

TAX DEDUCTIBLE AND NO FBT for exercise programmes for you and your staff.



In past years, employers who wished to contribute to the wellbeing of their staff by paying for any off site type of exercise e.g. gym membership, personal training or group sessions would have to pay up to 64% Fringe Benefit Tax (FBT).

Exercise New Zealand (EXNZ) is pleased to announce that after clarification with IRD, an exercise product has been developed which, subject to meeting criteria, is not subject to FBT and is also tax deductible. This initiative is called EXNZ Stress Management and is currently being offered to businesses throughout New Zealand by REPs registered Exercise Professionals who meet recognised international standards and who have been endorsed to deliver a stress management programme by EXNZ.

**X EXERCISE
NEW ZEALAND
STRESS MANAGEMENT**

The benefits of exercise to you and your business

- Increased productivity
- Reduced absenteeism
- Management of work place stress



“ Managing workplace stress is not only a legal requirement for employers in NZ, but it also enhances productivity. ”

Richard Beddie - CE, Exercise Association of NZ

What sort of programmes are offered?

EXNZ Stress Management programmes have a wide degree of flexibility in terms of what they offer. The options could include: supervised exercise sessions, boot camps, group classes, or programmes that provide assessments and limited access to an exercise facility.

The common 'ingredient' here is that they allow exercise to help manage employees' stress levels. The type, duration and format of the exercise varies greatly - providing lots of options for employers to consider, depending on the level of investment.

What about gym memberships, are they included in the FBT exemption?

If the EXNZ Stress Management provider has a gym facility, they may choose to offer a top up to include use of the gym outside the prescribed programme structure.

This portion is however not FBT exempt, and the upgrade portion should be paid separately directly by the employee.

Is it tax deductible?

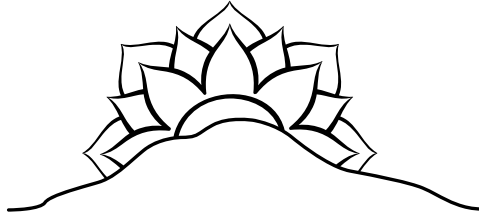
All EXNZ Stress Management programmes are both tax deductible and not subject to FBT as long as they are legitimately being used by an employer as a tool to help manage workplace stress.

How do I take advantage of this initiative?

Contact your local EXNZ Stress Management endorsed exercise business on the back of this document or go to www.exercisenz.org.nz/stress-management for more information.

**X EXERCISE
NEW ZEALAND
STRESS MANAGEMENT**

Your EXNZ Stress Management
endorsed exercise facility is:



SANCTUARY HILL
— Yoga + Retreats —

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www.exercisenz.org.nz/stress-management



www.exercisenz.org.nz



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