

# SUPERANNUATION AND PURCHASED LEAVE

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Purchased leave enables you to exchange an agreed reduction in salary in return for extra periods of leave over a specified period of time.

Purchased leave is planned in advance and funded by evenly spread salary deductions over the period of the agreement.

There are two types of purchased leave arrangements:

- The 48/52 arrangement
- The 4/5 arrangement (also known as a "variable year employment").

### Extra information

More information about Purchased Leave can be found in the Commissioner for Public Employment's Responsive and Safe Employment Conditions Briefing Paper on Voluntary Flexible Working Arrangements, available at [www.oper.sa.gov.au](http://www.oper.sa.gov.au) in the Publications section.

### The 48/52 arrangement

A purchased leave 48/52 arrangement allows you to exchange salary for up to an extra four weeks purchased leave per year.

With your Chief Executive Officer's approval, you can purchase one, two, three or four weeks additional leave during a 12-month period in return for a lower percentage of your substantive salary.

### The 4/5 arrangement

A purchased leave 4/5 arrangement, or variable year employment, allows you to work for four years full-time while being paid at 0.8 of your full-time salary and take the leave for the fifth year, continuing to be paid at 0.8 of your full-time salary. See the example in the next column.

Although this type of purchased leave is referred to as "4/5" you are able to take this leave before the fifth year.

### Impact on super

For the purpose of assessing super, an employee who purchases leave will be considered as being employed on a part-time basis for the duration of the arrangement.

Employer contributions and member contributions paid to Super SA Select will be based on the actual salary paid for that year.

### Example - the 48/52 arrangement

The 48/52 arrangement		
Purchased leave under the 48/52 arrangement	Without purchased leave	With four weeks purchased leave
Annual salary (gross)	\$30,000	\$27,692
Employer contribution per annum (9.5%)	\$2,850	\$2,631
Member contribution per annum (3%)	\$900	\$831

This example is intended as a guide only

### Example - the 4/5 arrangement

The 4/5 arrangement		
Purchased leave under the 4/5 arrangement	Without purchased leave	With four weeks purchased leave
Annual salary (gross)	\$30,000	\$24,000
Employer contribution per annum (9.5%)	\$2,850	\$2,280
Member contribution per annum (3%)	\$900	\$720

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Government of South Australia

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### Contact us

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