worker, Speech Therapist, Bereavement Counselor	8
HSU 4	Dietician, Pharmacist	2
HSU 5	Environmental Service Supervisor, Allied Health Administrative Assistant, Payroll Officers	4

13. The following employees are specifically excluded from participating in the Scheme:

- employees on unpaid leave
- employees who are on probation
- fixed term employees (including executives)
- employees on trial or in casual roles, and
- employees with current WorkCover claims.

14. All eligible employees who retire under the Scheme will receive a voluntary departure package (VDP) as follows:

- four weeks pay in lieu of notice
- a lump sum voluntary departure incentive of up to \$10,000 (for a full-time employee), and
- two weeks pay per completed year of continuous service up to a maximum of 15 years.

15. The number of VDP will be capped at the number identified for each group in Table 1 above.

16. In addition, all eligible employees terminated under the Scheme will receive their statutory entitlements. However, these payments will not form part of the payment made under the Scheme.

17. The Scheme will be implemented as follows:

Table 2

Expression of Interest (EOI) applications open:	16 May 2016
EOI applications close:	23 May 2016 at 10am
Offers sent to applicants by:	26 May 2016
Acceptance of VDP offer closes:	30 May 2016 at 4pm
Confirmation of VDP sent:	31 May 2016
Required date of departure:	3 June 2016

18. Calvary reserves the right to refrain from allowing employees to depart under the Scheme if:

- the EOI is received after the specified closure date
- the staff member who submitted an EOI does not meet the eligibility criteria, or
- sufficient numbers of EOI have already been received.

19. The payment made under the Scheme is in excess of any superannuation and any other benefits to which eligible employees would otherwise be entitled.

20. Any employee who terminates their employment other than under the proposed Scheme, will not be entitled to receive the Scheme payment.

21. The retirement of employees who receive a payment under the Scheme will occur before they turn 65 years of age.

22. Payments made under the Scheme will be at arm's length.

23. There is no agreement in place between any eligible employee and Calvary, or between Calvary and another person to employ the eligible employee after retirement under the Scheme.

24. Participation in the Scheme is entirely voluntary.

Ruling

25. The '***Calvary Health Care Bethlehem Limited Early Retirement Scheme 2016***' is an early retirement scheme for the purposes of section 83-180.

26. Accordingly, so much of the payment received by an eligible employee that exceeds the amount that could reasonably be expected to be received by the employee in consequence of voluntary termination of their employment at the time of the retirement will be an early retirement scheme payment.

27. In addition, so much of the early retirement scheme payment as falls within the threshold calculated in accordance with section 83-170 is not assessable income and is not exempt income.

Commissioner of Taxation

11 May 2016

Appendix 1 – Explanation

❶ ***This Appendix is provided as information to help you understand how the Commissioner's view has been reached. It does not form part of the binding public ruling.***

28. A scheme will be an early retirement scheme if it satisfies the requirements of subsections 83-180(3) or (4).

29. Subsection 83-180(3) states that:

A scheme is an **early retirement scheme** if:

- (a) all the employer's employees who comprise such a class of employees as the Commissioner approves may participate in the scheme; and
- (b) the employer's purpose in implementing the scheme is to rationalise or re-organise the employer's operations by making any change to the employer's operations, or the nature of the work force, that the Commissioner approves; and
- (c) before the scheme is implemented, the Commissioner, by written instrument, approves the scheme as an early retirement scheme for the purposes of this section.

These three conditions are now considered.

All employees within a class approved by the Commissioner may participate in the scheme

30. In order to satisfy the first condition, the scheme must be offered to all employees in a class approved by the Commissioner under paragraph 83-180(3)(a).

31. The class of employees to whom early retirement will be offered under the Scheme is set out in paragraph 12, subject to paragraph 13, of this Ruling.

32. The Commissioner considers that this is an appropriate class of persons for the Scheme to be offered to. In approving this class of employees the Commissioner has considered the nature of the rationalisation or re-organisation of the operations of the employer. It is therefore considered that these employees meet the requirements of an approved class of employees for the purposes of paragraph 83-180(3)(a).

The employer's purpose in implementing the scheme is to rationalise or re-organise the employer's operations in a way approved by the Commissioner

33. The proposed scheme must be implemented by the employer with a view to rationalising or re-organising the operations of the employer as described in paragraph 83-180(3)(b).

34. Paragraphs 9 to 11 of this Ruling describe the nature of the rationalisation or re-organisation of the employer's operations. In approving the Scheme, the Commissioner has had regard to the changes in the operations and nature of the work force of the employer. It is considered that the Scheme is to be implemented by the employer with a view to rationalising or re-organising the operations of the employer for the purposes of paragraph 83-180(3)(b).

35. Accordingly, the second condition for approval has been met.

The scheme must be approved by the Commissioner prior to its implementation

36. The Scheme is proposed to operate for a period from 12 May 2016 to 1 July 2016. The approval to be provided by the class ruling will have been granted prior to implementation therefore, for the purposes of paragraph 83-180(3)(c), this condition is satisfied.

37. The Scheme will be in operation for approximately two months. This is considered appropriate due to the circumstances of the re-organisation.

38. As all the conditions for approval under subsection 83-180(3) have been met, consideration of subsection 83-180(4) is not required.

Other relevant information

39. Under subsection 83-180(1), so much of the payment received by an employee because the employee retires under an early retirement scheme as exceeds the amount that could reasonably be expected to be received by the employee in consequence of the voluntary termination of their employment at the time of termination is an early retirement scheme payment.

40. It should be noted that, in order for a payment to qualify as an early retirement scheme payment, it must also satisfy the following requirements (as set out in subsections 83-180(2), 83-180(5) and 83-180(6)):

- the retirement occurred before the employee turned age 65 or such earlier date on which the employee's employment would have terminated under the terms of employment because of the employee attaining a certain age or completing a particular period of service (as the case may be)
- if the employee and the employer are not dealing with each other at arm's length (for example because they are related in some way), the payment does not exceed the amount that could reasonably be expected to be made if the retirement was at arm's length
- at the time of retirement there was no arrangement between the employee and the employer, or between the employer and another person, to employ the employee after the retirement

- the payment must not be made in lieu of superannuation benefits, and
- it is not a payment mentioned in section 82-135 (apart from paragraph 82-135(e)).

41. The term 'arrangement' is defined in subsection 995-1(1) as meaning *'any arrangement, agreement, understanding, promise or undertaking, whether express or implied, and whether or not enforceable (or intended to be enforceable) by legal proceedings'*.

42. In accordance with section 83-170, an early retirement scheme payment that falls within the specified limit is referred to as the 'tax-free' amount and will not be assessable income and will not be exempt income.

43. For the 2015-16 income year, the tax-free amount is limited to \$9,780 (base amount) plus \$4,891 (service amount) for each whole year of completed employment service to which the early retirement scheme payment relates. It should be noted that six months, eight months or even eleven months do not count as a whole year for the purposes of this calculation.

44. For the 2016-17 income year, the base amount is \$9,936 and the service amount is \$4,969.

45. The total of the amount received on the termination of employment calculated in accordance with paragraph 14 of this Ruling may qualify as an early retirement scheme payment.

46. The total payment calculated in accordance with paragraph 14 of this Ruling will be measured against the limit in accordance with the formula mentioned in paragraph 43 and paragraph 44 of this Ruling to determine the tax-free amount of the early retirement scheme payment.

47. The tax-free amount will:

- not be an employment termination payment (ETP), and
- not be able to be rolled-over into a superannuation fund.

48. Any payment in excess of this limit will be an ETP and will be split into tax-free and taxable components. The tax-free component of an ETP includes the pre-July 83 segment of the payment. The tax-free component is not assessable income and is not exempt income.

49. The taxable component of the ETP will be taxed at various rates depending on the person's age. It should be noted that the *'whole of income cap'* does not apply to any part of the early retirement scheme payment.

Appendix 2 – Detailed contents list

50. The following is a detailed contents list for this Ruling:

	Paragraph
What this Ruling is about	1
Relevant provision(s)	2
Class of entities	3
Qualifications	4
Date of effect	6
Scheme	7
Ruling	25
Appendix 1 – Explanation	28
All employees within a class approved by the Commissioner may participate in the scheme	30
The employer's purpose in implementing the scheme is to rationalise or re-organise the employer's operations in a way approved by the Commissioner	33
The scheme must be approved by the Commissioner prior to its implementation	36
Other relevant information	39
Appendix 2 – Detailed contents list	50

References

Previous draft:

Not previously issued as a draft

Related Rulings/Determinations:

TR 2006/10

Legislative references:

- ITAA 1997 83-180(1)
 - ITAA 1997 83-180(2)
 - ITAA 1997 83-180(3)
 - ITAA 1997 83-180(3)(a)
 - ITAA 1997 83-180(3)(b)
 - ITAA 1997 83-180(3)(c)
 - ITAA 1997 83-180(4)
 - ITAA 1997 83-180(5)
 - ITAA 1997 83-180(6)
 - ITAA 1997 995-1(1)
 - TAA 1953
 - ITAA 1997
 - ITAA 1997 82-135
 - ITAA 1997 82-135(e)
 - ITAA 1997 83-170
 - ITAA 1997 83-180
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ATO references

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