

# Superannuation changes



From 1 July 2023, we're changing superannuation arrangements for Queensland Government employees. We're doing this to simplify your contribution arrangements and provide you with more flexibility.

The changes will take effect automatically – you do not have to take any action.

However, it's important that you read this information carefully as these changes may:

- affect how much super benefit you **receive** when you retire
- impact how much you get in your **take-home pay**.

## Who is affected

Queensland public sector employees. If you are employed in a Queensland Government department, most statutory bodies or a public service office, these changes apply to you.

## What is changing

### Employer contributions – the amount your employer pays

From the first pay in July 2023, Queensland Government employees will receive 12.75% in employer superannuation contributions, regardless of your employee contribution. Police Officers will receive 18%.

This rate will apply to ordinary time earnings (OTE), which includes shift and weekend penalties. It will also apply to all forms of paid leave, including paid parental leave. This may be a larger salary base than what was previously used to calculate employer superannuation contributions (superannuable salary).

These changes:

- will have **no negative impact on take-home pay**, except for employees who are in a total remuneration contract
- will not reduce your employer superannuation contributions.

Depending on your remuneration arrangements, you may receive more in employer superannuation contributions.

### Employee contributions – the amount you pay

Accumulation members will no longer be required to make an employee contribution to receive the full 12.75% of OTE (18% for Police Officers) from your employer. If you are not a defined benefit member, you are an accumulation member.

From 1 July, your employee contributions will **continue as they currently are** unless you:

- change your contributions or
- opt-out of making employee contributions.

The default employee contribution rates will continue to be:

- 6% for police officers
- 5% for other non-casual employees
- 0% for casuals.

You can change your employee contribution at any stage as per current arrangements. However, from April, you will be able to reduce your employee contribution to 0%.

If you do reduce your employee contributions to 0% before 1 July 2023:

- your employer contribution will decrease to 10.5% of OTE until 1 July.
- you may receive a once-off 'top-up' employer contribution to bring your 2022–23 employer contributions to a total of 12.75% of your 2022-23 OTE (18% for police officers).

A 'top-up' superannuation payment will be made to all employees whose 2022-23 employer contributions are less than 12.75% (18% for Police Officers) of their 2022-23 OTE. It will be made between 1 July and 30 September 2023.

To change your employee contribution, contact your workplace payroll provider.

Please note, reducing or ceasing your employee contributions will affect the amount of super benefit you receive when you retire. **Consider whether you need to seek financial advice before making any changes to your superannuation contributions.**

## **Defined benefit members**

If you are a defined benefit member, your contribution arrangements will not change. You will still be required to make mandatory employee contributions of between 2% and 5% (3% and 6% for Police Officers). However, you may receive 'top-up' super payments into your accumulation account to make your employer contribution commensurate with the new arrangements.

## **What you need to do**

You are responsible for making decisions about your own superannuation arrangements and needs.

You can start accessing information and tools now to help you make informed decisions about your own circumstances. **You should also consider whether you need to seek financial advice.**

Visit Money smart for information on [financial advice](#), or your superannuation fund may be able to assist you. See [Advice about your QSuper account](#) if you're a QSuper member.

You can **find out more** about these changes, including frequently asked questions, at [forgov.qld.gov.au/super-changes](http://forgov.qld.gov.au/super-changes).

A handwritten signature in black ink, appearing to read 'Leon Allen', with a long horizontal flourish extending to the right.

**Leon Allen**  
Under Treasurer  
Queensland Treasury