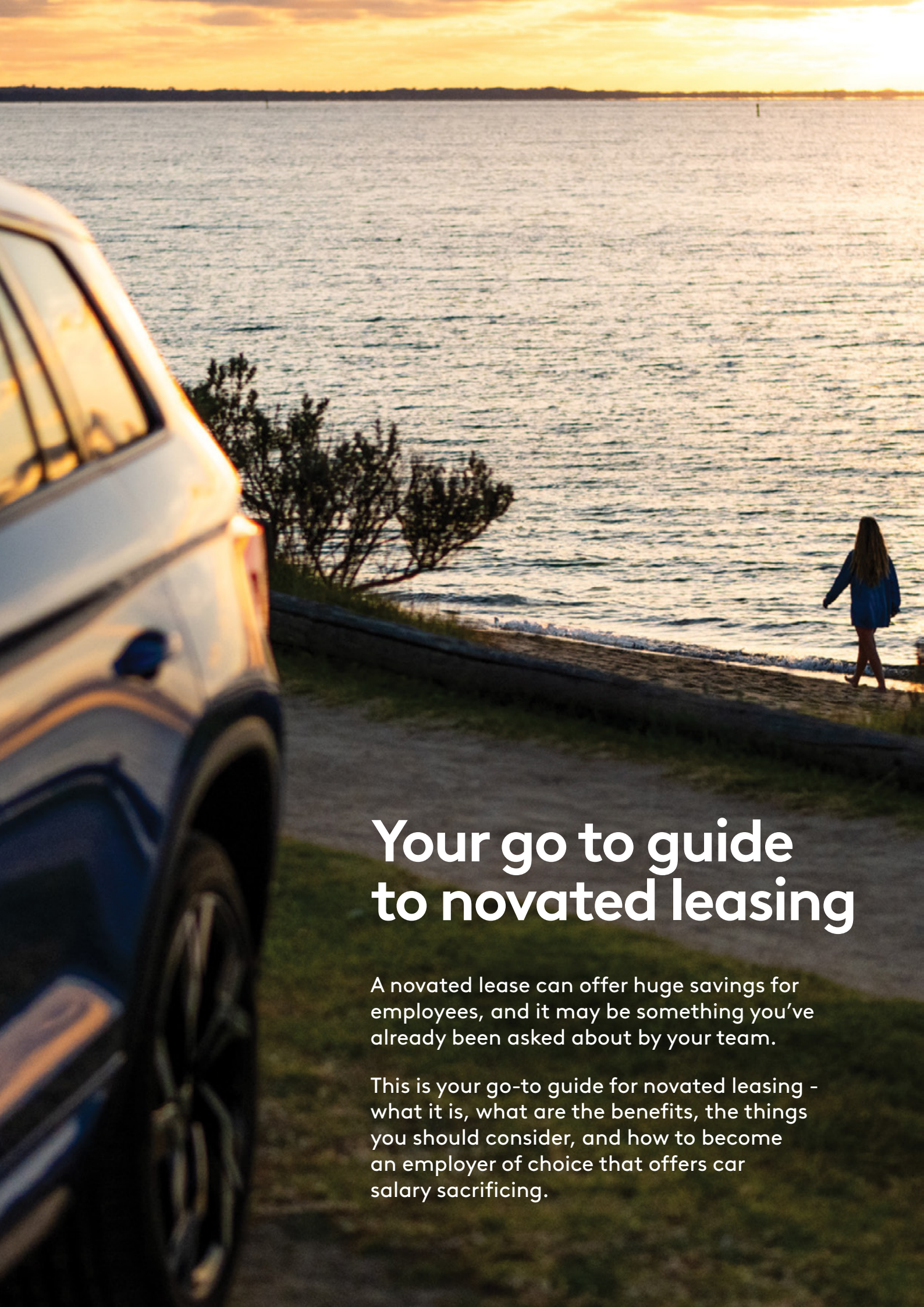


NOVATED LEASING

The Complete Employer Guide



LEASELAB



Your go to guide to novated leasing

A novated lease can offer huge savings for employees, and it may be something you've already been asked about by your team.

This is your go-to guide for novated leasing - what it is, what are the benefits, the things you should consider, and how to become an employer of choice that offers car salary sacrificing.

About Leaselab

At leaselab, we do what we do because we're truly passionate about helping everyday Aussies get the car they want while saving tax. We focus on novated leasing because we've seen just how big of a difference it makes.

Our mission is to make novated leasing simple and easy to understand. To cut through the jargon and sales-speak and offer straight facts about the pros and cons. We're here to help you figure out if a novated lease can work for you, and if so, find the best plan to help you save the most tax.



NPS score
83

★ Trustpilot
★★★★★
4.9 (511 reviews)

G Reviews
★★★★★
4.9 (252 reviews)

Great Place To Work
Certified
APR 2020-APR 2021
AUS

Who We Work With





How novated leasing works and how your team benefits

Simply put, novated leasing is a form of salary sacrifice that allows employees to pay for their car and running costs out of their pre-tax income.

This reduces your employees' taxable income, meaning they are effectively paying for their car before being assessed for income tax. In some cases, this may be accompanied by a post-tax deduction that functions to offset FBT.

With running costs able to be bundled into the lease, drivers will save GST they would normally pay on fuel, servicing, and other car running expenses.

Over the life of a lease, employees can save tens of thousands of dollars compared to traditional finance, or buying

the vehicle with cash. In addition, the employee can choose the exact make and model of car they want, whether that be a new, demo, or used vehicle. The employee can also salary package their existing car, which not only helps reduce their tax liabilities, but can also assist their cash flow.

Aside from the straightforward initial setup, there aren't any costs or fees associated with providing novated leases to your employees.

This means that novated leases can be a cost-neutral employee benefit that can go a long way towards improving your employee value proposition.

A look at how your employees can benefit

	Novated Lease	Cash Purchase	Car Loan
Vehicle Purchase Price	\$59,398.64 exc GST	\$65,000 inc GST	\$65,000 inc GST
Net Lease Payments over 5 years	\$43,024.80	\$0	\$0
Net Running Costs over 5 years	\$15,025.40	\$0	\$0
Interest Payable on Car Loan at 7.99% over 5 years	\$0	\$0	\$14,059.27
Interest Lost on Cash Purchase at 3.75% after tax over 5 years	\$0	\$13,382.05	\$0
Gross Running Costs inc GST over 5 years	\$0	\$22,435.20	\$22,435.20
Residual (balloon) Payment inc GST	\$18,379.72	\$0	\$0
Total Cost of Vehicle Ownership over 5 Years	\$76,429.92	\$100,817.25	\$101,494.47

*Comparison is based on a salary of \$80,000, over a 5 year term, driving 15,000KM per year, located in NSW, FBT Exempt electric vehicle

- ✓ Your vehicle costs reduce your taxable income
- ✓ Save GST on the purchase price of the car
- ✓ Save GST on the running costs of the car
- ✓ One simple payment
- ✓ Attractive new car discounts through our national dealer network
- ✓ Fuel card included - simple and convenient
- ✓ Tax savings tailored to the individual
- ✓ Access to our vehicle Maintenance Network

Becoming an employer of choice

In competitive talent markets, employers are constantly working to develop effective ways not only to attract talent to their organisations but also to retain valuable staff members. At Leaselab, we believe that novated leasing is one of the best ways to reward your employees, helping to reduce staff turnover, so you keep the best people in your business for longer.





Create a more attractive package without an additional cost

The ability for your employees to pay for their cars using pre-tax income effectively gives your employees a boost to their disposable income and acts to increase the total size of their remuneration package. Employees end up with more money in their pockets without any additional expense to the business.

In competitive markets, this extra benefit could be the deciding factor when competing for talent helping you build a stronger team for your business.



Increase employee satisfaction

It's not always possible to give your people a pay increase as frequently as you might like, but offering a novated lease is one method of providing a strong financial benefit without increasing your expenses.

This financial and lifestyle benefit can help employees feel valued and rewarded at work and increase overall satisfaction.



Promote holistic and financial wellbeing for your employees

To attract and retain quality staff, businesses today must consider employee engagement incentives tied to staff wellness and holistic wellbeing - financial wellbeing is a key part of that.

Providing novated leases helps employees address the uncertainty and budgetary challenges associated with car ownership.

Your business can also benefit from cost reductions and the elimination of FBT

If you're a business that already provides work cars, providing a novated lease instead can also dramatically reduce costs to the business while also eliminating the need to pay Fringe Benefits Tax in certain situations. Leaselab will strive to keep FBT obligations as low as possible, and offset FBT wherever possible.

Employer considerations

Novated leases are safe for employers and don't come with risk, simply some considerations.

We tackle some of the common concerns here.





Liability

The financier agreement is signed by the employee, not the employer. There's no liability to the employer for the finance contract, and the employee retains the liability to pay the lease if they leave. You simply agree to make payments on the employee's vehicle from their pre-tax income whilst they are employed by you.



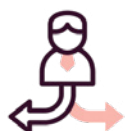
Cost to you

At Leaselab, novated leasing is a cost neutral process for employers - that is, it won't cost anything to offer. We don't charge employer management fees, making it simple and free for you to provide this valuable benefit to your employees.



Fringe benefits tax

We strive for \$0 fringe benefits tax (FBT) liability for your company and know how to offer the most cost effective FBT solution. We provide full FBT reporting to demonstrate the \$0 liability, giving you complete transparency and peace of mind.



What happens when employment ends?

The novated lease lives with the employee, so should they leave, they take the novated lease with them, and are liable to make payments themselves until they find a new employer. There is no liability to you as the employer and you won't be responsible for anything in order to transfer the lease to their new employer.



Will I be locked into a contract with a novated lease provider?

At Leaselab, we don't believe in lock-in contracts. You maintain full control and flexibility, with no additional fees or obligations beyond the basic agreement to make payments for your employees as part of payroll.

Done right, this service should take almost no time and cost you nothing at all.

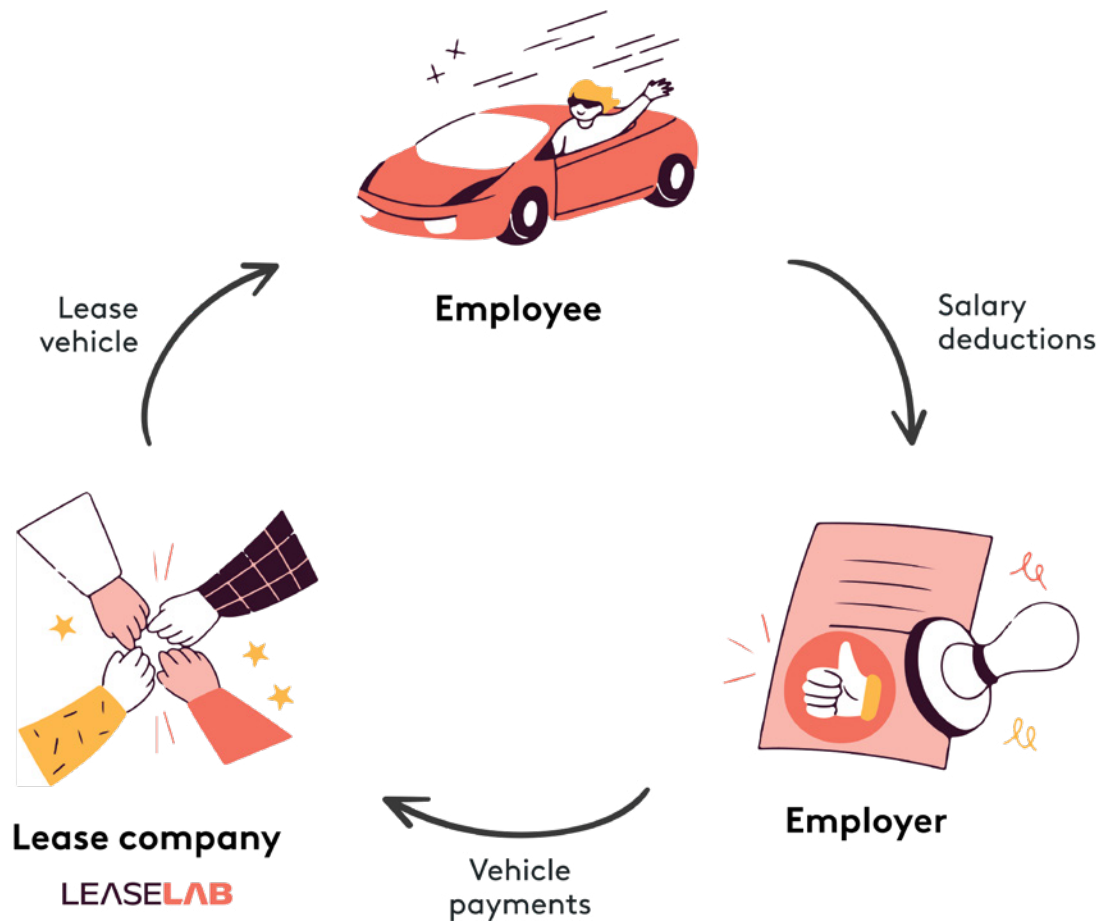
Leaselab will

- 1 Offset any FBT liability you may have
- 2 Make sure everything is clean, accounted for and managed
- 3 Provide FBT reporting
- 4 Not lock you into their service



How to set up novated leasing

Setting up novated leasing is surprisingly simple...



1

You choose a novated lease provider. There's minimal paperwork with Leaseslab - you only need to sign a couple of documents, which state that you agree to set up salary deductions and a recurring payment method.

2

Leaseslab will provide the amounts to enter in your payroll system (e.g. MYOB, Xero, etc).

3

Payments to the novated lease provider on your employee's behalf can be direct debit or EFT, and can be set on the same date the pay cycle happens for simplicity and cash control.

With Leaseslab, the process of setting up leases in your payroll system will take minutes and be set and forget. We will provide bulk and itemised invoices for each individual lease to ensure the impact on your HR and payroll team is minimal. Leaseslab has a dedicated team that can assist your payroll staff with the initial setup of the employees' novated lease, making the whole process simple and stress-free.

Selecting a leasing provider

And why it should be Leaselab!





No hidden management fees or costs

It's not unusual for drivers to see one figure on an initial quote, and another once the lease agreement is finalised. Small weekly or monthly fees can add up over the life of a lease and end up negating a big portion of the tax savings from novated leasing so you should choose a provider with no hidden additional fees to maximise savings.



Flexibility

You should seek a provider that gives you flexibility in the way you offer novated leasing. At Leaselab, we don't lock your business into exclusivity agreements, which means you and your employees have the freedom to secure the best outcome from leasing.



Personalised pricing and tax outcomes

At Leaselab, we take a flexible approach to novated leasing, tailoring plans to suit each driver's individual needs. This ensures your employees aren't paying too much in their regular payments, and have enough funds to cover servicing and other expenses.



Access to fleet pricing

We leverage our volume and relationships to provide fleet pricing on cars. This helps your employees save thousands off the ticket price of the car, further increasing the financial benefits they receive from novated leasing.



Reporting and visibility

As a tax product, in-depth and high-quality reporting is a must-have for any business offering leases to their employees. Leaselab has the ability to share regular reporting, including reports that demonstrate \$0 FBT liability.



Impact on super, payroll tax and WorkCover obligations

Due to the net impact on an individual's taxable income, novated leasing can be used to lower your business's payroll tax obligations and WorkCover premiums.

Ultimately, you should select a leasing provider that understands and meets the needs of your business - a partner that is invested in your long term success.

We do it differently

We partner with our clients to create meaningful experiences that educate, inspire and add value to their people. Our engagement extends beyond novated leasing, helping employers increase benefit awareness, support wellbeing and build a stronger workplace culture.



Digital and always on



Designed for a distributed workforce

Our engagement model is designed for employees working across offices, project sites, home and the road.

Always accessible

On-site experiences are supported by digital education, virtual consultations and self-service resources.

Built around your team

The program can be tailored by location, workforce segment, communication channel and stage of the employee journey.

Human when it matters

Employees receive personal support from a specialist who can explain the benefit, review their options and guide them through the process.

Broader than leasing

Our partnership can support financial wellbeing, cost-of-living initiatives, employee connection and leadership development.

Engagement without disruption

Due to the net impact on an individual's activities, activities are scheduled around your operations, informing employees without interrupting productivity or distracting staff from the job at hand.

How we engage your people

One benefit, multiple ways to engage. On-site experiences are backed by digital education and self-service, so every employee can connect with the benefit in the way that suits them.



IN PERSON

On-site information days

Specialists attend your offices or sites to explain the benefit, answer questions and reach employees who may not respond to digital channels.

Lunch & Learn sessions

Short, structured sessions ending with a live Q&A, covering how novated leasing works, choosing an EV or ute, running costs and take-home pay outcomes.

Drop-in centre

On scheduled days, a casual drop-in desk lets employees make a confidential enquiry without an appointment, or book a private consultation.

Vehicle showcases and roadshows

With participating manufacturers, we bring relevant EVs and utes directly to the workplace so employees can compare vehicles while learning about charging, range and real-world running costs.

Tax savings kiosk

A mobile touchscreen kiosk in a high-traffic location lets employees explore indicative savings, scan a QR code and book a consultation on the spot.



DIGITAL

Digital Employee Hub

A co-branded hub bringing together benefit education, calculators, FAQs, campaign information, videos and booking links.

Live webinars and recordings

Interactive webinars provide consistent education for remote and multi-site employees, with recordings available for anyone unable to attend.

Bookable 1:1 consultations

Confidential in-person or video consultations at times that suit, with one dedicated specialist through each step of the process.

Virtual drop-in and self-service booking

A recurring open video session for casual questions, plus a booking page where employees choose a time, consultation type and channel without email back-and-forth.

SMS education and campaigns

Consent-based texts promote education, events and offers. Particularly valuable for mobile and site-based employees who may not see corporate emails.

Podcast or audio series

Short episodes on practical topics such as understanding an EV, reading a quote and running costs. Useful for employees who spend time in transit.

Supporting Regional Workforce



Built around a strong regional presence and community-first approach, our service model is designed to support employees wherever they are based — ensuring equal access to novated leasing across metropolitan, regional, and remote locations.

Dedicated Regional On-the-Road Support

Our team regularly travels to regional and community locations.

On-site education sessions tailored to local teams and leadership.

In-person consultations to build understanding and confidence.

Support aligned to key moments — site visits, team days, and regional forums.

Satellite Presence Beyond Metro Centres

We operate with a satellite office model to better service regional corridors.

Enables faster, more localised support for employees.

Reduces reliance on purely remote servicing models.

Ensures continuity of service across dispersed networks.



Our commitment to sustainability through accelerating EV uptake in Australia

A novated lease can offer huge savings for employees, and it may be something you've already been asked about by your team.

This is your go-to guide for novated leasing - what it is, what are the benefits, the things you should consider, and how to become an employer of choice that offers car salary sacrificing.

Full utilisation of FBT exemption

We take full advantage of the EV and plugin hybrid discount. This means any vehicle under the LCT limit is exempt from FBT, dramatically reducing the net cost of these vehicles for your people.

Preferential EV fleet pricing

We work closely with leading EV providers to secure preferential pricing for their products, further increasing affordability and making EVs more attainable for your employees.

Ability to claim home charging

We were the first to offer home charging reimbursements, and have built this process into our proprietary leasing platform to remove this potential barrier for drivers looking to purchase an EV. Drivers should be able to claim costs, regardless of the fuel their car consumes.

Technology enabled – Seamless Automated Payroll Process

Tied to Payroll

1 Automated pay file

A customised CSV pay file is generated in the Employer Portal, uploaded into the ERP system, and automatically reconciled—reducing manual admin

2 Deduction drawn at payroll cut-off date

EMPLOYER PORTAL

The screenshot displays the LEASELAB Employer Portal interface. At the top, there's a navigation bar with links: Dashboard, Information, Profile, and Contact Us, along with a Sign Out button. The main heading is "Welcome back, John". Below this, a sub-header reads: "Your central hub for managing your vehicle lease. Track payments, manage reimbursements, and access support all in one place." A prominent white box highlights the user's status as "Active" and lists their vehicle details: "Zeekr 7x PERFORMANCE AWD" with a registration number "Reg: -". To the right, a summary of the "TOTAL MONTHLY PAYMENT (INC. GST)" is shown as "\$1,948.55". Below this, a table provides a breakdown of the payment: "PAYROLL CYCLE: Monthly", "PRE-TAX DEDUCTION: \$1,771.41", and "POST-TAX DEDUCTION: \$0.00". The "Your Active Leases" section features two cards. The first card, for "KOG123", shows a car image, the lease period "08 May 2025 - 08 May 2028", financial overview (Available Funds: \$2,039.64, Pending Payments: \$11.00), and vehicle details (Land Rover Range Rover Sport P460e PHEV DYNAMIC HSE, 338kW, Black, VJK114). The second card, for "FHR980", shows a car image, the lease period "19 Oct 2023 - 19 Oct 2026", financial overview (Available Funds: \$1,894.31, Pending Payments: \$11.00), and vehicle details (BMW 1 Series M140i, White, F014).

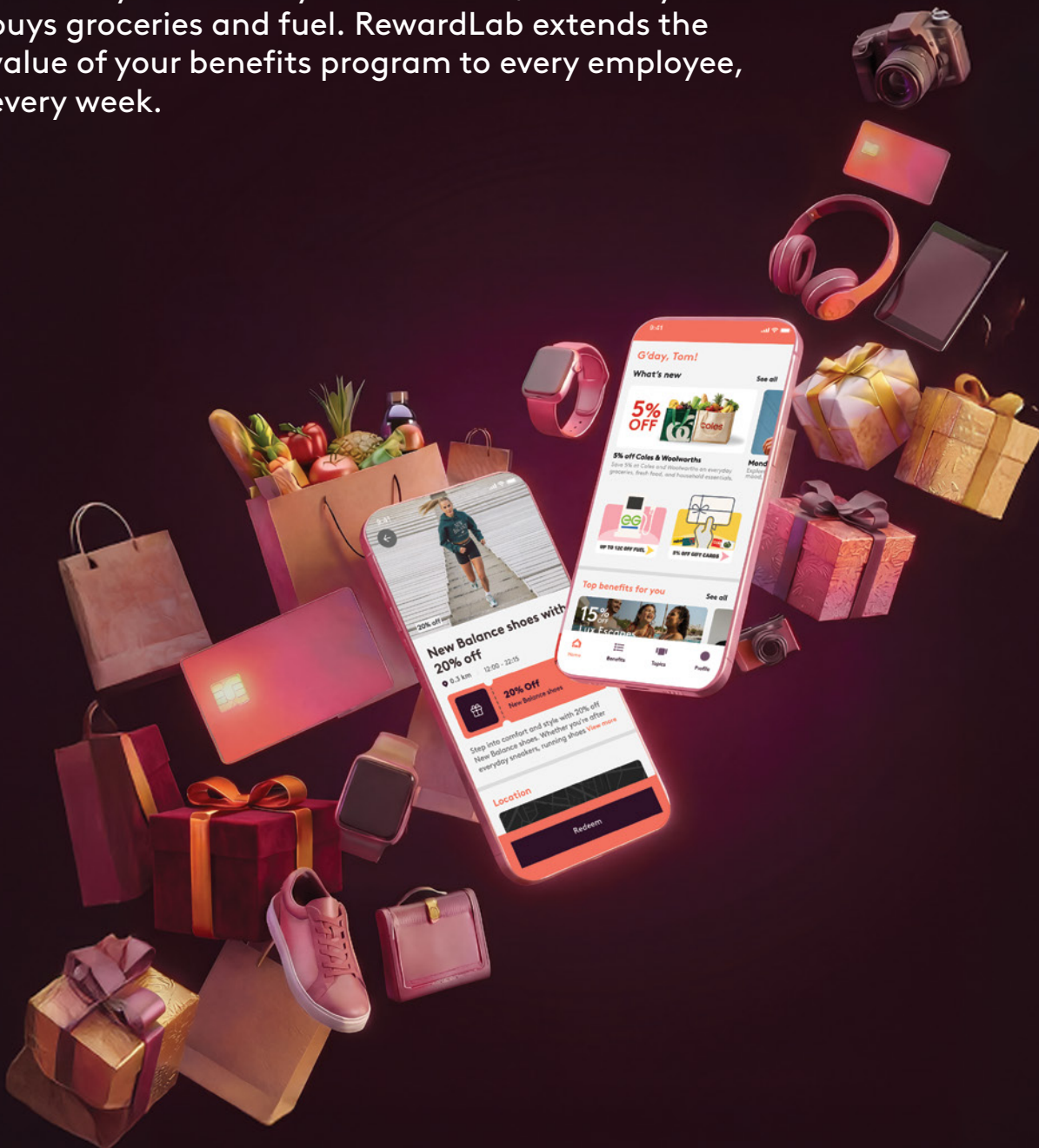
Payroll Invoices & Credit Notes								Export to CSV
Search by invoice number or company name...				All Types	All Status	Filter by date		
Invoice Date	Invoice Number	Type	Company Name	ABN	Payroll Cycle	Status	Amount inc GST	Actions
01/02/2026	INV-9563	Invoice	Skyline Innovations Pty Ltd	1234567890	Monthly	Paid	\$1,185.13	

ALSO FROM THE TEAM AT LEASELAB

More than a car. Meet RewardLab.

The car benefit is one part of the picture. RewardLab is our employee benefits platform, built with heart and designed for humans. It gives your people real savings on the things they actually spend money on, every day.

Cost-of-living pressure touches every employee. Not everyone is ready for a new car, but everyone buys groceries and fuel. RewardLab extends the value of your benefits program to every employee, every week.



What your people get

Everyday savings

Discounts on groceries, fuel, travel, wellness and more. Real value on real spending. not points or gimmicks.

Simple to use

Employees browse offers and save in minutes. No pre-purchased vouchers to buy or manage.

Practical cost-of-living support

Savings that land on weekly essentials, so the benefit is felt in the household budget. not just on payday.

What your business gets

Value for your whole team

A benefit every employee can use, not just those ready to lease a car.

No administrative burden

Leaselab and RewardLab handle setup, offers and employee support. Nothing for your team to run.

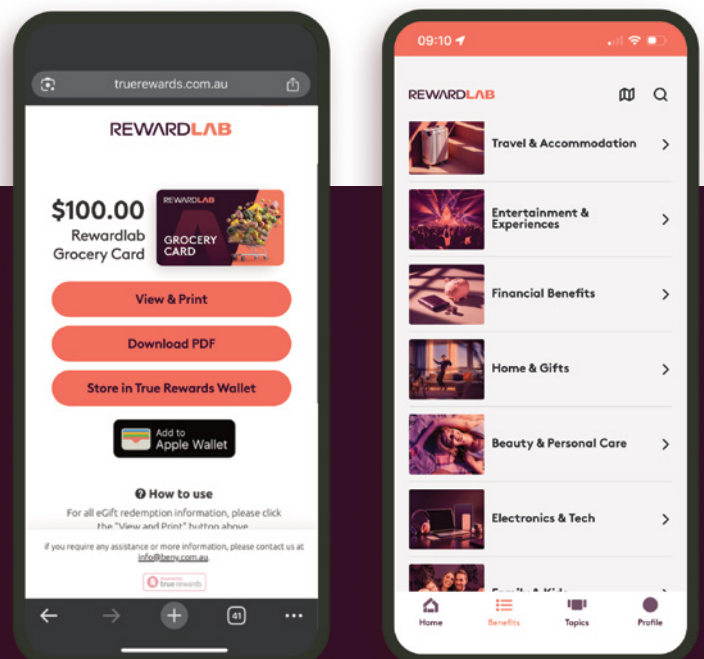
One partner

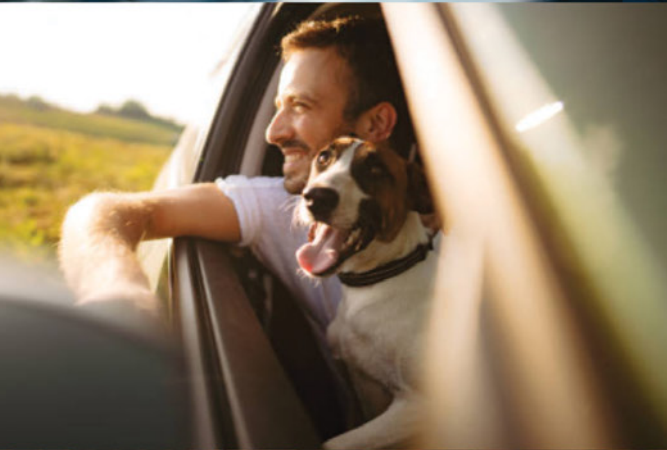
Car benefits and everyday rewards delivered by the same team, under a single relationship.

GETTING STARTED

Simple to launch

Co-branded communications, posters and digital assets introduce RewardLab to your team. Talk to your Leaselab partnership manager about switching on RewardLab for your team.





The bottom line

Novated leasing can make a very positive contribution to company culture and is a useful tool for HR or People & Culture professionals as part of their talent acquisition process.

Given the savings, in a way it's like being able to give staff members a significant pay rise without spending a cent. With the right provider, it's simple to set up with almost no paperwork, and it'll cost you nothing out of pocket. Most importantly, your employees will thank you for it.

We help organisations of all sizes, including government bodies and corporations.

Get in touch with the team to see how novated leasing can be beneficial to your business.

1300 888 594

www.leaselab.com.au

team@leaselab.com.au

What our clients say



Leaselab bring an entrepreneurial mindset to every opportunity, identifying innovative solutions and a refreshing approach to partnership and service delivery. Leaselab combine strategic insight with practical execution, ensuring clients receive tailored solutions rather than a one-size-fits-all offering. Their focus on creating value, building trusted relationships, and continuously evolving their approach sets them apart in the market. They make novated leasing simple and I would confidently recommend Leaselab to any organisation seeking a collaborative, forward-thinking, technology led and highly differentiated partner

Matt Cavallaro

Head of Affinity
Howden



Having just leased a car through Leaselab myself, I was blown away by the quality of service. We lost our cars in the floods and Leaselab was so empathetic and understanding helping us move along the process so quickly. Would highly recommend to any employer.

Steve Gard

Founder
Benchmarcx



We've been working with Leaselab for our novated leasing needs and have found them to be prompt, professional, and a pleasure to deal with. Their team communicates clearly and efficiently, making the entire process smooth and straightforward. Highly recommend their services.

Bronte Jelbart

Talent Acquisition Manager
Hickory Group





Get in touch with the team to see how novated leasing can be beneficial to your business.

1300 888 594 | **www.leaseab.com.au** | **team@leaseab.com.au**