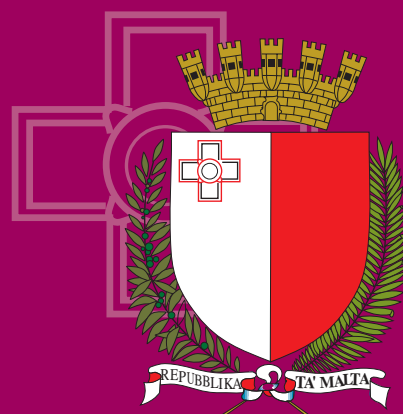
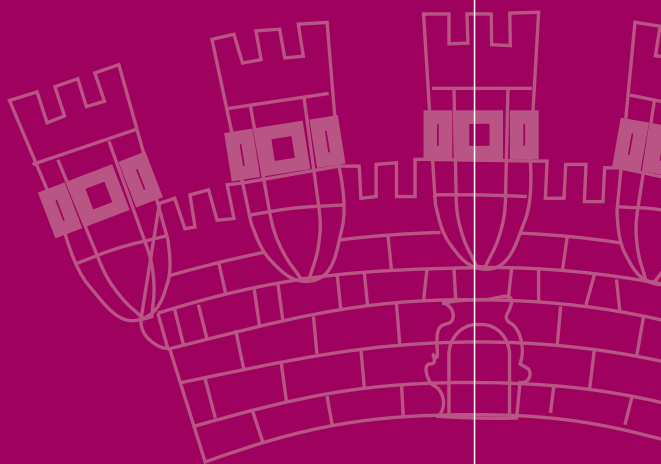


INLAND REVENUE - MALTA



FRINGE BENEFITS

A Tax Guide for the valuation of 'payments in kind'

This booklet explains the tax law relating to fringe benefits,
their valuation and related obligations

JANUARY 2001

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January 2001 - Inland Revenue Department - Malta

Income Tax on Fringe Benefits

As from the 1st of January 2001 income tax on fringe benefits will be collected under the Final Settlement System.

This Tax Guide explains the law relating to payments in kind, better known as fringe benefits. It contains detailed information about how employers and other providers of fringe benefits are to value the benefits paid to employees, associated persons or office holders. This booklet will be supplemented by other updates as necessary.

These valuations will translate to income upon which normal FSS deductions will be applied. In this way the Department has taken steps to make the administration of income tax on fringe benefits an integral part of the Final Settlement System and to keep administrative complexity to a minimum.

This guide also contains a simplified table to calculate the fringe benefit value of cars, as well as the changes required to the Department's forms and electronic lodgement formats to incorporate details of fringe benefits paid.

Queries regarding the taxation of fringe benefits should be directed to the FSS Division at the Department of Inland Revenue.



A. Chetcuti
Commissioner of Inland Revenue
January 2001

FURTHER INFORMATION

This guide, together with other information relating to Income Tax (including the price list which is to be used to determine the car value) can be found on the IRD's web site at:

<http://www.magnet.mt/economy/ird>

You can also download from the same site a spreadsheet that calculates FSS deductions, incorporating fringe benefits. The spreadsheet may also be obtained on floppy disk on request from the FSS Division (Block 3 - Floriana).

HOW TO CONTACT US

Enquiry	Section	Telephone Number
General enquiries	IRD Helpdesk (Block 8)	0800 772297, 22962575
FSS & Payroll enquiries	FSS Division (Block 3)	22962351, 22962311

Table of Contents

Chapter 1	Background	7
Chapter 2	Collection of Income Tax on Fringe Benefits	11
Chapter 3	Categories of Fringe Benefits	14
Chapter 4	Valuation of Category 1 Fringe Benefits	15
Chapter 5	Valuation of Category 2 Fringe Benefits	21
Chapter 6	Valuation of Category 3 Fringe Benefits	25
Chapter 7	Exemptions	29
Appendix A	Forms	32
Appendix B	Electronic Lodgement File Format	38
Appendix C	Car Fringe Benefit Calculator	40
		5
income tax on FRINGE BENEFITS		

Chapter 1 - Background

WHAT IS A FRINGE BENEFIT?

“Fringe Benefit” means any benefit provided or deemed to be provided by reason of an employment or office. The basis for the taxation of fringe benefits is article 4(1)(b) of the Income Tax Act, which applies to all gains or profits derived from an employment or office, regardless of whether they are received in cash or in kind and whether they are received in terms of the normal conditions of the contract of service or by way of a special or ex gratia allowance. Similarly, when a payment or other benefit represents a reward for services rendered by a person it is taxable not only when it is provided directly from the employer to the employee but also when it is provided indirectly, that is either by third parties or to third parties.

Although fringe benefits have the nature of normal income they have certain characteristics which warrant special regulation that seeks to:

- ensure that no doubts are raised as to the taxation of fringe benefits,
- establish in which circumstances and to what extent are benefits to be treated as fringe benefits,
- determine their value, and
- provide for the manner in which the Final Settlement System is to apply to fringe benefits.

Once fringe benefits are taxable in the same way as normal salaries and wages, an employer who incurs a cost in providing fringe benefits may claim that cost as a deduction from his income **to the same extent** as he would qualify for a deduction in terms of the normal provisions of the Income Tax Acts had he paid, instead, normal wages.

TO WHOM DO THE RULES APPLY?

This guide refers to fringe benefits provided to employees and persons holding, or deemed to hold, an office. This fact however is not to be taken to mean that the law discriminates against employees and directors. Payments in kind for services rendered by a self-employed person are equally taxable but the manner in which they are to be valued and accounted for is not regulated by these guidelines.

The provision of benefits by an employer to an employee applies equally to the provision of benefits:

- by a company or a partnership to an officer (including persons in a controlling position of a company and partners in a company), or
- by a company to an employee or officer of an associated company, or
- by third parties as a reward for services rendered in an employment or office, or
- to a member of the family or of the household of the employee or officer.

References in these guidelines to employer and employee are to be construed accordingly, saving the context in which the reference is made.

Employees

Employees are persons who perform services under a contract of employment, whether that contract is express or implied, and whether on a full or part-time basis. These guidelines also apply to fringe benefits provided to a person who has ceased to remain an employee by reason of his/her past employment.

Office

The term office is given a very wide meaning. It applies to:

- directors of a company
- persons who perform functions similar to those of company directors, even though they may be called by another name
- persons on whose instructions the directors of a company are accustomed to act
- persons who are in a controlling position of a company
- partners of a civil or commercial partnership (other than a commercial partnership that is covered by the definition of “company”)
- persons (other than persons mentioned above) who hold an office.

Controlling position

A person is in a controlling position of a company if he is a shareholder holding more than 5% of the voting rights or of the ordinary shares of that company.

Persons who have ceased to be in employment or to hold an office

When a person who was in employment receives, or continues to receive, a benefit by virtue of his past employment, that benefit is taxable as a fringe benefit. The same principle applies to persons who cease to hold an office.

When a benefit in these circumstances is provided by way of a pension it will be valued in accordance with these guidelines but will be taxed as a pension under article 4(1)(d).

PRESUMPTION OF FRINGE BENEFIT

Benefits provided in the following circumstances are presumed to be provided by virtue of an employment or office:

- benefits provided by employers to their employees
- benefits provided by companies and partnerships to their officers (as defined above)
- benefits provided by an employer to a company owned by an employee

An exception to this presumption applies only when it results that:

- the benefit is purely a personal donation, or
- it is paid in settlement or on account of a debt that is not connected with the employment or office, or
- it falls to be treated as a dividend in terms of the relevant provisions of the Income Tax Act, or
- the benefit consists in drawings made by a partner on account of his share of profits and accounted as such in the records of the partnership.

When it results that a benefit is a reward for services rendered in an employment or office it will be treated as a fringe benefit without the need to apply the above presumptions, and will consequently be taxable even when provided by third parties.

Associated company

A benefit provided by a company (A) to an employee or officer of an associated company (B) is deemed to be provided by virtue of the employment or office as if it were paid by B. Two companies are associated if -

- they form part of a group as defined in the Income Tax Act, or
- more than fifty percent of the voting rights or of the ordinary shares are held directly or indirectly by the same persons.

Members of the family or of the same household

When a benefit is provided to a member of the family or of the household of a person who is in employment or holds an office it is treated as if it were provided to that person. If the provider is the employer of that person, or a company or partnership in which that person holds an office, the presumptions referred to above will apply. An exception to this rule will of course apply if it results that the member of the family or the household received that benefit in his or her own right.

“Members of the family” of a person are that person’s spouse, ascendants and their spouses, children and their spouses, adoptive sons and daughters and their spouses and members of the same household. “Members of the same household” of a person are those persons who ordinarily reside in the same residence - whether related or not to him/her.

Example - Directors and relatives

If a director of a company is given a company car then that car is deemed to be a taxable fringe benefit. If a director’s wife, son, daughter, mother etc uses a company car, the use of that company car is also considered a fringe benefit. However, if the relative enjoying the use of that fringe benefit is not in the employ or an officer of the company then the use of the car by the relative will be deemed to be a fringe benefit provided to the director. The same applies also where the car is not owned by that company but by its parent or another associated company .

OBLIGATION TO DECLARE

Beneficiaries who fail to declare the fringe benefit will be liable to additional tax for omission as contemplated by the Income Tax Acts (minimum 3% per month of the endangered tax until the omission is rectified). Employees who are eligible to file a simple declaration need not declare the fringe benefits as these would have been already included in the FS3 provided by their employer.

Employers who fail to report the fringe benefits properly and in time will be subject to penalties.

REGISTRATION OF EMPLOYERS

Any person who provides fringe benefits to his employees and any company or partnership that provides fringe benefits to its officers, even though it may not have any employees, is considered to be an employer by the Inland Revenue Department. Such persons, companies and partnerships are therefore to register as employers with the Inland Revenue Department and must obtain a PE number to enable the lodgement of FS3, FS5 and FS7 documents as required.

DEFINITION OF REMUNERATION

The word “remuneration” or “emoluments” appearing in this document means any kind of compensation for services rendered. It includes salary, wages, fees, overtime pay, leave pay, bonus, commission, perquisites, tips, benefits in kind, expenses payments and allowances.

PART-TIME EMPLOYMENT

The reduced rate of tax of 15% does not apply to fringe benefits received from a part-time employment.

If an employee qualifies for the 15% tax on part-time emoluments, and he/she is also in receipt of fringe benefits, the value of the benefits (even if these consist of a car cash allowance) do not qualify to be taxed at the 15% part-time rate. In such cases the fringe benefit value shall not be taxed at source and it is to be reported separately from the part-time income on the same FS3 inside the relative fringe benefit boxes. It is also to be pointed out that the value of the fringe benefit in such cases is not considered to constitute part of the Lm3000 maximum ceiling that qualifies for the 15% rate.

SHARED FRINGE BENEFITS

Whenever a fringe benefit is shared between two or more beneficiaries, each beneficiary will be apportioned with his ‘share’ of the fringe benefit which is to be brought to charge and with any tax due thereon withheld by the provider.

CASH ALLOWANCES

All cash allowances paid to employees, with the exception of cash allowances paid in respect of the use of employee-owned cars for business purposes, are fully taxable. **There are no cash allowances that are exempt from income tax.** The tax treatment of cash allowances paid in respect of the use of employee-owned cars for business purposes is described later in this guide.

Chapter 2 - Collection of Income Tax on Fringe Benefits

INTEGRATION WITH FSS

The value of different fringe benefits is determined in accordance with the valuation guidelines in this booklet. These valuations will determine the 'salary value' of the fringe benefits which will be taxed in the same way as ordinary income through the Final Settlement System (FSS).

Employers are responsible for reporting the value of fringe benefits provided by them or by associated companies. The disclosure of fringe benefits provided by third parties (e.g. tips) over which the employer has no control is the sole responsibility of the employee.

DETERMINING THE FSS DEDUCTION

Currently FSS tax deductions are made from cash payments. With the inclusion of fringe benefits the taxable emoluments will include a cash portion and a non-cash portion. FSS deductions will be applied on the total taxable emoluments but deducted from the cash portion. For obvious reasons tax cannot be withheld from payments in kind.

The steps involved are:

- determine the fringe benefit value for the pay period in accordance with these guidelines;
- add the fringe benefit value for that pay period to the salary and wages earned in that pay period;
- calculate the FSS tax deductions by reference to the gross (fringe benefit value plus salary/wages) amount and
- deduct the FSS tax deduction from the cash portion.

50% RULE

There is currently a rule under the FSS provisions that limits the amount of tax that can be deducted from a pay packet to 50% of the total emoluments made in that period. This limitation will now apply to the cash portion of the emoluments, so that the maximum deduction is now 50% of the cash portion of the emoluments for the period.

RECORDS TO BE KEPT BY EMPLOYERS

Employers must keep records that show how the valuation of the fringe benefit/s was determined as the Commissioner of Inland Revenue may request to view such records on demand. To assist employers the Inland Revenue Department has drawn up a template that shows the information that must be retained by employers. This template is for demonstrative purposes only and the format given need not be strictly adhered to as long as all the information shown on the template is retained and made available to the Department on request. Employees may request to be supplied with the information contained therein. **(Refer to Appendix A - Form FB1 - Personal History Sheet on Each Individual).**

Fringe benefits can be:

Continuing as in the case of a company car, a boat, a residence, a chauffeur, a loan etc.

One-offs as in the case of transfer of assets, airline tickets, discounts, utility bills etc.

Employers must make this distinction to ensure they retain adequate records to substantiate the tax treatment of fringe benefits. For example, the value of a car or a boat will not vary through the year unless they are changed during the year. It is therefore expected that records will be retained to show how a continuing fringe benefit was initially determined and valuation criteria applied and how one-off fringe benefits were determined and valued, including the source documents used to substantiate the valuations.

CHANGES TO EXISTING REPORTING SYSTEMS

The following changes need to be effected to existing systems:

- The introduction of the three categories of fringe benefits against employee records.
- Changes to the calculation of FSS to extend the 'taxable emoluments' amount and limit the effect of the 50% rule to the 'cash portion of emoluments'.
- Changes to the FS3, FS5 & FS7 to report the values of fringe benefits. Examples of the changed forms are shown in Appendix A.
- Changes to the electronic lodgement layout to include the categorised value of fringe benefits.
- Changes to the payslip to print the value of fringe benefits.

Employers are obliged to identify the value of fringe benefits into separate categories on the FS3 and to identify the gross (less any non-taxable part of car cash allowances) value of fringe benefits on the FS5 and the FS7. The categorised value of fringe benefits is the value of fringe benefits paid under Categories 1, 2 and 3.

Employers are also obliged to show on the employee pay slip the gross value of the fringe benefits taken into account in calculating the FSS deduction. There is no obligation to separately identify the value of the fringe benefits by category on the pay slip. The table below summarises these reporting requirements.

Form	'Cash' earnings excluding fringe benefits	Fringe Benefits Including car cash allowances		FSS Deductions on Salary + Fringe Benefits
		Gross	Categorised	
Employee Payslip	✓	✓	✗	✓
FS3	✓	✗	✓	✓
FS5	✓	✓	✗	✓
FS7	✓	✓	✗	✓

The actual tax on the value of fringe benefits need not be identified and therefore is not reported separately.

As with all tax matters, all fringe benefits calculations and tax paid are to be supported by comprehensive records and fiscal receipts/tax invoices which may be inspected by the Department periodically.

RECORDS TO BE KEPT FOR COMPANY CARS

Employers need to keep specific records of all owned, hired or leased cars irrespective of whether they are used to provide fringe benefits to their employees. A list of all such cars must be kept and is to be submitted to the Commissioner of Inland Revenue when so requested.

The records must show the following information:

- description of each vehicle: registration number, make and model,
- year of first registration in Malta,
- in the case of second hand cars brought from overseas the year of first registration outside Malta,
- car value when new inclusive of all taxes and licences and to which must be added back any discounts obtained. This must be supported by relative invoices/documents. In the case of second hand cars brought from overseas, the value when new will be determined according to the Price Lists issued by the Commissioner of Inland Revenue,
- name of beneficiary, indicating also whether he is a salesman or support person,
- address and description of place where vehicle is garaged (if car is garaged/kept overnight by employer), and
- whether owned by the employer or leased or hired.

REQUEST FOR FURTHER INFORMATION

The Commissioner may request from an employer or company a full list of all vehicles and other assets, movable and immovable, used by the employer/company whether owned directly by the employer/company or leased or hired, irrespective of whether the same vehicles and other assets are being used for fringe benefit purposes.

ELECTRONIC LODGEMENT

Changes necessary to electronic lodgement formats of FSS data are shown at Appendix B.

Chapter 3 - Categories of Fringe Benefits

Fringe Benefits are classified under three categories:

- Car Benefits
- Use of Assets, including accommodation
- Other Benefits

Employers must account and report on the value of the fringe benefits under each of these headings. However, there is no requirement to account for the tax on such fringe benefits under the separate headings because such tax cannot be segregated and separately identified. The three categories of fringe benefits are:

1 Car benefits

These include:

- the use of cars owned, leased or hired by employers, or by companies or partnerships, and made available to their employees or officers for their private use; and
- cash allowances paid to employees or officers in respect of the use of their own cars.

2 Use of Assets including Accommodation

This refers to the use of assets owned or leased by employers, or by companies or partnerships, and made available to their employees or officers for their private use. This **excludes** the use of cars which fall under Category 1, but includes the private use of residences, boats, aeroplanes, furniture, machinery etc.

3 Other Benefits

These are any other benefits provided to employees that do not fall in the two categories above. Such benefits would include, amongst others, transfers of assets at subsidised prices, low interest rate loans, reimbursement of bills (utilities, school fees etc), and the provision of free or discounted goods and services like travel, entertainment, insurance, meals, domestic services, professional advice, provision of transport etc.

Chapter 4 - Valuation of Category 1 Fringe Benefits

Category 1 - Car Benefit

Benefits related to the use of motor vehicles can be of three types:

- use of cars;
- use of vans; and
- Car Cash allowances.

The fringe benefit arises if there is normally an element of personal use. A personal use element is presumed:

- where a car is placed at the disposal of one particular person, or
- where it is available for use outside normal hours of duty, or
- where it is not kept on the premises of the employer (or company or partnership) overnight and during weekends, or
- whenever it is used regularly for private purposes.

A car is any mechanically propelled road vehicle unless it is:

- a vehicle whose construction is primarily suited for the conveyance of goods or burden of any description, for example a lorry or pick-up truck (note: estate cars, pick-up cars/vans and 'off-road' recreational vehicles are considered as cars falling under these rules and their use may constitute a fringe benefit);
- a vehicle of a type not commonly used as a private vehicle and unsuitable to be so used;
- motorcycles; and
- invalid carriages.

Individuals who are employed as *drivers and/or messengers* and who, in the performance of their duties are required to use cars owned, leased or hired by their employer but are not permitted to use the vehicle outside working hours are not considered to be enjoying a fringe benefit even though they may park the car near their private residence.

This provision does not apply to any other employee who is not employed as a *driver and/or messenger* and who is not required to use cars owned or leased by the employer in the normal performance of his/her duties.

Penalties will apply in cases where the private use element of cars is not properly certified.

For the purposes of calculating the value of the fringe benefit, the same criteria will apply for all cars whether 'owned' or 'leased' or 'hired' by the employer.

ANNUAL VALUE OF FRINGE BENEFIT

The value of a car benefit depends on

- the car value
- the car use value;
- the maintenance value;
- the fuel value; and
- the private use value.

THE CAR VALUE

The car value is:

- In the case of 'owned' cars, the actual cost as per invoice (including value added tax, customs duty, registration tax, plus any other taxes and delivery charges). Whenever discounts of a personal nature are obtained, except for discounts available to the general public such as 'trade fair discounts' or other 'special offer discounts', the value of such discounts **must be added back** to the amount shown on the purchase invoice. To this must also be added the actual cost of providing any optional accessories fitted to the car, whether prior or subsequent to delivery. The value of any optional accessories must also include all taxes, fitting and delivery charges.
- In the case of leased cars, second hand cars and company-owned cars purchased prior to 1st January 2001 for which the actual value cannot be readily determined, the value is determined according to the price list issued by the Commissioner of Inland Revenue.

An increase in the car value through the addition of extra accessories will give rise to a new 'car use value' and will subsequently effect the calculation of the relative fringe benefit. In such cases the new car fringe benefit value will be effective as from the date that the extra accessories were fitted.

THE CAR USE VALUE

The value of the use of a car is 17% of the car value. For cars which are older than 6 years since the year of manufacture the car use value is 10%.

THE MAINTENANCE VALUE

This represents the value of insurance, servicing, road and driving licence etc. It is a percentage of the car value:

- if the car value is less than or equal to Lm12,000 it is 3% of the car value;
- if the car value is more than Lm12,000 it is 5% of the car value.

THE FUEL VALUE

This represents the value of fuel where it is paid by the employer. It is a percentage of the car value:

- if the car value is less than or equal to Lm12,000 it is 3% of the car value;
- if the car value is more than Lm12,000 it is 5% of the car value.

The 'fuel value' is only taken into account when the employer pays for fuel.

THE PRIVATE USE VALUE

This is a pre-determined share of the total of the car use value, maintenance value and fuel value and represents the value of the private use of the car. This share is determined as being a percentage according to the value of the car when new as shown below.

Car Value (Lm)		Private Use Value	
From	To		
0	7,000	30%	<i>Of the total of: [1] the car use value, [2] the maintenance value, and [3] the fuel value</i>
7,001	9,000	40%	
9,001	14,000	50%	
14,001	20,000	55%	
OVER 20,000		60%	

REDUCTION IN THE PRIVATE USE VALUE (for point-to-point service only)

The private use value is reduced from 30% to 20% when:

- the car value is Lm7,000 or less; and
- the car is solely or mainly used for point-to-point service. A point-to-point service is presumed to exist when the relevant car is heavily used for business purposes such as in the case when an employee is required to deliver goods or services or provide transport to clients and other employees.

When such circumstances exist, the employer is required to apply to the Commissioner of Inland Revenue, on the appropriate form available from the Inland Revenue Department, to reduce the private use value to 20%.

EXAMPLE 1

CAR PURCHASED IN 1998 - CAR VALUE LM 7,000 - FUEL PAID BY EMPLOYER.

Step 1 Calculate CAR USE VALUE

$$\begin{aligned} & 17\% \text{ of car value} \\ & = 17\% \times 7,000 \\ & = 1,190 \end{aligned}$$

Step 2 Add MAINTENANCE VALUE

$$\begin{aligned} & 3\% \text{ of car value} \\ & = 3\% \times 7,000 \\ & = 210 \end{aligned}$$

Step 3 Add FUEL VALUE

$$\begin{aligned} & 3\% \text{ of car value} \\ & = 3\% \times 7,000 \\ & = 210 \end{aligned}$$

Step 4 Calculate PRIVATE USE VALUE

$$\begin{aligned} & \text{Determine \% from table, in this case 30\%} \\ & = 30\% \times (1,190 + 210 + 210) \\ & = 483 \end{aligned}$$

In this example the employee's salary is 'inflated' by Lm483 (i.e. Lm40.25 per month) before making FSS deductions.

EXAMPLE 2

CAR PURCHASED IN 2000 - CAR VALUE LM 13,000 - FUEL PAID BY EMPLOYER.

Step 1 Calculate CAR USE VALUE

$$\begin{aligned} & 17\% \text{ of car value} \\ & = 17\% \times 13,000 \\ & = 2,210 \end{aligned}$$

Step 2 Add MAINTENANCE VALUE

$$\begin{aligned} & 5\% \text{ of car value (car exceeds Lm 12,000)} \\ & = 5\% \times 13,000 \\ & = 650 \end{aligned}$$

Step 3 Add FUEL VALUE

$$\begin{aligned} & 5\% \text{ of car value (car exceeds Lm 12,000)} \\ & = 5\% \times 13,000 \\ & = 650 \end{aligned}$$

Step 4 Calculate PRIVATE USE VALUE

$$\begin{aligned} & \text{Determine \% from table, in this case 50\%} \\ & = 50\% \times (2,210 + 650 + 650) \\ & = 1,755 \end{aligned}$$

In this example the employee's salary is 'inflated' by Lm1,755 (i.e. Lm146.25 per month) before making FSS deductions.

EXAMPLE 3

CAR PURCHASED IN 1993 - CAR VALUE LM 8,000 - FUEL PAID BY EMPLOYER.

Step 1 Calculate CAR USE VALUE

$$\begin{aligned} & 10\% \text{ of car value SINCE Car is older than 6 years} \\ & = 10\% \times 8,000 \\ & = 800 \end{aligned}$$

Step 2 Add MAINTENANCE VALUE

$$\begin{aligned} & 3\% \text{ of car value} \\ & = 3\% \times 8,000 \\ & = 240 \end{aligned}$$

Step 3 Add FUEL VALUE

$$\begin{aligned} & 3\% \text{ of car value} \\ & = 3\% \times 8,000 \\ & = 240 \end{aligned}$$

Step 4 Calculate PRIVATE USE VALUE

$$\begin{aligned} & \text{Determine \% from table, in this case 40\%} \\ & = 40\% \times (800 + 240 + 240) \\ & = 512 \end{aligned}$$

In this example the employee's salary is 'inflated' by Lm512 (i.e. Lm42.66 per month) before making FSS deductions.

PART YEAR

When a car fringe benefit is availed of for part of a year (e.g. an employee who takes up or who terminates his employment during the year) the yearly value of the fringe benefit will be reduced accordingly. The monthly value of the fringe benefit is to be taken at 1/12th of the annual value. The value for part of a month is the annual value multiplied by the number of days for the month in question divided by 365.

REPLACEMENT CAR

If a car is replaced during the year with a different model, except when the replacement is a temporary measure (e.g. when replacing a car which is being repaired), the original valuation will be deemed as having been expended and a new valuation will have to be made based on the value of the new car. The new valuation will commence from the date of use of the new car.

There will be no deduction from the fringe benefit value if the car is not available for use for less than 30 days. If a replacement car is made available, the original valuation will still apply. When the car is not available for a period of 30 days or more a pro rata deduction will be made from the fringe benefit value.

VANS

A taxable benefit arises if a van is made available to an employee by reason of his or her employment and it is available for the employee's private use. A van, for the purpose of this benefit, is a vehicle built primarily to carry goods or other loads (but not people) with a design weight not exceeding 3500 kilograms.

The annual fringe benefit value for vans is being determined as a standard amount of Lm200 annually irrespective of the type, model or year of manufacture/registration of the relevant van.

CAR CASH ALLOWANCES

If cash is paid to an employee by way of a car allowance with respect to **the use by the employee of his own car for business purposes**, the allowance is understood as having a fringe benefit component upon which income tax will be due. The annual fringe benefit value is:

- if the annual cash allowance is Lm1,000 or less it is 50% of the allowance;
- if the annual cash allowance exceeds Lm1,000 it is the cash allowance less Lm500.

Any reimbursement (including that by way of vouchers/credit cards etc) in relation to fuel paid to an employee who is already in receipt of a car cash allowance is added to that allowance and the 50% or Lm500 maximum deduction applies on the total amount.

This deduction of Lm500 or 50% as set out above applies only when:

- the allowance is specified in a collective agreement or in the employee's contract of employment; and
- the employee is not a director or a partner or a person in a controlling position of a company or a partnership;
- the employee uses his own car,
- the employee does not benefit from the use of another car owned by the employer.

When any of the above conditions is not met the full cash allowance is taxable.

Where, in the case of a car fringe benefit, the employer reimburses fuel by way of vouchers/credit cards etc, for the purpose of computing the fringe benefit value the fuel is to be considered as directly paid by the employer and the relative 3% or 5% fuel benefit rate will apply. Where however, a separate Cash Allowance is paid for fuel, the fringe benefit on the car is computed without the fuel benefit rate, and the Cash Allowance is taxed in full without any deduction.

Where the use by an employee of a car that is owned by the employer gives rise to a fringe benefit, and the employee is paying for the car through instalments, then the car would still be considered as owned by the employer until the transfer is effected. Until then, the fringe benefit value would be computed on the full price of the car.

MULTIPLE CAR CASH ALLOWANCES

When a beneficiary is in receipt of multiple car cash allowances either from the same employer or from associated employers or from separate employers, the 50% deduction with a maximum of Lm500 can only be used once, i.e. on one cash allowance only. **It is the responsibility of the employee to inform his/her employer that he is already benefiting from a deduction from a car cash allowance and that no further deductions should be allowed.**

Example

A beneficiary receives two car cash allowances of Lm100 per month.

On the 1st car allowance the taxable value of the fringe benefit will be Lm1,200 less Lm 500 = Lm 700.

On the 2nd car allowance the taxable value of the fringe benefit will be Lm1,200 less Lm0 = Lm 1,200.

In all other cases any cash allowances are fully taxable under normal FSS rules.

REIMBURSEMENTS ON RATE PER KILOMETRE BASIS

Where reimbursements are made to an employee for using his/her own car for official business and such reimbursements are made according to the distance travelled in the car (e.g. where expenses are reimbursed on the basis of an agreed number of cents per km travelled) these reimbursements do not constitute a fringe benefit provided:

- the rate of payment for each km travelled does not exceed 15 Maltese cents per kilometre,
- payments only cover the business use element,
- all reimbursable travel is to be recorded in a logbook readily available at any time for eventual verification by Inland Revenue, and
- the log book is retained by the employer for at least 6 years.

When any of these conditions is not met, the full reimbursement value will be considered as a car cash allowance and will be subject to the same valuation criteria (See Car Cash Allowances on page 19).

Chapter 5 - Valuation of Category 2 Fringe Benefits

Category 2 - Use of Assets, Accommodation and Related Costs

Category 2 fringe benefits relate to the provision to an employee of assets that are owned, leased or hired by the employer, company or partnership, including living quarters, furniture, boats, aeroplanes, machinery etc. Any cost directly connected to such provision is deemed to form part of the relevant fringe benefit.

The provision of computers, other related equipment and internet connection services are specifically excluded from constituting a fringe benefit.

VALUATION

The annual value of a Category 2 fringe benefit is determined as follows:

- In the case of immovable property owned by the person providing the benefit, the fringe benefit value is 5% of the higher of the market value or the original cost. The 5% applies not only to accommodation but also to other immovable property such as garages, offices, stores, fields, boathouses etc.
- Where the owner leases property to the employee or director a fringe benefit will also arise if the rent agreed upon **is less** than 5% of the market value or the original cost of the relevant property whichever is the higher. The fringe benefit value will then be the resulting amount less the agreed rent. As in other cases, records must be kept by the employer regarding any payments/reimbursements made by the employee.
- In the case of property/accommodation rented from **an unrelated third party** the value of the fringe benefit is the actual rent paid by the employer.
- For benefits falling under this category arising out of the use of assets **other than immovable property**, the value of the benefit will be equal to 12% of the higher of the original cost or the market value. After six (6) years of ownership, **the original cost** for valuation purposes will be reduced by 40%.

Special provisions are being made in the case of shareholders (or directors who are also shareholders) where the use of company assets is presumed to arise as a direct result of their 'ownership' rights and not by virtue of employment or office. These provisions will allow either for the outright transfer of the asset in question from the company to the individual shareholder under certain conditions or for the transfer of the asset to a special 'non-trading' subsidiary company where the presumption of a fringe benefit does not arise.

In the case of immovable property the benefit is deemed to be provided on the date of the first occupation by the beneficiary, while in the case of movable assets the benefit is deemed to be provided when it is first made available to the beneficiary. In any case the benefit continues for as long as the asset is available to the beneficiary.

FURTHER COSTS

Costs that increase the value of the property/asset permanently

Any expenditure, met by the employer, that increases the value of the relevant property or asset permanently, such as improvements and additions, will effectively increase both the original cost and the market value. An example would be when an extension is added to an existing building or an existing old building is converted or reconstructed, or when a yacht is equipped with extra berths, engines or other accessories. In such cases, a new valuation of the relevant property/asset must be made and the value of the fringe benefit re-calculated accordingly.

Ordinary costs incurred in the normal maintenance or use of the property/asset

Any expenditure, met by the employer, connected with the normal use of the asset but which does not increase the value permanently (e.g. water, electricity, domestic services, redecoration, repairs of any kind, professional fees, insurance etc.) also constitutes a fringe benefit. Such expenditure is taxed fully in the year it is incurred and the relative cost must be added to the value of the fringe benefit for that year.

INSURANCE COVER OVER PROPERTY USED TO PROVIDE A FRINGE BENEFIT

The cost incurred by an employer or a company with respect to the insurance over property provided by means of a public deed as security for that company's liabilities is not considered to be a further cost when the same property is used to provide a fringe benefit and should therefore not figure in the calculation of the fringe benefit.

DEDUCTIONS

The value of the benefit is reduced by any rent paid by the employee and by any payments made by the employee by way of reimbursement of bills or other expenditure connected with the use of the asset to the extent that the value of such payments were taken into account when calculating the value of the fringe benefit.

MARKET VALUE

The market value is estimated on the basis of the price which the asset might reasonably be expected to fetch in the open market at the time when it is first made available. In the case of immovable property the valuation is made of the free and unencumbered ownership of the property assuming vacant possession. In those cases where an asset was made available before 2001 the market value is that obtaining as at 1 January 2001.

Persons to whom this rule applies are advised to ask for a valuation of the asset by an expert valuer as on the applicable date in order to be able to estimate the value of their fringe benefit. The Commissioner of Inland Revenue may appoint his own experts to obtain an estimate of the market value. When the department's valuation exceeds the value on which the employer has determined the value of the fringe benefit and the difference is more than 15% of the department's valuation, the value of the fringe benefit will be deemed to have been under-declared. When the difference is 15% or less the declared value will be accepted.

THE COST

The original cost of immovable property owned by the employer is the price paid or payable for the acquisition of the ownership of that property, subject to the special rules applicable to property held on emphyteusis.

ACCOMMODATION NOT CONSTITUTING A FRINGE BENEFIT

Accommodation in immovable property does not constitute a fringe benefit if:

- the relevant property is considered an official residence allocated by a public authority or an institution of a public nature in virtue of a public office; or
- the accommodation is allocated temporarily on account of special security measures; or
- the employee is bound in terms of his contract of service to reside in accommodation provided by the employer for the better performance of his duties and it is customary for employers to provide such accommodation in connection with such or similar duties - this rule does not apply to accommodation provided to a director/officer of a company or a partnership

Example A

An employer makes an 'owned' property available to an employee for the tax year 2001.

The property is valued by a certified appraiser at 1st January 2001 who estimates the market value at Lm85,000. In addition, the employer pays bills to the value of Lm1300 whilst the employee reimburses bills paid to the value of Lm500 out of the Lm1300.

Step 1 Calculate annual benefit value 5% of market value = (5% of 85,000) = Lm4,250	Step 2 Add expenditure made by employer = Lm4,250 + (Lm1,300 - Lm 500) = Lm4,250 + Lm 800 = Lm5,050
--	---

In this example the employee's annual salary is 'inflated' by Lm5,050 (i.e. Lm420.83 per month) before making FSS deductions.

Example B

An employer rents a property for Lm600 per month which he puts at the disposal of a director.

In addition, the employer pays bills to the value of Lm2,500.

The director makes no payments in relation to the property.

Step 1 Calculate the yearly rental value = Lm600 X 12 = Lm7,200	Step 2 Add expenditure made by employer = Lm7,200 + Lm2,500 = Lm9,700
---	--

In this example the director's annual salary is 'inflated' by Lm9,700 (i.e. Lm808.33 per month) before making FSS deductions.

Example C

An employer makes available the use of a boat owned by the company to one of its directors and his family. The boat was purchased in 1987 for Lm20,000. In addition the employer also pays the sum of Lm800 towards servicing and upkeep, whilst the director pays Lm300 towards the cost of fuel. The boat is valued on 1 January 2001 by a marine surveyor who determines the market value at Lm8,500.

Step 1 Calculate annual benefit value:
Since the boat has been in the ownership of the employer for more than 6 years, the original cost is reduced by 40% which is equal to
 $Lm20,000 \times 60\% = Lm12,000$
= 12% of greater of 12,000 and 8,500
= 12% of 12,000
= 1,440

Step 2 Add other expenditure made by Employer
= (1,440 from Step 1) + 800
= 2,240

Note that the Lm300 paid by the director for fuel is a private expense directly incurred by him for which he was not reimbursed by the employer and should not figure in the calculation of the fringe benefit. In this example the director's annual salary is 'inflated' by Lm2,240 (i.e. Lm186.66 per month) before making FSS deductions.

GROUND RENTS

When property is held by the employer on emphyteusis the value of the fringe benefit will be established on the same basis as if it were owned by him and the annual fringe benefit value will accordingly be 5% of the market value or the original cost, whichever is the higher. The market value in such a case will be the market value of the full ownership, disregarding the emphyteutical grant.

The cost of property is the premium, if any, paid or payable in accordance with the deed of emphyteusis increased by twenty times the ground rent payable for the year for which the value is being determined. This applies both to perpetual and temporary emphyteuses.

Chapter 6 - Valuation of Category 3 Fringe Benefits

Category 3 - Other benefits

Any other benefit not falling under Category 1 or Category 2 is deemed to fall under this category.

Examples of benefits falling under this category include, amongst others, transfers of assets at subsidised prices, low interest rate loans, reimbursement of bills (utilities, school fees etc), and the provision of free or discounted goods and services like e.g. travel, entertainment, insurance, meals, domestic services, professional advice, provision of transport etc.

VALUATION

The value of a Category 3 fringe benefit which is a provision of a good or a service is determined as follows:

In-house property fringe benefits

In-house property is property which consists of goods or services manufactured, produced or processed or otherwise treated by the employer as part of the employer's business or by an associated company as part of that company's business. In such cases the value of the fringe benefit is determined as being the difference between the normal selling price of such good or service (less any discounts available to the general public) and the price (if any) at which the good or service is actually provided to the employee.

External property fringe benefits

An external property fringe benefit is any property fringe benefit which is not an in-house property fringe benefit. In such cases, the value of the fringe benefit is equal to either the cost to the employer or the market value, whichever is the higher, of the relevant good or service less the price at which the good/service was awarded to the employee.

Transfer of assets

Where the benefit consists in the transfer of the ownership of an asset, both tangible and intangible (which would normally be a one-off transaction) the value of the fringe benefit would be:

- the normal selling price of the asset less the price at which the asset was transferred to the employee in the case of an 'in-house' property, or
- the higher of the original cost to the employer or the market value of the relevant asset less the price at which the asset was transferred to the employee in the case of an 'external' property.

In all cases any associated costs of transfer must be added to the fringe benefit value.

In the case of a transfer of an 'external' movable asset that is more than 6 (six) years old **the cost to the employer** is reduced, for valuation purposes only, to 60% of the original cost.

BENEFICIAL LOAN ARRANGEMENTS

The provision of a loan to an employee constitutes a fringe benefit. For this purpose a “Loan” includes any form of credit, including any kind of advance and any amount shown in the employer’s books or records as owed by an employee or director.

Withdrawals made from a current or loan account with a company are either:

- sums withdrawn by them from the employer as remuneration, or on account of remuneration, in which case FSS deductions should be applied at the time of each withdrawal, (the withdrawal would not be a loan but a normal cash payment of emoluments), or
- amounts which put the account holder in debt to the company, in which case the value of the benefit is chargeable on the beneficiary as a fringe benefit.

Note: Drawings made by partners on account of the share of their profits of a partnership and accounted for as such are not to be treated as a benefit.

FRINGE BENEFIT VALUE OF LOAN

The amount chargeable to tax is the excess, if any, of:

- the interest that would have been payable if the borrower had been required to pay interest on the loan at commercial rates, over
- the amount of interest actually paid by the borrower for the period in question.

At the start of each year the Inland Revenue Department will publish an official loan benchmark rate which will be used throughout the year to determine the fringe benefit value. The Commissioner of Inland Revenue will also have the power to change the rate part way through the year in response to prevailing conditions (e.g. falling interest rates).

For the year starting on the 1st of January 2001 the benchmark rate for loans advanced to employees will be 8.5% per annum.

The benchmark rate for loans advanced by financial institutions to their employees will be 4.5% per annum up to 31 December 2005. Financial institutions are only those institutions that are licensed by the appropriate authorities to lend money to the general public.

SHARE OPTION SCHEMES

Another form of benefit is the right to acquire shares in a company. In terms of typical share option schemes, employees of a company would be given the option to buy or subscribe to shares in the company, or in an associated company, at a given price. The option would be valid for a certain period, and an employee may therefore exercise that option at a time when the value of the shares may have increased.

The grant of an option to acquire shares is not, in itself, a taxable benefit. The company will, however, be treated as providing a taxable fringe benefit if and when the employee exercises the option and acquires shares in the company. The value of the benefit is the excess, if any, of the market value of the shares at the time when the option is exercised over the price paid for those shares by the employee.

The employee may subsequently transfer the shares at a profit. For the purpose of determining the taxable profit in such an event the cost of the shares would not be the price actually paid by the employee but the market value (if higher) established for the purpose of determining the fringe benefit.

Example

In 2001 an individual is granted an option to purchase shares in the company that employs him at Lm1 each in 2006. In 2006 the employee exercises his option by purchasing 1,000 shares at Lm1 each (market value of shares = Lm1.50 each). In 2010 he sells his shares at Lm1.80 each.

According to the regulations the tax treatment of the events involved is as follows:

- on joining the scheme in 2001 (i.e. on being granted the option) the employee suffers no tax - there is no fringe benefit at this point;
- the exercise of the option in 2006 (i.e. when the employee acquires the shares) will constitute a fringe benefit and a taxable event in terms of article 4(1)(b) - the amount of the fringe benefit will be the difference between the market price of the shares and the option price at the time the option is exercised (Lm1,500 - Lm1,000 = Lm500);
- the gain on the disposal of the shares in 2010 will constitute a capital gain chargeable under article 5 of the Income Tax Act - calculated on the difference between the sale price of the shares and the market price of the same shares at the time when the option was exercised (Lm1,800 - Lm1,500 = Lm300), that is, the gain excludes the benefit portion (Lm500) which has been taxed already under article 4(1)(b),

REIMBURSEMENTS

Private Expenses

When private expenses of an employee are borne by an employer the employer would be providing a fringe benefit. An employer may cover such private expenses either by paying directly for them or by reimbursing the cost or part of the cost to the employee.

Private expenses include utility bills such as water and electricity bills, school fees, private tuition, scholarships, meals, entertainment, travel etc. In a limited number of cases the benefit is exempt (see Chapter 7 - Exemptions) but otherwise it is taxable as a fringe benefit. The value of this fringe benefit is the amount actually paid or reimbursed plus any other costs directly incurred by the employer.

Reimbursements of costs incurred by the employee on behalf and in the exclusive interest of the employer are not fringe benefits if they are supported by receipts issued in the employer's name. Whether such costs can be claimed or not as a deduction by the employer depends on the relevant rules of the Income Tax Act on deductions.

Business Travel

The costs of business travel are not a fringe benefit. These include tickets for the journey, accommodation, meals and costs necessary for attending to the business in question. Business travel means travelling for marketing, concluding business transactions, attending business seminars, a temporary posting of an employee outside Malta, and similar purposes. Participation in training courses abroad are exempt subject to the conditions for the exemption on training courses and scholarships referred to below (see Exemptions). When the private element in business travel is minimal and incidental it will be disregarded. But when the private element is substantial, such as when

the employee is accompanied by members of his family or the duration of the stay is out of proportion to the business purpose of the journey, it would not be considered as business travel and the full costs will be treated as a private cost.

DISCOUNTED GOODS AND SERVICES PRODUCED BY THE EMPLOYER

As explained earlier a fringe benefit arises when goods and/or services manufactured, produced or processed or otherwise treated by the employer as part of the employer's business or by an associated company as part of that company's business are made available to the employee at a discounted price or for free. The first Lm300 worth of such benefits in any calendar year is exempted from tax on fringe benefits if:

- the beneficiary is not a director or a person in a controlling position; and
- the employer operates a scheme whereby the employees are entitled to free or discounted goods or services produced or manufactured directly by the employer.

In the case of discounted goods, the value of the fringe benefit is equal to the difference between the selling price of the relevant good or service provided and the actual price paid by the employee to the employer. The selling price means the normal selling price made available to the general public including any discounts that are generally given to the public at large.

When the benefit consists of the provision of airline tickets provided by an employer who is in the airline industry the value of the fringe benefit is the higher of:

- the actual cost incurred by the employer in providing the benefit, and
- 20% of the market value of the relevant economy fare ticket.

FREE OR SUBSIDISED MEALS

The provision of free or subsidised meals is not taxable if the meals are provided in any canteen where meals are provided for the staff generally.

This concession does not apply to free or subsidised meals provided by an employer being a hotel or a catering establishment or a similar establishment for its employees in a restaurant or dining room at a time when meals are being served to the public. The concession will still apply if a part of the restaurant or dining area is designated as being for the use of staff only.

In such cases, where the benefit is taxable, the value of the fringe benefit is the actual cost to the employer.

GIFTS

It has already been stated that pure gifts are not taxable. However, the fact that a particular benefit is termed as "gift" or "ex gratia" is not enough to exempt it from tax. If it is for services rendered the gift remains taxable. It is common practice for employers to give employees gifts at Christmas time. A single gift to each employee of, say, a bottle of whisky or perfume will be deemed to be an exempt benefit provided the value of each was modest. However, if some employees were given a range of gifts of which only some were of modest value, eg expensive art works, food hampers and wine, it would be necessary to look at the package of associated benefits rather than each individual item.

Chapter 7 - Exemptions

Earlier in this guide reference has been made to a number of situations where a benefit will not be taxed, or not taxed fully, as a fringe benefit. In addition to the situations mentioned above the rules will also provide for the following exemptions.

It is to be emphasized that exemptions provided for in these guidelines do not apply whenever the relevant fringe benefit takes the form of a cash allowance. Exemptions apply only when a payment or a reimbursement to an employee is made against actual receipts. Any 'reimbursed' receipts must be kept by the employer for any eventual inspection by the Inland Revenue Department.

HEALTH INSURANCE

Payments or reimbursements made, against actual receipts, for health insurance are excluded from the provisions of these guidelines and are not taxable in the hands of the beneficiary. In the case of directors or those in controlling positions within a company or partnership the exemption applies provided they benefit under the same conditions and within the same parameters, including value, of a scheme that is generally available to all employees.

TELEPHONY

Payments or reimbursements made for fixed or mobile telephones are excluded from the provisions of these guidelines and are not taxable in the hands of the beneficiary.

Payments or reimbursements made to employees in respect of the provision of telephony services are only exempt when made against actual receipts. Any form of cash allowance in respect of telephony services is taxable on the full amount.

COMPUTER EQUIPMENT

The use of computer and related equipment including the provision of internet services provided by an employer is excluded from the provisions of these guidelines and is not taxable in the hands of the beneficiary.

RECREATIONAL OR CHILD MINDING FACILITIES

Recreational or child minding facilities provided on an employer's business premises for the benefit of the employees are exempt. Facilities of this kind provided on business premises of an associated company are similarly exempt.

GOODS CONSUMED ON PREMISES

Goods or services manufactured, produced or processed or otherwise treated by the employer as part of the employer's business and provided to and consumed by employees on a working day on the employer's business premises are exempt. Such would be the case where a brewery provides beer to its employees for consumption during a working day on its premises. Where the employer is a company the exemption is extended to goods provided and consumed on the premises of an associated company.

NEWSPAPERS

Newspapers or periodicals, or subscriptions to newspapers, periodicals and magazines or journals pertaining to the profession or trade relevant to the employee's trade or profession and which are provided to employees for use for business purposes are exempt. This applies also to the provision of similar items by electronic means, such as internet facilities subscribed for by the employer. However, the exemption does not apply where there is no business use or where the business use is merely incidental.

SUBSCRIPTIONS TO PROFESSIONAL BODIES

Subscription fees paid by an employer in respect of an employee's membership in a professional body are exempt subject that such membership is considered necessary for the carrying out of the employee's work.

INSURANCE COVER WITH RESPECT TO DAMAGES

Insurance or indemnity paid by an employer for the purpose of providing cover against personal liability of its officers that arises out of the performance of the employee's functions are exempt.

LONG SERVICE AWARDS

Long service awards granted in recognition of 15 years service or more are exempt provided the taxable value of the award does not exceed a specified maximum value (Lm50 per year of service) and that no similar award has been made to the recipient within the previous 10 years. Any awarded value which is in excess of the above will be taxable in the hands of the beneficiary.

SUGGESTION SCHEME AWARDS

Awards under suggestion schemes available to employees are exempt where the following conditions are satisfied:

- there is a formally constituted scheme under which suggestions are made, and it is open to all employees (or all employees within specified grades) on equal terms;
- the suggestion for which the award is made is outside the scope of the employee's normal duties;
- the award is of a reasonable amount;
- this exemption does not apply to directors and persons in a controlling position.

CHRISTMAS PARTIES

An annual Christmas party or an alternative function of a similar nature, such as an annual dinner dance, which is open to staff generally is not deemed to constitute a taxable fringe benefit.

TRAINING COURSES/SCHOLARSHIPS TO EMPLOYEES

Certain expenses borne on behalf of or reimbursed to employees pursuing a course of further education or training are exempt provided the following conditions are met:

- The training course leads to the acquisition of knowledge or skills which are (a) necessary for the duties of the employment, or (b) directly related to increasing effectiveness in the performance of the employee's present or prospective duties in the employment, but it need not lead to the employee gaining a qualification.
- The relevant expenses are (a) fees for the course, (b) the cost of essential books and course material.
- Where the employee is temporarily away from his normal place of work while attending the course, relevant expenses also include (a) the additional expenses incurred in travelling to and from the course, and (b) reasonable payments for subsistence whilst on the course. If the course is held outside Malta the relevant expenses also include the cost of the journey and accommodation.

Note: The above does not override the exemption on scholarships provided for in article 12(1)(i) of the Income Tax Act as long as the conditions for that exemption are fully met.

Appendix A

Forms

Changes in FS3, FS5 and FS7 documents

The enforcement of Fringe Benefits has brought about some minor changes in the monthly FS5 document and the FSS annual reconciliation documents FS3 and FS7.

A new item (C3) has been introduced in the monthly form FS5 (Gross Emoluments part) to report the total Fringe Benefits of all categories less any non-taxable Car Cash Allowance.

At the end of the year each category of fringe benefits is to be reported separately in the form FS3 in the newly introduced items C5, C6 and C7. In the case of a car cash allowance, this has to be reported in full in box C5, and the allowable deduction against it (if applicable) is to be reported in box C8. The total of boxes C5, C6 and C7 less the amount shown in C8 has to be shown in box C3.

In the FS7 form the amount of box C3 should agree with the total of box C3 in all FS3s submitted.

Introduction of new forms FB1 and FB2

Two new forms are being introduced namely FB1 and FB2.


Form FB1 is a template history sheet for each type of Fringe Benefit paid to a director, a shareholder, employee etc. Employers must retain the information detailed on this form for each individual who receives a fringe benefit (except for a Car Cash Allowance). The use of this form is not mandatory, however, the information shown on the form must be retained by all employers and be readily available to Inland Revenue officials whenever required.

Form FB2 is an application form which an employer has to submit to the Inland Revenue where he requests a reduction of the Personal Use rate to 20% in the case of vehicles heavily used for point-to-point service or delivery.

FS5

CHANGES TO FS5 TO INCORPORATE DETAILS OF FRINGE BENEFITS.

Inland Revenue Department - Malta



FS5

Final Settlement System (FSS) Payer's Monthly Payment Advice

A Payer Information

Business Name					Payer P.E. No.		
Business Address					A1		
House /No.					Payment for Month of		
Street					A2		
Locality					m	m	y
Postcode					y	y	y
Telephone Number							
Fax Number							

B Number of Payees

Number of Payees (FSS Main or FSS Other Tax Deduction Method applies)	B1		
Number of Payees (FSS Part time Tax Deduction Method applies)	B2		

C Gross Emoluments

Gross Emoluments (FSS Main or FSS Other applies)	Lm		c	
Gross Emoluments (FSS Part-time method applies)	C1			
Taxable Fringe Benefits (Total of all Categories less any Non-Taxable Car Allowances)	C2			
Total Gross Emoluments and Fringe Benefits	C3			
	C4			

D Tax Deductions and SSC due to IRD

Tax Deductions (FSS Main or FSS Other applies)	Lm		c	
Tax Deductions (FSS Part-time method applies)	D1			
Tax Arrears Deductions (as per amount on PCU2(A))	D2			
Total Tax Deductions	D3			
Social Security Contributions	D4			
Total Due to Inland Revenue	D5			
	D6			

E Payment Details

Date of Payment		Total Payment	Lm		c
		E1			

Details of Cheque (if applicable)

Bank		Cheque No.		E2
Branch		Bank Account No.		
		E3		

Details of person making payment

Full Name	Signature

For Official Use Only Receipt No:


Date:

Item C3 is the total of all the Fringe Benefits paid to Employees less any non-taxable Car Cash Allowances paid to Employees.

FS7

CHANGES TO FS7 TO INCORPORATE DETAILS OF FRINGE BENEFITS.

Inland Revenue Department - Malta



FS7

Final Settlement System (FSS) Payer's Annual Reconciliation Statement

A Payer Information

Business Name				
Business Address				
House No.				
Street				
Locality				
Postcode				
Telephone Number				
Principal's Full Name				
Principal's Position				
Principal's Signature				

For Year Ended 31 December

A1

y	y	y	y

Payer P.E. No.

A2

--	--	--	--	--	--

Date

A3

d	d	m	m	y	y	y	y

B Number of FSS FS3's Issued

B1

--	--	--	--

C Gross Emoluments

Gross Emoluments (FSS Main or FSS Other applies)					
Gross Emoluments (FSS Part-time method applies)					
Taxable Fringe Benefits (Total of all Categories less any Non-Taxable Car Allowances)					
Total Gross Emoluments and Fringe Benefits					

Lm

D Tax Deductions due as per FS3's attached

Tax Deductions (FSS Main or FSS Other applies)					
Tax Deductions (FSS Part-time method applies)					
Tax Arrears Deductions (as per amount on PCU2(A))					
Total Tax Deductions					

Lm

E Social Security Contributions due to IRD as per FS3's attached

E1

--	--	--	--	--	--	--	--

Lm c

F Payments Made to IRD During the Year

Month	Receipt No.	Date	FSS Tax		SSC		Month	Receipt No.	Date	FSS Tax		SSC	
			Lm	c	Lm	c				Lm	c	Lm	c
Jan							Jul						
Feb							Aug						
Mar							Sep						
Apr							Oct						
May							Nov						
Jun							Dec						

If the Total paid (F1) is less than total due (F2) please enclose outstanding payment with this form. In the case of overpayment please enclose a letter with this form explaining why the amounts differ.

F1	TOTAL PAID JAN – DEC				
F2	TOTAL DUE AS PER ABOVE (D4, E1)				
F3	AMOUNT UNDERPAID/OVERPAID				
		FSS Tax	SSC		

Item C3 is the total of all the Fringe Benefits paid to Employees less any non-taxable Car Cash Allowances paid to Employees.

The bottom part of the FS7 has been amended to show a breakdown of the FSS and SS deductions and a calculation of any over or under payment. A cheque is to be enclosed for any underpayments that result.

FB1

PERSONAL HISTORY SHEET ON EACH INDIVIDUAL

FRINGE BENEFITS PERSONAL HISTORY SHEET ON EACH INDIVIDUAL													
EMPLOYER DETAILS				EMPLOYEE DETAILS				ADDRESS					
EMPLOYER NO:				EMPLOYEE NAME:				HOUSE NO					
EMPLOYER NAME:				I.D. CARD				STREET					
				TELEPHONE NUMBER				LOCALITY					
								POSTCODE					
CATEGORY 1 – CARS													
CAR MODEL	YEAR OF REGISTRATION	REGISTRATION NO.	CAR VALUE		EXTRA ACCESSORIES VALUE Lm	REPAID BY BENEFICIARY	OWNED	(IF LEASED) ANNUAL RENTAL PAYMENT	AMOUNT RE-PAID BY BENEFICIARY (IF ANY)	Q/R APPROVAL NO IN CASE OF REDUCED RATE (IF ANY)	ANNUAL TAXABLE BENEFIT VALUE Lm	OPERATIONAL DATE OF FRINGE BENEFIT	TERMINATION DATE OF FRINGE BENEFIT
			INVOICE incl. VAT REGIST. FEE	PRICE LIST									
CATEGORY 2 – ASSETS & ACCOMODATION													
TYPE OF ASSET	FULL DETAILS OF ASSET	ORIGINAL COST OF ASSET Lm	MARKET VALUE AS AT 1ST JAN Lm	LEASED, HIRED OR OWNED	(IF LEASED) ANNUAL RENTAL PAYMENT	(IF LEASED OR HIRED) DETAILS OF THIRD PARTY FROM WHOM LEASED OR HIRED	AMOUNT RE-PAID BY BENEFICIARY Lm	ANNUAL TAXABLE BENEFIT VALUE Lm	OPERATIONAL DATE OF FRINGE BENEFIT	TERMINATION DATE OF FRINGE BENEFIT			
CATEGORY 3 – OTHER FRINGE BENEFITS													
OTHER TYPE OF BENEFIT	FULL DETAILS OF BENEFIT (A SEPARATE LINE FOR EVERY TYPE OF BENEFIT)						FULL VALUE OF BENEFIT Lm	AMOUNT RE-PAID BY BENEFICIARY (IF ANY)	NON-TAXABLE AMOUNT Lm	TAXABLE BENEFIT VALUE Lm	OPERATIONAL DATE OF FRINGE BENEFIT	TERMINATION DATE OF FRINGE BENEFIT	

FB2

APPLICATION FOR A REDUCED RATE FOR POINT-TO-POINT SERVICE OR DELIVERY

EMPLOYER DETAILS						ADDRESS	
EMPLOYER NO:				HOUSE/NO		STREET	
EMPLOYER NAME:				LOCALITY		TELEPHONE NUMBER	

CAR MODEL	YEAR OF REGISTRATION	CAR VALUE	NAME OF BENEFICIARY	I.D. CAR OR I.T. NUMBER	GRADE OR DESIGNATION	ADDRESS OF BENEFICIARY	NATURE OF SERVICE
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							

Commissioner of Inland Revenue Approval is requested to reduce the Fringe Benefit Personal Use Value to 20% in respect of the employees whose details are shown above. It is certified that the above information is correct and complete.				FOR OFFICIAL USE ONLY APPROVAL NO <input type="text"/>			
NAME	SIGNATURE	DESIGNATION	DATE	NAME	SIGNATURE DATE		

Appendix B

Electronic Lodgement File Format

The changes to the file format required for the annual reconciliation information are outlined in the table overleaf. The following fields from the FS3 have been added to the file structure:

- C5 Category 1 Company Cars
- C6 Category 2 Use of an asset and accommodation
- C7 Category 3 Other benefits and services
- C8 Non-Taxable Cash Allowance

Within the current structure, there should not be Gross Emoluments for Main and Part Time within the same record. If a taxpayer has worked Full Time and Part Time for an employer, two records have to be provided.

No.	Field on FS3	Field Description on FS3	Max. N° of Characters	Notes
1	A1	Year	4	Must be yyyy format
2		Payee's Surname	25	Free format field - can contain blanks between words BUT NO LEADING BLANKS AND NO HYPHENS "-" OR OTHER CHARACTERS SUCH AS "(, ")"
3	A2	Payee's ID Card/IT Reg. No.	9	NO SPACES or BRACKETS between THE NUMBERS AND THE LETTERS OF THE ID CARD NUMBER
4	A3	Payee's Social Security No.	9	NO SPACES or BRACKETS between characters FORMAT IS X99999999
5	A4	Spouse's ID Card/IT Reg. No.	9	NO SPACES or BRACKETS between THE NUMBERS AND THE LETTERS OF THE ID CARD NUMBER
6	B1	Period From	8	Must be in ddmmyyyy format
7	B2	Period To	8	Must be in ddmmyyyy format
8	C1	Gross Emoluments (Main & Other)	6	} numeric values only (no cents) and no negative numbers (i.e. with a "-" in front)
9	C2	Gross Emoluments (Part time)	6	
10	C5	Category 1: Company Cars	6	
11	C6	Category 2: Use of an asset and accommodation	6	
12	C7	Category 3: Other benefits and services	6	
13	C8	Non Taxable Cash Allowance	6	
14	D1	Tax Deductions (Main & Other)	6	
15	D2	Tax Deductions (Part Time)	6	
16	D3	Tax Deductions (Arrears)	6	
17	E1	DSS Contributions Totals	7	numeric value only (including cents)
18	F1	Payer PE No.	6	
19	F2	Date	8	must be in ddmmyyyy format
20		Checksum	7	Integer as explained in Security Page 3 of the FSS Payer Annual Reconciliation - Electronic Lodgement Specifications

Appendix C

Car Fringe Benefit Calculator

On the following pages you will find a simple-to-use calculator to help you calculate the fringe benefit value of a car. There are six tables in total – four for cars more than six years old and four for cars less than six years old. The variations are related to the major factors affecting the fringe benefit value:

- Age of car – more or less than 6 years old
- Fuel - paid by employer or not
- Point to point use – IRD approved for point to point use or not

Table Code	Table Description
LESS THAN 6 YEARS OLD	
1 CWFN	Car provided by Employer with fuel paid by Employer
2 CWFPN	Car provided by Employer with fuel paid by Employer – approved for heavy point to point use
3 CNFN	Car provided by Employer without fuel
4 CNFPN	Car provided by Employer without fuel - approved for heavy point to point use
MORE THAN 6 YEARS OLD	
5 CWFO	Car provided by Employer with fuel paid by Employer
6 CWFPO	Car provided by Employer with fuel paid by Employer – approved for heavy point to point use
7 CNFO	Car provided by Employer without fuel
8 CNFPO	Car provided by Employer without fuel - approved for heavy point to point use

To calculate the fringe benefit value of the vehicle using these tables follow these steps:

Step 1 - Establish the list price of the vehicle when purchased

Step 2 - Locate the table to use from the descriptions shown above

Step 3 – Locate the 'thousands' value in the vertical column and the 'lower fifty' in the horizontal row.

The fringe benefit value is the figure shown at the intersection of these values.

Example

If the car has a list price of Lm8,140, is less than six years old and is provided with fuel but is not approved for heavy point to point use then the table to be used is CWFN.

The annual fringe benefit value of the car is as shown at the intersection of the Lm8,000 and Lm100 mark ie Lm745. Therefore the employee's annual salary is inflated by Lm745 for FSS deduction purposes.

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>
<i>0</i>	0	3	7	10
<i>1000</i>	69	72	76	79
<i>2000</i>	138	141	145	148
<i>3000</i>	207	210	214	217
<i>4000</i>	276	279	283	286
<i>5000</i>	345	348	352	355
<i>6000</i>	414	417	421	424
<i>7000</i>	483	649	653	658
<i>8000</i>	736	741	745	750
<i>9000</i>	828	1041	1047	1052

1. CWFN ▲ CAR WITH FUEL ▲ LESS THAN 6 YEARS OLD

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	3	7	10	14	17	21	24	28	31
1000	69	72	76	79	83	86	90	93	97	100
2000	138	141	145	148	152	155	159	162	166	169
3000	207	210	214	217	221	224	228	231	235	238
4000	276	279	283	286	290	293	297	300	304	307
5000	345	348	352	355	359	362	366	369	373	376
6000	414	417	421	424	428	431	435	438	442	445
7000	483	649	653	658	662	667	672	676	681	685
8000	736	741	745	750	754	759	764	768	773	777
9000	828	1041	1047	1052	1058	1064	1070	1075	1081	1087
10000	1150	1156	1162	1167	1173	1179	1185	1190	1196	1202
11000	1265	1271	1277	1282	1288	1294	1300	1305	1311	1317
12000	1380	1627	1634	1640	1647	1654	1661	1667	1674	1681
13000	1755	1762	1769	1775	1782	1789	1796	1802	1809	1816
14000	1890	2086	2094	2101	2109	2116	2124	2131	2138	2146
15000	2228	2235	2242	2250	2257	2265	2272	2279	2287	2294
16000	2376	2383	2391	2398	2406	2413	2421	2428	2435	2443
17000	2525	2532	2539	2547	2554	2562	2569	2576	2584	2591
18000	2673	2680	2688	2695	2703	2710	2718	2725	2732	2740
19000	2822	2829	2836	2844	2851	2859	2866	2873	2881	2888
20000	2970	3248	3256	3264	3272	3281	3289	3297	3305	3313
21000	3402	3410	3418	3426	3434	3443	3451	3459	3467	3475
22000	3564	3572	3580	3588	3596	3605	3613	3621	3629	3637
23000	3726	3734	3742	3750	3758	3767	3775	3783	3791	3799
24000	3888	3896	3904	3912	3920	3929	3937	3945	3953	3961
25000	4050	4058	4066	4074	4082	4091	4099	4107	4115	4123
26000	4212	4220	4228	4236	4244	4253	4261	4269	4277	4285
27000	4374	4382	4390	4398	4406	4415	4423	4431	4439	4447
28000	4536	4544	4552	4560	4568	4577	4585	4593	4601	4609
29000	4698	4706	4714	4722	4730	4739	4747	4755	4763	4771
30000	4860	4868	4876	4884	4892	4901	4909	4917	4925	4933

2. CWFPN ▲ CAR WITH FUEL ▲ LESS THAN 6 YEARS OLD ▲ APPROVED FOR POINT-TO-POINT USE

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	2	5	7	9	12	14	16	18	21
1000	46	48	51	53	55	58	60	62	64	67
2000	92	94	97	99	101	104	106	108	110	113
3000	138	140	143	145	147	150	152	154	156	159
4000	184	186	189	191	193	196	198	200	202	205
5000	230	232	235	237	239	242	244	246	248	251
6000	276	278	281	283	285	288	290	292	294	297

FRINGE BENEFITS - CATEGORY 1 - CARS

ANNUAL AMOUNT OF TAXABLE FRINGE BENEFIT

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
35	38	41	45	48	52	55	59	62	66	<i>0</i>
104	107	110	114	117	121	124	128	131	135	<i>1000</i>
173	176	179	183	186	190	193	197	200	204	<i>2000</i>
242	245	248	252	255	259	262	266	269	273	<i>3000</i>
311	314	317	321	324	328	331	335	338	342	<i>4000</i>
380	383	386	390	393	397	400	404	407	411	<i>5000</i>
449	452	455	459	462	466	469	473	476	480	<i>6000</i>
690	695	699	704	708	713	718	722	727	731	<i>7000</i>
782	787	791	796	800	805	810	814	819	823	<i>8000</i>
1093	1098	1104	1110	1116	1121	1127	1133	1139	1144	<i>9000</i>
1208	1213	1219	1225	1231	1236	1242	1248	1254	1259	<i>10000</i>
1323	1328	1334	1340	1346	1351	1357	1363	1369	1374	<i>11000</i>
1688	1694	1701	1708	1715	1721	1728	1735	1742	1748	<i>12000</i>
1823	1829	1836	1843	1850	1856	1863	1870	1877	1883	<i>13000</i>
2153	2161	2168	2176	2183	2190	2198	2205	2213	2220	<i>14000</i>
2302	2309	2317	2324	2331	2339	2346	2354	2361	2369	<i>15000</i>
2450	2458	2465	2473	2480	2487	2495	2502	2510	2517	<i>16000</i>
2599	2606	2614	2621	2628	2636	2643	2651	2658	2666	<i>17000</i>
2747	2755	2762	2770	2777	2784	2792	2799	2807	2814	<i>18000</i>
2896	2903	2911	2918	2925	2933	2940	2948	2955	2963	<i>19000</i>
3321	3329	3337	3345	3353	3362	3370	3378	3386	3394	<i>20000</i>
3483	3491	3499	3507	3515	3524	3532	3540	3548	3556	<i>21000</i>
3645	3653	3661	3669	3677	3686	3694	3702	3710	3718	<i>22000</i>
3807	3815	3823	3831	3839	3848	3856	3864	3872	3880	<i>23000</i>
3969	3977	3985	3993	4001	4010	4018	4026	4034	4042	<i>24000</i>
4131	4139	4147	4155	4163	4172	4180	4188	4196	4204	<i>25000</i>
4293	4301	4309	4317	4325	4334	4342	4350	4358	4366	<i>26000</i>
4455	4463	4471	4479	4487	4496	4504	4512	4520	4528	<i>27000</i>
4617	4625	4633	4641	4649	4658	4666	4674	4682	4690	<i>28000</i>
4779	4787	4795	4803	4811	4820	4828	4836	4844	4852	<i>29000</i>
4941	4949	4957	4965	4973	4982	4990	4998	5006	5014	<i>30000</i>

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
23	25	28	30	32	35	37	39	41	44	<i>0</i>
69	71	74	76	78	81	83	85	87	90	<i>1000</i>
115	117	120	122	124	127	129	131	133	136	<i>2000</i>
161	163	166	168	170	173	175	177	179	182	<i>3000</i>
207	209	212	214	216	219	221	223	225	228	<i>4000</i>
253	255	258	260	262	265	267	269	271	274	<i>5000</i>
299	301	304	306	308	311	313	315	317	320	<i>6000</i>

3. CNFN ▲ CAR NO FUEL ▲ LESS THAN 6 YEARS OLD

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	3	6	9	12	15	18	21	24	27
1000	60	63	66	69	72	75	78	81	84	87
2000	120	123	126	129	132	135	138	141	144	147
3000	180	183	186	189	192	195	198	201	204	207
4000	240	243	246	249	252	255	258	261	264	267
5000	300	303	306	309	312	315	318	321	324	327
6000	360	363	366	369	372	375	378	381	384	387
7000	420	564	568	572	576	580	584	588	592	596
8000	640	644	648	652	656	660	664	668	672	676
9000	720	905	910	915	920	925	930	935	940	945
10000	1000	1005	1010	1015	1020	1025	1030	1035	1040	1045
11000	1100	1105	1110	1115	1120	1125	1130	1135	1140	1145
12000	1200	1326	1331	1337	1342	1348	1353	1359	1364	1370
13000	1430	1436	1441	1447	1452	1458	1463	1469	1474	1480
14000	1540	1700	1706	1712	1718	1724	1730	1736	1742	1748
15000	1815	1821	1827	1833	1839	1845	1851	1857	1863	1869
16000	1936	1942	1948	1954	1960	1966	1972	1978	1984	1990
17000	2057	2063	2069	2075	2081	2087	2093	2099	2105	2111
18000	2178	2184	2190	2196	2202	2208	2214	2220	2226	2232
19000	2299	2305	2311	2317	2323	2329	2335	2341	2347	2353
20000	2420	2647	2653	2660	2666	2673	2680	2686	2693	2699
21000	2772	2779	2785	2792	2798	2805	2812	2818	2825	2831
22000	2904	2911	2917	2924	2930	2937	2944	2950	2957	2963
23000	3036	3043	3049	3056	3062	3069	3076	3082	3089	3095
24000	3168	3175	3181	3188	3194	3201	3208	3214	3221	3227
25000	3300	3307	3313	3320	3326	3333	3340	3346	3353	3359
26000	3432	3439	3445	3452	3458	3465	3472	3478	3485	3491
27000	3564	3571	3577	3584	3590	3597	3604	3610	3617	3623
28000	3696	3703	3709	3716	3722	3729	3736	3742	3749	3755
29000	3828	3835	3841	3848	3854	3861	3868	3874	3881	3887
30000	3960	3967	3973	3980	3986	3993	4000	4006	4013	4019

4. CNFPN ▲ CAR NO FUEL ▲ LESS THAN 6 YEARS OLD ▲ APPROVED FOR POINT-TO-POINT USE

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	2	4	6	8	10	12	14	16	18
1000	40	42	44	46	48	50	52	54	56	58
2000	80	82	84	86	88	90	92	94	96	98
3000	120	122	124	126	128	130	132	134	136	138
4000	160	162	164	166	168	170	172	174	176	178
5000	200	202	204	206	208	210	212	214	216	218
6000	240	242	244	246	248	250	252	254	256	258

FRINGE BENEFITS - CATEGORY 1 - CARS

ANNUAL AMOUNT OF TAXABLE FRINGE BENEFIT

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
30	33	36	39	42	45	48	51	54	57	<i>0</i>
90	93	96	99	102	105	108	111	114	117	<i>1000</i>
150	153	156	159	162	165	168	171	174	177	<i>2000</i>
210	213	216	219	222	225	228	231	234	237	<i>3000</i>
270	273	276	279	282	285	288	291	294	297	<i>4000</i>
330	333	336	339	342	345	348	351	354	357	<i>5000</i>
390	393	396	399	402	405	408	411	414	417	<i>6000</i>
600	604	608	612	616	620	624	628	632	636	<i>7000</i>
680	684	688	692	696	700	704	708	712	716	<i>8000</i>
950	955	960	965	970	975	980	985	990	995	<i>9000</i>
1050	1055	1060	1065	1070	1075	1080	1085	1090	1095	<i>10000</i>
1150	1155	1160	1165	1170	1175	1180	1185	1190	1195	<i>11000</i>
1375	1381	1386	1392	1397	1403	1408	1414	1419	1425	<i>12000</i>
1485	1491	1496	1502	1507	1513	1518	1524	1529	1535	<i>13000</i>
1755	1761	1767	1773	1779	1785	1791	1797	1803	1809	<i>14000</i>
1876	1882	1888	1894	1900	1906	1912	1918	1924	1930	<i>15000</i>
1997	2003	2009	2015	2021	2027	2033	2039	2045	2051	<i>16000</i>
2118	2124	2130	2136	2142	2148	2154	2160	2166	2172	<i>17000</i>
2239	2245	2251	2257	2263	2269	2275	2281	2287	2293	<i>18000</i>
2360	2366	2372	2378	2384	2390	2396	2402	2408	2414	<i>19000</i>
2706	2713	2719	2726	2732	2739	2746	2752	2759	2765	<i>20000</i>
2838	2845	2851	2858	2864	2871	2878	2884	2891	2897	<i>21000</i>
2970	2977	2983	2990	2996	3003	3010	3016	3023	3029	<i>22000</i>
3102	3109	3115	3122	3128	3135	3142	3148	3155	3161	<i>23000</i>
3234	3241	3247	3254	3260	3267	3274	3280	3287	3293	<i>24000</i>
3366	3373	3379	3386	3392	3399	3406	3412	3419	3425	<i>25000</i>
3498	3505	3511	3518	3524	3531	3538	3544	3551	3557	<i>26000</i>
3630	3637	3643	3650	3656	3663	3670	3676	3683	3689	<i>27000</i>
3762	3769	3775	3782	3788	3795	3802	3808	3815	3821	<i>28000</i>
3894	3901	3907	3914	3920	3927	3934	3940	3947	3953	<i>29000</i>
4026	4033	4039	4046	4052	4059	4066	4072	4079	4085	<i>30000</i>

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
20	22	24	26	28	30	32	34	36	38	<i>0</i>
60	62	64	66	68	70	72	74	76	78	<i>1000</i>
100	102	104	106	108	110	112	114	116	118	<i>2000</i>
140	142	144	146	148	150	152	154	156	158	<i>3000</i>
180	182	184	186	188	190	192	194	196	198	<i>4000</i>
220	222	224	226	228	230	232	234	236	238	<i>5000</i>
260	262	264	266	268	270	272	274	276	278	<i>6000</i>

5. CWFO ▲ CAR WITH FUEL ▲ MORE THAN 6 YEARS OLD

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	2	5	7	10	12	14	17	19	22
1000	48	50	53	55	58	60	62	65	67	70
2000	96	98	101	103	106	108	110	113	115	118
3000	144	146	149	151	154	156	158	161	163	166
4000	192	194	197	199	202	204	206	209	211	214
5000	240	242	245	247	250	252	254	257	259	262
6000	288	290	293	295	298	300	302	305	307	310
7000	336	451	454	458	461	464	467	470	474	477
8000	512	515	518	522	525	528	531	534	538	541
9000	576	724	728	732	736	740	744	748	752	756
10000	800	804	808	812	816	820	824	828	832	836
11000	880	884	888	892	896	900	904	908	912	916
12000	960	1205	1210	1215	1220	1225	1230	1235	1240	1245
13000	1300	1305	1310	1315	1320	1325	1330	1335	1340	1345
14000	1400	1546	1551	1557	1562	1568	1573	1579	1584	1590
15000	1650	1656	1661	1667	1672	1678	1683	1689	1694	1700
16000	1760	1766	1771	1777	1782	1788	1793	1799	1804	1810
17000	1870	1876	1881	1887	1892	1898	1903	1909	1914	1920
18000	1980	1986	1991	1997	2002	2008	2013	2019	2024	2030
19000	2090	2096	2101	2107	2112	2118	2123	2129	2134	2140
20000	2200	2406	2412	2418	2424	2430	2436	2442	2448	2454
21000	2520	2526	2532	2538	2544	2550	2556	2562	2568	2574
22000	2640	2646	2652	2658	2664	2670	2676	2682	2688	2694
23000	2760	2766	2772	2778	2784	2790	2796	2802	2808	2814
24000	2880	2886	2892	2898	2904	2910	2916	2922	2928	2934
25000	3000	3006	3012	3018	3024	3030	3036	3042	3048	3054
26000	3120	3126	3132	3138	3144	3150	3156	3162	3168	3174
27000	3240	3246	3252	3258	3264	3270	3276	3282	3288	3294
28000	3360	3366	3372	3378	3384	3390	3396	3402	3408	3414
29000	3480	3486	3492	3498	3504	3510	3516	3522	3528	3534
30000	3600	3606	3612	3618	3624	3630	3636	3642	3648	3654

6. CWFPO ▲ CAR WITH FUEL ▲ MORE THAN 6 YEARS OLD ▲ APPROVED FOR POINT-TO-POINT USE

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	2	3	5	6	8	10	11	13	14
1000	32	34	35	37	38	40	42	43	45	46
2000	64	66	67	69	70	72	74	75	77	78
3000	96	98	99	101	102	104	106	107	109	110
4000	128	130	131	133	134	136	138	139	141	142
5000	160	162	163	165	166	168	170	171	173	174
6000	192	194	195	197	198	200	202	203	205	206

FRINGE BENEFITS - CATEGORY 1 - CARS

ANNUAL AMOUNT OF TAXABLE FRINGE BENEFIT

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
24	26	29	31	34	36	38	41	43	46	<i>0</i>
72	74	77	79	82	84	86	89	91	94	<i>1000</i>
120	122	125	127	130	132	134	137	139	142	<i>2000</i>
168	170	173	175	178	180	182	185	187	190	<i>3000</i>
216	218	221	223	226	228	230	233	235	238	<i>4000</i>
264	266	269	271	274	276	278	281	283	286	<i>5000</i>
312	314	317	319	322	324	326	329	331	334	<i>6000</i>
480	483	486	490	493	496	499	502	506	509	<i>7000</i>
544	547	550	554	557	560	563	566	570	573	<i>8000</i>
760	764	768	772	776	780	784	788	792	796	<i>9000</i>
840	844	848	852	856	860	864	868	872	876	<i>10000</i>
920	924	928	932	936	940	944	948	952	956	<i>11000</i>
1250	1255	1260	1265	1270	1275	1280	1285	1290	1295	<i>12000</i>
1350	1355	1360	1365	1370	1375	1380	1385	1390	1395	<i>13000</i>
1595	1601	1606	1612	1617	1623	1628	1634	1639	1645	<i>14000</i>
1705	1711	1716	1722	1727	1733	1738	1744	1749	1755	<i>15000</i>
1815	1821	1826	1832	1837	1843	1848	1854	1859	1865	<i>16000</i>
1925	1931	1936	1942	1947	1953	1958	1964	1969	1975	<i>17000</i>
2035	2041	2046	2052	2057	2063	2068	2074	2079	2085	<i>18000</i>
2145	2151	2156	2162	2167	2173	2178	2184	2189	2195	<i>19000</i>
2460	2466	2472	2478	2484	2490	2496	2502	2508	2514	<i>20000</i>
2580	2586	2592	2598	2604	2610	2616	2622	2628	2634	<i>21000</i>
2700	2706	2712	2718	2724	2730	2736	2742	2748	2754	<i>22000</i>
2820	2826	2832	2838	2844	2850	2856	2862	2868	2874	<i>23000</i>
2940	2946	2952	2958	2964	2970	2976	2982	2988	2994	<i>24000</i>
3060	3066	3072	3078	3084	3090	3096	3102	3108	3114	<i>25000</i>
3180	3186	3192	3198	3204	3210	3216	3222	3228	3234	<i>26000</i>
3300	3306	3312	3318	3324	3330	3336	3342	3348	3354	<i>27000</i>
3420	3426	3432	3438	3444	3450	3456	3462	3468	3474	<i>28000</i>
3540	3546	3552	3558	3564	3570	3576	3582	3588	3594	<i>29000</i>
3660	3666	3672	3678	3684	3690	3696	3702	3708	3714	<i>30000</i>

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
16	18	19	21	22	24	26	27	29	30	<i>0</i>
48	50	51	53	54	56	58	59	61	62	<i>1000</i>
80	82	83	85	86	88	90	91	93	94	<i>2000</i>
112	114	115	117	118	120	122	123	125	126	<i>3000</i>
144	146	147	149	150	152	154	155	157	158	<i>4000</i>
176	178	179	181	182	184	186	187	189	190	<i>5000</i>
208	210	211	213	214	216	218	219	221	222	<i>6000</i>

7. CNFO ▲ CAR NO FUEL ▲ MORE THAN 6 YEARS OLD

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	0	2	4	6	8	10	12	14	16	18
1000	39	41	43	45	47	49	51	53	55	57
2000	78	80	82	84	86	88	90	92	94	96
3000	117	119	121	123	125	127	129	131	133	135
4000	156	158	160	162	164	166	168	170	172	174
5000	195	197	199	201	203	205	207	209	211	213
6000	234	236	238	240	242	244	246	248	250	252
7000	273	367	369	372	374	377	380	382	385	387
8000	416	419	421	424	426	429	432	434	437	439
9000	468	588	592	595	598	601	605	608	611	614
10000	650	653	657	660	663	666	670	673	676	679
11000	715	718	722	725	728	731	735	738	741	744
12000	780	904	908	911	915	919	923	926	930	934
13000	975	979	983	986	990	994	998	1001	1005	1009
14000	1050	1159	1163	1167	1172	1176	1180	1184	1188	1192
15000	1238	1242	1246	1250	1254	1258	1262	1266	1271	1275
16000	1320	1324	1328	1332	1337	1341	1345	1349	1353	1357
17000	1403	1407	1411	1415	1419	1423	1427	1431	1436	1440
18000	1485	1489	1493	1497	1502	1506	1510	1514	1518	1522
19000	1568	1572	1576	1580	1584	1588	1592	1596	1601	1605
20000	1650	1805	1809	1814	1818	1823	1827	1832	1836	1841
21000	1890	1895	1899	1904	1908	1913	1917	1922	1926	1931
22000	1980	1985	1989	1994	1998	2003	2007	2012	2016	2021
23000	2070	2075	2079	2084	2088	2093	2097	2102	2106	2111
24000	2160	2165	2169	2174	2178	2183	2187	2192	2196	2201
25000	2250	2255	2259	2264	2268	2273	2277	2282	2286	2291
26000	2340	2345	2349	2354	2358	2363	2367	2372	2376	2381
27000	2430	2435	2439	2444	2448	2453	2457	2462	2466	2471
28000	2520	2525	2529	2534	2538	2543	2547	2552	2556	2561
29000	2610	2615	2619	2624	2628	2633	2637	2642	2646	2651
30000	2700	2705	2709	2714	2718	2723	2727	2732	2736	2741

8. CNFPO ▲ CAR NO FUEL ▲ MORE THAN 6 YEARS OLD ▲ APPROVED FOR POINT-TO-POINT USE

	<i>0</i>	<i>50</i>	<i>100</i>	<i>150</i>	<i>200</i>	<i>250</i>	<i>300</i>	<i>350</i>	<i>400</i>	<i>450</i>
0	1	3	4	5	7	8	9	10	12	13
1000	26	27	29	30	31	33	34	35	36	38
2000	52	53	55	56	57	59	60	61	62	64
3000	78	79	81	82	83	85	86	87	88	90
4000	104	105	107	108	109	111	112	113	114	116
5000	130	131	133	134	135	137	138	139	140	142
6000	156	157	159	160	161	163	164	165	166	168

FRINGE BENEFITS - CATEGORY 1 - CARS

ANNUAL AMOUNT OF TAXABLE FRINGE BENEFIT

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
20	21	23	25	27	29	31	33	35	37	<i>0</i>
59	60	62	64	66	68	70	72	74	76	<i>1000</i>
98	99	101	103	105	107	109	111	113	115	<i>2000</i>
137	138	140	142	144	146	148	150	152	154	<i>3000</i>
176	177	179	181	183	185	187	189	191	193	<i>4000</i>
215	216	218	220	222	224	226	228	230	232	<i>5000</i>
254	255	257	259	261	263	265	267	269	271	<i>6000</i>
390	393	395	398	400	403	406	408	411	413	<i>7000</i>
442	445	447	450	452	455	458	460	463	465	<i>8000</i>
618	621	624	627	631	634	637	640	644	647	<i>9000</i>
683	686	689	692	696	699	702	705	709	712	<i>10000</i>
748	751	754	757	761	764	767	770	774	777	<i>11000</i>
938	941	945	949	953	956	960	964	968	971	<i>12000</i>
1013	1016	1020	1024	1028	1031	1035	1039	1043	1046	<i>13000</i>
1196	1200	1205	1209	1213	1217	1221	1225	1229	1233	<i>14000</i>
1279	1283	1287	1291	1295	1299	1304	1308	1312	1316	<i>15000</i>
1361	1365	1370	1374	1378	1382	1386	1390	1394	1398	<i>16000</i>
1444	1448	1452	1456	1460	1464	1469	1473	1477	1481	<i>17000</i>
1526	1530	1535	1539	1543	1547	1551	1555	1559	1563	<i>18000</i>
1609	1613	1617	1621	1625	1629	1634	1638	1642	1646	<i>19000</i>
1845	1850	1854	1859	1863	1868	1872	1877	1881	1886	<i>20000</i>
1935	1940	1944	1949	1953	1958	1962	1967	1971	1976	<i>21000</i>
2025	2030	2034	2039	2043	2048	2052	2057	2061	2066	<i>22000</i>
2115	2120	2124	2129	2133	2138	2142	2147	2151	2156	<i>23000</i>
2205	2210	2214	2219	2223	2228	2232	2237	2241	2246	<i>24000</i>
2295	2300	2304	2309	2313	2318	2322	2327	2331	2336	<i>25000</i>
2385	2390	2394	2399	2403	2408	2412	2417	2421	2426	<i>26000</i>
2475	2480	2484	2489	2493	2498	2502	2507	2511	2516	<i>27000</i>
2565	2570	2574	2579	2583	2588	2592	2597	2601	2606	<i>28000</i>
2655	2660	2664	2669	2673	2678	2682	2687	2691	2696	<i>29000</i>
2745	2750	2754	2759	2763	2768	2772	2777	2781	2786	<i>30000</i>

<i>500</i>	<i>550</i>	<i>600</i>	<i>650</i>	<i>700</i>	<i>750</i>	<i>800</i>	<i>850</i>	<i>900</i>	<i>950</i>	
14	16	17	18	20	21	22	23	25		<i>0</i>
39	40	42	43	44	46	47	48	49	51	<i>1000</i>
65	66	68	69	70	72	73	74	75	77	<i>2000</i>
91	92	94	95	96	98	99	100	101	103	<i>3000</i>
117	118	120	121	122	124	125	126	127	129	<i>4000</i>
143	144	146	147	148	150	151	152	153	155	<i>5000</i>
169	170	172	173	174	176	177	178	179	181	<i>6000</i>