



# WOMEN AND SUPER.

Get super-empowered.

1 July 2024

## Why women should consider powering up their super

Women often face unique challenges when it comes to money and their super due to time out of the workforce and part-time work to care for children<sup>1</sup>. This often results in lower employer super contributions. On average, women aged 60-64 retire with around 25% less super than men<sup>2</sup> but live five years longer.<sup>3</sup> This is known as the gender super gap. At Hostplus, we support women by helping them to understand and engage with their super, so they can take simple actions to help close that gap and create more financial security in retirement. Making small changes now could make a big difference to your retirement savings in the long term.

## Simple steps to help power up your super

### 1. Get online and review your super

The first step to help take charge of your super is to dedicate some time to review your super account. You can do this easily via Member Online and the App<sup>4</sup> which allows you to access your super 24/7.

### 2. Consolidation

After you've done some basic checks on your super, consider consolidating your super into one account. By consolidating your accounts, you could reduce the fees you pay which could help maximise the amount you can invest. And depending on your situation, consolidation may help you save on insurance premiums too. Before consolidating, compare the fees, performance and other features of each fund and check whether you'll lose any benefits or be charged a fee for closing an account. Importantly, if you do close an account, you'll lose any insurance attached to that account. You may find it beneficial to obtain advice from a licensed financial adviser. Find out more at [hostplus.com.au/consolidate](https://hostplus.com.au/consolidate)

### 3. Try our Retirement Projection Calculator

Use our Retirement Projection Calculator to check if you're on track for a comfortable retirement. Answer a few simple questions and our calculator can estimate how much super you may have at retirement. It can also help you make more informed decisions to reach your financial goals.

To access the Retirement Projection calculator visit [hostplus.com.au/retirementcalculator](https://hostplus.com.au/retirementcalculator)

### 4. Investment option

The way your super is invested could make a difference to your nest egg by the time you're ready to retire. We offer a wide range of investment options with different levels of risk and return targets. When deciding which option is right for you, it's important to carefully consider factors such as your financial objectives, risk appetite, age, and investment time frame. Unless you specify which investment option you want, contributions to your super are automatically invested in the Hostplus MySuper Balanced option, visit [hostplus.com.au/investments](https://hostplus.com.au/investments) for more information.

### 5. Additional contributions

Consider boosting your super balance by making additional contributions above and beyond your employer's compulsory Super Guarantee contributions. You'll be surprised how even small amounts can make a difference over time due to the potential benefits of compound returns. There are different ways to make additional voluntary contributions to your super. You should always seek financial advice and consider your personal financial circumstances before making additional contributions. Remember too that contribution caps and eligibility rules apply.

### Contribution limits

There are limits on how much you can contribute to super on both a before-tax and after-tax basis. Concessional contributions are before-tax contributions such as employer contributions, salary sacrifice and tax deductible contributions. There is a limit (called the concessional contribution cap) of \$30,000 per financial year per person. Contributions that exceed this limit may incur additional tax.

Non-concessional contributions are after-tax contributions such as personal contributions. The after-tax contribution limit is \$120,000 per person per financial year. If you are under age 75 and depending on your total super balance you may be able to access a bring forward period for your non-concessional contributions cap of up to three times the annual cap in a single year.<sup>4</sup>

1. WGEA Gender Equality Scorecard 2022-23, page 14 - [wgea.gov.au/publications/australias-gender-equality-scorecard](https://wgea.gov.au/publications/australias-gender-equality-scorecard) - in 2022-2023 about 46% of women were employed part-time or casually and page 6 - Women account for the majority of carer's leave. 2. [www.superannuation.asn.au/wp-content/uploads/2024/01/2311\\_An\\_update\\_on\\_superannuation\\_account\\_balances\\_Paper\\_V2.pdf](https://www.superannuation.asn.au/wp-content/uploads/2024/01/2311_An_update_on_superannuation_account_balances_Paper_V2.pdf). "An update on superannuation account balances, Ross Clare, Director of Research, ASFA, November 2023". 3. [aihw.gov.au/reports/life-expectancy-deaths/how-long-can-australians-live/summary](https://aihw.gov.au/reports/life-expectancy-deaths/how-long-can-australians-live/summary) 4. Your total super balance is the total value of your accumulation and retirement interests (including rollover amounts not yet included in those interests) across all your superannuation accounts.

**Salary sacrifice** – this money comes directly out of your before-tax pay and is paid to your super. Salary sacrifice contributions are known as a concessional contribution and taxed at 15% which may be lower than your personal tax rate.

**Tax deductible contributions** – you may be eligible to claim a tax deduction for an after-tax contribution, which is then treated as a concessional contribution and taxed at 15%, similar to salary sacrifice. Visit [ato.gov.au](http://ato.gov.au) for more information.

**Self-employed** – super contributions you make for yourself as a self-employed person are generally after-tax contributions, however you may be eligible to claim a tax deduction on those contributions which could reduce your taxable income.

**Catch up concessional contributions** – from 1 July 2018 individuals with less than \$500,000 total super balance on the previous 30 June have been able to make additional concessional contributions to super if they have not used their concessional cap in the previous financial years. Unused cap amounts can be carried forward for up to a maximum of 5 years.

**After-tax contribution** – also known as non-concessional contributions, are generally paid from your bank account and do not attract 15% tax upon entry to the super fund.

**Government co-contributions** – if you earn less than \$60,400 per year before tax (2024/2025) and make after-tax super contributions, you may be eligible to receive contributions from the Government. If you qualify, you could have up to \$500 paid directly into your super each year.

**Spouse contributions** – tax offsets may apply for a spouse who contributes on behalf of a low-income earning or non-working spouse.

**Contribution splitting** – this is the process of splitting up to 85% of before-tax contributions from one spouse's super account to another, at the end of a financial year. It can help to build the super balance of the spouse whose super account is receiving the contribution.

To learn more about making contributions visit [hostplus.com.au/contributions](http://hostplus.com.au/contributions)

## 6. Nominating a beneficiary for your superannuation

Nominating a beneficiary can help your super, pension or any insurance proceeds go to the right person, or people, after you die. It's important to check your nominated beneficiaries from time to time and make sure they still reflect what's happening in your life. Learn more at [hostplus.com.au/beneficiaries](http://hostplus.com.au/beneficiaries)

## 7. Insurance premium waiver

Hostplus members can apply for premium-free cover during parental leave.\*\* This means you can continue to receive Death, Total and Permanent Disability (TPD) and Income Protection cover from Hostplus for up to 12 months with no premiums deducted from your super. Learn more at [hostplus.com.au/parentalwaiver](http://hostplus.com.au/parentalwaiver)

## Financial advice and specialist retirement planning

If you require assistance, we offer a range of options to ensure you get the right level of advice to suit you and help you reach your retirement savings goals.



**Online learning and advice\*** – SuperSmart is an interactive, self-service program that provides personalised advice designed to help you grow your super. It also provides bite-sized lessons on the fundamentals of super plus insights and how-tos on managing your super and finances. SuperSmart is included as part of your membership.

To access the SuperSmart platform visit [hostplus.com.au/supersmart](http://hostplus.com.au/supersmart)



**Phone-based advice** – our team of Superannuation Advisers<sup>3</sup> can provide advice about your Hostplus account over the phone which is included in your membership. For a fee, they can provide advice on consolidation, external insurance and First Home Super Saver Scheme.

If you would like to arrange an appointment, call our Advice Support Team on **1300 303 188** or book a call back via our website [hostplus.com.au/book-now](http://hostplus.com.au/book-now)



**Comprehensive advice** – our licensed financial planners<sup>3</sup> can provide retirement planning advice with costs starting from \$295\* for a Retirement Modelling Report. To arrange an appointment, call our Advice Support Team on **1300 303 188** or book a call back via our website [hostplus.com.au/book-now](http://hostplus.com.au/book-now)



## WE'RE HERE TO HELP.

To find out more visit [hostplus.com.au/women-and-super](http://hostplus.com.au/women-and-super) or scan the QR code. For general enquiries call **1300 467 875**, 8am – 8pm AEST/AEDT, Monday to Friday or visit [hostplus.com.au](http://hostplus.com.au)

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