Shire of Peppermint Grove

Financial Policies - 3.6 Staff Superannuation Policy

Policy	Financial Policies – 3.6 Staff Superannuation Policy
Purpose	To set out the criteria for the payment of employee staff superannuation contributions in addition to payments made in accordance with the Superannuation Guarantee (Administration) Act 1992.
Status	Administrative - Statutory

Policy

Council will contribute on a matching basis up to an additional 5% of an employee's gross salary to a complying superannuation fund provided that an employee contributes a maximum amount up to 6% of their gross salary, either as an after-tax deduction or via salary sacrifice.

Employees are free to contribute more than 6% of their gross salary but Council's contribution is capped at 6%.

This policy does not apply to staff employed under the previous policy of council contribution.

Council staff employed prior to 1 July 2025 can continue with the matching arrangements under the previous policy.

Related Procedure	
Related Delegation	
Related Local Law/Legislation	Superannuation Guarantee (Administration) Act 1992 Local Government Act 1955 (Part VIA – Employee Superannuation)
Adopted/Amended	December 2015
Reviewed	22 September 2026