Preparing for Your Retirement

Member booklet

Contents

Start planning ... 1
- Spending your money
- Spending your time

Timing ... 3
- When are you going to retire?
- When can you access your super?

Will you have enough? ... 4
- The ASFA Comfortable Retirement Standard
- What will you need?

Support from the age pension ... 5
- Services Australia resources

What shape is your super in? ... 7

Boost your super ... 8
- Salary sacrifice contributions
- Spouse contributions
- Post-tax contributions
- Contribution splitting to your spouse
- Recontributions
- Downsizer contributions

Retirement landmines ... 11

Meet with an expert ... 13

Getting ready to retire: Transition to Retirement Pension .. 14
- Working fewer hours
- Salary sacrificing more into super

Recontribution ... 16
- To reduce your beneficiaries' tax burden
- Other reasons to recontribute

Ready to retire: Retirement Income Stream ... 18
- How old do you need to be?
- How do you get started?
- What's the most you can put into an Income Stream?
- Online access

Beneficiaries and estate planning ... 20
- Reversionary beneficiary
- Binding death benefit nomination
- To lodge a nomination
- Tax on super benefits for your beneficiaries

Other government support ... 23

Retirement timeline ... 24

General information warning:

The information in this booklet is of a general nature. It is designed as a guide only and does not take your needs or situation into account. We recommend you seek financial advice before making any decisions regarding your finances.

Start planning

Whether you feel excited or apprehensive about retirement (or a mix of both), you could spend over 30 years in retirement so it's wise to start thinking about what that next phase of your life might look like.

Consider how you will spend your time and what you will and won't spend your money on in retirement.

A great place to start is where you are right now. Think about how much cash you spend at the moment. Chances are you're going to want to maintain the same kind of lifestyle you've become accustomed to - at least for the first decade or so of your retirement.

We have a quick calculator on our website to help you work out a ballpark figure for your current spending.

Watch our 'How much super do I need at retirement' video to help you work out what you might need.

www.vimeo.com/586043302

Some things to think about

Your home

If you own your home, are there renovations you might want or need to do? Will you still owe money on your home when you retire?

Watch our 'Mortgage at retirement' video for more info about options

www.vimeo.com/651774197

Are you considering moving or downsizing? If you downsize, have you thought about what you'll do with any profits from the sale?

Transport

Do you have a car or 2? Will you want to upgrade to an electric or hydrogen car in the future?

Think about the cost of maintenance on your current (and future) car . Will one car be enough for you?

Consider country or interstate drives. Will you be towing a boat or caravan?

Holidays

While we're on the subject of boats & caravans, what are your holiday plans? Do you hope to travel around the world every couple of years? Or just comb the beach at Victor Harbor?

Whether you're planning to become an international jetsetter or enjoy cosy staycations at home, make sure you plan for the breaks you want.

Concessions

The bills for things like council rates, water and groceries don't stop just because you're not working. You may be eligible for concessions on some bills. Investigate further at www.sa.gov.au.

Hobbies

You'll have more time to indulge in your interests once you're retired.

Will you have the money to cover the cost of taking part in your favourite activities? Will you need to buy or rent new equipment?

Your health

As you age, you may find that you or your partner have additional health needs, which could cost you money; things, such as hearing aids, health checks or in-home nursing or medical support.

It pays to be aware that these costs could be in your future.

Spending your time

On top of thinking about how you spend your money, it's important to consider how you'll spend your days once you're not at work.

Make a list

It might be a good idea while you're still working to make a list of all the things, big and small, that you'd like to try out in retirement.

Write down your existing hobbies and interests and add any new activities you're keen to investigate.

Keep the list handy so you can add to it. By adding to the list while you're still working, you'll have a ready-made list of activities to consider when you retire.

Don't think of it as a to-do list. Think of it as a handy guidebook of suggestions.

Include solo activities on your list as well as things to do with your partner and with friends or family.

Who's around?

The availability of others is important once you've retired. For example, if your partner is still working full-time, there's no point suggesting Monday morning Taekwondo classes together. If it's an activity you really want to do, you might need to fly solo or ask another friend to join you. If it's an activity that you want to do with your partner, postpone it until they're retired too.

Think about how you're planning to spend time with friends and family. Communicate this to your loved ones where necessary. Your kids might have big plans for an on-tap babysitting service, for example, or your elderly parents might be expecting a lot more visits from you. Making your own needs and plans clear to them will help manage expectations and keep relationships sweet.

Staying well

Make plans to keep yourself as physically fit as you want. You might start a new exercise regime, continue with your current one or go hard and train for back-to-back ultra marathons. It's up to you (and obviously your doctor too!).

Make sure you check in with your friends and social network for the emotional and social support that literally all humans need, and consider how you're planning to keep your brain sharp. Physical exercise will help, but you could also join a social group. Amateur dramatics, debating clubs or learning a new language can keep your grey matter ticking along. Even just completing daily crosswords can work wonders.

Timing

When are you going to retire?

You might have an age in mind that you'd like to retire at. But did you know that about half of all people leave work earlier than planned?

ABS stats* show that the average person retires a lot earlier than they aimed to and the average retirement age was 56.9 years old.

People leave work earlier than planned for a variety of reasons, including unemployment, ill health or accident, and caring responsibilities.

31% of all retirees leave work because they're in a position to access their super. You need to remember, though, that the earlier you retire, the longer your money has to last.

It can sound scary but remember that, even as you fund your own retirement, you may be eligible for government support in the form of either a part or full age pension (once you reach your age pension eligibility age).

Retirement age*

	actual age	planned age
♂	59.4 years	65.7 years
♀	54.7 years	65.1 years

For males, 2022/23 stats show that actual average retirement age was 59.4 years, compared to an average planned retirement age of 65.7 years.

For females the difference is even greater, with an actual average retirement age of 54.7 years, compared to a planned retirement age of 65.1 years.

The average retirement age across these 2 genders was 56.9 years, compared to planned retirement age of 65.4

* Retirement age data from **Retirement and Retirement Intentions, Australia** Report for 2022/23 on the Australian Bureau of Statistics website (www.abs.gov.au/statistics/labour/employment-and-unemployment/retirement-and-retirement-intentions-australia/latest-release)

When can you access your super?

Most super funds will typically allow you access your super from age 60, usually when you also meet a retirement condition.

However, ElectricSuper members can access their super from age 55 (although there will be extra tax to pay if you access your super before you turn 60).

You are not obligated to take your super as soon as you are eligible to access it, nor as soon as you retire. If you have other savings or income that you wish to live on when you first retire, you can leave your super invested until you need it.

Remember that if you access your super before the age of 60, you're likely to be taxed more heavily than if you access it at or after age 60.

Will you have enough?

How you live obviously determines how much money you need each fortnight. Consider how you live now and what you spend your money on.

The ASFA Retirement Standard for a 'comfortable' retirement is a good baseline guide to start you thinking. It is designed for retirees aged 65-85.

The ASFA Comfortable Retirement Standard December 2024 quarter	Couple (weekly spend)	Single (weekly spend)
Housing costs	$153.93	$147.45
Energy	$47.81	$38.56
Food	$253.71	$145.97
Communications includes phone and broadband	$29.78	$22.88
Household goods & services includes household cleaning, media, household appliances, cosmetic and personal care, hairdressing, clothing and shoes	$161.12	$115.38
Transport	$191.39	$176.70
Health costs	$218.85	$116.81
Leisure includes club memberships, TV, streaming services, alcohol, meals out, cinemas, plays, sports and day trips, holidays, take away foods and snacks	$343.54	$228.70
Total Weekly Spend	$1,400	$992
Total Annual Spend	**$73,077**	**$51,805**

What will YOU need?

If your current take home pay, after tax and super, is higher than the ASFA standard of $51,814 per year (for a single home-owner), think about your current spending compared to the table above.

Are you keen to maintain the same lifestyle you're living now? Or would you be happy to spend only the weekly amounts shown? For example, will you want to continue things like going out for high-end meals and owning the latest phone? What about having money left over to help your family?

Or, do you want to retire before age 67?

If the answer is yes, you'll need more at retirement than the ASFA standard.

The ASFA standard means a balance in your super at retirement at age 67 of $595,000 (for a single person) or $690,000 (for a couple), assuming you own your own home.

The ASFA 'Comfortable' Retirement Standard

Retire at 67

with $595,000 in super for a single person

OR

with $690,000 combined in super for a couple

to achieve the ASFA 'comfortable' retirement standard

Support from the age pension

Even while you access your super benefits, you may be eligible for a government part or full age pension. Superannuation and the age pension are not mutually exclusive.

You may find that the benefits you receive as part of an age pension provide material support for you while you live off your super.

You can apply for the age pension once you reach age pension age. You need to be 67 before you can claim the age pension. Your eligibility will depend on your income, assets and residency.

To qualify for a part or full age pension, your assets and income will be assessed.

Assets are things like cars, caravans, the balance of your super or your allocated pension (income stream) account, savings in the bank and investment properties (but not your family home while you're living in it).

Income includes money you're drawing from a lifetime defined benefit pension (such as ElectricSuper's Division 3 Pension Scheme defined benefit pension), investment earnings and any wage or salary from employment.

Any income from your income stream (or interest earnt on your cash in the bank) is treated separately and is tested at deeming rates. Information on the current deeming rates can be found on the Services Australia website (see over the page for the link).

There are different rates of income and assets that you can have and still remain eligible for the age pension or a part age pension, depending on whether you own your home, are single, a couple together, a couple who are separated due to illness or a couple where one partner is eligible for the age pension.

Find out more about claiming the age pension on the Services Australia website (see the Handy Resources box to the right).

Even if you only qualify for a part age pension, qualifying for a part pension will provide you with various concessions and other federal government benefits to support your life in retirement.

These can include a pension supplement, energy supplement and rent assistance.

It is also worth noting that if you are working once you are age pension age, you may receive a Work Bonus which can increase the income limit you are tested at for your age pension.

If only one partner is of age pension age

If you are in a couple and only one of you has reached age pension age, it may be worth considering if there are actions you can take between you that will help increase your eligibility for the age pension.

See pages 16-17 for information on how allocating your super to your spouse may help.

Commonwealth Seniors Health Card

If you aren't eligible to receive the age pension, you may still be eligible for a Commonwealth Seniors Health Card which could allow you access to cheaper health care and some other discounts and concessions. Read more about the Seniors Health Card at Services Australia.

Handy resources

To find out more about the age pension, Services Australia's website is full of current, easy-to-read information.

About the age pension

www.servicesaustralia.gov.au/age-pension

About assets

www.servicesaustralia.gov.au/asset-types

About income

www.servicesaustralia.gov.au/income

About deeming

www.servicesaustralia.gov.au/deeming?context=22526

How to claim the age pension

www.servicesaustralia.gov.au/how-to-claim-age-pension?context=22526

Seniors Health Card information:
www.servicesaustralia.gov.au/commonwealth-seniors-health-card

What shape is your super in?

It's easy to find out if you're on track to achieve at least the basic ASFA 'comfortable' retirement standard.

We have an easy tool on our website - type in your age and your current super balance and, with one click, it will tell you how you're tracking.

If you're behind where you want to be, we give you some tips that might help you boost your super now. If you're on track, we show you some options to help you get even further out in front and maybe get closer to your dream retirement!

Remember that the basic ASFA 'comfortable' standard might not be enough for you to maintain your current lifestyle after you've retired. The standard will give you approximately $51,805 a year to live on in retirement (for a single person) or $73,077 for a couple.

If that doesn't sound like enough income for you, read on.

We've got a quick calculator on our website to help you work out roughly how much your current lifestyle actually costs you each year to give you an idea of your future retirement spending.

Remember that all of these projections or calculations are based on assumptions, including an assumption of how long you'll live. You need to consider your own longevity as part of your retirement planning.

We've got plenty of ideas in the upcoming pages to help boost your super now, well before you retire.

Boost your super

It's never too late to boost your super and have a financially more secure retirement.

There are a few different ways to get additional money into your super.

1. Salary sacrifice contributions
2. Spouse contributions
3. Post-tax contributions
4. Contribution splitting to your spouse
5. Recontributions
6. Downsizer contributions

Let's investigate these in a bit more detail.

1. Salary sacrifice contributions

Salary sacrifice is where you agree with your employer that they will withhold a certain amount of your salary and pay it into your super for you.

As it's taken out of your wage before your marginal tax rate is applied, your taxable income reduces, meaning you pay less income tax.

Salary sacrifice contributions are included in what are known as "concessional contributions". There is an annual limit to the amount you can pay into your super by concessional contributions. If you breach the limit, there are tax penalties that you will need to pay.

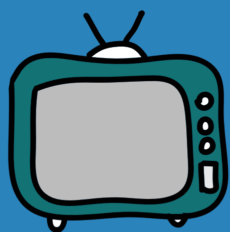
This type of contribution also includes the super guarantee payments that your employer must make for you (11.5% in 2024-25, 12% in years after that), so you need to check that your salary sacrifice contributions plus your employer contributions won't take you over the cap.

The current annual limit can always be found on the ATO website.

However, if your total super balance across all your super accounts is under $500,000, there is the availability to use any of the "concessional contribution cap" that you didn't use in the previous financial years.
Unused caps can be used for up to 5 years before they expire (that is the unused cap from 2019-20 in 2024-25). If you have recently moved to Australia, you can only used previous unused caps for years you were a resident in Australia.

To start, increase or change your salary sacrifice, complete the form and return it to your payroll team.

Vary your contributions form



Watch our 'Voluntary Contributions' video to learn more about salary sacrifice.
www.vimeo.com/585160206

2. Spouse contributions

Spouse contributions are money that one spouse pays into the super account of the other.

If one spouse is a low income earner with a total super balance under the "Total Super Balance Cap" and the other spouse makes a contribution to their super, the contributing spouse may be eligible for an tax offset of up to $540.

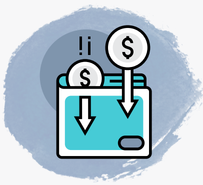
The tax offset is calculated as 18% of the lesser of $3,000 (reduces by $1 for every $1 that the receiving spouse's income exceeds $37,000) or the total of your contributions for your spouse for the year.

If you are making a contribution to your spouse's ElectricSuper account, we've got a form on our website to make it easy.

Spouse Contribution form

3. Post-tax contributions

Post-tax contributions are, as their name suggests, contributions made from money post (or after) you've paid tax on the money.



You can set post-tax contributions up to automatically be paid each pay day by your payroll team or you can make regular or ad hoc contributions from your bank account.

To set up regular post-tax contributions, complete the form and forward it to your payroll team.

Vary your contributions form

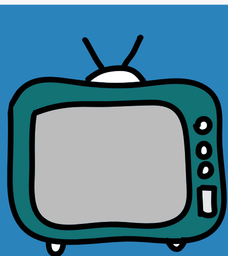
To make a contribution from your bank account, on our website you'll find a form with the bank details and the details you'll need to complete so we can match your payment to your account:

Lump sum contribution form

You may be able to claim a tax deduction on your personal tax return for any contributions you make as post-tax. contributions. Claiming this will change the contribution to a 'personal deductible contribution' and means it will count towards your concessional contributions.

If you intend to claim a tax deduction, you need to notify us. The ATO has a form to allow you to do this. You can find it on our website.

Notice of intent to claim a deduction form



Watch our 'Claiming a Tax Deduction' video to learn more.
www.vimeo.com/653953697

4. Contribution splitting to your spouse

You can transfer up to 85% of your pre-tax contributions to your spouse's super account.

Pre-tax contributions are things like your employer contributions and salary sacrifice contributions. For defined benefit members, this can only come from your Additional Voluntary Contributions.

To split contributions to your spouse, complete our form:

Contribution splitting form

5. Recontributions

Recontributions can be an effective way to make sure your super money is allocated in your super and/or across your spouse's super in the most effective way for both of you. We cover more on recontribution on pages 16-17.

6. Downsizer contributions

If you are 55 years old or older you may be able to deposit up to $300,000 from the proceeds of the sale of your home into your super.

To be eligible to contribute a downsizer contribution into your super you need to have owned your home for at least 10 years and your proceeds need to be paid to super within 90 days of receiving the proceeds from the sale (generally settlement date).

There are additional eligibility criteria that apply, so check the ATO website for all the conditions of making this type of contribution.

If you have a partner you can both contribute up to $300,000 each as a downsizer contribution into super, even if the house is held in the name of only one of you.

Any downsizer contribution you make does not count towards your annual contribution caps, but the amount you contribute will count towards your "transfer balance cap", which limits the amount you can move into the retirement phase of super.

If you plan to make a downsizer contribution into your super, you will need to let us know using the ATO's Downsizer contribution into super form, available on the ATO website (www.ato.gov.au).

You can also only make one downsizer contribution in your lifetime.

Retirement landmines

There are a number of landmines around when preparing for retirement that can derail your plans. But you have the best chance of avoiding them if you're aware that they're out there.

1. Having a longer retirement than you expect

Do you have a family history of people living into their 90s or beyond? Do you make your health and wellbeing a top focus? These kinds of considerations could mean, statistically, you could live beyond the average life expectancy. Projectors and calculators use averages and assumptions to come up with what you might need in retirement and you may find that you have calculated your expected retirement balance based on living until the average age, when, by the rule of averages, half of the population will live longer.

Of course, nobody can know how long they will live, but considering that you might live longer than average is something to think about. Do you need to adjust your plans accordingly?

2. Not understanding the way an Income Stream works

When you retire, the money in your super account is yours to do with as you please (assuming you have met a "Condition of Release", of course), but it can be hard to know what the best thing to do with it is for you. There are so many options out there!

You can make a time to speak with the Member Services Team at ElectricSuper who will help you understand how an Income Stream works.

With that knowledge, you can weigh up your options and make an informed decision about what you will do with your super balance.

3. Not understanding your Services Australia options (Centrelink)

There are many factors that involve Services Australia (formerly known as Centrelink) which you need to be aware of, well before you retire.

For example, if your spouse is younger than you, you may be able to use a "Recontribution Strategy" to move some of your super to them and increase your eligibility for the Aged Pension until they also reach eligibility age.

Also, Services Australia will include any gifts you've made in the past 5 years in your income and assets test for the Aged Pension. It means that if you are planning to gift money in the lead up to retirement, you need to keep in mind that these amounts will still be included in your income and assets test.

Services Australia have Financial Information Service Officers on staff to help you understand all of your options and the things you need to consider, even in the years before retirement.

4. Staying in the default investment option

Staying in the default investment option might not be a true "landmine" - in fact the default option might suit you perfectly - but if the default option isn't right for you, you could be taking more risk than you're comfortable with or you could be losing out on greater returns that you could be earning.

Spend some time discovering your Risk Profile and check you're invested in the best option for you.

Making an informed decision about your investment option now and again when you've retired can help you sleep well at night.

5. Forgetting to plan what happens with your super after you die

You may have a will in place, but you need to also consider what happens with your super (or Income Stream pension) after you die, as it isn't automatically included as an asset to be distributed under your instructions in your will.

There's more information about estate planning later in this booklet.

As part of your planning, it's worth thinking about how tax will be applied to the payout of your Income Stream when you die. For example, if you want to leave your Income Stream balance to your adult children, they will be taxed on the amount, but you may be able to take advantage of a "Recontribution Strategy" which could move some money to a tax-free status, leaving them with more money after you die.

And, if you want your spouse to continue receiving your regular Income Stream Pension payments, you need to put a Reversionary Beneficiary in place.

6. Undervaluing or overvaluing your assets

You might think that your home, investment properties or other assets will help support your lifestyle in retirement. And a well-planned portfolio can do that. But you need to be realistic with what these things are worth and what they will deliver you in retirement.

If you value what you own incorrectly, you could find yourself with less money in your pocket than you expected when you sell them, or you could find yourself with assets or cash well above what you initially expected, which could impact your Services Australia eligibility, or it could leave you with capital gains tax to deal with.

It could also impact on your living situation if you under or overvalue your home when you go to downsize to a new home.

Make sure you have a realistic valuation of your assets as well as a realistic idea of their ongoing costs or what the costs could be at the time of selling them.

7. Not making plans

Having professional help guide you as you plan for your retirement can be very reassuring.

A financial planner who you trust and work well with can help explain your options and how different choices can impact on your situation now and into the future.

Your financial planner could help you with just a few specialised areas or they could provide you with a comprehensive plan that covers everything.

You can employ a financial planner to help you with a single issue, such as helping you work out what you need with your life insurance, or how you can best invest an inheritance. Or you can employ a financial planner to work through everything you've got including property, shares, estate planning, family trusts and more.

The cost of employing a financial planner could potentially be taken out of your super. Speak to us about whether this option could work for you.

8. Assuming you can't learn anything more about your own situation

Our Member Services Team can help you get a better grasp on your own situation.

This is true, whether you feel like you already have a good understanding or whether you feel like it's all a mystery and don't even know where to begin.

Meeting with our Member Services Team is free for our members. You can meet at our Adelaide CBD office, at your worksite (including regional SA trips which are scheduled through the year), at another location that suits you, over the phone or by videoconferencing.

If you have questions, bring them with you, and your spouse is welcome to come along too, to hear the information with you.

You can make your free appointment easily, by either calling us on 1300 307 844 or book online at www.electricsuper.au/meet-with-us

Meet with an expert

While we recommend that people get financial advice, some people aren't sure if financial advice is for them.

If this is you and you aren't sure where to begin, a great place to start is by talking to us.

Our Member Services team can provide you with information on how super works and explain all of your options to you. This puts you in the best educated position to begin making the right choices for yourself. It will give you confidence about your financial literacy.

Make a time to meet with us to talk through your situation. We can meet you over the phone, by video link or in person, either at our Adelaide CBD office or we can come to your workplace. It's a free service we offer to all our members. Your partner is more than welcome to join us and we can discuss your options and run through everything with you together.

Call us on 1300 307 844, go to www.electricsuper.au/meet-with-us or scan the QR code below to book your appointment now.

Getting ready to retire

Transition to Retirement Pension

Transition to Retirement can be a great way to make the most of the tax advantages that super offers as you start preparing for retirement.

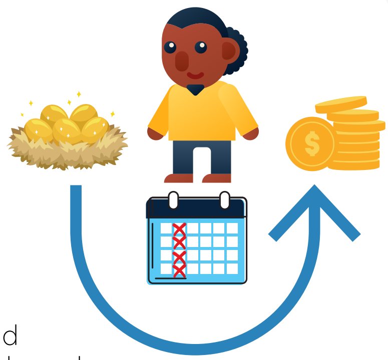
A Transition to Retirement (TTR) strategy works for a couple of different purposes:

- it can allow you to reduce your working hours and supplement your take-home pay with money out of your super, or
- it can allow you to salary sacrifice more to super while you continue working the same hours, while supplementing your take-home pay with money from a Transition to Retirement Pension

So, how does it work?

We've got a couple of quick examples to help you visualise how the process works.

Working fewer hours



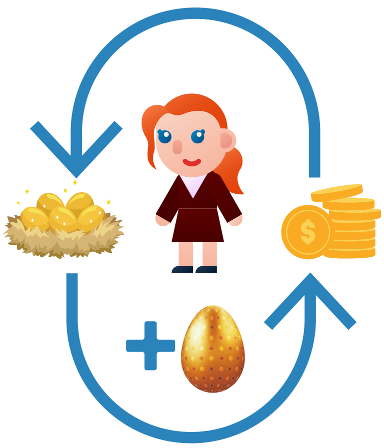
Aakash chooses to work fewer hours as he prepares for his retirement.

He opens a Transition to Retirement Pension using some of the money in his super and sets up a regular withdrawal from the Transition to Retirement Pension into his bank account.

This regular withdrawal supplements the amount his take-home pay from work has reduced by, due to his reduced hours.

Because Aakash is over 60 years old, the money he receives as income from his Transition to Retirement Pension is tax-free.

He continues to receive super contributions from his employer into his regular super account.



Salary sacrificing more into super

Nina wants to continue working the same hours at work, and she wants to boost her super before she retires.

She opens a Transition to Retirement Pension using some of the money in her super and sets up a regular withdrawal from the Transition to Retirement Pension into her bank account.

She uses this regular withdrawal to supplement her take-home pay as she increases the amount of her wage that she is contributing to her super. This allows her to make the most of the tax advantages that making salary sacrifice contributions can offer. The payments she receives from the Transition to Retirement pension are tax-free because she is over 60 years old.

She continues to receive super contributions from her employer into her regular super account.

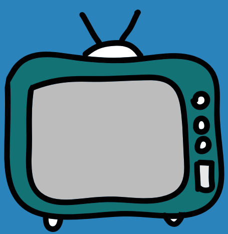
A Transition to Retirement Strategy is available to people who have reached the age of 60 and are still working.

To open a Transition to Retirement Pension with ElectricSuper, you need at least $30,000 to get started.

For Accumulation members: (Division 5): this will come from your super.

For Defined Benefit members (Division 2, 3 or 4):
you will need to have at least $30,000 in your Additional Voluntary Contributions and/or rollover accounts to start.

We strongly recommend that you seek financial advice before you take any action.



Watch our 'Transition to Retirement' video to gain a better understanding of this complex topic.
www.vimeo.com/586058261

Other information about Transition to Retirement

Payments received to your bank account from a Transition to Retirement Pension are tax-free.

You may also benefit from the tax-effective treatment that applies to salary sacrifice and superannuation more generally, which may help you boost your super faster.

If you want to know more about whether a Transition to Retirement Pension could work for you, make a time to speak to us.

We can meet you in person, over the phone or by video link. You are welcome to bring your partner too so we can discuss this with you both.

Recontribution

In basic terms, a recontribution is when you withdraw money from your super and then put it back into the super system.

If you are aged between 60 and 67, regardless of whether you are working or retired, you might choose to take some money out of super (or your retirement income stream) and then move it back into super.

There are a few reasons people do this.

- To reduce your beneficiaries' tax burden, or
- To boost your spouse's super while also reducing your beneficiaries' tax burden
- To increase Centrelink benefits if your spouse is younger than you

To reduce your beneficiaries' tax burden

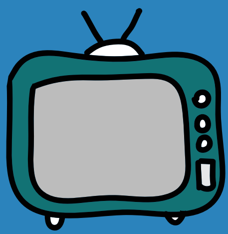
If you plan to leave your super benefit, or part of your super benefit, to your adult children or to a friend or charity if you pass away, they will be taxed on the money.

This is because they are not considered a 'dependant' under taxation law. and are taxed accordingly.

In contrast, your spouse or your children under 18 are considered 'dependants' under tax law so any benefit they receive will not be taxed.

Tax is payable (by your non-dependant beneficiaries, such as your adult children) on the parts of your super which were treated with concessional tax arrangements when the money was paid in to your super. It includes any contributions from your employer and any contributions you made by salary sacrifice. These contributions are known as "concessional contributions".

For most people, the bulk of money in their super account is from "concessional contributions" and therefore is taxable for beneficiaries such as your adult children.



Watch our 'Leaving Your Super to Non-Tax Dependants' video to gain a better understanding.
www.vimeo.com/586058114

However, by taking money out of your super and recontributing it, the whole amount you are putting back into your super will no longer be considered a "concessional contribution" because it is you, rather than your employer, making the contribution from money from your bank account (even though you drew it out of super to pay it into your bank account in the first place!). It will be categorised as a "non-concessional contribution" instead.

This means that it will move from being taxable for your adult children if they inherit to being tax-free for them.

There is a limit on the amount you can pay into your super as non-concessional contributions each year, as set by the federal government.

You may have made other non-concessional contributions to your super already this financial year, so you need to check that recontributing money to your super won't breach the cap. There are significant tax repercussions if you breach the cap.

You can find out more about the current limits for non-concessional contributions on the ATO website.

You may be able to take advantage of the bring-forward rules which allow you to use the limit for your non-concessional contributions for up to the next 2 years in this financial year. There are conditions and restriction that apply. More information on the bring-forward rule is on our website and the ATO website (www.ato.gov.au).

To boost your spouse's super, reduce your beneficiaries' tax burden and possibly increase your access to Centrelink benefits

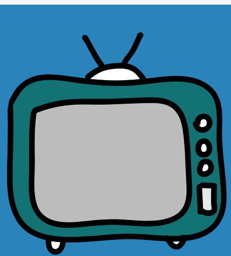
Much like the scenario above, you can move money from a taxable status to a tax-free status for your adult children by recontributing into super.

However, rather than contributing the recontribution back into your super account, you can make the recontribution into your spouse's super account.

This can be helpful if you are already at (or nearing) the cap for your own non-concessional contributions.

It allows you to maximise the amount you are moving to a tax-free status for your beneficiaries by both you and your spouse taking advantage of the annual cap limits.

It may also be advantageous if you are nearing the lifetime super balance cap, known as the Transfer Balance Cap, (the maximum amount you are allowed to move into a retirement phase product of super, such as an Income Stream).



Watch our 'Recontribution Strategies Explained' video gain a better understanding.
www.vimeo.com/586058179

On top of this, your spouse's super is boosted, and it may help you access Centrelink benefits. If your spouse is younger than you and not yet at age pension age, their assets will not be assessed as part of your age pension assessment. It means that moving some of your assets (for example, money from your super) to your spouse, your assessable assets will reduce and you may be eligible for the age pension (or a part pension) until your spouse reaches their age pension age.

You can read more about the current Transfer Balance Cap on the ATO website (www.ato.gov.au).

Ready to retire

Retirement Income Stream

When you are ready to retire, you will need to think about how you will access the money you'll live off in retirement.

A reliable and easy option is to set up an ElectricSuper Retirement Income Stream.

It allows you to access your money in regular payments, paid directly to your bank account, while the rest of your money stays invested in the market.

You can choose the amount you wish to take (as long as it is above the set government minimum) and how frequently you want to receive your payments.

If you are over 60 years old, the payments you receive from an Income Stream are tax-free.

You can choose to receive your payments at a frequency that suits you: fortnightly right through to an annual payment. Plus you have access to make one-off lump sum withdrawals whenever you like.

How old do you need to be?

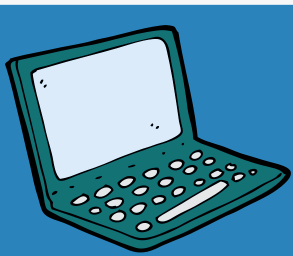
To open a Retirement Income Stream you must have reached at least age 60.

How do you get started?

Complete an application form (a Benefit Payment form) available from the ElectricSuper website to transfer some or all of your super into a Retirement Income Stream.

You can also add other non-super money if you wish at the same time.

You need an opening balance of at least $30,000.



See our story 'What is an income stream (or allocated pension)' at www.electricsuper.au/2021/03/30/what-is-an-income-stream-or-allocated-pension/

What's the most you can put into an Income Stream?

The government sets an upper limit on the amount people can deposit into the retirement phase of super, such as into a Retirement Income Stream account.

This is known as the Transfer Balance Cap. In 2023-24, the Transfer Balance Cap is up to $1.9 million*.

If you have more in your super than the Transfer Balance Cap, you can leave super money in your existing super account and access it later, if and when you need it. There are no penalties for leaving your super in your existing super account once you have retired.

* there are some exceptions to this for people who have had income streams in the past. If this is you, your personal Transfer Balance Cap may be lower than $1.9m. You can find your personal Transfer Balance Cap through ATO Online.

Online access

With an ElectricSuper Retirement Income Stream, you have access to your account online.

In the secure member area of the website you can update your payment frequency and amount instructions, request one-off lump sum withdrawals and change your investment options.

Beneficiaries and estate planning

As Benjamin Franklin said, the only certainties in life are death and taxes.

When you die, the ElectricSuper Board will decide where your ElectricSuper benefit is to be paid. It may or may not be in line with your wishes. You might be surprised to learn that it will not automatically be paid to your estate to be distributed in line with your will.

If you want to be sure that your super benefit is being paid to the right people if you die, you may choose to nominate a beneficiary (or beneficiaries) now.

If you have a Retirement Income Stream you can choose to nominate a reversionary beneficiary or you can make a binding death benefit nomination.

If you have a Transition to Retirement Income Stream or other ElectricSuper account you can make a binding death benefit nomination.

Reversionary beneficiary

If you open a Retirement Income Stream, you are able to nominate one person as your reversionary beneficiary.

This person will receive your Retirement Income Stream as ongoing regular pension payments after your death.

It could be advantageous for them as they will have a regular ongoing income at what can be a very stressful point in their life.

On top of that, depending on the age of your reversionary beneficiary when you die, they may not be able to recontribute an inherited lump sum back into super. It means that inheriting a lump sum on your death (which would happen if you lodged a binding death benefit nomination) could leave them with the issue of not being able to reinvest the money into a super-based income stream to draw a regular pension.

If you nominate a reversionary beneficiary, they can choose to take the benefit as a lump if they wish.

There are restrictions on who you can nominate as a reversionary beneficiary.

Your reversionary beneficiary must be:

- your spouse (legal or de facto)
- your child (only if under 18, between 18-25 if financially dependent on you, or any age if disabled)
- anyone who is financially dependent on you
- anyone you are in an interdependency relationship with

You can find more information about the definitions of 'financially dependent' and 'interdependency relationship' on our website.

A reversionary beneficiary nomination does not expire. You can cancel or change your nomination at any time.

If, at the time of your death, your nominated beneficiary is still an eligible beneficiary, your Income Stream will be paid to them, regardless of whether your circumstances have changed. For this reason, you need to make sure your nomination of a beneficiary with us is kept up-to-date if your situation changes.

Binding Death Benefit Nomination

A binding death benefit nomination is an alternative to nominating a reversionary beneficiary for members with a Retirement Income Stream. It's also the option available to members with a Transition to Retirement Income Stream.

A binding death benefit nomination allows you to nominate as many 'dependants' as you choose to receive your Income Stream balance as a lump sum.

You can choose the share of your Income Stream balance that your nominated beneficiaries will receive.

You can nominate either specific beneficiaries and/or your 'Legal Personal Representative' - this is your executor or administrator.

The specific beneficiaries you could nominate in a binding death benefit nomination need to be a 'dependant' under superannuation law. A dependant could be:

- your spouse (married or de facto)
- your children (including step children and adopted children)
- anyone wholly or partly financially dependent on you
- any person you have an interdependency relationship with.

You are able to nominate any number of beneficiaries. Split the payout by choosing the proportion you wish to go to each beneficiary.

The nomination, once it has been received and accepted by us, is binding on the ElectricSuper Board (unless, of course, there is some legal reason that we cannot pay it to the nominated beneficiaries, such as you were legally incapable of making a nomination or a beneficiary is legally not entitled to receive the benefit, for example, they are not in one of the categories of dependant above). You can find more information about beneficiaries and how to complete a legally binding nomination on our website.

A binding death benefit nomination lasts for 3 years. You will need to update your nomination with us every 3 years. You can change or cancel your nomination at any time by completing and lodging a new binding death benefit nomination form.

To lodge a nomination

To lodge a reversionary beneficiary nomination, you can do this at the time you apply to open your Retirement Income Stream. This is included in the Retirement Instructions form (the application form).

You can also add, change or cancel a reversionary beneficiary nomination at any time. Use the Reversionary Beneficiary form on our website.

Reversionary beneficiary form

To lodge a binding death benefit nomination, complete the form, including having it witnessed by 2 people who are not listed as beneficiaries, and return it to us.

Nominations for a binding death beneficiary/ies remain valid for 3 years. You can cancel or change a binding death benefit nomination by submitting a new nomination form at any time.

Find the binding death benefit nomination form on our website.

Binding death benefit nomination form

Tax on super benefits for your beneficiaries

The laws and definitions concerning who is a dependant are different under super law and tax law.

This is true for your adult children, for example, who are classed as dependants under super law, but are not considered dependants under tax law.

It could mean that you choose to leave your super money to your adult children, but that they will be taxed more heavily on any amount you leave them from your super. In contrast, your spouse is considered a dependant under super law and tax law and therefore will not be taxed if you leave your benefit to them.

There are ways to minimise the tax burden on your adult children (and on any others you choose to leave money to from your super who are not considered dependants under tax law, such as charities, friends and other relatives). We talk more about this on pages 16-17.

Other government support

If you are in South Australia, aged over 60 and work less than 20 hours each week in paid employment, you may be eligible for a South Australian Seniors Card.

Amongst other benefits, the card entitles you to free public transport.

Businesses in SA, interstate and in some other countries, such as New Zealand, may also offer you discounts on their services and products.

How do you get the card?

You need to apply for the card, which you can do online or by completing a hard-copy of the form. You can find hard-copy application forms to download online or at your local library.

There is no income or asset test to access an SA Seniors Card, but you will need to provide some identification when you apply, such as a birth certificate, drivers licence or passport.

You can apply by post up to one month ahead of your 60th birthday. If you're applying online, applications will be accepted one week before your 60th birthday.

Other Australian states offer similar Seniors Card programs.

For details on the SA Seniors card and to apply online see www.seniorscard.sa.gov.au

Retirement timeline

5 years before retirement

Speak to us

Learn how to make the most of your super & your future options

Check your super

What's your current super balance? What amount 'should' you have now to achieve your retirement goals?

If you're behind, does your super need a boost? See pages 8-9

Are you keeping track of all your super accounts? Check my.Gov.au for any lost super. Consider rolling other super over to reduce fees

Have you nominated a beneficiary or beneficiaries to receive your super if you die? See pages 20-22

Check your general finances

Do you have debts to pay down? Are you planning to pay them off with your super benefit?

Do you have money in the bank that could be working harder for you? You could take advantage of putting additional money into super. See page 8

Speak to your partner

Are you in agreement on your retirement plans?

Does your partner's super need a boost? See pages 8-9

Consider your current living situation

If you own your home, are you considering downsizing in future? You could put proceeds from the sale into your super. See page 10

3 years before retirement

Speak to us

Check you are still on top of all the options available to you

Check your super

Check that you are on track to achieve your retirement balance goals. If not, what steps can you take to boost your super? See pages 8-9

Check your general finances

If you haven't already, think about how you'll deal with any outstanding debts, or consider putting additional money into super

Aged 60-67

The super laws are designed to allow people aged 60-67 more flexibility to boost their super.

You may be able to recontribute to your super or to your spouse's super which may offer tax and/or Centrelink advantages.
See pages 16-17

Consider Transition to Retirement

Working fewer hours to 'practise' for life in retirement might work for you. There may also be financial advantages. See pages 14-15

Consider your leave entitlements

Do you have long service leave or annual leave that you could use to help you transition to retirement - taking regular leave between now and retirement, or in a block at the end of your working life.

Speak to your HR team about the options.

Consider what recontribution could do

While you are in the 60-67 age bracket you are able to take super out and recontribute it to your super or to your spouse's super which could provide benefits for your adult children if they are your beneficiaries, and could increase your access to Centrelink benefits in some cases.

We discuss what recontribution is and what benefits it could deliver in detail from pages 16-17.

1 year before retirement

Speak to us

Check in to make sure you are still on top of all the super options available to you.

Consider your options

Will you need to set up an income stream to draw a regular income from your super as soon as you retire? Or do you have other income that you plan to live off at first? Remember, that speaking to us can help you ensure you're across all your options.

Make some lifestyle and leisure plans

Make a list of suggestions for yourself on how you'd like to spend your time

Are there activities you could take up now to make the transition into retirement easier for you?

If you plan to travel, consider booking to secure earlybird prices and stay on top of the current vaccination requirements

3 months before retirement

Speak to us

Check in that you're on track and make sure you understand all of your options, including strategies around re-contribution, maximising Centrelink and increasing your spouse's super.

Consolidate your money

Do you have other super or 'spare' cash that you're planning to consolidate into your retirement money? It could be the time to bring your money together to get ready

1 month before retirement

Meet with us

We can help you ensure you have all your paperwork requirements completed so your income can continue seamlessly when you retire.

Let people know

Let your contacts and colleagues know and set up alternative contact details for them to use.

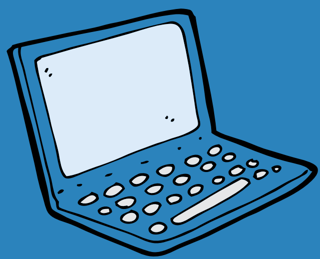
Let us know too!

Make sure that your contact details with us will still work after you've left employment. Update your email to your personal email address and, if your phone number is changing, let us know

Make a time to meet with us now to talk through your options at retirement.

Whether you're 5 years or 5 weeks away from retirement, we can help

1300 307 844



www.electricsuper.au/
meet-with-us

13 March 2025

Any queries?

1300 307 844
inquiries@electricsuper.com.au
www.electricsuper.au

Level 1, 89 Pirie Street
Adelaide SA 5000

GPO Box 4303
Melbourne VIC 3001

Issued by the Electricity Industry Superannuation Board ABN 57 923 283 236 as Trustee of the Electricity Industry Superannuation Scheme