

You may or may not know about the drama in au pair land that is troubling many - the role of government and regulation of au pairs including but not limited to taxation requirements.

There are a few sides to every story - but the gist of it is that as an unregulated industry there are few if legal protections available to either party in the case of a dispute of conditions or pay. And as most payments occurs cash in hand and not declared by the AP - it's often tax free (for the AP - we as the family have already paid income tax - anywhere up to 30-40%)

So there is currently a move by the Australian government to say that au pairs shouldn't be getting away with undeclared income and should pay tax. which on the face of it sound fine - even if the tax is highish some people find great solace in the fact that it would be an hourly rate at minimum adult wage indexed for age.

But I'm sure those people haven't done the maths

So I've done some in depth research.... Brace yourselves. I'm not a tax agent or accountant I do have a calculator and spreadsheets for this.

Here goes.

Please keep in mind that rent costs, car costs and electricity costs are actual and mine.

Rent is for a bedroom in Killara 2071. A host family's costs may differ due to their car costs, its age and their location. Regional locations are likely to have lower housing costs but other costs such as Wi-Fi and food will be higher there.

We presumed highest amount for older au pair. If you have a younger one you need to change the hourly rate.

Minimum wage hourly rates are:

18: \$12.09

19: \$14.60

20:\$17.29

21: \$17.70

22: \$17.70

If you work less than 30 hours super is not required.

Ok - are you ready?

Weekly wage assuming over 21 yrs.

40x \$17.70 = \$708

+ 9.5% super (works more than 30 hours a week) = \$67.26

So you deduct tax from pay at 32.5% (\$230.1) and put that into PAYG account

We're now left with \$477.9

Super is taxed too at 15%

So add to PAYG (host families have to withhold and pay the tax department as if they were any other employer)

\$10.1 leaving \$57.16 for super

So \$477.9 income per week

Tax liability to us of \$ 240.2

Super liability \$57.16

Then

There is food and board.

So you can just deduct as if they were anybody else - i.e. they are a tenant

For us we know we can charge \$285-\$300 for room alone per week.

This way we can attribute full market value. Remember - Sydney is more expensive than New York to live in. Most expensive city in the world

Any additions or inclusions are FBT

So if your room calculation includes utilities, Wi-Fi etc. you can either deduct an amount that covers their portion or include it, in which case FBT has to be calculated and paid

So let's say we have a quarterly bill of \$1000 for electricity. You have a 3 bedroom house. The au pair is attributed their own bathroom and bedroom. Then you can calculate a third to them \$333. Divide that over 13 weeks that is \$25.60 per week

So I'm now deducting room and electricity from their weekly wage:

\$477.9 income

-\$285- room

=192.9 left

-\$25.6 electricity

=\$167.3 left

Now let's take food into consideration

3x meals per day X 7 =21 meals

Now you can attribute groceries by equal share or estimate a cost per meal

Or look up a reasonable estimate e.g.: homestay figures attribute about an \$80 gap in catered and non-catered rates. So let's say \$80 per week for 3 meals a day.

So now we have

\$167.30

-\$80

= \$87.30 left

Now let's consider a fee of \$3.50 per week for water, \$8 per week for gas

\$87.30

-\$11.50 gas and water

=\$75.80left

Now let's talk FBT

Car access for work and personal use them it's FBT payable

Now here's the doozy. Because the car is parked at their usual place of residence (i.e. your house) if the car is made available to them then regardless of how often they use it - the car is calculated as theirs for each day they had it at their disposal. If there were any days that it wasn't - so if you took it to go on a road trip, then you have to exclude those days from calculations. So let's say that in a year there were 30 days they couldn't use the car.... Not including servicing. Then 365-30=335.

So the statutory method is

Base value of car when you bought it (provided it's less than 4 years since you bought it. In 4th year it drops to 1/3 base value)

\$29000 / %days with access

X 20%

- Employee contribution (e.g. fuel and other things that they paid for and you haven't reimbursed. I put 0)

So 29000/ (330/365)

=29000/ (.904)

=26216

X 20% tax rate

= \$5243.2

/52

= \$100.83 per week additional value attributed to the PAYG. So this now means she owes me ATO weekly.

So the new tax liability is \$240.2 + her FBT is \$100.83

At this stage (and I haven't even calculated FBT for other things such as entertainment etc.) she needs to budget an amount to cover FBT before she leaves the country with a tax bill. So if she puts that money aside she's still short

\$75.80 (after tax, rent, food, electricity)

-\$FBT100.83

=-25.03

She now needs a second job to cover the FBT

Which she will get taxed at 32.5% as they have no tax free threshold.

She needs to break even by now

So she needs at least 2.1 hours of work at \$17.70 to do so. But now she has transport costs. So she needs 3 -4 hours to make FBT plus her public transport fare (assuming you don't allow her to use the car for second job purposes)

Then here's another thing to consider

If she doesn't have a TFN you need to withhold 47% because she's foreign. So

If she doesn't have one you're taking

$708 \times 47\%$

=

\$332.76

BEFORE anything else

Now her take home before rent etc. was 477

It's now

\$375.24

At this rate she nearly needs an additional full time job (now also taxed at 47%)

- ow I didn't add a whole lot of other things that may add up  
FBT is applied to anything that an employer provides at no cost or at a reduced cost (hello homestay rates) than would be a market value of the person wasn't employed.

It's not just car and carparking. Categories include

Housing

Utilities

Phone and Internet access

Entertainment- that's right that zoo pass is a FBT, so is that trip you took with the family to the Gold Coast. And that fancy dinner they took you to.

Use/loan of items such as cameras, DVD player, the sleeping bag and tent for that trip

Public transport card

Arranging a taxi to/from the airport

The new shoes host mum never wore but for you and she gave them to you as a gift - yep an FBT.

Because the idea is anything that you get that has value that you would not have access to if you weren't employed implicitly is part of your salary package even if you don't use it. Unless you negotiate for the guest gym membership and the pool pass and the car to NOT be a perk of the job, then it's an FBT for the purposes of calculating tax.

In fact FBT can extend to family - ie if your sister is visiting and she gets free accomodation for s week and food

and they throw in a movie pass for a nice thing to do for you, then for FBT this is a benefit that they have received that would not be available to them if your employment was not with this employer. 😊

All of them technically are an FBT that we are supposed to account for (I've got a headache just thinking about it)

- Keep in mind the median allowance for a full time Au Pair is \$200 in Australia - closer to 250 in Sydney. So a person taking home \$250 tax free is doing ok.. It is not unknown for some to have higher incomes and also much lower. It's a personal arrangement negotiated between the AP and the family..
- By the way I'm not anti-protections in place for both families and au pairs. but the current proposal actually hurts everyone by my situation the government wants around \$340 every week and this system still fails to account for the cultural exchange elements and the lack of formality, training requirements and flexible arrangements that and the only protection for au pairs still will be to do in people that don't pay. It still won't protect them re visa conditions, lengths of stay, working conditions etc. and tax and super will require the family to be doing the right thing. if they don't pay the tax man how does he know until later and if you're back in Europe and receive a tax bill again you're protections are limited

as an aside I have used demi pairs unpaid to great success. If you need only 4 hrs a day there is no payment therefore no issues. Of course in the current demand market for Aussies given economic climate, ongoing Childcare affordability and places crisis people can and do turn to au pairs being paid for demi pair hours. Sometimes because the au pair is seeking a wage and sometimes because the family can afford to give one- or in most cases can't afford not to include and allowance or else risk having no care.

Keep in mind for the politically minded that the only reason the law would not pass the dis functional family Christmas that we call the senate is because labour and/or the senate can pose enough of a hurdle to a binary ideological government that is calling us all the "taxed and taxed-nots" That's a hell of a big gamble given our incumbent senate are barely able to understand how to evaluate Wikipedia as probably not a reliable resource to develop their election platform and for policy

If they have no problem destroying the Great Barrier Reef, which supports a significant tourism Industry and they don't care about protecting farmers from mines and fracking they probably don't care about international kids that are here for a year or two and are currently in a good wicket avoiding tax. It's a good news story that they will push to marginalised poorer, angrier people as a win for them telling them it's a rich problem and only rich people and foreigners get penalised. But it's a lie. It will place a huge pressure on existing chalk care places and with it fees (not to mention discussions about requiring places to be prioritised for working mums - because why provide better education outcomes to the poor when being poor is their own fault.....so on) and will place pressure on a. Range of industries including tourism and more importantly food production. We already have issues with food picking that uses and in some cases abuses the young and vulnerable traveller. Making fruit picking more difficult, less appealing and overall more expensive will hurt everyone especially the poorest who have less expendable income.

I truly hope it doesn't pass. But in not holding my breath. I'm preparing for the worst and making plans on how this will affect my family, that means reevaluating both mine and my husbands careers, location, support system and expenditure. Truly I'm sure I'm not the only one that has to make massive life decisions based solely of Childcare costs and availability. Until my youngest is in primary school and a Demi pair will suffice, I need Childcare and that's 5 years away.

To add insult to injury, the overall taxation system doesn't consider childcare a true cost of earning an income – despite every working parent in this country heartily disagreeing:

Here is an excerpt from an online Facebook group that was discussing these issues:

**Laura Fernandez** think an important point to clarify is that families don't want to have the system regulated - not because we don't want to pay fair money to our beloved au pairs - but because under our taxation system, there is no way that we can claim the cost of an au pair or nanny as part of our costs of having an income the rules state this is domestic task and there is no way we can recoup the costs. this may seem trivial but families that use registered childcare providers are entitled to usually one or two rebates - one of these is equivalent to \$7500 per child attending long day care - so it penalises us by not allowing us to access the same rebate for what many would argue is just as good if not better than day-care. So by avoiding paying \$700 out of my income of which \$340 is tax for my au pair and recouping the costs on rent electricity etc., I can be more financially sound with \$2-\$300 per week going directly to my au pair who usually spends it on our generally fragile

seasonal tourism industry, keeping locals employed in areas that need jobs. the system works as it is because everyone - when they are doing the right thing by each other - gets their pound of flesh and their cake and get to eat it too  
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Plus it's a nightmare doing all the payg and super. Also doesn't take into account, recruiting costs to find aupairs.

Also can families deduct time for administration costs processing payg and payroll, super payments.

Unlike · Reply · 2 · 5 hrs · Edited



**Laura Fernandez** no they cant. they are costs to the employer as in any othe rbusiness. This is why the proposal sux - as they get classed a domestic work we cant claim anything on our income tax as an expense, and we cant employ them under a usual business. If you were to employ them under a business, theres a whole gamut of regulations and requirements and hurdles needed to overcome. its not like you can get an abn and make a business and have an employee - to cover au pair wages or nanny wages as an actual busienss you have to show you meet ceratin requirements - one of which is being a registered provider - which you have to pass the national quality framework which is HEAVILY regulated:

I know this because I was looking for a loophole to be able to do so and got lost in what would be reuquired. potentially it can be done but a family by itself would be unlikley to go through the sheer time and expense to do so - It would cost you a lot to set up initially - so you'd have to be committed to either doing it for real or operating a fraudulent scheme on such an epic scale it would be close to legitimate in any case

<https://www.mychild.gov.au/childcare-information/registered>

<http://personaltaxspecialists.com.au/tax-deductions-for...>

<https://www.ato.gov.au/.../Income-and-deductions-for.../>

I would argue that deductions are closest to those that Nurses get

<https://www.ato.gov.au/.../Nurses-midwives-and-direct.../>

Or Teachers

<https://www.ato.gov.au/.../Teachers---claiming-work.../>

so you think you can find a loophole.....

<http://www.acecqa.gov.au/regu.../regulatory-authorities-faqs>

<http://acecqa.gov.au/nationa.../national-law-and-regulations>

<http://www.acecqa.gov.au/families/families-faqs>

(check out specificall the faq - who is not covered)

[http://acecqa.gov.au/educators-and.../opening-new-service\\_1](http://acecqa.gov.au/educators-and.../opening-new-service_1)

<http://acecqa.gov.au/assessment-and-ratings-process>

<http://acecqa.gov.au/ResourceCategory.aspx?pid=414&gcpid=344>

OMG the paperwork!!1

for my local council - the requirements to set up a familydaycare

[http://www.kmc.nsw.gov.au/.../Family.../Becoming\\_an\\_educator](http://www.kmc.nsw.gov.au/.../Family.../Becoming_an_educator)

The national framework

<http://acecqa.gov.au/.../approved-early-learning-frameworks>

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Unfortunately that's not correct once it does come into effect. We as in families will be bent over. We will not be able to sack aupairs simply because they don't fit our families. We will have to pay workers compensation the lot.

Like · Reply · 3 hrs



**Laura Fernandez** Actually we can sack them:

So we would be considered a small business under the understanding of the Fair Work Act - ...[See More](#)



Welcome to the Fair Work Ombudsman website

FAIRWORK.GOV.AU

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Laura Fernandez you won't be able too under fair work

Like · Reply · 3 hrs



**Laura Fernandez** Notice period of 1 week would apply  
riod of continuous service Minimum notice period  
1 year or less 1 week

<https://www.fairwork.gov.au/.../dismissal-how-much-notice...>



Welcome to the Fair Work Ombudsman website

FAIRWORK.GOV.AU

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**Laura Fernandez** You're right - not if they are not a 'good fit'  
but you can dismiss with appropriate notice - 1 week.  
and again as we would be classe da ssmall business then they cant apply for unfiar dismissal until they have worked for 12 months with you

<https://www.fairwork.gov.au/ending.../unfair-dismissal>



Welcome to the Fair Work Ombudsman website

FAIRWORK.GOV.AU

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**Laura Fernandez** The onus is back on us to be fair and just in dealing with AP's - ie communication -  
Like · Reply · 2 hrs



**Laura Fernandez** the small business code covers our obligations and how to avoid unfair dismissal.  
Like · Reply · 2 hrs



**Laura Fernandez** So this is how you be fair - and i would argue that if as a host family you are not communicating any issues you have then its doomed to fail

"n other cases, the small business employer must give the employee a reason why he or she is at risk of being...[See More](#)

Like · Reply · 2 hrs · Edited



Interesting. Can other hospital workers (e.g., specialists) claim nanny costs off their tax??

Like · Reply · 2 hrs



**Laura Fernandez** Um... dont quote me on this - but i think some nurses and paramedics can - kinda - there was a federal government scheme that gave the childcare rebate to specific groups of workers - they had to meet income thresholds (ie be lower incomes) to qualify -It was a resounding failure as nanny rates particularly for overnight shift work is very high (understandably so) and the income threshold was so low that it was next to useless. the people that did want it - also couldn't access it because there weren't enough nannies/agencies in the areas needed - agencies generally focus on highly populated urban areas - the lower income health service shift workers in regional areas didn't have any in the area...



Oh no the scheme is absolutely useless but I was wondering if nanny costs can be claimed on tax for medical professionals working long hours...

Like · Reply · 2 hrs



**Laura Fernandez** unfortunately it's harder to sack anybody anymore regardless of what policies state. You keep referring to these links. Do you experience in a small business where you have sacked someone for whatever reason

Like · Reply · 1 hr



**Laura Fernandez** and [redacted] I work shift work and husband FIFO and you literally get 3.00 per hour. For me to start at 345am the nanny would have to stay overnight and it wouldn't be worth me working



Let's not forget the car insurance and fuel! That's worth a hefty chunk if they're under 25!!!!

Unlike · Reply · 5 · 6 hrs



great breakdown. You forgot though that if an au pair is with you for less than 6 months they are not considered a resident for tax purposes and are taxed at the HIGHEST rate. These girls forget that they have to live and/or work in the SAME location for more than 6 months to qualify for the resident status according to the ATO!!!

Like · Reply · 2 · 6 hrs

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Yep they are considered foreigners. With tax file number I think it's around 37% without tax file number almost 50%

Like · Reply · 1 · 6 hrs



I know this first hand as I employ a foreigner and he is staying long term but I have had to site copies of bank statements, phone contracts and house lease all in his name to use as 'proof' he will be with me six months plus and has set up connections in the community.

Like · Reply · 6 hrs



Even with a tax file number if they do not remain in the same location for more than 6 months they cannot claim the tax free threshold and are taxed at 46% from the first dollar they earn!

Like · Reply · 6 hrs



I read it that you need to 'intend' to stay six months on the ATO website. Otherwise you are not a resident for tax purposes and it's 32.5% from first dollar in bank. For those who just work a month and move on its to try to prevent this I believe

Like · Reply · 5 hrs



No it's 32.5% I just looked

Unlike · Reply · 2 · 5 hrs



That's correct

Unlike · Reply · 1 · 5 hrs



More than "intend" to stay they have to also have community ties - go to church, join a sporting club etc!!!

Like · Reply · 5 hrs



Tax can be claimed back if earnings under \$18,200 so long as the intent to stay six months was agreed. Not necessarily always if it didn't work out etc

Like · Reply · 5 hrs · Edited



I don't do any of that!!

Like · Reply · 5 hrs



**Laura Fernandez** And in terms of my calculations - I do 3 month contracts with my girls - they usually want to travel after 3 months.

Like · Reply · 1 · 5 hrs



I always say to perspective families I will commit to threemonths minimum bit no point more and then not getting on or enjoying my time. Happy to stay longer of the role would fit

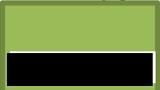
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But Australian Citizens don't have to meet those requirements! At the end of the tax year the questions are quite clear on if you are a resident for tax purposes - not if you just "intended" to stay. No tax free threshold for those who

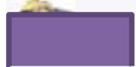
DID NOT actually stay in the one job or location for more than 6 months and had community ties. They are then deemed NON residents and are usually hit with a bill!

[Like](#) · [Reply](#) · 1 · 5 hrs



I've read it pretty much every week on seven months so far in Oz, but I'm sure you're right hun. We can only read what's online or ring immigration

[Like](#) · [Reply](#) · 5 hrs



No it is a Tax department ruling - nothing to do with immigration.

[Like](#) · [Reply](#) · 1 · 5 hrs



Ring tax office I meant. Most of my friends put here have had no problems with tax back but I haven't experienced it yet

[Like](#) · [Reply](#) · 5 hrs



Even those who work in restaurant I. The city for three months have claimed tax back do you know what I mean

[Like](#) · [Reply](#) · 5 hrs



no that's not right. The tax rate for a non resident with tfn is 32.5%. For non resident without a tfn it's 47%.

Tax free threshold is not applicable to non residents as far as I knew?

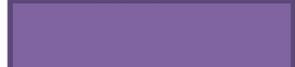
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they shouldn't be and ato will catch up with them when they exit country.

The ruling is clear on what a resident v non resident is

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if they have claimed it back as a resident then they have done so illegally. Our ATO will track people back to other countries and have them charged when they audit the years accounts - they really don't care as they are a Government Department who has to be seen as chasing offenders!

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correct - tax free threshold does not apply to non residents. To be considered as a resident they must live and/or work at the same address for more than 6 months and have ties to the community!

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Im just a mere backpacker going by what everyone's doing... I've met hundreds of people who've left the country and had no problems. I won't find out until I claim mine back.

Im not saying they'll did it legally, but so far has been no repercussions (o e of my friends left Oz three years ago)...[See More](#)

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please post the link to the page about community ties im really struggling to find it

[Like](#) · [Reply](#) · 5 hrs



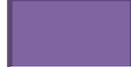


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I employ a foreigner and before I worked out his tax my accountant told me I need to see 'ties to community'. Phone contract with address, lease six months plus in his name, gym membership etc.

Like · Reply · 5 hrs



Yes I get that - the tax department has the ability to chase people for up to 7 years!

Like · Reply · 5 hrs



Like · Reply · 4 hrs



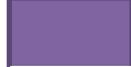
I bought a car out here. The department of transport and roads told me to just put a friends address down. As i was honest and said I'm moving around a lot. Its not just the backpackers haha

Like · Reply · 4 hrs



Once out the country I hear there's not much they can do except deny future entry. I could be wrong though

Like · Reply · 4 hrs



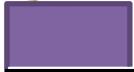
<https://www.ato.gov.au/Calculators-and-tools/Host/...>

Calculators and tools\_Host | Australian Taxation Office

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

ATO.GOV.AU

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Question 9 is "Are you a member of any clubs, churches, community groups or organisations in Australia?"

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Yes you could be wrong as the ATO will charge you if you are a resident of a country with extradition rights. England is a country that hands you over!

Unlike · Reply · 1 · 4 hrs



Like · Reply · 1 · 4 hrs



**Laura Fernandez** in regards to methods to recover owed funds - it depends on the amount and if its worth it - but countries often have bilateral taxation agreements - or legal agreements that help them recover monies owed as part of their general duties to each other. unless your a citizen of switzerland, the canary islands or the bahams, ie, tax havens then if they chose to they may well come after you

Like · Reply · 4 hrs



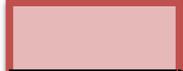
Anyway I think main point is pocket money and expenses is a far better arrangement for all

Unlike · Reply · 1 · 4 hrs



Very interesting calculation, can't believe how much just a room would cost in Sydney! And that's a big electricity bill but guess it adds up with an extra in the house, on a side note when I have rented electricity is split per person not per room. Eg ...[See More](#)

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But I have share house before and you are not collecting rent on the room, you are sharing the rent basically.. I posted an ATO link above to domestic workers that nanny comes under therefore would apply to an au pair.. No super if works under 30hrs

Like · Reply · 6 hrs



didn't see the link, but googled and guess you mean this <https://www.ato.gov.au/.../Working-out-if-you-have-to-.../>

## Working out if you have to pay super | Australian Taxation Office

Working out if you have to pay super Generally, if you pay an employee \$450 or more (before tax) in a calendar month, you have to pay super guarantee (SG) on top of their wages. If your employee is under 18 or is a private or domestic worker, such as a nanny, they must also work for more than 30 hours...

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Hadn't seen that before so that explains that issue. Thanks .

Like · Reply · 5 hrs

[redacted] with the sharing rent but if you own the house its a different story <https://www.ato.gov.au/.../Renting-out-part-or-all-of-.../>

## Renting out part or all of your home | Australian Taxation Office

Renting out part or all of your home If you rent out part or all of your home, the rent money you receive is generally regarded as assessable income. This means: You must declare your rental income in your income tax return, and you can claim deductions for the associated expenses, such as part or a...  
ATO.GOV.AU

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**Laura Fernandez** Ok - so in our case we rent - we don't own, so we consider it a share situation - in fact we have to get approval to sublet. so I'm sure I could argue to ATO in my particular circumstances that No its not assessable income.

Like · Reply · 5 hrs



**Laura Fernandez** In terms of utility sharing - I have a spreadsheet - you can request a copy by Pm from me - and it allows you to break it down per adult /per person or per room. in my case there are 3 adults and 3 bedroom - they pay 1/3 based on bedroom, if there were a couple in there - they pay 1/3 based on bedroom, not 1/2. but again this is up to individual families to work out how to apportion these expenses as long as they show how its worked out

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[redacted] definitely not income if subletting a rented room, but would be interesting if it ever gets properly regulated as would cause issues for owners. Interesting how everyone apportions bills differently, was only speaking from shared rental experience not an aupair situation

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[redacted] Obviously theres been very little consultation with accountants let alone people using the current system or they would have figured some of this out. Or their motivations are different and they don't care...

Like · Reply · 1 · 6 hrs

[redacted] If this ruling came into effect I would not have an au pair and with spare room and get a student in where the govt pays me up to \$270/week tax free and this money would go towards the cost of a nanny who doesn't have to be live in as I can get a nanny for \$21-\$30/hr with blue card, child care qualifications, etc...

[redacted] go back to being a stay at home mum. I cant work shift work without an au pair.

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[redacted] that is what the "pot stirrer" is not understanding is that her regulation will mean there is no more Au pair work in Australia as family will choose other means, like you have said the mum now stays at home.

Like · Reply · 1 · 5 hrs

[redacted] her regulations will destroy the industry that she is trying to "protect" and as she is in a WHV it won't matter to her as she is no longer here in Australia

Like · Reply · 5 hrs · Edited

I feel there is so many things wrong with this post. That's just me. But I see so many people wanting their au pair to be part of the family which means treating them as part. Not charging then a ridiculous amount of rent ei 300 a week which yes if you wanted to you could charge that. I could go on which right now there is the tax free up to 18000. Obviously cash is best for both if it's all fair.

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This is essentially what it costs though. When an Au talks about "fair pay", these are all the things not considered. In my suburb, a room costs \$150-180 a week, more with ensuite.

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This is an absolute realistic theory for this host mums location.

In my situation, my au pairs have only been 19 and 18 years old. That lowers their minimum hourly rate. They would be even worse off than a 21 year old.

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This post is also considering 21 meals a week and a car which not every family offer. Or if they have the car all petrol is paid by them. Weekends off so rarely eating in would factor in my au pair roles

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you still cater for them to eat at home as then if you say they cant' eat on weekends you are a "bad" host family

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Haha I see your point I just meant it's money saving for the host families more often than not as au pair will travel and pay her own meals on weekends, in my experience anyway

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I actually have worked as an au pair and was paid very well so happy with all the families I have worked with and would go back to then all in a heartbeat. I feel sorry for some of the girls 200 is not enough to save and enjoy your time here and yes I know your suppose to have 5 k and that's what that's for but rather have more to do more with!

I work right now a 9-5 office job and rent and I actually save more so really just is going to screw all the families that really need someone

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Mine have nearly always stuck around and gone out on trips, and once they see the price of eating out here in Melbourne, nearly always pack lunch. I had a pair try to empty out my fridge and pantry of snacks when they were asked to leave.

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**Laura Fernandez** So - as the author of this post let me say something here to assuage the idea that im a heartless money grabber that is out to stick it to an aupair.

I'm not. My second child is actually NAMED AFTER ONE OF OUR AU PAIRS. I regularly correspond with them. My

mother visited one on France. We took Demi Pairs to my family home and had xmas with them - my entire family made sure they were given xmas gifts because thats what we do - we love our girls, they are part of our family.

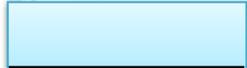
The point this post is making though is in refernce to regulating this sector and wilfully ignoring this elemnt - the cultural exchange, that explicitly makes it not like a traditional employee-employer relationship. by changing taxation rules to target APs and families it changes the dynamic and if we are forced to pay higher rates we are entitled, nay required by taxation law to correctly attribute market costs to the value of provided 'perks', ie FBT.

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**Laura Fernandez** paraphrasing someone on a host family page said - 'my au pair has seen me in my undies more than once - that doesn't happen in the workplace!'

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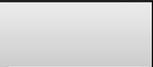
Depends where you work 😊😊😊

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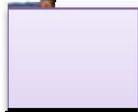


Also another point is the person pushing this regulation has been with 5 families in 6months so not sure what sort of family experience she would have got in such a short time with families as sometimes the "love" can take a little bit to get used to a new person in your house...

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Agree the point is, you can't have your cake and eat it too. There are posts from certain AP's saying it needs to be regulated etc. How the situation currently stands is it is a cultural exchange, AP's should get an experience as part of the deal (it's a give and take situation where all parties should find balance using common sense and communication). What the AP who keeps posting about regulation is trying to do is cause it to be a take take situation eg. AP takes in form of minimum wage which forces host family to take in form of charging rent, board, car use, etc. It's really not hard to understand but some seem to be having trouble, if host families have to start paying minimum wage they will start charging rent and board, AP's are not going to get free rent and board and get paid minimum wage! Australian citizens working in Aust who also get minimum wage don't live with their employer, they pay their own rent, board or home loan. At the end of the day if AP and host family are all on same page and all happy with whatever the agreement is, there isn't need for regulation. The only winner in regulation is going to be the Australian government who will get extra tax revenue. In the meantime if an AP feels she isn't being treated right there are already heaps of agencies he or she can go through for work! I don't think the girl who keeps harping on about AP rights really understands the depth of what she is getting herself into. Could it be she is simply a disgruntled AP who got fired a few times because she was no good as an AP? The odds of coming to Aust and working for multiple bad host families in a row seems highly unlikely. There are more good than bad families out there.



Laughing at the undies comment

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Oh I thought you meant me haha

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\$300 a week is reasonable in some areas - esp Sydney eastern suburbs. Prior to hosting au pairs we took in homestay language students and they would pay us \$350 a week for room and half board. We provide all meals to au pairs. Plus I think the point is that the ATO would look at market rent and not what the family is charging so that means \$300++ in some areas. Hope the ruling doesn't come in.

And this is just from one aupair facebook page – this issue affects thousands of working families. It doesn't discriminate in terms of location because every family that currently relies on au pairs to assist them are facing loss of childcare. This is essential for working parents – although yes it does disproportionately affect the females of the workforce. But this tax change has the potential to undermine not just this 'on the quiet' industry – which has developed because our government has failed to socially, economically and politically respond to the needs of families, but also the agricultural, and tourism industry. This has the potential to have vast unintended consequences from what policy makers expect. You had an awful time with 7/11, Oporto, coles and woolworths – they have oversight and still fell through the system. We are just mums and dads looking to keep on working and paying tax by providing affordable flexible in home care that the market does not and cannot provide in any other way.