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 and Standards

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
25 June 2026

Next Review

June 2030

Responsible Unit

Transformation Team – Human Resources