



Superannuation Contribution Policy

Responsible Officer

Deputy Chief Executive Officer

Objective

To enable the shire to be an employer of Choice that offers a range of benefits and entitlements for its employees.

The Shire shall provide superannuation payments to all Employees regardless of their mode of employment.

Scope

The Policy applies to all employees at the Shire (except designation senior employees)

Policy

The Shire offers a superannuation contributory scheme to all employees who voluntarily contribute up to 5% of their salary to superannuation. The Shire will match Employee contributions on a percentage by percentage basis up to a maximum of 5%.

All 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 guidelines.

The superannuation Choice option is available to Employees in accordance with Local Government (Amendment of Part VIA – Employee Superannuation Regulations 2006).

The Shires superannuation default fund is WA super (trading name for the WA Local Government Superannuation Plan).

Definitions

Employee – means an employee of the Shire

Shire – means the Shire of Cocos (Keeling) Islands

Relevant Legislation/Local Law

Local Government Act 1995

Local Government (Amendment of Part VIA – Employee Superannuation) Regulation 2006

Office Use Only

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Relevant Delegations				
Council Adoption	Date	2/12/2015	Resolution #	10.4/ A1
Reviewed/Modified	Date	30/8/2017	Resolution #	3008/05
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