Superannuation Guarantee Charge

All Universities are subject to the Superannuation Guarantee legislation. A Superannuation Guarantee Charge (SGC) must be paid if an insufficient level of superannuation support is provided for the University’s employees.

Under the SGC legislation an employer is required to provide a prescribed minimum level of superannuation support for most of its employees. Employers who do not provide enough superannuation support will have to pay a SGC.

Your organisation will need to make superannuation contributions for its employees to avoid paying the SGC. Most employees, whether full-time, part-time or casual, are covered by the SG legislation.

Exceptions include, but are not limited to, employees who are:

- paid less than $450 in any calendar month; superannuation does not have to be provided in respect of that month;
- non-resident employees who are paid solely for work undertaken outside Australia;
- under 18 years old and employed part-time (that is, for no more than 30 hours a week); or
- employed for no more than 30 hours per week to do work that is primarily of a private or domestic nature.