

Corporate

2.27 Superannuation contribution

Introduction

The purpose of this policy is to establish the level of superannuation contribution paid by the Shire of Capel (Shire) to its employees as part of total remuneration packages.

Purpose

This policy also aims to:

- Provide a clear and consistent approach to Shire superannuation contribution payments.
- Provide employment remuneration benefits that assist in the attraction and retention of staff.

Policy statement

1. In addition to the legislated Superannuation Guarantee (SG), where an employee makes a voluntary superannuation contribution, the Shire will make a matching contribution into the employee's chosen (complying) superannuation fund in accordance with the below:
 - a. Existing employees contributing a 5% voluntary contribution as at 1 July 2013 will receive a Shire contribution of 5%.
 - b. Employees who commenced voluntary contributions or employment with the Shire after July 2013 will be eligible for a total Shire contribution capped at a maximum of 14%.
2. Shire employees may salary sacrifice or make non-concessional superannuation contributions.

Application

The application of this policy is to be considered in conjunction with the applicable legislation, employment contracts, awards and agreements, and applies to all current and future Shire employees.

Procedure

Department:	Corporate Services	Next review:	April 2023
Reviewer:	Director Corporate & Community	Legislation:	Superannuation Guarantee Charge Act 1992 Local Government Industry Award 2010
Adopted:	Minute OC0403, 16.04.2014	Delegation:	
Amended:	Minute OC1108, 22.11.2017 Minute OC163/2021, 28.07.2021	Risk:	
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