

# Product Disclosure Statement



Fire & Emergency Services  
Superannuation Fund

Issued by the Fire and Emergency Services Superannuation Fund  
ABN 55 476 454 384

15 January 2021

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This Product Disclosure Statement (PDS) summarises the key features of the Fire and Emergency Services Superannuation Fund (FES Super).

The information in this PDS is a summary of significant information and contains a number of references to important additional information (each of which forms part of this PDS) available under the heading 'Reference Material' on the website at [www.fessuper.com.au](http://www.fessuper.com.au). You should consider this document and the additional information before making a decision about FES Super.

The information provided in this document and on the website is general information only and does not take account of your personal financial situation or needs. You should obtain financial advice tailored to your personal circumstances before acting on this information.

Copies of this PDS and a written copy of the additional reference material can be found on our website, or by contacting us on 08 9382 8444 or by email at [admin@fessuper.com.au](mailto:admin@fessuper.com.au).

## 1. About the Fire and Emergency Services Superannuation Fund

The Fire and Emergency Services Superannuation Fund (FES Super) is the superannuation fund for employees of the Department of Fire and Emergency Services of Western Australia (DFES).

Membership is also available to employees of the:

- United Firefighters Union of Western Australia;
- Western Australian Volunteer Fire and Rescue Service Association (Inc); and
- Fire and Emergency Services Superannuation Board.

When a person becomes a permanent employee of the above employers, that person is required to join FES Super as a defined benefit member. There are two exceptions to this rule if that person is NOT a firefighter or employed under the Firefighters Award:

- that person may opt to join FES Super as an Accumulation member instead; or
- if that person is a member of a Government Employees Superannuation Board (GESB) fund, they may opt to continue that membership and the employer will pay the required superannuation contributions to GESB instead.

Temporary and casual employees can join FES Super as accumulation members or they can choose to have their employer contributions paid to another complying superannuation fund.

### WHO MANAGES FES SUPER?

The Fire and Emergency Services Superannuation Board (the Board) is the Trustee of FES Super. The Board is responsible for managing FES Super in the best interests of all members and for ensuring FES Super is run in accordance with the law.

The Board has six Board members, three are appointed by the Fire and Emergency Services Commissioner and three are elected by FES Super members. Each member representative is elected to the Board for three years. If you would like more information about the election process, please refer to our website.

### CATEGORIES OF MEMBERSHIP

- **Defined Benefit members** - your retirement benefit is linked to your final average salary and is calculated as a membership multiple based on your length of FES Super membership times your final average salary. Your membership multiple is 18% (may be increased to 21.5%) for each year of defined benefit membership to the date of your retirement or to age 65 whichever first occurs. If you resign before you turn age 55 a discount factor may be applied to your benefit. Refer to the Additional Reference Material on our website.
- **Accumulation members** - your benefit is the total of contributions you and your employer make plus investment earnings or losses, less costs and tax.
- **Pension members** - for members who have retired and/or are over their preservation age and want to receive a regular income.
- **Retained members** - for members after they've ceased employment.
- **Spouse members** - for spouses of members.

## 2. How superannuation works

Superannuation helps you save for your retirement and is, in part, a compulsory form of savings.

For most people, super begins when they start work and their employer starts paying super for them. Most join accumulation-type super funds where the employer payments are generally known as super guarantee contributions or concessional contributions (currently 9.5% of salary).

For defined benefit members of FES Super, your employer makes contributions of 11.75% of your superannuation salary. This amount can change and is set following the annual actuarial review of FES Super.

As a defined benefit member you are required to pay 6.25% of your superannuation salary into FES Super. This contribution:

- is automatically deducted from your pay by your employer each pay period;
- ceases when you turn 65 years of age; and
- can be made as a salary sacrificed (concessional) contribution or as a personal after tax (non- concessional) contribution.

Defined benefit members can elect to contribute an additional 3.5% of their superannuation salary each year to increase their membership multiple from 18% to 21.5% for each year of contributing membership.

### CONTRIBUTIONS

In addition to the compulsory contributions made by employers, there are other types of contributions made to superannuation funds. Contribution caps or limits apply to some contribution types:

- **Concessional contributions** are also referred to as 'before-tax contributions' because the contributor (either the employer or the member) can usually claim a tax deduction for the amount contributed. Examples include compulsory contributions made by your employer and salary sacrifice contributions made by you. Currently, the contribution cap for concessional contributions is \$25,000.
- **Non-concessional contributions** are generally the after-tax contributions you make to a super fund. These are not usually taxed on entry to, or exit from the super fund, but if you exceed your annual non-concessional contribution cap some tax will be payable. Currently, the annual contribution cap for non-concessional contributions is \$100,000 when your superannuation balance at the previous 30 June is less than \$1.6 million. If you are under age 67 you can contribute up to \$300,000 in the first year of a three year period when your superannuation balance at the previous 30 June is less than \$1.6 million.
- **Co-contributions scheme** - If you're a low or middle-income earner, you may be eligible for a co-contribution payment from the Government which will be added to your super account based on the contributions you make, up to a certain limit.
- **Salary sacrificed super contributions** - You may be able to enter into an agreement with your employer to have some of your salary or wages paid into your super fund instead of being paid to you. Salary sacrificed contributions are concessional contributions.

### LOW ACCOUNT BALANCE

If you have an inactive account less than \$6,000, we will transfer your account to the Australian Taxation Office (ATO) after 16 months of inactivity, such as not receiving a contribution. Where possible, the ATO will transfer your account to your active super fund. Refer to the Additional

Reference Material on our website for information on how to keep your FES Super account active.

### ACCESSING YOUR SUPERANNUATION

You generally cannot access your super until you are 55 years or over (known as your preservation age which depends on the year you are born) and have permanently retired. However, there are limited circumstances when your super can be paid out early, such as if you become totally and permanently disabled. Refer to the Additional Reference Material on our website.

## 3. Benefits of investing with FES Super FOR DEFINED BENEFIT MEMBERS

- In return for the 6.25% of superannuation salary you contribute until age 65, your employer contributes 11.75% of your superannuation salary to provide you with a salary-linked defined benefit entitlement.
- Your super is largely protected against the effects of inflation and the ups and downs of investment markets, because as your salary increases, so do your benefits.
- No administration fees are charged on your account.
- When you reach age 55 or have completed 30 years' of FES Super membership, you can transfer your Defined Benefit into an Accumulation Account if you wish. This action is irrevocable and you are strongly advised to seek financial advice before making this decision.

### FOR BOTH DEFINED BENEFIT AND ACCUMULATION MEMBERS

- You have death and disability insurance cover and are covered 24 hours a day, seven days a week until you turn age 65 while you are still having employer contributions paid into FES Super (note: those members who have ceased employment are not eligible for this insurance cover).
- You can make additional before or after-tax contributions into your Accumulation Account.
- Your partner or de-facto spouse can join FES Super and grow their own retirement savings.
- No entry or exit fees are payable.
- You can leave your super in FES Super if you change jobs.
- You can remain in FES Super after you retire and commence a pension that gives you a regular income.
- FES Super is your superannuation fund. You can have a say in how it is managed through member representation on the Board.

## 4. Risks of superannuation

### INVESTMENT RISKS

All investments carry risk. Different strategies may carry different levels of risk, depending on the assets that make up the strategy. Assets with the highest long-term returns may also carry the highest short-term risk. As a general rule, the more an investment is expected to earn over time, the more likely it is to rise and fall in value on a short term or year-by-year basis.

FES Super offers a range of investment options for accumulation members, each with a different mix of assets. This means that the likely investment return and the amount of risk involved is different for each option.

**You should read the important information about how super works before making a decision.**

**The material relating to how super works may change between the time you read this PDS and the day FES Super receives your completed form.**

When considering your super, it is important to understand that:

- Investment returns are not guaranteed. The level of returns and the value of your Accumulation Account will vary and future returns may differ from past returns. There is a risk that you may not receive the repayment of your investment amount.
- The amount of your superannuation savings may not be enough to provide adequately for your retirement.
- Superannuation laws may change, which may affect your benefits or your ability to access your benefits.
- Changes may occur to the taxation of superannuation, which may affect the return on your investment.

### WHAT IS YOUR ACCEPTABLE LEVEL OF RISK?

The level of risk acceptable to each person will vary depending on a range of factors, including your age, your investment timeframe of when you expect to drawdown on your super savings, where other parts of your wealth are invested, and your risk tolerance.

### DEFINED BENEFIT MEMBERS AND INVESTMENT RISK

For defined benefit members, the defined benefit portion of your superannuation entitlement is linked to movements in your final average salary, rather than investment returns.

## 5. How we invest your money

For Defined Benefit Members the defined benefit portion of your superannuation entitlement is linked to movements in your final average salary rather than to investment returns. Consequently a choice of investment options does not apply to the defined benefit portion of your account.

For members with an Accumulation, Spouse, Retained Benefit or Pension account, FES Super offers the following investment options, each with a different level of risk and potential level of return. These are:

- Smoothed (explained further below),
- Cash,
- Moderate,
- Growth,
- Australian Share,
- International Share, and
- Fixed Interest.

Members can choose to have their superannuation invested in one option or a mix of any of these seven investment options. The most suitable option(s) for you will depend on your individual circumstances.

The Smoothed Option is FES Super's default investment option, which means that your super will be invested in this option unless you choose a different one.

### SWITCHING YOUR INVESTMENT OPTIONS

If you wish to change your investment option(s) (called "switching"), you can do so by completing the appropriate form and sending it to us. If we receive your completed form by the end of the calendar month, your switch will take effect on the first day of the following month. You can make up to four switches in each financial year without incurring a fee.

The Smoothed Option has an investment fluctuation reserve in which a portion of earnings are set aside when returns are high in order to supplement returns in poor investment years. In order to protect this reserve (and members invested in this option), generally if you move monies out of the Smoothed Option, you cannot transfer it back to the Smoothed Option at a later time, except when starting

a pension account. However, from time to time when the reserve has been used up, the Board will allow members to transfer monies back into the Smoothed Option. You should contact FES Super to discuss this further.

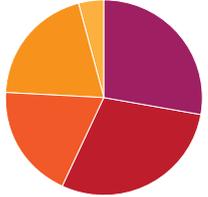
### CHANGES TO INVESTMENT OPTIONS

The Board reserves the right to close an investment option(s) (either to refuse to accept new money or enforce reduction of assets) or change underlying products at any time. The Board will inform you as soon as practicable if such a change affects your nominated option.

**You should read the important information about our investment options before making a decision.**

**The website contains information about all our investment options, past returns and how returns are calculated and applied to your account. The material relating to how we invest your money and our investment options may change between the time you read this PDS and the day FES Super receives your completed form.**

### SMOOTHED OPTION

<b>Aim</b>	To provide a competitive growth investment with smoothed investment returns on a year-to-year basis.	
<b>Objective</b>	To earn at least CPI + 4% per annum over a rolling 10 year period (net of tax and fees).	
<b>Strategy</b>	Invest approximately 80% in shares/target return assets and 20% in cash/fixed interest.	
<b>Strategic Asset Allocation</b>	<p>Australian shares 20% International shares 30% Target return assets 30% Fixed interest 17.5% Cash 2.5%</p>	<p><b>Asset allocation at 30 June 2020</b></p> <ul style="list-style-type: none"> <li><span style="color: purple;">■</span> Australian shares 25%</li> <li><span style="color: red;">■</span> International shares 30%</li> <li><span style="color: orange;">■</span> Target return assets 20%</li> <li><span style="color: yellow;">■</span> Fixed interest 20%</li> <li><span style="color: gold;">■</span> Cash 5%</li> </ul> 
<b>Suitable for members who:</b>	<ul style="list-style-type: none"> <li>• expect to have their super or pension assets invested for more than five years;</li> <li>• would like exposure to growth assets; and</li> <li>• want less volatility in their year-to-year investment returns.</li> </ul>	
<b>Minimum investment timeframe</b>	Medium to long-term: if you choose this option, be prepared to stay invested in it for more than 5 years before it meets its objectives.	
<b>Expected frequency of negative annual return</b>	To achieve less than three negative annual returns (after smoothing) in any 20 year period (on average).	

## 6. Fees and costs

### CONSUMER ADVISORY WARNING

Small differences in both investment performance and fees and costs can have a substantial impact on your long term returns. For example, total annual fees and costs of 2% of your account balance rather than 1% could reduce your final return by up to 20% over a 30 year period (for example, reduce it from \$100,000 to \$80,000).

You should consider whether features such as superior investment performance or the provision of better member services justify higher fees and costs.

You or your employer, as applicable, may be able to negotiate to pay lower fees. Ask the fund or your financial adviser.

### TO FIND OUT MORE

If you would like to find out more, or see the impact of the fees based on your own circumstances, the Australian Securities and Investments Commission (ASIC) website ([www.moneysmart.gov.au](http://www.moneysmart.gov.au)) has a superannuation calculator to help you check out different fee options.

The Consumer Advisory Warning above is prescribed by legislation. Administration fees are not negotiable at FES Super.

### FEES AND OTHER COSTS

This section shows fees and other costs that you may be charged. These fees and other costs may be deducted from your money, from the returns on your investment or from the assets of FES Super as a whole.

Other fees such as activity fees and insurance premiums, may also be charged, but these will depend on the nature of the activity or the level of insurance cover you have chosen. Entry and Exit fees cannot be charged.

Taxes and insurance premiums are set out in another part of this document.

You should read all the information about fees and other costs because it is important to understand their impact on your investment.

The fees and costs for Defined Benefit Members are factored into the employer contribution rate so the fees and costs following relate to FES Super members who hold an Accumulation Account.

Type of fee	Amount	How and when paid
Investment fee	Investment fees are different for each investment option and range from 0.05% to 0.67% per annum for the 2020/2021 financial year.	Deducted from investment returns before the crediting rate is allocated to your account.
Administration fee <sup>1</sup>	An asset based fee of 0.20% per annum, or \$2.00 per year for every \$1,000 in your account applies for the 2020/2021 financial year.	Deducted from investment returns each month before the crediting rate is allocated to your account.
Buy/sell spread	Nil	
Switching fee	Nil for the first four switches in a financial year, \$50 per switch thereafter.	Deducted from your account at the time of the transaction.
Exit fee	Nil	
Adviser service fee for Intra-fund advice.	Nil	
Indirect cost ratio <sup>2</sup>	Indirect cost ratios are different for each investment option and range from 0% to 0.45% per annum.	Deducted from investment returns before the crediting rate is allocated to your account.
Other fees and costs <sup>3</sup>		Refer to the section below.

<sup>1</sup> If your account balance for a product at FES Super is less than \$6,000 at the end of the financial year, the total combined amount of administration fees, investment fees and indirect costs charged to your account is capped at 3% of your account balance. Any amount charged in excess of that cap must be refunded to you.

<sup>2</sup> Refer to the Additional Reference Material on our website for information about these fees and costs. Refer to the sections of this PDS for tax details and insurance costs.

<sup>3</sup> These fees are calculated looking back as at 30 June each year and may change from year to year. No commissions are paid by FES Super to any person. Accumulation Account members may have insurance related benefits for which the cost of premiums will be deducted from their account.

### EXAMPLE OF ANNUAL FEES AND COSTS FOR THE SMOOTHED INVESTMENT OPTION

This table shows how the fees and costs for the Smoothed investment option can affect your superannuation investment over a one year period. You should use this table to compare this superannuation product with other superannuation products.

Investment fee	0.48%	For every \$50,000 you have in the superannuation product you will be charged \$240 each year
<b>PLUS</b> Administration fee	0.20% per annum of your account balance	You will be charged \$100
<b>PLUS</b> indirect costs for the superannuation product	0.0% per annum	Indirect costs of \$0 each year will be deducted from your investment
<b>EQUALS</b> Cost of product		If your balance was \$50,000 then for that year you will be charged fees of \$340 for the superannuation product

Note: Additional fees may apply.

### ADDITIONAL ACTIVITY BASED FEES

Type of fee/cost	Amount	How and when paid
Partial lump sum withdrawals in excess of 8 in a financial year	\$50	Deducted from your account at the time of the transaction

### CHANGES IN FEES AND COSTS

All fees and charges are current and may be adjusted by the Board from time-to-time without members' consent. The asset based fees that apply to Accumulation and Pension Accounts are reviewed each July and are based on the actual costs incurred during the previous financial year. The fee may change depending on the actual running costs of FES Super. The Board will notify you at least 30 days in advance if other fees and costs are to be increased.

## 7. How superannuation is taxed

### Super can be a tax-effective way to save for, and during, your retirement.

It is important that when you become a member of FES Super you provide us with your Tax File Number (TFN). If you do not provide your TFN to FES Super then your concessional contributions and the taxable component of lump sum payments (where tax is payable) may be taxed at the highest marginal rate plus the Medicare levy. Also, if we do not have your TFN we will not be able to accept after-tax contributions from you.

There are caps (limits) on the amounts that can be contributed to superannuation each financial year. If those caps are exceeded then some tax will be payable.

## TAX ON CONTRIBUTIONS

The tax paid on super contributions depends on your age and the amount and type of contribution. Tax is normally deducted after the contribution is received. There are limits on how much you can contribute, and if you exceed these limits you may pay extra tax.

Contribution type	Tax payable
Concessional (Before tax)	15% on amounts up to \$25,000 a year. Your marginal tax rate plus an excess contributions charge on amounts more than \$25,000 a year. However you can elect to withdraw up to 85% of the excess contributions from your super account.
Non-Concessional (After tax)	Nil on amounts up to \$100,000 a year. Earnings on amounts more than \$100,000 a year will be taxed at your marginal tax rate. However if you are under 67 you can contribute up to \$300,000 tax free in the first year of a three-year period. Any contributions you make in the following two financial years will be taxed.

## ON YOUR INVESTMENT EARNINGS

Tax of up to 15% is deducted from investment earnings before the crediting rate is determined for Accumulation Members. Investment earnings are tax-free for the assets backing Account Based Pensions. Transition to Retirement Pensioners are subject to the same tax treatment of investment earnings as Accumulation Members.

## TAX ON LUMP SUM WITHDRAWALS

If you're under 60, tax on withdrawals is deducted before you receive your payment. Generally all withdrawals from FES Super are tax-free if you are aged 60 or over.

Component	Tax if you're under 60 years
Tax free	No tax payable
Taxable Taxed element	If under preservation age, taxed at 22% <sup>1</sup> . If at or above preservation age and under 60 years, the first \$210,000 is tax-free and the balance is taxed at 17% <sup>1</sup> .

<sup>1</sup>including the Medicare levy

**You should also read the important information about how super is taxed before making a decision.**

**The material relating to how super is taxed may change between the time you read this PDS and the day FES Super receives your completed form.**

**There are tax consequences if your superannuation contribution limits are exceeded.**

## 8. Insurance in your superannuation

Eligible members automatically receive Death, Total and Permanent Disability and Income Protection insurance cover to keep you, or those close to you, protected if something unfortunate were to happen. The amount of cover you will receive depends on your age and changes as you get older.

The three types of insurance cover available to FES Super members are:

- Death cover - provides a lump sum for your spouse, children or other beneficiaries,

- Total and permanent disablement cover - provides you with a lump sum if you become totally and permanently disabled, and
- Income Protection cover – provides you with regular monthly payments for up to two years if you are unable to work because of illness or disability.

For details about what your insurance does and doesn't cover, conditions for your cover and how much additional cover you can apply for, see the Insurance Guide on our website or contact us for more information before deciding whether the insurance is appropriate.

You can also check on your cover and premiums at any time by checking your online account.

## DEFINED BENEFIT MEMBERS

Your membership includes Death, Total and Permanent Disablement (TPD) and Income Protection insurance cover. The cost of Death and TPD insurance cover is included in the formula used to calculate your final retirement benefit and is not a direct cost to you.

The premium for your Income Protection cover plus interest is tallied throughout your membership and deducted at the time your benefit is calculated. See the Income Protection Insurance section for information about the premiums and benefit payable.

If you should die or retire due to total and permanent disablement while employed before the age of 65, you, or your beneficiaries, are entitled to the same benefit set out on page 2 of this PDS. Also see the Insurance Guide on our website for more information.

You may apply for additional Death and TPD insurance cover. To apply for additional insurance cover, please contact us and we will send you the forms to complete, including an application to open an Accumulation account for your deposits to cover the premium. Refer to the table titled Death and TPD Insurance Premiums.

Your FES Super insurance cover ceases when you resign, retire, are paid a terminal illness benefit, are paid a total and permanent disablement benefit or reach age 65, whichever comes first.

You may opt out of Income Protection Insurance Cover by sending us a completed Cancel Insurance Cover form on our website.

**If you do not cancel your automatic Income Protection Insurance, the cost of your cover will be deducted from your account.**

## ACCUMULATION MEMBERS

Your insurance cover automatically starts when you join FES Super if you are older than 25 years of age, your account balance has reached \$6,000 and you are working at least 15 hours per week (i.e. eligible members).

Your automatic insurance cover includes:

- two (2) units of Death and Total and Permanent Disablement (TPD) insurance cover; and
- Income Protection insurance cover.

New members may opt in for insurance cover before they have reached 25 years of age AND have an account balance of at least \$6,000 AND are working at least 15 hours per week by completing the Opt In to Insurance form on our website.

If FES Super receives the completed Opt In to Insurance form within 30 days of the date you joined the Fund, your insurance cover is provided on a "New Events" basis – refer to the Important eligibility terms and conditions section.

If you choose not to have insurance cover when you first join the Fund and then decide later that you wish to have cover, the insurer requires evidence of your health before cover can start. Please contact us for more information.

Note that insurance cover automatically starts (without the need for evidence of your health) when you have reached 25 years of age and your account balance has reached \$6,000. Other conditions may apply.

**DEATH AND TOTAL AND PERMANENT DISABILITY (TPD) INSURANCE**

Eligible members are automatically allocated 2 units of Death and TPD insurance cover. Each unit provides cover based on your age and the type of work you usually perform. Your insurance cover reduces as you get older. The following table gives you an indication of the benefit payable to members when a claim is approved by the insurer and the Board.

*Death and TPD Insurance Benefit per unit (abridged table)*

Age next birthday	Agreed Benefit (per unit)	Age next birthday	Agreed Benefit (per unit)
16 to 30	89,500	50	17,000
35	75,000	55	8,500
40	51,500	60	5,000
45	30,500	65	2,500

For full details see the Insurance Guide on our website. You may apply for additional Death and TPD insurance by providing evidence of your health acceptable to the insurer.

*Death and TPD Insurance Premiums*

Where your duties are:	Death and TPD Cover	Death cover only
<b>Non-firefighter duties<sup>1,3</sup></b>	\$1.27 per unit per week (\$2.54 per week for cover)	\$0.83 per unit per week (\$1.66 per week for cover)
<b>Firefighter duties<sup>2</sup></b>	\$3.81 per unit per week	\$2.48 per unit per week
<b>(Additional voluntary cover)</b>		
<b>Spouse Member<sup>4</sup></b>	\$2.29 per unit per week	\$1.49 per unit per week
<b>(Voluntary cover)</b>		

1. Eligible permanent employees who normally perform non-firefighter duties who opted to join the Accumulation Fund must hold a minimum of two (2) units of Death and Total and Permanent Disability Insurance and Income Protection Insurance cover, unless they opt out of cover.
2. Firefighters who wish to have insurance cover that is additional to the cover they already have as part of their Defined Benefit account.
3. Eligible permanent employees who normally perform non-firefighter duties who joined the Defined Benefit Fund and wish to have insurance cover that is additional to the cover they already have as part of their Defined Benefit account.
4. Spouse members may apply for insurance cover and will be required to provide evidence of their health acceptable to the insurer.

*Important eligibility terms and conditions*

Members must meet the eligibility requirements before insurance cover can be provided. These eligibility rules now include turning 25 years-of-age AND reaching an account balance of \$6,000.

Once cover commences, it will be subject to a Limited/New Events condition that will apply until you have been at work, actively performing or capable of performing all your normal duties and hours, without limitation or injury for 30 consecutive days. Limited/New Events Cover means you are only covered for an illness that first becomes apparent or an injury which first occurs on or after the date your cover began. The basis of cover will be assessed at the time you submit a claim.

You should also read the Insurance Guide before making a decision about your insurance cover. The material relating to insurance cover may change.

Accumulation members may opt-out of Death and TPD insurance cover at any time by completing the Cancel Insurance Cover form on our website.

If you do not cancel your insurance, the cost of your cover will be deducted from your account.

**INCOME PROTECTION INSURANCE COVER**

Income Protection insurance cover is automatic for eligible Defined Benefit and Accumulation members (conditions apply). Other members may apply for Income Protection insurance by providing evidence of their health acceptable to the insurer.

When a claim is approved by the insurer, the benefit payable is 75% of the monthly income immediately prior to your date of disability (subject to a maximum amount).

Examples to help you calculate your annual premium:

1. A male Firefighter who is aged 43 next birthday and has a monthly pre-disability income equal to an annual salary of \$100,000:  
 $\$100,000 \times 75\% = \$75,000$  per annum income protection benefit divided by \$1,000 = 75.0  
 $75.0 \times \$2.66$  premium per \$1,000 (refer to table on page 8) = \$199.50 annual premium.
2. A female permanent employee performing non-firefighter duties who is aged 37 next birthday and has a monthly pre-disability income equivalent to an annual salary of \$90,000:  
 $\$90,000 \times 75\% = \$67,500$  per annum income protection benefit divided by \$1,000 = 67.5  
 $67.5 \times \$1.02$  premium per \$1,000 (refer to table on page 8) = \$68.85 annual premium.

An Income Protection benefit is payable if:

- a) you have been absent from work continuously for either 90 days (if you perform non-firefighter duties) or 180 days (if you perform firefighter duties) as the result of an illness or injury;
- b) you are receiving regular medical treatment;
- c) in the opinion of the insurer, you are unable to perform at least one income producing duty of your occupation; and
- d) you are not working in any occupation for reward or otherwise.

*Income Protection Insurance Premiums per \$1,000 of cover*

Age next birthday	Non-firefighter duties		Firefighter duties		Age next birthday	Non-firefighter duties		Firefighter duties	
	F	M	F	M		F	M	F	M
up to 29	0.73	0.48	1.67	1.11	48	2.99	1.99	6.88	4.58
30	0.74	0.49	1.70	1.14	49	3.35	2.23	7.71	5.14
31	0.77	0.51	1.77	1.18	50	3.75	2.50	8.64	5.76
32	0.78	0.52	1.80	1.20	51	4.21	2.81	9.70	6.47
33	0.81	0.54	1.86	1.24	52	4.73	3.15	10.89	7.26
34	0.85	0.57	1.96	1.31	53	5.09	3.56	12.24	8.16
35	0.91	0.60	2.09	1.39	54	5.61	3.93	13.75	9.17
36	0.96	0.64	2.22	1.48	55	6.18	4.34	15.42	10.28
37	1.02	0.68	2.35	1.56	56	6.83	4.80	17.35	11.57
38	1.12	0.74	2.57	1.71	57	7.53	5.30	19.41	12.94
39	1.21	0.81	2.80	1.86	58	8.31	5.85	21.75	14.50
40	1.33	0.88	3.05	2.03	59	9.19	6.47	24.35	16.24
41	1.44	0.96	3.31	2.21	60	10.15	7.14	27.25	18.16
42	1.58	1.05	3.63	2.42	61	11.49	7.89	30.39	20.26
43	1.73	1.15	3.98	2.66	62	12.89	8.78	33.90	22.60
44	1.94	1.29	4.47	2.98	63	13.59	9.19	35.63	23.75
45	2.14	1.42	4.92	3.28	64	11.23	7.54	27.76	18.51
46	2.39	1.59	5.49	3.66	65	3.76	2.51	8.61	5.74
47	2.68	1.79	6.17	4.11					

Other important information about Income Protection Insurance Cover:

<b>Benefit Period</b>	<p>Paid for a maximum of two (2) years that includes any previous claim duration for the same member when the claim cause is directly or indirectly related to a previous claim's cause.</p> <p>The 2-year timeframe includes periods when worker's compensation is paid.</p> <p>May be reduced by any other disability income that accrues during the period. If the member is in receipt or entitled to other disability income that exceeds their income protection payment, then no income protection payment will be made.</p> <p>Does not automatically start after a worker's compensation claim ends.</p> <p>Will cease if a Total and Permanent Disablement Benefit or Terminal Illness Benefit is approved by the insurer and the Board.</p>
<b>When does the Waiting Period start?</b>	The date when the insured member first receives medical advice from a doctor and the doctor certifies that the insured member suffers a disability or illness that prevents them from working.
<b>What is the monthly benefit?</b>	75% of the member's monthly income immediately prior to the date of disability.
<b>Income offsets</b>	The monthly amount payable is reduced by the amount of any payments from worker's compensation, any other insurance policy and sick leave entitlements.

A reduced percentage Income Protection benefit is also payable where you have returned to work, or in the insurer's opinion are capable of returning to work in a limited capacity, and receive a monthly income that is less than you received prior to the date of your disability.

While Income Protection insurance cover is automatic for eligible members, you may opt out of the cover at any time by advising us in writing. If you do not cancel your Income Protection insurance cover, the costs for your cover will be deducted from or charged to your account.

## 9. How to open an account

When you first start working at DFES or one of the other contributing employers, you will be given an Application Form to join FES Super. Please complete that form and return it to the Payroll Office who will send it to FES Super.

If your wife/husband or defacto spouse wishes to join FES Super as an Accumulation Member, please complete the Spouse Membership Application form and send it to FES Super. Both you and your wife/husband or defacto spouse will be required to complete the form.

### YOU CAN GIVE FEEDBACK

To make a comment or seek more information about your super account, please write to the:

**Fund Secretary**  
**Fire and Emergency Services Superannuation Fund**  
 PO Box 513  
 SUBIACO WA 6904