

SUPERANNUATION AND PURCHASED LEAVE



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Purchased leave enables you to exchange an agreed reduction in salary in return for extra periods of leave over a specified period of time.

Purchased leave is planned in advance and funded by evenly spreading salary deductions over the period of the agreement.

Purchased leave arrangement types

Two common types of purchased leave arrangements are the:

- 48/52 arrangement
- 4/5 arrangement (also known as a “variable year employment”).

For further information on the types of purchased leave available, refer to your Human Resources team.

48/52 arrangement

A purchased leave 48/52 arrangement allows you to exchange salary for up to an extra four weeks purchased leave per year.

With your Chief Executive Officer’s approval, you can purchase one, two, three or four weeks additional leave during a 12-month period in return for a lower percentage of your substantive salary. See the example below.

Example – 48/52 arrangement

Purchased leave under the 48/52 arrangement	Without purchased leave	With four weeks purchased leave
Annual salary (gross)	\$43,000	\$39,692
Employer contribution per annum (9.5%)	\$4,085	\$3,771

(This example is intended as a guide only)

4/5 arrangement

A purchased leave 4/5 arrangement, or variable year employment, allows you to work for four years full-time while being paid at 0.8 of your full-time salary and take the leave for the fifth year, continuing to be paid at 0.8 of your full-time salary. See the example below.

Example – 4/5 arrangement

Purchased leave under the 4/5 arrangement	Without purchased leave	With 12 months purchased leave
Annual salary (gross)	\$53,000	\$42,400
Employer contribution per annum (9.5%)	\$5,035	\$4,028

(This example is intended as a guide only)

Although this type of purchased leave is referred to as “4/5” you are able to take this leave before the fifth year.

Contributions will be based on the full salary and no contribution will be paid in relation to the period of purchased leave taken.

Entitlements accrued in Triple S before taking purchased leave are not affected.



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Further information

More information about Purchased Leave can be found in the *Commissioner for Public Sector Employment Guideline and Determination: Flexible Workplaces* paper available at www.publicsector.sa.gov.au in the Policy/Guidelines section.

Fact sheets on a range of topics relating to your super are available on the Super SA website and from Super SA. Alternatively, if you have any enquiries regarding Super and Purchased Leave or any other matters raised in this fact sheet, please contact Super SA.

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Disclaimer

The information in this document is intended to help you understand your entitlements in Triple S. Super SA does its best to make sure the information is accurate and up to date. However, you need to be aware that it may not include all the technical details relevant to the topic. For the complete rules of Triple S, please refer to the *Southern State Superannuation Act 2009* and *Southern State Superannuation Regulations 2009*. The Act and accompanying Regulations set out the rules under which Triple S is administered and entitlements are paid. You can access a copy from the Super SA website.

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