



SALARYLINK AND EMPLOYER SUPERANNUATION GUARANTEE (SG) CONTRIBUTIONS

Salarylink is a defined benefit superannuation product and the amount employers are required to contribute to provide Salarylink benefits for employees is dependent on the advice of the Fund's actuary.

Employer contributions for employees who are Salarylink members

Employers must make contributions at a rate to ensure that the Salarylink (defined benefit) section of the Fund is in a satisfactory financial position and has sufficient funds to pay benefits to Salarylink members ceasing employment (or reaching age 65).

As benefits are generally calculated by a formula, the amount employers contribute to Salarylink is not directly related to the final benefit paid to members. The total required employer contribution for Salarylink members is different to the SG contributions required for other employees.

The current Salarylink employer contribution rate is 6.3% of Superannuation Salary and is formally reviewed by the Fund's actuary every 3 years. The next actuarial review is scheduled to be completed as at 30 June 2023 and any employer contribution rate change recommended by the actuary is likely to be effective from 1 July 2024. You can find the definition of Superannuation Salary in the Salarylink Member Guide, which is included in the Statewide Super Legacy Product Guide, available at hostplus.com.au/pds or the Salarylink Employer Guide.

Salarylink members also receive an employer contribution to their Hostplus (accumulation) account.

The employer contribution rate in each pay period to the employee's Hostplus account is the higher of:

- 3% of Ordinary Time Earnings (OTE); and
- 3% of Superannuation Salary.

Employer contribution rate

Salarylink (defined benefit)	6.3% of Superannuation Salary
Hostplus Super (accumulation) account	3.0% of higher of OTE and Superannuation Salary
Total contribution required	9.3%

Impact of the increase in the SG employer contribution rate

From 1 July 2022, the legislated SG employer contribution rate is 10.5% of OTE. The impact of this change for Salarylink employers is summarised below:

- Salarylink employers will meet their SG obligation by continuing to pay a total of 9.3% for their Salarylink employees.
- The contribution amount allocated by the Trustee to each Salarylink member's SG Minimum Benefit will increase.

Under legislation, employees are required to be provided with a minimum level of employer support. To ensure this occurs Hostplus calculates the SG Minimum Benefit amount for each Salarylink employee. The standard Salarylink member benefits payable on ceasing employment (or reaching age 65) are compared to the SG Minimum Benefit amount calculated by the Trustee and members will receive the greater of the two calculations. For more information on the calculation of Salarylink benefits, contributions and the SG Minimum Benefit, please refer to the Salarylink Member Guide, which is included in the Statewide Super Legacy Product Guide, available at hostplus.com.au/pds or the Salarylink Employer Guide.

What happens if an employer decides to pay more than the required 9.3%?

If an employer determines to pay a higher rate of contribution above the 9.3%, any additional employer contributions will be allocated as a voluntary employer contribution to the Salarylink employee's Hostplus (accumulation) account.

WE'RE HERE TO HELP.

If you have any questions, we're happy to help. Just call **1300 467 875**.
8am – 8pm AEST /AEDT, Monday to Friday or visit hostplus.com.au

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