

Feature

New salary reporting requirements (PSS and CSS)

Current topics

Budget 2007 update
– Maximum Benefits
Limits and early
access to benefit

What's new

PSSap rated best
value for members...
again

Coming up

Budget 2007
update – voluntary
contributions and
choice of fund

ESO update

AWFY update

Contact details

New salary reporting requirements (PSS and CSS)

From 1 July 2008 all employers are required to use Ordinary Time Earnings (OTE) as the earnings base when assessing an employee's Superannuation Guarantee (SG) obligation.

Although you will be required to report OTE for all members, contributions to the PSS and CSS will continue to be based on a member's superannuation salary at their birthday. This requirement is not changing.

OTE is generally what an employee earns for their ordinary hours of work and excludes some payments such as overtime.

The Australian Tax Office (ATO) administer SG legislation and can assist you with determining what payments are included and excluded from OTE.

You can contact the ATO on **13 10 20**. A list of OTE examples can also be found in the Superannuation Guarantee Ruling 94/4 on the ATO website, www.ato.gov.au

What does this mean for you?

You will need to start reporting OTE for PSS and CSS members from pay 1, payday 10 July 2008, just as you currently report for PSSap members.

Any questions? Don't hesitate to contact Employer Help - contact details are at the end of this newsletter.

PSSap

PSS

CSS

Budget 2007 update – Maximum Benefits Limits and early access to benefit

Maximum Benefits Limits (MBL)

In edition 170 of Employer News, we outlined the MBL changes which came into effect on 1 January 2008.

Remember that the MBL quickguide is now available online. The quickguide outlines what the changes are, what this means for you and what the changes mean for members.

You can access the MBL quickguide on the employer website under the **Learning centre** then select **Quickguides**.

We also recommend you read the Employer Services Online (ESO) update article on page 3 to find out about new ESO validations that have been introduced as a result of these changes.

Early access to benefits

PSS and CSS members will have early access to their superannuation on grounds of financial hardship if they meet the eligibility requirements.

If you need help supporting an employee who wants to make this type of claim please contact Employer Help. Fact sheets are available to assist members at www.pss.gov.au and www.css.gov.au

What's new

PSSap rated best value for members... again

The PSSap has cemented its place as a top super fund by receiving a platinum rating from SuperRatings for the second year in a row.

Over 200 funds were analysed for investments, fees and charges, administration, advice, governance, insurance, and overall benefits to members. The PSSap rated as above average across these areas and was one of only 30 to receive a platinum rating.

The PSSap features an award winning member education program and welcome pack for new members and was described by SuperRatings as a 'best value for money' fund – well balanced across all key assessment criteria in a robust, secure and proven risk framework, including features that should assist most individuals to meet their retirement savings goals.



Coming up

Budget 2007 update – voluntary contributions and choice of fund

The government has introduced new options for PSS and CSS members. From 1 July 2008:

- > PSS and CSS members will have the option to contribute to their super on a voluntary basis (this means member contributions will no longer be compulsory and members will be able to reduce their contribution rate to zero); and
- > PSS members will have access to choice of fund arrangements. Their benefit will be preserved in the scheme and future employer contributions will be paid to the PSSap (if the PSSap is your default fund).

As a result of these options, there will be changes made to the Payroll Interface File (PIF), Employer Services Online (ESO) and the eligibility determiner.

At this stage we do not have further details on the exact procedures that will be required. However, our administrator ComSuper will be running a series of workshops in the lead up to this change. The workshop schedule and other information will be available shortly on the Employer Administration Centre, website and through upcoming editions of Employer News.

For more details on the changes see edition 170 of Employer News.

If members require more information

PSS: 1300 000 377

CSS: 1300 000 277

ESO validations

Following the changes to PSS Maximum Benefit Limits (MBLs) from 1 January 2008, new validations to ESO have been introduced.

Warnings will be generated in the ESO contribution grid when a member's contribution is zero and they are not on LWOP or ceasing membership.

A warning will also be generated for PSS members who had reached their MBL prior to 1 January 2008 and now have productivity contributions due.

The following messages will be displayed:

| Message # | Message Text | Severity |
|-----------|---|----------|
| 1706 | The Member Contribution is zero | Warning |
| 1802 | The Employer Basic Contribution is zero | Warning |
| 1716 | Member is required to make Personal Contributions | Warning |
| 1812 | Your Agency is required to pay Productivity Contributions for this member | Warning |
| 1813 | This member has previously reached their MBL. Their MBL increased on 1 January 2008 and their Productivity Contributions must be recommenced. | Warning |

Please note that at this stage we are aware that warnings are generating incorrectly for our members aged 70 and over. We are working on correcting this issue over the next few months. During this time please contact Employer Help for assistance with your employees that are over 70.

AWFY update

We are now into 2008, with the member workshop calendar for both public and in-house workshops filling up fast.

If you would like us to visit your workplace to conduct a member workshop you will need to contact us as soon as possible. We still have a few dates available in March, May and June. Just call us on **02 6263 6999** or email **atworkforemployers@aria.gov.au**

If you don't have training facilities at your place of work, you can let your employees know about our upcoming public workshops. If they are interested in any of the following sessions, places are limited so they must register online in the Learning Centre at their scheme's website:

www.pssap.gov.au, www.pss.gov.au or www.css.gov.au

Member public workshop dates for February and March 2008

| City | Location | Date and time | Scheme |
|-----------|-----------------------------|---------------|-------------|
| Canberra | ComSuper Offices | 12 February | CSS |
| Canberra | ComSuper Offices | 14 February | PSS |
| Melbourne | Pacific International Hotel | 26 February | CSS and PSS |
| Brisbane | Hilton Hotel | 4 March | CSS and PSS |
| Sydney | Medina Executive | 12 March | CSS and PSS |

Remember places are limited - so members must register on their scheme website.

Contact details



Employer Help Desk

Email employer.help@comsuper.gov.au
Phone 02 6272 9993
Fax 02 6272 9816
Web www.aria.gov.au
(select Employer Centre)

At Work for You

Email atworkforemployers@aria.gov.au
Phone 02 6263 6999