

6.4 Staff Superannuation

Policy Owner	Administration and Financial Services
Person Responsible	Chief Executive Officer
Date of Adoption	16 November 2006 – Resolution 141106
Date of Last Review	23 August 2022 – Resolution 02082022
Date Next Due for Review	(3 years / or earlier if required)

OBJECTIVE

This policy sets out the criteria for the payment of additional superannuation to staff. It provides guidance for officers involved in the recruitment and retention of staff. The policy applies from the first pay period on or after 1 July 2022.

POLICY

Superannuation Ceiling

The Shire of Wongan-Ballidu (the Shire) employer contribution to staff superannuation shall not exceed a maximum of 16.5% (10.5% plus 6%) from 1 July 2022. This contribution is inclusive of the Superannuation Guarantee Levy and is limited by the following table.

Voluntary Contributions

The Shire will match voluntary employee contributions in accordance with the following table:

Staff Contribution	Matching Council Contribution	Qualifying Period – Permanent Employees Only
1%	1%	At commencement with the Shire of Wongan-Ballidu
2%	2%	At commencement with the Shire of Wongan-Ballidu
3%	3%	At commencement with the Shire of Wongan-Ballidu
4%	3%	At commencement with the Shire of Wongan-Ballidu
5%	3%	At commencement with the Shire of Wongan-Ballidu
6% or over	3%	At commencement with the Shire of Wongan-Ballidu
6% or over	4%	After 3 years with the Shire of Wongan- Ballidu
6% or over	5%	After 5 years with the Shire of Wongan- Ballidu
6% or over	6%	After 10 years with the Shire of Wongan- Ballidu

Employment Contracts

Employment contracts shall not contain any provisions which exceed or contravene this policy.

Salary Sacrifice

All employees shall have the option to salary sacrifice their contributions or any additional nominated percentage of their salary to superannuation but there is no obligation on the Shire to match employee contributions other than in accordance with the table.

Variation to Policy

At its absolute discretion, the Council may vary this policy from time to time with respect to legislative change and any other mitigating circumstances.

REVIEW

Reviews of this policy are to be undertaken every 3 years or earlier if required.

RESPONSIBILITY FOR IMPLEMENTATION

The Chief Executive Officer is responsible for implementing this policy.