

# P 13 – Supplementary Superannuation Contributions for Employees

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## 1 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.

## 2 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 13% superannuation.

Superannuation guarantee (statutory)	10%
Employee voluntary superannuation contribution	5%
Council supplementary superannuation contribution	3%

This policy will be automatically updated when legislation changes the % of superannuation guarantees.

## 3 Applicable Legislation and Documents

<b>Statutory Power</b> <i>(Acts, Regulations, Local Laws, TPS)</i>	<i>Local Government Act 1995</i> s.2.7(2)(b) – The council is to determine the local government’s policies <i>Superannuation Guarantee (Administration) Act 1992 (Cth)</i> <i>Superannuation Guarantee Charge Act 1992 (Cth)</i> <i>Local Government (Employee Superannuation) Regulations 2016</i>
<b>Shire Policies</b>	N/A
<b>Related Documents</b>	N/A
<b>Related Procedure</b>	N/A

#### 4 Administration

<b>Original Adoption Date</b>	29 April 2004 (C.21/0404)
<b>Last Variation Date</b>	28 April 2022 (C.08/0422)
<b>Last Reviewed</b>	28 April 2022 (C.08/0422)
<b>Scheduled Reviewed Date</b>	30 November 2023