

Sample note for the year ended 30 June 2025

To be inserted in Note 1 – Statement of accounting policies under the sub-note “Employee Benefits”

Superannuation

The amount charged to the Comprehensive Operating Statement in respect of superannuation represents contributions made or due by [Employer name] to the relevant superannuation plans in respect to the services of [Employer name]’s staff (both past and present). Superannuation contributions are made to the plans based on the relevant rules of each plan and any relevant compulsory superannuation requirements that [Employer name] is required to comply with.

To be inserted in the Notes to the Financial Statements under the heading “Superannuation”

[Employer name] makes [all/the majority] of its employer superannuation contributions in respect of its employees to the Local Authorities Superannuation Fund (the Fund). The Fund has two categories of membership, accumulation and defined benefit, each of which is funded differently. The Defined Benefit category provides lump sum benefits based on years of service and final average salary. In certain circumstances a defined benefit member may be eligible to purchase a lifetime pension with up to 50% of their lump sum benefit. The accumulation category receives fixed contributions from [Employer name] and the [Employer name]’s legal or constructive obligation is limited to these contributions.

AASB 119 148(d)(i)

Obligations for contributions to the Fund are recognised as an expense in the Comprehensive Operating Statement when they are made or due.

[Insert similar note for any other funds that the employer contributes to]

Accumulation

The Fund’s accumulation category, Vision MySuper/Vision Super Saver, receives both employer and employee contributions on a progressive basis. Employer contributions are normally based on a fixed percentage of employee earnings. For the year ended 30 June 2025, this was 11.5% (11.0% in 2023/24) as required under Superannuation Guarantee legislation. Our commitment to accumulation plans is limited to making contributions in accordance with our minimum statutory requirements. No further liability accrues to the employer as the superannuation benefits accruing to employees are represented by their share of the net assets of the Fund.

The Superannuation Guarantee (SG) rate will eventually increase to 12% from 1 July 2025 based on the current SG legislation.

Defined Benefit

As provided under Paragraph 34 of AASB 119 – Employee Benefits, [Employer name] does not use defined benefit accounting for its defined benefit obligations under the Fund’s Defined Benefit category. This is because the Fund’s Defined Benefit category is a multi-employer sponsored plan.

AASB 119 148 (d) (i)
148 (d) (ii)

As a multi-employer sponsored plan, the Fund was established as a mutual scheme to allow for the mobility of the workforce between the participating employers without attaching a specific liability to particular employees and their current employer. Therefore, there is no proportional split of the defined benefit liabilities, assets or costs between the participating employers as the defined benefit obligation is a floating obligation between the participating employers and the only time that the aggregate obligation is allocated to specific employers is when a call is made. As a result, the level of participation of [Employer name] in the Fund cannot be measured as a percentage compared with other participating employers. While there is an agreed methodology to allocate any shortfalls identified by the Fund Actuary for funding purposes, there is no agreed methodology to allocate benefit liabilities, assets and costs between the participating employers for accounting purposes. Therefore, the Fund Actuary is unable to allocate benefit liabilities, assets and costs between employers for the purposes of AASB 119 because of the pooled nature of the Fund’s Defined Benefit category.

148 (d)(v)

Funding arrangements

[Employer name] makes employer contributions to the Defined Benefit category of the Fund at rates determined by the Trustee on the advice of the Fund Actuary.

As at 30 June 2024, an interim actuarial investigation was held as the Fund provides lifetime pensions in the Defined Benefit category.

The vested benefit index (VBI) of the Defined Benefit category as at 30 June 2024 of which [Employer name] is a contributing employer was 105.4%. The financial assumptions used to calculate the VBI were:

	30 June 2024 (interim review)	30 June 2023 (full review)
Net investment returns	5.6% pa	5.7% pa
Salary information	3.5% pa	3.5% pa
Price inflation (CPI)	2.7% pa	2.8% pa

An interim actuarial review is currently underway for the Defined Benefit category as at 30 June 2025 as the Fund provides lifetime pensions in the Defined Benefit category. It is expected to be completed by 31 October 2025.

Vision Super has advised that the VBI at 30 June 2025 was 110.5% (2024: 105.4%). The financial assumptions used to calculate the 30 June 2025 VBI were:

	2025	2024
Net investment returns	5.7 pa	5.6% pa
Salary information	3.5 pa	3.5% pa
Price inflation (CPI)	2.6 pa	2.7% pa

The Australian Prudential Regulation Authority (APRA) superannuation prudential standard (SPS 160) - Defined Benefit Matters determines the funding requirements of a defined benefit (DB) arrangement. Under this standard:

- The VBI is the measure to determine whether there is an unfunded liability, and
- Any unfunded liability that arises must be paid within three years.

Under SPS 160, the VBI is to be used as the primary funding indicator. Because the VBI was above 100%, the 2023 triennial actuarial investigation showed that the Defined Benefit category was in a satisfactory financial position under SPS 160. As a result, the Fund Actuary determined that no change was necessary to the Defined Benefit category's funding arrangements from prior years.

The Fund's employer funding arrangements comprise of three components as follows:

1. Regular contributions - which are ongoing contributions needed to fund the balance of benefits for current members and pensioners;
2. Funding calls – which are contributions in respect of each participating employer's share of any funding shortfalls that arise; and
3. Retrenchment increments – which are additional contributions to cover the increase in liability arising from retrenchments.

[Employer name] is also required to make additional contributions to cover the contributions tax payable on components 2 and 3 referred to above.

Employees are also required to make member contributions to the Fund. As such, assets accumulate in the Fund to meet member benefits, as defined in the Trust Deed, as they accrue.

Employer contributions

(A) Regular contributions

On the basis of the results of the 2024 interim actuarial investigation conducted by the Fund Actuary, [Employer name] makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 2025, this rate was 11.5% of members' salaries (11.0% in 2023/2024). This rate will increase in line with any increases in the SG contribution rate.

AASB 119 148 (a)

In addition, [Employer name] reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit (the funded resignation or retirement benefit is calculated as the VBI multiplied by the benefit).

(B) Funding calls

The Fund is required to comply with the superannuation prudential standards. Under the superannuation prudential standard SPS 160, the Fund is required to target full funding of its vested benefits. There may be circumstances where: **AASB 119 148(d)(iv)**

- A fund is in an unsatisfactory financial position at an actuarial investigation (i.e. its vested benefit index (VBI) is less than 100% at the date of the actuarial investigation); or
- A fund's VBI is below its shortfall limit at any time other than at the date of the actuarial investigations.

If either of the above occur, the fund has a shortfall for the purposes of SPS 160 and the fund is required to put a plan in place so that the shortfall is fully funded within three years of the shortfall occurring. There may be circumstances where APRA may approve a period longer than three years.

The Fund monitors its VBI on a quarterly basis and the Fund has set the Defined Benefit category's shortfall limit at 98% from 26 July 2024 (previously 97%).

In the event that the Fund Actuary determines that there is a shortfall based on the above requirement, the Fund's participating employers (including [Employer name]) are required to make an employer contribution to cover the shortfall. The methodology used to allocate the shortfall was agreed in 1997 to fairly and reasonably apportion the shortfall between the participating employers. **AASB 119 148 (b)**

Using the agreed methodology, the shortfall amount is apportioned between the participating employers based on the pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund's Defined Benefit category, together with the employer's payroll at 30 June 1993 and at the date the shortfall has been calculated.

The pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund are based on:

- The service periods of all active members split between the active members pre-1 July 1993 and post-30 June 1993 service period, and **AASB 119 148 (d)(v)**
- The pensioner (including fixed term pension) liabilities which are allocated to the pre-1993 period.

The pre-1 July 1993 component of the shortfall is apportioned between the participating employers based on the employer's share of the total participating employer payroll at 30 June 1993.

The post-30 June 1993 component of the shortfall is apportioned between the participating employers based on the employer's share of the total participating employer payroll at the date the shortfall has been calculated.

Due to the nature of the contractual obligations between the participating employers and the Fund, and that the Fund includes lifetime pensioners and their reversionary beneficiaries, it is unlikely that the Fund will be wound up. In the unlikely event that the Fund is wound up and there is a surplus in the Fund, the surplus cannot be applied for the benefit of the defined benefit employers where there are on-going defined benefit obligations. The surplus would be transferred to the fund accepting those defined benefit obligations (including the lifetime pension obligations) of the Fund. **AASB 119 148(c)**

In the event that a participating employer is wound-up, the defined benefit obligations of that employer will be transferred to that employer's successor.

(C) Retrenchment increments

During 2024/25, [Employer name] [was/was not] required to make payments to the Fund in respect of retrenchment increments (\$[amount disclosed in last year's note] in 2023/24). [Employer's name]'s liability to the Fund as at 30 June 2025, for retrenchment increments, accrued interest and tax is \$[insert relevant amount] (\$[amount disclosed in last year's note] in 2023/24).

An actuarial investigation is conducted annually for the Defined Benefit category of which [Employer name] is a contributing employer. Generally, a full actuarial investigation is conducted every three years and interim actuarial investigations are conducted for each intervening year. An interim investigation was conducted as at 30 June 2024 and the last full investigation was conducted as at 30 June 2023.

The Fund's actuarial investigation identified the following for the Defined Benefit category of which [Employer name] is a contributing employer:

	2024 (Interim) \$m	2023 (Triennial) \$m
• A VBI surplus	\$108.4	\$85.7
• A total service liability surplus	\$141.4	\$123.6
• A discounted accrued benefits surplus	\$156.7	\$141.9

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2024.

The total service liability surplus means that the current value of the assets in the Defined Benefit category plus expected future contributions exceeds the value of expected future benefits and expenses as at 30 June 2024.

The discounted accrued benefit surplus means that the current value of the assets in the Fund's Defined Benefit category exceeds the value of benefits payable in the future but accrued in respect of service to 30 June 2024.

[Employer name] was notified of the 30 June 2024 VBI during August 2024.

The 2025 interim actuarial investigation

An interim actuarial investigation is being conducted for the Fund's position as at 30 June 2025. It is anticipated that this actuarial investigation will be completed by 31 October 2025.

The VBI of the Defined Benefit category was 110.5% as at 30 June 2025. The financial assumptions for the purposes of this investigation are:

	2025 Interim investigation	2024 Interim investigation
Net investment return	5.7% pa	5.6% pa
Salary inflation	3.5%pa	3.5%pa
Price inflation	2.6% pa	2.7% pa

[Employer name] was notified of the 30 June 2025 VBI during August 2025.

If the employer had any 2011 funding call amounts outstanding at either 30 June 2025 or 30 June 2024, insert:

Prior actuarial investigation shortfall amounts

The Fund's prior full actuarial investigation as at 31 December 2011 identified an unfunded liability of \$406 million (excluding contributions tax) in the Defined Benefit category. As at 30 June 2025, there were no amounts outstanding (\$0.01 million was outstanding at 30 June 2024).

[Employer's name] was informed of its share of the shortfall on 2 August 2012 and [Employer's name]'s share of the shortfall amounted to \$[insert relevant amount from 2011/2012 superannuation disclosure note] (excluding contributions tax) which has been accounted for in the 2011/12 Comprehensive

Operating Statement with Employee Benefits and in the Balance Sheet in Current Liabilities Provisions.

[If appropriate insert:

A lost earnings charge accrues on any outstanding unfunded liabilities to compensate the Fund for lost earnings. This lost earnings charge is calculated using the Actuary's assumed long term earning rate for the relevant actuarial investigation. For the 2011 actuarial investigation, the lost earnings charge is 6% p.a. (2022/23: 6%) calculated daily. [Employer name] received a lost earnings charge of \$[insert relevant amount] during the year ended 30 June 2025 (\$[insert relevant amount for 2023/24] for 2023/24) and this has been accounted for in the Comprehensive Operating Statement within Employee Benefits (see Note [relevant note number]).

[Insert either:

1. [Employer name] has \$nil amount owing as at 30 June 2025 (\$[insert unpaid amount for 2023/24] for 2023/24).
or
2. [Employer name]'s share of the outstanding amount at 30 June 2025 is \$[insert relevant amount] (\$[insert unpaid amount for 2023/24] for 2023/24). This unpaid amount is included in the Balance Sheet in the Current Liabilities Provisions (see Note [relevant note number]). This amount includes a lost earnings charge amount of \$[insert relevant amount] (\$[insert unpaid amount for 2023/24] for 2023/24).

Accrued benefits

The Fund's liability for accrued benefits was determined in accordance with the Australian Accounting Standards. The relevant accounting standard is AASB 1056 - Superannuation entities.

	30 June 2024 (Interim) \$m	30 June 2023 (Interim) \$m
Net Market Value of Assets	2,155.4	2,180.5
Accrued Benefits	1,998.8	2,038.6
Difference between Assets and Accrued Benefits	156.6	141.9
Vested Benefits (Minimum sum which must be paid to members when they leave the fund)	2,047.1	2,095.8

The financial assumptions used to calculate the Accrued Benefits for the Defined Benefit category of the Fund were:

	30 June 2024	30 June 2023
Net Investment Return	5.6% pa	5.7% pa
Salary Inflation	3.5% pa	3.5% pa
Price Inflation	2.7% pa	2.8% pa

[Sub-note number] Superannuation contributions

Contributions by [Employer name] (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2025 are detailed below:

Scheme	Type of scheme	Rate	2025 \$000	2024 \$000
Vision Super	Defined benefits	11.5% (2024: 11.0%)	[Insert amount]	[Insert amount disclosed in the 2024 note]
Vision Super	Accumulation	11.5% (2024: 11.0%)	[Insert amount]	[Insert amount disclosed in the 2024 note]
[Insert any other relevant funds]	[Insert relevant description]	[Insert relevant percentage]	[Insert amount]	[Insert amount disclosed in the 2024 note]

There were [\$relevant amount/no] contributions outstanding and [\$relevant amount/no] loans issued from or to the above schemes as at 30 June 2025.

The expected contributions to be paid to the Defined Benefit category of Vision Super for the year ending 30 June 2026 is \$(insert estimated amount to be paid). **AASB 119 148(d)(iii)**