

# Savvy



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# Welcome

from the CEO



We know that many of you spend your working lives looking after others and we're proud to play a part in helping you create the future you want.

## Super changes

Last year, the government launched a senate inquiry into the gender gap in retirement savings. This provided an opportunity for HESTA to join with others to call for a more equitable super system.

We made a submission to the inquiry on how to reform super, providing a number of policy recommendations, which you can read more about on page 6.

Our recommendations hope to ensure our members can participate fully in and benefit from Australia's super system — regardless of how much they earn, whether they take career breaks, or work in casual or part-time roles.

## Supporting your industry

We are proud to recognise excellence in your industry through HESTA's annual Awards Program, which brings national recognition and acknowledgement to the outstanding care, innovation and leadership in your sector.

Each year, I attend the awards and I'm inspired by the life-changing work HESTA members do every day that positively

impacts those they care for, their families and communities across Australia.

We're privileged to share your stories, and you can hear more about the awards on page 4. Plus, on page 10, you can read about the extraordinary work of 2015 HESTA Nurse of the Year, Catrin Dittmar, who showed outstanding leadership and care during a severe storm at her workplace.

## What you say matters

Finally, we're excited to find new ways to involve you, our members, in shaping HESTA's future. In October last year, we launched our online insight community, 'Have a Say'.

It's just another way we're partnering with you and your industry to ensure that we're achieving the best possible retirement outcomes for each and every HESTA member.

*Debby Blakey*

Debby Blakey, CEO

## JOIN THE MOTHER'S DAY CLASSIC

HESTA has proudly sponsored the Mother's Day Classic since 1998 and is a gold sponsor of the 2016 event.



One in eight women and one in 688 men will develop breast cancer and it is a disease that touches many HESTA members. That's why we are honoured to be involved in an event that helps fund research for a cure. There's still time to join thousands of people around the country by registering to walk or run, or by sponsoring a family

member, friend or colleague who is participating. Events will be held in all capital cities and various regional centres on Sunday, 8 May. You can also volunteer on the day.

For more information visit [mothersdayclassic.com.au](http://mothersdayclassic.com.au)

## FINANCIAL ADVICE — NOW AVAILABLE ONLINE

Personal financial advice is available in many ways at HESTA. Now you can also choose to receive it online.

Our handy online calculators help you to assess if your super is on the right track. You're able to calculate how much super you might end up with, how extra contributions can make a difference, how much insurance you may need, and what type of investor you are.

You can receive personal online advice if you feel you

need additional help after using our calculators. Available topics include recommendations on your investment, insurance and contributions strategy.

All you need to do is answer a few simple questions to find out if this advice model is right for you.

To find out more, go to [hesta.com.au/calculators](http://hesta.com.au/calculators)

## DID YOU KNOW?

We answered **300,000** member queries at the HESTA call centre in 2015.

**11,000** members attended an after-work seminar, received general advice from a Superannuation Advice Officer or had a face-to-face financial advice appointment.

**2,500** education and advice events were run by the HESTA Engagement and Advice Team across the country.



Product ratings are only one factor to be considered when making a decision. See [hesta.com.au/ratings](http://hesta.com.au/ratings) for more information.

This document has been produced to international environmental management standard ISO14001 by a certified green printing company using recycled paper.

# Recognising our everyday heroes

HESTA is proud to support your industry by recognising outstanding individuals and organisations in health and community services.

Our awards program brings national recognition to the highest standards of excellence across a range of disciplines.

Nurses and midwives, early childhood educators, personal care attendants, aged care and community sector professionals each

have a HESTA Award that highlights their range of skills and qualities.

We also celebrate the success of primary health care providers, including dentists, physiotherapists, pharmacists, therapists and allied health professionals.

Each of the five industry-specific award programs aims to promote the vital work of that sector, whose care and support touches families, friends and fellow Australians every day.

These everyday heroes aren't looking for prizes or recognition – in fact, they



**Lisa Clarke** represented Swags for Homeless, a Finalist in the Organisation category at the HESTA Community Sector Awards.



**Doris Johnson** represented Barkly Mobile Preschool, NT, which was the 2014 Excellence in Building Inclusion Award Winner in the HESTA Early Childhood Education and Care Awards.

You can read more about the inspirational work of our 2015 HESTA Nurse of the Year, **Catrin Dittmar** on page 10.

are often nominated by others who are thankful for the difference they have made to their lives. These nominations tell incredible stories of health and community service professionals striving to improve the quality of life of people in their communities, often in trying circumstances. This year was no different, with a diverse range of outstanding nominees, finalists and award winners from all around Australia. We had health care providers who are operating in remote,

rural areas and providing life-saving services to communities with very limited access to facilities and support. We also had organisations and individuals tackling some of our most challenging social issues, such as homelessness, mental health and domestic violence, often developing ground-breaking solutions that are having a lasting effect.



**Dr Jilen Patel**, part of the Kimberley Dental Team, was a WA Finalist in the Individual Distinction category at the HESTA Primary Health Care Awards.



**Myra Sessions** of Mareeba Aged Care was a NSW Finalist in the Nurse of the Year category at the HESTA Australian Nursing Awards.



**Frank Naso** of the Society of Saint Hilarion Inc. Aged Care Homes was a SA Finalist in the Individual Distinction category at the HESTA Aged Care Awards.

Subscribe, nominate and share at [hestaawards.com.au](http://hestaawards.com.au)





# Mind the gap

Why do women tend to retire with less than men? The government is finally putting the spotlight on the issue.

What can we, as a society, do to close the gap between men and women's super to improve women's chances of a dignified retirement?

This is the question being tackled at the senate inquiry into the economic security of women in retirement.

Despite more and more women working, women still retire with far less super than men. And women tend to live longer, so they need more money to fund their retirement years.

## An uneven playing field

According to figures from the Australian Bureau of Statistics (ABS), women in Australia retire with 47% less in their super than men.\*

The reasons for the difference in men and women's super balances are complex, but you can start taking small steps today, such as making extra contributions, to help boost your super for the future.

Plus, we are fighting for reforms that would make the system fairer for women. We've highlighted in our submission to the senate inquiry that the biggest reason for the super gap is the gender pay gap.



“The super gap women experience is not due to the choices they make – the main causes are the gender pay gap that sees women earning less than their male counterparts and unpaid time out of the workforce.”  
Debby Blakey, HESTA CEO

Research by the Workplace Gender Equality Agency shows the gender pay gap in health and community services is 27%. This means women simply have less going into their super each month.

“The super gap women experience is not due to the choices they make – the main causes are the gender pay gap that sees women earning less than their male counterparts and unpaid time out of the workforce,” says HESTA CEO, Debby Blakey.

If the gender pay gap wasn't bad enough, the system was also designed to reward unbroken careers.

Most women, however, take time out of the workforce to raise children or care for elderly family members.

That's why we want to change the super system so women can perform these roles and not be penalised when they retire. We have put forward some ideas to the senate inquiry (right) to help balance the playing field.

But reforms take time so here's a few steps (below) that you can take today to help shore up your super for the future.

\* Australian Bureau of Statistics (ABS); Retirement and Retirement Intentions, Australia, July 2012 to June 2013; [abs.gov.au/ausstats/abs@.nsf/mf/6238.0](http://abs.gov.au/ausstats/abs@.nsf/mf/6238.0)

## WHAT YOU CAN DO TODAY



**Top up your super**  
Putting a small amount extra into your super each month can make a huge difference when you retire. An additional \$20 a week can make a significant difference come retirement age.

**Consolidate your accounts**  
If you're a member of multiple super funds, consider rolling all your accounts into one fund. This can help your super grow by reducing fees.

**Make a one-off payment**  
If you find you have a little more in your bank account than usual, consider making a one-off super payment.

## 3 THINGS WE ARE FIGHTING FOR

### 1 Keep lower paid workers' benefits

The Low Income Superannuation Contribution (LISC) scheme helps 3.6 million, including two million women, with a tax rebate of up to \$500 in their super accounts. We are fighting to retain this rebate.

### 2 Everyone deserves super

Workers who earn less than \$450 per month from one employer do not receive any super. We would like to see all workers receiving contributions. This is particularly vital for women who work multiple jobs for different employers.

### 3 Reward caring roles

Many women perform unpaid caring roles. These valuable contributions to our society should be recognised. Overseas countries have systems that are good examples of how Australia could reform its system to become more equitable for women.

# Money makeover

With some careful planning and support, having the financial freedom to pursue your dreams is possible. The founder of financial literacy program 10thousandgirl, Zoe Lamont, talks about how you can get started.

Women are experts at managing their weekly budget, but many may not realise that they've also got the skills to put a long-term plan in place for their finances. With some planning, every woman can reach her financial goals, social enterprise 10thousandgirl believes.

We quizzed founder, Zoe Lamont, about how you can set yourself up for a secure future.

## Why is there a need for an organisation like 10thousandgirl?

Women need to plan for their financial future carefully. They still experience gender pay gaps; take career breaks for child-raising and caring responsibilities, often in key income-earning stages of their life; and statistically live longer, so require more money to support them through retirement.

## Why did 10thousandgirl partner with HESTA?

Both 10thousandgirl and HESTA recognise women generally have lower super balances than their male

counterparts. This, coupled with a high percentage of women working in lower paid industries, means women need an extra bit of love when it comes to caring for their financial futures. Together we're running free one-day investing workshops across regional Australia; a series of free webinars; an evening workshop series in capital cities; and two rounds per year of our six-week online program, the '6 Step Money Makeover'.

## How does 10thousandgirl aim to help HESTA members build a better financial future?

They are invited to participate in any 10thousandgirl program. These are designed to

support women through a simple process of getting your financial life in order.

Some of the steps include:

- Setting clear personal and financial goals
- Reviewing and strengthening your financial foundations (including tracking your spending, learning about effective debt management and demystifying the world of insurance)
- Learning how to maximise your super and starting to invest in property and shares.

## What is the most frequently asked question at the money makeover workshops?

"I want to improve my financial picture. How and where do I start?"

The financial services industry has done a great

Clearing personal debt, especially credit cards, is the first step to overhauling your finances, says Zoe Lamont.

The 10thousandgirl program is designed to support women through a simple process of getting their financial life in order.

job of overcomplicating a process that is actually quite simple. Once people have steps to follow, it's about working through and ticking the boxes, one by one:

- Set clear life and financial goals
- Review your spending patterns
- Repay any bad debt
- Save an emergency buffer fund
- Review your insurances
- Learn and understand key investing principles

### PLEASE NOTE

10thousandgirl does not provide financial advice. Participants should consider obtaining independent advice before making any financial decisions. 10thousandgirl's objective is to create the time and space for women to build money confidence, so you feel in control when making decisions and seeking advice.

## What is the first thing that women who want to makeover their finances need to overcome?

The most common thing is personal debt – especially credit cards. I've seen many women stressed by huge debt in relation to their income. Once they realise how big a handicap paying interest on personal debt can be, they are motivated to do what it takes to fast track their debt repayment.

Did you know that it could take over 90 years to pay off a credit card that owes \$3,500? This is assuming you're making minimum repayments of \$70 a month and paying 21.5% interest. You'll pay \$27,050 in interest alone.

However, if you paid \$150 each month, it would only take you two years and eight months to pay off, reducing your total interest to just \$1,074. This is compound interest at work.

So focus on getting rid of credit card debt, spending less and saving more. Then can you really start focusing on your exciting goals ahead.

To find programs run in partnership with HESTA in your area, as well as free tools, tips and resources to help you on your way, go to: [10thousandgirl.com](http://10thousandgirl.com)

## Recognition

# Calming the storm

2015 HESTA Nurse of the Year  
Catrin Dittmar was recognised for her calm leadership and organisation, which kept patients and staff safe during a severe storm.



fundamental care, while also updating residents with information about the weather.

“For a while we had no landline phone and no communication between the five buildings. Simple things, like being able to reach and check on everyone, was a significant challenge,” she says.

“After dealing with what was a chaotic situation, over the following hours and days we were able to slowly get

back to an even footing — establishing a level of calm and bringing order back into the facility.”

## Leadership and dedication

RSL Care CEO Stephen Muggleton paid tribute to Catrin’s leadership in what was a highly stressful situation.

“Catrin led from the front, supporting and comforting both residents and staff with her inspirational leadership and dedication,” Stephen says.

“Her efforts ensured our residents’ care plans were delivered, despite the extraordinarily challenging context she was operating within,” he adds.

The HESTA Nurse of the Year receives a \$5,000 ME EveryDay Transaction account and \$5,000 towards further

education, courtesy of proud awards sponsor **ME**.

Catrin says she plans to use the prize-money to start her Masters degree in nursing, specialising in aged care and palliative care. Plus, she is planning a well-deserved holiday.

“I want to specialise further in aged care and palliative care because I find working with patients and their families very rewarding. You can really build a special relationship and make a difference.”

**Get involved!**  
2016 proudly marks the 10th anniversary of the HESTA Australian Nursing Awards.

For more information visit [hestanursingawards.com](http://hestanursingawards.com)

Cyclone-strength winds and torrential rain hit the Lake Macquarie area in New South Wales in April last year, cutting power and communications to the 89-bed RSL Care Bolton Point retirement village.

Catrin, a registered nurse, used her training and experience to ensure the quality of care was maintained for residents. This ensured that a high-care, 30-bed, dementia-specific

unit, where patients require special around-the-clock care, continued to operate without interruption.

“It was a little bit daunting when the lights went out, but you put the safety of your staff and patients first, it’s an emergency and your instincts kick in. It was my responsibility to make sure everyone got through it,” Catrin says.

“I was so proud of my colleagues. It was really a

team effort on the night, and I got fantastic support from the whole staff. I couldn’t have done it without them.”

## Overcoming challenges

On the night of the storm, Catrin was responsible for managing the health needs of residents spread across five buildings at the site. She says the priority was re-organising staff and resources to ensure

## HESTA NURSING AWARDS



In addition to Nurse of the Year, the HESTA Nursing Awards recognises an Outstanding Graduate and provides a Team Innovation Award.

Narelle Place (*above right*), a graduate nurse at Barwon Health in Geelong, was named Outstanding Graduate.



She was recognised for her advocacy work on behalf of patients and for improving procedures for patients requiring sedation while undergoing cancer treatments. She also initiated changes to advance labelling on intravenous medication.

Homeless Healthcare, represented by Team Leader of the Street Health team Sarah Ravine (*above left*) won the Team Innovation Award for delivering health services to homeless people in Perth. To view Sarah’s story go to [hesta.com.au/memberstories](http://hesta.com.au/memberstories)





# Head versus heart

Sharing your life with someone is one of life's great joys, but not all couples go the distance. So where are you left financially, if you split?

For many women, talking about cold, hard money matters with the person they love can feel uncomfortable. But it is an important part of starting or sharing a life together.

"People have a romantic view of relationships and marriages and they think they are forever but, of course, they aren't all forever," says Wendy Sylva, a partner at Kenna Teasdale Lawyers, a Melbourne firm that specialises in family law.

The divorce rate in Australia is declining overall but according to social researchers McCrindle, one in three marriages still end in divorce.

Its research also shows 77% of couples co-habitate before they get married, so when do you start to have financial rights and responsibilities to each other?

## Marriage versus de facto

Under the Family Law Act, married couples and de facto couples are subject to the same laws when it comes to property (real estate, investments, assets) and super. The law applies in the same way to same-sex de facto couples.

When you get married, both partners immediately have financial rights to each other.

De facto couples must be together for two years before these same rights kick in. There are exceptions, however, such as if a de facto couple has a child together.

## What are you entitled to?

Many women don't know what their financial rights are, Wendy says.

"They know they are entitled to something, but they aren't sure what that is."

This is dangerous territory, she warns.

"If you don't know what you are entitled to, you are more than likely going to give it away."

## Splitting super

When a couple splits, they will try to divide their property between themselves. If they cannot agree, it will go to the courts.

The court will consider each person's contribution throughout the relationship or marriage. It will take into account what the future is likely to look like when it comes to caring for children, differences in wage and health issues.

The court will also consider super, which it has the power to split between both parties.

"A lot of people assume they will retain their own super, especially men — they just think it is theirs. It is not. It is a resource to divide between parties," says Wendy.

This is important, particularly for women, as men will often have more in their super.

"Its vital that women ensure they get a fair share of the super. He might not have taken time out of the workforce to have a family. It makes it a bit fairer to both parties and the world at large," Wendy says.

## Take financial responsibility

Wendy says staying informed about your overall financial situation as a couple is vital.

Be actively involved in all financial decisions and make sure you can access all accounts and information.

Wendy says in the case of a split, women sometimes find their husband or partner may have assets they never knew about. Or, more alarmingly, they may discover they have signed up to a loan or given some kind of financial guarantee without knowing about it.

"Be informed and take responsibility. Don't pass the responsibility to another person and, when it goes horribly wrong, be surprised."

\* This information contains H.E.S.T. Australia Ltd's interpretation of the law but should not be relied upon as advice.

## DO'S AND DON'TS

1

**Don't be passive.** Treat your finances as if they are something you need to actively maintain.

2

**Do consider a binding** financial agreement that sets out what happens if your relationship or marriage breaks down.

3

**Do be vigilant** and be aware of what debts and assets you have between you.



Find out more ASIC's MoneySmart website has resources specifically for women. Go to [moneysmart.gov.au/life-events-and-you/women](https://moneysmart.gov.au/life-events-and-you/women)

# Powering change

You can take steps to choose a greener power supplier or plan.



“Consumers can make a difference through their choices and their advocacy. When an energy spruiker knocks on your door or calls you on the phone, grill them. Question them about the environment and what they’re going to do about it.”

John Connor, CEO of the Climate Institute

When electricity was introduced in Australia in the late 1800s, it was met with a sense of wonder.

Fast-forward to today and the novelty has worn off. This ever-present energy keeps us warm in winter and cool in summer. But while we may take electricity for granted, we can no longer afford to ignore its origins.

About 85% of Australia’s electricity is fuelled by coal and gas-fired power stations.\* The energy sector is the largest source of the nation’s greenhouse gas emissions, comprising 72.3% of net outputs.\*\*

This sector plays a crucial role in the sustainable future of the country. And, as an energy consumer, so do you.

## Making the switch

When it comes to weighing up the environmental standing of energy retailers and plans, some companies are more transparent than others.

Even if you buy energy from a retailer with a high environmental standing, the energy that powers your home will still have fossil fuels in the mix as all energy companies source their power from an energy grid. “The difference is that the greener companies are investing more in renewable energy, so the money you spend with them goes back into the renewable sector to help it grow,” explains John Connor, CEO of the Climate Institute.

The Total Environment Centre partnered with Greenpeace to produce the Green Electricity Guide, which assesses the credentials of 23 energy retailers. Powershop had the highest

## RENEWABLE ENERGY IN AUSTRALIA

Australia has a range of renewable energy sources. The most common include:



### Hydropower

Hydropower is a renewable source of energy that uses the force of moving water to generate power. Its advantages include low greenhouse gas emissions and low operating costs.



### Wind power

Advantages include its relatively low cost to produce and potential for job creation. A drawback is the threat to birdlife, noise disturbances and visual impact of turbines.



### Solar power

Solar power produces clean energy from an infinite source but it can only be harvested when the sun is out. It also requires major investment and large areas of land are required.

rating, while Energy People came last.

Total Environment Centre’s Energy Market Advocate, Mark Byrne, says: “We encourage people to think about energy in the same way that they think about their bank or super fund – you want to know where your money is going.”

## Clean calculations

Online tools, such as iSelect’s Energy Comparison tool, can help you choose a retailer with renewable energy plans, but these commercial sites will only recommend plans from providers on their approved product list so it is worth investigating independent websites, too.

## DID YOU KNOW?

HESTA is one of Australia’s biggest investors in low-carbon renewable energy, climate solutions and other green investments. We have already committed almost \$1 billion to the sector.

This means your super is being invested in new, clean energy options.

Find out more at [hesta.com.au/responsible](http://hesta.com.au/responsible)

\* Greenpeace, *The Green Electricity Guide*, [greenelectricityguide.org.au](http://greenelectricityguide.org.au)

\*\* Parliament of Australia, *How much Australia emits*, <http://bit.ly/1Q6U5EB>

Independent online tools include Energy Made Easy, Victoria’s Switch On and Victorian Energy Compare. Information from these sites can help you get a better deal on your bills and to ensure your money is going towards a greener future.

“Choose the energy companies that are fair dinkum about facing our environmental challenges,” says John. “Consumers can make a difference through their choices and their advocacy. When an energy spruiker knocks on your door or calls you on the phone, grill them. Question them about the environment and what they’re going to do about it.”



# Creating your future as simple as ABC

Contrary to what you may have read or heard, you don't need millions of dollars to achieve your future aspirations. By following our ABCs, you can make your dreams a reality.

"The future belongs to those who believe in the beauty of their dreams," US First Lady Eleanor Roosevelt once said.

Ensuring HESTA members are empowered to achieve their dreams for the future is a key priority for us.

That is why we have been out on the road finding out more about HESTA members' dreams. During a range of education sessions around the country, at workplaces and after hours at convenient locations, we have been hearing from members.

In our latest workplace workshop, *Create your Future*, we've been showing

members how achieving your dreams — whatever they may be — is as simple as: **Aspire... Believe... Create.**

## Aspirations — What are yours?

We asked a group of nurses what their hopes and dreams are for the future, and here are a few that inspired us:

"I want to get my motorcycle licence."

"I'd like to buy a house for the first time."

"I want to foster kids."

"I just want to spend more time catching up with friends and family."



**80%**  
The majority of Australians will receive a part or full age pension and will use their super to supplement this income.\*

## Believe you can get there

The workshops showed that your dreams are probably more achievable than you think.

We're showing members that — despite what you hear in the media — you don't need \$1 million in your super to have the financial freedom to create the future you want.

When combined with the Age Pension, even a modest super balance can help you enjoy the next chapter of your life.

## SHARE YOUR DREAM AND WIN!

We are offering one lucky HESTA member a full financial plan by one of our qualified HESTA Financial Planners<sup>‡</sup>, valued at up to \$3,000!



Go to our Facebook page ([facebook.com/hesta.super](https://facebook.com/hesta.super)) and tell us in 25 words or less, what your dream is for the future.

Entries close 30 April 2016.

Terms and conditions apply and can be read at [hesta.com.au/win](https://hesta.com.au/win)

<sup>‡</sup> HESTA Financial Planners and Paraplanners are authorised representatives of Industry Fund Services Ltd. (IFS) ABN 54 007 016 195 AFSL No. 232514.

If you're currently living off your salary, then living well in the future is achievable, when you take steps to increase your super.

## Create your plan for the future

Taking simple steps now can help ensure your super will help you achieve your goals.

For most HESTA members adding a little extra each week to their super will make the biggest difference. Even topping up your

super by \$20 a week could result in a more comfortable retirement.

In fact, it could make all the difference because \$20 a week now could turn into \$50 a week extra in retirement. ^ That's a big difference! The good news is that it is easier to achieve than you might think.

\* National Commission of Audit, *Age Pension*, [ncoa.gov.au/report/phase%2Done/part-b/7-1-age-pension.html](https://ncoa.gov.au/report/phase%2Done/part-b/7-1-age-pension.html)



^ Find out about how to boost your super at [hesta.com.au/myfuture](https://hesta.com.au/myfuture)

# It's time to take care of you!

Your health is your biggest asset, so make sure you are taking time out to nurture your body and soul.

You have probably thought about safeguarding the security of your assets, such as insuring your property from potential disaster. Yet when it comes to our biggest resource – our health – many of us drop the ball.

The reality is your ability to earn an income over a sustained period is your greatest financial asset, however, each year, many women have their ability to work cut short.

According to the Australian Bureau of Statistics (ABS), 21% of women are forced to retire early due to sickness, injury or disability.

One of the best ways to safeguard your physical and mental health is to actively invest in yourself by regularly making time for exercise and relaxation.

This isn't always easy, particularly for women who maintain busy jobs and also have caring responsibilities for children or elderly parents at home. However, the benefits of adopting a few minutes of "me time" a couple of times a week, can have a dramatic effect on your overall health.

There are many ways to keep physically fit and mentally well, from attending yoga classes to enjoying a game of social tennis with your friends, walking the dog each morning or joining a netball team.

With regular exercise being linked to everything from weight reduction to improved cardiovascular function, superior quality of sleep and even improved life expectancy, there are a multitude of life-changing reasons to keep active.

## At the core of the matter

Weight training is a good option for women of all ages, says Manager of Melbourne's Woodford Sports Science Consulting, Tiffany Toombs.

"A strong core is vital for health care workers to prevent injury," comments Tiffany.

She recommends anyone new to weight training finds a reputable personal trainer and starts with light weights. "Women will start to feel stronger and thinner within four weeks of starting a training program," she says.

Lifting weights can also have mental health benefits.



**We want to hear from you!** Does your workplace have a wellness program or regular group exercise sessions? Let us know by emailing [savvy@hesta.com.au](mailto:savvy@hesta.com.au) and you could be featured in a forthcoming issue of **Savvy**.

"Weight training stimulates the release of endorphins and feel-good hormones, which helps decrease symptoms of anxiety and depression," Tiffany explains.

## Take time for yourself

Making the time to unwind, be creative and keep our brains active should be on all of our agendas.

Whether you enjoy reading novels, doing jigsaw puzzles and crosswords, painting or knitting, setting aside the time to enjoy creative activities is one way to keep your brain active as you age.

You are your biggest asset, so invest in yourself to ensure good returns.

## THREE WAYS TO INVEST IN YOUR HEALTH

**The best things in life are free. Here are three simple ways to invest in your health that don't require any financial outlay:**

1

### SAY "OHM"

As the pace of life accelerates, taking the time to slow down and cultivate stillness is crucial. The Australian School of Meditation & Yoga holds meditation classes all around Australia. Many classes can be attended free or by donation. [asmy.org.au](http://asmy.org.au)

2

### HAPPY TRAILS

Bushwalking is not only a free way to exercise, it's also a good way to recharge away from city life. Time spent in nature has been linked to numerous health benefits, including lower blood pressure, so hit the trail or join a local bushwalking group. [bushwalkingaustralia.org.au](http://bushwalkingaustralia.org.au)

3

### TAKE A DIP

Swimming uses most of the muscles in your body, works your core and is low impact, which is a great option if you have sustained an injury or are returning to exercise after a break. Just stick to patrolled beaches and stay between the flags.

# Super Important super changes

## New administrator

LINK Group purchased HESTA's administrator in December 2014, and from December 2015 our new administrator is Australian Administration Services Pty Ltd.

## Investment switching

From 10 December, 2015, there was a change to the way weekly investment switching works. Completed switching requests received by 11.59pm Tuesday (AET) are processed that week (effective that Friday). Switching requests received after 11.59pm Tuesday are processed on Friday of the following week.

## Lower minimum balance for accounts

If you need to withdraw money from your super account but wish to keep your account open, we request a minimum of \$1,500 remain in the account to cover insurance fees or other fees and charges.

## Automatic membership application withdrawal

Where an application to join the fund is received, your application for membership may be automatically withdrawn where at least six months have elapsed without any amount being received.

## Automatic account closure

The Trustee of HESTA may now automatically close an account that has been open for at least 12 months and has a nil balance as at 1 July.

## Privacy policy update

Changes to HESTA's Privacy Policy were made in February 2016. Changes were made to;

- How we collect personal information, including from the use of mobile applications, internet cookies, social media, online communities and promotions.
- How your personal information is used for direct marketing, including how we may share your information with third parties and how you can opt-out from receiving, or us using, your information for direct marketing purposes.
- How we, and our third party service providers, may use information from cookies, re-targeting codes and other analytics programs for analysis and research, and for customising our communications to you.
- The locations outside of Australia to which your personal information may be disclosed.
- How to contact us about your personal information and how it is used.

Learn more about these changes by reading the updated Privacy Policy at [hesta.com.au/privacy](http://hesta.com.au/privacy)

## Legislative changes

From 31 December, 2015, the government increased the account balance threshold for the transferral of Unclaimed Super Monies to the ATO from \$2,000 to \$4,000. From 31 December, 2016, this will increase to \$6,000.



## SIXTY SECONDS WITH...

**TRACEY ALLAN**  
INSURANCE AND  
COMPLAINTS MANAGER



We talk dream retirements, an early career in aged care and the importance of picking the correct insurance cover.

### My role at HESTA is ...

To assist members to obtain their insurance entitlements and ensure complaints are dealt with fairly. If someone tries to make a claim with an insurance company, they're on their own. As Insurance and Complaints Manager, I'm here to make sure our members and their beneficiaries receive everything they're entitled to under their policy.

### What I find most rewarding about my role is ...

Making a difference for people — often at a very difficult time in their lives — by ensuring our members and their beneficiaries are provided with their entitlements.

### If I could tell members one thing, it would be ...

To make sure they have the correct amount of insurance cover to look after themselves or their loved ones, if the unexpected should happen.

### In my spare time I love ...

Spending time with my two sons, my granddaughter and my seven siblings (oh, and travelling!).



My retirement dream is ... Six months in Australia or New Zealand, and six months travelling in Europe.



**I admire ...** People who have integrity, who genuinely care, go the extra mile for the underdog and make a difference.

### Something most people don't know about me is...

Back when I was 25, I owned and managed an aged-care home.

**Having grown up in the country, one farm skill I still have is ...** Tailing lambs.

### Three words that describe me are ...

Direct, passionate and fair.

### My dream holiday...

Camino de Santiago (pilgrimage route) in Spain, which will be coming true in April!

Our new postal address is HESTA, Locked Bag 5136, Parramatta NSW 2124.



# Five ways to step up your finances

There's no time like now to boost your financial fitness. Here's a five-point regime provided by **ME** to get your finances trim, taut and terrific.

## 1 Check your financial pulse

Start with a quick check of your vital signs. Is your credit card debt under control and are you growing regular savings? Is your home loan competitively priced and are you making additional payments to get ahead with the loan?

## 2 Is overindulging hurting your financial health?

Overspending is seriously bad for your financial health. To get cash under control you need to know what your spending habits look like. The Government's free TrackMySpend app is useful for recording daily spending or try maintaining a handwritten spending diary for a month.

When you know where your money is going, use **ME's** online budget planner to compare total outgoings to household income – and discover areas where you can save. Visit [mebank.com.au](http://mebank.com.au) and click on 'Calculators'.

## 3 Detox from unhealthy debt

Aim to clear high interest debt – like credit card or store card balances, with extra repayments. Or switch to a low rate card – saving on interest charges make it easier to clear the debt sooner.

We've changed from ME Bank to simply **ME**, with a logo that's black and white, just like **ME**.

But, we're still 100% owned by the industry super funds — including HESTA — that created a bank to help Australians get ahead.

## 4 Tone your savings

Your budget will show how much you can set aside in regular savings. Now make it happen by organising an automatic funds transfer from your everyday bank account to a high-interest savings account.

## 5 Aim for a personal best

Debt is under control and savings are growing. All that remains is to set some financial goals to work towards. Make goals realistic and achievable, and share them with a partner or family to stay on track. And who knows – the goals you set today could set you up for your best year yet.

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# Getting help

Need some advice but don't know where to get it? Read on to find out how we could help you.



## Where do I start?

Speak to one of our **Superannuation Advice Officers**. They can provide you with general phone advice on all aspects of HESTA and HESTA Income Stream.

You can also speak to our **HESTA Superannuation Advisers**, who specialise in delivering personal advice on super — at no extra cost. They also provide advice on Transition to Retirement and retirement strategies for a low fixed fee.

## Do you need a financial plan?

**HESTA Financial Planners** are licensed to give you advice on a range of financial matters, including investments you have in addition to your HESTA account. This service is offered on a fee-for-service basis, so you will know upfront how much the level of advice you need will cost.

Here are some examples of why you — a HESTA member — might seek advice from our Financial Planners:

- You need advice on investments held outside of super
- You would like holistic advice on your overall financial situation including super, investments outside of super, insurance, and how to grow and maintain your wealth — before and during retirement
- You and your (non-HESTA member) partner are seeking advice on your combined financial situation
- You're approaching the Age Pension age and seeking to optimise your Centrelink entitlements.

Ready to get in touch? Request an appointment at [hesta.com.au/advice](http://hesta.com.au/advice)

## What you need to know about Savvy, HESTA's member magazine, and HESTA

Except where specifically mentioned, Savvy does not relate to the HESTA Income Stream. Please refer to the HESTA Income Stream Product Disclosure Statement for more information regarding that product. Care is taken to ensure that information is correct at the time of preparation (13/1/2016), but neither H.E.S.T. Australia Limited nor its advisers accept responsibility for any error or misprint, nor for anyone acting on this information, which is of a general nature. It does not take into account your objectives, financial situation or specific needs so you should look at your own financial position and requirements before making a decision. You may wish to consult an adviser when doing this. The information also represents our interpretation of the law in some instances but should not be relied upon as legal advice. Performance figures shown are net of fees and taxes. Investments can go up and down. Past performance is not a reliable indicator of future performance. Before making a decision about HESTA products you should read the relevant Product Disclosure Statement (call 1800 813 327 or visit [hesta.com.au](http://hesta.com.au) for a copy), and consider any relevant risks ([hesta.com.au/understandingrisk](http://hesta.com.au/understandingrisk)). Third-party services are provided by parties other than H.E.S.T. Australia Ltd and terms and conditions apply. H.E.S.T. Australia Ltd does not recommend, endorse or accept any responsibility for the products and services offered by third parties or any liability for any loss or damage incurred as a result of services provided by third parties. You should exercise your own judgement about the products and services being offered. HESTA Superannuation Advisers and Superannuation Advice Officers are representatives of H.E.S.T. Australia Limited. HESTA Financial Planners and Paraplanners are authorised representatives of Industry Fund Services Ltd. (IFS) ABN 54 007 016 195 AFSL No. 232514. H.E.S.T. Australia Limited has shares in the company that owns IFS, but does not receive any commissions as a result of members using their services. IFS is responsible for the advice given by its authorised representatives. Issued by H.E.S.T. Australia Ltd ABN 66 006 818 695 AFSL 235249, the Trustee of the Health Employees Superannuation Trust Australia (HESTA) ABN 64 971 749 321. Copyright: H.E.S.T. Australia Ltd 2015.

# Know an outstanding aged care professional?

Recognise aged care professionals  
for their outstanding care by  
nominating them for an award in the  
**2016 HESTA Aged Care Awards**

With **\$30,000\*** in prizes to be won, don't miss this  
great opportunity to acknowledge someone who has  
made an impact.

**[hestaawards.com.au](http://hestaawards.com.au)**



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