

Council Policy 4.2

Superannuation Contribution

Strategic Plan Objective

To improve organisational culture, health, welfare and safety

Purpose

To detail the superannuation contribution entitlements for eligible 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 EMRC shall provide superannuation payments to all Employees regardless of their modes of employment. The EMRC offers a superannuation contributory scheme to Eligible Employees who voluntarily contribute up to 5% of their salary to superannuation.
2. The EMRC will match Eligible Employee contributions on a percentage-by-percentage basis, up to a maximum of 5%. Eligible Employees can contribute to their superannuation via salary sacrifice (pre-tax amount) or salary deduction (post-tax amount) as allowed under any specified salary sacrifice options and the Australian Taxation Office guidelines.
3. The 'Superannuation Choice' option is available to Employees in accordance with *Local Government (Amendment of Part VIA – Employee Superannuation) Regulations 2006*.

Definitions

Employee Means an employee of the EMRC.

Eligible Employee Means all Employees of the EMRC are eligible to participate in the EMRC's Superannuation contributory scheme except for those who have an express term in an employment contract that precludes.

Financial Considerations

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



Adopted/Reviewed

- 29 April 1993
- 22 July 1999
- 22 February 2001
- 02 May 2002
- 20 May 2004
- 23 February 2006
- 18 September 2008
- 23 September 2010
- 18 September 2014
- 6 December 2018
- 22 June 2023

Next Review

Following the Ordinary Elections in 2027

Responsible Unit

Office of the CEO – Human Resources