



Australian Government  
Commonwealth Superannuation Corporation

# Public Sector Superannuation Accumulation Plan

ABN: 65 127 917 725

Financial report for the year ended 30 June 2024



Commonwealth  
Superannuation  
Corporation

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

For the financial year ended 30 June 2024

### DIRECTORS' REPORT

The Directors of Commonwealth Superannuation Corporation (CSC, the Trustee), as trustee for the Public Sector Superannuation Accumulation Plan (PSSap, the Plan), submit this financial report of the Plan for the financial year ended 30 June 2024. In compliance with the provisions of the *Corporations Act 2001*, the Directors of the Trustee report as follows:

#### Principal activities

The Plan is operated for the purpose of providing lump sum or pension benefits on retirement, termination of service, death or disablement. The Plan was established on 1 July 2005 and is a defined contribution scheme that is open to new customers. The Plan is available to current and former Australian Government employees (with some qualifying conditions). The Plan also offers an account-based pension product known as CSCri (Commonwealth Superannuation Corporation retirement income) to eligible customers. Eligible customers of the Commonwealth Superannuation Scheme (CSS) and the Public Sector Superannuation Scheme (PSS) are also able to take up an ancillary membership of the Plan.

#### Review of operations

##### Investment performance

By diversifying our investments across high quality assets, including innovative businesses that are typically not accessible either easily, or cost effectively to smaller investors, we've been able to deliver our return objectives for our members, at different stages in their working lives:

- Our Aggressive option, designed for people earlier in their working life, generated a very strong 10.6% return this year.
- Our Balanced MySuper investment option, designed for our specific customer base, delivered a healthy 9.1% for the 2023-24 financial year.
- And our income-focused option, designed for those with a lower appetite for capital-value variation, delivered 5.7%, which is very high for an option of this type, outperforming many of its industry peers.

All PSSap investment options except for PSSap Cash delivered broadly median or above median returns with compared with peers. Across the 3, 5 and 10-year investment horizons, the Aggressive and Income Focussed PSSap investment options delivered strong returns when compared to peers. The PSSap Cash option underperformed against peer products because it is a pure cash option in accordance with APRA's guidelines for investment options labelled as 'cash', whereas the comparison group contains some 'cash-like' funds with higher risk. As such, the PSSap Cash option represents a genuinely low-risk, cash-only investment option for customers.

CSC's primary investment objective is to maximise long-term, real (that is, above inflation) returns for customers, with a target of 3.5% real return per annum over rolling three-year periods for our default MySuper Balanced option, while keeping risk to an acceptable level (defined as a probability of loss in no more than five years out of 20). This investment objective is designed to provide adequacy in retirement for our average customer. 'Adequacy' is defined by the Australian Superannuation Fund Association (ASFA) as a 'comfortable standard' which accounts for post-retirement cost-of-living adjustments.

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

For the financial year ended 30 June 2024

#### Review of operations (continued)

#### Investment returns<sup>1</sup> to 30 June 2024

Option	1 year (% pa)	3 years (% pa)	5 years (% pa)	7 years (% pa)	10 years (% pa)	15 years (% pa)
<b>PSSap</b>						
Cash	3.8	2.1	1.4	1.4	1.6	2.1
Income Focussed	5.7	3.2	4.2	4.9	5.3	5.8
MySuper Balanced (Default)	9.1	4.7	6.1	6.7	7.0	7.7
Balanced (Ancillary members only)	9.0	4.7	6.0	6.7	7.0	7.6
Aggressive	10.6	5.9	8.4	8.9	9.1	9.4
<b>CSCri</b>						
Cash	4.5	2.5	1.7	1.7	1.8	n/a
Income Focussed	6.5	3.5	4.7	5.4	5.8	n/a
Balanced	8.5	4.2	5.4	6.4	7.0	n/a
Aggressive	10.2	5.7	8.5	9.2	9.6	n/a
<b>CSCri TRIS<sup>2</sup></b>						
Cash	3.8	2.1	1.4	1.4	n/a	n/a
Income Focussed	5.7	3.2	4.3	5.0	n/a	n/a
Balanced	9.1	4.7	6.1	6.8	n/a	n/a
Aggressive	10.6	6.0	8.6	9.0	n/a	n/a
<b>Australian inflation</b>	3.8	5.3	3.9	3.3	2.7	2.7

<sup>1</sup> All returns are calculated as the annually compounded average rate of earnings after fees and taxes. Past performance is not indicative of future performance. CPI inflation shown to assist with comparison to objectives.

<sup>2</sup> Transition to retirement income stream.

#### Membership

Membership	At 30 June 2024	At 30 June 2023	Difference	%
<b>PSSap</b>	165,621	156,996	8,625	5.5%
<b>CSCri</b>	2,728	2,422	306	12.6%
Total	168,349	159,418	8,931	5.6%

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

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#### Review of operations (continued)

##### Funds Under Management (FUM)

Option	At 30 June 2024 (\$m)	At 30 June 2023 (\$m)	Difference (\$m)	%
<b>PSSap</b>				
Cash	418.474	465.849	(47.375)	-10.2%
Income Focussed	525.166	512.849	12.317	2.4%
MySuper Balanced (Default)	19,927.050	17,498.253	2,428.797	13.9%
Balanced (Ancillary members only)	339.320	286.647	52.673	18.4%
Aggressive	3,958.700	3,072.520	886.180	28.8%
<b>Total</b>	<b>25,168.710</b>	<b>21,836.118</b>	<b>3,332.592</b>	<b>15.3%</b>
<b>CSCri</b>				
Cash	44.909	44.883	0.026	0.1%
Income Focussed	309.011	260.904	48.107	18.4%
Balanced	308.313	238.134	70.179	29.5%
Aggressive	83.059	61.562	21.497	34.9%
<b>Total</b>	<b>745.292</b>	<b>605.483</b>	<b>139.809</b>	<b>23.1%</b>
<b>CSCri TRIS</b>				
Cash	7.657	7.350	0.307	4.2%
Income Focussed	22.505	24.344	(1.839)	-7.6%
Balanced	26.586	22.908	3.678	16.1%
Aggressive	8.054	7.074	0.980	13.9%
<b>Total</b>	<b>64.802</b>	<b>61.676</b>	<b>3.126</b>	<b>5.1%</b>
<b>Operational Risk Reserve</b>	90.422	78.669	11.753	14.9%
<b>Grand total</b>	<b>26,069.226</b>	<b>22,581.946</b>	<b>3,487.280</b>	<b>15.4%</b>

#### Changes in state of affairs

There have been no significant changes in the state of affairs of the Plan during the financial year.

#### Subsequent events

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Plan, the results of those operations, or the state of affairs of the Plan in future financial years.

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

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#### Future developments

##### Transformed customer operating model

The Trustee is currently implementing a transformation program across its customer servicing technologies and processes. The engagement platform and initial process redesign elements of the transformation program have been delivered. The next years of the transformation program focus on transitioning several legacy scheme administration platforms into one, modern scheme administration platform. The combined impact of the transformation program across technology, data, people and process is expected to support major uplifts in customer experience (through, for example, data driven and increasing personalised servicing) and improved operational efficiency (through redesigned processes, increased automation and effective eco-system integrations).

#### Environmental regulations

The Plan is subject to prudential standards issued by APRA under the *Superannuation Industry (Supervision) Act 1993 (SIS Act)*. This includes 'SPS 530 Investment Governance', which contains a requirement for RSE's to consider Environmental, Social and Governance (ESG) risks and opportunities as part of its Investment Governance framework. The Trustee believes it has sound practices in place to achieve long-term sustainable value and positive environmental and social impact across all customers' portfolios.

The Plan is not subject to any other significant environmental regulations under the law of the Commonwealth or of a State or Territory of Australia.

#### Non-audit services

The Australian National Audit Office (ANAO) is the appointed auditor of the Plan. Deloitte Touche Tohmatsu (Deloitte) is contracted by the ANAO to provide audit services on its behalf. Audit services provided during the period are included the financial statements audit as well as associated regulatory return and compliance audits.

There were no non-audit services provided by ANAO or Deloitte to the Plan during the year.

#### Auditor's independence declaration

The auditor's independence declaration is included on page 14.

#### Rounding off of amounts

The Plan is an entity of the kind referred to in *ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191*, and in accordance with that Corporations Instrument amounts in the Directors' report and the financial statements are rounded off to the nearest thousand dollars, unless otherwise indicated.

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

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#### REMUNERATION REPORT

This remuneration report, which forms part of the Directors' report, sets out information about the remuneration of the key management personnel of the Plan for the financial year ended 30 June 2024. The term 'key management personnel' refers to those persons having authority and responsibility for planning, directing and controlling the activities of the Plan. The prescribed details for each person covered by this report are detailed under the following headings:

- Key management personnel
- Remuneration of key management personnel
- Key terms of employment contracts.

#### Key management personnel

The Directors of the Trustee and other key management personnel of the Trustee during or since the end of the financial year were:

##### Directors of the Trustee

Name	Nominated by	Member of the Plan
Ariane Barker	Minister for Finance	No
Juliet Brown	Minister for Finance	No
Melissa Donnelly	President of the ACTU	Yes
Lee Goddard	Chief of the Defence Force	No
Andrea Hall	Minister for Finance	No
Jacqueline Hey	Minister for Finance	No
Garry Hounsell (Chair)	Minister for Finance	No
David Mulhall	Chief of the Defence Force	No
Alistair Waters	President of the ACTU	Yes

##### Other key management personnel

Name	Position	Member of the Plan
Paul Abraham	Executive Manager, Investment Operations	Yes
Catharina Armitage	Executive Manager, People	Yes
Robert Firth	Chief Risk Officer	Yes
Phillip George	Executive Manager, Transformation and Technology Strategy and Advice	Yes
Damian Hill	Chief Executive Officer	Yes
Andrew Matuszczak	Chief Transformation and Information Officer	No
Adam Nettheim	Chief Customer Officer	Yes
Alana Scheiffers	General Counsel	Yes
Alison Tarditi	Chief Investment Officer	Yes
Andy Young	Chief Operating Officer	Yes

The terms and conditions of membership of the Plan for any key management personnel are the same as for any other member who are not key management personnel.

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**Remuneration of key management personnel**

The figures below represent the total remuneration of key management personnel paid by CSC.

Directors of the Trustee

<b>2023-24</b>				<b>Short-term benefits</b>				<b>Post-employment benefits</b>	<b>Long-term benefits</b>		<b>Total remuneration</b>
<b>Name</b>	<b>Position</b>	<b>Date commenced</b>	<b>Date ceased</b>	<b>Director fees</b>	<b>Variable remuneration – cash</b>	<b>Variable remuneration – deferred</b>	<b>Other benefits and allowances</b>	<b>Superannuation contributions</b>	<b>Long service leave</b>	<b>Termination benefits</b>	
				\$	\$	\$	\$	\$	\$	\$	\$
Ariane Barker	Director	13 Sep 2016	N/A	71,990	-	-	-	7,929	-	-	79,919
Juliet Brown	Director	13 Sep 2021	N/A	82,900	-	-	-	9,130	-	-	92,030
Melissa Donnelly	Director	1 Jul 2020	N/A	80,720	-	-	-	12,431	-	-	93,151
Lee Goddard	Director	1 Jul 2022	N/A	79,140	-	-	-	8,715	-	-	87,855
Andrea Hall	Director	1 Jul 2023	N/A	87,260	-	-	-	9,611	-	-	96,871
Jacqueline Hey	Director	21 Oct 2021	N/A	71,990	-	-	-	7,929	-	-	79,919
Garry Hounsell	Chair	25 Jul 2021	N/A	150,490	-	-	-	16,574	-	-	167,064
David Mulhall	Director	2 May 2023	N/A	86,516	-	-	-	9,528	-	-	96,044
Alistair Waters	Director	25 Feb 2020	N/A	71,990	-	-	-	11,086	-	-	83,076
<b>Total</b>				<b>782,996</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>92,933</b>	<b>-</b>	<b>-</b>	<b>875,929</b>

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**Remuneration of key management personnel (continued)**

Other key management personnel

2023-24				Short-term employee benefits				Post-employment benefits	Long-term benefits		
Name	Position	Date commenced	Date ceased	Base salary	Variable remuneration – cash	Variable remuneration – deferred	Other benefits and allowances <sup>1</sup>	Superannuation contributions	Long service leave	Termination benefits	Total remuneration
				\$	\$	\$	\$	\$	\$	\$	\$
Paul Abraham	Executive Manager, Investment Operations	21 Mar 2016	N/A	308,608	72,963	-	-	27,568	7,606	-	416,745
Catharina Armitage	Executive Manager, People	17 May 2019	N/A	331,220	71,858	-	-	27,568	11,001	-	441,647
Robert Firth	Chief Risk Officer	1 Jan 2017	N/A	345,883	82,285	-	-	27,568	10,292	-	466,028
Philip George	Executive Manager, Transformation and Technology Strategy and Advice <sup>2</sup>	3 Feb 2020	30 Jun 2024	367,254	71,879	-	-	6,806	10,393	-	456,332
Damian Hill	Chief Executive Officer	13 Jul 2020	N/A	842,458	69,660	89,501	81,224	27,568	19,622	-	1,130,033
Andrew Matuszczak	Chief Transformation and Information Officer	31 Aug 2020	N/A	459,703	96,984	-	-	27,568	12,221	-	596,476
Adam Nettheim	Chief Customer Officer <sup>3</sup>	1 Jan 2023	NA	400,341	80,303	-	-	27,568	9,399	-	517,611
Alana Scheiffers	General Counsel	1 Jul 2018	N/A	376,710	79,289	-	-	27,568	9,027	-	492,594
Alison Tarditi	Chief Investment Officer	1 Jul 2011	N/A	824,816	396,576	230,908	130,860	27,568	21,066	-	1,631,794
Andy Young	Chief Operating Officer	30 Jul 2012	N/A	469,561	104,271	-	-	27,568	13,366	-	614,766
<b>Total</b>				<b>4,726,554</b>	<b>1,126,068</b>	<b>320,409</b>	<b>212,084</b>	<b>254,918</b>	<b>123,993</b>	<b>-</b>	<b>6,764,026</b>

No key management personnel received share based compensation during the period. No key management personnel appointed during the period received a payment as part of their consideration for agreeing to hold the position.

<sup>1</sup> Other benefits and allowances include transitional payments for the performance period ended 30 June 2024 and carparking benefits.

<sup>2</sup> Previously Executive Manager, Transformation until 15 Apr 2024

<sup>3</sup> Previously Acting Chief Customer Officer until 9 Jul 2023



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**Remuneration of key management personnel (continued)**

The Plan does not employ any staff; the Trustee provides management services to the Plan. The key management personnel of the Trustee are the key management personnel of the Trust and for the superannuation schemes for which CSC is Trustee. Apportioned compensation in relation to the Plan is a pro-rata apportionment of the overall compensation paid by the Trustee, based on the net assets of the entities under its trusteeship or actual control. The following tables outline apportioned compensation of the key management personnel of the Trustee in relation to the Plan:

Directors of the Trustee

2023-24				Short-term benefits				Post-employment benefits	Long-term benefits		Total remuneration
Name	Position	Date commenced	Date ceased	Director fees	Variable remuneration – cash	Variable remuneration – deferred	Other benefits and allowances	Superannuation contributions	Long service leave	Termination benefits	
				\$	\$	\$	\$	\$	\$	\$	\$
Ariane Barker	Director	13 Sep 2016	N/A	11,678	-	-	-	1,286	-	-	12,964
Juliet Brown	Director	13 Sep 2021	N/A	13,447	-	-	-	1,481	-	-	14,928
Melissa Donnelly	Director	1 Jul 2020	N/A	13,094	-	-	-	2,016	-	-	15,110
Lee Goddard	Director	1 Jul 2022	N/A	12,838	-	-	-	1,414	-	-	14,252
Andrea Hall	Director	1 Jul 2023	N/A	14,155	-	-	-	1,559	-	-	15,714
Jacqueline Hey	Director	21 Oct 2021	N/A	11,678	-	-	-	1,286	-	-	12,964
Garry Hounsell	Chair	25 Jul 2021	N/A	24,411	-	-	-	2,689	-	-	27,100
David Mulhall	Director	2 May 2023	N/A	14,034	-	-	-	1,546	-	-	15,580
Alistair Waters	Director	25 Feb 2020	N/A	11,678	-	-	-	1,798	-	-	13,476
<b>Total</b>				<b>127,013</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>15,075</b>	<b>-</b>	<b>-</b>	<b>142,088</b>

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**Remuneration of key management personnel (continued)**

Other key management personnel

2023-24				Short-term employee benefits				Post-employment benefits	Long-term benefits		Total remuneration
Name	Position	Date commenced	Date ceased	Base salary	Variable remuneration – cash	Variable remuneration – deferred	Other benefits and allowances <sup>1</sup>	Superannuation contributions	Long service leave	Termination benefits	Total remuneration
				\$	\$	\$	\$	\$	\$	\$	\$
Paul Abraham	Executive Manager, Investment Operations	21 Mar 2016	N/A	50,060	11,836	-	-	4,472	1,234	-	67,602
Catharina Armitage	Executive Manager, People	17 May 2019	N/A	53,728	11,656	-	-	4,472	1,785	-	71,641
Robert Firth	Chief Risk Officer	1 Jan 2017	N/A	56,107	13,348	-	-	4,472	1,669	-	75,596
Philip George	Executive Manager, Transformation and Technology Strategy and Advice <sup>2</sup>	3 Feb 2020	30 Jun 2024	59,573	11,660	-	-	1,104	1,686	-	74,023
Damian Hill	Chief Executive Officer	13 Jul 2020	N/A	136,657	11,300	14,518	13,176	4,472	3,183	-	183,306
Andrew Matuszczak	Chief Transformation and Information Officer	31 Aug 2020	N/A	74,570	15,732	-	-	4,472	1,982	-	96,756
Adam Nettheim	Chief Customer Officer <sup>3</sup>	1 Jan 2023	NA	64,940	13,026	-	-	4,472	1,525	-	83,963
Alana Scheiffers	General Counsel	1 Jul 2018	N/A	61,107	12,862	-	-	4,472	1,464	-	79,905
Alison Tarditi	Chief Investment Officer	1 Jul 2011	N/A	133,796	64,330	37,456	21,227	4,472	3,417	-	264,698
Andy Young	Chief Operating Officer	30 Jul 2012	N/A	76,169	16,914	-	-	4,472	2,168	-	99,723
<b>Total</b>				<b>766,707</b>	<b>182,664</b>	<b>51,974</b>	<b>34,403</b>	<b>41,352</b>	<b>20,113</b>	<b>-</b>	<b>1,097,213</b>

No key management personnel received share based compensation during the period. No key management personnel appointed during the period received a payment as part of their consideration for agreeing to hold the position.

<sup>1</sup> Other benefits and allowances include transitional payments for the performance period ended 30 June 2024 and carparking benefits.

<sup>2</sup> Previously Executive Manager, Transformation until 15 Apr 2024

<sup>3</sup> Previously Acting Chief Customer Officer until 9 Jul 2023

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

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#### Variable remuneration granted during the 2023-24 financial year

Name	Individual short term performance variable remuneration outcomes						
	Maximum potential short term variable remuneration opportunity <sup>1</sup> \$	Individual variable remuneration outcome \$	% of maximum opportunity earned <sup>1</sup>	% of maximum opportunity forfeited <sup>1</sup>	Cash \$	Deferred \$	Present Value of Deferred \$ <sup>2</sup>
<b>Paul Abraham</b>	108,900	72,963	67%	33%	72,963	-	-
<b>Catharina Armitage</b>	107,250	71,858	67%	33%	71,858	-	-
<b>Robert Firth</b>	114,285	82,285	72%	28%	82,285	-	-
<b>Philip George</b>	112,192	71,879	64%	36%	71,879	-	-
<b>Damian Hill</b>	270,000	174,150	64%	36%	69,660	104,490	89,501
<b>Andrew Matuszczak</b>	134,700	96,984	72%	28%	96,984	-	-
<b>Adam Nettheim</b>	124,500	80,303	65%	35%	80,303	-	-
<b>Alana Scheiffers</b>	122,928	79,289	65%	35%	79,289	-	-
<b>Alison Tarditi</b>	918,000	660,960	72%	28%	396,576	264,384	230,908
<b>Andy Young</b>	155,628	104,271	67%	33%	104,271	-	-
<b>Total</b>	<b>2,168,383</b>	<b>1,494,942</b>	<b>69%</b>	<b>31%</b>	<b>1,126,068</b>	<b>368,874</b>	<b>320,409</b>

<sup>1</sup> The total variable remuneration opportunity for each member of key management personnel is based on the performance criteria outlined later in this report. These criteria may also include stretch targets in the Corporate and Individual performance components. As such the maximum potential variable remuneration opportunity does not reflect a threshold level of performance, and it is likely that for any given reporting period there will be a percentage of the total opportunity not awarded (forfeited).

<sup>2</sup> The deferred component is discounted to present value using the Reserve Bank of Australia bond rate for the period of deferral.

The cash variable remuneration disclosed above was granted on 22 August 2024 with regard to performance for the financial year ended 30 June 2024 and the amounts granted were paid in full (100%) on 26 September 2024.

#### Deferred variable remuneration

The CSC deferred variable remuneration policy (Deferral Policy) came into effect from 1 July 2023. Variable remuneration that has met the threshold for a portion to be deferred under APRA Prudential Standard *CPS 511 – Remuneration* (CPS511), is expected to be paid in instalments between four to six years into the future. The Board has discretion where appropriate to revise deferred amounts payable under the Deferral Policy. Part or all of any deferred remuneration may be forfeited in the event of misconduct, significant failures and/or significant adverse outcomes. The Deferral Policy sets out the circumstances in which, on cessation of employment the Board may decide to either pay all or part of the deferred variable remuneration up front, or for it to lapse either in part or in its entirety.

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

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#### Variable remuneration granted during the 2023-24 financial year (continued)

##### Transitional payments

The Chief Executive Officer, Chief Investment Officer and Chief Operating Officer may be eligible for 'transitional payments' to partially compensate for the requirement under CPS 511 to defer the vesting of a portion of their variable remuneration in relation to any performance periods commencing post 1 July 2023. Future transitional payments are estimated to be as follows:

	Transitional payments		
Performance period ending	30 June 2025	30 June 2026	30 June 2027
Expected payment timing	September 2025	September 2026	September 2027
	\$	\$	\$
<b>Damian Hill</b>	108,000	108,000	54,000
<b>Alison Tarditi</b>	174,480	174,480	-
<b>Andy Young</b>	29,700	29,700	-

The Board has the discretion to revise any transitional payment upwards or downwards, or to not grant a transitional payment at all. The executive must also remain employed with CSC for the full duration of the relevant performance period to receive a transitional payment. Details of transitional payments made under this arrangement will be disclosed in the Remuneration Report for the relevant performance year.

## Public Sector Superannuation Accumulation Plan

### DIRECTORS' REPORT

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#### Variable remuneration granted during the 2023-24 financial year (continued)

##### Nature of the variable remuneration granted

Individual employment contracts indicate the maximum percentage of the total fixed remuneration package (TRP) that the Board may determine to pay as a short-term cash variable remuneration each year, however variable remuneration payments are made entirely at the discretion of the Board of Directors.

##### Performance criteria

The performance criteria that the Board of Directors had regard to when determining the variable remuneration payments made during the financial year are disclosed in the table below.

Component	Measurement basis	Weighting
Investment performance	(a) 50% upon achievement of a 3.5% real investment return (i.e. after adjusting for inflation) for the default investment option (MySuper Balanced) over a rolling 3 year period; (b) If (a) is not achieved, 25% if the investment return of the default investment option (MySuper Balanced) exceeds the reference (passive) portfolio over a rolling 3 year period; (c) If both (a) and (b) not achieved, then 0%.	50%
Corporate performance	Directors' assessment of the achievement of the strategic and operational targets agreed by and reported to the Board of Directors.	20%
Individual performance	Achievement of key individual performance objectives agreed at the start of each financial year.	20%
Adherence to CSC values	Qualitative assessment of adherence to CSC values (Customer Driven, United, Accountable, Future Focused)	10%
Total		100%

To qualify to participate in the short-term variable remuneration scheme mentioned above, key management personnel are required to receive an 'adherence to CSC values' rating of "consistently" or above, receive an individual performance rating of 'fully effective' or above, and achieve a pre-determined risk objective. The Board has the discretion to 'clawback' variable remuneration paid to an employee in previous years in situations where new information is received that indicates misconduct, significant adverse member outcomes, significant failures or significant errors have occurred in a particular performance period.

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**Key terms of employment contracts**

Details of employment contracts negotiated between the Trustee and members of key management personnel during the financial year ended 30 June 2024 are outlined below.

- An employment contract for Philip George (Executive Manager – Transformation and Technology Strategy and Advice) was negotiated in February 2024 to extend the term of his fixed term contract to 7 February 2025. There were no changes to the remuneration package as a result of this change.
- The employment contract for Adam Nettheim was negotiated in July 2023 when he was permanently appointed to the position of Chief Customer Officer. Remuneration was determined in line with CSC's Board-approved Remuneration Policy and Remuneration Framework. The base salary upon commencement was benchmarked against the Financial Institutions Remuneration Group's (FIRG) market surveys. Each year thereafter, the base salary is reviewed also using FIRG market surveys (as it is for all CSC employees). The contract includes variable remuneration in the range of 0 – 30% of gross fixed remuneration, consistent with the previous holder of this position and other Executive key management personnel. Details of the variable remuneration performance criteria are outlined above. The contract for services allows for compensation adjustments for adverse events, depending on the level of contribution to the event and actions taken to mitigate outcomes. No adverse events requiring compensation adjustments occurred during the financial year.

**Directors' resolution**

This Directors report is signed in accordance with a resolution of the Directors of the Trustee made pursuant to s.298(2) of the *Corporations Act 2001*.

On behalf of the Directors of the Trustee



Garry Hounsell

Chair

26 September 2024



Directors of the Commonwealth Superannuation Corporation  
Public Sector Superannuation Accumulation Plan  
7 London Circuit  
Canberra ACT 2601

**PUBLIC SECTOR SUPERANNUATION ACCUMULATION PLAN FINANCIAL REPORT 2023–24**  
**AUDITOR'S INDEPENDENCE DECLARATION**

In relation to my audit of the financial report of the Public Sector Superannuation Accumulation Plan for the year ended 30 June 2024, to the best of my knowledge and belief, there have been:

- (i) no contraventions of the auditor independence requirements of the *Corporations Act 2001*; and
- (ii) no contravention of any applicable code of professional conduct.

Australian National Audit Office

A handwritten signature in blue ink, appearing to be 'S Benfield'.

Sean Benfield  
Senior Executive Director  
Delegate of the Auditor-General

Canberra  
26 September 2024

**Public Sector Superannuation Accumulation Plan (ABN 65127 917 725)**

**Statement by the Trustee of the Public Sector Superannuation Accumulation Plan ('Plan')**

The Directors of the Trustee hereby state that in their opinion:

- (a) The accompanying financial statements of the Public Sector Superannuation Accumulation Plan are properly drawn up so as to present fairly the financial position of the Plan as at 30 June 2024 and the financial performance, changes in equity, changes in member benefits and cash flows of the Plan for the year ended on that date;
- (b) at the date of this statement there are reasonable grounds to believe that the Plan will be able to pay its debts as and when they fall due;
- (c) the financial statements are in a form agreed by the Minister for Finance and the Trustee in accordance with sub-section 30(1)(d) of the *Governance of Australian Government Superannuation Schemes Act 2011* and have been prepared in accordance with Australian Accounting Standards and other mandatory professional reporting requirements, the *Corporations Act 2001* and *Corporations Regulations 2001*;
- (d) the financial statements have been prepared based on properly maintained financial records; and
- (e) the operations of the Plan were conducted in accordance with the *Governance of Australian Government Superannuation Schemes Act 2011*, the *Superannuation Act 2005*, the Trust Deed establishing the Plan, the requirements of the *Superannuation Industry (Supervision) Act 1993* and regulations, and the relevant requirements of the *Corporations Act 2001* and regulations (to the extent applicable).

Signed this 26th day of September 2024 in accordance with a resolution of Directors of Commonwealth Superannuation Corporation (ABN 48 882 817 243) as Trustee of the Plan.



Garry Hounsell  
Chair



Andrea Hall  
Director



**Public Sector Superannuation Accumulation Plan**  
**Statement of Financial Position**  
**As at 30 June 2024**

	Note	2024 \$'000	2023 \$'000
<b>Assets</b>			
Cash and cash equivalents		269,003	191,051
Other receivables	4	1,781	772
Investments in pooled superannuation trust	5	26,069,226	22,581,946
Deferred tax assets and liabilities	9(c)	1,560	1,348
<b>Total assets</b>		<b>26,341,570</b>	<b>22,775,117</b>
<b>Liabilities</b>			
Benefits and pensions payable		(529)	(2,031)
Income tax payable		(239,589)	(164,636)
Other payables	8	(11,668)	(9,920)
<b>Total liabilities excluding member benefits</b>		<b>(251,786)</b>	<b>(176,587)</b>
<b>Net assets available for member benefits</b>		<b>26,089,784</b>	<b>22,598,530</b>
<b>Defined contribution member liabilities</b>			
Allocated to members	10	(25,925,331)	(22,423,142)
Unallocated to members	10	(64,114)	(88,595)
<b>Total defined contribution member liabilities</b>		<b>(25,989,445)</b>	<b>(22,511,737)</b>
<b>Net assets</b>		<b>100,339</b>	<b>86,793</b>
<b>Equity</b>			
Operational risk reserve		(90,887)	(78,694)
Administration reserve		(9,452)	(8,099)
<b>Total equity</b>		<b>(100,339)</b>	<b>(86,793)</b>

**Public Sector Superannuation Accumulation Plan**  
**Income Statement**  
**For the Financial Year Ended 30 June 2024**

	Note	2024 \$'000	2023 \$'000
<b>Investment revenue</b>			
Interest		<b>9,556</b>	4,399
Changes in fair value of investments	6(c)	<b>2,105,852</b>	1,810,163
Other revenue		<b>69</b>	30
<b>Total revenue / (loss)</b>		<b><u>2,115,477</u></b>	<b><u>1,814,592</u></b>
Administration expenses		<b><u>(16,340)</u></b>	<u>(13,675)</u>
<b>Total expenses</b>		<b><u>(16,340)</u></b>	<u>(13,675)</u>
<b>Operating results</b>		<b>2,099,137</b>	1,800,917
Net benefits allocated to members' accounts		<b><u>(2,092,930)</u></b>	<u>(1,796,146)</u>
<b>Operating result before income tax benefit</b>		<b><u>6,207</u></b>	<u>4,771</u>
<b>Income tax benefit</b>	9(a)	<b>1,055</b>	1,406
<b>Operating result after income tax benefit</b>		<b><u>7,262</u></b>	<u>6,177</u>

**Public Sector Superannuation Accumulation Plan**  
**Statement of Changes in Member Benefits**  
**For the Financial Year Ended 30 June 2024**

	Note	2024 \$'000	2023 \$'000
<b>Opening balance of member benefits allocated at the beginning of the financial year</b>		<b>22,423,142</b>	19,441,912
<b>Contributions:</b>			
Member contributions	7(a)	<b>164,572</b>	130,410
Employer contributions	7(a)	<b>1,945,099</b>	1,725,586
Transfers from other funds	7(a)	<b>674,684</b>	584,993
Government co-contributions	7(a)	<b>1,241</b>	294
Low income superannuation tax offset	7(a)	<b>1,558</b>	2,405
Income tax on contributions	9(b)	<b>(305,813)</b>	(270,160)
<b>Net after tax contributions</b>		<b>2,481,341</b>	2,173,528
Benefits to members	7(b)	<b>(1,046,189)</b>	(869,330)
Insurance premiums paid to insurer		<b>(112,107)</b>	(114,240)
Insurance claim payments received from insurer		<b>51,201</b>	45,690
Tax rebate on insurance premiums paid to insurer	9(b)	<b>16,816</b>	17,136
Net benefits allocated to members' accounts		<b>2,092,930</b>	1,796,146
Net transfers to reserves		<b>(6,284)</b>	(4,252)
Net (increase)/decrease in amounts not yet allocated to members' accounts		<b>24,481</b>	(63,448)
<b>Closing balance of member benefits allocated at the end of the financial year</b>		<b>25,925,331</b>	22,423,142

**Public Sector Superannuation Accumulation Plan**  
**Statement of Changes in Equity**  
**For the Financial Year Ended 30 June 2024**

	Operational risk reserve \$'000	Administration reserve \$'000	Total equity \$'000
<b>Opening balance as at 1 July 2022</b>	68,265	8,099	76,364
Operating result	6,177	-	6,177
Net transfers to / (from) reserves	4,252	-	4,252
<b>Closing balance as at 30 June 2023</b>	<b>78,694</b>	<b>8,099</b>	<b>86,793</b>
<b>Opening balance as at 1 July 2023</b>	<b>78,694</b>	<b>8,099</b>	<b>86,793</b>
Operating result	<b>7,262</b>	-	<b>7,262</b>
Net transfers to / (from) reserves	<b>4,931</b>	<b>1,353</b>	<b>6,284</b>
<b>Closing balance as at 30 June 2024</b>	<b>90,887</b>	<b>9,452</b>	<b>100,339</b>

**Public Sector Superannuation Accumulation Plan**  
**Statement of Cash Flows**  
**For the Financial Year Ended 30 June 2024**

	Note	2024 \$'000	2023 \$'000
<b>Cash flows from operating activities</b>			
Interest received		9,220	3,843
Income tax received / (paid)		1,657	1,586
Other revenue received		62	2,507
Administration expenses paid		<u>(15,790)</u>	<u>(14,538)</u>
<b>Net cash (outflows) / inflows from operating activities</b>	11(b)	<u>(4,851)</u>	<u>(6,602)</u>
<b>Cash flows from investing activities</b>			
Purchase of investments		(1,558,277)	(1,404,322)
Proceeds from sale of investments		<u>176,409</u>	<u>163,992</u>
<b>Net cash (outflows) / inflows from investing activities</b>		<u>(1,381,868)</u>	<u>(1,240,330)</u>
<b>Cash flows from financing activities</b>			
Contributions received			
Employer		1,945,147	1,725,638
Member		164,572	130,410
Transfers from other funds		674,684	584,993
Government co-contributions		1,241	294
Low income superannuation tax offset		1,558	2,405
Income tax paid on contributions		(231,994)	(242,566)
Insurance claim payments received from insurer		51,201	45,690
Insurance premiums paid to insurer		(111,146)	(115,138)
Tax rebate received on insurance premiums		17,136	16,874
Benefits and pensions paid		<u>(1,047,728)</u>	<u>(868,560)</u>
<b>Net cash inflows / (outflows) from financing activities</b>		<u>1,464,671</u>	<u>1,280,040</u>
<b>Net increase / (decrease) in cash held</b>		<u>77,952</u>	<u>33,108</u>
Cash at the beginning of the financial year		191,051	157,943
<b>Cash at the end of the financial year</b>	11(a)	<u>269,003</u>	<u>191,051</u>

**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

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**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**1. DESCRIPTION OF THE PLAN**

The Public Sector Superannuation Accumulation Plan ('Plan') is a defined contribution scheme constituted by Trust Deed dated 29 June 2005 under the *Superannuation Act 2005* and is domiciled in Australia. The Trustee of the Plan is the Commonwealth Superannuation Corporation (CSC) (ABN 48 882 817 243).

The principal place of business and registered office of the Plan is 7 London Circuit, Canberra, ACT 2601.

Contributions of the employers and the employees are made in accordance with the terms of the Trust Deed. The members' accounts are credited or debited each year with contributions and their proportionate share of the net investment income, expenses and income tax expense of the Plan.

**2. BASIS OF PREPARATION**

**(a) Statement of compliance**

The financial report of the Plan is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards and Interpretations, including AASB 1056 *'Superannuation Entities'*, the *Corporations Act 2001 and Corporations Regulations 2001*. For the purposes of preparing financial statements, the Plan is a for profit for members entity.

The form of these financial statements has been agreed by the Minister for Finance and the Trustee in accordance with sub-section 30(1)(d) of the *Governance of Australian Government Superannuation Schemes Act 2011*.

The financial statements of the Plan were authorised for issue by the Directors of the Trustee on 26 September 2024.

**New Accounting Standards**

There were no new or revised standards and/or interpretations issued before the sign-off date that had a material effect on the entity's financial statements for the current reporting period, nor are expected to have a material effect in the future.

No accounting standard has been adopted earlier than the application date as stated in the standard.

The *Treasury Laws Amendment (2022 Measures No. 4) Act 2023* introduced reforms to financial reporting and auditing requirements for registerable superannuation entities (RSEs) that has impacted the Scheme. With effect from the 2023-24 financial year, the Scheme has prepared an annual financial report including a Directors' Report, in addition to a Directors' Declaration, an Auditor's Independence Declaration and the audited financial statements. There has been no change to recognition, measurement or disclosure in the financial statements as a result of this change.

**(b) Functional and presentation currency**

The financial statements are presented in Australian dollars, which is the functional currency of the Plan.

The Scheme is an entity of the kind referred to in *ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191*, and in accordance with that Corporations Instrument amounts in the Directors' report and the financial statements are rounded off to the nearest thousand dollars, unless otherwise indicated.

**(c) Use of judgements and estimates**

In the application of Accounting Standards, management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgements made by management in the application of Accounting Standards that have material effects on the financial statements and estimates with a risk of material adjustments in the next year are disclosed, where applicable, in the relevant notes to the financial statements.

**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**2. BASIS OF PREPARATION (CONTINUED)**

**(d) Going concern**

The financial report has been prepared on a going concern basis, which contemplates the continuation of normal business operations and the realisation of assets and settlement of liabilities in the normal course of business. In making this assessment, the Directors of the Trustee have considered future events and conditions including for the period of twelve months following the approval of these financial statements. The Trustee remains confident

that the Plan will be able to continue as a going concern as the Plan's assets outweigh its liabilities and it has sufficient liquidity to meet its debts as and when they fall due.

**3. SUMMARY OF MATERIAL ACCOUNTING POLICIES**

The accounting policies set out below have been applied in preparing the financial statements for the year ended 30 June 2024 and the comparative information presented in these financial statements for the year ended 30 June 2023. Where necessary, disclosures of comparative numbers have been restated to be consistent with the current period.

**(a) Cash and cash equivalents**

Cash and cash equivalents include cash at bank used to transact member and employer contributions, transfers to and from other funds, benefit payments and tax liabilities.

**(b) Financial assets**

Financial assets (being investments in a pooled superannuation trust, cash at bank and other receivables) are recognised on the date the Plan becomes a party to the contractual provisions of the asset. Financial assets are recognised using trade date accounting. After initial measurement, any gains and losses from changes in fair value are recognised in the Income Statement.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction in the principal (or most advantageous) market at the measurement date under current market conditions, regardless of whether that price is directly observable or estimated using another valuation technique.

Fair values have been determined as follows:

- (i) Units in a pooled superannuation trust are valued at the redemption price at close of business on the last business day of the reporting period as notified by the manager of the trust, reflecting the fair value of the underlying investments.
- (ii) Other receivables are recognised at nominal amounts due which approximate fair value. All amounts are unsecured and are subject to normal credit terms.

**(c) Foreign currency transactions**

The Plan does not undertake transactions denominated in foreign currencies.

**(d) Payables**

Payables (being other payables and benefits and pensions payable) are recognised at their nominal value which is equivalent to fair value.

**Other payables**

Other payables represent liabilities for services provided to the Plan during the financial period and which are unpaid at reporting date. All amounts are unsecured. Creditors are subject to normal credit terms.

**Benefits payable**

Benefits payable to a member are recognised where a valid withdrawal notice has been received and approved, but payment has not been made by reporting date.

**(e) Defined contribution member liabilities**

Defined contribution member liabilities are measured as the amount of member account balances as at the reporting date (Note 10).

**(f) Contribution revenue and transfers from other funds**

Employer and member contributions, superannuation co-contributions, low income superannuation tax offsets from the Commonwealth Government and transfers from other funds are recognised when control of the contribution or transfer has passed to the Plan.



**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**3. SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)**

**(g) Reserves**

**Operational risk reserve**

The purpose of the operational risk reserve (ORR) is to provide adequate financial resources to address potential losses arising from an operational risk event. The ORR is operated in accordance with an ORR policy. The level of the reserve is determined by the Trustee Directors and reviewed annually, based on an assessment of the risks faced by the Fund. The transferred assets underlying the ORR are held in a separate balanced option of the ARIA Investments Trust ('the AIT') and income earned on these assets is recognised in the reserve.

**Administration reserve**

The purpose of the administration reserve is to pay for non-recurring expenses of the Plan relating to legislative change, enhancements to member services, extensions to the product range of the Plan, changes to achieve operational efficiencies or to enable the Plan to sustain operations through delays in payments of committed funding. The administration reserve is operated in accordance with an Administration Reserve policy. The reserve has been funded through interest earned on the Plan's operational bank account.

**(h) Derivatives**

The Plan does not directly enter into derivative financial instruments.

**(i) Revenue**

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the entity and the revenue can be reliably measured. Specific revenues are recognised as follows:

**Investment revenue**

Interest revenue is recognised on an accrual basis.

Changes in the fair value of investments are recognised as income and are determined as the difference between the fair value at year end or consideration received (if sold during the year) and the fair value as at the prior year end or cost (if the investment was acquired during the period).

**(j) Expenses**

Expenses are recognised on an accruals basis and, if not paid at reporting date, are reflected in the Statement of Financial Position as an accrual or payable depending upon whether or not the expense has been billed.

**(k) Insurance premiums**

Death and total and permanent disability insurance premiums are charged to member accounts on a monthly basis and then remitted to the life insurer in arrears.

**(l) Income tax**

Income tax is recognised in the Income Statement and the Statement of Changes in Member Benefits. As the Plan invests in the AIT, which is a pooled superannuation trust, tax on this investment revenue is paid by the AIT.

**Current tax**

Current tax is calculated by reference to the amount of income taxes payable or recoverable in respect of the taxable profit or loss for the period. It is calculated using tax rates and tax laws that have been enacted or substantively enacted by reporting date. Current tax for the current and prior periods is recognised as a liability (or asset) to the extent that it is unpaid (or refundable).

**Deferred tax**

Deferred tax is accounted for using the comprehensive balance sheet liability method in respect of temporary differences between the carrying amount of assets and liabilities in the financial statements and the corresponding tax base of those items.

In principle, deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised to the extent that it is probable that sufficient taxable amounts will be available against which deductible temporary differences or unused tax losses and tax offsets can be utilised. However, deferred tax assets and liabilities are not recognised if the temporary differences giving rise to them arise from the initial recognition of assets and liabilities (other than as a result of a business combination) which affects neither taxable income nor accounting profit.

**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**3. SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)**

**(l) Income tax (continued)**

**Deferred tax (continued)**

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period(s) when the asset and liability giving rise to them are realised or settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by reporting date. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Plan expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset when they relate to income taxes levied by the same taxation authority and the Plan intends to settle its current tax assets and liabilities on a net basis.

**Current and deferred tax for the period**

Current and deferred tax for the period is recognised as an expense or benefit in the Income Statement, except for tax on contributions, which is recognised in the Statement of Changes in Member Benefits.

**(m) Goods and services tax ('GST')**

Revenues, expenses and assets are recognised net of the amount of goods and services tax ('GST') recoverable from the Australian Taxation Office (ATO) as a reduced input tax credit. Where the amount of GST incurred is not recoverable from the ATO, it is recognised as part of the cost of acquisition of an asset or as an expense item.

Receivables and payables are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as an asset or liability in the Statement of Financial Position.

Cash flows are included in the Statement of Cash Flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified within operating cash flows.

**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**4. OTHER RECEIVABLES**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
Contributions receivable		
Receivable from the ARIA Investments Trust	<b>465</b>	25
Interest receivable	<b>966</b>	630
GST receivable	<b>336</b>	102
Compensation receivable	<b>14</b>	15
	<u><b>1,781</b></u>	<u>772</u>

There are no receivables that are past due or impaired. (2023: Nil)

**5. INVESTMENTS**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
Pooled superannuation trust - ARIA Investments Trust	<u><b>26,069,226</b></u>	<u>22,581,946</u>
	<b>26,069,226</b>	22,581,946

**6. CHANGES IN FAIR VALUE OF INVESTMENTS**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>(a) Investments held at 30 June:</b>		
Pooled superannuation trust - ARIA Investments Trust	<b>2,087,906</b>	1,796,000
<b>(b) Investments realised during the year:</b>		
Pooled superannuation trust - ARIA Investments Trust	<b>17,946</b>	14,163
<b>(c) Total changes in fair value of investments</b>	<u><b>2,105,852</b></u>	<u>1,810,163</u>

**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**7. FUNDING ARRANGEMENTS**

**(a) Contributions**

**Employer Contributions**

Eligible employers (Australian government employers and other eligible employers) contribute 15.4% of the employees' superannuation salary to the Plan, subject to superannuation law. Other employers must contribute a minimum required by superannuation law or as required under the employee employment agreement. These rates are consistent with the prior financial year. Employers may also make salary sacrifice contributions (before tax) to the Plan on behalf of members.

**Member Contributions**

Members may make voluntary contributions to the Plan in the form of personal contributions (after tax).

**Transferring Superannuation from Other Funds**

Money invested in other superannuation funds can be rolled over to the Plan.

**Spouse Contributions**

Additional contributions can be made by a spouse on behalf of a member of the Plan.

**Government Co-Contributions**

For the financial years ended 30 June 2023 and 30 June 2024, the Commonwealth Government contributed \$0.50 for every \$1.00 of eligible personal after-tax member contributions paid to the Plan up to a maximum of \$500 per member.

**Low Income Superannuation Tax Offset**

The low income superannuation tax offset (LISTO) is a Commonwealth Government superannuation payment of up to \$500. LISTO payments are recognised as revenue when received.

**(b) Benefits paid**

Where a member meets a condition of release and a valid application is received, the benefit is paid to the beneficiary from the Plan. Benefits to members also include rollovers out of the Plan.

Where members invest in a standard or transition retirement income stream (pension) via the Commonwealth Superannuation Corporation retirement income product (CSCri), regular income payments are made to the member from the Plan. Standard retirement income stream members also have access to ad hoc withdrawals.

Benefits paid by the Plan during the year are as follows:

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
Lump sum benefits and rollovers paid and payable	<b>988,852</b>	829,205
Pensions paid and payable	<b>57,337</b>	40,125
<b>Total</b>	<b>1,046,189</b>	869,330

**Public Sector Superannuation Accumulation Plan**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**For the Financial Year Ended 30 June 2024**

**7. FUNDING ARRANGEMENTS (CONTINUED)**

**(c) Cost of managing, investing and administering the plan**

Costs of and incidental to the management of the Plan and the investment of its money are charged against the assets of the AIT that are referable to the Plan. Transactions in respect of these costs have been brought to account in the financial statements of the AIT.

Expenses met by the AIT and referable to the Plan are as follows:

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Investment</b>		
Investment manager fees	<b>36,649</b>	33,964
Custodian fees	<b>2,432</b>	2,209
Investment consultant and other service provider fees	<b>3,625</b>	3,474
Other investment expenses	<b>1,829</b>	1,638
<b>Total direct investment expenses</b>	<b>44,535</b>	41,285
Regulatory fees	<b>1,941</b>	1,729
Other operating expenses	<b>30,693</b>	30,130
<b>Total costs</b>	<b>77,169</b>	73,144

Administration fees are paid by members and used to pay costs other than those incurred in managing and investing Plan assets. Costs funded by these administration fees are disclosed as 'other administration expenses' in the Income Statement and include \$5,298,451 (2023: \$3,324,317) charged to the Plan by CSC for acting as Trustee of the Plan during the reporting period.

**8. OTHER PAYABLES**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
Insurance premiums payable	<b>9,685</b>	8,724
Employer contributions refundable	<b>124</b>	76
Withholding tax payable	<b>126</b>	163
Accrued expenses	<b>1,677</b>	893
Administrator lag gain advance	<b>56</b>	64
	<b>11,668</b>	9,920

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**9. INCOME TAX**

**(a) Income tax recognised in operating results**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Tax benefit comprises:</b>		
Current tax benefit	<b>1,123</b>	1,154
Deferred tax expense relating to the origination and reversal of temporary differences	<b>(68)</b>	252
<b>Total tax benefit</b>	<b><u>1,055</u></b>	<u>1,406</u>

The prima facie income tax benefit on the operating result before income tax reconciles to the income tax benefit in the Income Statement as follows:

<b>Operating result before income tax</b>	<b><u>6,207</u></b>	<u>4,771</u>
Income tax benefit calculated at 15%	<b>(931)</b>	(716)
Net benefits allocated to members during the year	<b>(313,940)</b>	(269,422)
Changes in fair value of investment already taxed	<b>315,878</b>	271,524
Other revenue not taxable	<b>48</b>	20
<b>Total tax benefit</b>	<b><u>1,055</u></b>	<u>1,406</u>

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**9. INCOME TAX (CONTINUED)**

**(b) Income tax recognised in Statement of Changes in Member Benefits**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Contributions received:</b>		
Member contributions	<b>164,572</b>	130,410
Employer contributions	<b>1,945,099</b>	1,725,586
Transfers from other funds	<b>674,684</b>	584,993
Government co-contributions	<b>1,241</b>	294
Low income superannuation tax offset	<b>1,558</b>	2,405
<b>Total contributions</b>	<b>2,787,154</b>	2,443,688
<b>Contributions tax calculated at 15%</b>	<b>(418,073)</b>	(366,553)
Member contributions not subject to tax	<b>24,686</b>	19,562
Government co-contributions not subject to tax	<b>186</b>	44
Low income superannuation tax offset not subject to tax	<b>234</b>	361
Transfers from other funds not subject to tax	<b>101,203</b>	87,749
Member contributions subject to tax	<b>(4,488)</b>	(3,247)
Rollovers in subject to tax	<b>(5,240)</b>	(3,951)
Net tax on contributions for which no TFN was provided	<b>(2)</b>	(4)
Super contribution on income protection payments subject to tax	<b>(1,515)</b>	(1,360)
(Over) / Under relating to the prior year	<b>(2,804)</b>	(2,761)
<b>Total income tax on contributions</b>	<b>(305,813)</b>	(270,160)
<b>Tax rebate on insurance premiums</b>		
Current tax rebate on insurance premiums	<b>16,672</b>	17,271
Deferred tax rebate on insurance premiums	<b>144</b>	(135)
<b>Total tax rebate on insurance premiums</b>	<b>16,816</b>	17,136

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**9. INCOME TAX (CONTINUED)**

**(c) Deferred tax balances**

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Deferred tax asset:</b>		
Temporary differences	<u>1,560</u>	<u>1,348</u>
	<b>1,560</b>	<b>1,348</b>

Taxable and deductible temporary differences arise from the following:

<b>2024</b>	<b>Opening balance \$'000</b>	<b>Charged to income \$'000</b>	<b>Closing balance \$'000</b>
<b>Gross deferred tax assets / (liabilities):</b>			
Interest receivable	(95)	(50)	(145)
Insurance premiums payable	1,309	144	1,453
Accrued expenses	134	118	252
	<u>1,348</u>	<u>212</u>	<u>1,560</u>
<b>2023</b>	<b>Opening balance \$'000</b>	<b>Charged to income \$'000</b>	<b>Closing balance \$'000</b>
<b>Gross deferred tax assets / (liabilities):</b>			
Interest receivable	(11)	(84)	(95)
Insurance premiums payable	1,444	(135)	1,309
Accrued expenses	302	(168)	134
	<u>1,735</u>	<u>(387)</u>	<u>1,348</u>



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**10. DEFINED CONTRIBUTION MEMBER LIABILITIES**

Defined contribution members bear the investment risk relating to the underlying assets and unit prices used to measure defined contribution member liabilities. Unit prices are updated on a daily basis for movements in investment markets.

At 30 June 2024 \$64.114 million (2023: \$88.595 million) has not been allocated to members' at balance date. The amount not yet allocated to members' accounts relates to timing differences, which includes contributions received by the Plan that have not been able to be allocated to members as at balance date and valuation differences.

The Plan's management of the investment market risks is as disclosed in Note 13.

**11. CASH FLOW INFORMATION**

**(a) Reconciliation of Cash**

For the purposes of the Statement of Cash Flows, cash represents cash at bank. Cash at the end of the reporting period as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
Cash at bank	<u><b>269,003</b></u>	<u>191,051</u>

**(b) Reconciliation of operating result after income tax to net cash inflows / (outflows) from operating activities**

Operating result after income tax expense	<b>7,262</b>	6,177
Net benefits allocated to members' accounts	<b>2,092,930</b>	1,796,146
Changes in fair value of investments	<b>(2,105,852)</b>	(1,810,163)
(Increase)/decrease in other receivables	<b>(569)</b>	2,181
(Increase)/decrease in deferred tax asset	<b>(68)</b>	252
Increase/(decrease) in other payables	<b>776</b>	(1,123)
Increase/(decrease) in income tax payable	<b>670</b>	(72)
<b>Net cash (outflows) / inflows from operating activities</b>	<u><b>(4,851)</b></u>	<u>(6,602)</u>

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**12. AUDITOR’S REMUNERATION**

Amounts paid or payable to the Australian National Audit Office for audit services:

	<b>2024</b>	<b>2023</b>
	\$	\$
Financial statements	<b>70,459</b>	48,225
Regulatory returns and compliance	<b>18,070</b>	32,400
<b>Total</b>	<b>88,529</b>	80,625

The audits and reviews were provided by the Australian National Audit Office. The audit fees will be charged against the assets of the AIT that are referable to the Plan.

Deloitte Touche Tohmatsu are contracted by the ANAO to provide audit services on its behalf. Fees for those services are included in the above.

No other services were provided by the Australian National Audit Office or Deloitte Touche Tohmatsu to the Plan during the reporting period.

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**13. FINANCIAL INSTRUMENTS**

**(a) Financial instruments management**

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

The investments of the Plan (other than cash held for managing contribution receipts, insurance expenses, benefit payments and tax payments) comprise units in the AIT. The AIT is a pooled superannuation trust which is also governed by the Commonwealth Superannuation Corporation as Trustee. This type of investment has been determined by the Trustee to be appropriate for the Plan and is in accordance with the Plan's published investment strategy. The Trustee applies strategies to manage risk relating to the investment activities of the AIT. The investments of the AIT are managed on behalf of the Trustee by specialist external investment managers who are required to invest the assets in accordance with contractual investment mandates.

**(b) Material accounting policies**

Details of the material accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised in respect of each class of financial asset and financial liability are disclosed in Note 3. to the financial statements.

**(c) Capital risk management**

The Registerable Superannuation Entity ('RSE') licence of the Trustee of the Plan requires the Trustee to maintain adequate financial resources to address losses arising from operational risks that may affect registrable superannuation entities within its business operations in the form of operational risk reserve(s), operational risk trustee capital or a combination thereof to meet the target amount of financial resources that the RSE licensee determines is necessary to respond to these losses. The Trustee of the Plan was in compliance with this requirement throughout the reporting period.

**(d) Categories of financial instruments**

The financial assets and liabilities of the Plan are recognised at fair value as at the reporting date. Changes in fair value are recognised in the Income Statement and the Statement of Changes in Member Benefits.

**(e) Financial risk management objectives**

The Plan is exposed to a variety of financial risks as a result of its pooled investments in the AIT. These risks include market risk (including currency risk, fair value interest rate risk and price risk), credit risk, liquidity risk and cash flow interest rate risk. The Plan's risk management and investment policies, approved by the Trustee, seek to minimise the potential adverse effects of these risks on the Plan's financial performance. These policies may include the use of financial derivative instruments.

The Trustee ensures that there is an effective risk management control framework in place for the Plan. Consistent with regulatory requirements, the Trustee has developed, implemented and maintains a Risk Management Framework to identify the policies, procedures, processes and controls that comprise its risk management and control systems for the Plan and for the Plan's investments through the AIT. The overall investment strategy of the Plan is set out in the Trustee's approved investment policies which address the investment strategy and objectives and risk mitigation strategies including risk mitigation relating to the use of derivatives.

The Trustee's internal investment team monitors and manages the financial risks relating to the Plan's investments. Derivative Risk Statements set out the strict parameters for the Trustee's investment managers authorised to use derivatives. In essence, derivatives cannot be used to raise the level of risk above the level it would otherwise have been, and derivatives cannot be used to leverage the investments.

The Plan's investments are managed on behalf of the Trustee by specialist external investment managers who invest their respective fund allocation in accordance with the terms of a written investment mandate or disclosure document. The Trustee has determined that the appointment of these managers is appropriate for the Plan and is in accordance with its investment strategy.

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**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(f) Credit risk**

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Plan. In its capacity as trustee of the AIT, the Trustee has adopted a policy of spreading the aggregate value of transactions across approved creditworthy counterparties as a means of mitigating the risk of financial loss. The Plan's exposure to its counterparties are continuously monitored by the Trustee.

The largest exposure to a single counterparty is to cash held by the investment master custodian Northern Trust. Credit risk relating to the master custodian is mitigated through contract indemnity provisions. Other than the master custodian, no individual exposure within the AIT exceeded 5% of net assets of that trust by 30 June 2024 or 30 June 2023.

The credit risk on the Plan's directly held cash and cash equivalents and interest receivable is limited because the counterparty is the Reserve Bank of Australia.

The table below shows the maximum exposure of financial assets to credit risk at the reporting date:

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Investments</b>		
Pooled Superannuation Trust - ARIA Investments Trust	<b>26,069,226</b>	22,581,946
<b>Other financial assets</b>		
Cash and cash equivalents	<b>269,003</b>	191,051
Receivables	<b>1,445</b>	670
<b>Total financial assets</b>	<b>26,339,674</b>	22,773,667

There has been no change to the Plan's exposure to credit risk or the manner in which it manages and measures that risk during the reporting period.

**(g) Liquidity risk**

Liquidity risk is the risk that the Plan will encounter difficulty in either realising assets or otherwise raising sufficient funds to meet its financial liabilities and/or member benefit payments or tax liabilities.

The Trustee's approach to managing liquidity is to ensure that the Plan will always have sufficient liquidity to meet its liabilities and member withdrawals. The Plan allows members to withdraw benefits, and it is therefore exposed to the liquidity risk of meeting member withdrawals at any time. The Plan has a high level of net inward cash flows through new contributions which provide capacity to manage liquidity risk. The Trustee undertakes forecasting and scenario testing of the cashflow requirements of the Plan to ensure timely access to sufficient cash and holds actively-traded, highly-liquid investments to meet anticipated funding requirements.

As a further risk mitigation strategy, it is the Trustee's policy that the target asset allocation to illiquid assets is limited to around 25% of the investments of the AIT (with a plus or minus 10 percentage point rebalancing range around that target). Regular scenario testing is performed to confirm the validity of the strategy.

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**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(g) Liquidity risk (continued)**

The following tables summarise the maturity profile of the Plan's financial liabilities. The tables have been drawn up based on the contractual undiscounted cash flows of financial liabilities based on the earliest date on which the Plan can be required to pay. The tables include both interest and principal cash flows.

Financial Liabilities maturity profile:

	Less than 3 months \$'000	3 months to 1 year \$'000	1-5 years \$'000	Over 5 years \$'000	Total \$'000
<b>30 June 2024</b>					
Benefits and pensions payable	529	-	-	-	529
Other payables	11,668	-	-	-	11,668
Member liabilities	25,989,445	-	-	-	25,989,445
<b>Total financial liabilities</b>	<b>26,001,642</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>26,001,642</b>
<b>30 June 2023</b>					
Benefits and pensions payable	2,031	-	-	-	2,031
Other payables	9,920	-	-	-	9,920
Member liabilities	22,511,737	-	-	-	22,511,737
<b>Total financial liabilities</b>	<b>22,523,688</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>22,523,688</b>

There has been no change to the Plan's exposure to liquidity risk or the management and measurement of that risk during the reporting period.

**(h) Market risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: foreign currency risk, interest rate risk and other market price risk. The policies and procedures put in place to mitigate the exposure to market risk are detailed in the Trustee's investment policies and the Risk Management Framework.

There has been no change to the Plan's exposure to market risk or the manner in which it manages and measures the risk during the reporting period.

**Foreign currency risk**

Foreign currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

The Plan does not undertake any transactions in foreign currency and is therefore not directly exposed to foreign currency risk. However, the Plan is indirectly exposed to foreign currency risk from the international assets held in the AIT, and it is managed in accordance with the Trustee's approved investment strategy. The AIT enters into forward foreign exchange contracts to hedge into Australian dollars some of the currency exposure arising from its investments denominated in developed markets foreign currencies. These contracts neutralise some of the gains and losses from currency fluctuation. A small part of the investments of the AIT, relating to emerging markets, may remain unhedged due to lack of suitable currency instruments for hedging.

**Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Plan is directly exposed to interest rate risk on cash and cash equivalents held with the Reserve Bank of Australia to meet benefits, taxation and insurance payments. All holdings at 30 June 2024 and 30 June 2023 had a maturity profile of less than one month.

The Plan is indirectly exposed to interest rate risk through its investments in the AIT. The Trustee manages interest rate risk through its investment strategy including diversification of asset allocation and the use of a diversity of specialist investment sector managers.

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**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(h) Market risk (Continued)**

**Interest rate risk (continue)**

The following table illustrates the Plan's sensitivity to a 0.50% (2023: 0.50% p.a.) increase or decrease in interest rates, based on cash balances directly held at reporting date. This represents an assessment of the reasonably possible change in interest rates as at that date. Had interest rates been lower or higher by 0.50% (2023: 0.50%) at reporting date, and all other variables were held constant, the financial result would have improved/(deteriorated) as demonstrated:

	Carrying amount \$'000	Interest rate risk \$'000			
		Operating Result Before Tax	Net Assets Available to Pay Benefits	Operating Result Before Tax	Net Assets Available to Pay Benefits
<b>2024</b>		<b>-0.50%</b>		<b>+0.50%</b>	
Cash and cash equivalents	<b>269,003</b>	<b>(1,345)</b>	<b>(1,345)</b>	<b>1,345</b>	<b>1,345</b>
<b>2023</b>		<b>-0.50%</b>		<b>+0.50%</b>	
Cash and cash equivalents	191,051	(955)	(955)	955	955

In the Trustee's opinion, the sensitivity analysis at reporting date approximates the direct interest rate exposures of the Plan during the financial year.

**Other price risk**

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether caused by factors specific to an individual investment, its issuer or factors affecting all similar financial instruments traded in the market.

The Plan's investment in the AIT is exposed to market price risk in respect of the latter's holdings of equity securities and unit trusts. As the investment in the AIT is carried at fair value through profit or loss, all changes in market conditions will directly affect the Plan's net investment income. In its capacity as trustee of the AIT, the Trustee manages the market price risk arising from these investments by diversifying the portfolio in accordance with its investment strategy.

The following table illustrates the Plan's sensitivity to a reasonably possible change in the value of its investment in the AIT, based on risk exposures at reporting date. The volatility factors represent the average annual historical volatility in the investment option unit prices. Had the unit price been higher or lower by the volatility factor at the reporting date, and all other variables were held constant, the financial result would have improved/ (deteriorated) as follows:

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**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(h) Market risk (continued)**

**Other price risk (continued)**

Financial Assets	Change in price	Carrying amount \$'000	Price risk \$'000			
			Operating Result Before Tax	Net Assets Available to Pay Benefits	Operating Result Before Tax	Net Assets Available to Pay Benefits
			(Lower price)		Higher price	
<b>2024</b>						
Balanced option	-/+5.50%	339,320	(18,663)	(18,663)	18,663	18,663
Aggressive option	-/+6.40%	3,958,700	(253,357)	(253,357)	253,357	253,357
Cash option	-/+0.14%	418,474	(586)	(586)	586	586
Income focused option	-/+2.60%	525,166	(13,654)	(13,654)	13,654	13,654
MySuper balanced option	-/+5.50%	19,927,050	(1,095,988)	(1,095,988)	1,095,988	1,095,988
CSCri cash option	-/+0.14%	44,909	(63)	(63)	63	63
CSCri aggressive option	-/+6.20%	83,059	(5,150)	(5,150)	5,150	5,150
CSCri balanced option	-/+4.60%	308,313	(14,182)	(14,182)	14,182	14,182
CSCri income focused option	-/+2.80%	309,011	(8,652)	(8,652)	8,652	8,652
Operational risk reserve	-/+5.50%	90,422	(4,973)	(4,973)	4,973	4,973
CSCri cash option-TRIS	-/+0.14%	7,657	(11)	(11)	11	11
CSCri aggressive option-TRIS	-/+6.40%	8,054	(515)	(515)	515	515
CSCri balanced option-TRIS	-/+5.50%	26,586	(1,462)	(1,462)	1,462	1,462
CSCri income focused option-TRIS	-/+2.60%	22,505	(585)	(585)	585	585
<b>Total</b>		<b>26,069,226</b>	<b>(1,417,841)</b>	<b>(1,417,841)</b>	<b>1,417,841</b>	<b>1,417,841</b>

Financial Assets	Change in price	Carrying amount \$'000	Price risk \$'000			
			Operating Result Before Tax	Net Assets Available to Pay Benefits	Operating Result Before Tax	Net Assets Available to Pay Benefits
			(Lower price)		Higher price	
<b>2023</b>						
Balanced option	-/+5.50%	286,647	(15,766)	(15,766)	15,766	15,766
Aggressive option	-/+6.40%	3,072,520	(196,641)	(196,641)	196,641	196,641
Cash option	-/+0.10%	465,849	(466)	(466)	466	466
Income focused option	-/+2.50%	512,849	(12,821)	(12,821)	12,821	12,821
MySuper balanced option	-/+5.50%	17,498,253	(962,404)	(962,404)	962,404	962,404
CSCri cash option	-/+0.10%	44,883	(45)	(45)	45	45
CSCri aggressive option	-/+6.20%	61,562	(3,817)	(3,817)	3,817	3,817
CSCri balanced option	-/+4.70%	238,134	(11,192)	(11,192)	11,192	11,192
CSCri income focused option	-/+2.70%	260,904	(7,044)	(7,044)	7,044	7,044
Operational risk reserve	-/+5.50%	78,669	(4,327)	(4,327)	4,327	4,327
CSCri cash option-TRIS	-/+0.10%	7,350	(7)	(7)	7	7
CSCri aggressive option-TRIS	-/+6.40%	7,074	(453)	(453)	453	453
CSCri balanced option-TRIS	-/+5.50%	22,908	(1,260)	(1,260)	1,260	1,260
CSCri income focused option-TRIS	-/+2.50%	24,344	(609)	(609)	609	609
<b>Total</b>		<b>22,581,946</b>	<b>(1,216,852)</b>	<b>(1,216,852)</b>	<b>1,216,852</b>	<b>1,216,852</b>

In the Trustee's opinion, the sensitivity analysis at reporting date is representative of the other market price exposures during the financial year.

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**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(i) Fair value measurements**

The Plan's financial instruments are included in the Statement of Financial Position at fair value. The fair value is determined per the accounting policies in Note 3.

**Fair value measurements recognised in the Statement of Financial Position**

The following table provides an analysis of the Plan's financial instruments whereby the assets and liabilities are each grouped into one of three categories based on the degree to which their method of valuation is observable.

**Level 1:** fair value measurements are those derived from quoted prices in active markets.

**Level 2:** fair value measurements are those derived from inputs (other than quoted prices included within Level 1) that are observable such as prices or derived from prices.

**Level 3:** fair value measurements are those derived from valuation techniques that include inputs that are not based on observable market data.

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<b>2024</b>				
<b>Financial Assets</b>				
Pooled superannuation trust	-	<b>26,069,226</b>	-	<b>26,069,226</b>
<b>2023</b>				
<b>Financial Assets</b>				
Pooled superannuation trust	-	22,581,946	-	22,581,946

There were no transfers between Level 1 and 2 in the period (2023: Nil).

Units in the pooled superannuation trust are valued daily based on the latest listed and unlisted market prices and values of the underlying investments, less any tax and expenses.

**Reconciliation of Level 3 fair value measurements**

There were no Level 3 financial assets or liabilities for the period (2023: Nil).

**Fair value measurements of the underlying investments**

The funded components of the Schemes for which CSC is the Trustee are co-invested in a pooled superannuation trust. The following table provides an analysis of the underlying pooled superannuation trust's investments grouped into levels 1 to 3 of the fair value hierarchy based on the degree to which their fair value is observable. The table has been prepared on a look-through basis and therefore discloses investments held in the subsidiary trusts of the PST for which the Trustee or ARIA Co Pty Ltd are also Trustee, as if they are direct investments of the pooled superannuation trust.

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<b>2024</b>				
Cash and cash equivalents	3,620,687	-	-	3,620,687
Money market investments	5,843,652	-	-	5,843,652
Fixed interest investments	6,563,744	6,141	410,090	6,979,975
Equity investments	34,160,551	5,007,098	13,264,215	52,431,864
Property investments	734,165	-	3,233,610	3,967,775
Derivatives contracts (net)	(17,762)	353,482	-	335,720
<b>Total</b>	<b>50,905,037</b>	<b>5,366,721</b>	<b>16,907,915</b>	<b>73,179,673</b>
<b>2023</b>				
Cash and cash equivalents	4,407,012	-	-	4,407,012
Money market investments	5,623,693	-	-	5,623,693
Fixed interest investments	3,808,492	6,120	456,410	4,271,022
Equity investments	27,897,992	5,397,455	13,058,362	46,353,809
Property investments	474,916	-	3,687,041	4,161,957
Derivatives contracts (net)	5,095	(74,951)	-	(69,856)
<b>Total</b>	<b>42,217,200</b>	<b>5,328,624</b>	<b>17,201,813</b>	<b>64,747,637</b>



**Public Sector Superannuation Accumulation Plan**  
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**For the Financial Year Ended 30 June 2024**

**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(i) Fair value measurements (Continued)**

**Fair value measurements of the underlying investments (Continued)**

The fair values of the pooled superannuation trust's investments are determined as follows:

*Public Market Investments*

Money market investments are valued at the market closing price on the last business day of the reporting period and include accrued interest.

- Fixed interest investments are valued at their market value at close of business on the last business day of the reporting period. Interest is accrued over the period and is recorded in the Statement of Financial Position.
- Futures contracts are valued at market closing prices quoted on the last business day of the reporting period.
- Forward currency contracts and swaps are valued using prices obtained from independent providers as at the last business day of the reporting period (or alternatively from counterparties or fund managers where a provider does not supply a price).
- Equity securities and listed trusts are valued at the last sale price at close of business on the last business day of the reporting period.
- Exchange traded options are valued as the premium payable or receivable to close out the contracts at the last buy price at close of business on the last business day of the reporting period.

Across Public Market investments, the Trustee relies on the Custodian's independent pricing process which includes obtaining at least two prices from separate vendors on a daily basis; tolerance checks; and applying prices based on a vendor "Provider Hierarchy" that is formulated and regularly reviewed by the Custodian's pricing specialist group.

*Private Market Investments*

- Private equity funds are valued according to the most recent valuation obtainable from the Investment Manager. Each Investment Manager determines the valuations with reference to the valuation of the underlying portfolio companies. Investment Managers comply with the relevant valuation guidelines and/or accounting standards applicable in their jurisdictions. Where valuation standards for relevant jurisdictions are not consistent with Australian Accounting Standards, CSC will implement procedures to ensure fair value prices are received for investments.
- Direct Property and Infrastructure valuations are appraisal-based from appropriately qualified independent valuers on a quarterly basis. For smaller direct investments below the materiality threshold, independent external valuations may be conducted less frequently than quarterly but at a minimum annually.
- Indirect Property and Infrastructure valuations are either appraisal-based from appropriately qualified independent valuers; or administered by each Investment Manager with reference to the valuation of the underlying holdings in accordance with the constituent documents of that respective investment.
- Other unlisted trusts (including hedge funds) are valued by an administrator appointed by the Investment Manager who will apply independent pricing through a pricing vendor or service to the investments.

Across Private Market investments, to the extent such information is accessible, the Trustee reviews material inputs used by external Investment Managers in forming their private asset valuations; and seeks to confirm that known events in broad financial markets, as well as at the specific company / investment level, have been taken into account in forming the valuation.

*Fair value in an inactive or unquoted market*

The fair value of financial assets and liabilities that are not traded in an active market is determined using valuation techniques. These include but are not limited to the use of recent arm's length market transactions, reference to the current fair value of a substantially similar instrument, discounted cash flow techniques, option pricing models or any other valuation technique that provides a reliable estimate of prices obtained in actual market transactions.

**Public Sector Superannuation Accumulation Plan**  
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**13. FINANCIAL INSTRUMENTS (CONTINUED)**

**(i) Fair value measurements (Continued)**

**Fair value measurements of the underlying investments (Continued)**

*Valuation adjustments to unlisted investments*

Where there is a delay in the timely receipt of valuation for unlisted investments from the investment managers, the Trustee applies a systematic quarterly valuation adjustment. This adjustment is based on the performance of a comparable public market index over the relevant period and a relevant adjustment factor representing an estimate of the change in value implied by past relationships to the selected comparable public market index.

This adjustment aims to assist in preserving equitable member outcomes from the impact of delays in receipt of valuations from primarily international investment managers. A special situation valuation adjustment is able to be made when, in management's judgment an unlisted valuation does not represent fair value and is required to preserve equitable member outcomes.

As at 30 June 2024, a systematic quarterly valuation adjustment was applied to the most recently available investment manager valuations of unlisted Australian controlled entities of \$68.8m (\$139.5m in 2023), unlisted international trusts of \$0.4m (-\$0.3m in 2023) and unlisted Australian trusts of \$0.5m (\$1.2m in 2023), representing 0.5%, 0.0% and 0.0% of the unlisted Australian control entities, international trusts and Australian trusts portfolios respectively (0.8%, 0.0% and 0.0% in 2023).

**14. RELATED PARTIES**

**(a) Trustee**

Commonwealth Superannuation Corporation (CSC) was the Trustee throughout the reporting period. Included in 'other administration expenses' is an amount \$5,298,451 (2023: \$3,324,317) charged to the Plan by CSC for acting as Trustee of the Plan during the reporting period.

**(b) Key Management Personnel**

The Directors of CSC throughout the year ended 30 June 2024 and to the date of this report:

Ariane Barker	Jacqueline Hey
Juliet Brown	Garry Hounsell (Chair)
Melissa Donnelly	David Mulhall
Lee Goddard	Alistair Waters
Andrea Hall (Appointed 1 July 2023)	

In addition to the Directors, the following Executives of CSC had authority and responsibility for planning, directing and controlling the activities of the Plan throughout the year ended 30 June 2024 and until the date of this report:

Paul Abraham	Executive Manager, Investment Operations
Catharina Armitage	Executive Manager, People
Robert Firth	Chief Risk Officer
Philip George	Executive Manager, Transformation and Technology Strategy and Advice until 30 June 2024 (Previously Executive Manager, Transformation until 15 April 2024)
Damian Hill	Chief Executive Officer
Andrew Matuszczak	Chief Transformation and Information Officer
Adam Nettheim	Chief Customer Officer (Previously Acting Chief Customer Officer until 9 July 2023)
Alana Scheiffers	General Counsel
Alison Tarditi	Chief Investment Officer
Andy Young	Chief Operating Officer

Paul Abraham, Catharina Armitage, Melissa Donnelly, Robert Firth, Philip George, Damian Hill, Adam Nettheim, Alana Scheiffers, Alison Tarditi, Alistair Waters and Andy Young are members of the Plan. The terms and conditions of their membership, or those of any related parties, are the same as for any other member who is not part of the key management personnel of the Plan.

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**14. RELATED PARTIES (CONTINUED)**

**(c) Key Management Personnel Compensation**

The aggregate compensation of the key management personnel in relation to the Plan is set out below:

	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>
Short-term employee benefits	<b>1,163</b>	1,045
Post-employment benefits	<b>56</b>	56
Other long-term employee benefits	<b>20</b>	25
Termination benefits	<b>-</b>	15
	<b>1,239</b>	1,141

Aggregate compensation in relation to the Plan is a pro-rata apportionment of the overall compensation paid by the Trustee, based on the net assets of the entities under its trusteeship or actual control.

The compensation of key management personnel (including Directors) related to investment management is charged against the assets of the AIT that are referable to the Plan.

The Plan has not made, guaranteed or secured, directly or indirectly, any loans to key management personnel or their personally-related entities at any time during the year.

**(d) Investing entities**

Throughout the year ended 30 June 2024, the Plan's only investment consisted of units in the AIT, which was established to provide a cost-effective means of gaining exposure to a broad range of listed and unlisted securities across various asset classes.

The other investors in the AIT throughout the year were the Public Sector Superannuation Scheme, the Commonwealth Superannuation Scheme, the Military Superannuation and Benefits Scheme and the Australian Defence Force Superannuation Scheme. All investing transactions are conducted under normal industry terms and conditions.

The Trustee of the Plan, Commonwealth Superannuation Corporation, is the trustee of the following regulated superannuation schemes: Commonwealth Superannuation Scheme, the Public Sector Superannuation Scheme, the Public Sector Superannuation Accumulation Plan, the Military Superannuation and Benefits Scheme and the Australian Defence Force Superannuation Scheme.

The Trustee pays costs of and incidental to the management of the Plan and the investment of its money from the assets of the AIT that are referable to the Plan (Note 7(c)).

The Plan held the following investments in related parties at 30 June:

	<b>Fair Value of</b>	<b>Fair Value of</b>	<b>Changes in Fair</b>	<b>Changes in Fair</b>
	<b>Investment</b>	<b>Investment</b>	<b>Value of</b>	<b>Value of</b>
	<b>2024</b>	<b>2023</b>	<b>Investments</b>	<b>Investments</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>2024</b>	<b>2023</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
ARIA Investments Trust	<b>26,069,226</b>	22,581,946	<b>2,105,852</b>	1,810,163
	<b>26,069,226</b>	22,581,946	<b>2,105,852</b>	1,810,163

**15. COMMITMENTS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS**

The Plan had no capital commitments as at 30 June 2024 (2023: \$Nil):

In the normal course of business, requests are made by members and former members for the review of decisions relating to benefit entitlements of the Plan (including insurance benefits) which could result in additional benefits becoming payable in the future. Each request is considered on its merits prior to any benefit becoming payable. In the opinion of the Trustee, these requests do not represent a material liability on the Plan.

There were no other contingent liabilities or contingent assets as at the reporting date (2023: \$Nil).

**Public Sector Superannuation Accumulation Plan**  
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**16. SUBSEQUENT EVENTS**

No matters have arisen since 30 June 2024 that have materially affected, or may materially affect, the operations of the Plan, the results of those operations, or the financial position of the Plan in future financial years.



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Finance and Members of the Public Sector Superannuation Accumulation Plan

#### Opinion

In my opinion, the financial report of Public Sector Superannuation Accumulation Plan (the RSE) for the year ended 30 June 2024 is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the RSE's financial position as at 30 June 2024 and of its performance for the year then ended; and
- (b) complying with Australian Accounting Standards and the Corporations Regulations 2001.

The financial report of the RSE, which I have audited, comprises the following as at 30 June 2024 and for the year then ended:

- Statement by the Trustee of the Public Sector Superannuation Accumulation Plan ('Plan');
- Statement of Financial Position;
- Income Statement;
- Statement of Changes in Member Benefits;
- Statement of Changes in Equity;
- Statement of Cash Flows; and
- Notes to and forming part of the financial statements, comprising material accounting policy information and other explanatory information;

#### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the RSE in accordance with the auditor independence requirements of the *Corporations Act 2001* and the relevant ethical requirements for financial report audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*.

The Auditor-General is mandated to perform the audit of the Public Sector Superannuation Accumulation Plan, pursuant to the *Superannuation Act 1990*. I am the delegate of the Auditor-General responsible for the conduct of this audit and I am a member of the Public Sector Superannuation Accumulation Plan. I have no involvement in any investment or any other decision made by the Directors of Public Sector Superannuation Accumulation Plan. A number of safeguards are in place in respect of my independence, including a quality review by an appropriately skilled auditor who is not a member of the Public Sector Superannuation Accumulation Plan. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

## **Other information**

The Directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2024, but does not include the financial report and my auditor's report thereon.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

## **Directors' responsibility for the financial report**

The Directors of the RSE are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, the *Corporations Act 2001* and the form agreed with the Minister for Finance and the requirements of the Superannuation Industry (Supervision) Act 1993 (SIS Act) and the Superannuation Industry (Supervision) Regulations 1994 (SIS Regulations). The Directors are also responsible for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the ability of the RSE to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the RSE or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors;
- conclude on the appropriateness of the Director's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern; and

- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

## **Report on the Remuneration Report**

### *Opinion on the Remuneration Report*

We have audited the Remuneration Report included in the Directors' Report for the year ended 30 June 2024.

In our opinion, the Remuneration Report of Public Sector Superannuation Accumulation Plan, for the year ended 30 June 2024, complies with section 300C of the Corporations Act 2001.

### *Responsibilities*

The Directors are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300C of the Corporations Act 2001. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Australian National Audit Office



Sean Benfield  
Senior Executive Director  
Delegate of the Auditor-General

Canberra  
26 September 2024