NT WORKING WOMEN'S CENTRE

**Factsheet Seven**

# Superannuation

Superannuation is a form of compulsory savings which ensure that employees accumulate funds for their retirement.

## Increases to your Superannuation

The compulsory superannuation rate (the minimum amount your employer must contributes to your superannuation fund) is currently set at 12%.

## Is there anyone who does not get Superannuation?

Employers do not have to pay superannuation for you if you are:

- Aged under 18 and working less than 30 hours per week;
- A non-resident employee paid for work done outside Australia.

However, we recommend you check your Modern Award or agreement as some employees in these categories are entitled to employer superannuation contributions. In limited circumstances, employers may be exempt from paying superannuation contributions where an employee is temporarily working overseas. Likewise, a non-Australian employer may be eligible to apply for an exemption from paying superannuation contributions in Australia.

As well as your employer's contribution, you can choose to put extra money into your super fund, or into another fund of your choice.

## How do I know if my Superannuation is being paid?

From 1 July 2026, employers are required to pay your super at the same time as your wages. Your weekly or fortnightly payslips should show how much superannuation your employer is paying on your behalf and the name of the fund it is being paid into.

You can also contact your superannuation fund at any time to check the balance. If your employer is not paying your superannuation, you can report this to the Australian Tax Office, which has the power to make the employer pay unpaid superannuation.

## Insurance

Super funds often provide life insurance, and some may also provide accident, injury and disability insurance.

Insurance attached to a superannuation account may be cancelled if the account becomes inactive, regardless of its balance. An account may be considered inactive if no contributions have been received for 16-months or more or if the member has not otherwise engaged with the account, for example by changing their investment strategy or insurance cover.

## When can I access my Superannuation?

You can usually access your super when you retire and reach your preservation age, or when you turn 65, even if you are still working. (See table below). If you end an employment arrangement on or after turning 60, you may be able to access the superannuation you have accumulated up until that point. If you later decide to return to work, you can generally still access the super you became entitled to before returning to work. However, you may need to wait until you leave the new job and/or turn 65 before accessing any further contributions made by your new employer.

Your preservation age depends on when you were born:

| Preservation Date of Birth | Preservation Age |
|---|---|
| Before 1 July 1960 | 55 |
| 1 July 1960 – 30 June 1961 | 56 |
| 1 July 1961 – 30 June 1962 | 57 |
| 1 July 1962 – 30 June 1963 | 58 |
| 1 July 1963 – 30 June 1964 | 59 |
| From 1 July 1964 | 60 |

## Special circumstances

There are very limited circumstances when you can access your super early. These circumstances are mainly related to specific medical conditions or severe financial hardship.

More information is available on the Australian Tax Office website, or by contacting your super fund.

## Where can I get more help?

| | | |
|---|---|---|
| NT Working Women's Centre<br>Ph: 1800 817 055<br>www.ntwwc.com.au | Your Union<br>Unions NT<br>Ph: 8941 0001<br>www.unionsnt.com.au | NT Anti-Discrimination Commission<br>Ph: 1800 813 846<br>adc.nt.gov.au |
| Australian Human Rights Commission<br>Ph: 1300 656 419<br>www.humanrights.gov.au | Fair Work Ombudsman<br>Ph: 13 13 94<br>www.fairwork.gov.au | Fair Work Commission<br>Ph: 1300 799 675<br>fwc.gov.au |
| NT Police<br>Ph: (emergency) 000<br>If calling from a mobile: 112 | Office of the Commissioner of Public Employment (OCPE)<br>Ph: 8999 4129<br>www.ocpe.nt.gov.au | NT WorkSafe<br>Ph: 1800 019 115<br>www.worksafe.nt.gov.au |
| Your HR Department | Aboriginal Interpreter Service<br>Ph: 1800 334 944<br>www.ais.nt.gov.au | To access an interpreter<br>Interpreting and Translating Service NT<br>Ph: 1800 676 254<br>www.itsnt.nt.gov.au/ |