

Concessional contributions – Division 3A

What are concessional contributions?

Concessional contributions are those superannuation contributions that are made for you by the Qantas Group¹ and any other contributions made from before-tax salary. They include:

- Employer contributions, including Superannuation Guarantee contributions;
- Salary Sacrifice contributions;
- Administration fees paid by the Qantas Group on your behalf; and
- Any other concessional contributions.

The contributions and benefits vary between divisions of Qantas Super. So if you change employment classification or move between divisions, different contributions may be included as concessional contributions.

Concessional contributions cap

Concessional contributions are paid into your super from before-tax salary. While you don't pay income tax on these contributions, contributions tax of 15%² is charged on concessional contributions that go into your super. Because you may get a tax advantage by putting money into your super from before-tax salary, the Government limits the amount that can be paid into your super and taxed at this lower contributions tax rate. This limit is called the **concessional contributions cap**.

2016/17 Concessional contributions cap

- The concessional contributions cap for 2016/17 is \$30,000
- A higher cap of \$35,000 applies if you are turning 50 or older in 2016/17



Note: Effective 1 July 2017, the annual concessional contributions cap will reduce to \$25,000, indexed in line with AWOTE in increments of \$2,500 (rounded down). The same cap will apply regardless of age. However, from 1 July 2018 an option that may allow you to catch up on unused caps from the previous five years if your balance is less than \$500,000 will start to be phased in.

Monitoring your contributions

If you make concessional contributions to other super funds, then these contributions are added to your concessional contributions in Qantas Super to assess whether you have exceeded your cap – this calculation is done by the Australian Taxation Office (ATO).

You are responsible for monitoring the level of concessional contributions made to your super. Neither the Trustee nor your employer can do this on your behalf. Qantas Super can accept contributions above the cap.

The timing of your contributions can also be important. Contributions are counted towards the cap in the year in which they were credited to your super account.

Any contributions over your concessional contributions cap will also count towards your non-concessional (after-tax) contributions cap.

If you'd like more information on the non-concessional contributions cap, please refer to the *Tax on Super* fact sheet available on our website, www.qantassuper.com.au.

What happens if I exceed my cap?

If your concessional contributions exceed your cap, then the amount above your cap will be taxed at your marginal tax rate.

The ATO will include any concessional contributions made in excess of the cap in your assessable income and apply tax at your marginal tax rate (subject to a 15% tax offset to account for the contributions tax payable on the contributions within the super fund – see the 'Concessional contributions cap' section). Interest will also be charged to you by the ATO for any excess concessional contributions that increase your tax liability for the relevant financial year; this is to account for the deferred payment of tax on these monies.

You may also have the option to withdraw any excess concessional contributions (less any contributions tax) from your account. Upon request, Qantas Super will transfer the excess concessional contributions (less any contributions tax) to the ATO to include the gross amount of the excess concessional contributions in your assessable income. The net amount (if any) will then be refunded to you through the issue of an amended income tax assessment.

¹ Qantas Airways Limited and associated employers.

² An additional 15% tax will apply to individuals with combined earnings and concessional contributions exceeding \$300,000 in the 2016/17 income year and exceeding \$250,000 in subsequent income years.

Calculating your administration fee

For Division 3A members, administration fees are paid on your behalf by the Qantas Group. Legislation requires that such amounts paid by the Qantas Group be counted as part of your concessional contributions.

For 2016/17, this is calculated as:

Type of fee	Amount counted as a concessional contribution
Administration fee	0.34% pa ¹ x Superannuation Salary plus 0.02% pa ² x account balance (APRA fee) ³

¹ Calculated based on your Superannuation Salary as at 1 July 2016 and capped at \$1,200 each year.

² This rate is effective 1 July 2016 and may change over time. We will notify of you of any changes as required by law.

³ APRA is the Australian Prudential Regulatory Authority. This rate represents a contribution to the annual levy paid by Qantas Super to APRA. Calculated on your account balance at 1 July 2016.

For more information on your insurance, including eligibility criteria and how to calculate the amount of your insurance cover, please refer to the member disclosure documents for your division. These documents are available on our website or by calling the Qantas Super Helpline.

Calculating your concessional contributions for the year

Your annual concessional contributions for Qantas Super can be estimated each year. However, it is not possible to calculate your **actual** annual concessional contributions until after the end of the financial year (when all your contributions have been received by Qantas Super).

An example of how concessional contributions for 2016/17 in Qantas Super will be calculated is shown in the next column.

Remember, you need to add any concessional contributions made to other super funds to the amount in Qantas Super when monitoring contributions against your cap.

Example for 2016/17

A Division 3A member:

- At the **beginning of the financial year** on 1 July 2016, has a Superannuation Salary of \$100,000 and has an account balance of \$120,000; and
- For the **2016/17 financial year**, has employer Superannuation Guarantee (SG) contributions of \$9,250, voluntary Salary Sacrifice contributions of \$9,000 and no other concessional contributions made to Qantas Super.

The concessional contributions that would be reported to the ATO for 2016/17 are:

Before-tax contributions	
Superannuation Guarantee (SG)	\$9,250
Voluntary Salary Sacrifice	+ \$9,000
Other concessional contributions	Nil
Total before-tax contributions	= \$18,250
Fees paid by the Qantas Group	
Administration fee = (0.34% x \$100,000) + (0.02% x \$120,000)	\$364
Total fee paid by the Qantas Group	= \$364
Total concessional contributions for the year	= \$18,614

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Issued by Qantas Superannuation Limited ABN 47 003 806 960 AFSL 288330 (Trustee, we, our, us) as trustee for the Qantas Superannuation Plan ABN 41 272 198 829 (Qantas Super). April 2017