

# Redundancy and your super

So your job has been made redundant? Here's some information about redundancy and what you could do to protect your super savings while you're out of work.

## YOUR SUPER AND REDUNDANCY

CareSuper will continue to look after your super following redundancy, even if you're no longer receiving employer contributions to your CareSuper account. Your money will still be invested in the same investment option(s) and our competitive fees and costs will still apply. We are available to talk to you about your super, and the benefits of being a CareSuper member are ongoing.

It's a good idea to review your super when your situation changes to make sure your investment options and insurance cover fit your lifestyle.

## LAWS MAY REQUIRE YOUR SUPER TO BE TRANSFERRED TO THE AUSTRALIAN TAXATION OFFICE (ATO)

Your super must be transferred to the ATO if you qualify as a lost member and have a balance of less than \$6,000 (known as a "low balance account"), you're a former temporary resident and haven't claimed your super, or you have an inactive low balance account with no insurance cover. The ATO applies interest to your balance and doesn't charge fees or costs.

## CONSIDER CONSOLIDATING YOUR SUPER ACCOUNTS IF IT'S RIGHT FOR YOU

By putting all your super in the one fund, you could avoid paying multiple sets of fees and charges, plus it's easier to keep track of your total super balance.

To combine your super, log in to **MemberOnline** at [caresuper.com.au/](https://caresuper.com.au/) **login** and go to the **Find my super** page.

Before combining your super into CareSuper you should consider whether it's right for you and check if you will be charged any fees. You should also check the impact on any benefits such as insurance.

## ACCESSING YOUR SUPER

Super is designed to provide an income for you in retirement, so access is restricted until you meet a condition of release. The most common conditions of release are:

- Turning 65 – this is the age you can access your super, even if you're still working

- Permanently retiring from work having reached your preservation age
- Changing employers after turning 60
- Reaching your preservation age and still working as part of a transition to retirement (TTR) strategy.

There are other circumstances that may allow you to access some or all of your super early. These include:

- Compassionate grounds, e.g. requiring money to pay for medical treatment
- Severe financial hardship.

Accessing your super early is subject to specific application requirements and approval.

To find out more, download **Accessing your super from [caresuper.com.au/PDS](https://caresuper.com.au/PDS)**, or call **1300 360 149**.

## TAKE US WITH YOU TO YOUR NEW JOB

If you're re-entering the workforce, complete a **Choice of fund** form to hand to your new employer. Read the **Member Guide PDS** available at [caresuper.com.au/PDS](https://caresuper.com.au/PDS) before making any decisions.





## UNDERSTANDING YOUR ENTITLEMENTS

When your job is made redundant, you may be eligible for certain entitlements depending on your individual circumstances.

Speak to your human resources (HR) representative for details around your employment contract and conditions. For more information on what you may be entitled to, go to [fairwork.gov.au](http://fairwork.gov.au).

If you receive a redundancy payment, note that it won't include super guarantee (SG) contributions. Your employer should pay your SG contribution amounts to your super fund, up to the final date of your employment.

Visit [ato.gov.au](http://ato.gov.au) to learn about tax and other considerations associated with a redundancy payment.

## YOUR CARESUPER INSURANCE

If you joined CareSuper through your employer, you may have insurance cover with CareSuper. Generally any insurance cover you have will continue after your job has been made redundant as long as you still meet the eligibility criteria, and you can tailor or cancel this cover at any time. You can find the eligibility criteria and full terms and conditions in your **Insurance Guide**.

Insurance fees will be deducted from your super account and you'll need to ensure you maintain a sufficient account balance to cover your fees, or your cover will be cancelled.

## GOVERNMENT LAWS MAY REQUIRE YOUR COVER TO BE CANCELLED

If you have standard death and TPD cover only and your account is or becomes inactive (meaning you don't receive a contribution or transfer-in for a continuous period of 16 months), super laws require your cover to be cancelled unless you've previously elected to keep it.

We'll let you know if your cover's been cancelled.

To prevent your cover from being cancelled due to inactivity, you can:

- Make an after-tax contribution using a **Contribution form** from [caresuper.com.au/forms](http://caresuper.com.au/forms) or via BPAY by logging into **MemberOnline** for your Reference Number and Biller Code, then making a payment from your bank account
- Consolidate other super into CareSuper if it's right for your circumstances
- Complete and return a **Keep or cancel cover** form before your account becomes inactive.

## ABOUT YOUR INCOME PROTECTION COVER

If you have income protection cover with CareSuper, be aware this does not cover redundancy.

Unfortunately, if you are unemployed directly prior to being accepted for an income protection claim you will not be paid a benefit should you become temporarily incapacitated.



Unsure what cover you have? Log in to **MemberOnline** at [caresuper.com.au/login](http://caresuper.com.au/login) to check.

## ! IMPORTANT INFORMATION

If you were part of a corporate insurance arrangement (CIA) and are still eligible for cover after you leave the employer, your cover might have changed.

If you have standard cover only and your employer was responsible for paying for your insurance (or any other) fees on your behalf, these amounts will now be deducted from your super account as long as you'd previously made an election to keep it.

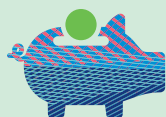
However, if you hadn't already made an election and the below apply to you, Government laws require your cover to be cancelled as at the date you left your employer:

- Your account balance has never reached \$6,000, and
- You're under age 25.\*

Lost your cover due to the age and/or balance requirements described above? You have 30 days from the date you ceased employment to make an election to keep your cover with CareSuper, by completing the relevant form at [caresuper.com.au/forms](http://caresuper.com.au/forms). The cover provided to you will be the cover relevant in the Insurance Guide available at [caresuper.com.au/pds](http://caresuper.com.au/pds).

\* If you joined CareSuper on or after 1 April 2020.





## MAKING THE MOST OF A REDUNDANCY PAYMENT

If you receive a redundancy payment it may need to last a long time, so it's important to make informed decisions. This is where a financial planner can help.

As a CareSuper member you have access to general advice and limited advice over the phone, as part of your membership.\* Advice on redundancy specifically is considered comprehensive advice^ and is provided on a fee-for-service basis after an initial consultation, which is cost-and obligation-free.

### ▶ Get in touch:

Book a callback at [caresuper.com.au/advice](https://caresuper.com.au/advice).

\* Financial advice obtained over the phone, or through MemberOnline, is provided by Mercer Financial Advice (Australia) Pty Ltd (MFAAPL) ABN 76 153 168 293, Australian Financial Services Licence #411766.

^ Advice is provided by one of our comprehensive financial planners who are Authorised Representatives of Industry Funds Services Limited (IFS). IFS is responsible for any advice given to you by its Authorised Representatives. Industry Fund Services Limited ABN 54 007 016 195 AFSL 232514.

## GETTING HELP

### IF YOUR EMPLOYER HAS GONE INTO BANKRUPTCY OR LIQUIDATION

If your employer cannot pay outstanding entitlements, you may be eligible to access some financial help through a Government scheme. Eligibility criteria apply.

Find out more at [employment.gov.au](https://employment.gov.au) or call 1300 135 040.

### WIND DOWN WORK WITH CARESUPER

Although you might not be ready to stop working just yet, it makes sense to review your plans for the future.

You can find some helpful resources at [caresuper.com.au/retirementguide](https://caresuper.com.au/retirementguide).

### COPING WITH REDUNDANCY

Consider talking to someone if you're struggling to cope with your changed circumstances.

Call **BeyondBlue** on **1300 22 4636** or go to [beyondblue.org.au](https://beyondblue.org.au).

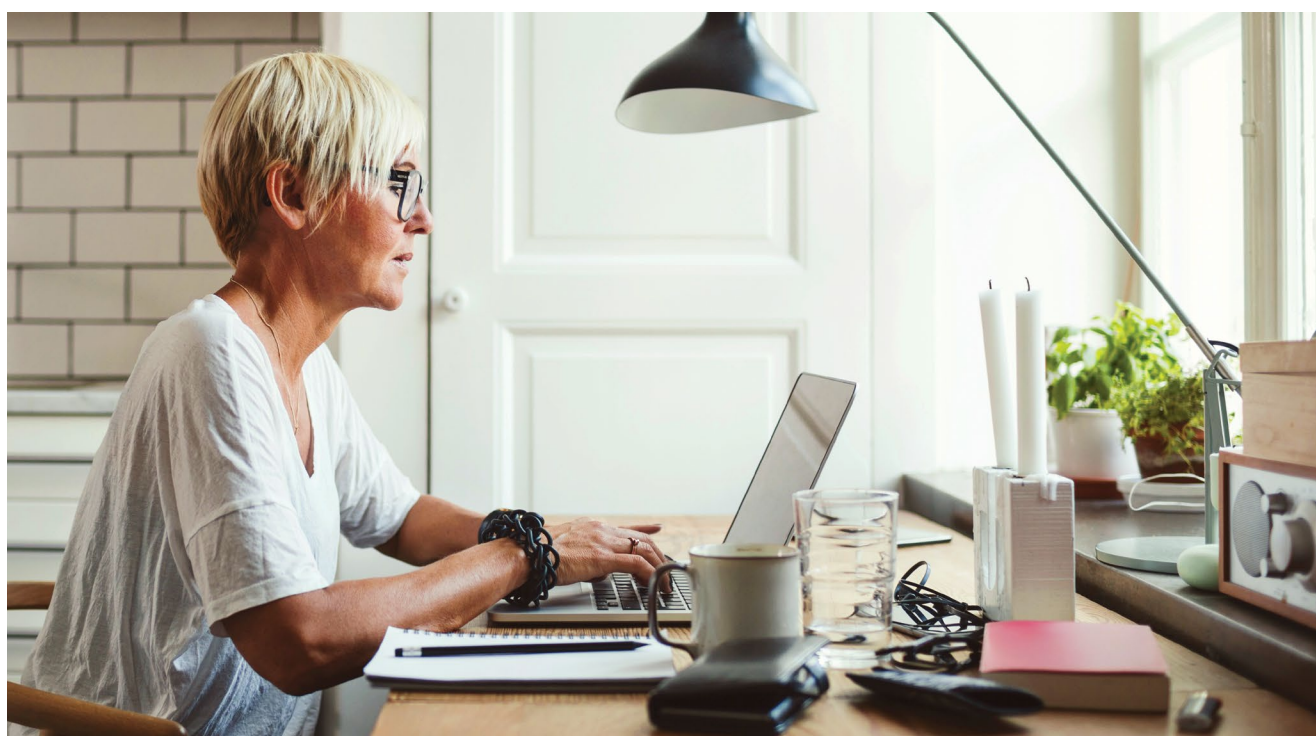
### TAKE CONTROL OF YOUR FINANCES

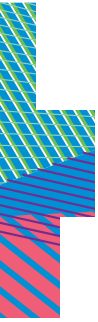
Visit [moneysmart.gov.au](https://moneysmart.gov.au) for tips on dealing with unemployment, as well as links to other services, including emergency help and free financial counselling.

### CHECK IF YOU QUALIFY FOR GOVERNMENT SUPPORT

You may be eligible for income support from Centrelink while you're looking for work.

Visit [humanservices.gov.au](https://humanservices.gov.au) to find out more.





**WE'RE HERE TO HELP**



**1300 360 149** 8am to 8pm Monday to Friday (AET)



CareSuper, Locked Bag 20019, Melbourne VIC 3001



[caresuper.com.au/getintouch](https://caresuper.com.au/getintouch)



[caresuper.com.au](https://caresuper.com.au)

**Disclaimer:** When writing this document none of your personal financial needs, circumstances and objectives were considered, making all advice in this document general. Before making any super-related decisions, we recommend reading all available information, assessing your financial situation and seeking expert advice from a licensed or authorised financial adviser. We've taken all reasonable care to ensure the accuracy of this information, as required by law, but do not accept liability for any loss, direct or indirect, as a result of reliance on the information in this document.