**4.2 Superannuation Contribution Policy**

# **STRATEGIC PLAN OBJECTIVE**

3.3 To provide responsible and accountable governance and management of the EMRC

3.5 To improve organisational culture, health, welfare and safety

# **PURPOSE**

To detail the superannuation contribution entitlements for eligible staff members of the EMRC.

# **LEGISLATION**

*Local Government Act 1995* s 5.47

*Superannuation Guarantee (Administration) Act* *1992*

*Superannuation Industry (Supervision) Act 1993*

# **POLICY STATEMENT**

1. The contribution rate required by the *Superannuation Guarantee (Administration) Act* 1992, as amended from time to time, will be paid by Council for all eligible staff into a complying superannuation fund.
2. Staff members (with the expectation of casual staff) who contribute a minimum of 5% of their ‘ordinary time earnings’, as defined by the Act, to a complying superannuation fund will be entitled to an additional 5% contribution from Council above the *Superannuation Guarantee* (*Administration) Act* 1992 contribution, such that the total contribution from Council (including the Superannuation Guarantee amount) is up to a maximum of 17% of the staff member’s ‘ordinary time earnings’.
3. All voluntary contributions made by staff are to be made by way of a fortnightly payroll deduction, ‘before’ or ‘after’ tax.

# **FINANCIAL CONSIDERATIONS**

An amount is provided in the annual budget for the cost of providing superannuation contributions.

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| Adopted/Reviewed by Council | 1. 29 April 1993 2. 22 July 1999 3. 22 February 2001 4. 02 May 2002 5. 20 May 2004 6. 23 February 2006 7. 18 September 2008 8. 23 September 2010 9. 18 September 2014 10. 6 December 2018 |
| Next Review | Following the Ordinary Elections in 2021 |
| Responsible Directorate | Corporate Services |