

Responsible Directorate	Corporate Services
Responsible Business Unit/s	Human Resources
Responsible Officer	Manager Human Resources
Affected Business Unit/s	Human Resources

Objective

To enable the City to be an Employer of Choice that offers a range of benefits and entitlements for its Employees.

Scope

This policy applies to all Eligible Employees at the City.

Policy

The City shall provide superannuation payments to all Employees regardless of their modes of employment.

The City offers a superannuation contributory scheme to Eligible Employees who voluntarily contribute up to 6% of their salary to superannuation. The City will match Eligible Employee contributions on a percentage-by-percentage basis, up to a maximum of 6%.

Eligible 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 Office guidelines.

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

Definitions

Employee means an employee of the City.

City means the City of Stirling.

Eligible Employee means all Employees of the City are eligible to participate in the City's Superannuation contributory scheme except for those who have an express term in an employment contract that precludes participation.

Relevant management practices/documents

Various Enterprise Agreements between the City and Employees.

Legislation/local law requirements

Local Government Act 1995

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

Office use only			
Relevant delegations	Not applicable		
Initial Council adoption	Date 5 March 2013	Resolution #	0313/007
Last reviewed	Date 26 May 2020	Resolution #	0520/027
Next review due	Date 2021		