

Good afternoon

My local MP, Andrew Leigh, suggested that I submit a concern I raised with him about superannuation for casual employees to Treasury for consideration as part of reforms such as the super charter and custodians.

My concern is the fairness and adequacy of superannuation options for casual employees. I recently worked as a casual employee and was told by the payroll area that to salary sacrifice salary for superannuation I must nominate a fortnightly amount in advance. I wanted to sacrifice 100% of my pay but I was advised that this was not an option and I had to nominate an amount in advance each fortnight.

I spoke to the Tax Office and they also advised that an amount must be nominated in advance for each pay period. The problem was that, as a casual, my hours and pay varied and I could not predict working hours in advance each fortnight. Although I know some organisations are flexible and allow 100% of pay to be sacrificed, my employer said payroll areas only had to do this for employees over 60.

My proposal is that casual employees should have the option to salary sacrifice an hourly amount in advance for superannuation. This seems fairer because fortnightly hours can vary and casuals are often employed on an hourly basis. This would also encourage adequate superannuation for casuals and particularly for women over 40 who may have had limited opportunity to build super savings.

Kind regards, Viveca

(Viveca Moodie)