Super SA

Government of South Australia

INFORMATION SHEET

Know your super
Triple S Police

As a police officer your super is paid into Triple S, the not-for-profit super scheme for all SA public sector employees.

This information sheet outlines some special features of your Triple S (Police) membership and should be read in conjunction with the Triple S Product Disclosure Statement and associated guides and fact sheets.

Compulsory personal contributions

Police officers are required to make compulsory personal contributions.

You have the choice of making contributions of:

– at least 4.5% after-tax, or
– at least 5.3%[1] before-tax (salary sacrifice)

of your superannuation salary.

Police cadets, while at the Police Academy and officers employed under contracts with fixed terms are not required to make personal contributions, but may choose to do so.

See the box to the right to compare the benefits of the two types of contributions.

Which form do I need?

If you are a Police officer and want to make any changes to your contributions you need to complete a Triple S Police Change to Contributions form.

If you are a Police cadet and want to make salary sacrifice contributions you will need to complete a Triple S Salary Sacrifice – Employees with a Triple S Account form or for after-tax contributions, complete a Triple S After-tax Contributions – Police Cadets form.

Comparing the benefits

4.5%[2] after tax contributions

– Contributions are calculated before income tax has been deducted from your salary.

5.3%[2] salary sacrifice contributions

– These are not considered part of your taxable income so your Income Tax may be reduced.
– Rather than paying tax up front, salary sacrifice contributions will be taxed when you withdraw them from Triple S, subject to applicable tax rates dependent on your Commonwealth Government preservation age (see section on accessing your super).
– these compulsory salary sacrifice contributions are preserved until you retire at or after age 50 unless you die or become permanently disabled or terminally ill.

Try our Personal Super Contributions calculator at **supersa.sa.gov.au** to see what works for you or see the case studies on the following page.

[1] An annual concessional contributions cap of $27,500 applies to taxed funds and while Triple S is not a taxed fund, any pre-tax amounts contributed to Triple S will count towards your annual cap in any taxed super fund you may have. You should seek financial advice for further information.

[2] Former Police Lump Sum Scheme members will forego their entitlement to a Guaranteed Minimum Retirement Benefit (GMRB) if they reduce their after-tax contribution rate below their Lump Sum standard rate or do not make the nominated before-tax (salary sacrifice) contributions at their required rate.

Case Study – Alex

Alex is a 35 year old police officer who earns $60,000 per year.

Salary Sacrifice (before-tax) contributions

Alex could choose to salary sacrifice 5.3% of their gross salary to make the compulsory contributions.

By doing this Alex's fortnightly take-home pay would reduce by $80.

After-tax contributions

Alternatively Alex could choose to make after-tax compulsory contributions of 4.5% of their gross salary.

By doing this Alex's fortnightly take-home pay would reduce by $105.

Component	Salary Sacrifice contributions	After-tax contributions
Gross salary	$60,000	$60,000
Salary sacrifice contribution	$3,180[3]	$0
Taxable income	$56,820	$60,000
Tax (Income tax, Medicare levy, LITO)	$9,922	$11,067
After-tax contribution	$0	$2,700
Take-home pay	$46,898	$46,233
Take-home pay per fortnight	$1,798	$1,773

Case Study – Taylor

Taylor is a 40 year old police officer who earns $90,000 per year.

Salary Sacrifice (before-tax) contributions

Taylor could choose to salary sacrifice 5.3% of their gross salary to make the compulsory contributions.

By doing this Taylor's fortnightly take-home pay would reduce by $121.

After-tax contributions

Alternatively Taylor could choose to make after-tax compulsory contributions of 4.5% of their gross salary.

By doing this Taylor's fortnightly take-home pay would reduce by $156.

Component	Salary Sacrifice contributions	After-tax contributions
Gross salary	$90,000	$90,000
Salary sacrifice contribution	$4,770[3]	$0
Taxable income	$85,230	$90,000
Tax (Income tax, Medicare levy, LITO)	$19,871	$21,517
After-tax contribution	$0	$4050
Take-home pay	$65,358	$64,433
Take-home pay per fortnight	$2,506	$2,470

[3] Contributions tax of 15% will be deducted from this amount on leaving Triple S. Additional Division 293 tax of up to 15% may also be payable if assessable income and employer contributions exceed $250,000.

Accessing your super

As a Triple S Police member if you retire at or after age 50, you can claim your super entitlement. Some special conditions of release may apply to you in relation to the following:

Death and Total & Permanent Disablement and Terminal Illness

If you die, your super entitlement including your insurance component will be paid to your spouse and/or putative spouse or your Estate.

If you have nominated a legal personal representative (Estate) then your benefit will be paid to your Estate and distributed according to your Will. Your legal personal representative is the person appointed as the executor or administrator of your Estate, following your death.

In the event of total and permanent disablement, including terminal illness, you will receive a lump sum payment provided you meet eligibility conditions.

If your death or total and permanent disablement is caused by injuries received in the line of duty, you have a guaranteed minimum entitlement, calculated as three times your annual super salary. If you elect to make compulsory contributions via salary sacrifice these contributions are preserved until you retire at or after age 50, unless you die or become permanently disabled or terminally ill.

Former Police Lump Sum members

If you were a former Police Lump Sum member who transferred to the Triple S Scheme, you have a guarantee that your retirement entitlement in Triple S will be at least equal to the entitlement you would have received under the Police Lump Sum Scheme. This is known as the Guaranteed Minimum Retirement Benefit (GMRB).

You will be eligible for the GMRB if you:

- were an active Police Lump Sum Scheme member on 30 June 2008, and
- maintained at least your former Police Lump Sum Scheme contribution rate in Triple S, either as after-tax or salary sacrifice contributions, and
- retire as a police officer after reaching age 50.

When would the GMRB be applied?

If the amount you would have received on retirement from the former Police Lump Sum Scheme exceeds your Triple S retirement entitlement, then any shortfall at the time of your retirement will be made up by an amount credited to your Triple S Employer Account, funded by the State Government.

Do I need to do anything for the GMRB to be applied?

Providing you continue to contribute at your standard Police Lump Sum Scheme member contribution rate, the GMRB will be calculated and, if required, applied automatically at the time of your retirement. See the Guaranteed Minimum Retirement Benefit information sheet for more information.

Preservation age

Although you can access your retirement benefit at age 50, if you take your benefit as a lump sum, less tax is payable if you wait until you reach your Commonwealth Government preservation age. This ranges from age 55 to 60, depending on your date of birth (see table below). When you reach your preservation age only 15% tax (plus Medicare levy) may apply to your benefit, instead of 30%. For more information see the Triple S PDS.

There is no impact if you turned 55 before 30 June 2015.

When you reach your preservation age you are able to set up an Early Access to Super (EATS) arrangement and purchase an Income Stream. For more information see the Triple S PDS.

Your Commonwealth Government preservation age depends on your date of birth:

Date of birth	Commonwealth Government preservation age
Before 1 July 1960	55
1 July 1960 to 30 June 1961	56
1 July 1961 to 30 June 1962	57
1 July 1962 to 30 June 1963	58
1 July 1963 to 30 June 1964	59
After 30 June 1964	60

Insurance

Death and Total and Permanent Disablement (TPD) Insurance

When you become a Police Cadet or Police Officer you will be issued with six units of Standard Insurance. These initial units are provided to you regardless of your current state of health and medical history.

Units of Standard Death and TPD Insurance cost $1 per unit per week. Premiums are automatically deducted from your super balance.

The value, or worth, of a unit of Standard Insurance is linked to your age. Once you reach age 35, the value of a Standard unit decreases each year. Your premiums stay the same as the cover reduces with your age.

You can instead choose to purchase Fixed Benefit Death and TPD Insurance. With Fixed Benefit Death and TPD Insurance, once you fix your level of cover, it remains the same until you advise us that you want to change it or you reach age 70. The premium you pay for Fixed Benefit Insurance increases each year.

For more information see the Triple S Death and TPD & Death Only Insurance fact sheet. Super SA will keep you informed of any changes to premiums.

Did you know?

You can stay with us even when it's time to move on.

When you are eligible to receive a lump sum entitlement from Triple S you have the option of keeping your money with Super SA by investing in an Income Stream or our Flexible Rollover Product.

For further information on either of these products see the product disclosure statements at **supersa.sa.gov.au**

Income Protection Insurance

Most Triple S members are automatically eligible for Income Protection Insurance without limitation. This provides you with a fortnightly income of up to 75% of your notional salary plus a Contribution Replacement Benefit paid into your Triple S account equal to 9.5% of your fortnightly benefit while you are unable to work due to temporary incapacity through illness or injury.

The maximum benefit period is up to 24 months for full-time and part-time employees, up to 12 months for casual employees who have applied for cover, to age 65, or until your employment in the SA public sector ends, whichever occurs first.

The cost of Income Protection Insurance premiums are automatically deducted from your Employer Account.

The cost of IP Insurance is based on your:

- notional salary
- age
- waiting period.

The default waiting period is 30 days but you can choose to have a waiting period of 90 days. Changing your waiting period will impact your premiums. The 90 day waiting period option has lower insurance premiums but you will have to wait longer before IP payments commence.

For more information about Income Protection Insurance including cost see the Triple S Income Protection Insurance fact sheet.

We're here to help

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