

# GESB Super

## Product Information Booklet

To request this document in an alternative format such as Braille, call us on 13 43 72 or use our Live chat service at [gesb.wa.gov.au](https://gesb.wa.gov.au).

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### Important note

This Product Information Booklet (PIB) outlines the main features and benefits of GESB Super and how your account works. It is a summary of significant information and contains a number of references to other important additional documents (each of which forms part of this PIB) that you should read in order to understand how GESB Super works. It is important that you read and consider all the information relating to GESB Super before making any decisions about the product.



This icon will direct you to other information you may find useful.



This icon identifies other important information which forms part of this PIB.

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This GESB Super Product Information Booklet (PIB) is issued by the Government Employees Superannuation Board (GESB), ABN 43 418 292 917, which manages the GESB Super scheme. GESB Super is part of the Government Employees Superannuation Fund (GES Fund). This PIB summarises important information and contains references to other important documents that relate to GESB Super. This PIB summarises the benefits, options and features that are available in GESB Super, including investment choice and insurance cover. You should read this PIB (and the other documents referred to within this PIB) before you make a decision to invest in GESB Super.

The material in this PIB may change between the time you read this statement and the day you apply to join or when your GESB Super account is automatically opened for you.

The information contained in this brochure is of a general nature, and does not constitute legal, taxation or personal financial advice. In providing this information, we have not considered your personal circumstances including your investment objectives, financial situation or needs. We are not licensed to provide financial product advice. Before acting or relying on any of the information in this brochure, you should review your personal circumstances, and assess whether the information is appropriate for you. You should read this brochure in conjunction with the relevant disclosure documents at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures). You may also wish to seek advice specific to your personal circumstances from a suitably qualified adviser.

Our employees and directors receive salaries and/or benefits from us.

No investment managers of the investment plans are responsible for any statements or representations made in this PIB, unless expressly stated otherwise. We do not guarantee the performance of the GES Fund, the investment plans or any particular rate of return. The repayment of capital is not guaranteed.

The information in this PIB is up-to-date as at 27 September 2023 but may change from time to time. Visit our website at [gesb.wa.gov.au](https://gesb.wa.gov.au) or call your Member Services Centre on 13 43 72 for any updates to the information printed in this PIB. We will issue a replacement PIB if there are any materially adverse omissions or changes to the information in this PIB. If you need a printed copy of any updated information this will be provided to you at no cost. All fees and costs reflected within this PIB are expressed to be inclusive of goods and services tax where applicable.

# 1. About GESB Super

At GESB, we have over 80 years' experience managing the super savings of current and former WA public sector employees. With around 245,000 members and over \$36 billion in funds under management (as at 31 August 2023), we're the largest super fund in WA<sup>1</sup>. To learn more about who we are, visit [gesb.wa.gov.au/about](https://gesb.wa.gov.au/about).

GESB Super is a market-linked taxed accumulation super scheme:

- Accumulation means your account balance builds up over time from your State Government employer contributions, your own personal contributions and any super that you roll in from other funds, as well as from any investment earnings (which may be positive or negative) on these contributions based on your chosen investment plan(s)
- The taxed nature of the scheme means that, like most other Australian super funds, tax is deducted from concessional contributions and investment earnings while the money is accumulating

GESB Super has been available since 16 April 2007 and is currently the default fund for WA public sector employers. If you join the WA public sector, your employer will make contributions to a new GESB Super account for you, unless you have an existing GESB account or have asked for these contributions to be made to another complying super fund. Only WA public sector employers can make employer contributions to GESB Super.

 For information on how GESB Super performed in the last financial year, download our Annual Fund Update at [gesb.wa.gov.au/fundupdate](https://gesb.wa.gov.au/fundupdate).

You can see the recent investment performance of GESB Super at [gesb.wa.gov.au/investmentreturns](https://gesb.wa.gov.au/investmentreturns) and compare the performance of each GESB Super investment plan at [gesb.wa.gov.au/gesbsuperdashboard](https://gesb.wa.gov.au/gesbsuperdashboard).


Details of our Board and executive remuneration are also available at [gesb.wa.gov.au/governance](https://gesb.wa.gov.au/governance).

## 2. How super works

### About super

Super is designed to help you save for your retirement. Different types of contributions can be paid into your super, for example: compulsory employer contributions (also known as Superannuation Guarantee or SG), other contributions your employer may make, contributions you choose to make and Commonwealth Government Super Co-contributions. These are all designed to increase your final benefit in retirement.

To encourage Australians to save for their retirement, the Commonwealth Government provides a range of tax concessions and other benefits for contributing to your super. Depending on your circumstances, there can be significant tax advantages to using super to save for retirement. See section 7, 'How super is taxed', for more information.

 Visit [moneysmart.gov.au](https://moneysmart.gov.au) for more information on how super works.

### Contributions


Employers make compulsory SG contributions into a complying super fund on your behalf. Most people have the right to choose which fund their employer directs their SG contributions into. Unless you choose to have your SG contributions paid into another fund, these contributions will automatically be made to your GESB Super account by your WA public sector employer.

To make voluntary contributions to your GESB Super account, you can:

- Ask your employer to deduct extra money from your pay *before* tax is taken out and to pay this into your GESB Super account (called concessional or before-tax contributions, or salary sacrifice)


- Ask your employer to deduct extra money from your pay *after* tax is taken out and to pay this into your GESB Super account (called after-tax or non-concessional contributions)
- Put any money you have saved, or lump-sum amounts like inheritance, lotto winnings or proceeds of an asset sale into your GESB Super account (also called after-tax or non-concessional contributions)
- Transfer super you have in other super funds into your GESB Super account (called rolling over or consolidating your super)

There are limits to the amount of concessional and non-concessional contributions you can make to your super.

 You should read the important information about contributions in our 'Contributing to your super' brochure available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures), before making a decision. The material relating to contributing to your super may change between the time you read this PIB and the day you acquire the product.

### Withdrawals

The purpose of super is to save for retirement, so there are rules for when you can withdraw your super. For most members, you'll be able to access your super (as a lump sum or as an income stream) once you reach Commonwealth preservation age and permanently retire. Your preservation age depends on your date of birth. You can access your full retirement benefit once you reach age 65, regardless of your working status.

 You should read the important information about accessing your super in our 'Accessing your super' brochure available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures), before making a decision. The material relating to accessing your super may change between the time you read this PIB and the day you acquire the product.

### Lost or inactive accounts

WA State Government legislation requires us to transfer lost or unclaimed super monies to the Australian Taxation Office (ATO). Visit [gesb.wa.gov.au/lost](https://gesb.wa.gov.au/lost) for more information.

If your GESB Super account has a balance of zero and hasn't received a contribution in the last two years, your account will be closed.

## 3. Benefits of investing with GESB Super

### Experience

We have over 80 years' experience managing the super savings of current and former WA public sector employees.

With around 245,000 members and over \$36 billion in funds under management, we're the largest super fund in WA<sup>1</sup>.

### Strong investment performance

We consistently deliver strong long-term investment returns that meet our objectives.

### Well regarded

We're well regarded by our members, employers and peers and are recognised as a 'top value-for-money' fund<sup>1</sup>.

### Automatic insurance cover

If you meet certain criteria, you're automatically covered for Death, Total & Permanent Disablement (TPD) and Salary Continuance Insurance (SCI), without the need for a medical examination. See section 8, 'Insurance in your super' for more information.

### Other services for members

We offer a range of channels and services to help you make informed decisions about your super. This includes articles, forms, fact sheets and brochures as well as seminars, webinars and information on our Retirement Options Service, all available on our website at [gesb.wa.gov.au](https://gesb.wa.gov.au).

1 Research Solutions, Member and employer satisfaction research, 2022 and SuperRatings 2023 Annual Benchmarking Report.

**i** You can access your account information through our secure Member Online service at [mol.gesb.wa.gov.au](http://mol.gesb.wa.gov.au) or call your WA-based Member Services Centre on 13 43 72 between 7.30am and 5.30pm (AWST), Monday to Friday.

## 4. Risks of super

All investments have risk. We invest in a range of asset classes, including Cash, Fixed Interest, Property and Shares, with each having different levels of risk. Different weightings of these asset classes make up the various investment plans available to members. Those assets with the highest potential long-term returns (such as Shares) may also have the highest short-to-medium term risk.

GESB Super offers a choice of investment plans. The investment plan you choose will change in value over time and will perform differently at different times due to various factors. The likely range of investment returns, and the risk of negative investment returns, is different for each investment plan depending on the underlying mix of assets. When choosing an investment plan, you should consider that past investment returns are not a reliable indicator of future performance.

A number of risks are significant in terms of investing in GESB Super, including market risk, inflation risk, currency risk, interest rate risk, credit risk, liquidity risk, counterparty risk, sequencing risk, longevity risk, environmental, social and governance risk and operational risk.

Read more about the significant risks relevant to an investment in GESB Super in our 'Investment choice' brochure available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

### General risks of super

When considering your investment in super more generally, it's important to understand that:

- The value of investment plans will go up and down
- Returns aren't guaranteed and there is a risk you may lose some of your money, even in more conservative investment plans
- The level of returns will vary from year to year
- Past performance is not a reliable indicator of future performance
- The amount of your super savings (including contributions and returns) may not be enough to provide adequately for your retirement
- Super is a long-term investment and may only be accessed when you meet a condition of release
- Laws affecting super may change

The appropriate level of risk for you will depend on many factors, including your age, investment timeframe, other assets outside super and how they are invested, and how comfortable you are with the possibility of losing some of your investment in some years. We recommend that you talk to a financial adviser before deciding which investment plan best suits you.

**i** Read the important information about the risks of investing in super in our 'Investment choice' brochure available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures), before making a decision. The material relating to risks of super may change between the time you read this PIB and the day you acquire the product.

## 5. How we invest your money

GESB Super offers you the choice of a number of investment plans.

When choosing an investment plan, you should consider your age, investment timeframe, and financial objectives, as well as the likely investment return and risk of the relevant investment plan(s).

There are six Readymade plans:

### Readymade plans

| Investment plan      | Investment risk label <sup>2</sup> |
|----------------------|------------------------------------|
| Growth               | High                               |
| Sustainable Balanced | High                               |
| My GESB Super        | High                               |
| Balanced             | Medium to high                     |
| Conservative         | Medium                             |
| Cash                 | Very low                           |

A further five Mix Your plan options allow you to select your own mix of asset classes:

### Mix Your plans

| Investment plan             | Investment risk label <sup>2</sup> |
|-----------------------------|------------------------------------|
| Australian Shares           | Very high                          |
| International Shares        | High                               |
| Property                    | High                               |
| Fixed Interest <sup>3</sup> | Medium                             |
| Cash                        | Very low                           |

While it's important you consider the right plan for you, if you don't make a choice, your super will go into the My GESB Super plan. You can choose to change your investment plan at any time.

**i** Visit [gesb.wa.gov.au/investmentplans](http://gesb.wa.gov.au/investmentplans) for detailed information on all GESB Super investment plans.

For help choosing an investment plan, use our 'Selecting your investment plan' online tool at [gesb.wa.gov.au/investmenttool](http://gesb.wa.gov.au/investmenttool).

For information about the extent to which labour standards or environmental, social or ethical considerations are taken into account in the selection and management of investments, read our 'Investment choice' brochure available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

Some details on the My GESB Super plan are highlighted below.

### My GESB Super plan

|   |   |
|---|---|
| Minimum investment timeframe                  | 7 years   |
| Investment return objective <sup>4</sup>      | CPI <sup>5</sup> + 3.0% p.a. over rolling 7-year periods  |
| Summary of investment risk level <sup>6</sup> | High risk<br>The estimated number of negative annual returns over any 20-year period is to be less than 5   |
| Who might choose it                           | This might suit you if you can accept a high level of fluctuation in investment returns from year to year, for an increased likelihood of strong earnings |
| Growth/Defensive split <sup>7</sup>           | 74/26   |

<sup>2</sup> Based on the Standard Risk Measure.

<sup>3</sup> Mix Your plan Fixed Interest invests in Investment Grade Bonds.

<sup>4</sup> The investment return objective is the investment return this plan will seek to achieve after investment fees and taxes. The investment return objective is made with reference to an amount above the increase in the Consumer Price Index (CPI). The CPI is a measure of the rate of inflation. For example, if over the applicable time period the objective for an investment plan is CPI +3.0% p.a. and the CPI increase is 2.5% p.a. then the investment return objective would be 5.5% p.a.

<sup>5</sup> Consumer Price Index.

<sup>6</sup> Based on the Standard Risk Measure.


<sup>7</sup> The Growth/Defensive split is the target allocation mix of Growth and Defensive assets. Some asset classes may be classified as part Growth and Defensive.

| Strategic Asset Allocation approved 3 August 2023 | Target allocation | Allowable range |
|---|-------------------|-----------------|
| Australian Shares                                 | 25.5%             | 13.5%–37.5%     |
| International Shares                              | 32%               | 19%–43%         |
| Private Equity                                    | 0%                | 0%–6%           |
| Property <sup>8</sup>                             | 8%                | 2%–14%          |
| Infrastructure                                    | 8%                | 2%–14%          |
| Medium Risk Alternatives                          | 8%                | 0%–20%          |
| Investment Grade Bonds                            | 11%               | 0%–23%          |
| Defensive Alternatives                            | 5.5%              | 0%–17.5%        |
| Cash  | 2%                | 0%–22%          |

There is no fee for switching investment plans. You can transfer your money into a different investment plan by either:

- Registering for Member Online at [mol.gesb.wa.gov.au](http://mol.gesb.wa.gov.au) and changing your investment plan online
- Downloading a copy of our 'Investment choice' form available at [gesb.wa.gov.au/forms](http://gesb.wa.gov.au/forms) and lodging it with us

We may change the number of plans or the types of investments included in each investment plan at any time. We will tell you as soon as possible if we do this.

 For more detailed information, read our 'Investment choice' brochure available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures), before making a decision. The material relating to how we invest your money may change between the time you read this PIB and the day you acquire the product.

## 6. Fees and costs

### Consumer advisory warning

#### Did you know?

Small differences in both investment performance and fees and costs can have a substantial impact on your long-term returns.

For example, total annual fees and costs of 2% of your account balance rather than 1% could reduce your final return by up to 20% over a 30-year period (for example, reduce it from \$100,000 to \$80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs. You or your employer, as applicable, may be able to negotiate to pay lower fees. Ask your fund or your financial adviser<sup>9</sup>.

#### To find out more


If you would like to find out more or see the impact of the fees based on your own circumstances, the Australian Securities and Investments Commission (ASIC) Moneysmart website, [moneysmart.gov.au](http://moneysmart.gov.au), has a superannuation fee calculator to help you check out different fee options.

This section provides summary information about the fees and costs for the My GESB Super plan. Depending on the fee or cost, it may be paid directly from your account or deducted from your investment return.

Similar information is included in other funds' PIBs (also known as Product Disclosure Statements or PDS) so you can compare GESB Super's fees and costs with other funds. To see the fees and costs for other GESB Super investment plans, see our 'GESB Super schedule of fees' at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

### Fees and costs for My GESB Super plan

| Type of fee or cost   | Amount  | How and when paid  |
|---|---|--|
| <b>Ongoing annual fees and costs<sup>10</sup></b>                         |   |  |
| <b>Administration fees and costs</b><br>The fee for managing your account | \$66 p.a. (\$5.50 per month) as an account-keeping fee + 0.16% p.a. of your monthly account balance | Deducted each month from your account  |
| <b>Investment fees and costs<sup>11</sup></b>                             | 0.39% p.a. (estimated) of the value of your investment <sup>12</sup>                                | Fees and costs that relate to the investment of assets that are not charged directly to your account as an administration fee or other fee. These costs are deducted from the fund assets before the unit price is calculated on a daily basis |
| <b>Transaction costs</b>  | 0.08% p.a. (estimated) of the value of your investment <sup>12</sup>                                | Transaction costs are costs incurred when assets are bought and sold.<br><br>Transaction costs are incurred over the course of the year and disclosed as a percentage of the average assets of the relevant investment option <sup>13</sup>    |
| <b>Member activity related fees and costs</b>                             |   |  |
| <b>Buy-sell spread</b>  | Nil   | Not applicable   |
| <b>Switching fee</b><br>The fee for changing your investment option       | Nil   | Not applicable   |
| <b>Other fees and costs</b>   | Nil   | Other fees and costs such as activity fees, advice fees or insurance fees may apply. Please refer to the 'GESB Super schedule of fees'   |

 You can use the calculators on ASIC's website at [moneysmart.gov.au](http://moneysmart.gov.au) or on our website at [gesb.wa.gov.au/calculators](http://gesb.wa.gov.au/calculators) to help you calculate the effect of fees and costs on your GESB Super account.

<sup>8</sup> The Strategic Asset Allocation to Property includes listed and unlisted investments.

<sup>9</sup> The above wording is required by law. However, the statement concerning the possibility to negotiate fees and discuss negotiated fees with your financial adviser is not applicable to GESB Super. For further information, call your Member Services Centre on 13 43 72.

<sup>10</sup> If your account balance is less than \$6,000 at the end of the financial year, certain fees and costs charged to you in relation to administration and investment are capped at 3% of the account balance. Any amount charged in excess of that cap must be refunded.

<sup>11</sup> Investment fees and costs includes an amount of 0.06% p.a. for performance fees. The calculation basis for this amount is set out under 'Additional explanation of fees and costs'. It is an annual percentage fee which covers the cost of managing the fund's investments including a proportion allocated to risk reserves

<sup>12</sup> The investment fees and costs and transaction costs for each of GESB Super's investment plans are different. They vary depending on the asset allocation and complexity of the plan.

<sup>13</sup> Transaction costs include items such as brokerage fees, buy – sell spread and settlement costs.



## Example of annual fees and costs

This table gives an example of how the ongoing annual fees and costs for the My GESB Super plan can affect your superannuation investment over a one-year period. You should use this table to compare GESB Super with other super products.

| Example – My GESB Super                     | Amount  | Balance of \$50,000   |
|---|---|---|
| Administration fees and costs               | \$66 p.a. (\$5.50 per month) + 0.16% p.a. of your account balance | For every \$50,000 you have in the My GESB Super plan, you will be charged or have deducted from your investment \$146 in administration fees and costs     |
| <b>PLUS</b><br>Investment fees and costs    | 0.39% p.a.  | <b>and</b> , you will be charged or have deducted from your investment \$195 in investment fees and costs   |
| <b>PLUS</b><br>Transaction costs            | 0.08% p.a.  | <b>and</b> , you will be charged or have deducted from your investment \$40 in transaction costs  |
| <b>EQUALS</b><br>Cost of My GESB Super plan |   | If your balance was \$50,000 at the beginning of the year, then for that year you will be charged fees and costs of <b>\$381</b> for the My GESB Super plan |

Note: additional fees may apply.


## Additional explanation of fees and costs

We reserve the right to review and change fees without your consent to ensure the structure and level of fees is appropriate, including any additional costs resulting from any government tax or statutory charges. We will always inform you of any changes in advance through our website or through your member statement.

We will give you at least 30 days' notice of any increase to a fee or cost, where required by law. GESB Super is generally able to claim a tax deduction on the fees. We pass on the benefit of the tax deduction to your account annually or at the time you exit the scheme. The investment fees and costs may change periodically.

### A fee applies for our Retirement Options Service

If you choose to seek advice through our Retirement Options Service, you will be charged a fee on a pay-for-service basis.

-  You should read the important information about fees and costs in our 'GESB Super schedule of fees' before making a decision. This includes the fees and costs for each GESB Super investment option, other fees and costs, and the definitions of fees referred to above. This is available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures).


The material relating to fees and costs may change between the time you read this PIB and the day you acquire the product.

## 7. How super is taxed

### A summary of tax payable with GESB Super

Tax may apply to your super account balance in the following ways:

| Transactions  | Tax rate  | When is the tax paid/deducted?   |
|---|---|--|
| <b>Concessional contributions (before-tax)</b>  |   |  |
| <ul style="list-style-type: none"> <li>Employer contributions, like SG and salary sacrifice</li> <li>Voluntary contributions for which a tax deduction is claimed</li> </ul>      | 15%   | The tax is deducted when the contribution is paid into your super account, or when notice of intent to claim a tax deduction is provided.  |
| <b>Non-concessional contributions (after-tax)</b>   |   |  |
| <ul style="list-style-type: none"> <li>Voluntary contributions made from your after-tax salary, or for which no tax deduction is claimed</li> <li>Spouse contributions</li> </ul> | No tax applies  | Not applicable   |
| <b>Other contributions</b>  |   |  |
| <ul style="list-style-type: none"> <li>Government contributions e.g. Super Co-contribution payment</li> <li>Roll overs containing an untaxed element</li> </ul>                   | <ul style="list-style-type: none"> <li>No tax applies</li> <li>15%</li> </ul> | <ul style="list-style-type: none"> <li>Not applicable</li> <li>The tax is deducted from the untaxed element when the rollover is paid into your GESB Super account<sup>14</sup></li> </ul> |
| <b>Investment earnings</b>  |   |  |
| Investment earnings (which may be positive or negative) are applied to your super account balance daily, using unit pricing   | Up to 15%   | The tax will be applied to the earnings and will be reflected in the unit price of each investment plan.   |
| <b>Lump-sum withdrawals (taxable component – taxed element)</b>   |   |  |
| Withdrawals from your account under Commonwealth preservation age   | 22% <sup>15</sup>   | The tax is paid when you withdraw your super benefit.  |
| Withdrawals from your account at or above preservation age and less than 60   | First \$235,000 <sup>16</sup> = 0%<br>Balance = 17% <sup>15</sup>             | The tax is paid when you withdraw your super benefit.  |
| Once you turn 60, generally no tax will apply when you access your GESB Super (i.e. aged 60+)   | Nil   | Not applicable   |

-  You should read the important information about how super is taxed in our 'Tax and super' brochure available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures), before making a decision. The material relating to how super is taxed may change between the time you read this PIB and the day you acquire the product.

<sup>14</sup> If you exceed your untaxed plan cap in the fund you are leaving, you will be taxed at 47% on the excess before rolling over to GESB Super. This includes the 2% Medicare Levy.

<sup>15</sup> This includes 2% Medicare Levy.

<sup>16</sup> For the 2023/24 financial year, indexed annually in line with Average Weekly Ordinary Time Earnings in increments of \$5,000, rounded down.

## Here's why we should have your tax file number

When you join GESB Super, you should tell us your tax file number (TFN). If you've provided your TFN to your employer, your employer will pass this on to us when you join. While it's not compulsory to provide your TFN, it allows us to use it for lawful purposes. If we don't receive your TFN:

- You may have to pay extra tax on concessional contributions
- We can't accept your personal (after-tax or non-concessional) contributions
- It may affect your eligibility for the Commonwealth Government Super Co-contribution payment, or the low-income superannuation tax offset (LISTO) payment
- It will be more difficult to trace different super amounts in your name to make sure that you receive all your super benefits when you retire

You can lodge your TFN using Member Online at [mol.gesb.wa.gov.au](http://mol.gesb.wa.gov.au) or by calling your Member Services Centre on 13 43 72. You can also obtain a form from [gesb.wa.gov.au/forms](http://gesb.wa.gov.au/forms).

## It's important to know your contributions caps

There are limits on the amount of concessional and non-concessional contributions that can be made to your super. If you exceed your contributions caps for super, you may have to pay more tax.

## Division 293 tax for high income earners

The concessional tax treatment of certain super contributions is reduced for high income earners for the 2012/2013 and later income years. If your adjusted taxable income plus low tax contributions exceed the high income threshold of \$250,000, an additional 15% tax is paid on taxable contributions (which will be the lesser of the low tax contributions, or the amount above the \$250,000<sup>17</sup> threshold). For the avoidance of doubt, you are liable for the tax. Division 293 tax does not apply to excess concessional contributions. There are special rules for defined benefit interests, constitutionally-protected State higher level office holders, certain Commonwealth justices and temporary residents who depart Australia. This is a complex area and if you think you might be affected by Division 293 tax, we recommend that you seek personal financial advice for your circumstances. For more information, read our 'Tax and super' brochure available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures), or visit the ATO website at [ato.gov.au](http://ato.gov.au).

You should read the important information about how super is taxed in our 'Tax and super' brochure available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures), before making a decision. The material relating to how super is taxed may change between the time you read this PIB and the day you acquire the product.

# 8. Insurance in your super

## Important information about automatic insurance cover

When you join GESB Super and are not a *Casual Employee*, or if you start as a *Casual Employee* and later become a *Permanent Employee*, *Sessional Employee* or *Contractor* you are likely to be automatically eligible<sup>18</sup> for the following types of insurance:

- Death (including *Terminal Illness*) and Total & Permanent Disablement (TPD) insurance
- Salary Continuance Insurance (SCI) – also known as income protection

Generally, your insurance cover will begin when we receive your first *SG contribution* from your employer. To be eligible for automatic cover, your employer's *SG contributions* must be paid to your GESB Super account and you must be aged less than 65.

If you're eligible for insurance cover, you may be automatically entitled to GESB Super's default level of cover, called basic cover. If you don't want this cover, or want to cancel it at any time, you can opt out through Member Online at [mol.gesb.wa.gov.au](http://mol.gesb.wa.gov.au), over the phone by contacting your Member Services Centre on 13 43 72, or in writing by submitting an 'Insurance variation' form.

## The cost of your insurance is deducted from your account

The cost of your insurance will be automatically deducted from your GESB Super account on a monthly basis, unless you opt out of the default insurance cover or you cancel your cover with us. GESB Super claims a tax deduction on the insurance premiums. We pass on the benefit of the tax deduction to your account annually or at the time you exit the scheme.

From 12 September 2020, if you're a member of GESB Super, and don't have insurance, we may automatically provide you with our basic level of insurance cover if you're a *Permanent Employee*, *Sessional Employee* or *Contractor* and you meet the Special Conditions Cover eligibility criteria. For more information, refer to our 'Insurance and your super' brochure, available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

## It's very important that you understand your insurance cover and costs:

You should read the important information in our 'Insurance and your super' brochure, available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures), before deciding whether the insurance is appropriate. This includes details about the level and range of our cover options, how to apply for cover, premiums, and how to make a claim.

Terms in this section which are in *italics*, are defined terms. For the meaning of defined terms, refer to the glossary in our 'Insurance and your super' brochure at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

You might also be able to apply for *Voluntary Cover* (in addition to basic cover). This requires underwriting and acceptance by the Insurer and allows you to increase your level of insurance cover to suit your own circumstances.

If you're a *WA Police Officer* and you are medically discharged, you may be entitled to an alternative SCI benefit. For more information, refer to our 'Insurance and your super' brochure, available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

If you're employed on a casual basis, you are not eligible for automatic basic cover but may be eligible to opt in for basic cover. *Casual Employees* are generally defined as employees who are paid at an hourly rate and are not entitled to be paid annual leave or sick leave in their employment.

If you're not eligible for automatic cover, you can still apply for insurance cover. You can either:

- Apply through Member Online at [mol.gesb.wa.gov.au](http://mol.gesb.wa.gov.au)
- Contact your Member Services Centre on 13 43 72 for a copy of our 'Insurance application' form

Insurance cover will be on terms offered by the Insurer.

<sup>17</sup> The threshold at which division 293 tax applies was lowered to \$250,000 (from \$300,000) for 2017/18 and future financial years.

<sup>18</sup> If you started employment within the WA public sector on a casual basis on or after 1 July 2010 then you are not eligible for automatic basic cover. You can opt in for basic cover, but different eligibility conditions apply for casual employees. Casual employees are generally defined as employees who are paid at an hourly rate and are not entitled to annual leave or sick leave.

## An overview of automatic Death, TPD and SCI cover for an eligible member

|   | Death and Total & Permanent Disablement (TPD)  | Salary Continuance Insurance (SCI)   |
|---|--|--|
| <b>Who is eligible?</b>   | Employer's <i>SG contributions</i> paid to your GESB Super account and aged less than 65. Eligibility conditions differ for <i>Casual Employees</i> .  |  |
| <b>Basic cover is provided automatically for eligible members when we receive your first <i>SG contribution</i></b> | Basic cover of up to \$200,000, depending on your age.   | Up to \$4,200 per month determined by the number of hours per week that you work.  |
| <b>Changing your cover</b>  | You can apply to: <ul style="list-style-type: none"> <li>• Increase or decrease</li> <li>• Opt out</li> <li>• Fix the amount of cover</li> </ul>   | You can apply to: <ul style="list-style-type: none"> <li>• Increase or decrease</li> <li>• Opt out</li> </ul>  |
| <b>Maximum insurance cover</b>  | \$10 million for Death<br>\$3 million for TPD  | The lesser of 85% of your <i>Income</i> (calculated as 75% income plus up to 10% as a super benefit) and \$30,000 per month for up to two years.<br><br>If your occupation is classified as being in the Hazardous category or is a certain listed Blue and Heavy Blue Collar occupation category <sup>19</sup> , your cover will be limited to the lesser of \$15,000 per month and 85% of your <i>Income</i> (75% <i>Income</i> plus up to 10% as a super benefit) |
| <b>Premiums based on occupation category</b>  | There are five categories based on occupation and employment duties: <ul style="list-style-type: none"> <li>• White Collar</li> <li>• Light Blue Collar</li> <li>• Blue and Heavy Blue Collar</li> <li>• Hazardous occupations</li> <li>• Members who meet salary and other eligibility criteria can apply to join the Professional and Executive occupation category</li> </ul> |  |
| <b>Waiting periods</b>  | Depending on the type of injury, you need to wait up to three months before you are eligible to receive a TPD benefit approved by the Insurer  | The default <i>Waiting Period</i> for a benefit payment is 90 days. You can change your <i>Waiting Period</i> to 30, 60, 120 or 180 days which will affect the premium you pay.  |
| <b>Maximum age for cover</b>  | <ul style="list-style-type: none"> <li>• Death cover expires at age 70</li> <li>• TPD cover expires at age 67</li> </ul>   | <ul style="list-style-type: none"> <li>• SCI cover expires at age 67</li> </ul>  |

### Costs and fees

The cost of your cover depends on the amount of cover you request, your age, gender, occupation and (in the case of SCI) your *Waiting Period*. The costs of this cover are deducted from your account.

### Death and TPD cover

Currently, annual insurance premiums for default Death and TPD basic cover range between \$2.32 and \$82.43 per month, depending on age, gender, insurance occupation category and amount insured.

### SCI cover

Currently, annual insurance premiums for default SCI cover of \$4,200 per month with the default 90-day *Waiting Period* range between \$2.88 and \$334.75 per month, depending on age, gender, and insurance occupation category.

### Making a claim

If you make an insurance claim, we, together with the Insurer, will determine whether you are entitled to be paid, based on the terms of the policy, the fund's rules and superannuation law.

### Changing your insurance

You can choose to change your insurance cover at any time, subject to the maximum policy limits. Please note, any application to increase insurance cover will only be approved subject to the satisfactory evaluation of your application by the Insurer. To check and make changes to your insurance details, you can either:

- Use Member Online at [mol.gesb.wa.gov.au](http://mol.gesb.wa.gov.au)
- Contact your Member Services Centre on 13 43 72 for a copy of our 'Insurance variation' form

### Exclusions and limitations

There are some exclusions that may stop you or your dependants from making a claim against your Death, TPD and SCI cover such as where the death or disablement is caused by participation in war, active service in the armed forces, self-inflicted injury or suicide. Please note, further exclusions may apply. For further information, read our 'Insurance and your super' brochure, available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

<sup>19</sup> For more information about Hazardous and certain listed Blue and Heavy Blue Collar occupations, read the 'Insurance and your super' brochure at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures).

If you received an increase in cover when you joined the Professional and Executive category or you are a casual worker who has opted into basic cover, you may be subject to *Limited Cover*. This is cover which applies only in respect of events or conditions which arise entirely after your insurance cover commencement date. If your first SG contribution from your employer is received more than 120 days after you commenced employment, your insurance cover is subject to *Limited Cover*. This applies to Death, TPD and SCI cover.

If you were not *At Work* on the day that your basic cover commenced due to sickness or injury, you will be provided with *New Events Cover* from the commencement date of your cover. If you receive Special Conditions Cover, different limitations apply. Please see our 'Insurance in your super' brochure at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures) for more details.

### Warning

You should read the important information in our 'Insurance and your super' brochure, available at [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures), before deciding whether the insurance cover offered through GESB Super is appropriate.

The brochure includes information about eligibility for cover, conditions and exclusions, as well as how to change or cancel your cover. All of these factors may affect your entitlement to cover.

The material relating to insurance in your super may change between the time you read this PIB and the day you acquire the product.

## 10. Complaints process


If you feel we are not providing the service you expect, you can make a complaint to us. Our contact details are below.

If you are not satisfied with the outcome of your initial complaint or the outcome of our internal review, you have the right to appeal directly to the Australian Financial Complaints Authority (AFCA). To contact AFCA, you can phone 1800 931 678 (free call) or visit their website on [afca.org.au](http://afca.org.au).

To learn more, visit [gesb.wa.gov.au/brochures](http://gesb.wa.gov.au/brochures) and read the important information in our 'Resolving your complaint' brochure. The material relating to our complaints process may change between the time you read this PIB and the day you acquire the product.

## 11. Privacy

We have implemented a privacy policy that incorporates the Australian Privacy Principles and the rules made pursuant to the Privacy (Tax File Number) Rule 2015 prescribed by the *Privacy Act 1988 (Cth)*. The privacy statement available on our website summarises how we handle private information about individuals responsibly.

 Visit [gesb.wa.gov.au/privacy](http://gesb.wa.gov.au/privacy) for more information on our privacy policy.

## 9. How to open an account

When you start work with the WA public sector, you automatically become a member of our GESB Super scheme, unless you either choose a different super fund, or you have an existing GESB account. The Choice of Super fund legislation allows you to choose to have your SG contributions paid to another complying super fund. Nearly all WA public sector departments and agencies participate in our GESB Super scheme, so in most cases your GESB membership will continue if you transfer between departments and agencies.

If you're a member of Gold State Super or the WA Public Sector Pension Scheme and don't already have a West State Super account, you can become a voluntary member of GESB Super. To do this, you can:

- Make a non-concessional contribution
- Arrange for before-tax or salary sacrifice contributions to be made under a salary packaging agreement
- Roll in super from another fund to GESB

You can also arrange for your spouse to become a member of GESB Super if they don't have an existing West State Super account. All you need to do is make a spouse contribution on their behalf and we will open a GESB Super account for them. Download a 'Spouse contributions' form at [gesb.wa.gov.au/forms](http://gesb.wa.gov.au/forms).

### How to contact us

T Member Services Centre 13 43 72  
PO Box J 755, Perth WA 6842

F 1800 300 067

W [gesb.wa.gov.au](http://gesb.wa.gov.au)

Government Employees Superannuation Board ABN 43 418 292 917