

Tax table for individuals employed in the horticultural or shearing industry

! For payments made on or after 1 July 2015

This document is a withholding schedule made by the Commissioner of Taxation in accordance with sections 15-25 and 15-30 of Schedule 1 to the *Taxation Administration Act 1953* (TAA). It applies to withholding payments covered by sections 12-35 of Schedule 1 to the TAA.

Using this table

You should use this table if you make payments to individuals in the horticultural industry who:

- work in any process associated with the production, cultivation or harvest of a horticultural crop
- perform the process on the grower's property
- do not work for the same grower for a continuous period exceeding six months
- have given you a valid *Tax file number declaration* (NAT 3092) and have claimed the tax-free threshold.

Also use this table if you make payments to individuals in the shearing industry such as shearers, crutchers, wool classers, cooks, shed hands and pressers who:

- have given you a valid *Tax file number declaration* and have claimed the tax-free threshold
- do not work for the same employer for a continuous period exceeding six months.

For all other circumstances use the relevant PAYG withholding weekly or fortnightly tax table.

- ! If you employ individuals under the Seasonal labour mobility program this tax table does not apply. For these individuals you are required to withhold at 15%.

For more information about the program, refer to *Seasonal labour mobility program – frequently asked questions for approved employers* available on our website at ato.gov.au

- > For a full list of tax tables, visit our website at ato.gov.au/taxtables



Working out the withholding amount

- 1 In column 1, find your employees total earnings (ignoring cents).
- 2 Use the appropriate column to find the correct amount to withhold
 - **column 2** if the resident employee has given you a TFN
 - **column 3** if the resident employee has not given you a TFN
 - **column 4** if the foreign resident employee has given you a TFN
 - **column 5** if the foreign resident employee has not given you a TFN.

Example

An employee has earnings of \$231.50.

To work out the correct amount to withhold, ignore any cents, use column 1 and find \$231.

If the employee is:

- a resident employee and has given you a TFN use column 2 to find the correct amount to withhold (\$30)
- a resident employee and has not given you a TFN use column 3 to find the correct amount to withhold (\$113)
- a foreign employee and has given you a TFN use column 4 to find the correct amount to withhold (\$75)
- a foreign employee and has not given you a TFN use column 5 to find the correct amount to withhold (\$108).

Resident employees

The standard rate of withholding of 13% applies where an employee has given you a valid TFN and you withhold amounts using the figures shown in column 2.

If the employee has not given you a valid TFN, you must withhold amounts using the figures shown in column 3 of this table.

When your employee is a foreign resident

If your employee has answered **no** to the question 'Are you an Australian resident for tax purposes?' on their *Tax file number declaration*, you will need to use the foreign resident tax rates.

Where an employee has given you a valid TFN, you withhold amounts using the figures shown in column 4 of this table. If the employee has not given you a valid TFN, you must withhold amounts using the figures shown in column 5 of this table.

Foreign residents cannot claim tax offsets to reduce withholding. They may, in limited circumstances, be entitled to claim a zone or overseas forces offset in their income tax return. If your foreign resident employee has claimed a tax offset on the *Tax file number declaration*, you don't need to make any adjustments to the amount you withhold.

Pay period

The rates in this tax table apply irrespective of the pay period.

Using a formula

The withholding amounts shown in this table can be expressed in mathematical form.

If you have developed your own payroll software package, you can use the formulas and coefficients outlined below.

The formulas comprise linear equations of the form $y = ax$, where:

- **y** is the amount to be withheld expressed in dollars
- **x** is earnings for the pay period, ignoring any cents
- **a** is the value of the coefficient as shown in table A below.

TABLE A: Resident or foreign resident rate

	Resident – a	Foreign resident – a
Tax file number	0.13	0.325
No tax file number	0.49	0.47

Rounding of withholding amounts

The withholding amounts calculated as a result of applying the above formulas should be rounded to the nearest dollar. Results ending in 50 cents are rounded to the next higher dollar. Do this rounding directly – that is, do not make a preliminary rounding to the nearest cent.

Accounting software

Software written in accordance with the formulas in this tax table should be tested for accuracy. The results obtained when using the coefficients in this table may differ slightly from the amounts shown in the PAYG tax tables. The differences result from the rounding of components.

Tax file number declarations

The answers your employees provide on their *Tax file number declaration* (NAT 3092) determine the amount you need to withhold from their payments. A *Tax file number declaration* applies to any payments made after you receive the declaration. If you receive an updated declaration from an employee, it will override the previous one.

If an employee does not give you a valid *Tax file number declaration* within **14 days** of starting an employer/employee relationship, you must complete a *Tax file number declaration* with all available details of the employee and send it to us.

When a TFN has not been provided

You must withhold 49% from any payment you make to a resident employee and 47% from a foreign resident employee (ignoring any cents), if all of the following apply:

- they have not quoted their TFN
- they have not claimed an exemption from quoting their TFN
- they have not advised you that they have applied for a TFN or have made an enquiry with us.

If an employee states at question 1 of the *Tax file number declaration* they have lodged a *Tax file number – application or enquiry for individuals* (NAT 1432) with us, they have **28 days** to provide you with their TFN.

If the employee has not given you their TFN within **28 days**, you must withhold 49% from any payment you make to a resident employee and 47% from a foreign resident employee (ignoring any cents) unless we tell you not to.

- ⚠ Do not allow for any tax offsets or Medicare levy adjustment. Do not withhold any amount for:
- Higher Education Loan Program (HELP) debts
 - Trade Support Loan (TSL) debts
 - Financial Supplement debts.

Varying your PAYG withholding

If your employee believes that for their circumstances the amount you withhold will be too much, they may apply to us for a variation to reduce the amount of withholding.

- For more information, refer to *PAYG withholding – varying your PAYG withholding* available on our website at ato.gov.au

PAYG withholding publications

You can access all PAYG withholding tax tables and other PAYG withholding publications quickly and easily from our website at ato.gov.au/paygw

Tax table for individuals employed in the horticultural or shearing industry

Table with 5 columns: Earnings, Resident with tax file number, Resident no tax file number, Foreign resident with tax file number, Foreign resident no tax file number. Rows 1-70.

Table with 5 columns: Earnings, Resident with tax file number, Resident no tax file number, Foreign resident with tax file number, Foreign resident no tax file number. Rows 71-140.

Table with 5 columns: Earnings, Resident with tax file number, Resident no tax file number, Foreign resident with tax file number, Foreign resident no tax file number. Rows 141-210.

Tax table for individuals employed in the horticultural or shearing industry

Earnings 1 \$	Amount to be withheld			
	Resident with tax file number 2 \$	Resident no tax file number 3 \$	Foreign resident with tax file number 4 \$	Foreign resident no tax file number 5 \$
631	82.00	309.00	205.00	296.00
632	82.00	309.00	205.00	297.00
633	82.00	310.00	206.00	297.00
634	82.00	310.00	206.00	297.00
635	83.00	311.00	206.00	298.00
636	83.00	311.00	207.00	298.00
637	83.00	312.00	207.00	299.00
638	83.00	312.00	207.00	299.00
639	83.00	313.00	208.00	300.00
640	83.00	313.00	208.00	300.00
641	83.00	314.00	208.00	301.00
642	83.00	314.00	209.00	301.00
643	84.00	315.00	209.00	302.00
644	84.00	315.00	209.00	302.00
645	84.00	316.00	210.00	303.00
646	84.00	316.00	210.00	303.00
647	84.00	317.00	210.00	304.00
648	84.00	317.00	211.00	304.00
649	84.00	318.00	211.00	305.00
650	85.00	318.00	211.00	305.00
651	85.00	318.00	212.00	305.00
652	85.00	319.00	212.00	306.00
653	85.00	319.00	212.00	306.00
654	85.00	320.00	213.00	307.00
655	85.00	320.00	213.00	307.00

Earnings 1 \$	Amount to be withheld			
	Resident with tax file number 2 \$	Resident no tax file number 3 \$	Foreign resident with tax file number 4 \$	Foreign resident no tax file number 5 \$
656	85.00	321.00	213.00	308.00
657	85.00	321.00	214.00	308.00
658	86.00	322.00	214.00	309.00
659	86.00	322.00	214.00	309.00
660	86.00	323.00	215.00	310.00
661	86.00	323.00	215.00	310.00
662	86.00	324.00	215.00	311.00
663	86.00	324.00	215.00	311.00
664	86.00	325.00	216.00	312.00
665	86.00	325.00	216.00	312.00
666	87.00	326.00	216.00	313.00
667	87.00	326.00	217.00	313.00
668	87.00	327.00	217.00	313.00
669	87.00	327.00	217.00	314.00
670	87.00	328.00	218.00	314.00
671	87.00	328.00	218.00	315.00
672	87.00	329.00	218.00	315.00
673	87.00	329.00	219.00	316.00
674	88.00	330.00	219.00	316.00
675	88.00	330.00	219.00	317.00
676	88.00	331.00	220.00	317.00
677	88.00	331.00	220.00	318.00
678	88.00	332.00	220.00	318.00
679	88.00	332.00	221.00	319.00
680	88.00	333.00	221.00	319.00

Earnings 1 \$	Amount to be withheld			
	Resident with tax file number 2 \$	Resident no tax file number 3 \$	Foreign resident with tax file number 4 \$	Foreign resident no tax file number 5 \$
681	89.00	333.00	221.00	320.00
682	89.00	334.00	222.00	320.00
683	89.00	334.00	222.00	321.00
684	89.00	335.00	222.00	321.00
685	89.00	335.00	223.00	321.00
686	89.00	336.00	223.00	322.00
687	89.00	336.00	223.00	322.00
688	89.00	337.00	224.00	323.00
689	90.00	337.00	224.00	323.00
690	90.00	338.00	224.00	324.00
691	90.00	338.00	225.00	324.00
692	90.00	339.00	225.00	325.00
693	90.00	339.00	225.00	325.00
694	90.00	340.00	226.00	326.00
695	90.00	340.00	226.00	326.00
696	90.00	341.00	226.00	327.00
697	91.00	341.00	227.00	327.00
698	91.00	342.00	227.00	328.00
699	91.00	342.00	227.00	328.00
700	91.00	343.00	228.00	329.00

! Where your employee's earnings exceed \$700 the withholding amount is calculated as follows:

- Resident
 - with a TFN – \$91 + 13 cents for each \$1 of earnings in excess of \$700, rounded to the nearest dollar
 - with no TFN – \$343 + 49 cents for each \$1 of earnings in excess of \$700, ignoring cents.
- Foreign resident
 - with a TFN – \$228 + 32.5 cents for each \$1 of earnings in excess of \$700, rounded to the nearest dollar
 - with no TFN – \$329 + 47 cents for each \$1 of earnings in excess of \$700, ignoring cents.

Our commitment to you

We are committed to providing you with accurate, consistent and clear information to help you understand your rights and entitlements and meet your obligations.

If you follow our information in this publication and it turns out to be incorrect, or it is misleading and you make a mistake as a result, we must still apply the law correctly. If that means you owe us money, we must ask you to pay it but we will not charge you a penalty. Also, if you acted reasonably and in good faith we will not charge you interest.

If you make an honest mistake in trying to follow our information in this publication and you owe us money as a result, we will not charge you a penalty. However, we will ask you to pay the money, and we may also charge you interest. If correcting the mistake means we owe you money, we will pay it to you. We will also pay you any interest you are entitled to.

If you feel that this publication does not fully cover your circumstances, or you are unsure how it applies to you, you can seek further assistance from us.

We regularly revise our publications to take account of any changes to the law, so make sure that you have the latest information. If you are unsure, you can check for more recent information on our website at ato.gov.au or contact us.

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