

# Gold State Super essentials



## 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).

**DATE: 11 June 2026**

ISSUER: Government Employees Superannuation Board ('GESB') ABN 43 418 292 917

The Gold State Super scheme ('Gold State Super') is part of the Government Employees Superannuation Fund, managed by GESB.

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This Gold State Super essentials brochure is issued by the Government Employees Superannuation Board ('GESB', 'we', 'us' or 'our') which manages the Gold State Super scheme ('Gold State Super') in the Government Employees Superannuation Fund (GES Fund). This brochure summarises important information and contains references to other important documents that relate to Gold State Super. You should read this brochure (and the other documents referred to within this brochure) before you make a decision about any interest you may have in Gold State Super. You should not rely on information in this document as a guarantee of benefits which you may be entitled to. Please contact us if you would like us to calculate a current benefit estimate for you. We recommend that you seek advice specific to your circumstances from a qualified adviser before making any decisions about your super.

Your Gold State Super benefits will be determined in accordance with Gold State Super's rules, which are contained in the publicly available *State Superannuation Act 2000 (WA)* and *State Superannuation Regulations 2001 (WA)*.

The explanations in this brochure about how benefits are calculated are expressed in general terms, and examples have been provided for illustrative purposes only. In the event of any inconsistency with Gold State Super's rules, those rules will take priority.

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](http://gesb.wa.gov.au/brochures). You should seek advice specific to your personal circumstances from a suitably qualified adviser.

The information in this brochure is up to date as at 11 June 2026 but may change from time to time. Visit our website at [gesb.wa.gov.au](http://gesb.wa.gov.au) or call your Member Services Centre on 13 43 72 for any updates to the information printed in this brochure.

We will issue a supplementary or replacement document if there are any materially adverse omissions or changes to the information in this document. If you need a printed copy of any updated information this will be provided to you at no cost.


This brochure provides you with information about being a member of Gold State Super and making the most of your account. It includes:


- The features, benefits, options and significant risks of having a Gold State Super account
- Fees and costs associated with Gold State Super
- Information on our Privacy Policy and complaint resolution process

## Glossary of terms

We are committed to simplifying investment, super and retirement by using plain language that is easy to understand, where possible.

This document includes quite complex information around Final Benefit calculations, and some super industry and Gold State Super terms that may need a more detailed explanation.

 This icon will guide you to more information that you may find useful within this document or refer you to the glossary for further explanation of certain terms.

 This icon identifies other information which you may find useful when reading this document. It is important that you read and consider all the information relating to Gold State Super before making any decisions about the product.

## Gold State Super fact sheets

If you would like more information on a particular feature of Gold State Super, please contact your Member Services Centre on 13 43 72. You can also read the following fact sheets, available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures).

- Calculation of notional employer contributions
- Insurance and your super
- Making an informed choice
- Military leave and your super
- Pre-1 July 1983 service for untaxed super funds
- Remuneration and salary maintenance
- Resigning from the WA public sector
- Salary sacrifice
- Taking unpaid leave
- Transition to retirement
- Working part time
- Your super and family law
- Your super and redundancy

# 1. Your super

There are two main types of super schemes: accumulation and defined benefit schemes.

- Gold State Super is a defined benefit scheme, which means your Final Benefit is determined by applying a fixed, or defined, formula. Your Gold State Super benefit grows with your salary and service, and is guaranteed by the Western Australian (WA) State Government
- With accumulation schemes, your Final Benefit depends on your accumulated contributions and any investment earnings, less fees and other charges. The amount of earnings you may accrue depends on which investment option you have chosen, and how the super fund's investments perform from year to year. GESB Super and West State Super are both accumulation schemes

Gold State Super is an untaxed scheme. Untaxed schemes do not pay income tax on any contributions or on investment

earnings. Instead, tax is payable on your benefit when it is paid to you.

This usually occurs when you retire, or when you transfer your super to a taxed scheme or retirement income stream, such as our Retirement Income Pension.

In taxed schemes, such as GESB Super, tax is deducted from concessional contributions and investment earnings while the money is accumulating.

Gold State Super was closed to new members on 29 December 1995.

However, you may apply to continue your membership if:


- Your membership ceases because you cease working in the WA public sector, and you then re-join the WA public sector within 12 months, or
- Your membership ceases because you reduce your work hours to less than one hour a week, and you then increase your work hours within 12 months

## Benefits and features of Gold State Super

<b>Security</b>	You have the comfort of knowing your benefit is guaranteed by the WA State Government. You can be certain of how much you'll have when you retire, as your benefit is determined by a defined formula. It isn't impacted by the performance of investment markets and will increase with salary increases and length of contributory service.
<b>No annual administration fees</b>	There are no separate fees charged to you for administration, insurance and other management expenses, although other fees may apply.
<b>Choice of contribution rate</b>	You can choose the amount you contribute by selecting the contribution rate that best suits you, from 3%, 4% or 5% of your gross remuneration. Some members can contribute more than 5% – see page 12 for more details.
<b>Special catch-up contribution rates</b>	If you've contributed 3% or 4% in the past, you can 'catch up' by contributing 6% or 7%, until your Average Contribution Rate reaches 5%.
<b>Flexibility</b>	You can change your contribution rate at any time, with the change taking effect from the beginning of the next contribution period.
<b>Convenience</b>	Your contributions are automatically deducted from your pay, based on the contribution rate you have chosen.

## Benefits and features of Gold State Super continued

<b>Additional contributions</b>	You can make voluntary contributions to your existing West State Super or GESB Super account. If you don't have one of these accounts, a GESB Super account (or West State Super account, if you are eligible) can be opened for you to receive any extra contributions. Please read our <i>West State Super product information booklet</i> or <i>GESB Super product information booklet</i> , available at <a href="https://gesb.wa.gov.au/brochures">gesb.wa.gov.au/brochures</a> , before making a decision. If you're making your compulsory contributions to Gold State Super from your after-tax pay, then you may be eligible for an Australian Government Super Co-contribution. This will be credited to your West State Super or GESB Super account. See page 16.
<b>Automatic Death and Permanent Disability Insurance</b>	Death and disability insurance is an integral part of Gold State Super and is provided at no extra cost to contributing members under 60 employed in the WA public sector. Cover applies 24 hours a day, seven days a week, no matter where you are.
<b>Tax concessions for untaxed benefits</b>	<p>The government imposes limits on the amount of contributions that you and your employer can make to super and those which will receive concessional tax treatment. In an untaxed scheme, like Gold State Super, you can accumulate up to \$1.865 million in concessional tax benefits. This untaxed plan cap amount is a per super fund limit. If you also have a West State Super account, you may be able to access up to \$1.865 million<sup>1</sup> in concessional tax benefits too.</p> <p>In addition to this limit, there is an individual annual concessional contributions cap of \$30,000 for the 2025/26 financial year. Your concessional tax contributions to Gold State Super or West State Super count towards this annual cap. This annual cap does not limit the amount of concessional contributions that can be made to Gold State Super or West State Super annually. However, it does limit your ability to make concessional contributions to other taxed super funds during the financial year.</p>
<b>Pre-1 July 1983 service</b>	<p>For most super funds, the pre-1 July 1983 amount was calculated at 30 June 2007 and was included as part of the tax-free component (referred to as crystallisation).</p> <p>For untaxed funds like Gold State Super and West State Super, the crystallisation of the pre-1 July 1983 amount of the untaxed element in the fund is only calculated when a lump sum is withdrawn or rolled over to a taxed fund.</p> <p>If you have pre-1 July 1983 service, you may be able to maximise your tax-free component. See page 32.</p>

 Refer to the glossary for further information.

## Risks

The GESB Board is responsible for managing the financial position of Gold State Super. Members' accrued benefits are provided for and fully governed by the *State Superannuation Act 2000 (WA)* and *State Superannuation Regulations 2001 (WA)*. Gold State Super is an exempt public sector superannuation scheme, and is not regulated by APRA or ASIC, but is governed by Western Australian legislation. All superannuation liabilities are met/underwritten by the Western Australian Government (meaning that the Western Australian Government carries the investment risk rather than you). However, there is the risk that your nominated contribution rate or period of service is not high or long enough to produce a final benefit adequate for your retirement needs. This may affect your standard of living in retirement.

## Responsible investing

**GESB adopts a portfolio-wide approach to responsible investing across all its schemes, as set out in the next column and following page. However, Gold State Super is a defined benefit scheme so this will not impact your benefit or any other unique features associated with your Gold State account.**

Responsible investing plays an important role in how we manage investments over the long term.

For GESB, responsible investing means making sure environmental, social and governance (ESG) risks and opportunities are taken into account when investing on behalf of our members. That is, when investing on behalf of our members, we are focused on ensuring material investment risks, including ESG risks and opportunities, are taken into account, as described in this section. ESG risks and opportunities are any factors related to the environment, society or company management that have the potential to impact the long-term sustainability of future investment returns.

Failing to consider ESG factors can lead to mispricing investment risk and poor investment decisions. That's why managing ESG risks and opportunities as described in this section is an important part of our investment strategy and reflects our Board's duty to consider the risks associated with different kinds of investments.

GESB takes into account labour standards when selecting and managing investments on behalf of members to the extent that they financially affect the investment. This is assessed on a case-by-case basis by appointed investment managers and there is no predetermined view as to how this applies to all investments.

<sup>1</sup> This is the untaxed plan cap for the 2025/26 financial year. The cap is indexed annually in line with Average Weekly Ordinary Time Earnings, and rounded down to the nearest multiple of \$5,000.

Our whole-of-portfolio approach to responsible investing means we look at ESG factors throughout the following stages of the investment process:

- Investment strategy – through understanding the impact ESG factors, such as climate change, could have on long-term investment returns and risk. We undertake scenario analysis across all our investment options to understand the potential impact that climate change may have on investment performance
- Portfolio construction – through understanding exposures to various ESG risks and opportunities within the asset classes we invest in. While ESG considerations form part of our asset class reviews, regular monitoring of ESG risks and opportunities is limited to listed markets such as Australian and International Shares
- Investment manager selection and monitoring – through understanding how external investment managers integrate ESG factors into their investment decisions and monitoring whether they act in a manner consistent with their stated approach
- Company engagement – through requesting that external investment managers engage with investee companies and appropriately undertake proxy voting on our behalf
- Engagement with asset consultant(s) – through requiring that appointed asset consultant(s) include ESG considerations when carrying out investment manager due diligence and providing advice

For important information about how we consider and approach ESG factors in our investment process, read our *ESG and Responsible Investment Policy* at [gesb.wa.gov.au/esg](https://gesb.wa.gov.au/esg).

### Climate change

We recognise that climate change and the transition to a low carbon economy are important ESG factors. We are committed to transitioning the portfolio towards net zero emissions by 2050, which is consistent with the goals of the Paris Agreement and in line with the Western Australian Climate Change Policy. To support this position, we have adopted a climate change transition plan. This plan details the intended pathway and metrics to measure our progress towards the targets set, including our interim reduction targets over the medium term for certain asset classes.

To learn more about how we're planning to meet our climate change goals, including our 2030 interim target and actions taken so far, visit [gesb.wa.gov.au/climate-change](https://gesb.wa.gov.au/climate-change).

### Portfolio-wide exclusions

As part of our responsible investing approach, we have implemented certain exclusions across the portfolio. We consider portfolio-wide exclusions only when it is determined to be in the best financial interests of members.

As at the date of this document, we aim to exclude:

- Tobacco – companies that manufacture cigarettes and other tobacco products
- Controversial weapons – companies that have any ties to the manufacture of controversial weapons (cluster munitions, landmines, depleted uranium weapons, biological or chemical weapons, blinding lasers, non-detectable fragments and incendiary weapons)

- Nuclear weapons – companies that manufacture nuclear weapons (or components of), including nuclear warheads, intercontinental ballistic missiles and ballistic missile submarines

In addition, we do not invest in sanctioned countries identified in the Department of Foreign Affairs and Trade (DFAT) Autonomous Sanctions Framework. This exclusion does not apply to any investments that are currently held but are unable to be sold.

**Important note: these exclusions only apply where we have a dedicated mandate with an investment manager in place (approximately 86% of our funds under management as at the date of this document). They do not apply where we have invested via a pooled fund investment or derivatives, as it is not practical for us to implement.**

Portfolio-wide exclusions are implemented based on research data and classifications determined by external data provider(s). Please refer to the *ESG and Responsible Investment Policy* on our website at [gesb.wa.gov.au/esg](https://gesb.wa.gov.au/esg) for more details.

## Keeping you informed

### Your Member Services Centre

Our WA-based Member Services Centre is dedicated to providing the highest level of service at all times. Our friendly and knowledgeable team is available to answer any queries you have about your account. You can call your Member Services Centre on 13 43 72 between 7.30am and 5.30pm, (AWST) Monday to Friday.

### Your statement and other important information

As a member, you receive an annual member statement with details of your Gold State Super account, including your balance and transactions, for the 12-month period ending 30 June.

Along with your statement, we provide an Annual Fund Update as at 30 June, with important information about how your fund performed during the past year.

We will contact you to let you know about any other important changes that may affect your Gold State Super account as soon as practicable.

### We're paperless first

If we have your email address, you'll receive important information about your account electronically, unless you have opted not to. This includes your member statement, Annual Fund Update, and notification of any material changes or events which may affect your account.

This means we will let you know by email when important information is available on our website at [gesb.wa.gov.au](https://gesb.wa.gov.au) or through Member Online, and how you can access it. You won't receive this information in the mail unless you choose to, by updating your communication preferences.

You can change your communication preferences by logging into Member Online at [mol.gesb.wa.gov.au](https://mol.gesb.wa.gov.au) or contacting your Member Services Centre on 13 43 72.

## 2. Your Final Benefit

Your Final Benefit is calculated using:

- Your completed months of equivalent full-time contributory service
- Your Average Contribution Rate, and
- Your Final Remuneration

It may also include a Transferred Service Benefit from the WA Public Sector Pension Scheme, or a Non-Contributory Service Benefit if you transferred from the Non-Contributory Scheme to Gold State Super before 28 September 1993.

To calculate your estimated Final Benefit, we follow three steps:

### Step 1 We determine your Selection Date

The Selection Date is used in the calculation of your Final Remuneration (see step 2). It is either the 1st or 16th of the month, two months before the month of your birthday (i.e. if your birthday falls between 1–15 May, we use the 1st March as your Selection Date for the previous two years; if your birthday falls in the second half of May, we use the 16th March).

### Step 2 We calculate your Final Remuneration

Your Final Remuneration is your average salary based on three key dates during your last two years of employment as a Gold State Super member.

To calculate your Final Remuneration, we use your average remuneration based on three dates:

- The date you stop working
- Your Selection Dates for the previous two years

The fortnightly remuneration on the above dates is multiplied by the number of days between each date and then divided by 14 (the number of days in a fortnight).

See example below.

We've used the following detail in the example below to illustrate the calculation of Final Remuneration:

- Retirement Date: 25 September 2023
- Selection Date: 1 April
- The fortnightly remuneration at Retirement Date: \$4,231.12
- The fortnightly remuneration at Selection Date #1: \$4,231
- The fortnightly remuneration at Selection Date #2: \$3,846
- The number of days from 1 April 2023 to 25 September 2023: 178 days
- The number of days from 1 April 2022 to 31 March 2023: 365 days
- The number of days from 26 September 2021 to 31 March 2022: 187 days

Retirement Date:	25 September 2023	$\$4,231.12 \times 178 \div 14$	=	\$53,795.67
Selection Date #1:	1 April 2023	$\$4,231 \times 365 \div 14$	=	\$110,308.21
Selection Date #2:	1 April 2022	$\$3,846 \times 187 \div 14$	=	\$51,371.57
<b>Total</b>			<b>=</b>	<b>\$215,475.45</b>

The Total Remuneration is then divided by two, to determine the Final Remuneration

<b>Final Remuneration</b>	<b>=</b>	<b>\$107,737.73</b>
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### Important note

- If you withdraw from Gold State Super but continue working in the WA public sector, the value of your benefit on withdrawal is calculated as above, and the Retirement Date will be the date on which we receive the withdrawal form
- As a general rule, only permanent, ongoing components of your remuneration count towards Final Remuneration for Gold State Super purposes. See section 3 on page 11 for more information on Gold State Super remuneration
- If you're employed part time when you retire or withdraw, your Final Remuneration is based on your equivalent full-time remuneration. See page 7 for more information

### Step 3 We calculate your Final Benefit

To calculate your Gold State Super Final Benefit, we use your Service Multiple and your Final Remuneration:

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

We then multiply your Service Multiple by your Final Remuneration:

$$\text{Service Multiple} \times \text{Final Remuneration} = \text{Final Benefit}$$

Call us if you would like us to calculate a current benefit estimate for you, and before you make any decisions about your super benefit. We want you to get the best results possible.

The following examples provide more detail on the Final Benefit calculation. Please note these examples are for illustrative purposes only.

 Refer to the glossary for a more detailed explanation of key terms above.

## Example 1

Joe joined Gold State Super at age 30, worked full time for 30 years and retired at 60.

### Assumptions about Joe:

- Completed Months of Service: 360 months
- Average Contribution Rate: 5%
- Final Remuneration: \$100,000

### Using our Gold State Super benefit formula (refer to Step 3)

$$\frac{360}{12} \times 20\% \times \frac{5}{5} \times \$100,000 = \text{Final Benefit of } \$600,000 \text{ (before tax)}$$

Using the same assumptions as the example above, see the difference in Joe's Final Benefit, based on Average Contribution Rates of 3%, 4% or 5%.

Average Contribution Rate	Benefit accrual	Period	Final Benefit
3%	12% per year	30 years	3.6 x \$100,000 = \$360,000
4%	16% per year	30 years	4.8 x \$100,000 = \$480,000
5%	20% per year	30 years	6.0 x \$100,000 = \$600,000

These calculations are estimates only and do not take into consideration taxation or other factors that may affect your Final Benefit. Call your Member Services Centre for a benefit estimate.

We recommend that you seek advice specific to your circumstances from a qualified adviser before making any changes to your super.

## Working part time

When you work part time, your benefit will accrue at a slower rate, according to the hours you actually work. For example, a full-time worker normally accrues one month of service every 30.4 days. Part-time employment at 75% of the full-time equivalent lengthens the accrual of one month of service to 40.5 days.

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 \$100,000 and you start working 50% of the normal full-time hours and are paid \$50,000 per year, the contributions you pay will be based on \$50,000 – that is, the contributions you need to pay are reduced.

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

The examples on page 8 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: 60 years
- Average Contribution Rate: 5%
- Final Remuneration: \$100,000 (full-time equivalent)
- Completed Months of Service: 120 months

## Example 2

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

### Gold State Super benefit formula:

$$\frac{180^1}{12} \times 20\% \times \frac{5}{5} \times \$100,000 = \text{Final Benefit of } \$300,000 \text{ (before tax)}$$

## Example 3

Tom decides to work part time (i.e. 50% full-time equivalent) for the next five years.

### Gold State Super benefit formula:

$$\frac{150^2}{12} \times 20\% \times \frac{5}{5} \times \$100,000 = \text{Final Benefit of } \$250,000 \text{ (before tax)}$$

When Tom worked part time, he actually paid less in member contributions to Gold State Super. Therefore, although his super is \$50,000 less than if he had worked full time, Tom would have saved \$12,500 in contributions (5% of \$50,000 multiplied by 5) and would have worked 50% less time for the last five years.

## Other things you should know about working part time

If choosing to work part time, please be aware that:

- Your employer should notify us if you decide to start working part time
- Once we're 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'll 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 compared to previous periods when you were working full time

## Casual employment

Please note that if you choose to work on a casual basis, you may become ineligible to remain a Gold State Super member.

To retain eligibility for membership, you must earn at least \$250 each month while in casual employment.

For more information, call your Member Services Centre on 13 43 72.

## Making extra super contributions

You can make voluntary contributions to your existing West State Super or GESB Super account. If you don't currently have one of these accounts, a GESB Super account will be automatically opened for you to receive any extra contributions.

Please note, your annual concessional contributions cap will be reduced by your notional employer contributions to Gold State Super. This will limit the amount of concessional contributions that you can make to GESB Super for the financial year.

If you're not sure whether you're making your maximum member contribution to Gold State Super, 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're paying at your maximum Average Contribution Rate, you will receive the maximum benefit.

## Taking unpaid leave

At some point in your working career, you may need to take unpaid leave. The length of time you take and the reason why you take it will determine what effect unpaid leave will have on your Gold State Super benefit.

1 Full time for five years equates to 60 Completed Months of Service. Tom's original 120 months of contributory membership + 60 months = 180 months.

2 Part time (50% equivalent) for five years equates to 30 Completed Months of Service. Tom's original 120 months of contributory membership + 30 months = 150 months.

## Types of unpaid leave for super purposes

### 1. Recognised Unpaid Leave is:

- When you are on parental leave
- When you are on sick leave
- Any period of unpaid leave where normal employee entitlements, such as annual leave, sick leave or long service leave continues to accrue
- Any other period of unpaid leave that your employer formally agrees to be treated as Recognised Unpaid Leave for super purposes. If your unpaid leave is approved on this basis, your employer must notify us in writing

All periods of Recognised Unpaid Leave are considered 'good service' for super purposes. During 'good service' your Gold State Super benefit will continue to accrue as normal.

### 2. Unrecognised Unpaid Leave is:

- Any period of unpaid leave that does not qualify as Recognised Unpaid Leave

Unrecognised Unpaid Leave will impact your super entitlements. An example of Unrecognised Unpaid Leave is unpaid leave that is taken for personal reasons, such as an extended overseas vacation.

## Effects of unpaid leave on your Gold State Super benefit

Any period of Recognised or Unrecognised Unpaid Leave that is less than three months in length does not affect your Gold State Super membership and your employer does not need to notify us. You still need to make contributions for periods of leave less than three months.

### Paid leave arrangements

When undertaking annual leave, long service leave or other periods of leave on full pay, your contributions continue and your benefit accrues at the normal rate.

You may also voluntarily enter into purchased leave, the deferred salary scheme, or sabbatical leave arrangements by agreement with your employer whereby you take additional paid leave for a commensurate reduction in salary.

When taking these types of leave, we have approved automatic salary maintenance for Gold State Super members. This means you need to contribute for the period of the leave at your normal pre-reduction salary rate and the pre-reduction salary will be used for the purpose of the Final Benefit calculation.

As such, there is no impact on your benefit if you take this leave prior to your retirement.

Type of unpaid leave	Membership and employer notification	Contributions	Insurance cover <sup>1</sup>
<b>Period of up to three months leave</b>			
<b>Recognised Unpaid Leave and Unrecognised Unpaid Leave</b>	Your Gold State Super membership is not affected. Your employer does not need to inform us.	You still need to make member contributions to your Gold State Super account.	Your insurance cover is not affected.
<b>Period of more than three months leave</b>			
<b>Recognised Unpaid Leave</b>	Your Gold State Super membership is not affected. Your employer must notify us in writing.	There are three options available regarding contributions while you're on unpaid leave. See options on page 10.	The insurance cover you receive will depend on the contribution option you choose. See options on page 10.
<b>Unrecognised Unpaid Leave</b>	Your Gold State Super membership entitlement will be affected. Your employer must notify us in writing.	You are not able to contribute to Gold State Super. The period will not be counted as service in the calculation of your Final Benefit.	Your insurance cover will automatically lapse but can be maintained if you choose to pay an insurance premium. You must contact us if you intend to retain your insurance.

 Refer to the glossary for additional explanation of key terms.

 For more information, please read our *Taking unpaid leave, Gold State Super fact sheet* at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

<sup>1</sup> Insurance cover is only available to members under age 60.

## Contributions while taking Recognised Unpaid Leave

There are three options available to you regarding contributions while you're on unpaid leave.

### Option 1 Defer contributions (default option)

You may choose to defer your contributions until you return to work. To avoid paying interest, you will need to repay the deferred contributions owing for your period of unpaid leave in the same amount of time you took as unpaid leave.<sup>1</sup>

For example, if you take six months' unpaid leave and choose to defer your contributions, you have a maximum of six months to repay the contributions owing following your return to work, to avoid paying interest.

In accordance with legislation, we may charge interest (at a rate determined by us) on any amounts outstanding at the end of the defined period. We don't currently charge interest, but this may change in the future.

If you select this option, your benefit calculation will continue to operate as if you are at work, meaning both your normal Gold State Super benefit and insurance cover for death and disability will continue to accrue at the current rate.

### Option 2 Continue contributions

When on Recognised Unpaid Leave, you can continue to make your regular Gold State Super contributions by either:

- Sending your normal contribution amount to us each fortnight
- Paying the contributions in advance to cover your period of unpaid leave

If you select this option, your account operates as if you are at work, meaning both your normal Gold State Super benefit and insurance cover for death and disability will continue to accrue at the current rate.

### Option 3 Reduced benefit option<sup>2</sup>

If you decide not to pay any Gold State Super contributions for your period of leave, your chosen contribution rate during this period will change to 0%. Your Gold State Super benefit will still accrue over your period of leave, so you'll see an overall reduction to your Average Contribution Rate.

Normal Gold State Super benefits, as well as your insurance cover for death and permanent disability, will be reduced in accordance with your Average Contribution Rate.

Following your return to work, you may increase your contribution rate up to 7% (for the period of time required) to bring your Average Contribution Rate back to 5%. You can apply to change your contribution rate at any time by writing to us. Once we receive your request, your change will take effect from the beginning of the next contribution period.

If you retire, pass away or become totally and permanently disabled before your Average Contribution Rate reaches its previous level, your benefit will be reduced.

You may wish to seek financial advice as to whether this option is suitable for you.

<sup>1</sup> Or any longer period allowed by the Board on the grounds of financial hardship.

<sup>2</sup> Not available to a member who is on approved leave while on active duty within the armed forces.

Refer to the glossary for additional explanation of key terms.

## Choosing your contribution option

Once we've been advised of your Recognised Unpaid Leave, we will write to you and ask you to select one of these options. You'll need to advise us of your choice within one month of receiving our letter.

If you do not advise us of your selection within the month, you will automatically be deemed to have chosen 'option 1 – defer contributions'.

## Benefit adjustment for contribution arrears

If your contributions to your Gold State Super account are in arrears when your Final Benefit is calculated, or if the benefit is being assessed for transition to retirement purposes, then the benefit will be reduced by the amount owing.

## Minimum benefit guarantee

When your final Gold State Super benefit is calculated, GESB will complete another calculation to ensure that the employer-funded share of your benefit exceeds the minimum amount required under the Commonwealth's Superannuation Guarantee (SG) legislation.

This calculation is known as the Minimum Requisite Benefit (MRB), which is made up of your personal contributions to your Gold State Super account and your required employer SG contributions and earnings.

If the MRB exceeds your Gold State Super benefit, then an additional amount will be paid equivalent to the shortfall. This amount will be paid as an additional benefit to your current West State Super account (if you have one), or alternatively to a GESB Super account or external fund of your choice.

A shortfall will usually only occur if your Average Contribution Rate to your Gold State Super account has been less than 4%.

## Example 4

Mary joined Gold State Super at age 25, worked full time for 35 years and retired at age 60.

Assumptions:

- Completed months of service: 420
- Average Contribution Rate: 3%
- Final Remuneration: \$90,000

Using our Gold State Super benefit formula

Gold State Super benefit =  
 $420/12 \times 20\% \times 3/5 \times \$90,000 = \$378,000$

The MRB, comprising SG employer benefit plus member contributions and interest, is assessed as \$395,000.

Therefore, an additional lump-sum benefit of \$17,000 (\$395,000 – \$378,000) is payable in addition to Mary's Gold State Super benefit.

# 3. Your remuneration and compulsory member contributions to Gold State Super

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## What's included as Gold State Super remuneration?

As a general principle, any payment or type of income you receive are included as part of your Gold State Super remuneration if they are permanent, ongoing payments. Generally, this includes your base salary, salary packaged amounts, commuted overtime payments and most ongoing allowances related to you performing your job.

Note: allowances are always averaged annually. Where Gold State Super remuneration changes five or more times annually, the remuneration is also averaged.

## What's excluded from Gold State Super remuneration?

Any irregular payments or allowances, or allowances to reimburse you for personal expenses related to your job, are excluded from your Gold State Super remuneration.

Examples include:

- Bonuses, payments for overtime, and allowances for rent, travelling or equipment
- Any additional salary paid while on secondment
- Any prescribed temporary allowances – referred to as 'special allowances'

Special allowances include:

- A Higher Duties Allowance
- A temporary special allowance
- An increase in remuneration as a result of being appointed temporarily to a higher paid position
- Any other temporary allowance paid to you for carrying out duties different from, or in addition to, those normally carried out by a person doing your job

## Inclusion of special allowances and secondment remuneration when calculating your final Gold State Super benefit

Your Final Benefit is calculated by averaging your remuneration over three dates prior to the cessation of your contributory membership. The dates include your membership cessation date and your two previous Selection Dates. The Selection Dates are either the 1st or 16th of the month<sup>1</sup>, two months before your last two birthdays prior to your membership cessation.

If you've been continuously receiving a special allowance, or you have been on secondment for at least 12 months including your Selection Dates, these payments may be included as part of remuneration on these dates.

## What can I do if my special allowance or secondment arrangement is going to cease?

If you have a special allowance or secondment arrangement that's about to cease, and you're close to retiring, you could optimise your Final Benefit by withdrawing from Gold State Super just prior to ceasing the arrangement. This would allow you to qualify for the higher temporary allowance to be included as part of your Final Remuneration and could significantly improve the amount of your final Gold State Super benefit. Your decision will depend on your personal circumstances. Please call your Member Services Centre on 13 43 72 for more information, or seek advice specific to your personal circumstances from a suitably qualified adviser.

## Salary maintenance

Salary maintenance allows you to preserve the value of your accrued benefit when a change in employment conditions results in a decrease in your Gold State Super remuneration.

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

 For more information, please refer to our *Remuneration and salary maintenance, Gold State Super fact sheet* available at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

## Types of salary maintenance

There are two types of salary maintenance: full or partial. The type that applies to you depends on your age at the time of the salary reduction and the circumstances leading to the reduction in your Gold State Super remuneration.

### 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.

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 are aged 50 years or over and you choose to reduce your salary voluntarily

<sup>1</sup> For example, if your birthday falls between 1–15 May, the 1st of March will be the Selection Date for the last two years. However, if your birthday falls between 16–31 May, the 16th of March will be the Selection Date for the last two years.

## 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. Partial salary maintenance may apply if you're under 50 years of age and you choose to reduce your salary voluntarily.

Examples of voluntary salary reduction 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

## Increased salary for less than 12 months

Salary maintenance will not apply if you have been in receipt of the higher salary for less than 12 months.

## Misconduct or inefficiency

Salary maintenance will not apply if your salary is reduced due to your own misconduct or inefficiency.

## Reduction of hours

Salary maintenance will not apply if you choose to reduce the number of hours you work.

## Applying for salary maintenance

If you wish to apply for salary maintenance, please put your request in an email or a letter, quoting your member number and the contact details of your employer at the time of the reduction. We'll advise you on the outcome of your application.

You can either:

- Email your application to  
memberservices@gesb.com.au
- Post your letter to the address below:  
GESB  
PO Box J 755  
Perth WA 6842

## Compulsory member contributions to Gold State Super

For Gold State Super members, member contributions will be deducted from your after-tax salary by your employer, unless you've agreed with your employer that they are to be paid under a salary sacrifice arrangement from your before-tax salary (see page 13).

You can select a contribution rate of 3%, 4%, 5%, 6% or 7% of your salary, either before or after tax. However, over your total membership period, your Average Contribution Rate cannot exceed 5%. Subject to certain exceptions, if you have selected a contribution rate of 6% or 7% and your Average Contribution Rate becomes 5%, your contribution rate will be reduced to 5% with effect from the next contribution period.

There are some circumstances where it's possible to increase your contribution rate above 5%:

- If you're a Police Officer, a Magistrate or an Industrial Commissioner (as defined in the *State Superannuation Regulations 2001 (WA)* – see 'Special arrangements'), or
- Where your Average Contribution Rate has been reduced by a period of contributing at 3% or 4%, or
- Where you've taken periods of Recognised Unpaid Leave and you chose not to pay any contributions

<sup>1</sup> Note that additional contributions can be made to age 60 in some circumstances.

In these last two circumstances, it's possible to increase the contribution rate up to 6% or 7%, but only for the period needed to bring your Average Contribution Rate back up to 5%. See the *Taking unpaid leave section* which starts on page 8 for more details.

## Changing your contribution rate

You can apply to change your contribution rate at any time by writing to us. Once we receive your request, any changes will take effect from the beginning of the next contribution period.

If you have any financial concerns about your current contribution rate, please contact your Member Services Centre on 13 43 72.

If you achieve an Average Contribution Rate of 5%, you'll receive the maximum employer contribution and subsequent benefit. We recommend you consider seeking financial advice tailored to your personal circumstances to find out which contribution rate is right for you.

For every year you contribute:	3%	4%	5%
You accrue the following percentage of your Final Remuneration for each year of equivalent full-time contributory membership	12%	16%	20%

## Special arrangements

Police Officers, Magistrates and Industrial Commissioners can apply to contribute an additional amount from the age of 45, if their Average Contribution Rate is 5% from the age of 45.

Police Officers, Magistrates and Industrial Commissioners whose Average Contribution Rate is less than 5% at the time of applying to make additional contributions must also increase their underlying contribution rate to 7% (if this is not already the case) to be able to contribute the additional amount. This increase only needs to apply for the period needed to bring their Average Contribution Rate back up to 5%.

The benefits afforded to Police Officers, Magistrates and Industrial Commissioners are outlined below. These are in addition to the benefits they would accrue as ordinary contributors of 20% of Final Remuneration per year of membership.

The employer contribution will increase in line with the member contribution.

### Police Officers

Between the ages of 45 and 55, Police Officers may apply to increase their contributions by up to an additional 2.5% of their salary.

The component of the benefit calculated with respect to the additional contribution of up to 2.5% of salary would result in an additional benefit of up to 10% of Final Remuneration per year.<sup>1</sup>

For example, if additional contributions in this arrangement are made at the maximum rate of 2.5% for 10 years, the member will accrue an entitlement equivalent to five years' normal membership.

## Magistrates and Industrial Commissioners

From age 45 (or later appointment), Magistrates and Industrial Commissioners may apply to increase their contributions by an additional 5% of salary for a maximum period of 10 years.

If this election is made, the component of the benefit calculated with respect to the additional contribution of up to 5% of salary would provide an additional benefit of 20% of Final Remuneration per year of additional contributions.

For example, if additional contributions in this arrangement are made at the maximum rate of 5% for 10 years, the member will accrue an additional entitlement equivalent to 10 years' normal membership.

## Contributions and tax

You can make contributions to Gold State Super from before-tax or after-tax salary. Unless you have agreed a salary sacrifice arrangement with your employer for your member contributions to be paid from your before-tax salary, your member contributions will be deducted from your after-tax salary.

### Before-tax member contributions

Before-tax member contributions are also known as salary sacrifice contributions. When you salary sacrifice into super, you forgo part of your future before-tax salary to your Gold State Super account instead of having it paid to you as salary. This reduces your taxable income, and you pay less personal income tax.

Salary sacrifice contributions are made by agreement with your employer from your gross salary before tax is deducted. They are paid by your employer to Gold State Super and are part of the 'taxable component – untaxed element' of your benefit. This component is taxed when you access your benefit. See the table on page 30 for more information.

Gold State Super is a constitutionally-protected fund and an untaxed fund. It does not pay income tax on any contributions or investment earnings it receives. Instead, you are taxed at the time you withdraw your benefit. An untaxed plan cap of \$1.865 million<sup>1</sup> will apply to benefits paid from Gold State Super. This allows you to accumulate up to \$1.865 million in concessional contributions. This untaxed plan cap amount is a per-super fund limit.

If your current accrued Gold State Super benefit includes an untaxed component that already exceeds the untaxed plan cap, we strongly recommend that you seek personal financial advice on your options.


To find out the value of the untaxed component of your current accrued Gold State Super benefit, contact your Member Services Centre on 13 43 72 and request a benefit estimate.


The annual concessional contributions cap (which is \$30,000 for the 2025/26 financial year) limits the amount of concessional (before-tax) contributions, such as salary sacrifice contributions, that you or your employer can make to super each financial year.

Your notional employer contributions to Gold State Super will also count towards your annual concessional contributions cap. If you have more than one fund, all concessional contributions made to all of your funds (including constitutionally-protected funds, like West State Super and Gold State Super), count towards this cap. Please note, this annual cap does not limit the amount of concessional contributions that you can make to West State Super and Gold State Super. However, as these contributions count towards your annual cap, they do limit your ability to make further concessional contributions to other non-constitutionally protected super funds.

 For more information, see our *Tax and super brochure*, our *Salary sacrifice, Gold State Super fact sheet* and *Calculation of notional employer contributions fact sheet*, available at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

Before deciding whether salary sacrifice contributions are right for you, we recommend that you talk to your employer. Any salary sacrifice agreement is between you and your employer and not with us. We also recommend that you seek financial advice before entering into any salary sacrificing arrangements. See page 14 for information on Division 293 tax for high income earners.

 Refer to the glossary for a definition of taxable components.

 For examples of salary sacrifice calculations, see our *Salary sacrifice, Gold State Super fact sheet* at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

### After-tax member contributions

When you make after-tax member contributions to Gold State Super, they are paid by your employer to Gold State Super after income tax has been deducted. You won't pay any more tax on these amounts when you access your benefit. These are known as non-concessional (after-tax) contributions.

There are limits on the amount of non-concessional contributions that can be made to super. Your after-tax member contributions made to Gold State Super are counted towards your non-concessional contributions cap (together with any other non-concessional contributions made by or for you to another GESB scheme or other super fund). You must have a total super balance of less than the general transfer balance cap of \$2 million<sup>2</sup> (for the 2025/26 financial year) on 30 June of the previous financial year to be eligible to make a non-concessional contribution without exceeding the cap. If you exceed your non-concessional contributions cap, you may have to pay more tax.

 For more information, see our *Tax and super brochure* available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures).

<sup>1</sup> For the 2025/26 financial year, indexed annually in line with Average Weekly Ordinary Time Earnings, and rounded down to the nearest multiple of \$5,000.

<sup>2</sup> The general transfer balance cap is \$2 million for the 2025/26 financial year. The cap is indexed periodically in line with the consumer price index (CPI), rounded down to the nearest \$100,000.

## Non-concessional contributions cap **Special arrangement**

\$120,000 p.a.<sup>1</sup>

If you're aged under 75 at any time in the financial year, you may be able to bring forward one or two years of contributions depending on your total super balance on 30 June of the previous financial year. If your total super balance is less than \$1.76 million, you can bring forward two years of contributions, that is \$120,000 plus \$240,000, giving you a cap of \$360,000 over three years<sup>2</sup> (where a bring forward has been triggered, the future years' entitlements are not indexed).

It's important to note that your remaining cap amount in years two or three will be reduced to nil if your total super balance on 30 June before the start of second or third year exceeds the general transfer balance cap (\$2 million for the 2025/26 financial year).

The general transfer balance cap is tested each 30 June during the bring-forward period, rather than only on 30 June prior to the year in which the bring forward is triggered.


If you make non-concessional contributions to super over your non-concessional contributions cap, then you may have to pay additional tax.

Your eligibility for the bring-forward rule will depend on your total super balance.

From age 67, the type of contributions you can make to your account will depend on your circumstances.

To find out more, visit [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures) and read our *Contributing to your super brochure*.

Making after-tax member contributions may mean you are eligible to receive an Australian Government Super Co-contribution.

 For more information, see the *Australian Government Super Co-contribution* section on page 16.

## Division 293 tax for high-income earners

The concessional tax treatment of certain super contributions is reduced for high-income earners from 2012/2013 and later income years. If an individual's adjusted taxable income plus low-tax contributions<sup>3</sup> exceed the high-income threshold of \$250,000<sup>4</sup> an additional 15% tax is paid on the taxable contributions (which are the lesser of the low-tax contributions, or the amount above the \$250,000 threshold). For the avoidance of doubt, the individual is liable for the tax. There are special rules for defined benefit interests like Gold State Super, State higher level office holders who are members of constitutionally-protected funds, certain Commonwealth justices and temporary residents who depart Australia.

### Important note

For defined benefit super funds like Gold State Super, there are special rules for how the low-tax contributions are calculated. As employer contributions to defined benefit funds are notional, this amount must be determined before the Division 293 liability can be assessed. For more information on how Division 293 tax applies to constitutionally-protected funds and defined benefit interests, visit the Australian Taxation Office's (ATO) website at [ato.gov.au](https://ato.gov.au).

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, refer to our *Tax and super brochure* at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures), or visit the ATO's website at [ato.gov.au](https://ato.gov.au).

1 For 2025/26. This cap is equal to four times the general concessional contributions cap (which is currently \$30,000).

2 Where the bring-forward rule has been triggered, the future years' entitlements are not indexed and the contributions must be made before you turn 75 or within the 28 days following the end of the month in which you turn 75 years old.

3 Low-tax contributions generally refer to those contributions that are concessionally taxed in super. Please visit the ATO website at [ato.gov.au](https://ato.gov.au) to understand what is included and excluded.

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



## 4. Maximising super

For some people, their final Gold State Super benefit may not be sufficient to support their desired retirement lifestyle. There are many ways in which you can maximise your super to have the lifestyle you want in retirement.

### Additional voluntary contributions

You can make extra contributions into a GESB Super or West State Super account, or to a regulated super fund. If you don't already have one of those accounts, we can open a GESB Super account for you, or a West State Super account if you're eligible.

**i** Please read our *West State Super product information booklet* or *GESB Super Product Information Booklet*, available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures), before making a decision.

### Spouse contributions

You may wish to consider making personal contributions on behalf of your spouse to an account with us. A spouse is a person (of any gender) who you are legally married to or who lives with you on a genuine domestic basis (a de facto spouse). You and your spouse must not be living separately on a permanent basis at the time you contribute.

Making spouse contributions can allow you to grow your joint retirement savings and can provide a number of potential tax advantages. Your partner will also have access to the benefits of a GESB membership.

If your spouse doesn't already have a GESB Super or West State Super account, a GESB Super account can be opened for them.

Please note, you're not entitled to a tax offset in the financial year if:

- Your spouse receiving the contribution exceeds their non-concessional contributions cap for that financial year, or
- Your spouse's total super balance equals or exceeds the general transfer balance cap<sup>1</sup> immediately before the start of the financial year in which the contribution is made

To start making spouse contributions, you'll need to complete and submit a *Spouse contributions application form*, available at [gesb.wa.gov.au/forms](https://gesb.wa.gov.au/forms).

**i** For more information, please see our *GESB Super product information booklet* available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures). You should consider this booklet before deciding whether to open a GESB Super account.

### Downsizer contributions

The 'Contributing the proceeds of downsizing into superannuation' (downsizing) measure was introduced by the Australian Government to reduce pressure on housing affordability in Australia.

If you're aged 55 or over and meet eligibility requirements, you can contribute up to \$300,000 from the sale of your family home into your super account.

You may be eligible to contribute up to \$300,000 as an individual, or up to \$600,000 as a couple (if both parties in the couple had an ownership interest in the home).

GESB Super and West State Super can both receive these contributions.

Other rules apply to the downsizer measure. For more information, please visit the ATO's website at [ato.gov.au](https://ato.gov.au).

### Australian Government Super Co-contribution

The Australian Government Super Co-contribution is an initiative designed to increase the retirement savings of Australians, by matching 50 cents for every dollar of your personal after-tax contributions, up to a maximum of \$500.

If you are a low-income earner, you may be able to take advantage of the Super Co-contribution payment by making personal after-tax contributions to your super fund. The table below shows the matching rates and thresholds for the 2024/25 and 2025/26 financial years.

Year of scheme	Maximum co-contribution	Member contribution	Matching rate	Lower income threshold <sup>2</sup>	Higher income threshold <sup>3</sup>
2024/25	\$500	\$1,000	50%	\$45,400	\$60,400
2025/26	\$500	\$1,000	50%	\$47,488	\$62,488

If you're making after-tax contributions to Gold State Super, then you may be eligible for a Super Co-contribution. This will be credited to your West State Super or GESB Super account.

**i** For more information, read our *Australian Government Super Co-contribution fact sheet* available at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

Note: salary sacrifice contributions do not qualify for a Super Co-contribution payment, because they are treated as employer contributions for tax purposes.

<sup>1</sup> The general transfer balance cap is \$2 million for the 2025/26 financial year. The cap is indexed periodically in line with the consumer price index (CPI), rounded down to the nearest \$100,000.

<sup>2</sup> The lower income threshold is indexed annually.

<sup>3</sup> The higher income threshold is set at \$15,000 above the lower income threshold.

## Consolidating your other super

Since Gold State Super is a defined benefit scheme, you cannot transfer other super money into the scheme.

However, you can transfer, or roll in, super money to a West State Super or GESB Super account. If you don't have either account, we will automatically open a GESB Super account for you once we receive the transfer from the other super fund.

Important note: before rolling in from another super fund, you should consider any impact that rolling in may have on your rights and entitlements (including any insured benefits) in that fund, and any fees and costs (such as buy-sell spreads) that may apply. You should also consider the implication for any tax deduction you wish to claim in respect of your other fund, and where your future employer contributions (if any) will be paid. We recommend you consider seeking financial advice specific to your circumstances before making a decision.

Gold State Super members who are currently employed within the WA public sector may be eligible to open a West State Super account, provided you have pre-1 July 1983 service. However, once you stop working for the WA public sector you are no longer eligible to open a West State Super account.

 For more information, please call your Member Services Centre or visit [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures) for the relevant product information booklet.

## Withdrawing as a contributing member

You may voluntarily withdraw as a contributing member of Gold State Super at any time. If you do, you will not be eligible to re-join as a member. If you withdraw from Gold State Super but remain employed in the WA public sector, your Superannuation Guarantee (SG) employer contributions can be paid into your existing West State Super or GESB Super account.

See our *Withdrawing as a contributing member fact sheet* available at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets) for more information.

If you do not currently have one of these accounts, a GESB Super account can be opened for you. If you move to employment outside the WA public sector, as of 12 May 2025 you can have your SG contributions paid into your GESB Super account. Your SG contributions can also be made to another complying super fund. You should inform your employer and us if you intend to withdraw from Gold State Super.

You should also read our *West State Super product information booklet* or *GESB Super product information booklet*, available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures), before making a decision.

Voluntarily withdrawing as a contributing member of Gold State Super does not mean you are entitled to payment of your Gold State Super benefit. If you voluntarily withdraw, you'll remain a deferred member and your benefit will be preserved until you are able to access your benefit.

For more information about accessing your benefit, read section 6 *Accessing your super*.

We strongly recommend that you seek personal financial advice before you make a decision. For more information, contact your Member Services Centre on 13 43 72.

## Is your super on track?

### Checklist



Consider contributing your maximum Average Contribution Rate to ensure you receive the maximum contribution from your employer.	
If you've contributed 3% or 4% at any time in the past, you could consider trying to 'catch up' by increasing your contribution to 6% or 7% until you get your Average Contribution Rate to 5%. This will maximise your Final Benefit.	
Consider making extra contributions to GESB Super or West State Super. Simply complete a <i>Super contributions form</i> available at <a href="https://gesb.wa.gov.au/forms">gesb.wa.gov.au/forms</a> or use the BPAY <sup>®1</sup> facility available through Member Online.	
Consider consolidating your other super accounts into your GESB Super or West State Super account to save on fees. Simply complete a <i>Super consolidation form</i> available at <a href="https://gesb.wa.gov.au/forms">gesb.wa.gov.au/forms</a> and we'll do the rest for you. There are important things to consider before you consolidate. See <i>Consolidating your other super</i> on page 17.	
Consider making spouse or partner contributions, and we'll open a GESB Super account for them. Fill out the <i>Spouse contributions form</i> available at <a href="https://gesb.wa.gov.au/forms">gesb.wa.gov.au/forms</a> .	
Consider accessing our help and advice options available through our <i>Help, form and tools section</i> at <a href="https://gesb.wa.gov.au/help">gesb.wa.gov.au/help</a> or register to attend a retirement planning seminar or webinar at <a href="https://gesb.wa.gov.au/seminars">gesb.wa.gov.au/seminars</a> .	
Register for Member Online, our secure online service where you can check and manage your super account at any time. Visit <a href="https://mol.gesb.wa.gov.au">mol.gesb.wa.gov.au</a> and follow the prompts.	

This checklist is meant to be a general guide only. Before making a decision about contributions or consolidation, we recommend you consider seeking financial advice specific to your personal circumstances.

# 5. Fees and other 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 the fund or your financial adviser.

### 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 calculator to help you check out different fee options.

The above wording is required by law. However, fees and costs are not charged for Gold State Super save as specifically set out below. Those fees and costs are not negotiable. For further information, call your Member Services Centre on 13 43 72.

This section shows fees and other costs you may be charged. Entry and exit fees will not be charged.

Taxes are set out in section 8 of this document.

You should read all the information about fees and costs because it is important to understand their impact on your investment.

## Fees and costs summary

### Gold State Super

Type of fee or cost	Amount	How and when it's paid
<b>Ongoing annual fees and costs</b>		
Administration fees and costs	Nil	Not applicable
Investment fees and costs	Nil	Not applicable
Transaction costs	Nil	Not applicable
<b>Member activity related fees and costs</b>		
Buy-sell spread	Nil	Not applicable
<b>Switching fees</b> The fee for changing your investment option	Nil	Not applicable
<b>Other fees and costs</b>	Other fees and costs such as activity fees or advice fees may apply. Please refer to the <i>Additional explanation of fees and costs section</i> below and on the next page	

## Additional explanation of fees and costs

### Tax

Taxes may apply. Please refer to the *Tax considerations section* on page 30 for more information.

### Advice fees – Retirement options service

This is a fee of \$350 which is to be paid before your Retirement Options Service appointment.

Payment options are:

- Authorise GESB to deduct the fee directly from your eligible super or retirement income account<sup>1</sup> by completing an *Authority to deduct form*; or
- Pay the fee directly from your nominated cheque or savings account, or by debit or credit card

<sup>1</sup> GESB Super, West State Super, RI Allocated Pension and RI Term Allocated Pension are eligible accounts. The fee cannot be deducted from a Gold State Super account.

If you have a joint appointment with another GESB member (e.g. your partner), where both accounts will be discussed, you will be given a double appointment (120 minutes) and will each be charged an individual fee (the total fee amount can't be paid out of one member's account).

If you have an appointment and bring someone with you who is not a GESB member (e.g. your partner), only a single session will be arranged, and one fee charged (as this service is not available to non-members).

Our Retirement Options Service fee is a fixed advice fee and is charged on a pay-for-service basis.

### **We may make changes to the fees we charge**

We may change the fees that we charge as set out in this section.

We reserve the right to review and change the fees in this section without your consent to ensure the structure and level of fees is appropriate, including any additional costs resulting from government taxes or statutory charge. We will always inform you of any changes through our website at [gesb.wa.gov.au](http://gesb.wa.gov.au) or through your member statement. If the change is an increase in fees or charges, we will give you at least 30 days' notice where required by law.

## **Defined fees**

### **Activity fees**

A fee is an activity fee if:

- a) The fee relates to costs incurred by GESB in respect of Gold State Super that are directly related to an activity of GESB:
  - (i) That is engaged in at the request, or with the consent, of a member, or
  - (ii) That relates to a member and is required by law; and
- b) Those costs are not otherwise charged as administration fees and costs, transaction costs, investment fees and costs, a buy-sell spread, a switching fee, an advice fee or an insurance fee.

We do not currently charge member activity fees for Gold State Super but may do so in the future.

### **Administration fees and costs**

Administration fees and costs are fees and costs that relate to the administration or operation of Gold State Super and includes costs incurred by GESB in respect of Gold State Super that:

- a) Relate to the administration or operation of the GESB, and
- b) Are not otherwise charged as an investment fee, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

We do not charge Gold State Super members administration fees and costs. Administration fees and costs apply to GESB Super and West State Super.

### **Advice fees**

A fee is an advice fee if:

- a) The fee relates directly to costs incurred by GESB in respect of Gold State Super because of the provision of financial product advice to a member by:
  - (i) GESB, or
  - (ii) Another person acting as an employee of, or under an arrangement with, GESB; and
- b) Those costs are not otherwise charged as administration fees and costs, investment fees and costs, transaction costs, a switching fee, an activity fee or an insurance fee.

### **Buy-sell spread**

A buy-sell spread is a fee to recover transaction costs incurred by GESB in relation to the sale and purchase of assets of Gold State Super.

No buy-sell spread currently applies to your Gold State Super account.

### **Exit fees**

An exit fee is a fee, other than a buy-sell spread, that relates to the disposal of all or part of a member's interests in a superannuation entity.

No exit fees apply to your Gold State account.

### **Investment fees and costs**

Investment fees and costs are fees and costs that relate to the investment of the assets of Gold State Super and include:

- a) Fees in payment for the exercise of care and expertise in the investment of those assets (including performance fees), and
- b) Costs incurred by GESB that:
  - (i) Relate to the investment of assets of Gold State Super, and
  - (ii) Are not otherwise charged as an administration fee, a buy-sell spread, a switching fee, an activity fee, an advice fee or an insurance fee.

No investment fees apply to your Gold State Super account.

### **Switching fees**

A switching fee is a fee to recover the costs of switching all or part of a member's interest in Gold State Super from one investment option or product in the entity to another.

No switching fees apply to your Gold State Super account.

### **Transaction costs**

Transaction costs are costs associated with the sale and purchase of assets of Gold State Super other than costs that are recovered by GESB charging buy-sell spreads.

No Transaction costs apply to your Gold State Super account.

## 6. Accessing your super

The rules for accessing your Gold State Super benefit are different for contributing and deferred accounts. Read the circumstances for each account type below.

Additionally, for both account types your benefit may be paid out in the following circumstances:

- You pass away (in which case the benefit is paid to your death benefit nominee(s), in accordance with your binding death benefit nomination, or to your estate if no valid binding death benefit nomination is in place. Visit [gesb.wa.gov.au/bdn](https://gesb.wa.gov.au/bdn) for more information on binding death nominations)
- You become permanently disabled or suffer from a terminal medical condition
- You receive approval from us to release your super on financial hardship or compassionate grounds

For most members, you will be able to access your Gold State Super benefit when you turn 55 and are no longer working, or are working less than 10 hours per week, in the WA public sector.

### Contributing Gold State Super members

#### Members ceasing to be workers on or after age 55

If you cease working in the WA public sector on or after age 55, you can access your final benefit. It can be in the form of cash, a transfer to an allocated pension, or a rollover to another fund. However, you must access all of your benefit. Partial access is not available. If you opt to take less than the full amount as cash, you must transfer/rollover the balance.

#### Members aged at least 55 but less than 65 years of age, and still working

If you're at least 55 but less than 65 years of age and still working in the WA public sector, you can access all or part of your benefit to open a transition to retirement income stream. Your account will remain open, and you will continue to contribute to Gold State Super and grow your defined benefit. If you wish to stop contributing, you must complete a form to withdraw as a contributing member. Accessing your benefit will affect your final benefit (see below).

#### Members aged at least 65 years of age, and still working

If you're at least 65 years of age and still working in the WA public sector, you can access all or part of your benefit. It can be in the form of cash, a transfer to an allocated pension, or a rollover to another fund. Your account will remain open, and you will continue to contribute to Gold State Super and grow your defined benefit. If you wish to stop contributing, you must complete a form to withdraw as a contributing member. Accessing your benefit will affect your final benefit (see below).

#### Impact on final benefit

Accessing all or part of your benefit while you are still working will reduce your Benefit Multiple, which is used to establish the value of your final benefit. This reduction is called an Offset Multiple.

### Deferred Gold State Super members

#### Members who are at least age 55, and either no longer working in the WA public sector or working in the WA public sector less than 10 hours a week

If you're at least age 55 and either no longer working in the WA public sector or working in the WA public sector less than 10 hours a week, you can access your deferred benefit. It can be in the form of cash, a transfer to an allocated pension, or a rollover to another fund. However, you must access all of your benefit. Partial access is not available. If you opt to take less than the full amount as cash, you must transfer/rollover the balance.

#### Members aged at least 55 but less than 65 years of age, and still working in the WA public sector at least 10 hours a week

If you're at least 55 but less than 65 years of age and still working in the WA public sector at least 10 hours a week, you can access all or part of your deferred benefit to open a transition to retirement income stream. If you're accessing part of your benefit, the amount cannot be less than \$1,000 and you must leave a balance of \$1,000 in your account. Payment of all of your deferred benefit will close the account.

#### Members aged at least 65 years of age, and still working

If you're at least 65 years of age and still working in the WA public sector at least 10 hours a week, you can access all or part of your deferred benefit. It can be in the form of cash, a transfer to an allocated pension, or a rollover to another fund. If you're accessing part of your benefit, the amount cannot be less than \$1,000 and you must leave a balance of \$1,000 in your account. Payment of all of your deferred benefit will close the account.

### If you were previously a member of the WA Public Sector Pension Scheme

If you have a Gold State Super account and were previously a member of the WA Public Sector Pension Scheme, the contributions you made to the scheme (plus interest) can be paid to you on the completion of your WA public sector employment if you are under age 55. However, your Past Service Benefit (from the WA Public Sector Pension Scheme) and Contributory Service Benefit will remain preserved with us until you become entitled to your Gold State Super benefit.

There are tax implications if you choose to receive the Transferred Contributions and Interest component of your benefit as cash before you have reached your preservation age. Please note that the tax treatment of your benefit is impacted by your age, in particular your preservation age if you are under 60 (see section 8, 'Tax considerations').


Your employer will tell us when you have ceased work and will send us information regarding your salary and last working date, along with any outstanding contributions. Once we have received this information, we will calculate your Final Benefit and send you a benefit statement. This statement details the components that make up your super benefit.

## Retirement options

### RI Allocated Pension

An RI Allocated Pension can turn your super into tax-effective regular income, paid monthly, quarterly or annually. It offers you the convenience of a regular income and allows you to invest your super in the investment option of your choice.

Our RI Allocated Pension allows you to adjust the level of income you receive each financial year (subject to it being at least at or above the minimum Australian Government limit), making it adaptable to your changing financial circumstances. You also have access to extra funds if you need it, because you can make lump-sum withdrawals of \$1,000 or more from your account at any time.<sup>1</sup> Our RI Allocated Pension provides a tax-effective income for as long as there is money in your account.

 For more information, read our *Retirement Income Pension product information booklet* available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures).

### Transferring from an untaxed fund

When you transfer your investments into a retirement income stream, such as our Retirement Income Pension, from an untaxed fund like West State Super or Gold State Super, the tax applied on the transfer is the same as would be applied if you transferred to any other taxed super fund.

The receiving fund will deduct tax from your 'taxable component - untaxed element' at 15%. There is an untaxed plan cap amount of \$1.865 million per super fund for the 2025/26 financial year (indexed annually). If your 'taxable component - untaxed element' exceeds this cap, we will deduct 47% tax on the excess before transferring the money to the taxed fund. The excess amount after tax is included in the tax-free component of the benefit transferred.

For details of your tax components, please call your Member Services Centre on 13 43 72 for a benefit estimate.

### Transition to retirement


Transition to retirement is a strategy that allows you to access your super as an income stream while still working. You might choose to reduce your work hours because the income you receive from your super benefits could help to make up for any loss of salary.

Due to Federal Government changes to super from 1 July 2017, investment earnings from money in transition to retirement accounts are not tax exempt. For more information, read the *Transition to Retirement, Gold State Super fact sheet* available at [gesb.wa.gov.au/factsheet](https://gesb.wa.gov.au/factsheet).

To be eligible to purchase our Transition to Retirement Pension, you must have reached age 55 and be under age 65. Alternatively, if you wish to purchase an allocated pension from a private regulated super fund, you must have attained your Commonwealth preservation age.

Note: you may pay more tax if you access your pension benefit too early. Your pension benefit is taxed according to your age, in particular your preservation age, which is

different to the age at which you can access your Gold State Super benefit.

 See our *Tax and super brochure* available at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures) for more information.

### Features of a transition to retirement strategy

With transition to retirement, you can:

- Access your super if you are aged above 55 and are under age 65 if you are still working in the WA public sector
- Open a Transition to Retirement Pension with part or all of your Gold State Super benefit and start a non-commutable income stream from our Retirement Income Pension
- Choose to receive between the minimum<sup>2</sup> and a maximum of 10% of your pension account balance each financial year, as at the start of the financial year
- Change the amount of pension you receive each year, subject to minimum and maximum limits set by the Australian Government
- Continue to work and have your contributions paid into Gold State Super
- Change your super account structures if your personal circumstances change

Please note, when applying for a Transition to Retirement Pension, you must allow at least four weeks to apply before turning 65 to take into account processing requirements.

### The benefits of transition to retirement

There are a number of ways you can use transition to retirement to benefit you:

- Increase your super – you'll continue to work and can sacrifice some of your salary to super
- Reduce your hours – you can work less without reducing your overall income, as your pension can make up for your lower salary
- Increase your income – you'll be receiving an income stream from a pension as well as your normal salary

 For more information on transition to retirement, read the *Transition to retirement, Gold State Super fact sheet* available at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

### Cessation of Transition to Retirement Pension

Transition to Retirement Pensions will automatically convert to our RI Allocated Pension when you turn 65 or cease employment in the WA public sector, whichever occurs first.

You'll need to advise us that you have ceased working by completing a *Notification of retirement or ceasing current employment form* available at [gesb.wa.gov.au/forms](https://gesb.wa.gov.au/forms).

<sup>1</sup> Provided that at least \$1,000 remains in your account balance, unless your account is to be closed. Lump-sum withdrawals are not applicable to Transition to Retirement Pension members.

<sup>2</sup> Generally, 4% for the 2013/14 financial year onwards. However, the minimum withdrawal was reduced by 50% (down to 2%) for the 2019/20, 2020/21, 2021/22 and 2022/23 financial years. If the commencement day of the pension occurs on a day other than 1 July, the minimum withdrawal amount will be applied on a pro-rata basis for the first year.



## How will a Transition to Retirement Pension affect your existing Gold State Super benefit?

Contributing members and certain deferred members of Gold State Super can access part or all of their benefit from ages 55 to 64 to start a Transition to Retirement Pension.

- **For contributing members**

As a contributing member, you are eligible to access part or all of your benefit to start a Transition to Retirement Pension. Doing this will reduce the Benefit Multiple used to establish the value of your Final Benefit. This reduction is called the Offset Multiple. Unless you choose to withdraw as a contributing member from Gold State Super, your membership will remain open and your Defined Benefit and Benefit Multiple will grow as you continue working.

- **For deferred members who are not yet eligible for payment of their benefit**


If you are a deferred member still working in the WA public sector, you can access part or all of your benefit to start a Transition to Retirement Pension. Accessing all of your Gold State Super deferred benefit will result in your Gold State Super deferred membership ceasing.

## Deferred Division 293 tax debts and Transition to Retirement Pension

If you have a Division 293 tax debt account with the ATO and you commence a Transition to Retirement Pension, this triggers an end benefit cap calculation and results in Division 293 tax debt becoming immediately payable to the ATO. For more information, contact your Member Services Centre on 13 43 72.

## Pre-1 July 1983 service tax for untaxed super funds

If you have a service period that started before 1 July 1983, then any withdrawal from an untaxed fund such as Gold State Super, or rollover to a taxed fund, will trigger the crystallisation of the pre-1 July 1983 amount for the untaxed element in the fund. This pre-1 July 1983 amount forms part of your tax-free component. For taxed funds such as GESB Super, this crystallisation took effect on 30 June 2007.

 For more information, see our *Pre-1 July 1983 service for untaxed super funds fact sheet* available at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets).

## Redundancy and resignation

Even if you don't stay in the WA public sector until retirement, you can still take advantage of the valuable benefits offered by Gold State Super. Entitlement and benefit options depend on whether you have reached age 55. See the table on page 23 for more information.

### Benefit entitlement


If you're a Gold State Super member and are made redundant or resign from the WA public sector, then you may be entitled to the total benefit built up on your behalf. This can include:

- Contributory Service Benefit – your Gold State Super benefit including your personal and employer contributions, and if applicable
- Transferred Contributions and Interest – contributions and interest previously transferred from the WA Public Sector Pension Scheme, and
- Transferred Service Benefit – the additional service benefit based on past full-time employment given to you when you transferred from the WA Public Sector Pension Scheme to Gold State Super

However, when you cease employment in the WA public sector, some of these components are treated differently. Call your Member Services Centre on 13 43 72 for more information.

## Summary of entitlement and benefit options

Age/event	Entitlement	What happens to my insurance?	When is tax paid?
<b>Under 55 years of age</b>			
If you are made redundant or resign	Preserve your benefit in Gold State Super <sup>1</sup>		Tax is not payable on your benefit until you take it out or roll it over to another taxed super fund or retirement income stream.
Extra option if made redundant	Roll over the 'current dollar' value of your benefit to a complying super fund.		Please note that the tax treatment of your cash benefit is impacted by your age, in particular your Commonwealth preservation age which is different to the age at which you can access your benefit.
<b>55 years of age or over</b>			
If you are made redundant or resign	<p>This is regarded as normal retirement and you will have access to your benefit in full. You are unable to access partial benefits.</p> <p>You can also open our RI Allocated Pension, access the full sum or roll over the whole benefit to another complying super fund.</p> <p>By accessing your benefit your account will be closed and cannot be reopened.</p>	<p>Your insurance cover for Death and Total &amp; Permanent Disablement (TPD) will cease.</p> <p>If you want to replace this, you will need to make your own arrangements for insurance cover.</p>	<p>See section 8, <i>Tax considerations</i> on page 30.</p>

 Refer to the glossary for definitions of key terms above.

### Calculating your benefit

Your retirement benefit is calculated using:

- Your completed months of equivalent full-time contributory service
- Your Average Contribution Rate, and
- Your Final Remuneration

If you are made redundant or you resign, your benefit will be calculated as at your termination or resignation date.

## Example 5

The following is an example of a benefit calculation. It is provided for illustrative purposes only.

### Assumptions about Matthew

- Age Matthew joined Gold State Super: 25 years
- Length of full-time employment: 25 years
- Age at redundancy: 50 years
- Average Contribution Rate: 5% (maximum)
- Final Remuneration at redundancy: \$110,000
- Completed Months of Service: 300 months (25 years x 12 months)

$$\begin{array}{ccccccc}
 \text{Completed Months of Service} & & \times & 20\% & \times & \text{Average Contribution Rate} & & \times & \text{Final Remuneration} \\
 12 & & & & & 5 & & & \\
 \hline
 \frac{300}{12} & \times & 20\% & \times & \frac{5}{5} & \times & \$110,000 & = & 25 \times 20\% \times 1 \times \$110,000 = \mathbf{\$550,000}
 \end{array}$$

**Matthew's benefit was calculated to be \$550,000 (before tax).**

 Refer to the glossary for key definitions.

1 Important: if you are under 55 and transferred from the WA Public Sector Pension Scheme, you can choose to receive the Transferred Contributions and Interest component of your benefit. Under some circumstances, withdrawing the Transferred Contributions and Interest component of your benefit will result in your Transferred Service Benefit being forfeited. Please see *Withdrawing as a member* on page 17 or contact your Member Services Centre for more information.

## Preserving your benefit in Gold State Super

Your Contributory Service Benefit and Transferred Service Benefit (if applicable) are generally required to be preserved in Gold State Super until you reach 55 years of age and are no longer employed in the WA public sector or still employed in the WA public sector and working less than 10 hours per week. A benefit may be payable earlier in the case of death, disability or a terminal medical condition. These funds will be indexed annually at a salary growth factor equivalent to the Perth consumer price index (Perth CPI)<sup>1</sup> plus 1% per annum until age 55, and then accrue interest at Perth CPI plus 2% per annum.

Any Transferred Contributions and Interest can be refunded to you if you are under 55 years of age<sup>2</sup> or preserved in the fund. If you decide to preserve this portion of your benefit, it will accrue interest at Perth CPI plus 2% per annum.

However, once you reach 55, the option to receive payment of only the Transferred Contributions and Interest component is no longer available; the total account balance must be paid.

There are other circumstances where you may be able to access part or all of your benefit if you are under age 55. These are:

- We determine you are in severe financial hardship or early release is permitted on compassionate grounds (within the meaning of the *State Superannuation Regulations 2001 (WA)*), or
- Your preserved benefit arose due to redundancy and you apply to roll your full benefit over to another complying super fund

If eligible, a discount factor will be applied in order to calculate the current dollar value of your benefit. To do this, the Contributory Service Component of your benefit is subject to a discount factor equivalent to 1.75% per annum for each remaining year (and month) to age 55, using a compounding formula recommended by our actuary. In Example 5, Matthew ceased Gold State Super due to redundancy and so is eligible to roll over his benefit to another complying super fund. As he is 50 years old, the current dollar value of his benefit (the amount to be rolled over) is calculated as \$504,302.

For more information, call your Member Services Centre on 13 43 72.

## Advantages of preserving your benefit

Choosing to leave your benefit in Gold State Super means:

- Your untaxed benefit will continue to grow until you reach retirement, and
- Your benefit is not subject to fluctuating market movements

## Divorce or separation

Super is treated as property under family law and can be divided or split in the event of a marriage or a de facto relationship breakdown. The splitting of your super can be authorised by:

- A formal agreement between you and your spouse called a 'superannuation agreement' or 'financial agreement' made pursuant to the *Family Law Act 1975 (Cth)*, or
- An order in accordance with the *Family Law Act 1975 (Cth)* in relation to the superannuation interest

We will split your super entitlement in accordance with the Agreement or Order and create a separate 'interest', i.e. a new account, for your current or former partner, unless otherwise directed by them.

## Calculating the value of your benefit

The notional, or predicted, benefit amount shown on your most recent member statement should not be used for family law valuation purposes. This is because this value will not necessarily be representative of the true value of your benefit at a particular time for family law purposes.

For enquiries regarding your Gold State Super benefit amount, please complete the Family Court's *Form 6 declaration* and the *Superannuation information request* form and return these to us.

The forms are included in the *Superannuation Information Kit*, which is available from the Family Court of WA's website at [familycourt.wa.gov.au](http://familycourt.wa.gov.au). Once we receive the forms, we will be able to calculate the value of your benefit after applying the appropriate Commonwealth reduction factor.

<sup>1</sup> Perth CPI calculated in accordance with the *State Superannuation Regulations 2001 (WA)*.

<sup>2</sup> There are tax implications if you choose to receive the Transferred Contributions and Interest component of your benefit as cash before you have reached your Commonwealth preservation age. See section 8, *Tax considerations* on page 30.

### Payment to your former partner from your super

When we receive a splitting order or agreement, we will identify the non-member spouse's interest, adjust the amount by growth rates specified in the legislation, and split your benefit. The non-member spouse will need to meet any tax liability on their component of the superannuation benefit, unless your order specifies otherwise.

Depending on your age and the status of your Gold State Super membership (i.e. deferred or contributing at the time your super is split), your benefit may have a discount factor applied to your multiple.

### An eligible person has a right to information about your super

We may be obliged by the provision of the *Family Law Act 1975* to provide specified membership information to an 'eligible person' at their request.

Eligible persons have the right to obtain information about a member's super. If a person is eligible to receive the information, we must provide it to them.

Eligible persons include:

- A member of GESB
- Their current or former spouse
- Their current or former de facto partner
- A person who is intending to enter into a super agreement with one of our members

When an eligible person other than a member asks for or receives information, we cannot notify that member, due to Commonwealth family law legislation.

The type of information that can be provided to an eligible person includes:

- Membership history
- The current value of the member's benefit (or information to allow it to be calculated)
- Details of any existing splitting orders

The purpose of providing access to information is to enable both parties to verify the value of a member's super

entitlement if a property split or a super agreement is about to occur.

The person requesting information about the super account must complete two forms; a *Superannuation information request form* and a *Form 6 declaration* to certify that they are eligible to request the information.

The forms are included in the *Superannuation Information Kit*, which is available from the Family Court of WA's website at [familycourt.wa.gov.au](http://familycourt.wa.gov.au).

### Application of the 'right to obtain information' rules


The family law legislation applies to all married and de facto couples who finalise a Court Order or super agreement on or after 28 December 2002. It does not apply to divorced or separated couples whose property arrangements were legally finalised before the new laws came into effect on 28 December 2002, unless the Court sets aside an earlier Order.

If you have a Court Order dated prior to 28 December 2002 which requires a payment from your superannuation account, please contact your Member Services Centre.

### Fees and charges

Super funds are entitled to levy reasonable fees and charges to recover costs involved in providing information or administering Court Orders or super agreements. We do not currently charge a fee for providing this information, but this is subject to change without notice.

Due to the complex nature of super and family law, we strongly recommend members and spouses each seek independent legal and financial advice before finalising an agreement involving a super fund, as there may be tax and other financial implications. You may also be eligible for services from Legal Aid. For more information about Legal Aid, phone 1300 650 579.

 For more information, read our *Your super and family law, Gold State Super fact sheet*, available at [gesb.wa.gov.au/factsheets](http://gesb.wa.gov.au/factsheets).

# 7. Your insurance cover

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Gold State Super includes automatic insurance cover for all contributing members up until the age of 60. This provides you and your family with the security of knowing that, while you are a member of Gold State Super, financial support is available should you pass away or become permanently disabled. This insurance cover is a key feature of Gold State Super and is provided to you at no extra cost.

## Levels of insurance cover

Your insurance cover in Gold State Super is based on the results of the medical examination undertaken when you joined the scheme and/or further medical information that you may need to provide in certain circumstances.<sup>1</sup> You can qualify for one of three levels of cover: Standard, Limited and Minimum.

### Standard Cover

This means the results of your medical examination were satisfactory. Standard Cover provides the maximum insurance cover available under Gold State Super. In the event of your death or permanent disablement, your insured benefit is equivalent to what you would have received if you had continued as a contributing member of Gold State Super to age 60.

### Limited Cover

Your medical examination revealed certain medical conditions that mean you are at above-average risk of retiring prior to age 60, and your cover is limited to Minimum Cover in relation to these conditions. If your death or permanent disability is not caused by or related to the medical conditions for which your cover is limited, then benefits equal to Standard Cover are payable.

### Minimum Cover

This means you only have basic cover because you chose not to have a medical examination at the time you joined Gold State Super. Your insured benefit is equivalent to the value of the Commonwealth's SG rate of 12%<sup>2</sup> that you would have accrued from the date of death, or from the date of retirement due to permanent disability, until you reach age 60 years.

Your latest member statement shows your current level of insurance cover.

## Changing your level of insurance cover

You can undergo a medical examination to reassess your level of cover at any time, at your own expense. If you have Limited Cover, you can apply to have your cover reviewed if your medical condition(s) has improved. For information relating to the removal of limitations, call your Member Services Centre on 13 43 72.

If you have Minimum Cover and you'd like to increase your level of insurance cover, you'll need to complete a medical examination. Part of the medical examination report will need to be completed by a Registered General Practitioner.

## Death and permanent disability benefits

### Death benefit

Your Death benefit includes an insured component if you pass away while employed within the WA public sector and you are under 60 years of age. The amount payable depends upon your accrued benefit at the time of death plus any insured component. The insured component is calculated based on your future service to age 60 and the level of your insurance cover.

If you pass away, a death benefit will be paid:

- To your nominee(s), in accordance with your binding death benefit nomination, or
- To your estate, if no valid binding death benefit nomination is in place

Payment of a death benefit to your estate is made once we have received all the relevant documentation, including formal notification of death and a Grant of Probate or Letters of Administration. It's important that you have an up-to-date valid will so that if you don't nominate a valid death benefit beneficiary, the executor or administrator of your estate can distribute your estate assets in line with your wishes.

If, at the time of your death:

- No valid binding death benefit nomination is in place, or
- We cannot find a nominee after making reasonable enquiries, or a nominee is not a 'permitted nominee' and:
- We cannot identify the administrator or executor of your estate, or
- We consider it desirable to do so in order to relieve or avoid hardship

We may pay up to \$25,000 of the benefit to your dependants, or if we cannot identify any dependants after making reasonable enquiries, to any other persons we determine.

To apply for a Death benefit on financial hardship grounds, your dependant should call our Member Services Centre on 13 43 72 and ask for our *Application for payment of interim death benefits on financial hardship grounds form*. We will assess the eligibility for payment of interim Death benefits once we have received the completed form.

See the *Tax on death benefits section* on page 32 for more information about the tax implications depending upon how a death benefit is paid.

<sup>1</sup> We may need you to provide further medical information if you work on a part-time basis and increase your hours, or if you apply to continue as a Gold State Super member after ceasing to be a member. We may reduce your cover based on this medical information. We may also reduce your cover if medical information you have provided contains a statement you knew to be untrue, or that was misleading because it omitted material information that you knew about.

<sup>2</sup> The Super Guarantee (SG) rate increased to 12% on 1 July 2025.

## Total and Permanent Disability benefit

You are deemed to be totally and permanently disabled if we are satisfied that you are medically incapable (whether physical or mental) of working in your usual position until at least age 60 years, and any other alternative position for which you are qualified by way of experience, education and training or re-training.

A Total and Permanent Disability benefit comprises your accrued benefit, and an insured component. The insured component is calculated based on your future service to age 60 and the level of your insurance cover.

## Partial and permanent disability benefit

You are deemed to be partially and permanently disabled if we are satisfied that you are medically incapable (whether physically or mentally) of working in your usual position to age 60 years, but have the capacity to perform the duties of an alternative position. This alternative position must be suitable to your experience, education and training, or ability to be re-trained.

A partial and permanent disability benefit comprises your accrued benefit and an insured component. The insured component is calculated similarly to a total and permanent disability benefit and is reduced in proportion to your assessed future earning capacity to age 60 years.

## Calculation of death or permanent disability benefits

Your death or permanent disability benefit is the sum of your accrued benefit and the insured component (see diagram below).

### Accrued benefit

This is your total benefit built up in Gold State Super until the date of death or retirement due to permanent disablement.

### Insured component

This is the benefit you would have built up from the date of death or retirement due to permanent disablement until age 60 and is based on several factors.

Your death and disability insurance cover ceases on termination of your employment in the WA public sector, e.g. retirement, resignation, redundancy, privatisation, dismissal, when you reach age 60, or if you withdraw as a member. If you die or become permanently disabled after your insurance cover has ceased, your accumulated benefit plus interest would be payable.

The insured component for a death or permanent disability benefit is determined by the following factors:

- Your Final Remuneration
- Your Notional Service to age 60, which is equal to the number of completed months from the date of death or disability to age 60 years (pro-rata if you work part-time)
- Your Average Contribution Rate
- Your level of insurance cover
- Your future remuneration capacity as determined by us (if a partial and permanent disability payment)

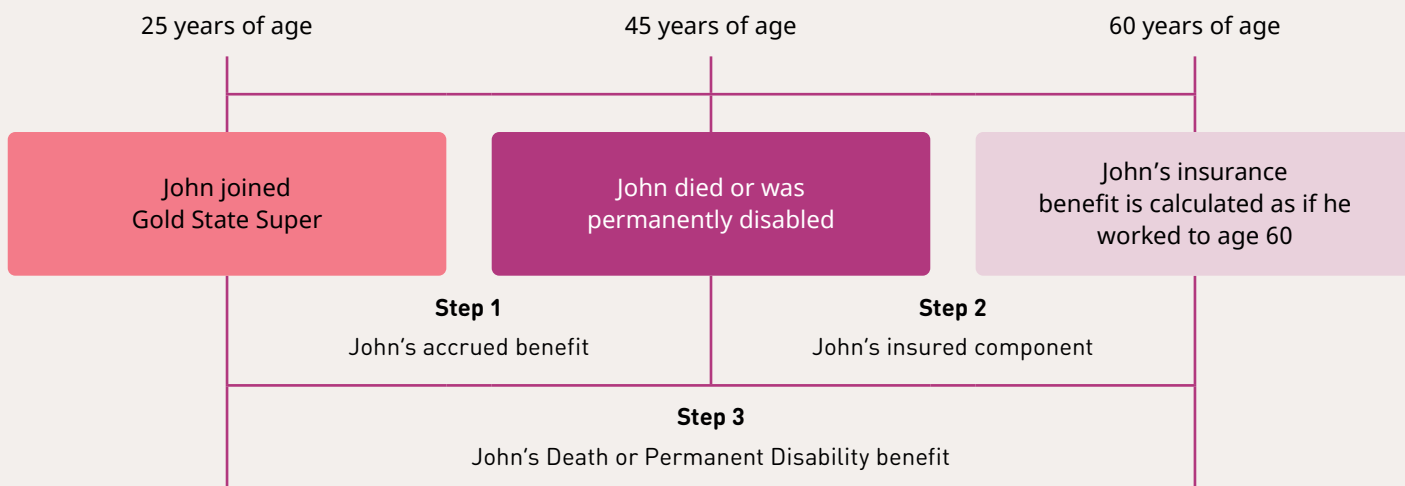
Refer to the glossary for further details.

For more information, read our *Insurance and your super, Gold State Super fact sheet*, available at [gesb.wa.gov.au/factsheets](http://gesb.wa.gov.au/factsheets).

The following examples are for illustrative purposes only. They show how John's death benefit (or permanent disability benefit) would be calculated if he had Standard Cover or Minimum Cover. The assumptions for both scenarios are as follows:

### Assumptions about John

- Age John joined Gold State Super: 25 years old
- Age John died or became permanently disabled: 45 years old
- Employment status: full time
- Average Contribution Rate: 5% (maximum)
- Final Remuneration: \$90,000
- Completed Months of Service: 240 months (20 years x 12 months)
- Notional Service: 180 months (15 years to age 60 x 12 months)



## Example 6 – John has Standard insurance cover

### Step 1 Calculate the accrued benefit

The following formula is used to calculate John's accrued benefit (as at the date of death or permanent disablement):

$$\frac{\text{Completed Months of Service}}{12} \times 20\% \times \frac{\text{Average Contribution Rate}}{5} \times \text{Final Remuneration}$$
$$\frac{240}{12} \times 20\% \times \frac{5}{5} \times \$90,000 = \mathbf{\$360,000 \text{ (before tax)}}$$

### Step 2 Calculate the insured component of the Death or Permanent Disability benefit

To calculate the insured component, we use the same formula as above, except we calculate the Notional Service John would have accumulated from the time of his death or permanent disablement until the age of 60. As John had 15 years until he reached age 60, his Notional Service is calculated as 180 months.

$$\frac{\text{Notional Service}}{12} \times 20\% \times \frac{\text{Average Contribution Rate}}{5} \times \text{Final Remuneration}$$
$$\frac{180}{12} \times 20\% \times \frac{5}{5} \times \$90,000 = \mathbf{\$270,000 \text{ (before tax)}}$$

### Step 3 Calculate the Death or Permanent Disability benefit

This is the sum of the accrued benefit plus the insured component, as calculated in Steps 1 and 2.

$$= \$360,000 + \$270,000 = \mathbf{\$630,000^1 \text{ (before tax)}}$$

## Example 7 – John has Minimum insurance cover

### Step 1 Calculate the accrued benefit

This is the same as the accrued benefit calculation in the previous example, i.e. \$360,000 (before tax).

### Step 2 Calculate the insured component of the Death or Permanent Disability benefit

The benefit amount changes in this example because John has Minimum Cover. In contrast to the last example, where the maximum 20% Average Contribution Rate was used in the calculation, in this case the 12%<sup>2</sup> Superannuation Guarantee (SG) is used

$$\frac{\text{Notional Service}}{12} \times 12\% \times \text{Final Remuneration}$$
$$\frac{180}{12} \times 12\% \times \$90,000 = \mathbf{\$162,000 \text{ (before tax)}}$$

### Step 3 Calculate the Final Benefit

This is the sum of the accrued benefit plus the Death or Permanent Disability benefit, as calculated in Steps 1 and 2.

$$= \$360,000 + \$162,000 = \mathbf{\$522,000^1 \text{ (before tax)}}$$

Note: the Final Benefit may also include a Transferred Service Benefit from the WA Public Sector Pension Scheme or a Non-Contributory Service Benefit if you transferred from being a non-contributory member to a contributory member before September 1993.

- 1 If John died, we would generally transfer his super entitlements to the executor of his estate unless he has a binding death nomination. We would not withhold any tax as John's estate is responsible for paying any relevant taxes.
- 2 The SG rate increased to 12% on 1 July 2025. The SG rate that is used in the calculation of an insured component is the rate applicable at date of termination of employment.


## Working part time can affect your Death or Permanent Disability benefit


If you begin working part time, your accrued benefit will grow at a slower rate because your Completed Months of Service accrue according to the hours you actually work. 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 50% of full-time equivalent, normally accrues one month of service every 60.8 days

Your insured component will be lower than if you were full time because your Notional Service is calculated based on your current part-time working arrangements.

Your equivalent full-time salary will be used when calculating your accrued benefit and insured component of the Death or Permanent Disability benefit, regardless of whether you are working part time or full time.

 For more information see our *Working part time fact sheet* for Gold State Super at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets) or call your Member Services Centre on 13 43 72.

 Refer to the glossary for definitions.


## Taking unpaid leave can affect your Death or Permanent Disability benefit


### Recognised Unpaid Leave

- If you take a period of Recognised Unpaid Leave greater than three months and choose to continue paying your regular contributions, then your insurance benefit remains the same as if you were actually working
- If you opt to have a 0% contribution rate, then your insured benefit will be reduced in line with your Average Contribution Rate

### Unrecognised Unpaid Leave

- If you take a period of Unrecognised Unpaid Leave then you can choose to maintain your current level of insurance cover by paying the premium
- If you choose not to pay the premium and are permanently disabled or pass away while on that leave, your insured component is calculated as if you had Minimum Cover

 For more information about the differences between 'Recognised Unpaid Leave' and 'Unrecognised Unpaid Leave' refer to page 9.

 You can also read our *Taking unpaid leave fact sheet* for Gold State Super at [gesb.wa.gov.au/factsheets](https://gesb.wa.gov.au/factsheets) or call your Member Services Centre

### For contribution rates of less than the maximum 5%

If your Average Contribution Rate is less than the maximum 5% then both the accrued benefit and insured component of your Death or Permanent Disability benefit will be lower than if you contributed the maximum 5%.

See example below.

## Example 8

John has not contributed to Gold State Super at the maximum Average Contribution Rate. His average is only 3%.

### Step 1 Calculate the accrued benefit

$\frac{\text{Completed Months of Service}}{12}$	X	20%	X	$\frac{\text{Average Contribution Rate}}{5}$	X	Final Remuneration
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$\frac{240}{12}$	X	20%	X	$\frac{3}{5}$	X	\$90,000 = <b>\$216,000 (before tax)</b>
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### Step 2 Calculate the insured component of the Death or Permanent Disability benefit

$\frac{\text{Notional Service}}{12}$	X	20%	X	$\frac{\text{Average Contribution Rate}}{5}$	X	Final Remuneration
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$\frac{180}{12}$	X	20%	X	$\frac{3}{5}$	X	\$90,000 = <b>\$162,000 (before tax)</b>
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### Step 3 Calculate the Death or Permanent Disability benefit

Accrued benefit + insured component  
= \$216,000 + \$162,000 = **\$378,000<sup>1</sup> (before tax)**

<sup>1</sup> If John died, we would generally transfer his super entitlements to the executor of his estate. We would not withhold any tax as John's estate is responsible for paying any relevant taxes.

# 8. Tax considerations



Once your Gold State Super benefit becomes payable, the tax treatment will depend on:

- How the benefit is paid
- Your age, in particular your Commonwealth preservation age if you're under 60 and
- The components of your benefit

Your benefit can be:

1. Paid as a lump sum
2. Rolled over to another complying super fund, or
3. Transferred to an income stream (such as our RI Allocated Pension)

Note: you may pay more tax if you access your benefit too early. Your benefit is taxed according to your age, in particular your Commonwealth preservation age, which is different to the age at which you can access your benefit. See section 6, *Accessing your super* on page 20.

## Tax payable on benefits

### 1. Lump sum

If you take your benefit as a lump sum, it is taxed according to your age and the components that make up your benefit. No tax is payable on the tax-free component. The tax payable on the taxable component is as follows:

Component	Age	Tax withheld rate <sup>1</sup>
Taxable component – untaxed element	Under preservation age (under 60) <sup>2</sup>	First \$1.865 million <sup>3</sup> = 32% Balance = 47%
	60+	First \$1.865 million <sup>3</sup> = 17% Balance = 47%

### 2. Roll over your benefit

If you roll over all or any portion of your benefit to a taxed super fund, you will be taxed on the untaxed element by the new fund at a rate of 15% when it is received. However, if you exceed your untaxed plan cap (i.e. \$1.865 million per super fund for the 2025/26 financial year, indexed annually) then we will deduct 47% tax on the excess prior to rolling over your money. The excess amount after tax is included in the tax-free component of the benefit rolled over.

1 Includes 2% Medicare Levy or additional 2% tax.

2 Your preservation age depends on your date of birth. The preservation age increased to 60 for those born after 30 June 1964. As of 1 July 2024, if you are aged 60 or more, you have reached your preservation age.

3 For the 2025/26 financial year, indexed annually in line with Average Weekly Ordinary Time Earnings, and rounded down to the nearest multiple of \$5,000. The cap is a per super fund limit, and it is reduced by the total amount of each untaxed element in the fund that you have received from that fund.

### 3. Income stream

If you transfer your super to an allocated pension to receive your super as an income stream, tax is deducted from your untaxed element at a rate of 15% upon the transfer.

However, if you exceed your untaxed plan cap (i.e. \$1.865 million for the 2025/26 financial year, indexed annually) then we will deduct 47% tax on the excess prior to completing the transfer. The excess amount after tax is included in the tax-free component of the benefit transferred.

The example below is for illustrative purposes only.

## Example 9 – tax calculation on a lump-sum benefit

John, 61, a recently retired teacher, has a Gold State Super membership. John has decided to access his Gold State Super balance of \$600,000 as a lump-sum payment. Since he has already contributed \$100,000 from his after-tax income, this component is tax free. The following shows how the tax is calculated on John's Final Benefit.

	Amount	Tax withheld rate <sup>1</sup>	Tax withheld
Gross benefit	\$600,000	-	-
Tax-free component	\$100,000	Not assessable, not exempt income	Not applicable
Taxable component – untaxed element	\$500,000	17%	\$85,000
Net benefit (after tax)	\$515,000	-	-

The tax-free component is not subject to tax. The untaxed element of \$500,000 is taxed at a maximum rate of 17%<sup>1</sup> because John is over 60 and is taking the benefit as a lump sum.

If John had chosen to transfer his Gold State Super benefit to a taxed super scheme or income stream, such as GESB Super or our RI Allocated Pension, the untaxed element of his benefit would have been taxed at only 15% (or \$75,000) leaving him with a net benefit of \$525,000. This is because the Medicare Levy is not payable on rollovers as it is with cash payments.


### Why it's important to provide your tax file number

It's not compulsory to provide your tax file number (TFN). However, not providing your TFN may have certain consequences. Additional tax may apply to your benefit if you haven't provided your TFN. It also means that we cannot accept your personal contributions. This will affect your eligibility for the Australian Government Super Co-contribution payment. If you do provide it, we will protect the privacy of your TFN, and only use it in accordance with the rules made pursuant to *Privacy (Tax File Number) Rule 2015*. For more information, read our Privacy Statement available at [gesb.wa.gov.au/privacy](https://gesb.wa.gov.au/privacy).

There are three ways to provide your TFN. You can login to Member Online at [mol.gesb.wa.gov.au](https://mol.gesb.wa.gov.au) and update this in your personal details or visit [gesb.wa.gov.au/forms](https://gesb.wa.gov.au/forms) to download and print our *Tax file number form*. You can also call your Member Services Centre on 13 43 72.

### Untaxed plan cap

There is a cap of \$1.865 million per super fund for the 2025/26 financial year (indexed annually), which applies to the untaxed benefit. This is the amount of 'taxable component – untaxed element' that can be paid or rolled over to a taxed fund and still be subject to concessional tax treatment. The cap is a per fund limit, and it is reduced by the total amount of each untaxed element in the fund that you have received from that fund.

 Refer to the glossary for a definition of the taxable component.

<sup>1</sup> Includes 2% Medicare Levy.

## Benefit components in untaxed funds where a pre-1 July 1983 service exists

If you have a service period that commenced before 1 July 1983, then any withdrawal from an untaxed fund such as Gold State Super, or rollover to a taxed fund, will trigger the crystallisation of the pre-1 July 1983 amount for the untaxed element in the fund.

This pre-1 July 1983 amount will form part of your tax-free component. For taxed funds, such as GESB Super, this crystallisation took effect on 30 June 2007.

In example 10 below, we revisit John's situation to illustrate tax paid on benefit components in untaxed funds, where pre-1 July 1983 service exists.

Note: this is a complex area. We recommend that you seek professional financial advice and/or tax advice to ensure your calculation is made on the whole benefit.

### Example 10

If John has pre-1 July 1983 service, i.e. he started contributing or was deemed to have started contributing to a super fund before 1 July 1983, a proportion of his untaxed element would be tax free.

Let's say that 10% of John's eligible service with the WA Department of Education was before 1 July 1983 and 90% after. This would generally mean that 10% of the gross benefit of \$600,000 is tax free. See the table below.

	Amount	Tax withheld rate <sup>1</sup>	Tax withheld
Gross benefit	\$600,000	-	-
• Taxable component – untaxed element	\$500,000	-	-
• Tax-free component	\$100,000	-	-
• Pre-1 July 1983 amount	\$60,000 (10% of the original tax-free component and untaxed element)	-	-
• Updated tax-free component	\$160,000	Not assessable, not exempt income	Not applicable
• Updated taxable component – untaxed element	\$440,000 total benefit (\$600,000) less the updated tax-free component (\$160,000)	17%	\$74,800
Net benefit (after-tax)	\$525,200	-	-

**i** For more information, read our *Pre-1 July 1983 service for untaxed super funds fact sheet* available at [gesb.wa.gov.au/factsheets](http://gesb.wa.gov.au/factsheets) or call your Member Services Centre on 13 43 72.

## Tax on death benefits

The benefit payable when you pass away will be the balance in your account, plus any insured benefit (if applicable) paid as a lump sum:

- To your nominee(s), in accordance with your binding death benefit nomination, or
- To your estate, if no valid binding death benefit nomination is in place

Various tax treatments will apply depending on certain criteria. If we pay the benefit to your estate, we do not withhold tax as your estate is responsible for paying the relevant taxes.

If we pay a lump sum to a nominee who is a dependant, or the executor of your estate pays the death benefit as a lump sum to a dependant, it will be paid tax free. However, a lump-sum Death benefit paid to a non-dependant will be subject to tax at 17%<sup>1</sup> on the taxable element of the taxable component and 32%<sup>1</sup> on the untaxed element of the taxable component.

A Death benefit dependant includes:

- Your spouse (including a de facto, same sex spouse or former spouse)
- A child aged under 18 (including an adopted child, a step child, or ex-nuptial child)

- Any person who is financially dependent on you, and
- Any person with whom you have an interdependency relationship

Two persons (whether or not related by family or not) have an interdependency relationship if:

- They have a close personal relationship, and
- They live together, and
- One or each of them provides the other with financial support, and
- One or each of them provides the other with domestic support and personal care

An interdependent relationship also includes two persons (whether related by family or not):

- Who have a close personal relationship, and
- Who do not meet the other criteria listed in the paragraph above because either or both of them have a physical, intellectual or psychiatric disability

A child over the age of 18 is generally considered to be a non-dependant (unless they are financially dependant) and would therefore be taxed on any death benefit paid.

<sup>1</sup> Includes 2% Medicare Levy.



## 9. Complaints process

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If you feel we are not providing the service you expect, you can make a complaint to us. Any current or former member, or person acting on their behalf can make a complaint. You can make a complaint verbally or in writing.

You can:


- Call your Member Services Centre on 13 43 72 between 7.30am and 5.30pm (AWST), Monday to Friday
- Send an email to [memberservices@gesb.com.au](mailto:memberservices@gesb.com.au)
- Use Live Chat at [gesb.wa.gov.au/contactus](https://gesb.wa.gov.au/contactus)
- Write to us at:  
Member Services – Feedback  
GESB  
PO Box J 755,  
Perth, WA 6842

In most cases, we'll be able to resolve your problem over the phone, or promptly if it's a written complaint. If that is not possible, then we will follow our internal complaints process.

We will call you or send you a letter or email to acknowledge your complaint. You'll be provided with contact details for one of our staff members if you would like to talk about any issues related to your complaint.

We'll try to resolve your complaint within 30 business days. If you are not satisfied with the outcome, you can request a review by a person within GESB. If an issue has not been resolved to your satisfaction, you can lodge a complaint with the Australian Financial Complaints Authority (AFCA). AFCA provides fair and independent financial services complaint resolution that is free to consumers.

You can contact AFCA by:

- Website: [afca.org.au](https://afca.org.au)
  - Phone: 1800 931 678 (free call)
  - Email: [info@afca.org.au](mailto:info@afca.org.au)
  - In writing to: Australian Financial Complaints Authority, GPO Box 3, Melbourne VIC 3001
-  For further details on our complaints process, including making a complaint through the Australian Financial Complaints Authority, please refer to our *Resolving your complaint brochure* at [gesb.wa.gov.au/brochures](https://gesb.wa.gov.au/brochures).

# 10. Privacy

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In order to comply with our legal obligations, we collect certain personal information in accordance with the relevant law. We collect and use information about individuals for the purpose of administering the schemes established by or administered under relevant WA State superannuation laws, and for purposes otherwise set out in our Privacy Policy, which is available at [gesb.wa.gov.au/privacy](https://gesb.wa.gov.au/privacy).

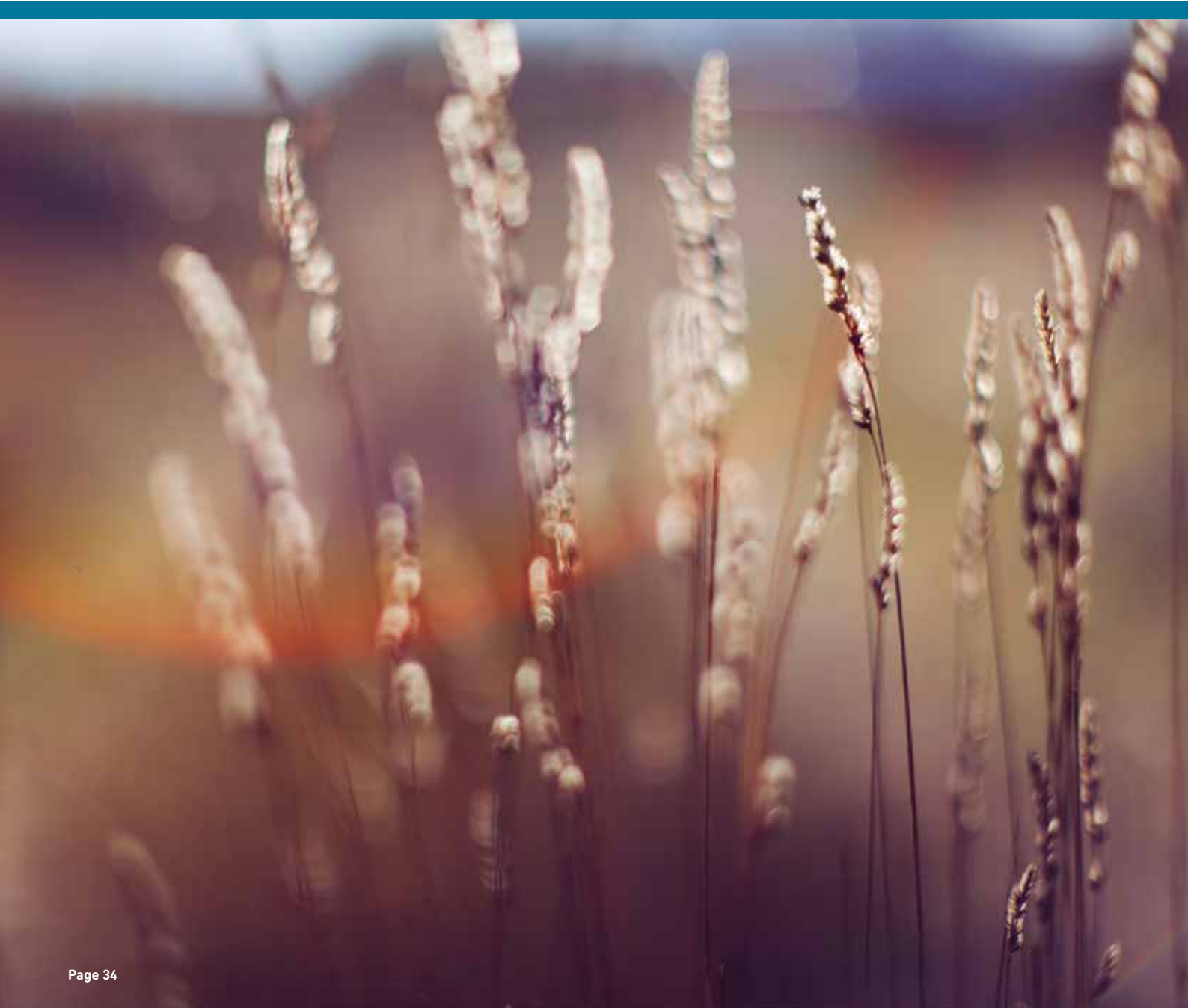
The information you provide to us is collected by or on behalf of us and may be disclosed to third parties that help us perform our functions and operations (including third party suppliers) or as required by law. When you engage with us and provide your personal information, we may collect and hold this personal information in order to properly administer the fund and comply with relevant laws and regulations. If you do not provide this information, we may not be able to administer your account or perform certain activities.

We may disclose your personal information to recipients that are located outside of Australia or to other parties that access, process, host or store your information in overseas locations.

Our Privacy Policy explains:

- The types of data we collect about you
- How we collect, store, use, disclose and protect your personal information
- How you may access and correct your information
- How you can lodge a complaint regarding the handling of your personal information
- How we will handle any complaint

If you would like any further information about our privacy practices, please call us on 13 43 72.



# 11. Glossary of terms

Term	Explanation
<b>Average Contribution Rate</b>	The average percentage rate of your salary at which you contributed during your employment while working for the WA public sector as a Gold State Super member.
<b>Completed months of service</b>	Your months of equivalent full-time contributory service in Gold State Super.
<b>Contributory Service Benefit</b>	Your Gold State Super benefit including your personal and employer contributions.
<b>Equivalent full-time contributory service</b>	This is used in the calculation of your final Gold State Super benefit. It is the number of equivalent full-time months you have contributed to Gold State Super. If you were working 50% part time for 12 months, you would only have accrued six equivalent full-time months of service.
<b>Final Benefit</b>	This is the final amount paid to you from the Gold State Super scheme.
<b>Final Remuneration</b>	Your average salary based on three key dates during your last two years of employment as a Gold State Super member. For part-time employees, your Final Remuneration is based on your equivalent full-time salary. It includes Higher Duties Allowance (HDA) or Temporary Special Allowance (TSA), if one of these is received for at least 12 months continuously within the last two years of employment and is received on your ceasing date and/or one or both selection dates. For employees on secondment for at least 12 months on one of the three key dates, remuneration for that day is taken to be the higher of the remuneration for the job from which the employee was seconded and the remuneration for the job to which the employee was seconded. Please contact your Member Services Centre if you have any queries about the qualifying criteria, as each person's situation may be different.  Note: the Final Benefit may also include a Transferred Service Benefit from the WA Public Sector Pension Scheme, or a Non-Contributory Service Benefit if you transferred from being a non-contributory member to a contributory member before September 1993.
<b>Notional Service</b>	The potential number of equivalent months of service you would have worked from the date of death or retirement due to permanent disablement until the date of your 60th birthday.
<b>Recognised Unpaid Leave</b>	Leave that your employer counts as good service, e.g. parental or sick leave.
<b>Remuneration</b>	The salary that is counted for super purposes. Generally, it comprises gross salary less any irregular payments such as overtime, bonuses and personal expense allowances.
<b>Retirement Date</b>	If you retire from the WA public service, or the workforce on or after age 55, or for purposes of determining a withdrawal benefit, the date of withdrawal.
<b>Selection Date</b>	This is the date that we calculate the amount you need to contribute to Gold State Super each year, taking into account your chosen contribution rate. See page 6 for more information on calculating your Selection Date.
<b>Taxable component</b>	The taxable component is the value of the super interest less the tax-free component. This component may consist of a 'taxed element' and an 'untaxed element' depending on the source of the super money. For example, Gold State Super is an untaxed fund and the taxable component in that fund will generally consist of an untaxed element. As GESB Super is a taxed fund, the taxable component will be a taxed element.
<b>Transferred Contributions and Interest</b>	If you were previously in the WA Public Sector Pension Scheme, then this component of your benefit is the contributions and interest previously transferred from the WA Public Sector Pension Scheme.
<b>Transferred Service Benefit</b>	If you were previously in the WA Public Sector Pension Scheme, then this additional service benefit is based on past full-time employment. It was given to you when you transferred from the WA Public Sector Pension Scheme.
<b>Unrecognised Unpaid Leave</b>	Leave that your employer does not count as good service, e.g. leave for an extended overseas vacation.
<b>Untaxed plan cap</b>	This cap is the limit that is imposed on the untaxed benefit that can be paid as a lump sum or rolled over to a taxed fund or income stream and still be subject to concessional tax treatment. Currently, the untaxed plan cap is \$1.865 million per super fund for the 2025/26 financial year (indexed annually). Amounts up to the untaxed plan cap are taxed at 15% on entry to a taxed fund. Any amount exceeding the untaxed plan cap will be taxed at 47%, prior to rolling over.

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 **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)