

# **SUPERANNUATION POLICY**

## **ACTU Congress September 1989**

1.1 Congress notes with satisfaction:

(i) That the union movement is well on its way to achieving its aim of at least a basic level of employer-financed superannuation for all workers.

(ii) That the spread of superannuation and its reform toward fully vested and preserved benefits is of particular benefit to low-paid and women workers who have previously been denied genuine access.

(iii) That the growth in fund membership has been overwhelmingly in low cost multi-employer funds with at least joint trusteeship control of unions. Such funds are now approaching 1.5 million members excluding the public sector and almost all of this growth has occurred in the last 3-4 years.

(iv) That this development has created the basis for a massive increase in savings thus reducing our long term reliance on foreign debt and enhancing our economic independence. Treasury estimates current superannuation fund assets at some \$105 billion.

(v) That the Federal Government has helped to create an environment in which this growth has occurred and can be built upon by -

(a) supporting the awarding of a 3% employer contribution;

(b) maintaining a strongly tax concessional regime for superannuation;

(c) reforming the way in which superannuation can mesh with the retirement income system to provide income additional to the age pension;

(d) supporting future increases in employer contributions.

1.2 Congress confirms the union movement's ongoing commitment to the spread, reform and development of superannuation and specifically: -

(i) Calls on all affiliates to ensure that superannuation is adequately provided for in all awards and agreements;

(ii) Calls on State and Federal Governments to ensure that adequate resources are devoted to award enforcement of employer obligations regarding superannuation;

(iii) Determines to pursue further reform of scheme design where appropriate together with encouraging voluntary employee contributions and enhanced employer contributions at a time and in a manner consistent with our wages and other strategies.

1.3 Congress recognises that many workers spend significant

periods of their working lives outside paid employment due to ill-health, unemployment and other factors. In particular, many women spend periods in unpaid employment because of their family responsibilities, including the care of infants, children, sick family members and aged parents.

1.4 Congress declares that such workers whose accumulation of occupational superannuation has been limited, should not be prejudiced in their financial security in retirement.

1.5 Accordingly, Congress calls on the Federal Government to examine means of providing increased current funding to ensure the future financial security in retirement of all Australians.