



SUPERANNUATION FACT SHEET

For many people, superannuation tends to be a complex and confusing concept. For some it seems like it isn't real money because it can't be immediately accessed.

This is particularly true for those at the beginning of their careers, where retirement seems so far away. However, superannuation is real money and it is for your retirement, so you need to make sure that this money is appreciating as it should with any other investment.

So what is Superannuation?

Superannuation is an investment vehicle used to accumulate funds during a person's lifetime, generally while they are working, to provide income after retirement. The Superannuation Guarantee – or SG for short – is the contribution your employer is required to make into a super fund on your behalf. The SG is part of the remuneration you receive from your employer.

4 key points about super:

- 1. There are tax benefits for adding money into Super:** Many people are not aware of these potential tax benefits of making additional contributions through Salary sacrificing and/or tax deductions.
- 2. There are limits to how much you can put into Super:** Given the tax effective nature of Superannuation, caps on contributions exist to restrict the benefit that any one individual may be able to derive.

3. There are rules as to when you can access Super: In order to release your Super you have to satisfy a condition of release. These conditions essentially limit the access of Super to those who have reached the preservation age requirements or those with exceptional circumstances.

4. You can't take Super with you if you move OS: This is the case for Citizens and Permanent Residents. Even if you give up your residency status or renounce your Australian citizenship, you will not be granted early access to your super. However those with Temporary Visa status who are leaving Australia can legally withdraw all your super contributions by filing a Departing Australia Superannuation Payment (DASP) form.

**As of 1 July 2017, the DASP ordinary tax rate of 35 per cent is applied to the taxed element*

Your Super?

Most Australians – whatever the industry or company they work in – have the right to choose the super fund they want their employer to pay their SG into, providing it is a complying super fund under the super regulations. The right to nominate your choice of Super fund is also available to Queensland Health employees. Those individuals who fail to nominate will be provided a Qsuper default “Lifetime” option. Lifetime has a range of investment groups based on a range of risk profiles. You will automatically move between these groups based on your age and fund balance. In other words, whilst you are young and do not have a large balance, you will be in the group with the largest risk profile. QSuper fees across the lifetime groups range from .66% to 1.21% per annum, depending on what grouping you are in.

Q Health Co-Contribution

Please note that as an employee of Queensland Health, you are required to make what's known as a standard contribution of between 2% and 5% from your fortnightly salary. This amount is over and above the Queensland Health SG contribution of 9.75%. Queensland Health will match each additional percentage over 2%.

Q Health Co-Contribution (Intern - \$ 78,941)

You Pay	QHealth pay	Total Contribution	Your personal contributions (After 15% concessional Tax)	Total Super Contributions (After 15% concessional Tax)	Your net increase in Super	Your net decrease in salary after Tax
2%	9.75%	11.75%	\$1,341.99	\$7,884.23	Minimum required	Minimum Required
3%	10.75%	13.75%	\$2,012.99	\$9,226.22	\$1,341	\$517
4%	11.75%	15.75%	\$2,683.99	\$10,568.22	\$2,683.99	\$1,034
5%	12.75%	17.75%	\$3,354.99	\$11,910.22	\$4,025.99	\$1,551.19

Any Questions?

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