



### 1. Intention

To provide information on the council's adopted position in relation to voluntary superannuation contribution (i.e. non-compulsory).

### 2. Scope

This policy applies to employees of the Shire of Waroona.

### 3. Statement

Employees may join this voluntary scheme under the prevailing terms and conditions of the *Local Government Superannuation Act 1980*.

Council's contribution rate to a registrable superannuation entity but excluding a self-managed superannuation fund, over and above the Superannuation Guarantee amount, shall be on the basis of 1:1. Council's contribution will be capped at the upper limit of 15%, inclusive of the Superannuation Guarantee amount.

After 10 years' service Council will contribute an additional 1% on the Council's basic contribution. The Council's additional 1% contribution shall commence at the beginning of the financial year in which the employee's tenth anniversary of commencement of employment with the Council occurs. No additional employee contribution is required to attract the additional 1%.

Through their individual contracts, Executive Staff may negotiate superannuation contributions by Council outside of this Policy.

### 4. Legislative and Strategic Context

The *Local Government Superannuation Act 1980* and the associated subsidiary legislation provide the broad framework within which this policy operates.

### 5. Review

This policy is to be reviewed as required.

### 6. Associated Documents

Nil.

### 7. Document Control

Division	Human Resources
Policy Number	HRP004

Contact Officer	Chief Executive Officer		
Related Legislation	Local Government Superannuation Act 1980		
Related Shire Documents	EEO001 – Shire of Waroona Equal Opportunity Management Plan		
File Number	HRF020 – Superannuation Voluntary Contribution Form		
Risk Rating	Low	Review Frequency	As required
Next Review	When required.	Date Adopted	22/06/2004
OCM Number	OCM04/083	Previous Policy No.	HR001 2.1

## 8. Amendments

Date	Details of Amendment	Reference	Record Number
23/07/2013	Amended to increase superannuation guarantee.	OCM13/07/072	
28/10/2014	Amended to include other superannuation entities.	OCM14/10/127	
22/06/2021	Updated as part of major review and reformatted.	OCM21/06/071	
27/05/2025	Updated as part of major review and reformatted	OCM25/05/070	PE.13, CM.7