



Fact sheet:

Employer contributions and the minimum requisite benefit

Superannuation laws require employers to provide at least a minimum level of super contributions for most Australian employees, known as Super Guarantee (SG) laws. For Defined Benefit (DB) super, your minimum SG entitlement is calculated using a formula known as the Minimum Requisite Benefit.

General advice warning about using or relying on this information

The information in this document is general information only and does not take into account your individual objectives, financial situation or needs. You should consider the information and how appropriate it is to your own objectives, financial situation and needs before making any decisions.

You should read your Member Booklet carefully; these are available from oursuperfund.com.au/memberbooklets or by calling us.

You should consider seeking professional advice tailored to your personal circumstances from an authorised financial adviser before making a decision.

Defined benefit arrangements can be complex and unique, so please consider seeking professional advice from someone experienced in these matters.

Important considerations

Defined benefit arrangements and entitlements are complex and changes may have a significant impact on the type and/or amount of your super.

You can't change your mind about decisions such as withdrawing a benefit or exercising choice, nor can you re-join or reinstate defined benefits at a later date should you change your mind.

Minimum SG requirements

For many employees, an employer makes contributions at the required SG rate (i.e. a percentage of salary), into a super account on a regular basis, e.g. each pay day. The accumulation of these regular contributions over time is what makes up the employee's retirement benefit.

For employees with DB super, however, retirement benefits are determined using a formula. Depending on the rules for your DB division, this formula may take into account factors such as your salary, length of employment or fund membership, or personal contribution rate. The final benefit amount is calculated once you retire from the Commonwealth Bank Group, or upon reaching another trigger event such as resignation, retrenchment, exercising super choice, disability or death.

Minimum SG obligations still apply to DB super but the law provides a different formula for calculating this amount, known as your Minimum Requisite Benefit (MRB). Your MRB is shown on your benefit statement each year for comparison with your benefit entitlements.

For Defined Benefit members and pensioners:



Find out more or log in at oursuperfund.com.au



Call **1800 135 970** 8am–7pm, Mon–Fri or email via oursuperfund.com.au/login



Post to **GPO Box 4303, Melbourne VIC 3001**

The MRB applies to your final benefit

When a benefit becomes payable to you from your DB super, we calculate your actual final benefit based on the formula for your DB division. We then compare that actual benefit amount to your MRB entitlement.

For most DB divisions in our fund, your actual benefit is generally higher than your MRB, so you receive that higher benefit.

However, if your actual benefit is lower than your MRB, you receive the higher MRB amount to ensure the Group has met its SG obligations.

Changes in the MRB

From time to time, the fund's actuary reviews the MRB formula to ensure it continues to meet SG requirements. If SG rates change by law, your MRB calculation changes accordingly.

The MRB continues to track your SG entitlements if the rules for your DB division mean that you must stop contributing to your DB super under certain circumstances. For example, if you're a Division C or Division E member and you've reached your maximum benefit multiple.

Want to talk to someone for help or advice about your options?

Sometimes it helps to talk with an expert to guide you through understanding and making decisions about your superannuation benefits. This is where our Defined Benefit Helpline Advice team* might be able to help.

We've arranged for this team of financial advisers, who specialise in defined benefits, to provide advice over the phone to our members.

There is no cost to members to use this service for general advice and guidance that relates to understanding your benefit options at retirement, resignation, retrenchment or super choice.

If advice is provided outside of this scope, a fee may apply – the adviser will let you know these details beforehand if this is the case. Or if you'd like advice on a more comprehensive or complex basis, the team can help refer you to an adviser for additional assistance.

For more information, please call us on 1800 135 970 and ask to speak with the Helpline Advice team.

* The Advice team operates under Mercer Financial Advice (Australia) Pty Ltd (ABN 76 153 168 293, AFSL 411766).

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