



# ***CR 2004/10 - Income tax: Approved Early Retirement Scheme - RMIT University (TAFE Teaching staff)***

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 This document has changed over time. This is a consolidated version of the ruling which was published on *6 January 2004*



## Class Ruling

### Income tax: Approved Early Retirement Scheme – RMIT University (TAFE Teaching staff)

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#### ***Preamble***

*The number, subject heading, and the **What this Class Ruling is about** (including **Tax law(s)**, **Class of persons** and **Qualifications** sections), **Date of effect**, **Withdrawal**, **Arrangement** and **Ruling** parts of this document are a ‘public ruling’ in terms of Part IVAAA of the **Taxation Administration Act 1953**. CR 2001/1 explains **Class Rulings** and **Taxation Rulings TR 92/1** and **TR 97/16** together explain when a Ruling is a ‘public ruling’ and how it is binding on the Commissioner.*

#### **What this Class Ruling is about**

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1. This Ruling sets out the Commissioner’s opinion on the way in which the ‘tax law(s)’ identified below apply to the defined class of persons, who take part in the arrangement to which this Ruling relates.
2. Broadly, this Ruling approves the particular early retirement scheme and acknowledges the availability of tax concessions for persons receiving payments under the scheme. There are many conditions attached to this Ruling and readers should be careful to ensure that these conditions are met before relying on this Ruling.

#### **Tax law(s)**

3. The tax laws dealt with in this Ruling are sections 27E and 27CB of the *Income Tax Assessment Act 1936* (ITAA 1936).

#### **Class of persons**

4. The class of persons to which this Ruling applies is all RMIT - TAFE Teaching staff employed on a continuing (permanent) full-time or part-time (fractional) basis under the *RMIT TAFE Teaching Staff Enterprise Agreement 2000* who receive a payment under the arrangement described in paragraphs 12 to 29.

**Qualifications**

5. The Commissioner makes this Ruling based on the precise arrangement identified in this Ruling.
6. The class of persons defined in this Ruling may rely on its contents provided the arrangement actually carried out is carried out in accordance with the arrangement described in paragraphs 12 to 29.
7. If the arrangement actually carried out is materially different from the arrangement that is described in this Ruling, then:
- a) this Ruling has no binding effect on the Commissioner because the arrangement entered into is not the arrangement on which the Commissioner has ruled; and
  - b) this Ruling may be withdrawn or modified.
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9. A copy of this Ruling must be given to all employees eligible to participate in the approved early retirement scheme.

**Date of effect**

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10. This Ruling applies from 6 January 2004 unless and until it is withdrawn (see paragraph 11). However, this Ruling does not apply to taxpayers to the extent that it conflicts with the terms of settlement of a dispute agreed to before the date of issue of this Ruling (see paragraphs 21 to 22 of Taxation Ruling TR 92/20). Furthermore this Ruling applies to the extent that the relevant tax laws are not amended.

**Withdrawal**

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11. This Ruling is withdrawn and ceases to have effect after 30 June 2004. The Ruling continues to apply, in respect of the tax

law(s) ruled upon, to all persons within the specified class who enter into the specified arrangement during the term of the Ruling. Thus, the Ruling continues to apply to those persons, even following its withdrawal, for arrangements entered into prior to withdrawal of the Ruling. This is subject to there being no change in the arrangement or in the persons' involvement in the arrangement.

## **Arrangement**

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### **The Scheme**

12. The arrangement that is the subject of this Ruling is described below. This description is based on the following documents. These documents, or relevant parts of them, as the case may be, form part of and are to be read with this description. The relevant documents or parts of documents incorporated into this description of the arrangement are:

- correspondence from RMIT University; and
- records of telephone conversations with representatives of RMIT University.

13. RMIT University is seeking approval for an early retirement scheme for TAFE Teaching staff.

14. RMIT is undertaking an Academic Portfolio Implementation Project which will replace the current three tiered structure (Centre - Faculties - Schools/Departments) with a two tiered structure (Portfolio - Schools). The restructure will involve seven Faculties reducing to three Portfolios and forty two Schools and Departments (and Research Centres) will reduce to thirty Schools.

15. RMIT University will implement a new service delivery model framework that ensures the academic enterprise of the University is efficiently and effectively supported within the new Portfolio/Schools structures by:

- centralisation of services and processes where it is deemed to be more efficient and where it does not detract from the delivery of the business of the University;
- elimination of unnecessary duplication and overlap of services across Schools and Portfolios; and
- standardisation of process and practices.

16. The scheme is available to all RMIT - TAFE Teaching staff who were on the payroll on 1 December 2003 and remain on the payroll excluding:

- staff employed on a fixed-term contract of employment or employed until the completion of a particular job including executives;
- staff employed on a casual and/or sessional basis;
- staff not on the payroll, that is, on unpaid leave of any description;
- staff on probation pending permanent employment or other trial employment arrangement; and
- staff in receipt of weekly WorkCare/WorkCover payments.

17. The number of employees who can retire under the scheme is limited to the number of surplus positions arising from the rationalisation. If more employees accept the offer than required then the employees with the least service (last in first out) up to the number of surplus positions, will retire under the scheme.

18. The employer will call for expressions of interest from all employees eligible to participate in the scheme. If more employees express interest than is required then employees with the least service who expressed interest will be made offers and can retire until the required number of employees retire.

19. If less than the required number of employees express interest all employees who expressed interest will be made offers and can retire.

20. The employer may call for further expressions of interest if an insufficient number of employees have retired under the scheme and the same process will be followed in making offers to employees. However, offers will not be made to employees who decline an earlier offer.

21. Employees who retire under the scheme will receive the payments and terminate employment before 1 July 2004.

22. The early retirement scheme payment will comprise the following:

- 4 weeks pay in lieu of notice;
- 2 weeks pay per year of service to a maximum of 15 years (30 weeks pay); and
- A lump sum voluntary departure incentive of up to \$10,000 (pro-rata for part-time employees).

The total package will not exceed the gross ordinary times pay an employee would have been entitled to receive if they had continued to be employed to 65 years of age.

**Payments made under the Scheme**

23. For a payment made under the above mentioned scheme to qualify as an approved early retirement scheme payment, the conditions set out in paragraphs 24 to 29 must be met. Please note, any payment made under the scheme that does not satisfy these requirements is not covered by this Ruling.

24. The payment must be an eligible termination payment (ETP) made in relation to the employee in consequence of his or her employment being terminated under the approved early retirement scheme.

25. The payment must not be made from an eligible superannuation fund.

26. The payment must not be made in lieu of superannuation benefits.

27. The employee must terminate his or her employment before the earlier of:

- age 65; or
- the date on which his or her employment would have necessarily terminated under the terms of employment because of the taxpayer attaining a certain age or completing a certain period of service.

28. Where the employee and the employer are not dealing with each other at arm's length (e.g. because they are related in some way), the payment does not exceed what would have been paid to the employee had they been dealing at arm's length.

29. At the termination time, there is no agreement in force between the employee and the employer or the employer and another person, to employ the employee after the date of termination.

**Ruling**

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30. The early retirement scheme offered by RMIT University is an approved early retirement scheme for the purposes of section 27E of the ITAA 1936.

31. Accordingly, so much of the ETP as exceeds the amount of an ETP that could reasonably be expected to have been made in relation to the taxpayer if the termination of employment had occurred at the termination time otherwise than in accordance with the approved early

retirement scheme, is an approved early retirement scheme payment in relation to the taxpayer.

32. In addition, so much of the approved early retirement scheme payment as falls within the threshold calculated in accordance with subsection 27A(19) of the ITAA 1936 is non-assessable and is ignored in working out whether a capital gain has been made via the operation of section 27CB of the ITAA 1936.

## **Explanation**

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33. Where a scheme satisfies the requirements of section 27E of the ITAA 1936 that scheme will be an 'approved early retirement scheme'.

34. The Commissioner has issued Taxation Ruling TR 94/12 titled '*Income tax: approved early retirement scheme and bona fide redundancy payments*' which sets out guidelines on the application of section 27E.

35. Paragraph 14 of TR 94/12 states that:

Three conditions need to be satisfied for a scheme to qualify as an approved early retirement scheme. Those conditions are:

- (i) the scheme must be offered to all employees within a class identified by the employer (paragraph 27E(1)(a));
- (ii) the scheme must be entered into with a view to rationalising or re-organising the operations of the employer with an identified purpose in mind (paragraph 27E(1)(b)); and
- (iii) the scheme must be approved by the Commissioner prior to its implementation (paragraph 27E(1)(c)).

### **The scheme must be offered to all employees within a class identified by the employer**

36. In order to satisfy the first condition, the scheme must be offered to all employees within one of the categories specified in subparagraphs 27E(1)(a)(i) to (v).

37. The class of employees to whom the scheme is proposed to be offered is set out in paragraph 16.

38. This class of employees does not come within any of subparagraphs 27E(1)(a)(i) to (iv), therefore it must be considered under subparagraph 27E(1)(a)(v), namely, all employees of the employer who constitute a class of employees approved by the Commissioner for the purposes of this paragraph. 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 subparagraph 27E(1)(a)(v).

**The scheme must be entered into with a view to rationalising or re-organising the operations of the employer with an identified purpose in mind**

39. The proposed scheme must be implemented by the employer with a view to rationalising or re-organising the operations of the employer by means of one or more of the objectives set out in subparagraphs 27E(1)(b)(i) to (vi).

40. Paragraphs 14 and 15 describe the nature of the rationalisation or re-organisation of RMIT University's operations. The proposed scheme meets the requirements set out in subparagraphs 27E(1)(b)(iii) and (v); accordingly the second condition for approval has been met.

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

41. The scheme is proposed to operate for a period from 6 January 2004 to 30 June 2004. Approval was granted prior to implementation therefore the third condition is satisfied.

42. The scheme will be in operation for approximately 6 months which is within the period recommended in TR 94/12.

**Other relevant information**

43. Under section 27E, so much of the payment received by a taxpayer under the approved early retirement scheme, that exceeds the amount that would ordinarily have been received on voluntary resignation or retirement is an approved early retirement scheme payment.

44. It should be noted that, in order for a payment to qualify as an approved early retirement scheme payment, it must also satisfy the following requirements (as set out in subsections 27E(4) and (5):

- the payment must be an ETP made in relation to the taxpayer in consequence of the taxpayer's employment being terminated under an approved early retirement scheme;

- the payment must not be from an eligible superannuation fund;
- the payment must not be made in lieu of superannuation benefits;
- if the taxpayer and the employer are not dealing with each other at arm's length (e.g. because they are related in some way) the payment does not exceed what would have been paid to the taxpayer had they been dealing at arm's length;
- the date of termination was before age 65 or such earlier date on which the taxpayer's employment would necessarily have had to terminate under the terms of employment because of the taxpayer attaining a certain age or completing a certain period of service (whichever occurs first); and
- there was no agreement at the date of termination between the taxpayer and the employer, or the employer and another person to employ the taxpayer after the date of termination.

45. The term 'agreement' is defined in subsection 27A(1) as meaning 'any agreement, arrangement or understanding whether formal or informal, whether express or implied and whether or not enforceable, or intended to be enforceable by legal proceedings'.

46. An approved early retirement scheme payment made on or after 1 July 1994 that falls within the specified limit will be exempt from income tax and called the 'tax-free amount'.

47. For the year ending 30 June 2004, the tax-free amount is limited to \$5,882 plus \$2,941 for each whole year of completed employment service to which the approved early retirement scheme payment relates. Please note that 6 months, 8 months or even 11 months do not count as a whole year for the purposes of this calculation.

48. The total of the amount received on the termination of employment calculated in accordance with paragraph 22 qualifies as an approved early retirement scheme payment.

49. The total of the payments in the previous paragraph will be measured against the limit calculated in accordance with paragraph 47 to determine the 'tax-free amount'.

50. The tax-free amount will:

- not be an ETP;
- not be able to be rolled-over;

- not include any amount from a superannuation fund or paid in lieu of a superannuation benefit; and
- not count towards the recipient's Reasonable Benefit Limit.

51. Any payment in excess of this limit will be an ordinary ETP and split up into the pre-July 1983 and post-June 1983 (untaxed element) components. This ETP can be rolled-over.

52. It should be noted that the amount of an approved early retirement scheme payment that is over the tax-free amount may be subject to the provisions of the superannuation surcharge legislation, whether it is taken in cash or rolled-over.

## **Detailed contents list**

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**Commissioner of Taxation**21 January 2004

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*Previous draft:*

Not previously issued as a draft

- ITAA 1936 27E(1)(a)

- ITAA 1936 27E(1)(b)

- ITAA 1936 27E(1)(c)

*Related Rulings/Determinations:*CR 2001/1; TR 92/1; TR 92/20;  
TR 97/16; TR 94/12; TD 2003/21

- ITAA 1936 27E(1)(a)(i)

- ITAA 1936 27E(1)(a)(ii)

- ITAA 1936 27E(1)(a)(iii)

- ITAA 1936 27E(1)(a)(iv)

- ITAA 1936 27E(1)(a)(v)

*Subject references:*- approved early retirement scheme  
payments

- ITAA 1936 27E(1)(b)(i)

- ITAA 1936 27E(1)(b)(ii)

- ITAA 1936 27E(1)(b)(iii)

- eligible termination payments

- ITAA 1936 27E(1)(b)(iv)

- eligible termination payments

- ITAA 1936 27E(1)(b)(v)

components

- ITAA 1936 27E(1)(b)(vi)

*Legislative references:*

- ITAA 1936 27A(1)

- ITAA 1936 27E(4)

- ITAA 1936 27E(5)

- ITAA 1936 27A(19)

- TAA 1953 Pt IVAAA

- ITAA 1936 27A(20)

- Copyright Act 1968

- ITAA 1936 27CB

- ITAA 1936 27E

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**ATO References**

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