Commonwealth Superannuation Corporation

CSC Employer Newsletter: April 2024

Welcome to the April edition of Employer News—we’re excited to kick-start this edition by celebrating the success of our recent Virtual Employer Seminars.

During the first week of March, our Employer Educators delivered an impressive seven modules over three days. These were incredibly well received, and we thank each of our participants for their engagement and enthusiastic participation.

Our employer team are committed to the continuous improvement of these offerings, and with your suggestions and feedback, look forward to further enhancing our webinar experience. In response, we are working hard to uplift our existing content to include more targeted case studies with an aim to provide you with even more practical examples and insights. We are also looking to introduce recorded sessions to our Employer website for your staff to enjoy at their own leisure.

With the end of financial year fast approaching, we want to ensure we are supporting you in meeting your super obligations. Keep an eye out for our next edition of Employer News, where we will be sharing important cut-off dates for payroll submissions.

Thanks again for your unwavering support and engagement. If you have any questions, please reach out to us on 1300 338 240 or at employer.service@csc.gov.au

Regards,

Tim Hart,
Employer Relationship Manager

Opting out of PSS and important considerations

Generally, employees contributing to PSS can’t ask for their employer contributions to be paid to another super fund. They can usually only do this if they elect to cease their PSS membership, otherwise known as ‘opting out’ of PSS.

If an employee wishes to opt out of PSS, they will need to ensure they are fully aware of the implications of this decision as it means they cannot contribute to PSS ever again. They also can’t change their mind later down the track.

In the event you have an employee wanting to opt-out of PSS, please request they complete an Election to cease membership form. The opt-out is not effective until this form has been completed in full and submitted to CSC, along with the employers’ completed Departmental Report. Once both forms are received, the election is applied as at date of their receipt. We note that we do not have provision to backdate elections. It is also important to note that requests via email or completion of the standard choice form is not sufficient for us to act on the opt-out election.

When employees elect to cease PSS membership, they will become a member of PSSap automatically, if eligible. If they are not eligible for PSSap, they can elect their chosen fund.

For more information please refer to Cease A Member or, if your employee has questions about opting out of PSS, they should reach out to our Customer Contact Centre on 1300 000 377.

New validation process for CSS/PSS Employer Services Online (ESO)

CSC has introduced a new validation process for CSS and PSS via Employer Services Online (ESO). The new validation process includes the following automated prompt in the event that a significant increase in salary is reported:

> *“The salary you are reporting this pay has increased significantly compared to the members previous salary. If the increase is legitimate, please contact us and we will downgrade to a warning for you. If incorrect, please update accordingly to resolve error.”*

This will allow you to review whether the increase is correct. If the salary increase is correct, please contact the Employer Services team to downgrade the validation from an error to a warning so you can submit your data. If the salary increase is incorrect, you can amend the salary through ESO, which will resolve the error.

If you or your staff have any questions or concerns about validating salary increases, please contact us via employer.service@csc.gov.au or phone 1300 338 240.

New interpretation of value ‘D’ value when calculating shift allowances

After feedback from multiple employers as well our own internal discussions, we’ve determined an alternate interpretation of the method for calculating shift allowance as it pertains to superannuation salaries for CSS and PSS members, as well as PSSap members that use the Fortnightly Contribution Salary method. More specifically, this alternate interpretation relates to the value of ‘D’ within the A x B and C + D formula.

When calculating the value of ‘D’ as of a particular day, instead of determining the number of shift hours worked in total within the ’12-month period’, you will determine the total number of hours worked in each type of shift. Similarly, instead of multiplying these hours against the one singular rate of shift in effect on the particular day, you will multiply them against the hourly rate of shift applicable to each type of shift in effect on the particular day.

This would involve the hours worked in one particular shift (e.g. overnight) multiplied by the hourly rate in effect for that particular shift, plus the hours worked in another particular shift (e.g. weekend) by the hourly rate in effect for that type of shift, etc., repeating for all types of shift.

In most scenarios, this will result in the value of ‘D’ simply being total amount of shift allowance earned within the ’12-month period’. The only time it will differ is if your shift rates have changed for reasons other than a salary or pay increase.

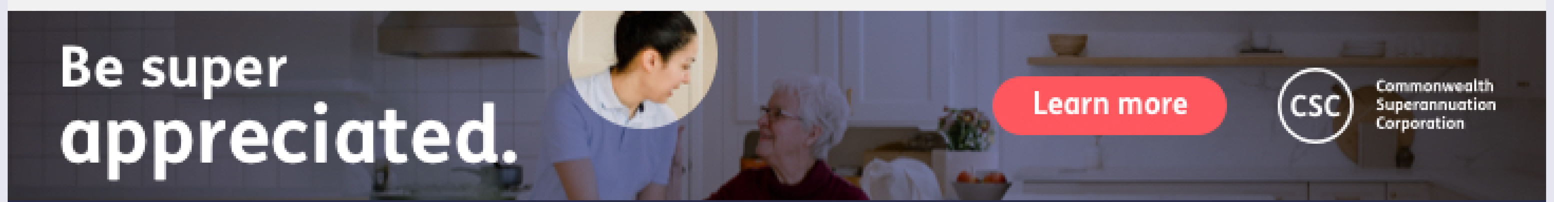
Read more

Mother’s Day Classic

This charity fun run plays a pivotal role in our community, having raised over $41.5 million for breast cancer research. Each year, around 65,000 participants across 73 locations nationwide come together to make a stand against this disease that affects so many.

As part of the CSC family, we have a unique opportunity to contribute to this noble cause. Whether you're a seasoned runner, a walking enthusiast, or someone who wants to make a difference, we invite you to join our company team.

Together, we can raise funds, increase awareness, and support life-saving breast cancer research. Sign up and find out more about getting involved.



Commonwealth Superannuation Corporation