

INFORMATION SHEET

Pension and Lump Sum Schemes Salary Sacrifice

Pension and Lump Sum Scheme members are able to make additional contributions to their super through salary sacrifice.

Salary sacrifice means making contributions to your super from your before-tax, or gross income. Contributions from your before-tax salary are known as “concessional” contributions because they are taxed at only 15%.

By sacrificing salary and directing it into your super, you may reduce the amount of tax that you pay and increase your final super entitlements when you retire.

You cannot salary sacrifice additional contributions to the Lump Sum Scheme or Pension Scheme. If you choose to salary sacrifice you will become a member of Triple S. Your salary sacrifice contributions will be credited to Triple S and your normal after-tax contributions will continue to be credited to your existing Lump Sum Scheme or Pension Scheme account.

Maintaining your contributions to the Pension or Lump Sum Scheme

It is important to maintain your usual after-tax contributions to your existing Lump Sum Scheme or Pension Scheme account if you choose to salary sacrifice. If you do not, your future Pension or Lump Sum scheme entitlement will be reduced.

Detailed information on the effect of periods of reduced contribution or non-contributory membership can be found on the Points information sheet applicable to your scheme available at supersa.sa.gov.au.

How to salary sacrifice

You can arrange to make contributions through your payroll office.

Your payroll office will charge a fee to establish or change a salary sacrifice arrangement.

To contribute through your payroll office, download and complete a Salary Sacrifice for Superannuation form, available to download from the website, or contact us to request one. To cease salary sacrificing please complete the same form.

Costs

A fee of \$44 is charged by your employer for commencing a salary sacrifice arrangement through your payroll office. If you want to change the amount or percentage of your salary sacrifice contribution you will need to enter into a new arrangement, at an additional cost of \$44. Alternatively, you will need to contact your nominated salary sacrifice provider direct regarding their fees and charges.

Investment options

Salary sacrifice contributions paid into Triple S are passed on to Super SA's specialist funds manager, Funds SA, for investment.

When you join Triple S, your super is automatically invested in the Balanced option. However, you can switch your investment option to suit your investment profile and personal circumstances at any time. See the Triple S Investment Guide for more information.

Salary sacrifice facts

If you choose to make salary sacrifice contributions:

- Contributions are not considered part of your taxable income so your Pay As You Go (PAYG) tax may be reduced.
- If the sum of your income and relevant concessional tax contributions is over \$250,000 per year, you'll be taxed at 15% of your taxable relevant concessional contributions above the \$250,000 threshold. Refer to the Super SA Division 293 Tax information sheet or visit www.ato.gov.au.
- Contributions are credited to an Employer Account in Triple S, and will be taxed when you withdraw from the Scheme. In most circumstances, they will be taxed at the concessional super rate.
- Contributions are preserved until you reach age 55 and cease SA public sector employment, unless you die or become permanently disabled.
- Your insurance will continue to be provided through your existing membership in the Lump Sum Scheme or Pension Scheme. You can also apply to purchase additional voluntary insurance through Triple S. For more information see the Triple S Death and TPD & Death Only Insurance fact sheet.
- You are able to split your salary sacrifice contributions with your spouse. See the Triple S Reference Guide.
- Salary sacrifice contributions do not reduce the income used in determining eligibility for the Government co-contribution or other government benefits.
- Currently there is no concessional contribution cap for untaxed super schemes, but contributions into an untaxed scheme will count towards the annual contribution cap that applies to any taxed scheme you may have.
- Salary sacrifice contributions into untaxed funds (such as Triple S) are included as part of the "taxable (untaxed) component" of your superannuation. When you claim your entitlement, any part of the taxable (untaxed) component that exceeds \$1,705,000 will be taxed at the top marginal rate. Refer to the Tax information sheets for more information. If you have super invested in the Triple S, Lump Sum and/or Pension schemes, a separate cap of \$1,705,000 applies for each scheme. You should seek professional financial advice if you wish to consolidate super held in other untaxed schemes.
- Contributions to taxed funds will take into account any contributions to untaxed funds when being assessed against the concessional cap for taxed funds.

Ceasing to salary sacrifice

If you are already salary sacrificing through your employer and decide to stop, you need to complete the Salary Sacrifice for Superannuation form available on the Super SA website.

Pension Scheme members, please note: Retirement Transfer Balance Cap

Lifetime Pensions, such as the Super SA Pension, now count towards the Federal Government's Retirement Transfer Balance Cap. The general transfer balance cap is currently set at \$1.9 million, however, if you commenced a retirement pension before 1 July 2023, you will have a personal transfer balance cap between \$1.6 and \$1.9 million which can be viewed on ATO online via myGov. The amount of Lifetime Pension that counts towards the Cap will be 16 times the total annual pension as at 1 July 2017, or the date the pension commenced after this.

If the amount is over the Cap, you do not need to commute the lifetime pension, however any other retirement accounts you have (such as the Super SA Income Stream) will need to be reduced by the excess amount above the Transfer Balance Cap. We encourage you to seek financial advice around this.

If you choose to commute some or all of your pension entitlement, you need to be aware of the Retirement Transfer Balance Cap that can be deposited into a retirement-style account, such as the Super SA Income Stream.

Further information

The following resources may be of particular assistance if read in conjunction with the information presented here:

- Points information sheet
- Triple S Reference Guide
- Triple S Death and TPD & Death Only Insurance fact sheet
- Triple S Investment Guide
- Triple S PDS
- Lump Sum Scheme PDS (for Lump Sum Scheme members)

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Disclaimer: The information in this document is intended to help you understand your entitlements in the Pension Scheme or the Lump Sum Scheme. Super SA does its best to make sure the information is accurate and up to date. However, you need to be aware that it may not include all the technical details relevant to the topic. For the complete rules of the Pension Scheme and the Lump Sum Scheme, please refer to the Superannuation Act 1988. The Act and accompanying Regulations set out the rules under which the Pension Scheme and the Lump Sum Scheme are administered and entitlements are paid. You can access a copy from the Super SA website.

The Pension Scheme and the Lump Sum Scheme are exempt public sector superannuation schemes and not regulated by the Australian Securities and Investments Commission (ASIC) or the Australian Prudential Regulation Authority (APRA). Super SA is not required to hold an Australian Financial Services Licence to provide general advice about the Pension Scheme and/or the Lump Sum Scheme.

The information in this document is of a general nature only and has been prepared without taking into account your objectives, financial situation or needs. Super SA recommends that before making any decisions about the Pension Scheme or Lump Sum Scheme you consider the appropriateness of this information in the context of your own objectives, financial situation and needs and seek

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