



Leave without pay—CSS

What are the effects on my contributions?

Depending on the type and duration of leave without pay (LWOP) you take, making your fortnightly basic contributions may be compulsory, optional or not permitted.

If contributions continue, your period of leave will count towards your length of contributory service.

Any period of leave during which you are not making basic contributions to CSS, will not count as contributory service when we calculate your benefit.

The table summarises the contribution rules for common types of LWOP.

Leave type	Basic contributions	Contributory service
Sick leave without pay for 12 weeks or less	Required 0% allowed	Counts
Sick leave without pay for more than 12 weeks	Required 0% not allowed Must be at 5% or more	Counts
Compensation leave for 12 weeks or less	Required 0% allowed	Counts
Compensation leave for more than 12 weeks	Required 0% not allowed Must be at 5% or more	Counts
Leave without pay to engage in other employment [^]	Required	Counts
Leave without pay where your employer agrees to pay the employer obligation	Required 0% not allowed Must be at 5% or more	Counts
Parental leave due to the birth or adoption of a child	Optional 0% not allowed Must be at 5% or more	Counts, if you elect to contribute
Leave without pay for 12 weeks or less that is not listed elsewhere	Optional 0% allowed	Counts
Leave without pay for more than 12 weeks* that is not listed elsewhere	Not permitted	Does not count

[^] May include LWOP to engage in other employment in the interests of the Australian Public Service or the usual employer's interest, or LWOP to engage in employment with an approved organisation that is registered or an association that is recognised under the Fair Work (Registered Organisations) Act 2009 whose membership includes people who are eligible employees or member of the Public Sector Superannuation Scheme (PSS).

*Includes leave that is expected to be more than 12 weeks in duration.



What are the effects on my benefit?

If you claim an age retirement benefit, and elect an indexed pension, it will be calculated based on a percentage of your final salary. This percentage is determined by your age and length of contributory service.

If you claim an invalidity retirement benefit and elect a standard (indexed) and/or additional (non-indexed) pension, it will be calculated based on a percentage of your final salary. This percentage is derived from your length of contributory service.

Any lump sum may also be impacted by a pause in member contributions.

For more
information read
[When you're ready
to retire.](#)

What do I need to do?

If you are going on LWOP, discuss your obligations and options with your employer. You may need to nominate a new contribution rate for your period of leave.

If you're taking LWOP to engage in other employment, ensure your temporary employer understands their obligations. If they need more information, they can contact our Employer Services team by calling **1300 338 240** or emailing **employer.services@csc.gov.au**.

How can I get more information?



EMAIL members@css.gov.au

PHONE 1300 000 277

MAIL CSS
GPO Box 2252
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Financial Advice
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