		• Reaching age 65 • Ceases an employment arrangement on or after the age of 60 • Reaching Preservation Age and commencing a Transition to Retirement Pension
	What does it mean to consolidate your super?	Having more than one Super fund can mean you're paying multiple fees and charges, in addition to extra insurance premiums. Those extra costs can really add up, and reduce your final retirement balance by tens of thousands of dollars. By 'rolling over' your Super into a single great-performing Super fund, you can keep your Super on track and cut your costs. Before rolling over, it's important to make sure you're not losing any extra benefits like additional employer contributions or valuable insurance cover Our experts can help you choose the fund that's right for you and your circumstances.
	Do I have to have Super?	If you're eligible to receive SG payments from your employer, then you must have a Super fund. If you don't choose your own fund, your employer will enrol you in a default fund where the 10.5% SG contributions will be paid. Some employment arrangements also require you to contribute to a fund to benefit from increased employer contributions. In most cases, you're not required to make any contributions to Super. But it's worth remembering Super is the most tax-effective way of saving for your retirement.
	Do I have to pay tax when I withdraw my Super?	Once you reach age 60, any withdrawals from Super are tax-free (different rates may apply to some untaxed government funds). If you're below 60 but you've reached your Preservation Age (between 55 and 60, depending on when you were born) you can withdraw up to $205,000 tax-free. Amounts over that threshold are taxed at 17% or your marginal tax rate, whichever is lower.

		There are limited circumstances (including severe financial hardship) where you can withdraw funds from Super before you reach Preservation age. Withdrawals before Preservation Age are taxed at 22% or your marginal tax rate, whichever is lower. Although you can withdraw from Super when you reach your Preservation Age, there may be better options – you can commence payment of an account-based pension, where fund earnings are tax-free. Talk to our experts about the best strategy for you.
	Do I have to withdraw my Super when I turn 65?	No, in fact you can keep contributing to Super until age 75. Even after retirement, you're not required to take your money out of your Super fund. You can leave it (where earnings are subject to a maximum tax rate of 15%) or commence payment of an account-based pension (where the earnings aren't taxed).
	Do I need to provide my tax file number?	Providing your TFN to your Super fund isn't compulsory, but it's highly advisable. Your TFN allows your fund to process contributions more efficiently, and it's easier for you to keep on top of your super and track down lost accounts. If your fund doesn't have your TFN, any employer contribution will be subject to penalty rates of tax, and the fund won't accept personal contributions. You also won't be able to access the government co-contribution.
	Does Superannuation get taxed?	Super is taxed concessionally to encourage people to save for their retirement. The tax rate is 15% (lower than marginal tax rates) and is often effectively lower due to the application of various rebates and franking credits. Tax applies to before-tax contributions (concessional contributions) which include SG payments, salary sacrifice amounts and personal contributions which you claim a tax deduction for. As an example, if you 'salary sacrifice' $10,000 into Super, 15% tax will be deducted ($1,500) leaving $8,500 to be invested. After-tax (non-concessional contributions) aren't subject to tax when paid to your Super fund. Fund earnings are taxed at 15%, but may be reduced due to rebates and franking credits. This contrasts with money invested in your own name, which is taxed at your marginal tax rate.

		Once you retire (after the age of 60) your funds are available free of tax. If you use your Super to start an account-based pension, the earnings of the pension fund are tax-free, and you receive the income free of tax.
	Does the contributions cap apply from January to December, or July to June?	The contributions cap is based on contributions made over a financial year – between 1 July and 30 June the following year.
	How does superannuation work?	Superannuation is a special type of investment fund designed to help you save for retirement. Super benefits from tax concessions which help your savings grow, but your money is generally locked up until you retire. Here's how it works: Your employer makes SG payments of 10.5% to your fund. You can also make payments through salary sacrifice, or tax-deductible personal contributions. You can boost your savings by adding regular payments or lump sums at any time. Some money comes out – there is a 15% tax on deductible contributions, plus administration fees and the cost of insurance. The balance is invested (you generally have a wide range of investment options), and over years and decades, your savings will grow with compound interest. When you retire, the contributions plus earnings are available to you tax-free.
	How can I boost my superannuation?	If you're just starting out in the workforce then your employer's 10.5% SG contributions should grow into a sizeable lump sum when you retire. But if you're a bit older, or have spent time out of the workforce, then boosting your Super balance can make a big difference to your retirement payout. You can make additional contributions through a salary sacrifice arrangement with your employer, or make personal contributions (you can claim them as a tax deduction). Fees and insurance premiums can add up over time, so it's important to make sure you're in a Super fund that isn't charging high fees. If you've got more than one Super fund, then you're

		paying duplicate fees and insurance premiums. Talk to us about how you can consolidate your Super, and put a retirement strategy in place.
	How do I claim my Superannuation benefits?	Because Super is intended to help fund your retirement, there are restrictions on when you can withdraw your funds. Generally, you can't access your savings until you have reached your Preservation Age (between 55 and 60, depending on when you were born) and retired. Once you reach 65, you can claim your Super benefit at any time. In some exceptional circumstances, like severe financial hardship, you may be able to access some of your Super before you retire.
	How do I consolidate all my Super funds into one account?	Having more than one Super fund can mean you're paying multiple fees and charges, in addition to extra insurance premiums. Those extra costs can really add up, and reduce your final retirement balance by tens of thousands of dollars. Before consolidating your Super, it's important to make sure you're not losing any extra benefits like additional employer contributions or valuable insurance cover. It's also a good idea to make sure your funds have your tax file number. Your fund will be able to help you consolidate your other accounts (often it can be done quickly online), or our experts can help you choose the fund that's right and guide you through the process.
	How do I find my lost Super?	There's a lot of lost Super out there – it adds up to billions of dollars. Some of it might be yours. Perhaps you've forgotten about it, or been paid Super from a short-term job years ago. Fortunately, it's easy to track it down and consolidate it into one fund. You can ask your current fund to help – most funds have an online tool to help you find lost or missing super. If you have a MyGov account, you're able to find lost Super there. Or we can help. Our experts can guide you through the process, and help you find a great-performing fund that will get your retirement plans on track.

	How do I know if I have enough Super?	There's no correct answer! How much Super you need will depend on where you want to live in retirement, what sort of lifestyle you're aiming for and whether you own your own home. The Association of Superannuation Funds of Australia (ASFA) researches the living expenses of retirees, and provides a guide as to how much might be needed to support both a modest, and a comfortable retirement. According to ASFA, a single retiree will need a lump sum of $545,000 to fund a comfortable retirement, with couples needing $640,000. Both those examples assume home ownership and receipt of a part Age Pension. But remember – those numbers are only a guide, and most people currently retire with significantly lower Super balances. Working out a retirement strategy can be complex, and our expert advisers can help you get the best outcomes for you – even if you only have a modest amount of Super.
	How do I know if a self-managed super fund (SMSF) is right for me?	Running your own Super fund gives you total control over your investment decisions. But with that control comes a lot of responsibility. As the Trustee of your own fund, you'll be required to develop, implement and monitor an investment strategy. You'll be responsible for ensuring the fund's compliance with the law, as well as lodging tax and regulatory returns. While you can outsource some of those functions, you remain responsible for them. Running your own SMSF is rarely cost-effective for balances below $500,000, and government data confirms self-managed funds generate lower returns than other funds. Most public offer Super funds offer a wide range of investment choices (including direct shares), and you should consider whether the extra workload and cost of running an SMSF is in your best interest.
	How do I know if my Super is being paid on time?	Employers are legally required to make SG payments of 10.5% at least quarterly, and are penalised by the ATO if they don't pay by the due date.

		While most employers do the right thing, some do not – so it's a good idea to regularly cheque your payslips to see if the correct amount of Super is being paid. If you think you're not being paid the correct rate, you could ask your employer how much they are paying, and how often. If you're not being paid your Super on time, contact the ATO hotline on 13 10 20.
	How is Super taxed?	Super is taxed concessionally to encourage people to save for their retirement. The tax rate is 15% (lower than marginal tax rates) and is often effectively lower due to the application of various rebates and franking credits. Tax applies to before-tax contributions (concessional contributions) which include SG payments, salary sacrifice amounts and personal contributions which you claim a tax deduction for. As an example, if you 'salary sacrifice' $10,000 into Super, 15% tax will be deducted ($1,500) leaving $8,500 to be invested. After-tax (non-concessional contributions) aren't subject to tax when paid to your Super fund. Fund earnings are taxed at 15%, but may be reduced due to rebates and franking credits. This contrasts with money invested in your own name, which is taxed at your marginal tax rate. Once you retire (after the age of 60) your funds are available free of tax. If you use your Super to start an account-based pension, the earnings of the pension fund are tax-free, and you receive the income free of tax.
	How is the Superannuation Guarantee calculated?	The Superannuation Guarantee is currently 10.5% of Ordinary Time Earnings (OTE). OTE includes your normal pay, plus any commissions, loadings or allowances. It does not include overtime.
	How long will it take my fund to receive my contribution?	If you make a contribution by BPAY, you should allow two business days. If paying by cheque, then take into account possible postage times, as well as the time taken for the cheque to clear.
	How often can I change my investments?	It depends on your Super fund, but most funds allow you to make switches at least monthly. Some funds will allow you to change your investments more often.

	How often should I change my investments?	Most Super funds offer a wide range of investment options – from highly secure to aggressive growth. Over the long term, options with a higher exposure to assets like shares and property should provide better returns than more conservative options. Balanced funds offer a mix between shares and property, and lower risk investments like cash and fixed interest. If you haven't nominated a particular investment option in your Super fund, your money's likely to be in a balanced fund. If you've got years or even decades until retirement, you're likely to get better outcomes by investing in a growth option. As retirement becomes closer, you may wish to move to a more conservative choice. That doesn't mean you should regularly switch between investment options – in fact many successful investors rarely change their investments. If you're not sure which option is best for you, talk to one of our experts to make sure your current investment strategy is the right fit.
	How often should my employer pay into my Super account?	Employers are legally required to make SG payments of 10.5% at least quarterly, and are penalised by the ATO if they don't pay by the due date. While most employers do the right thing, some do not – so it's a good idea to regularly cheque your payslips to see if the correct amount of Super is being paid. If you think you're not being paid the correct rate, you could ask your employer how much they are paying, and how often. If you're not being paid your Super on time, contact the ATO hotline on 13 10 20.
	How to claim a death benefit?	A death benefit includes any balance in the Super account, plus any insurance benefit. The benefit is usually paid to your dependants or the executor of your Will. If a nomination hasn't been made, the Trustees of the Super Fund will decide how the benefit should be paid (usually to dependants or the executor). If a valid nomination exists, the Trustees will be guided by the nomination, but aren't legally bound by it.

		The only way to be sure where your benefit is paid is to make a Binding Death Benefit Nomination. The Trustees will be legally bound to act on your instructions, provided you've requested the benefit is paid to a dependant or the executor of your Will. To process a death benefit claim, your Super fund will normally require certified copies of a death certificate, the Will (if one exists) and a Grant of Probate document.
	How will the date my contribution is received affect how I mange my Super?	Contributions will be counted towards your contribution caps in the year they are received. If you plan to claim a tax deduction, you will need to ensure your contribution is received by your fund by the 30 June. Super funds often advertise a 'cut-off date' which is the last date contributions will be processed that financial year.
	I'm a contractor. What does this mean for my Super?	If you are a contractor operating under your own ABN, you are generally required to make your own Super arrangements. However the ATO suggests that where the contract arrangement is "wholly or principally for your labour" you are considered an employee for Superannuation purposes, and the Superannuation Guarantee is payable. You can work out whether you're entitled to SG payments using the Employee/Contractor Decision Tool on the ATO website
	I've changed jobs. What happens to my Super account?	Although some workplace agreements and awards require to you join a certain Super fund, in most cases you can nominate your own fund. This means you can take your Super fund with you when you change jobs. When you start work, just provide the details of your Super account to your new employer. If the type of work you're doing has changed, you might need to notify your fund to make sure you're paying the correct premium for any insurance cover.
	If I change jobs, will I still be covered by the death/disability insurance from my previous Superannuation fund?	It will vary between funds. As long as your balance is enough to keep paying insurance premiums, most funds will maintain your cover. Other funds may require ongoing contributions to be made.

	Is Super my money or the government's money?	It's your money! But in return for getting the benefit of Super's generous tax concessions, you can't access it until you retire.
	Is Super tax effective if I am earning less than $37,000?	The first $18,200 of income isn't taxed, but Super contributions are taxed at 15% regardless of income. The Low Income Superannuation Tax Offset (LISTO) was introduced to make sure low-income earners don't pay more tax on their Super than in their take-home pay. Eligible low-income earners receive a contribution to their Super fund representing 15% of concessional contributions, up to a maximum of $500. You don't need to apply for the LISTO – it's paid directly by the ATO once you lodge your tax return.
	Is Superannuation paid on overtime?	No. The Superannuation Guarantee applies to what's called Ordinary Time Earnings (OTE) which include wages, along with allowances, commissions and shift loadings, but not overtime.
	What is Low Income Superannuation Tax Offset (LISTO)?	The Low-Income Superannuation Tax Offset (LISTO) was introduced to make sure low-income earners don't pay more tax on their Super than they would if the same amount had been included in their take-home pay. Eligible low-income earners receive a contribution to their Super fund representing 15% of concessional contributions, up to a maximum of $500. You don't need to apply for the LISTO – it's paid directly by the ATO once you lodge your tax return.
	My employer has gone broke. What happens to my SG entitlements?	If your employer has gone out of business and you haven't been paid your correct Superannuation Guarantee payments, contact the ATO immediately on 13 10 20. The Federal Government may also be able to help recover other unpaid entitlements (such as wages and leave) under its Fair Entitlements Guarantee.
	My pay changes every week. Am I paid the right Super?	Your employer is required to make 10.5% SG contributions based on Ordinary Time Earnings (OTE) which include your regular wage, plus commissions, allowances and shift loadings. Overtime is not included. SG payments must be paid at least quarterly, so even if your pay fluctuates week-to-week, your employer should be able to calculate the correct contribution.
	What are preserved benefits ?	Preserved benefits are the amount of your Super that can't be withdrawn until you meet what's called a 'condition of release', usually when you retire after reaching your Preservation Age.

	Same-sex couples	Same-sex couples have the same rights under Australian tax, social security and superannuation laws as opposite-sex couples.
	What is transfer balance cap ?	The Transfer balance cap is a limit on the amount of Super you can transfer to a retirement income stream, such as an account-based pension. The cap is currently $1.7 million and will be indexed in $100,000 steps in line with the CPI. If you exceed your Transfer balance cap you are likely to face penalty tax. We suggest you talk to our experts if your Super balance is approaching the cap.
	What are 'preserved' benefits?	Preserved benefits are the amount of your Super that can't be withdrawn until you meet what's called a 'condition of release', usually when you retire after reaching your Preservation Age.
	What are preservation requirements?	You may have three benefit types in your Super, which vary depending on when they can be withdrawn. Here's a quick summary: • Preserved: From 1 July 1999, all contributions and earnings are classified as preserved. Preserved benefits can't be withdrawn from Super until you meet a condition of release, usually retirement after Preservation Age. • Restricted, non-preserved: Access is generally limited until you meet a condition of release. If you or your employer contributed before 1 July 1999 and you cease working for that employer, those amounts may become unrestricted, non-preserved which means you can access them. • Unrestricted, non-preserved: These amounts may be accessed at any time. Withdrawals under age 60 may be subject to some tax.
	What are 'restricted non-preserved' benefits?	Restricted, non-preserved benefits are amounts in your Super that relate to employment-related contributions before 1 July 1999. If you cease working for that employer, those amounts may become unrestricted, non-preserved which means you can access them. Withdrawals of unrestricted, non-preserved amounts before the age of 60 may be subject to some tax.
	What are 'unrestricted non-preserved' benefits?	Unrestricted, non-preserved benefits can be withdrawn at any time, although withdrawals before the age of 60 may be subject to some tax.
	What are conditions of release?	Under our Superannuation laws, a 'condition of release' must be met before preserved Super can be withdrawn.

		The most common conditions of release are: • Retiring after Preservation Age • Reaching age 65 • Ceases an employment arrangement on or after the age of 60 • Reaching Preservation Age and commencing a Transition to Retirement Pension
	What are the tax incentives with Super?	Super is taxed concessionally to encourage people to save for their retirement. The tax rate is 15% (lower than marginal tax rates) and is often effectively lower due to the application of various rebates and franking credits. Tax applies to before-tax contributions (concessional contributions) which include SG payments, salary sacrifice amounts and personal contributions which you claim a tax deduction for. As an example, if you 'salary sacrifice' $10,000 into Super, 15% tax will be deducted ($1,500) leaving $8,500 to be invested. After-tax (non-concessional contributions) aren't subject to tax when paid to your Super fund. Fund earnings are taxed at 15%, but may be reduced due to rebates and franking credits. This contrasts with money invested in your own name, which is taxed at your marginal tax rate. Once you retire (after the age of 60) your funds are available free of tax. If you use your Super to start an account-based pension, the earnings of the pension fund are tax-free, and you receive the income free of tax.
	What happens if I change employers?	Although some workplace agreements and awards require to you join a certain Super fund, in most cases you can nominate your own fund. This means you can take your Super fund with you when you change jobs. When you start work, just provide the details of your Super account to your new employer. If the type of work you're doing has changed, you might need to notify your fund to make sure you're paying the correct premium for any insurance cover.
	What happens if I'm leaving Australia?	If you're an Australian resident or citizen and you move overseas, even permanently, then your Super remains subject to the same rules. Usually that means you can't access your money until you retire after your Preservation Age.

		Some non-residents or eligible temporary residents may be eligible for the Departing Australia Super Payment (DASP). You can claim through the ATO, and claims may only be lodged once you've left Australia.
	What happens if I'm really struggling?	You generally can't access your Super until you retire after reaching your Preservation Age. In some restricted circumstances (including suffering severe financial hardship and on compassionate grounds), it is possible to withdraw some of your money. Severe financial hardship: If you've been in receive of a Centrelink income support payment for at least 26 weeks and you're unable to meet reasonable and immediate family living expenses, you may qualify. To lodge a claim, contact your Super fund. Compassionate grounds: If you're unable to keep up with mortgage payments and you're at risk of losing your home, you could qualify for access to your Super under compassionate grounds. Other grounds for release include meeting the cost of medical treatment, palliative care or funeral expenses. The ATO administers withdrawals under compassionate grounds.
	What happens to Superannuation if I divorce?	The Superannuation splitting laws treat Super as a different type of property. Even if your Super is split as part of a property settlement, neither party will be able to access the funds until a condition of release, usually retirement, is met. If you're considering divorce, we strongly urge you to obtain legal advice.
	What happens to my Super if I separate from my partner?	You have a number of options, including splitting your Super, leaving it as it is, or deferring a decision until retirement. Your legal advisor will be able to help.
	What happens to my Superannuation Guarantee payments when I change jobs?	Although some workplace agreements and awards require to you join a certain Super fund, in most cases you can nominate your own fund. This means you can take your Super fund with you when you change jobs. When you start work, just provide the details of your Super account to your new employer. If the type of work you're doing has changed, you might need to notify your fund to make sure you're paying the correct premium for any insurance cover.
	What happens to my superannuation payments when I change jobs?	Although some workplace agreements and awards require to you join a certain Super fund, in most cases you can nominate your own fund. This means you can take your Super fund with you when you change jobs.

		When you start work, just provide the details of your Super account to your new employer. If the type of work you're doing has changed, you might need to notify your fund to make sure you're paying the correct premium for any insurance cover.
	What happens to my money in the event of my death?	Unlike most of your personal possessions and assets, your Will does not dictate who receives your Super in the event of your death. Instead, the Trustees of your Super fund will distribute your money at their discretion (subject to the terms of your Super fund's Trust Deed). You can nominate who you'd like to receive your benefit, but while the Trustees will take that into account, they are not obliged to follow your wishes. If you'd like certainty as to where your money goes in the event of your death, you need to consider a Binding Death Benefit Nomination. If you nominate either a dependant or your personal legal representative, the Super fund has no discretion, and will pay your money to that person or persons. Binding Death Benefit Nominations need to be in writing, and must be renewed every three years to remain valid.
	What if I change from full-time to part-time work?	You will continue to receive SG payments from your employer.
	What if I'm a casual worker?	If you're over 18, you are usually entitled to SG payments. If you're under 18, SG is payable if you work more than 30 hours per week.
	What if my employer isn't making the right Super payments?	Employers are legally required to make SG payments of 10.5% at least quarterly, and are penalised by the ATO if they don't pay by the due date. It's a good idea to regularly cheque your payslips to see if the correct amount of Super is being paid. If you think you're not being paid the correct rate, you could ask your employer how much they are paying, and how often. If you still think your employer isn't paying the right amount of Super, you can report the matter to the ATO using an online tool on the ATO website.

	What if my employer isn't paying my Super?	If you are entitled to SG payments, they must be made at least quarterly and should be reported on your payslip. If you think your Super hasn't been paid, you can ask the ATO to investigate by contacting them on 13 10 20.
	What is 'active employment?'	Insurance cover offered by Super funds sometimes requires the member to be in 'active employment' at the time they open their account. This means being employed on a full-time basis (35 hours per week), or able to carry out those duties unrestricted by illness or injury.
	What is MySuper?	MySuper is a government initiative to make sure employees have access to simple, low-cost Super products. Funds offering MySuper products are required to publish a 'product dashboard' which clearly identifies fees, investment performance and risk. MySuper is designed to make it easier for people to compare different funds.
	What is SG?	SG stands for Superannuation Guarantee; the minimum level of Super contributions employers must make. If are aged 18 or over, you are generally entitled to SG payments from your employer (employees under 18 working more than 30 hours per week also qualify). SG payments are compulsory regardless of whether you're a full-time, part-time or casual employee. Temporary residents also qualify. SG payments are currently 10.5% of your pay (not including overtime) and are scheduled to rise to 12% in 2025.
	What is Superannuation?	Superannuation is a special type of investment fund designed to help you save for retirement. Super benefits from tax concessions which help your savings grow, but your money is generally locked up until you retire. Here's how it works: Your employer makes SG payments of 10.5% to your fund. You can also make payments through salary sacrifice, or tax-deductible personal contributions. You can boost your savings by adding regular payments or lump sums at any time. Some money comes out – there is a 15% tax on deductible contributions, plus administration fees and the cost of insurance. The balance is invested (you generally have a wide range of

		investment options), and over years and decades, your savings will grow with compound interest. When you retire, the contributions plus earnings are available to you tax-free.
	What is a balanced fund?	A balanced fund will invest in a number of different types of investment to spread risk and to 'smooth out' returns. Typically, a balanced fund will hold growth investments like shares and property, as well as more secure investments such as cash and bonds. It's a way of not putting all your investment eggs in one basket. For example, if one type of investment such as shares isn't doing well, another investment in the portfolio may be performing strongly. Balanced funds sometimes hold non-traditional investments like infrastructure, hedge funds and alternative assets as a way of further spreading risk. If you've joined a Super fund without making an investment choice, in most cases your money will be invested in a balanced fund.
	What is a lump sum?	In the early years of Super, many people took their retirement benefit out of their fund as a single payment and put it in a bank account, hence the name lump sum. These days a lump sum simply means a cash amount withdrawn from Super that isn't a pension or annuity payment.
	What is a withdrawal fee?	A fee that may be charged if you make a full or partial withdrawal from a Super fund. Recent changes to Superannuation law means funds will no longer be able to charge withdrawal fees from 1 July 2019.
	What fees are there in Super?	It's important to understand how Super funds charge fees. All funds charge fees, and the difference between a low-free and a high-free fund can add up to tens of thousands of dollars over your working life. There are three main types of fees: Administration fees: Sometimes called management fees, administration fees are charged to meet the costs of running the fund, like paying staff, maintaining an office and keeping

		computer systems up to date. Administration fees can be a percentage amount, a weekly dollar amount, or a combination of both. Investment fees: Super funds invest your money, which comes at a cost. Some funds (usually cash funds or index funds) have very low investment fees, but it's unlikely the investments are diversified or actively managed. ICR: ICR stands for Indirect Cost Ratio, which are costs associated with managing investments which aren't charged directly to the fund. An example might be where a fund pays an investment manager, who then incurs costs. The costs incurred by the investment manager would be classed as indirect costs. Adding those three categories will usually give you the total fees charged by a fund to make it easier to compare to other funds. There may be other fees, like advice fees, switching fees, insurance fees and performance fees. Your fund is required to disclose them.
	What is contributions tax?	Contributions tax is a 15% tax applied to before-tax (sometimes called concessional) contributions made to Super.
	What is earnings tax?	Super fund earnings are subject to a tax rate of 15%, which is lower than the marginal tax rates that generally apply to money invested outside Super. The effective tax rate may be lower than 15% due to the impact of rebates and franking credits.
	What is the administration fee used for?	Administration fees are charged to meet the costs of running the fund, like paying staff, maintaining an office and keeping computer systems up to date. Administration fees can be a percentage amount, a weekly dollar amount, or a combination of both
	What is an indirect cost ratio?	The Indirect Cost Ratio (ICR) is the percentage of costs associated with managing investments which aren't charged directly to the fund. An example might be where a fund pays an investment manager, who then incurs costs. The costs incurred by the investment manager would be classed as indirect costs.
	What is the management fee?	Management fees, often called administration fees are charged to meet the costs of running the fund, like paying staff, maintaining an office and keeping computer systems up to date.

		Administration fees can be a percentage amount, a weekly dollar amount, or a combination of both
	What is unclaimed Superannuation?	If you've ever changed your name, address, job, or done casual or part-time work, there's a chance you might have a lost or unclaimed Super account. It's easy to bring them back into the fold. Talk to us about consolidating all your Super accounts into a single, great-performing fund.
	What tax is paid on benefits rolled in and out?	If you withdraw money before reaching age 60, tax may be payable on the withdrawal. Where funds are 'rolled over' from one fund to another, generally no tax is payable.
	What tax is paid on investment earnings?	Super fund earnings are subject to a tax rate of 15%, which is lower than the marginal tax rates that generally apply to money invested outside Super. The effective tax rate may be lower than 15% due to the impact of rebates and franking credits.
	What tax will I pay on contributions?	Super is taxed concessionally to encourage people to save for their retirement. The tax rate is 15% (lower than marginal tax rates) and is often effectively lower due to the application of various rebates and franking credits. Tax applies to before-tax contributions (concessional contributions) which include SG payments, salary sacrifice amounts and personal contributions which you claim a tax deduction for. As an example, if you 'salary sacrifice' $10,000 into Super, 15% tax will be deducted ($1,500) leaving $8,500 to be invested. After-tax (non-concessional contributions) aren't subject to tax when paid to your Super fund.
	What is lost Super?	There's a lot of lost Super out there – it adds up to billions of dollars. Some of it might be yours. Perhaps you've forgotten about it, or been paid Super from a short-term job years ago. Fortunately, it's easy to track it down and consolidate it into one fund. You can ask your current fund to help – most funds have an online tool to help you find lost or missing super. If you have a MyGov account, you're able to find lost Super there.

		Or we can help. Our experts can guide you through the process, and help you find a great-performing fund that will get your retirement plans on track.
	When can I access my Super?	Super is designed to be a long-term investment, and is generally not available until you retire from the workforce. If you've reached your Preservation Age (which is between 55 and 60 depending on when you were born) and retired from work, you can access your Super. At age 65 you can access your money whether you've retired or not. In some limited circumstances, it is possible to make withdrawals before retirement. These include severe financial hardship, compassionate grounds, disability or having a terminal medical condition. Tax may be payable on withdrawals before Preservation Age.
	When can I withdraw money?	Super is designed to be a long-term investment, and is generally not available until you retire from the workforce. If you've reached your Preservation Age (which is between 55 and 60 depending on when you were born) and retired from work, you can access your Super. At age 65 you can access your money whether you've retired or not. In some limited circumstances, it is possible to make withdrawals before retirement. These include severe financial hardship, compassionate grounds, disability or having a terminal medical condition. Tax may be payable on withdrawals before Preservation Age.
	When can you access your Super?	Super is designed to be a long-term investment, and is generally not available until you retire from the workforce. If you've reached your Preservation Age (which is between 55 and 60 depending on when you were born) and retired from work, you can access your Super. At age 65 you can access your money whether you've retired or not. In some limited circumstances, it is possible to make withdrawals before retirement. These include severe financial hardship, compassionate grounds, disability or having a terminal medical condition. Tax may be payable on withdrawals before Preservation Age.

	What types of Super funds are there?	The main types of Super funds are: Industry funds: Industry funds are profit-for-member funds, usually offering low fees and a wide range of investment options. Industry funds may have special benefits for members of a particular industry or occupation. Retail funds: Retail funds are offered by banks and investment managers. Profits generated by the fund are returned to the owners, not the members. Corporate funds: Some large organisations offer their employees the opportunity to join an in-house fund. Government funds: Local, state and federal governments all offer Super, but the terms aren't as generous as they once were. Some may offer Defined Benefits, which means your retirement benefit may be based on years of service rather than how much money has been saved. Self-managed funds: An SMSF is a fund run by the members, who are responsible for maintaining legal compliance, making investment decisions and monitoring the performance of the fund.
	Who can Superannuation death benefits be paid to?	A Superannuation death benefit can be paid to the executor of your estate, a dependant, or a person who is not a dependant. Payments to dependants are generally tax-free. A benefit paid to a non-dependant may be subject to tax.
	Who gets my Super if I pass away?	Unlike most of your personal possessions and assets, your Will does not dictate who receives your Super in the event of your death. Instead, the Trustees of your Super fund will distribute your money at their discretion (subject to the terms of your Super fund's Trust Deed). Usually, the Trustee will make a payment to your direct beneficiaries. You can nominate who you'd like to receive your benefit, but while the Trustees will take that into account, they are not obliged to follow your wishes. If you'd like certainty as to where your money goes in the event of your death, you can make a Binding Death Benefit Nomination. As long as you nominate either a dependant or your personal legal representative, the Super fund has no discretion, and will pay your money to that

		person or persons. Binding Death Benefit Nominations need to be in writing, and must be renewed every three years to remain valid.
	Why aren't my super contributions tax-free?	Super funds pay tax of 15% on all contributions which are claimed as a tax deduction (known as concessional contributions). The rate of tax is set by the Federal Government. After-tax contributions (called non-concessional contributions) aren't subject to contributions tax.
	Why can't I withdraw my Super when I like?	Super receives special tax treatment as an incentive for people to save for retirement. Because of those concessions, your money is generally not available until you meet a condition of release, which is usually retirement after reaching your Preservation Age.
	Why do I need to provide my Tax File Number (TFN)?	Providing your TFN to your Super fund isn't compulsory, but it's highly advisable. Your TFN allows your fund to process contributions more efficiently, and it's easier for you to keep on top of your super and track down lost accounts. If your fund doesn't have your TFN, any employer contribution will be subject to penalty rates of tax, and the fund won't accept personal contributions. You also won't be able to access the government co-contribution.
	Why should I rollover?	Super funds are taxed at a low rate of 15%, which is lower than the marginal tax rates that apply if you invest money outside Super. By 'rolling over' your Super to another fund or a pension (where there are no tax on earnings) you retain this concessional tax treatment.
Superannuation Contributions	***What are after-tax contributions?***	After-tax contributions (also called non-concessional contributions) are payments made to a Super fund where a tax deduction isn't claimed, usually from after-tax pay or as a lump sum. Because a tax deduction isn't being claimed, after-tax contributions aren't subject to the contributions tax, which is 15%. There are limits on after-tax contributions (called contribution caps). For most people, the annual limit is $110,000 per year, but it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Super balances over $1.65 million.
	Are Super contributions tax deductible?	Yes, if you make a personal contribution to Super you can generally claim a tax deduction, regardless of whether you're employed, self-employed or a contractor. There is a yearly limit of

		$27,500 for deductible Super contributions (called concessional contributions) which includes SG and salary sacrifice payments made by your employer. You can't claim a tax deduction for personal Super contributions unless you've notified your fund, and the contribution must be made to the fund prior to 30 June.
	Are Super rules different for different ages?	There are age restrictions that apply to who can contribute, as well as withdraw money from Super. From 1 July 2022, if you're under 75 (regardless of whether you're working or not) you can make after-tax contributions to super. Once you reach 75, you can only make mandated employer contributions and downsizer contributions. Because Super is to help fund your retirement, if you're still working, it generally can't be withdrawn until age 65. You may also be able to access your Super if you've retired and reached your Preservation Age, which is between 55 and 60 depending on when you were born.
	Are there any contribution limits?	Yes, the maximum contribution allowed to claim a tax deduction is $27,500 each year. This includes SG payments, salary sacrifice contributions and any personal contributions claimed as a tax deduction. This maximum is called the concessional contributions cap. Payments which aren't claimed as a tax deduction, like contributions from after-tax pay or as a lump sum, are limited to $110,000 each year. In some circumstances it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Total Super balances (TSB) over $1.7 million.
	As a casual employee, do I get super?	It doesn't matter whether you're working full time, part time or on a casual basis, if you're over 18 , you are usually entitled to SG payments. If you're under 18, SG is payable if you work more than 30 hours per week.
	What are before-tax contributions?	Before-tax contributions (also called concessional contributions) are payments to a Super fund which are claimed as a tax deduction. They include SG payments from your employer, additional

		payments made by your employer through a salary sacrifice arrangement, and personal contributions for which you claim a tax deduction. Although before-tax contributions are subject to tax of 15% when paid to Super, that rate is likely to be lower than the Marginal Tax Rate you would pay if you received the same amount as wages or salary.
	What does Bring Forward arrangements mean?	You can generally only make after-tax (also called non-concessional) Super contributions of $110,000 each year. Under the 'bring forward' arrangements, you can bring forward up to two years' contributions in advance, making a total payment of $330,000. There are both advantages and disadvantages of using the bring-forward arrangements. Talk to our experts before committing to making large Super contributions to make sure you get the best possible outcome. If your Super balance is above $1.7 million, you can't make after-tax contributions or use the bring-forward rules.
	Can I boost my Super using proceeds from a property sale, and save tax?	If you're age 60 or over, you may be able to take advantage of the 'downsizing' rules. Provided you've owned your home for at least ten years, you can contribute up to $300,000 from the sale proceeds into Super ($600,000 for couples). There's no work test, and provided you're 60 or over, no age restrictions. If you don't qualify under the downsizing rules, then the usual requirements for making a super contribution apply – a limit of $110,000 in after-tax contributions each year (or $330,000 using the bring-forward rules).
	Can I claim a tax deduction for my Super contributions?	Yes, since 1 July 2017, personal Super contributions can be claimed as a deduction regardless of employment status. Before that date, a tax deduction was usually only available to self-employed people. Before-tax contributions are subject to the concessional contributions cap, which is $27,500 each year, including SG, salary sacrifice and personal deductible contributions.
	Can I make Super contributions after 65?	Yes. From 1 July 2022, if you're under 75 (regardless of whether you're working or not) you can make after-tax contributions to super. Once you reach 75, you can only make mandated employer contributions and downsizer contributions.

		If you're selling your home, there's also the opportunity to take advantage of the 'downsizing' rules. Provided you've owned your home for at least ten years, you can contribute up to $300,000 from the sale proceeds into Super ($600,000 for couples). There's no work test, and provided you're 60 or over, no age restrictions.
	Can I make a retrospective payment to my fund to reduce tax?	No, for a contribution to be tax-deductible it must be made prior to 30 June in the financial year for which the deduction will be claimed.
	Can I make concessional (before-tax) contributions while I am not employed?	Yes, since 1 July 2017, personal Super contributions can be claimed as a deduction regardless of employment status. Before that date, a tax deduction was usually only available to self-employed people. Before-tax contributions are subject to the concessional contributions cap, which is $27,500 each year, including SG, salary sacrifice and personal deductible contributions.
	Can I make contributions to my pension account?	No, once a pension has commenced it isn't possible to add to it. It is possible to 'commute' the pension, and commence a new pension which includes the additional contributions. We suggest you talk to us about the best strategy for structuring your retirement investments if you plan to make extra contributions.
	Can I make extra Super payments?	Yes you can, and by adding to your super you're helping build a bigger balance for your retirement. You can contribute up to $110,000 each year in after-tax contributions, either as regular payments or a lump sum. You can also make up to $27,500 each year in before-tax contributions (often called concessional contributions). Before-tax contributions include employer SG payments, salary sacrifice amounts and any contributions which you claim a tax deduction for. Contributions will also be 'preserved', which means you won't be able to withdraw them until retirement. The decision to make before-tax or after-tax contributions can be complex, and we suggest getting advice from our experts before making a contribution.
	Can I reduce my income via salary sacrificing to	Reducing your income through salary sacrifice is a great way to boost your Super savings, but it won't increase your Family Tax Benefit (FTB)

	claim the Family Tax Benefit?	Your entitlement to FTB is assessed using what's called Adjusted Taxable Income (ATI). ATI takes into account not just your assessable income for tax purposes, but the value of some fringe benefits, net rental property losses and salary sacrifice Super contributions. There are investment strategies which can help increase your FTB. Our investment experts can help you develop a plan which suits your needs.
	Can I reduce my salary via salary sacrifice to claim the co-contribution?	The government's Super co-contribution of up to $500 is aimed at helping low to middle-income Australians boost their Super. When assessing eligibility, the ATO includes before-tax Super contributions that exceed the SG amount (including salary sacrifice contributions) in its income test. As a result, reducing your salary via salary sacrifice won't help increase your co-contribution.
	What is concessional contribution limit?	There are limits, called caps, on annual concessional contributions (often called before-tax contributions). Currently, the maximum contribution allowed is $27,500 each year. This includes SG payments, salary sacrifice contributions and any personal contributions claimed as a tax deduction. This maximum is called the concessional contributions cap. If you contribute less than the cap, from 1 July 2018 it has been possible to 'carry forward' any unused balance for up to five years (for example, if you make $10,000 in concessional contributions in 2018/19, you can 'carry forward' the unused cap of $15,000). The 'carry forward' arrangement is only available to individuals with a Super balance of less than $500,000.
	Contributions caps relate to financial years, not calendar years	The contributions caps, for both before-tax (concessional) and after-tax (non-concessional) contributions relate to contributions made between 1 July, and 30 June the following year.
	Do I have to be working to make Super contributions?	No, from 1 July 2022, if you're under 75 (regardless of whether you're working or not) you can make after-tax contributions to super. Once you reach 75, you can only make mandated employer contributions and downsizer contributions.

	Do my employer's SG contributions count towards my concessional cap? What happens if I exceed the cap?	Yes, SG contributions (along with salary sacrifice amounts and deductible personal contributions) count towards your concessional cap of $27,500. From 1 July 2018, if your concessional contributions are less than the $25,000 cap, you may be able to 'carry forward' the unused amount for up to five years provided your Super balance is below $500,000. If you exceed the cap, the excess will be added to your personal income and taxed at your marginal rate. You may also have to pay an excess contributions charge.
	Does the government's co-contribution count towards my contributions cap?	The $500 government co-contribution isn't counted towards your concessional contributions cap or your non-concessional contributions cap.
	What are downsizer contributions?	If you're age 60 or over, you may be able to take advantage of the 'downsizing' rules. The 'downsizing' rules were introduced to provide an incentive for older Australians to sell the family home, and free up some cash for retirement. There's no obligation to purchase a smaller home, or even buy another property. Provided you've owned your home for at least ten years, you can contribute up to $300,000 from the sale proceeds into Super. If you're a member of a couple, you can contribute a total of $600,000. The contribution is treated as an after-tax (non-concessional) contribution and isn't counted towards the non-concessional cap. There are some restrictions – you can only use the downsizing rules once, the contribution must be made within 90 days of settlement, and your home must be in Australia, and not a caravan, houseboat or other mobile home. Downsizer contributions can have an impact on Age Pension entitlement. The amount contributed to Super will be fully assessable under both income and assets tests, which could result in a reduction or loss of pension entitlement. Our experts can help you decide whether making a downsizing contribution is right for you.

	What are employer contributions?	If you are aged 18, your employer is required to make SG contributions of 10.5% of your Ordinary Time Earnings (OTE). OTE includes your normal pay, plus allowances, loadings and commissions. It doesn't include overtime.
	What is government co-contribution?	The government co-contribution scheme was introduced to help low to middle-income earners boost their super. If your income is below a certain limit and you make a personal $1,000 contribution to your Super fund, you will receive the maximum $500 co-contribution. To get the maximum co-contribution, your income (which includes assessable income, the value of certain fringe benefits and any deductible Super contributions above the SG amount) must be below $42,016. If your income is above that amount, the co-contribution will gradually decrease until it reaches $57,016, where no co-contribution is payable). There are some other requirements – you can't claim your personal contribution as a tax deduction, and to qualify, at least 10% of your income must come from employment, business, or a combination of both.
	How can I make additional contributions to top up my Super before and after tax?	You can make before-tax contributions either by making a salary sacrifice arrangement with your employer, or claiming a tax deduction for your personal contributions. Before-tax contributions (often called concessional contributions) are subject to an annual limit of $27,500, which includes SG payments made by your employer. Although before-tax contributions will be taxed at 15% once received by your Super fund, that's likely to be well below your marginal tax rate. Contributions from your after-tax pay for which you don't claim a tax deduction are called non-concessional contributions. Non-concessional contributions are generally limited to $110,000 each year and aren't subject to tax when received by your fund.
	How can I reduce my personal Capital Gains Tax bill by making Super contributions?	If you're facing a Capital Gains Tax bill, then you may be able to reduce your tax liability by making a deductible contribution to your Super fund.

		If you've held an investment for over 12 months, then only 50% of the gain will be assessed for Capital Gains Tax purposes. That gain is added to your other income, and taxed at your marginal rate. By making a before-tax Super contribution (either as a personal contribution which you claim as a tax deduction, or through a salary sacrifice arrangement with your employer) you may be able to offset some, or all that extra tax liability. Deductible Super contributions (called concessional contributions) are limited to $27,500 each year, which includes any SG paid by your employer. Since 1 July 2018, any unused portion of that limit can be carried forward for up to five years, provided your Super balance is below $500,000. If you're facing a Capital Gains Tax liability, we strongly suggest getting advice from our experts.
	How do I contribute extra to my Super?	You can make before-tax contributions either by making a salary sacrifice arrangement with your employer, or claiming a tax deduction for your personal contributions. Before-tax contributions (often called concessional contributions) are subject to an annual limit of $27,500, which includes SG payments made by your employer. Contributions from your after-tax pay for which you don't claim a tax deduction are called non-concessional contributions. Non-concessional contributions are generally limited to $110,000 each year and aren't subject to tax when received by your fund. We can help you decide which type of contribution will work best for you, and guide you through the process of making the contribution.
	How do I get spousal contributions?	If you're a low-income earner (up to $40,000 each year), arranging for your partner to make a contribution to your Super is a great way to boost your retirement savings. There's a tax rebate of up to $540, which is available when your partner makes a contribution of at least $3,000 to your fund. The maximum rebate is available if your income is up to $37,000, with the rebate gradually reduces until it cuts out at $40,000.

	How do I make personal contributions?	You can pay extra into your Super by making personal contributions, either on a before-tax or after-tax basis. Before-tax contributions (often called concessional contributions) are those you claim a tax deduction for. There is a limit of $27,500 each year on concessional contributions, which includes any SG payments made by your employer, as well as salary-sacrifice amounts. Contributions from your after-tax pay for which you don't claim a tax deduction are called non-concessional contributions. Non-concessional contributions are generally limited to $110,000 each year. We can help you decide which type of contribution will work best for you, and guide you through the process of making the contribution.
	How do the contribution caps work?	There are limits, called caps, on how much you can contribute to super. They apply to concessional contributions (often called before-tax contributions) as well as non-concessional contributions (often called after-tax contributions). Currently, the concessional contribution cap is $27,500 each year. This includes SG payments, salary sacrifice contributions and any personal contributions claimed as a tax deduction. If you contribute less than the cap, from 1 July 2018 it has been possible to 'carry forward' any unused balance for up to five years (for example, if you make $10,000 in concessional contributions in 2018/19, you can 'carry forward' the unused cap of $15,000). The 'carry forward' arrangement is only available to individuals with a Super balance of less than $500,000. For most people, the annual non-concessional cap is $110,000 per year, but it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Super balances over $1.7 million.
	How is tax deducted from salary sacrifice Super contributions?	Salary sacrifice Super contributions are subject to tax of 15%. The tax is generally deducted by the fund at the time of receipt and forwarded to the ATO.

	How much Super does my employer have to contribute?	If are aged 18 or over, you are generally entitled to Superannuation Guarantee payments from your employer (employees under 18 working more than 30 hours per week also qualify). SG payments are compulsory regardless of whether you're a full-time, part-time or casual employee. Temporary residents also qualify. SG payments are currently 10.5% of your pay (not including overtime) and are scheduled to rise to 12% in 2025
	How much can I claim as a tax deduction for concessional contributions?	Deductible Super contributions (called concessional contributions) are limited to $27,500 each year, which includes any SG and salary sacrifice amounts paid by your employer. Since 1 July 2018, any unused portion of that limit can be carried forward for up to five years, provided your Super balance is below $500,000.
	How much should my employer pay into my Super account?	If are aged 18 or over, you are generally entitled to Superannuation Guarantee payments from your employer (employees under 18 working more than 30 hours per week also qualify). SG payments are compulsory regardless of whether you're a full-time, part-time or casual employee. Temporary residents also qualify. SG payments are currently 10.5% of your pay (not including overtime) and are scheduled to rise to 12% in 2025
	I am a high-income earner. Is there a limit to how my Superannuation Guarantee my employer must pay?	Yes, each year the ATO publishes a 'Maximum Super Contributions Base' which is the quarterly income beyond which employers aren't obliged to make SGC payments. For 2022/23, SGC doesn't have to be paid on incomes above $60,220 per quarter ($240,880 per year).
	I'm retired. Can I still make Super contributions?	Yes, from 1 July 2022, if you're under 75 (regardless of whether you're working or not) you can make contributions to super. Once you reach 75, you can only make mandated employer contributions and downsizer contributions.
	If I salary sacrifice, will I lose some of my Superannuation Guarantee entitlements?	Possibly, yes. Superannuation Law requires employers to pay SG contributions on an employee's Ordinary Time Earnings (OTE). As a salary sacrifice arrangement will reduce an employee's OTE, it will reduce the SG the employer has to pay.

		In addition, the additional Super contributions made as a result of the salary sacrifice can be counted towards the employer's SG obligations. The result can be the employee being worse off than before they entered the salary sacrifice agreement. To prevent this happening, it's important to negotiate an agreement with the employer to ensure SG payments are based on earnings before salary sacrificing. The government's proposed 'Salary sacrifice integrity' legislation is intended to prevent employers from using salary sacrifice arrangements to reduce their SG liability.
	What are non-concessional contribution limits?	There are limits, called caps, which restrict how much can be paid into Super. Payments which aren't claimed as a tax deduction (called non-concessional contributions), including contributions from after-tax pay or as a lump sum, are limited to $110,000 each year. In some circumstances it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Super balances over $1.7 million.
	What are ordinary time earnings?	The minimum amount of Superannuation Guarantee contributions your employer must pay is based on what's called Ordinary Time Earnings (OTE). OTE is what you are usually paid for your ordinary hours of work, and includes commissions, shift loadings and allowances. OTE doesn't include payments for overtime.
	What are personal tax-deductible contributions?	Personal tax-deductible contributions are payments you make to your Super fund for which you claim a tax deduction. There is a limit on deductible contributions of $27,500 each year (called the concessional contributions cap) which also includes SG payments and any salary sacrifice amounts.
	What is salary sacrifice?	Salary sacrifice is an arrangement with your employer to 'sacrifice' some of your wage or salary in return for higher employer Super contributions. Although salary sacrifice contributions are subject to tax of 15% when paid to Super, that rate is likely to be lower than the Marginal Tax Rate you would pay if you received the same amount as wages or salary.

	What are Superannuation Guarantee (SG) contributions?	If are aged 18 or over, you are generally entitled to Superannuation Guarantee payments from your employer (employees under 18 working more than 30 hours per week also qualify). SG payments are compulsory regardless of whether you're a full-time, part-time or casual employee. Temporary residents also qualify. SG payments are currently 10.5% of your pay (not including overtime) and are scheduled to rise to 12% in 2025.
	What are unused concessional contributions?	There are limits, called caps, on how much you can contribute to super. They apply to concessional contributions (often called before-tax contributions) as well as non-concessional contributions (often called after-tax contributions). Currently, the concessional contribution cap is $27,500 each year. This includes SG payments, salary sacrifice contributions and any personal contributions claimed as a tax deduction. If you contribute less than the cap, from 1 July 2018 it has been possible to 'carry forward' any unused concessional contributions up to five years (for example, if you make $10,000 in concessional contributions in 2018/19, you can 'carry forward' the unused cap of $15,000). The ability to 'carry forward' unused concessional contributions is only available to individuals with a Super balance of less than $500,000.
	What are non-concessional contributions?	Non-concessional contributions (also called after-tax contributions) are payments made to a Super fund where a tax deduction isn't claimed, usually from after-tax pay or as a lump sum. Because a tax deduction isn't being claimed, after-tax contributions aren't subject to a contributions tax, which is 15%. There are limits on non-concessional contributions (called contribution caps). For most people, the annual limit is $110,000 per year, but it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Super balances over $1.7 million.
	What are Superannuation	Concessional contributions (also called deductible contributions) are payments to a Super fund which are claimed as a tax deduction. They include SG payments from your employer, additional

	concessional contributions?	payments made by your employer through a salary sacrifice arrangement, and personal contributions for which you claim a tax deduction. All concessional contributions are subject to tax of 15%
	What are spouse contributions?	Spouse contributions are a great way to top up your low-income partner's Super. By contributing at least $3,000, you'll benefit from a tax rebate of up to $540. If your partner's income is up to $37,000, you could receive the maximum rebate. When your partner's income exceeds $37,000, the available rebate starts to reduce. It cuts out when income reaches $40,000. You aren't able to claim a tax deduction for spouse contributions, and the contribution is treated as a non-concessional (after-tax) contribution.
	What are co-contributions?	The government co-contribution scheme was introduced to help low to middle-income earners boost their super. If your income is below a certain limit and you make a personal $1,000 contribution to your Super fund, you will receive the maximum $500 co-contribution. To get the maximum co-contribution, your income (which includes assessable income, the value of certain fringe benefits and any deductible Super contributions above the SG amount) must be below $39,837. If your income is above that amount, the co-contribution will gradually decrease until it reaches $54,837, where no co-contribution is payable). There are some other requirements – you can't claim your personal contribution as a tax deduction, and to qualify, at least 10% of your income must come from employment, business, or a combination of both.
	What are concessional contributions?	Concessional contributions are payments to a Super fund which are claimed as a tax deduction. They include SG payments from your employer, additional payments made by your employer through a salary sacrifice arrangement, and personal contributions for which you claim a tax deduction.

		Although before-tax contributions are subject to tax of 15% when paid to Super, that rate is likely to be lower than the Marginal Tax Rate you would pay if you received the same amount as wages or salary.
	What is salary sacrifice Superannuation?	Salary sacrifice is an arrangement with your employer to 'sacrifice' some of your wage or salary in return for higher employer Super contributions. Although salary sacrifice contributions are subject to tax of 15% when paid to Super, that rate is likely to be lower than the Marginal Tax Rate you would pay if you received the same amount as wages or salary.
	What is the Superannuation Guarantee?	If are aged 18 or over, you are generally entitled to Superannuation Guarantee payments from your employer (employees under 18 working more than 30 hours per week also qualify). SG payments are compulsory regardless of whether you're a full-time, part-time or casual employee. Temporary residents also qualify. SG payments are currently 10.5% of your pay (not including overtime) and are scheduled to rise to 12% in 2025.
	What is the contributions cap?	There are limits, called caps, on how much you can contribute to super. They apply to concessional contributions (often called before-tax contributions) as well as non-concessional contributions (often called after-tax contributions). Currently, the concessional contribution cap is $27,500 each year. This includes SG payments, salary sacrifice contributions and any personal contributions claimed as a tax deduction. If you contribute less than the cap, from 1 July 2018 it has been possible to 'carry forward' any unused balance for up to five years (for example, if you make $10,000 in concessional contributions in 2018/19, you can 'carry forward' the unused cap of $15,000). The 'carry forward' arrangement is only available to individuals with a Super balance of less than $500,000. For most people, the annual non-concessional cap is $110,000 per year, but it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Super balances over $1.7 million.

	What is the excess concessional contributions tax?	Concessional contributions (before-tax contributions) are subject to limits called caps. The current cap, which includes personal deductible contributions, SG contributions and salary sacrifice amounts is $27,500 each year. If you exceed the cap, the excess will be added to your personal income and taxed at your marginal rate. You may also have to pay an excess contributions charge. From 1 July 2018, if your concessional contributions are less than the $25,000 cap, you may be able to 'carry forward' the unused amount for up to five years provided your Super balance is below $500,000.
	What is the maximum SG employers must pay?	Each year the ATO publishes a 'Maximum Super Contributions Base' which is the quarterly income beyond which employers aren't obliged to make SGC payments. For 2022/23, SGC doesn't have to be paid on incomes above $60,220 per quarter ($240,880 per year). That means the maximum SG employers must pay is 10.5% of $60,220 or $25,292.
	What is the non-concessional contributions cap?	There are limits on non-concessional contributions (called contribution caps). For most people, the annual limit is $110,000 per year, but it may be possible to bring forward contributions two years in advance, making a total contribution of $330,000. The annual after-tax contribution limit is zero for people with Super balances over $1.7 million.
	What types of super contributions are there?	The two main types of Super contributions are before-tax (often called concessional contributions) and after-tax (often called non-concessional contributions). Other types of contributions include those make by your spouse, amounts split with your spouse, and money paid by the government, such as the co-contribution.
	What types of taxes are deducted from my Super contributions?	Super is taxed concessionally to encourage people to save for their retirement. The tax rate is 15% (lower than marginal tax rates) and is often effectively lower due to the application of various rebates and franking credits. Tax applies to before-tax contributions (concessional contributions) which include SG payments, salary sacrifice amounts and personal contributions which you claim a tax deduction for. As an example, if you 'salary sacrifice' $10,000 into Super, 15% tax will be deducted ($1,500) leaving $8,500 to be invested.

		After-tax (non-concessional contributions) aren’t subject to tax when paid to your Super fund.
	When does my employer have to pay my Super contributions?	Employers are legally required to make SG payments of 10.5% at least quarterly, and are penalised by the ATO if they don’t pay by the due date. While most employers do the right thing, some do not – so it’s a good idea to regularly cheque your payslips to see if the correct amount of Super is being paid. If you think you’re not being paid the correct rate, you could ask your employer how much they are paying, and how often. If you’re not being paid your Super on time, contact the ATO hotline on 13 10 20.
	Who can make tax-deductible contributions?	Since 1 July 2017, personal Super contributions can be claimed as a deduction regardless of employment status. Before that date, a tax deduction was usually only available to self-employed people. Anyone under the age of 75 can make a Super contribution. Once you reach age 75, you can no longer make Super contributions.