

Working part-time

GOLD STATE SUPER FACT SHEET

If you are a Gold State Super member, your super continues to grow while you work part-time. This fact sheet explains how choosing to work part-time will have an effect on your final Gold State Super benefit.

To calculate your Gold State Super final benefit at any time, we use the following formula:

$$\frac{\text{Completed Months of Service}}{12} \times 20\% \times \frac{\text{Average Contribution Rate}}{5} \times \frac{\text{Final Remuneration}}$$

Completed Months of Service is the number of equivalent full-time months you have been a Gold State Super member. Your service multiple is calculated according to the hours you actually work. So if you work part-time your service multiple will accrue at a slower rate. The table below provides an example.

	Service multiple
Full-time employee (FTE)	Normally accrues one month of service every 30.4 days
Part-time employee	At 75% of FTE equivalent, normally accrues one month of service every 40.5 days

The Average Contribution Rate is the average percentage rate of your contributions made during your employment in the WA public sector.

If you change to part-time, the contributions you pay to Gold State Super are based on your part-time salary. For example, if your standard full-time salary was \$50,000 and you start working 50% of the normal full-time hours and are paid \$25,000 per year, the contributions you pay will be based on \$25,000, ie the contributions you pay are reduced.

Final Remuneration is your average salary based on three key dates during your last two years of employment in the WA public sector.

The good news for part-time workers is when we calculate your Final Remuneration to determine your Gold State Super benefit, it is based on your equivalent full-time salary, regardless of whether you are working part-time or full-time.

Examples

The following examples illustrate how working full-time or part-time for the next five years will affect Tom's final Gold State Super benefit.

Assumptions about Tom

- Age: 55 years old
- Average Contribution Rate: 5%
- Final Remuneration: \$50,000 (full-time equivalent)
- Completed Months of Service: 120 months

Example 1

Tom continues to work full-time for the next five years.

Gold State Super benefit formula:

$$\left[\frac{180^*}{12} \times 20\% \times \frac{5}{5} \right] \times \$50,000 = \mathbf{\$150,000}$$

*Full-time for five years equates to 60 months of service. Tom's original 120 months of contributory membership + 60 months = 180 months.

Example 2

Tom converts to part-time work (ie 50% full-time equivalent) for the next five years.

Gold State Super benefit formula:

$$\left[\frac{150^*}{12} \times 20\% \times \frac{5}{5} \right] \times \$50,000 = \mathbf{\$125,000}$$

*Part-time for five years equates to 30 months of service. Tom's original 120 months of contributory membership + 30 months = 150 months.

When Tom reverted to part-time working he actually paid less in contributions to his Gold State Super. Therefore, although his super is \$25,000 less than if he had worked full-time, Tom would have saved \$6,250 in contributions (5% of \$25,000 multiplied by 5) and would have worked 50% less time for the last five years.

Making extra super contributions

If you're already at your maximum Average Contribution Rate for your Gold State Super account, you can always make voluntary contributions to your existing West State Super or GESB Super account. If you're not sure whether you are making your maximum contribution to Gold State Super, log onto Member Online at gesb.com.au or call your Member Services Centre on 13 43 72.

Returning to full-time employment

If you return to full-time work, you cannot increase your contributions into Gold State Super above the maximum Average Contribution Rate. Your contributions will continue to be made at your elected contribution rate. However, by making sure you are paying at your maximum Average Contribution Rate, you will receive the maximum benefit.

Other things you need to know when choosing to work part-time:

- Your employer should notify us if you decide to start working part-time
- Once we are notified of your reduction in hours, we will advise your employer to reduce the fortnightly contribution you pay. If your contributions do not reduce after the start of your part-time service, please call your Member Services Centre on 13 43 72.
- You will notice a change to your member statement. Within the membership details section and under the title 'Contributory membership', it will indicate that your months of credited service have accumulated at a slower rate, when compared to previous periods when you were working full-time.

MORE INFORMATION

- See the 'Gold State Super Essentials' brochure at gesb.com.au/brochures
- Attend a free GESB seminar. Register online at gesb.com.au
- Call your Member Services Centre on **13 43 72**

How to contact us

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