

TODAY'S TOPIC

Redundancy and your super

Thank you for joining us.
We will commence shortly.





“TelstraSuper acknowledges the
Traditional Custodians of the lands
throughout Australia.
We pay respect to Elders past and present.”

Acknowledgement of Country

IMPORTANT NOTICE

This presentation contains factual information and general advice only, including information about financial products. It has been prepared without taking into account your objectives, financial situation and needs. You should consider whether it is appropriate having regard to your personal circumstances before making any financial decisions. Please also consider our financial services guide which is available at www.telstrasuper.com.au

If you are considering acquiring a financial product, you should obtain the relevant product disclosure statement and target market determination before making a decision, which are available on our website at www.telstrasuper.com.au

Any taxation information in the presentation is factual information only. If you require taxation advice you should consult your accountant or tax adviser.

If you would like to find out more information about TelstraSuper, please contact us by email at **contact@telstrasuper.com.au** or use the Contact Form on the website to make a request, and we will arrange for a Member Contact Centre Consultant to call you. Alternatively, you can call our Member Contact Centre Consultants on **1300 033 166** to ask for further information.

Please refer to <https://www.telstrasuper.com.au/about-us/awards> to see further information on our awards from both third-party rating agencies and industry peers that recognise TelstraSuper's achievements in each of the nominated areas.



**OUTLINE OF
REDUNDANCY
PAYMENTS**



**SUPERANNUATION
CONSIDERATIONS**



**YOUR
TELSTRASUPER
ACCOUNT**



**HOW
TELSTRASUPER
CAN ASSIST**



QUESTIONS



OUTLINE OF REDUNDANCY PAYMENTS



When can I access my super?

Superannuation Preservation Age

- Your preservation age is the age at which you can access your super if you're retired (or start a transition to a retirement income stream).
- From 1 July 2024, individuals **60** and older will have reached preservation age.

Centrelink Age Pension Age

- Your Centrelink age pension age is the age at which you may be eligible for the aged pension.
- From 1 January 2024, individuals **67** and older will have reached pension eligibility age.



How to calculate the tax-free portion?

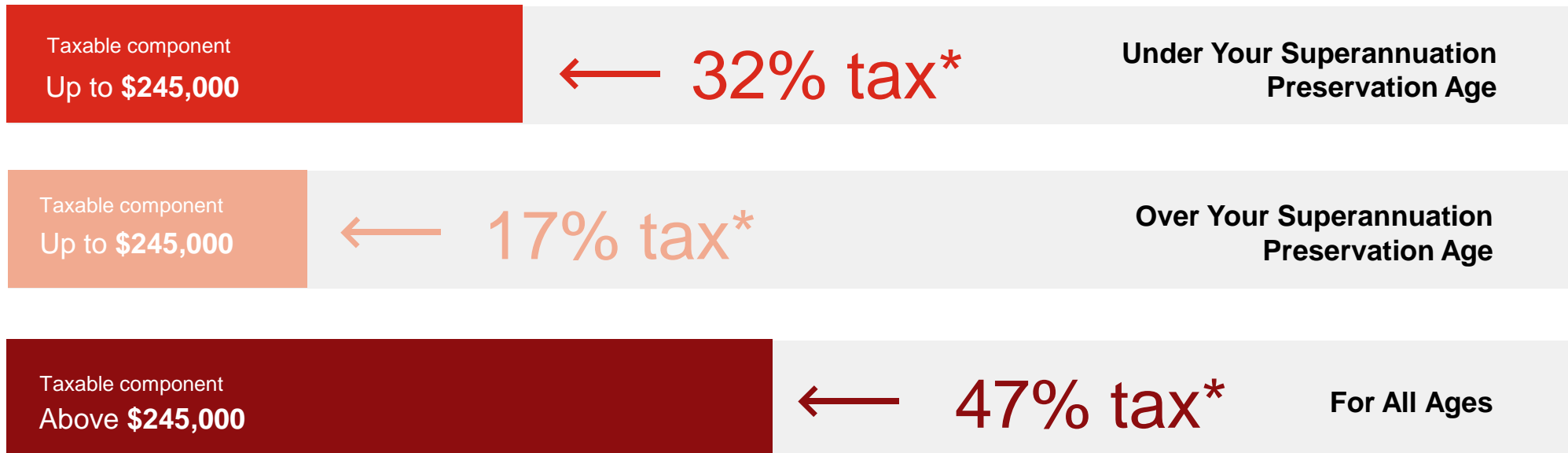
Only applicable if you are under your age pension eligibility age



* 2024/25 financial year.

Source: [Employment termination payments | Australian Taxation Office \(ato.gov.au\)](https://www.ato.gov.au/employment-termination-payments)

Employer Termination Payment (ETP)

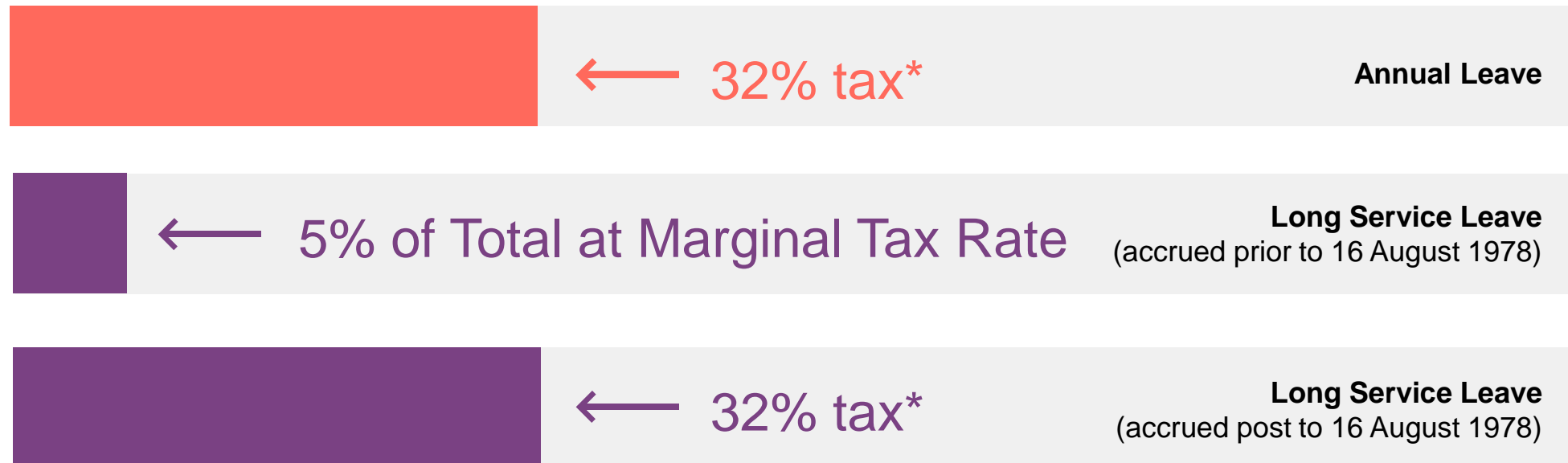


* 2024/25 financial year and inclusive of Medicare Levy of 2%

The tax treatment of the Employer Termination Payment is based on a genuine redundancy payment.

Source: [Employment termination payments | Australian Taxation Office \(ato.gov.au\)](https://www.ato.gov.au/employment-termination-payments) and [How ETP components are taxed | Australian Taxation Office \(ato.gov.au\)](https://www.ato.gov.au/how-etp-components-are-taxed)

Annual and long service leave



* 2024/25 financial year and inclusive of the Medicare Levy of 2%

The tax treatment of the Employer Termination Payment is based on a genuine redundancy payment.

Source: [Schedule 7 – Tax table for unused leave payments on termination of employment | Australian Taxation Office \(ato.gov.au\)](#)

Managing your redundancy and finances

It's really important to think about the actions you take financially following your redundancy.

Consider what's right for you in line with your individual circumstances.

- Do you have a family to provide for?
- Are you considering retirement?
- Do you have a mortgage you need to pay?
- How much will you need?
- What are your living expenses?

Using a budget planner calculator may help you in identifying your current and future financial commitments. Consider speaking to a Financial Adviser who may be able to assist with financial strategies.



Centrelink assistance

Following a redundancy, depending on your personal circumstances, you may be eligible for assistance from Centrelink.

It is recommended you contact Centrelink Services Australia directly to confirm your eligibility to receive any income support payments.



For further information, contact the **Centrelink Services Australia Financial Information Service** on **132 300**.



SUPERANNUATION CONSIDERATIONS



Important contribution limits



Pre-tax (concessional contributions)

Employer contributions, salary sacrifice, personal deductible contributions, additional employer contributions which cover the cost of insurance premiums

15% tax

Annual contribution cap **\$30,000**

Rolling 5-year catch up

If your total super balance is less than \$500,000 as at end of the previous financial year, any unused concessional contributions cap amounts can be carried forward for up to five years before they expire.



Post-tax (non-concessional contributions)

Contribution made from after-tax income and spouse contributions

0% tax

Annual contribution cap **\$120,000[^]**

Bring forward rule[^]#

If your total super balance is less than \$1.9 million and aged under 75 may be able to make up to three years' worth of post-tax contributions (up to \$360,000^{**}) in a single year.

* From 1 July 2022, individuals aged between 67 to 74 are able to make or receive personal contributions and salary sacrificed contributions without meeting the work test, subject to the existing contribution caps. However, they will be required to meet the work test to claim a deduction for personal contributions. To satisfy the work test you must complete at least 40 hours of paid work in a period of not more than 30 consecutive days in the financial year in which you plan to make non-concessional contributions.

[^] Subject to the \$1.9 million total superannuation balance cap. Individuals with a total superannuation balance of \$1.66 million or more are not able to utilise the full bring forward rule.

Must be under age 75 at the start of the financial year and meet other eligibility criteria.

**Once you trigger the bring-forward arrangement in a year, any change to the non-concessional contributions cap for the bring-forward period doesn't apply to you. The bring-forward cap amount is set based on the cap in the first year of the period.

Important contribution limits



Total super balance

Includes all superannuation funds and retirement income streams

\$1.9 million

No further post-tax (non-concessional) contributions

If the total superannuation balance across all your superannuation and retirement income streams (not just your TelstraSuper account) is equal to or greater than \$1.9 million at the end of the previous financial year (i.e.30/06/2024).



Transfer balance cap

Maximum amount that can be transferred from superannuation accumulation funds into the tax-free retirement phase

\$1.9 million[^]

Example

John retires at age 62 with a total super balance of \$2 million. He is able to commence a retirement income stream with up to \$1.9 million[^]. John can leave the remaining \$100,000 in his superannuation accumulation account and access this money when needed tax-free as he has retired and reached his superannuation preservation age.

TelstraSuper Financial Planning has a team of phone-based Advisers who can provide you with simple advice. Simple personal advice includes advice about making contributions, investment choice and insurance cover within your TelstraSuper account. There's no additional cost for simple phone-based advice as this is included in your TelstraSuper membership. You can contact us on 1300 033 166 or request an appointment with our online contact form. Telstra Super Financial Planning Pty Ltd (TSFP) AFSL 218705 wholly owned by Telstra Super Pty Ltd as trustee for the Telstra Superannuation Scheme (TelstraSuper)

[^]If you start a retirement phase income stream for the first time on or after 1 July 2024, the transfer balance cap is \$1.9 million. Every individual will have their own personal transfer balance cap depending on their circumstances and whether they have already commenced an income stream account.

Source: [Caps, limits and tax on super contributions | Australian Taxation Office \(ato.gov.au\)](#) and [Calculating your personal transfer balance cap | Australian Taxation Office \(ato.gov.au\)](#)

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SUPERANNUATION CONSIDERATIONS

When can I access my super?

		Lump sum	Income stream
Access (from preservation age)	Working	✗	✓
	Retired	✓	✓
	Age 65	✓	✓
Tax (from preservation age)	Aged 60+	Tax-free	Tax-free

Source: [Tax on super benefits | Australian Taxation Office \(ato.gov.au\)](https://www.ato.gov.au)





**YOUR TELSTRASUPER
ACCOUNT**



Defined benefit automatic transfer to Personal Plus



Benefit and investment options

- Benefit calculated on final day of employment with your employer
- Transfer automatically* to TelstraSuper Personal Plus
- Defined Benefit component - invested in cash option for the first 90 days then in the default MySuper lifecycle investment option (or VAA future contribution election if applicable), unless you make a nomination
- Voluntary Accumulation Account (VAA) component - investment option stays unchanged

Insurance

If under age 60:

- Default death and total & permanent disablement (TPD) cover will be transferred[^]
- Voluntary death and TPD cover will be transferred[^]

If aged 60 and over:

- Voluntary death and TPD cover will be transferred[^]

Income Protection (IP)

- If you had TelstraSuper Division 5 cover you may be able to continue this cover in TelstraSuper Personal Plus[†]. To continue your IP cover in TelstraSuper Personal Plus we require:
 - a completed Continuing income protection form outlining the details of your new employment and a payslip within 120 days
 - SG contributions from your new employer remitted to your TelstraSuper Personal Plus account within 180 days
 - you to make an election to opt-in, if applicable

If you do not hold IP cover it can be applied for if you are employed[#]

Once the transfer to Personal Plus is finalised, you will receive correspondence from TelstraSuper confirming the details of your Personal Plus account and transfer. When insurance cover is transferred to Personal Plus, all insurance premiums will be deducted from your superannuation account~.

*Automatic transfer to Personal Plus will occur following receipt of your final contribution from your employer. This transfer process may take up to 4–5 weeks. Refer to the relevant Defined Benefit Guide and TelstraSuper's Personal Plus Product Disclosure Statement and Insurance Guide and Target Market Determination for full terms and conditions [Product Disclosure Statements and Guides | TelstraSuper](#). [^] Subject to the 'Active Employment' requirements contained in the Policy.

[†]Subject to the 'At Work' requirements and other eligibility criteria and exclusions contained in the Policy. [#] Eligible members transferring from TelstraSuper Division 2 can apply for IP cover with our insurer

~Premiums will be deducted from your account at the end of each quarter in arrears or on withdrawal if you leave TelstraSuper Personal Plus or transfer your super to another TelstraSuper account.

Corporate Plus automatic transfer to Personal Plus



Benefit and investment options

- Transfer automatically* to TelstraSuper Personal Plus
- Investment option stays unchanged

Insurance

- Default death and TPD cover will be transferred[^]
- Voluntary death and TPD cover will be transferred[^]
- If you had TelstraSuper Corporate Plus Income Protection (IP) cover you may be able to continue this cover in TelstraSuper Personal Plus[†]. To continue your IP cover in TelstraSuper Personal Plus we require:
 - a completed **Continuing income protection** form outlining the details of your new employment and a payslip within 120 days
 - SG contributions from your new employer remitted to your TelstraSuper Personal Plus account within 180 days
 - you to make an election to opt-in, if applicable

Once the transfer to Personal Plus is finalised, you will receive correspondence from TelstraSuper confirming the details of your Personal Plus account and transfer. When insurance cover is transferred to Personal Plus, all insurance premiums will be deducted from your superannuation account~.

*Automatic transfer to Personal Plus will occur following receipt of your final contribution from your employer. This transfer process may take up to 4–5 weeks. Refer to TelstraSuper Personal Plus Insurance Guide and Target Market Determination for full terms and conditions [Product Disclosure Statements and Guides | TelstraSuper](#).

[^]If you are less than 25 years of age or have an account balance that is less than \$6,000, you will be required to complete an Opt-in default insurance cover form in order for your cover to transfer into the new arrangement and retain your cover. If you have previously completed the Opt-in form or otherwise made an election, this will not be required. Subject to the 'Active Employment' requirements contained in the policy.

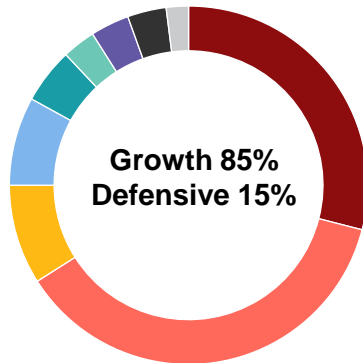
[†] Subject to the 'At Work' requirements and other eligibility criteria and exclusions contained in the policy.

~Premiums will be deducted from your account at the end of each quarter in arrears or on withdrawal if you leave TelstraSuper Personal Plus or transfer your super to another TelstraSuper account.

TelstraSuper MySuper Lifecycle investment option (MySuper)

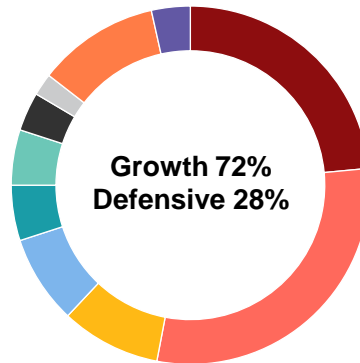


MySuper Growth
(under 50)



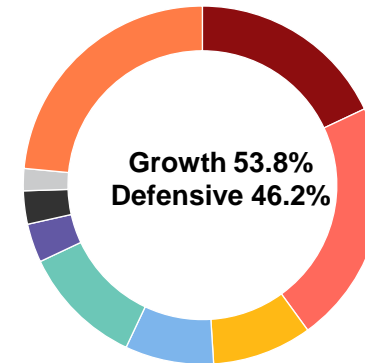
- Australian Shares 29%
- International Shares 37%
- Unlisted Property 9%
- Infrastructure 8%
- Private Market 5%
- Cash 3%
- Alternative Debt 3.5%
- Opportunities 3.5%
- Listed Property Trusts 2%

MySuper Balanced
(50 to under 65)



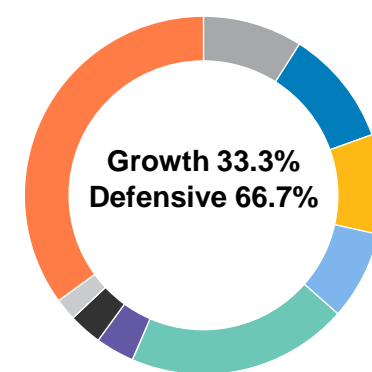
- Australian Shares 23.5%
- International Shares 29.5%
- Unlisted Property 9%
- Infrastructure 8%
- Private Market 5%
- Cash 5%
- Opportunities 3.5%
- Listed Property Trusts 2%
- Diversified Fixed Interest 11%
- Alternative Debt 3.5%

MySuper Moderate
(65 to under 70)



- Australian Shares 18%
- International Shares 22%
- Unlisted Property 9%
- Infrastructure 8%
- Cash 11%
- Alternative Debt 3.5%
- Opportunities 3%
- Listed Property Trusts 2%
- Diversified Fixed Interest 23.5%

MySuper Conservative
(70 and over)



- Australian Shares 9%
- International Shares 10.5%
- Unlisted Property 9%
- Infrastructure 8%
- Cash 20%
- Alternative Debt 3.5%
- Opportunities 3%
- Listed Property Trusts 2%
- Diversified Fixed Interest 35%

Investment options - Corporate & Personal plus members



Investment option	Growth / Defensive assets	Investment objective CPI	Risk of negative return	Suggested investment timeframe**
High Growth	90% / 10%	+4% pa	4–6 years in 20	10+ years
Growth	85% / 15%	+3.5% pa	4–6 years in 20	7–10 years
Balanced	72% / 28%	+3% pa	4–6 years in 20	5–10 years
Moderate	53.8% / 46.2%	+2% pa	3–4 years in 20	4–10 years
Conservative	33.3% / 66.7%	+1% pa	1–2 years in 20	3–10 years
International Shares	100 / 0%	+3.5% pa	6 or more years in 20	8–10 years
Australian Shares	100 / 0%	+3.5% pa	6 or more years in 20	8–10 years
Property	62.5% / 37.5%	+3% pa	4–6 years in 20	5-10 years
Diversified Bonds and Credit	0 / 100%	Refer footnote#	1–2 years in 20	4–8 years
Cash	0 / 100%	Refer footnote*	Less than 0.5 years in 20	0–2 years

The above information relates to TelstraSuper accumulation accounts.

The High Growth investment option was introduced on 2 October 2023. The "Defensive Growth" investment option was renamed the "Moderate" investment option on 1 July 2023. The "Fixed Interest" investment option was renamed the "Diversified Bonds and Credit" investment option on 1 July 2023. #The Diversified Bonds and Credit option return objective as per the investment guide is to outperform the Bloomberg AusBond Bank Bill Index, adjusted for tax,+0.5% pa.

*The Cash option return objective as per the investment guide is to outperform the Bloomberg AusBond Bank Bill Index, adjusted for tax. **The suggested investment timeframe provides an indication of the typical length of time over which investments in the option should be expected to be held. All analysis was conducted based on the upper end of the suggested timeframe's range. The Bloomberg AusBond Bank Bill Index is a commonly used benchmark for cash-like investments. It measures the return earned on a diversified portfolio of different types of short-term cash investments. Cash investments are generally taxed at 15% in the superannuation accumulation phase.

Source: Refer to the relevant Product Disclosure Statement, Target Market Determination and Guides on TelstraSuper's website at www.telstrasuper.com.au.

Future employer contributions



Step 1

Fill in the 'Super Choice Form' with your details.



Step 2

'Chosen fund' details are pre-filled, so just add your Member Number (your employee number).



Step 3

Sign and date the form then give to your new employer.

Why TelstraSuper?



Tailored insurance

Flexible and competitive cover that helps protect you and your family.



Profits to members

Fund profits are for the benefit of members, not shareholders. Isn't that a much smarter way to build wealth for members' retirement?



Competitive fees

We aim to keep our fees as low as possible so more profits can be used for the benefit of members.



Education

We offer a first-class member education program, our consultants have extensive knowledge and expertise



Simple advice on your super

Simple advice about your TelstraSuper account is available at no extra cost, and comprehensive advice is available through TelstraSuper Financial Planning (fees may apply)



Sustainable Investors

We care about your future – we consider environmental, social and governance factors when making investments



Strong long-term Performance

Our diversified investments are strong performers over the long-term[^], which could mean more money for you in retirement.

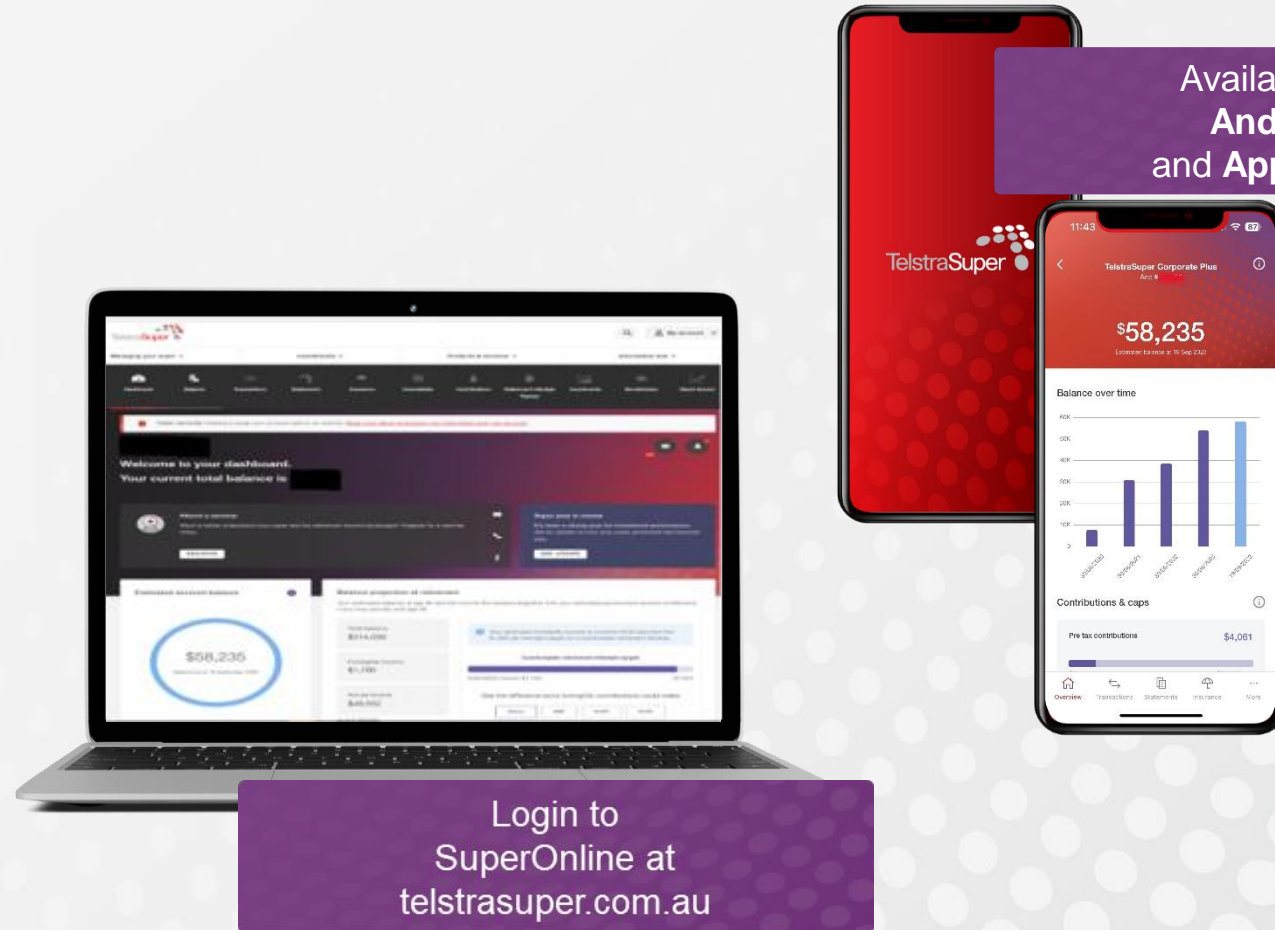


**HOW TELSTRASUPER
CAN ASSIST**

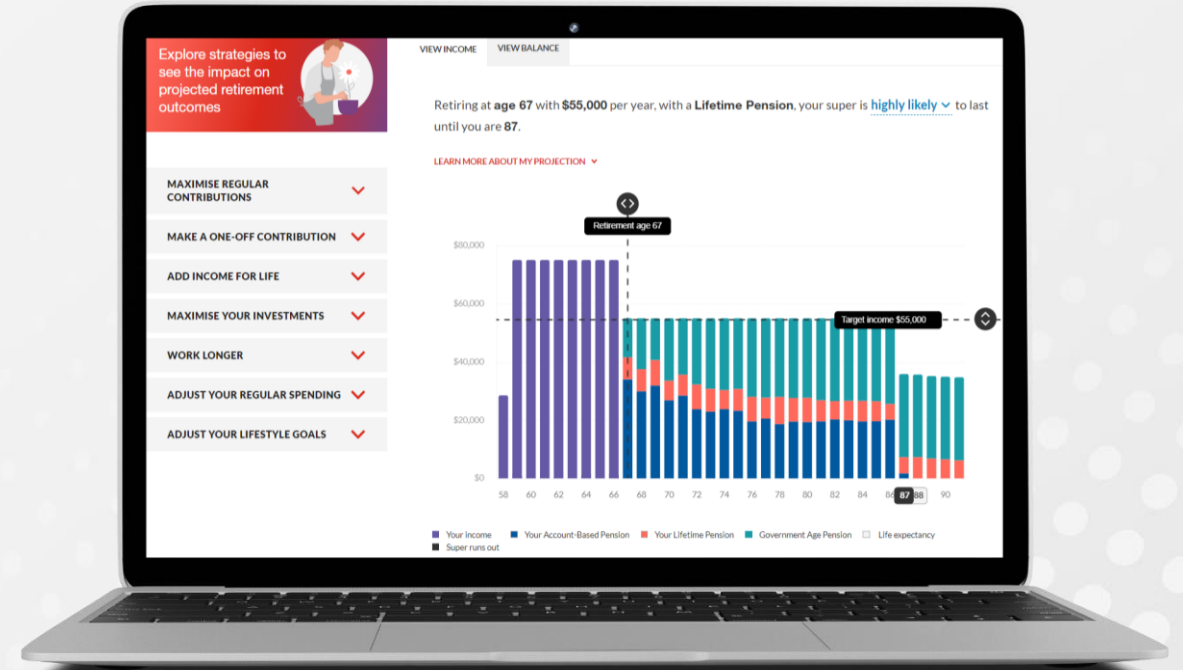
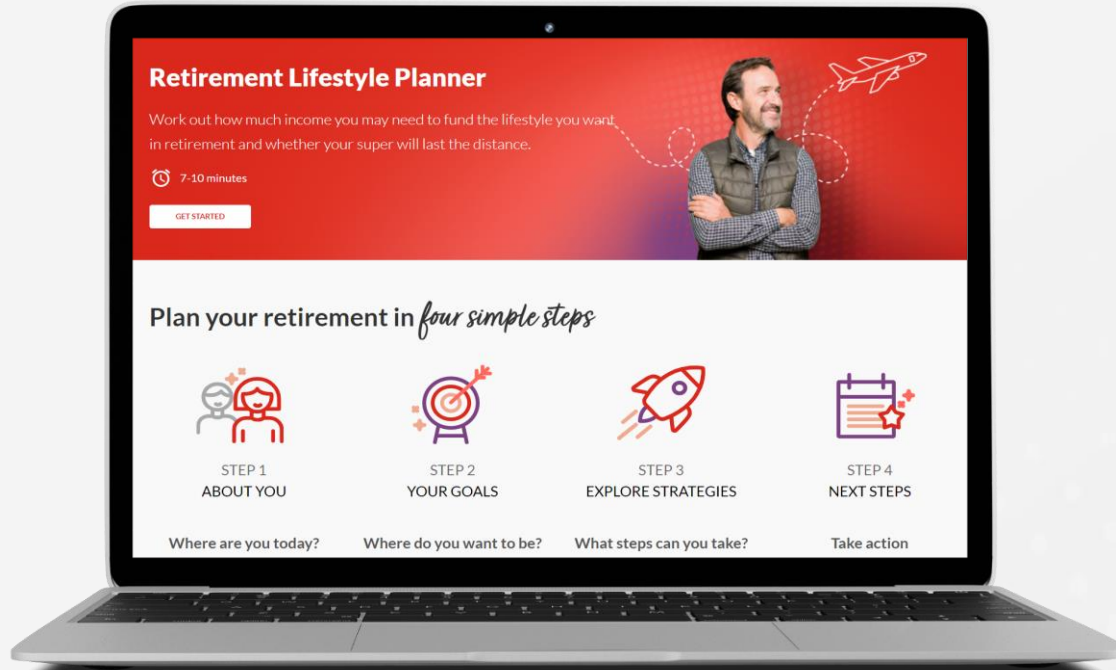


Keeping in touch with your super

- ✓ Update your personal details
- ✓ Provide your personal email address
- ✓ Check your account balance
- ✓ Review your insurance cover
- ✓ View your nominated beneficiaries and make a non-binding nomination
- ✓ Review your investment options and investment returns
- ✓ Keep track of pre-tax contributions against the concessional contribution caps
- ✓ Review benefit statements
- ✓ View latest contributions and transactions



Retirement lifestyle planner



- You can set your goals and where you want to be at retirement helping you to determine how much income you may need to support your retirement lifestyle
- Allows you to assess the impact that different scenarios could have on your goals/retirement outcomes such as planned career breaks/time off to raise children, making lump sum withdrawals and making additional contributions
- See how much Government Age Pension you may qualify for and include other investments, assets and income that you may have

The information you provide in the calculator will be used by TelstraSuper Pty Ltd to provide you with an illustrative income projection. However, it may not take into account all of your relevant personal needs and circumstances and it is not intended to replace financial advice. A financial planner can assess your financial needs more broadly, can help you optimise your financial position and can provide you with specific financial product advice. We recommend that, prior to acting on any information contained in this calculator, you consider the relevant Product Disclosure Statement and Target Market Determination.

Access the calculators www.telstrasuper.com.au/information-hub/calculators

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Four financial advice services to empower you



SUPER *sorter*

Simple phone advice and info designed to help you maximise your super.*

No additional cost to members

Included in membership



STEP *it up*

Want to take that next step with your super or finances? We'll find you a simple solution.

Low cost Options

\$550 - \$1,485 per topic (+GST if applicable), depending on the scope and complexity of the advice



BIG *picture it*

Let's check out your whole financial situation and make a plan.

One off fee for service

\$1,100 - \$4,950 (+GST if applicable) depending on the scope and complexity of the advice



STAY *on track*

Ongoing expert advice on super and wealth. We'll nudge and encourage you, keeping you on track as life changes.

Annual fee for service

\$1,750[^] pa or \$2,300[^] pa depending on advice (+GST if applicable)

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*This is general and simple personal advice about your TelstraSuper account over the phone. Simple personal advice is advice about contributions, investment options and insurance cover within your TelstraSuper account.

[^]The ongoing advice service provides our clients with a review of the advice previously provided by us within the last 12 months, however if additional advice is required outside of this scope, due to changes in client's circumstances, additional costs may apply. Further information about costs are included in the client agreement.

Get *super fit* with TelstraSuper Financial Planning



Get super fit with a super health check

Expert advisers from TelstraSuper Financial Planning can help you by reviewing your superannuation objectives and creating a plan to help support you in achieving your financial goals.

It all starts with a small step of talking to a financial adviser from TelstraSuper Financial Planning, who can address one or all of the following topics and more:



Boosting your super



Buying your first house



Saving goals



Investing



Insurance



Managing debt



Expert advisers from TelstraSuper Financial Planning are ready to assist with complementary 30-minute super health checks through pre-arranged telephone meetings.

To request a financial health check email education@telstrasuper.com.au

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*Please refer to the following privacy policies: [Telstra Super Financial Planning Pty Ltd and Telstra Super Pty Ltd Privacy Policies](#)

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THANKS FOR YOUR TIME



We're happy to answer your questions



1300 033 166

8:30am - 6:00pm (Melbourne time) Monday to Friday



www.telstrasuper.com.au/information-hub/videos



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www.telstrasuper.com.au



Live chat via website



We're open to all



Rated an ESG Leader for 2023 by Rainmaker

Your leading profit-to-member fund

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