

ADVERTISING LIFTOUT
The West Australian

The best
**WORK PERKS
PROGRAMS**

I 
**MY
JOB**

Striving to get the best out of your employees? Read about some of the ways to boost productivity and create a positive and rewarding work environment.

CATERING FOR THE BIG DAY?



ORDER IN STORE OR ONLINE
AT SUBWAY.COM.AU

BIRTHDAY PARTIES • FAMILY GATHERINGS • BUSINESS MEETINGS • SPORTS CARNIVALS



Cookies may contain traces of peanuts, tree nuts and sesame. Advance notice may be required. ©2015 Doctor's Associates Inc. SUBWAY® is a registered trademark of Doctor's Associates Inc.

THIS COPYRIGHT MATERIAL MUST NOT BE REPRODUCED WITHOUT PERMISSION OR PASSED ON TO ANY THIRD PARTY. CONTACT: SYNDICATION@WANENWS.COM.AU

The best WORK PERKS PROGRAMS

ADVERTISING LIFTOUT

Looking after your employees

Several years ago only a small number of companies, generally large corporations, offered their staff workplace perks. These days the perks a company offers are almost as important to employees as the salary itself.

In order for businesses to stay competitive and attract the best employees, they need to consider not only what the employee can do for the company but also what the company will offer the employee.

With workers often wishing they worked elsewhere, it has become more important than ever that companies put in place staff retention strategies that lead to higher job satisfaction and loyalty.

Employees who feel valued and appreciated by their company will engage more, giving more of their time and energy, resulting in a better performance on their part and better results for the company.

Work perks can help to establish a more positive company culture, create effective relationships between co-workers and drive productivity.

Not all perks are created equal and you should carefully consider what would be the biggest benefit to your staff and the company as a whole before deciding what to invest in. Small, simple things such as offering a dry cleaning service can be extremely beneficial for companies that may not have such services in the near vicinity.

Perks that provide long-term benefits as well as a short-term advantage are among the most highly regarded.

For example, many companies are finding success by offering employees gym memberships or access to free diet and exercise training programs. They are finding staff enjoy the immediate free work perk and companies are reaping the benefit of having fitter, healthier and more alert employees.

A number of organisations also offer to outstanding employees rewards and benefits for goal achievement. These types of perks encourage staff to work hard towards a particular target and in return they may receive anything from gift vouchers, to extra time off work, to a lunch to reward a hard-working team that has reached a particular outcome.

Not all work perks need to be provided by an outside business; organisations can give employees what they want simply by allowing them to have a say in how the business is run. Things like open plan offices, sit/stand desks, the option to buy into the business and share in its profits and offering extra leave for new parents can all boost company morale.



Making the most out of your money

With many Western Australian companies experiencing challenging economic times, salary packaging is recognised as a cost-effective way of enabling employees to access significant salary benefits.

It is cost-effective to companies because outsourced providers such as WA's Paywise Salary Packaging do not charge employers any fees to offer salary packaging to their staff.

This includes no establishment, no set up or any ongoing management fees, rather the employee is charged a nominal fee that is paid for in pre-income tax dollars (gross pay).

The benefits available vary depending on your Fringe Benefit Tax category. However the vast majority of workings are categorised as 'Full FBT'.

Common salary package benefits are those that provide the biggest financial benefit to workers, including novated leased vehicle and salary sacrificed superannuation.

The benefits of a novated leased vehicle include:

1. No GST payable on the purchase price of the vehicle.
2. Lease payments are paid from gross income (before income tax is applied).
3. All vehicle running costs are available free of GST.
4. All vehicle running costs are paid from gross income (before tax is applied).
5. Running costs include lease payments, fuel, tyres, maintenance, insurance and registration.

A novated vehicle lease provides an opportunity to save thousands every year by taking advantage of this benefit.

Providers such as Paywise will manage the whole process for employers and employees with a convenient package that includes a fuel card, removing the need to find cash every time you fill up the vehicle with fuel. A novated lease car may be arranged on a new, used or even your existing car.

Salary sacrificed superannuation is also an income tax effective way to help employees have enough money to enjoy their retirement.

It is not hard to find finance articles commending salary sacrificing even small amounts into your superannuation. The benefit lies in the marginal tax rate that applies to you. Any salary sacrificed money is taxed at 15 per cent compared to income tax rates on wages:

- Earn between \$18,201 to \$37,000 income tax is 19 per cent (4 per cent benefit).
- Earn between \$37,001 to \$80,000 income tax is 32.5 per cent (15.5 per cent benefit).
- Earn between \$80,001 and \$180,000 income tax is 37 per cent (22 per cent benefit).
- Earn above \$180,001 income tax is 47 per cent (32 per cent benefit).

Add the interest that most superannuation funds currently earning means salary sacrificing to your superannuation for your future retirement is well worth considering.



Employee Benefit Programs Specialist

- Increase your employee satisfaction and retention
- Enhance your company's value proposition
- Position your company as an employer of choice

Neat Ideas gives your employees and members 24/7 access to market leading discounts on products and services from Australia's leading brands.

Program Benefits:

- Best deals across leading brands with online access to discounts on major cinema chains, entertainment, attractions, retail gift cards and major family events
- Choice of delivery to your door or via eVouchers
- Automated sales process via a secure shopping cart,
- Remove the risk of warehousing of stock.

- EMPLOYEE ENGAGEMENT PLATFORMS
- CUSTOM WEBSITES
- LOYALTY AND RETENTION
- EVENTS

Get in touch with our team today to start rewarding your employees.

www.neatideas.com.au

08 6389 0055

sales@neatideas.com.au

Create your own benefits website

Companies across Australia are finding more and more creative ways to entice talent to their organisations and reinforce their commitment to existing employees.

Increasingly human resources and marketing teams are looking towards benefit programs as an effective way of fostering positive relationships and rewarding employees for their loyalty to a brand.

"A passion for fostering community and loyalty in the workplace will always set an organisation apart from its competitors," Neat Ideas Director John Beardsley said.

Neat Ideas is fast evolving in to one of the largest employee and member reward organisations across the country, securing clients and hosting programs for companies such as HBF, BT Superannuation, Coles, Kmart and RAC in WA and Victoria to have a touch-point with more than five million people across Australia.

Mr Beardsley said his team looked at a company's core objectives and goals, tailoring an end-to-end engagement solution specific to their needs.

He was adamant that regardless of the number of employees - from a small start-up to a multi-national firm, companies should always have the same approach to their employees and reward them with the same level of discounts and offers.

Neat Ideas can offer your business its own member benefits website, providing your employees access



to the best in market savings and discounts across Australia's leading lifestyle brands, 24 hours a day, seven days a week.

Offers range from discount retail gift cards, to movie tickets, theme parks and local attractions. Neat Ideas' solution gives you the ability to customise all aspects of your online Member Benefits store.

The result is a website that identifies your distinctive brand and complements your company's overall marketing strategy and value proposition.

Editor: Louise Allan | Writer: Kaitlin Shawcross | Subeditor: Kirsten Hyam
Design: Deirdre Hewett | Advertising: Ron McFarlane 9482 3588; Lisa Jones 9482 3209

The best
WORK PERKS
PROGRAMS

ADVERTISING LIFTOUT



Adding flavour to the workplace

Keeping staff happy is key to an enjoyable work environment and having well-fed staff can lead to a boost in productivity.

Whether you are looking to host a Melbourne Cup office lunch, provide additional hospitality at your next corporate meeting or Christmas function, or simply show your employees some appreciation, Subway's delicious sandwich and cookie platters can cater to your business' needs.

An affordable option for any workplace, Subway can provide its platters for small to large groups, from five to 500 people.

Each sandwich platter feeds five to nine people and costs less than \$6 per person.

With a wide range of flavours, there is sure to be something on Subway's catering menu to satisfy even the fussiest of eaters at work.

Sandwich platters are made from a variety of freshly-baked breads with a selection of delicious cold meats, crisp salad ingredients and tasty sauces.

Sandwich platter options include ham, turkey, chicken strips, Subway Club, roast beef and Italian B.M.T.

You can build your order the way you and your colleagues and guests like with your choice of breads, veggies, toppings and more.

Subway to Go! boxed meals can be customised with your choice of Subway six-inch subs. The boxes come with two cookies and a 390ml bottled drink across a variety of flavours.

Subway six-inch subs available include chicken strips, turkey, roast beef, turkey and ham, Subway Club, veggie delite, tuna, Subway seafood sensation and Italian B.M.T. The minimum Subway to Go! boxed meals order is a set of eight.

On request you are able to choose from cookie platters, giant subs and flatbread or wrap platters.

Subway catering can be ordered in-store or online at subway.com.au.

Take a break and have some fun

Arcade games bring with them a sense of excitement and nostalgia, reminding us of earlier days playing a racing or sports game against mates.

Based in Carlisle, Balls 'n' All stocks a range of arcade and table games perfect to hire out for office Christmas parties or casual functions or to purchase for employees to enjoy in their breaks.

"We hire to all types of businesses: offices of lawyers, accounting firms, transport companies, car dealerships, tradesmen workshops and many others," owner Domenic Licastro said.

Choose from pinball machines from the 1990s or the store's range of new models, in addition to soccer tables, air hockey tables or a jukebox.

Arcade games are available in stand-up cabinets or new sit-down cabinets and feature driving games, shooting games and single and multi-player game machines.

Mr Licastro said the most popular games were the arcade 80s classics, twin car racing, pinball and the air hockey and soccer tables.

Hire games can be delivered within 24 to 48 hours of booking and if you elect to hire over the weekend you receive Sunday's hire free.

Games are set to free play, so you and your staff or guests don't need to keep digging into your pockets to keep playing.

Balls 'n' All is a family-owned amusement business that has operated in Western Australia for 20 years. It specialises in sales, service and hire of all types of amusement machines.

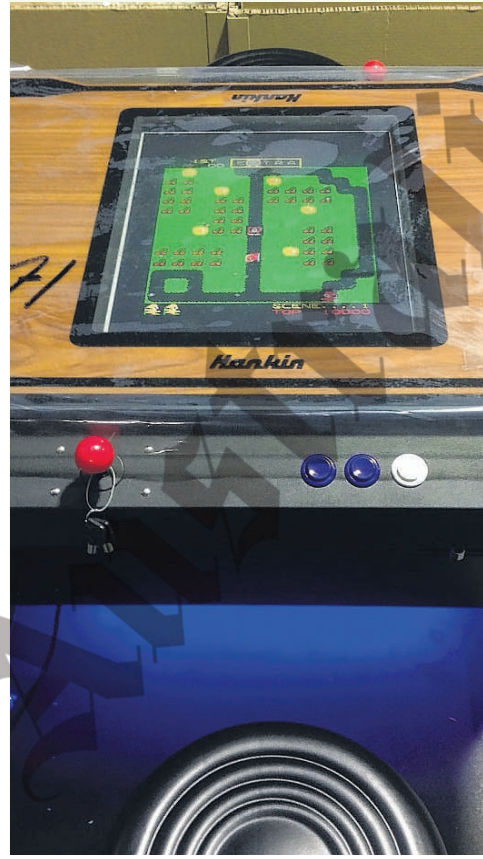
Machines are sold in working order and under warranty and can be delivered and set up for your convenience.

Balls 'n' All also offers profit-share options where a machine is placed at your work and you will share in a percentage of the income that machine generates.

"With these games as a bonus at the workplace, it gives employees a break from their everyday work," Mr Licastro said.

"It allows them to relax and enjoy each other's company while trying to beat their score."

To check out the range of machines contact 9472 5588 or visit ballsna.com.au.



Work perks of the future

More employers are thinking out of the box when it comes to looking after their employees. A Forbes article listed some companies that have creative or quirky work perks that could be commonplace in workplaces in the future.

Valet parking

United Shore Financial Services makes sure its employees don't endure a frosty trek across the car park in winter with a free valet service for staff who drop off their cars in the morning and call before departure to arrange a pick-up.

Bring your pet to work

A pet insurance company in Seattle welcomes

employees' pets every day. The company provides baby gates and tethers and a pet play area. Dog walkers take the animals for some fresh air every morning and afternoon.

Innovative Mondays

Marketing agency Conversation asks employees to turn off their phones and email for the first Monday of every month and devote the day to innovation. The idea came from research that found employees wanted to find creative ways to improve their company, but felt they had no time.

Everyone's a president

Every employee at The Nerderly is encouraged

to take the title of co-president, along with their regular title, and include it in their email signature. The concept aims to encourage team work.

Healthy lifestyle initiatives

A brokerage and consulting firm in Connecticut offers an online diet and exercise program where employees can log goals and monitor their progress towards them. They can also work one-on-one with a trainer.

Strictly 40 hours

BambooHR has a very strict 40-hour work week rule and not a minute more.



Office and Christmas Party Packages



\$8250

PINBALL

New AC/DC Includes metro delivery. Other titles from \$3500.



\$1490

ARCADE

New Cocktail - Inc 2 stools, 60 games, 1 year warranty & metro delivery.



\$899

SOCCER

New College Soccer Table. Set up & metro delivery.



\$2200

ARCADE

New Hankin, Inc 2 stools, 60 games, 1 year warranty & metro delivery 2 stools, 60 games, 1 year warranty & metro delivery.



\$8500

JUKEBOX

Wurlitzer 3 months warranty & metro delivery.

Balls'n'All
AMUSEMENTS

For more information contact Domenic on 0403 438 851
www.ballsna.com.au

Partner with Paywise, West Australia's own Salary Packaging experts.

Reward your staff with
tailored Salary Packaging and
remarkable customer service.



WE OFFER SIGNIFICANT SAVINGS ON
A RANGE OF BENEFITS, INCLUDING:



NOVATED
VEHICLE LEASE



SALARY SACRIFICED
SUPERANNUATION



PORTABLE
ELECTRONIC DEVICES
Laptops, Mobile Phones & Tablets



INVESTMENT
LOAN INTEREST



AIRLINE LOUNGE
MEMBERSHIP



REMOTE AREA
ASSISTANCE



TOYOTA
COROLLA
YOURS FOR ONLY
\$148
PER WEEK*

Weekly payments include:



FINANCE



FUEL



TYRES



MAINTENANCE



REGISTRATION



CAR WASH



Paywise Salary Packaging

The easy way to better pay

1300 729 947

www.paywise.com.au
info@paywise.com.au

* Based on a Paywise provided Novated Lease over 4 years doing 15000kpa with an annual income of \$60,000.00.