

POLICY NO.	A.19
POLICY SUBJECT	Supplementary Superannuation Contributions for Employees
ADOPTION DATE	29 April 2004 (C.21/0404)
LAST VARIATION DATE	26 November 2020 (C.05/1120)
LAST REVIEW DATE	26 November 2020 (C.05/1120)

Policy objectives

- ◆ To encourage the interest of quality staff to be employed with the Shire, and offer incentives for staff to remain within the Shire workforce.
- ◆ Remain competitive within the Local Government industry in attracting the highest calibre of staff
- ◆ To ensure Shire employees receives similar benefits of the majority of Local Governments in Western Australia.

Policy

This policy offers permanent staff a superannuation benefit of 3% above their gross salary. Conditions required in being eligible for this benefit:

- ◆ Staff must be employed on a full-time basis, or a permanent part-time basis
- ◆ Staff must voluntary surrender 5% of their gross salary
- ◆ Staff must state, in writing, their intention of voluntary contributing 5% of their gross wage
- ◆ If intending to cease participating in the supplementary superannuation scheme a member of staff must give a minimum fourteen (14) days notice
- ◆ Staff can contribute more than the prescribed 5%, but can only receive a maximum of 3% council superannuation contribution.

This policy aims to “top up” the contribution to the employee’s superannuation fund by paying 3% of gross wages when the employee makes a voluntary contribution of 5% of their gross wage. This will result in Council contributing a total of 12.5% superannuation.

Superannuation guarantee (statutory)	9.5%
Employee voluntary superannuation contribution	5%
Council supplementary superannuation contribution	3%