

Salary maintenance

GOLD STATE SUPER FACT SHEET

Salary maintenance enables you to preserve the value of the benefit that you have already accrued, when a change in employment conditions results in a decrease in your salary. This fact sheet explains the two types of salary maintenance available and when they may apply.

Salary maintenance allows Gold State Super members to have their super contributions and benefits maintained at their higher salary, when a change in employment conditions results in a decrease in salary.

Benefits in Gold State Super are calculated as a multiple of your salary. If your equivalent full-time salary is reduced, your benefit will subsequently reduce. Salary maintenance enables you to preserve the value of the benefit that you have already accrued, and may also protect the accrual of benefits in the future.

TYPES OF SALARY MAINTENANCE

There are two types of salary maintenance: either full or partial, depending on your age at the time of the salary reduction and the circumstances leading to the reduction in salary.

Full salary maintenance

This allows your contributions and entitlements to be maintained, including any salary increases of the higher paid position that you previously held.

Partial salary maintenance

This allows your contributions and entitlements to be based on your higher salary until such time as the salary of your new position exceeds it.

APPLYING FOR SALARY MAINTENANCE

If you wish to apply for salary maintenance, you are required to put your request in writing, quoting your member number and the contact details of your employer at the time of the reduction. GESB will advise you on the outcome of your application.

The letter can be posted to:

GESB
PO Box J 755
Perth WA 6842

or faxed to 1800 300 067.

Full salary maintenance may apply if:

- You accept a lower paid position due to ill health or workers compensation
- You accept a lower paid position within the same organisation or another WA state government employer due to redeployment
- You accept a lower paid position if your job is reclassified after positions are reorganised by your employer
- You revert to a lower paid position following the lapse of a renewable fixed-term contract (ie a contract where there is an option to renew the term at the discretion of the employer) and the reason the contract is not renewed is not due to your misconduct or inefficiency
- You are aged 50 years or more and you choose to reduce your salary voluntarily
- You reduce your hours of work for health reasons, but your employer maintains your classification at the higher full time equivalent hours

Partial salary maintenance may apply if you are aged under 50 and you choose to reduce your salary voluntarily. Examples of voluntary salary reductions include:

- If you lose allowances in your current position or by taking a new position
- If you accept a lower paid position for personal reasons

Salary maintenance will not apply if:

- Your salary is reduced due to your own misconduct or inefficiency
- You choose to reduce the number of hours you work
- Your salary is reduced if you revert to your lower paid substantive position following the lapse of a non-renewable fixed-term contract*
- You are receiving a Higher Duties Allowance
- You receive a redundancy payment and rejoin the Gold State Super scheme within the 12 month eligibility period

*The salary paid during the term of the contract is not recognised for superannuation purposes.

How to contact us

📞 Member Services Centre 13 43 72 📠 Facsimile 1800 300 067 🌐 gesb.com.au
 ✉️ PO Box J 755, Perth WA 6842 🏢 Level 4 Central Park, 152 St Georges Terrace, Perth