



INFORMATION BULLETIN – HE 002

REMUNERATION

THE HEALTH AND POST SECONDARY EDUCATION TAX LEVY ACT

Issued: June 2000

Revised: January 2023

This bulletin will help employers understand what kind of payments, made to or on behalf of employees, are remuneration for purposes of The Health and Post Secondary Education Tax Levy Act (also known as HE Levy).

For information on tax rates, exemptions and other general information, see Bulletin HE 001 – Information for Employers.

SECTION 1 - DEFINITION OF REMUNERATION

Remuneration includes any payment, benefit or allowance which, by reason of subsection 5(1) or section 6 or 7 of The Income Tax Act (Canada) are declared to be or are required to be included in income of a person for the purposes of that Act, and without limiting the generality of the foregoing includes:

- Salary and wages
- Bonuses
- Commissions or other similar amounts fixed by reference to the volume of sales made or the contracts negotiated
- Other taxable allowances or benefits paid to an employee or officer,

Remuneration also includes anything contributed by an employer to a plan or trust for the benefit of one or more employees unless, upon receiving an amount or benefit under the plan or trust, no amount would be required by subsection 5(1) or section 6 or 7 of The Income Tax Act (Canada) to be included in computing the income of the employee,

It does not include pensions, annuities or superannuation benefits paid by employers to former employees after retirement of that employee or anything contributed by an employer to a plan or trust if the value of the employer's contribution has already been included as remuneration.

The following lists of common benefits and allowances are provided to assist you in applying the HE Levy correctly:

- Section 2 - Benefits and allowances that are remuneration subject to tax.
- Section 3 - Benefits and allowances that are not remuneration and therefore are not subject to tax.

SECTION 2 – REMUNERATION SUBJECT TO THE LEVY

Remuneration as defined above includes the following benefits or allowances paid to, or on behalf of an employee or officer:

- Value of board and lodging.
- Honorariums.
- Vacation trips and other travel benefits, (except as noted in Section 3).
- Personal or living expenses, (except as noted in Section 3).
- Gifts, either in cash or in kind.
- Incentive prizes and awards.
- Sick leave credits paid to employees during on-going employment that are required to be included on an employee's T4 slip.
- Tuition fees that are required to be included on an employee's T4 slip.
- Bursaries provided directly to employees (but not to family members of arm's length employees, unless the payment is a substitute for salary/wages of the employee).
- Gratuities/tips disbursed by the employer.
- Directors' or other fees.
- Personal use of an employer's automobile.
- Wage-loss replacement plan benefits (short-term disability, long-term disability or weekly indemnity benefits) paid on a periodic basis. Benefits are taxable remuneration whether or not source deductions (CPP, EI, income tax) are taken.
- Employee benefit plan benefits under ss.6(1)(g) - The Income Tax Act (Canada).
- Contributions to an employee trust.
- Salary deferral arrangements.
- Employer paid premiums for employees' group life insurance.
- Premiums paid by employers to group sickness or accident insurance plans where the related benefits are paid on a lump sum basis (premiums paid to a wage-loss replacement plan where benefits are payable on a periodic basis are not taxable).
- Employer paid premiums to non-group sickness or accident insurance plans, disability insurance plans, or income maintenance insurance plans.
- Contributions to an employee's RRSP (but not an RPP as noted in Section 3).
- Discounts on merchandise/service that reduce the selling price below the employer's cost.
- Any tax on a property or service paid on behalf of an employee.
- Benefit from interest free or low interest loans.
- Amount forgiven on an employee's debt.
- Employer-provided housing subsidies and housing loss reimbursements.
- Rent-free and low-rent housing.

- Contributions to an employee's profit sharing plan.
- Termination pay pertaining to unpaid salary and unpaid vacation leave credits and amounts paid in lieu of notice (but not retiring allowances per Section 3).
- Payments for the acceptance of an offer of employment or an office, or payments for an agreement not to compete after the termination of employment or an office.
- The benefit an employee or officer receives under a stock option or issuance of shares as described in section 7 of The Income Tax Act (Canada).
- The benefit of employer provided recreational facilities to a select group or category of employees (e.g. executives) for free or for a nominal fee.
- Reimbursement for work related use of an employee's own automobile (i.e. taxable if: the per kilometer rate is not reasonable; employee is paid a flat rate not related to the number of kilometers driven; or employee is reimbursed based on a combination of a flat rate plus per reasonable kilometer rate).
- Employer provided parking.
- Financial counselling or income tax preparation provided to an employee.
- Reimbursement (or portion thereof) for the use of an employee provided cell phone and/or at home internet, not related to the performance of employee's duties.
- Non-accountable moving expenses greater than \$650 (Employer reimbursement for moving expenses for which the employee does not have to provide details or receipts to justify amounts paid.) The part of the amount that is more than \$650 is included.
- Reimbursement of professional related dues where the employee is the primary beneficiary (i.e. professional membership is not a requirement of employment).
- Employer contributions (including payment of administration fees) to a group Tax Free Savings Account (TFSA).
- Any other benefit or allowance that an employer is required to report as employment income of an employee or officer for income tax purposes.

SECTION 3 – BENEFITS AND ALLOWANCES NOT SUBJECT TO HE LEVY

The following benefits or allowances paid to, or on behalf of an employee or officer are not remuneration for purposes of applying the HE Levy:

- Payment of pension, annuity or superannuation benefits.
- Retiring allowances, including payment for unused sick leave credits.
- Dividend payments.
- Remuneration paid to employees who report for work at a permanent establishment of the employer outside of Manitoba.
- Death benefits paid to a beneficiary or an estate.
- Payments from a Deferred Profit Sharing Plan.
- Benefits under a sickness or accident insurance plan, a disability insurance plan, an income maintenance plan, except if the plan is a wage-loss replacement plan where benefits are payable on a periodic basis, as noted in Section 2.

- Employer contributions to, or premiums paid for, the following :
 - A registered pension plan (RPP).
 - A private health services plan.
 - A deferred profit sharing plan.
 - Employee counselling services.
 - Wage-loss replacement plan premiums where the related benefits are paid on a periodic basis.
- Employee allowances (that are reasonable) for work related travel expenses.
- Reasonable per kilometer allowances for work related use of an employee's own automobile. Note: Reasonable rates are prescribed in Section 7306 of the Income Tax Regulations.
- Board, lodging and transportation costs for employees at/to a special work site or remote location.
- Subsidized school services for the children of an employee, in remote or unorganized areas.
- Child care services if: services are provided at employer's place of business; managed directly by the employer; provided to all employees at minimal or no cost; and not available to the general public.
- Subsidized meal costs.
- Allowances for uniforms and special clothing.
- Moving expenses.
- Non-accountable moving expenses of \$650 or less (Employer reimbursement for moving expenses for which the employee does not have to provide details or receipts to justify amounts paid.)
- Cost of transporting employees between pick-up points and the location of employment where for security or other reasons, public or private transportation is not practical.
- Use of an employer's recreational facilities (if available to all employees).
- Membership fees in a social club or recreational facility where the membership is primarily for the employer's advantage.
- Employer provided parking if provided for business purposes and the employee regularly has to use their own automobile (or one supplied by the employer) to perform their duties.
- Employee counselling services for: an employee's re-employment; employee's retirement; or employee's mental or physical health.
- Employer provided cell phone or reimbursement of employee provided cell phone/internet used strictly in the performance of employee's duties.
- Reimbursement of professional membership dues where the employer is the primary beneficiary (i.e. professional membership is a requirement of employment).
- Employment income (reported in box 71 of an employee's T4) that is exempt from income tax based on section 87 of The Indian Act (Canada). Employers should have a completed Canada Revenue Agency form TD1-IN E – Determination of Exemption of an Indian's Employment Income on file in support of each employee for which this exemption is being claimed.

SECTION 4 – SELF-EMPLOYED EARNINGS AND CONTRACT SERVICES

Self-employed Earnings

- Earnings from self-employment, that are an individual proprietor's or partner's net profits, are not remuneration for purposes of the HE Levy.

Contract Services vs. Salary and Wages

- Salaries or wages paid to employees are remuneration. However if an employer/employee relationship does not exist between the employer and the person(s) providing the service, the payments are for contract services and are not remuneration for purposes of the HE Levy.
- To determine if an employer/employee relationship exists, the conditions of the worker's employment/contract must be considered using the following tests. These tests are similar to those used by Canada Revenue Agency:
 1. What degree of control the employer has over the way the work is done or the work methods used.
 2. Whether the tools and equipment and other supplies are owned/ maintained by the employer or worker.
 3. Whether the worker has the opportunity for profits.
 4. Whether the worker faces the risk of financial losses arising from business activities such as damage to equipment, bad debts or inventory delivery delays.
 5. Whether the worker is offering the services as part of his/her larger business enterprise or only to one particular client.
 6. Whether the employer contributes to CPP, EI or other benefits.

Please note: Contact Manitoba Finance if you require assistance in determining whether payments being made are on account of remuneration to an employee or on account of contract services.

FURTHER INFORMATION

This bulletin is intended to serve as a guideline and is not all-inclusive. For the specific wording of the law, please refer to The Health and Post Secondary Education Tax Levy Act and Regulation. Further information may be obtained from:

Manitoba Finance
101 - 401 York Avenue
Winnipeg, Manitoba R3C 0P8
Telephone: 204-945-5603
Manitoba Toll-Free: 1-800-782-0318
Fax: 204-945-0896
E-mail: MBTax@gov.mb.ca
Web Site: <https://www.manitoba.ca/finance/taxation/>

ONLINE SERVICES

Our Web site [here](#) provides tax forms and publications about taxes administered by Manitoba Finance, and a link to Manitoba's laws and regulations. Forms and publications can also be obtained by contacting Manitoba Finance.

TAXcess, our online service, taxcess.gov.mb.ca provides a simple, secure way to apply for, and to file, pay and view your Manitoba tax accounts.