Procedure: Superannuation

Purpose
To inform staff of the University provisions for superannuation.

Procedure
1. Superannuation contributions for University employees are normally made to UniSuper, the industry fund for the Tertiary Sector, in accordance with the University's Trust Deed and Deed of Covenant with UniSuper. The level at which the employer and employee are required to contribute is set out in the Trust Deed and further prescribed in the University's Enterprise Agreement.

2. The UniSuper Plans are:
   - Permanent continuing employment (Full time or part time): Defined Benefit Division; Accumulation 2
   - Fixed term (12 months or more) employment: Defined Benefit Division; Accumulation 2
   - Fixed term (less than 12 months) employment: Accumulation 1
   - Casual employment: Accumulation 1

3. Staff currently employed with the ANU who are pre-existing members of the Commonwealth Superannuation Scheme (CSS) and the Public Service Superannuation Scheme (PSS) are eligible to continue their membership whilst employed with the University. New staff who join the ANU and have existing membership with CSS are able to retain their membership and have their contributions made into the CSS by the University subject to agreement by ANU. New staff who join the ANU and have existing membership with PSS cannot continue to be a member of the PSS, whether or not continuous service applies.

4. Full and part time staff members on continuing or continuing (contingent funded) appointments are eligible for UniSuper membership and entitlements.

5. Subject to clause 34 (Continuity of Service) of the Enterprise Agreement, full time and part time staff members on fixed term appointments of 12 months or more, or who have 12 months continuous service are eligible for UniSuper...
membership and entitlements. The University will not set the term of a fixed term appointment with the aim of avoiding the payment of 17% superannuation contributions.

6. The University will pay 17% of salary to UniSuper for all current and new staff who are eligible to be members of UniSuper and eligible for a 17% employer superannuation contribution as at the date of certification of this Agreement. Furthermore, the University is committed to making a total contribution at the level of 17% towards the benefits available to such staff even if the UniSuper Trust Deed, and/or Deed of Covenant between UniSuper and the University and/or the TESS Award 1988, are varied.

7. Subject to clause 4 (above), fixed term staff and casual staff are eligible for the prescribed Superannuation Guarantee rate if their pay meets the entitlement threshold for provision of superannuation and the superannuation payable will be based on their pay, inclusive of the casual loading.

8. The University will maintain existing arrangements with UniSuper for current and new staff members who are not eligible for a 17% UniSuper employer superannuation contribution. This will include the payment of the Superannuation Guarantee component, of any amount, which will be paid to UniSuper.

9. Should any amendments to CSS or PSS make it possible during the life of this Agreement for employee members to reduce their contributions, the parties will hold discussions on the possibility of increasing the flexibility of employee contributions to CSS and PSS. The University will ensure that it maintains adequate employer provision for those staff who are members of CSS and PSS.

10. The salary upon which contributions are calculated shall be no less than as defined in the UniSuper Trust Deed and shall include the rates payable to casual employees.

11. Where a staff member salary sacrifices under clause 27 (salary sacrificing and deductions) of the Enterprise Agreement, the employer contribution will be based on the staff member's pre-sacrificed salary.

12. Where a staff member who currently receives 17% employer contributions decides to reduce their employee contributions under the Contribution Flexibility provisions, the University will maintain the employer contributions at 17%.

13. A staff member of the UniSuper Defined Benefit Division may apply to the University to make payments to UniSuper to cover their member contributions and the employer contributions (which does not include the 3% productivity payment) for periods of authorised leave without pay.

14. 1A staff member on fixed term or permanent continuing employment may
elect to reduce their time fraction under a pre-retirement contract (clause 53 of the [Enterprise Agreement](#)) to not less than 0.2 where they are within 3 years of being eligible to receive a retirement benefit from their superannuation scheme. The University may agree to pay a subsidy to maintain employer UniSuper contributions at the rate applicable to the former substantive appointment provided the staff member maintains their personal superannuation contribution appropriate to their previous full time contribution. Such cases will be considered by the Director or College Head with approval sought from the Director, Human Resources prior to producing a pre-retirement contract.

15. The University may exercise its options under the 2006 Amendment to the UniSuper Deed of Covenant for the 5% flexibility in coverage and contribution level and allow a staff member the opportunity to have a lesser contribution rate to UniSuper or opt out of UniSuper for an alternative arrangement. Such cases will only be considered in exceptional circumstances as determined by the Director, Human Resources. An application may be made to the Director prior to or after appointment.

16. Further general information can be found on the [Salaries and superannuation webpage](#).