



## POLICY – 5.7 Superannuation

### Relevant Delegation

N/A

---

### Policy Statement

1. The Shire will contribute towards an employee's personal superannuation as follows –
  - a) the Superannuation Guarantee Levy, plus
  - b) where an employee makes voluntary contributions, either by:
    - (i) deduction from pay after tax; or
    - (ii) by salary sacrifice,the Shire will make an additional contribution equal to 1.5 times the employee's contribution to a maximum employee contribution of 5% of salary or wages.
  - c) Notwithstanding the employee's personal contribution, the Shires contribution will be limited to a maximum of 17% of salary or wages including the Superannuation Guarantee Levy.
2. Where the Superannuation Guarantee Levy increases, the additional matching percentage contribution by the Shire is to decrease an equal amount, maintaining a maximum Shire contribution of 17%.

– End of Policy

### COMMENT

Superannuation contributions are governed by the Superannuation Guarantee (Administration) Act 1992.

|                  |                                   |                  |
|------------------|-----------------------------------|------------------|
| Formerly         | Pt 5.12 Replaced 29 November 2012 |                  |
| New Policy       |                                   |                  |
| Last Reviewed    | 17 December 2020                  |                  |
| Next Review Date | February 2021                     |                  |
| Amended          | 17 December 2020                  |                  |
| Adopted          | 30 August 2018                    | 17 December 2020 |
| Version          | 1                                 |                  |