

# QSuper

## Human Resources Policy

Effective Date: April 2008

### 1 PURPOSE

To outline QSuper provisions applying to all Queensland Health Employees.

### 2 APPLICATION

This policy applies to all Queensland Health employees.

### 3 GUIDELINES

Guidelines may be developed to facilitate implementation of this policy. The guidelines must be consistent with this policy.

### 4 DELEGATION

The “delegate” is as listed in the Queensland Health Human Resource Delegations Manual as amended from time to time.

### 5 REFERENCES

- *Superannuation (State Public Service) Act 1990*

### 6 SUPERSEDES

- IRM 3.9-1 QSuper – Resident Medical Officers
- IRM 3.9-2 Q Super – Visiting Medical Staff
- IRM 3.9-4 Compulsory QSuper

### 7 POLICY

#### 7.1 QSuper – General Information

QSuper is the superannuation fund for employees of Queensland Government departments, authorities, and enterprises. Information on the QSuper superannuation scheme including account options and benefits is available from the QSuper website [www.qsuper.qld.gov.au](http://www.qsuper.qld.gov.au)

#### 7.2 Compulsory Contributions

It is compulsory for all Queensland Health employees, with the exception of Visiting Medical Staff, Tribunal/Panel Members and casual employees, to make contribution to the QSuper superannuation scheme. Personal contributions will automatically be set at the standard rate of 5% when employment is commenced with Queensland Health. However, this rate may be varied from 2% to 5%.

## **8 APPLYING THE POLICY**

### **8.1 Current Employees in the Queensland Public Health System before 1 May 2000**

Some employees (Operational, Nursing and Resident Medical Officers) employed before 1 May 2000 will not be required to compulsorily contribute to the QSuper Scheme. Such employees will have the option to join the Accumulation account or the Defined Benefit account should they so desire.

### **8.2 Visiting Medical Staff**

Visiting Medical Officers (VMOs) employed in accordance with the Terms and Conditions of Employment for Visiting Medical Officers became eligible to elect to contribute to QSuper from 1 July 2000.

Whilst continuing to remain exempt from having to make compulsory contributions to the Q Super scheme, VMOs may choose to contribute to QSuper at their discretion.

## **9 HISTORY**

This policy dated April 2008 was developed as a result of the HR Policy Framework consolidation.