

## ST5. Superannuation Policy

### Policy Objective

In order to be competitive in attracting suitable staff the Shire will make additional contributions to employee's superannuation where the employee also makes an additional contribution.

### Policy Statement

The Shire acknowledges its legal obligations to meet superannuation contributions on behalf of its employees based on the following:

#### Superannuation Guarantee:

The Shire meets its statutory obligation at the rate set by the Superannuation Guarantee Legislation. The contribution is paid by Shire for all employees, determined by applying the set rate to the employee's base salary.

In addition, the Shire will make an additional contribution to employee superannuation based on the following:

#### Contributory Superannuation:

For employees who have elected to become a member of the Contributory Scheme, the Shire will contribute an additional percentage as mentioned below (%) to the scheme where it is matched by a 5% contribution by the employee.

- For employees joined on or before 31 December 2018 - 7.5%
- For employees joined after 31 December 2018 - 5%

***Policy Reviewed October 2020***