



Frequently asked questions

Q. Is salary sacrificing for food at work compliant with current tax legislation?

Yes, so long as:

- The food is purchased on and delivered to company premises to employees of the company
- Employees consume the food on company premises during their normal business hours
- The food is considered to be a light meal or snack and does not include alcohol

Q. Does the company or the employee have to pay FBT?

No, meals consumed through the EzyBite Program are not subject to FBT.

Q. How much money can employees save by using EzyBite?

Employees will save their marginal tax rate, plus the 1.5% Medicare levy, which over a year, adds up considerably. The chart below shows how much employees can save each year, depending on how much they normally spend on lunch and what their tax rates are. Generally, employees are saving from \$550 to \$1,000 per year, but it could easily be more depending on individual employee habits.

Annual Savings achieved by employees using the EzyBite Program:

Spend on meals at work	31.5% Tax Rate	41.5% Tax Rate	46.5% Tax Rate
\$20 per week	\$302	\$398	\$446
\$30 per week	\$453	\$597	\$669
\$40 per week	\$604	\$796	\$892
\$50 per week	\$756	\$996	\$1,116

Q. Does EzyBite cover national locations and multiple sites?

Yes, and of course this is particularly important to maintain fairness and equity across all employee benefits within a company.

Accor Services has offices all over Australia and can easily accommodate companies in multiple locations with different needs. For example, it could set up a Smartcard solution at a site that has an existing in-house staff cafeteria and also set up its online solution for satellite sites that are not large enough to have an in-house facility

In addition, it's all one single administration process, regardless of the number of sites and alternative EzyBite solutions offered.

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Q. Does a company need to have an in-house cafeteria to use the EzyBite program?

No, EzyBite offers an online ordering solution where employees' favourite local cafés and restaurants are linked to their company. EzyBite will source the food providers for the company and place their menus on the EzyBite website for employees to order from.

Q. Can more than one food provider deliver into a workplace?

Yes, in fact that's one of things that employees demand. No one wants to eat food from the same café or restaurant every day, so EzyBite makes sure that it affiliates a number of different types of food providers to each location. Generally, it aims to provide a range of great sandwiches, a salad specialist, a sushi bar and one or more Asian food providers, depending upon staff preferences and the local area. EzyBite also has specialist "healthy" food providers who create menus that are low calorie, low carb., dairy and gluten free, to meet the needs of staff who are trying to lose weight, or just want to eat healthy food at work to feel great.

Q. Can EzyBite deliver healthy food into the workplace?

Yes, it will help find healthy food providers to deliver into the workplace. Also, employees will feel better because they are less likely to skip meals at work, or buy a fast food option if they are too busy to take a break for lunch.

Q. How many different food providers can deliver into a workplace?

It depends on demand, the more employees in a company who use EzyBite, the more choice it can give. It also depends on where the company is located. For example, if a company is in an area that is already well serviced by EzyBite food providers, then it won't be difficult to offer a wider range of food providers, even if it's for a smaller employer.

Q. Does EzyBite own any of the food providers?

No, EzyBite is not a catering company and does not make the food. EzyBite will affiliate favourite local cafés and restaurants and gain agreement from them to participate in the program and deliver to a workplace. EzyBite has an established network of food providers who might be suitable to deliver into some new companies, depending upon location and staff preferences.

Q. Can EzyBite work at an existing in-house cafeteria?

Yes, it's simple. Employees are issued with a Smartcard which stores credit to use at the cafeteria. EzyBite will also provide the cafeteria operator with a hand held terminal to process transactions.

Q. Does it matter which company runs the cafeteria?

No, EzyBite can work with any food provider a company chooses. Also, if a company changes cafeteria operators, then EzyBite simply issues a new terminal to the new provider. There is no need to purchase new point of sale equipment or make any changes to staff salary sacrifice processes.

Q. How can my Company run the EzyBite Program as revenue positive?

The amount employees collectively choose to salary sacrifice to the EzyBite Program can reduce expenses associated with payroll tax and worker's compensation. In addition, input tax credits can be claimed for meals consumed through the program.



Q. How much administration is involved to set up and maintain the EzyBite Program for my Payroll Department?

The EzyBite program is simple to administer. EzyBite recommends that employees allocate a fixed amount to the program per payroll, which cuts down on maintenance work from payroll staff each pay cycle. Some companies might choose to allow changes in deduction amounts once or twice a year. EzyBite helps set up the first run, and then it's simply a matter of notifying EzyBite of the amounts deducted (via an excel file) each pay period. New members and cancellations are simply added and deleted as they come and go.

Q. Is there a monthly reconciliation that needs to take place?

No. All deductions are made 'pre-consumption' to be fully tax compliant, so there is no need to make time consuming end of month individual reconciliations. This again cuts down on the workload for Payroll staff.

It makes no difference if a company runs its payroll internally or outsources to a third party, EzyBite can work with any third party service provider.

Q. What happens to unspent funds after each pay period.

Funds simply rollover into the next period. This means there is no time-consuming monthly reconciliation for Payroll to deal with. Should an employee leave the EzyBite program, or the company, credit is reimbursed to the company, and then to the employee via the final pay with appropriate taxes deducted.

Q. What is the minimum number of employees at a company that EzyBite would service?

It depends. For example, a small business employer (less than 100 staff), could still be accommodated if the company is located in an area that is already well serviced by EzyBite food providers. At the other end of the scale, Accor Services has offices in all major cities and regional centres around Australia and is able to set up EzyBite just about anywhere.

Q. How could I find out more about implementing EzyBite at my company?

Every company has a unique environment, such as size, location, demographics, access to onsite facilities, favorite cafés and restaurants etc. Contact EzyBite on 1300 773 860 or email customerservice@ezybite.com.au to discuss a solution that would work for your company.

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