

## OPERATIONAL INSTRUCTION

**Enquiries to:** Lisa Karabin  
9222 2125

**Number:** OP 1173/99  
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**Supersedes:**

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**Subject: AMENDMENT TO OPERATIONAL INSTRUCTION OP 1172/99 -  
REVISED SALARY PACKAGING PROVISIONS**

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Further to the Operational Instruction OP 1172/99 (09/02/1999), please note a typographical error was made in the section titled 'Indemnity Provisions'. Where the word 'employee' appears on line four of the first paragraph, it should be deleted and the word 'employer' should be inserted in its place.

The section should read as follows:

### INDEMNITY PROVISIONS

The Government's 'Guidelines for Salary Packaging in the Public Sector' requires administration of salary packaging to be 'cost neutral' to the employer. 'Cost Neutral' meaning salary packaging shall not incur any additional charges or costs for the employer. To ensure this, salary packaging provisions in agreements should specifically indemnify employers against additional tax and/or penalties arising from amendments to taxation law or other unforeseen developments.

If not already in place, health services are required:

- at the next annual review, to insert specific indemnity provisions into salary packaging agreements signed by the employer and individual employees; and,
- to include the indemnity clause upon renewal of existing agreements (Workplace and Industrial) and for new agreements.

If you have any enquires concerning the abovementioned issues please contact Lisa Karabin on 9222 2125 or E-mail: [lisa.karabin@health.wa.gov.au](mailto:lisa.karabin@health.wa.gov.au).

Eric Dillon  
**ACTING GENERAL MANAGER**  
**HEALTH WORKFORCE REFORM DIVISION**