

CR 2005/80 - Income tax: Approved Early Retirement Scheme: Effem Foods Pty Ltd

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Class Ruling

Income tax: Approved Early Retirement Scheme: Effem Foods Pty Ltd

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Preamble

*The number, subject heading, **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 IVA 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

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. 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 27A, 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 permanent employees of Effem Foods Pty Ltd 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:

- 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
- this Ruling may be withdrawn or modified.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

10. This Ruling applies from 1 October 2005 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

11. This Ruling is withdrawn and ceases to have effect after 31 March 2006. 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

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 a representative of Effem Foods Pty Ltd (Effem Foods); and
- records of telephone conversations with a representative from Effem Foods.

13. Effem Foods is seeking approval for an early retirement scheme (AERS).

14. Effem Foods Ballarat Snackfood, is embarking on a restructure of its production operations.

15. Effem Foods Ballarat operations is in the midst of rapid cultural and operational change. The Ballarat Snackfood site has for a long time been recognised as the main regional supplier for the Asian markets. Many of these markets have now matured to the point where investment in sites and capacities in the region is warranted. There has been a heavy degree of investment in recent years into China and, in particular, over the last 12 months the Chinese production facility has installed a line to produce chocolate coated bars. The production output from the Chinese facility is now being sent to various Asian markets and, due to proximity and logistical benefits, has replaced a majority of the Ballarat export volumes of similar products.

16. The Ballarat Snackfood site faces a fairly saturated and mature chocolate bar market with low growth rates. In line with business productivity initiatives, the number of domestic brands and varieties of chocolate bars has reduced, as the company moves back to focussing on building core brands moving away from peripheral variants and pack sizes. The chocolate bar line production area and supporting areas will change from a 7 day per week 4-shift operation to a 5 day per week 3-shift operation.

17. All non-management employees at the site will be expected to undertake further training in order to broaden their skill base and responsibilities going forward. This will include retraining to operate additional machinery and new technologies, processes and systems of work on the site.

18. The employer would like to ensure the retraining costs incurred by the business are efficiently directed to recent additions and/or younger members of the workforce.

19. The employer also recognises that for a proportion of long term employees who may be nearing the cessation of their working life, the above changes, with the requirements of new skill acquisition and increased productivity, may present a considerable challenge. Therefore, the employer wants to support these individuals by protecting them from considerable change and disruption that is acknowledged the shift changes will bring, and provide them with an option of choosing whether to participate in the new cultural environment moving forward.

20. The employer will offer early retirement to all permanent Ballarat Snackfood non-management plant-based production and related maintenance employees aged at least 50 by the end of the 2005 calendar year, who have completed more than 5 years service.

21. Employees who accept the offer will generally terminate employment no more than 12 weeks after accepting the offer under the scheme. However, if a greater than expected number of employees accept the offer the employer may stagger the retirement date of some employees. All employees who accept the offer will terminate employment and receive the payment by no later than 31 March 2006.

22. The payment under the scheme is an amount equivalent to 9 months of the employee's gross pay (inclusive of all shift loadings, penalties and allowances).

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 (for example 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

30. The early retirement scheme offered by Effem Foods Pty Ltd 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

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)).

These three conditions are discussed below.

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 early retirement will be offered is set out in paragraph 20.

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 15 to 17 describe the nature of the rationalisation or re-organisation at Effem Foods operations. The proposed scheme meets the requirements set out in subparagraphs 27E(1)(b)(iv) 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 1 October 2005 to 31 March 2006. 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 (for example 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 2006, the tax-free amount is limited to \$6,491 plus \$3,246 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 83 and post-June 83 (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

53. Below is a detailed contents list for this Class Ruling:

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Commissioner of Taxation

5 October 2005

<i>Previous draft:</i>	- ITAA 1936 27CB
Not previously issued as a draft	- ITAA 1936 27E
	- ITAA 1936 27E(1)(a)
<i>Related Rulings/Determinations:</i>	- ITAA 1936 27E(1)(a)(i)
CR 2001/1; TR 92/1; TR 92/20;	- ITAA 1936 27E(1)(a)(ii)
TR 94/12; TR 97/16; TD 2005/21	- ITAA 1936 27E(1)(a)(iii)
	- ITAA 1936 27E(1)(a)(iv)
<i>Subject references:</i>	- ITAA 1936 27E(1)(a)(v)
- approved early retirement scheme payments	- ITAA 1936 27E(1)(b)
- eligible termination payments	- ITAA 1936 27E(1)(b)(i)
- eligible termination payments components	- ITAA 1936 27E(1)(b)(ii)
	- ITAA 1936 27E(1)(b)(iii)
	- ITAA 1936 27E(1)(b)(iv)
	- ITAA 1936 27E(1)(b)(v)
	- ITAA 1936 27E(1)(c)
<i>Legislative references:</i>	- ITAA 1936 27E(4)
- TAA 1953 Pt IVA	- ITAA 1936 27E(5)
- ITAA 1936 27A	- Copyright Act 1968
- ITAA 1936 27A(1)	
- ITAA 1936 27A(19)	

ATO references

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