

1 October 2020

The information in this document forms part of the following Product Disclosure Statements:

- HESTA Product Disclosure Statement 1 October 2020
- HESTA Personal Super Product Disclosure Statement issued 1 October 2020
- HESTA Corporate Super Product Disclosure Statement issued 1 October 2020

Important

The information in this document relates to how super is taxed in the 2020/21 financial year.

Understanding how taxes work will help you build your super

Tax on contributions to a super fund

The rate of tax on super contributions depends on the type of contribution being made, the amount of contributions made in the financial year, and the amount of your total income.

Before we get started, here are some handy definitions:

After-tax income – your take home pay. That is the money you see deposited in your bank account when you get paid, and tax has already been taken out.

Before-tax income – your total salary, before your employer takes out tax.

After-tax contributions

Contributions made from your take-home pay (also called non-concessional contributions), include personal contributions and spouse contributions. They are not taxed when deposited into your super fund, as you've already paid income tax on this money.

There is a limit (called a non-concessional contribution cap) of \$100,000 p.a. for people under age 75*. Those aged under 65[†], and have a total super balance less than \$1.4m, may bring forward a further two years' worth of contributions, giving them a cap of \$300,000 over three years. If your total super balance is above \$1.4m, the bring forward arrangements will depend on your balance. If your total super balance is \$1.6m or more at the start of any financial year, you cannot contribute any after tax earnings to your super. Any after-tax contributions made over this cap will be taxed at the highest marginal tax rate.

You can withdraw excess after-tax contributions above the cap along with 85% of any associated earnings, however, these will be included in your assessable income and taxed at your marginal tax rate.

The annual cap is linked to indexation of the concessional contributions cap.

Before-tax contributions

Also called concessional contributions, before-tax contributions include employer contributions and salary sacrifice amounts. Where your employer pays for your insurance, the amount will be treated as a concessional contribution and go towards your contributions cap.

Before-tax contributions are taxed at 15% when deposited into your super account.

If your adjusted taxable income (including salary sacrifice) for a financial year is greater than \$250,000, your concessional contributions will be subject to an additional 15% tax, effectively meaning you pay 30% tax on your concessional contributions.

There is a limit (called a concessional contribution cap) of \$25,000 p.a. regardless of your age.

If your total super balance is less than \$500,000, you will be able to carry forward any unused concessional contributions on a rolling basis, from 1 July 2018, for up to five years. The first year you will be able to carry forward contributions is the 2019-20 year of income.

Excess before-tax or concessional contributions are included in your assessable income for the corresponding year and taxed at your marginal tax rate. In addition, you are liable for the excess concessional contributions charge. You may elect to withdraw up to 85% of your excess concessional contributions to help pay your income tax assessment when you have excess concessional contributions.

Benefits of contributions

- The rate at which before-tax contributions are taxed may be lower than your income tax rate
- Personal after-tax contributions may also attract the government super co-contribution. For more information, see *How super works* at hesta.com.au/pds
- Spouse contributions may be eligible for the spouse contribution tax offset
- You may be able to claim a tax deduction on personal contributions made to HESTA. For example, this may be the case if you are self-employed or your employer does not allow salary sacrificing. For details, call us on 1800 813 327

Learn more about achievable benefits made from extra super contributions, see *How super works* at hesta.com.au/pds

 Use the HESTA calculators to see how contributions could work for you at hesta.com.au/calculator

Tax on earnings in super

Investment earnings in super are taxed at a maximum rate of 15%. The final tax rate may be less than 15% after-tax deductions, offsets and credits are applied.

The tax rate on investment earnings in super may be lower than the tax rate on your investment earnings outside of super (including interest on money in a bank account), which would be at your income tax rate.

Investment tax is deducted from investments before earnings are applied.

*The contribution caps are applied per person, not per fund, which means contributions made to other funds are included in the cap. Excess concessional contributions will also count towards your non-concessional contribution cap if not withdrawn. Super funds are required to report all contributions to the Australian Tax Office (ATO), and the ATO determines whether you have exceeded a contribution cap. A person age 75 and over is ineligible for non-concessional contributions see *How super works* at hesta.com.au/pds

[†]If a person turns 65 in the financial year, any bring-forward contributions must be made before turning 65, unless they make a work test exempt contribution in that year.

Tax file number (TFN)

It's beneficial to provide your TFN to your super fund. If you don't, concessional contributions into your super and benefit payments from your super may be taxed at the highest marginal tax rate. Your fund will also not be able to accept after-tax contributions.

Tax on lump-sum payments from super

Payments from your super account have a tax-free and a taxable component. Withdrawals are taken proportionally from the tax-free component and the taxable component, based on how much is in each component. You cannot choose to have a partial withdrawal from one particular component.

Tax-free component

The tax-free component of your super is generally made up of your non-concessional contributions plus any crystallised tax-free amounts at 30 June 2007. If your super is released due to permanent incapacity, the tax-free component will be increased if you are under age 65. No tax is payable on the tax-free component.

For more information about crystallised amounts or permanent incapacity payments, call us on 1800 813 327.

Taxable component

The taxable component is the total of your benefit less the tax-free component. The rate of tax on the taxable component (see table at right) depends on how your super is being paid out.

- 1. Retirement payments** – there are different tax rates for lump-sum payments depending on your age and the amount. There is no tax on payments if you are over 60.
- 2. Rollover between super funds** – there is no tax payable if you transfer money from one super fund to another, if both funds are based in Australia. The only exception is where the amount transferred contains an untaxed element, which may occur when transferring benefits from certain public sector super funds.
- 3. Departing Australia Superannuation Payments (DASP)** – if you're a temporary resident who has departed Australia, a different tax rate will apply.
- 4. Terminal illness payments** – if your super is released due to terminal illness, there is no tax on payments.
- 5. Death benefit payments** – tax on death benefits depends on whether the benefit is paid to a dependant or a non-dependant.** The taxable component of a death benefit may include an untaxed element where the proceeds of death insurance have been paid into the account.

Taxable component of a lump-sum payment	Tax rate*
1. Retirement payments	
• Paid before preservation age	22%
• Paid at or above preservation age but before age 60	0% (up to \$215,000) 17% (over \$215,000)
• Paid after age 60	0%
2. Rollover between super funds	
• Taxed element	0%
• Untaxed element	0% (up to \$1.565m) 47% (over \$1.565m)
3. Departing Australia Superannuation Payments	
For Working Holiday Makers***	65%
	35% Taxed Element 45% Untaxed element
4. Terminal illness payments	
	0%
5. Death benefit payments	
• Paid to a dependant**	0%
• Taxed element paid to a non-dependant	17%
• Untaxed element paid to a non-dependant	32%

* Tax rates include Medicare levy of 2%.

** A dependant for tax purposes is defined as a spouse, a child less than age 18, any other person with whom you have an interdependency relationship, or any other person who is dependent. Unless they meet this criteria, your nominated beneficiaries may not be classified as dependants for tax purposes. See at hesta.com.au/pds for more details about dependants.

*** The 65% rate will apply to your total DASP amount, including any super you may have earned while working under a different visa.



How can we help?

One of the benefits of your HESTA membership is super advice at no extra cost.

The rules regarding tax and super are complex. How these rules will affect you will depend on your individual circumstances.

To make an appointment, visit hesta.com.au/advice or call 1800 813 327.

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