

HRP004 – Superannuation (Non-compulsory)

1. Intention

To provide information on the council's adopted position in relation to voluntary superannuation contribution (i.e. non-compulsory).

2. Scope

This policy applies to employees of the Shire of Waroona.

3. Statement

Employees may join this voluntary scheme under the prevailing terms and conditions of the *Local Government Superannuation Act 1980*.

Council's contribution rate to a registrable superannuation entity but excluding a self-managed superannuation fund, over and above the Superannuation Guarantee amount, shall be on the basis of 1:1. Council's contribution will be capped at the upper limit of 15%, inclusive of the Superannuation Guarantee amount.

After 10 years' service Council will contribute an additional 1% on the Council's basic contribution. The Council's additional 1% contribution shall commence at the beginning of the financial year in which the employee's tenth anniversary of commencement of employment with the Council occurs. No additional employee contribution is required to attract the additional 1%.

Through their individual contracts, Executive Staff may negotiate superannuation contributions by Council outside of this Policy.

4. Legislative and Strategic Context

The *Local Government Superannuation Act 1980* and the associated subsidiary legalisation provide the broad framework within which this policy operates.

5. Review

This policy is to be reviewed as required.

6. Associated Documents

Nil.

Division		Human Resources			
Policy Number		HRP004			
Contact Officer		Chief Executive Officer			
Related Legislation		Local Government Superannuation Act 1980			
Related Shire Documents		Nil			
Risk Rating	Low	Review Frequency	As required	Next Review	When required
Date Adopted		22/06/2004		OCM04/083	

Amendments		
Date	Details of Amendment	Reference
23/07/2013	Amended to increase superannuation guarantee.	OCM13/07/072
28/10/2014	Amended to include other superannuation entities.	OCM14/10/127
22/06/2021	Updated as part of major review and reformatted.	OCM21/06/071
Previous Policies		
HR001 – Superannuation (Non-compulsory) 2.1 – Superannuation (Non-compulsory) 2.1 – Superannuation (Non-compulsory) Local Government Full Member Scheme		