

# Superannuation

## Introduction

To ensure that the Shire of Toodyay meets industry standards for employment conditions.

## Objective

- To provide guidelines for Council's co-contributions of superannuation to Shire of Toodyay permanent staff, employed under an award or who are not adequately covered in their contract of employment.
- To provide an incentive to retain staff as Council realises that this is both cost effective and maintains productivity.
- To be socially responsible as statistics show that most retirees are currently not adequately provided for.

## Scope

This policy applies to all Shire of Toodyay employees.

## Definitions

Term	Definition
CEO	Chief Executive Officer
Council	The local government, responsible for making decisions in formal meetings held under the auspices of Part 5 of the <i>Local Government Act 1995</i> and under the <i>Shire's Standing Orders Local Law 2008</i> .
Eligible Employee	All Employees of the Shire are eligible to participate in the Shire's Superannuation contributory scheme except for those who have an express term in an employment contract that precludes participation.
Employee	An employee of the Shire
Federal Government Superannuation Guarantee	The super guarantee (SG) percentage that the Shire, as an employer, is compulsorily legislated to pay eligible employees at least four times a year. As at 10 August 2023, the minimum SG percentage rate is 11% of an employee's ordinary time earnings (OTE). Note: This is scheduled to progressively increase to 12% on 1 July 2025.
Service	Continuous unbroken employment with the Shire of Toodyay.
Shire	the Shire of Toodyay.

Term	Definition
Superannuation Contribution	The percentage of a person's salary that Council contribute into a complying superannuation fund

## Policy Statement

This policy is for the purpose of offering maximum employer co-contributions when matched with employee voluntary contributions, in keeping with standard industry practice.

The additional superannuation clauses of this policy do not apply to employees who have negotiated remuneration conditions, in their contract of employment, higher than the policy.

### 1. Base Superannuation Contribution

The base superannuation contribution for Council is based on the compulsory Federal Government Superannuation Guarantee.

### 2. Additional Superannuation Co-Contributions

(a) Additional superannuation co-contributions over and above the Federal Government Superannuation Guarantee subject to a matching voluntary contribution by the employee, by way of salary sacrifice, will apply to permanent Shire employees.

(b) The percentage of the additional superannuation co-contribution will be up to a maximum of 5%, subject to relevant before tax and after-tax contribution caps.

## Reference Information

- The [super guarantee charge](#) (Australian Taxation Office)
- [Aware Super Government co-contributions page](#)

## Legislation

- [Local Government Act 1995](#) and subsidiary legislation (s.5.47)
- [Superannuation and Family Benefits Act 1938](#)

## Associated documents.

Contracts and Agreements between the Shire and Employees.

## Version control information

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