

February 2024

cbus news



Making hard work pay off since 1984

40TH ANNIVERSARY EDITION

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Proudly serving members for 40 years

A message from our CEO Kristian Fok



It's an exciting time to lead Cbus Super with 2024 being the 40th anniversary of our founding.

Created by workers for workers, who started out by setting aside \$9 a week for super when the super fund for building and construction workers was established in 1984, we've grown to more than 910,000 members. Today, we manage over \$85 billion of members' retirement savings and our Growth (MySuper) investment option has delivered an average annual return of 8.89%* since inception.

Thank you

This time forty years ago our founding members and employers joined together to create and launch the model that would establish Cbus Super and superannuation for building and construction workers.

Forty years of strong long-term returns and providing access to the power of compound interest has been transformative in providing members with comfort and security in their retirement.

In this special anniversary issue, we celebrate the stories of founding members and their connection to Cbus Super. Together with our unions, employers and leaders, their vision and hard work has created a lasting legacy for our members now and into the future. See page 4 for these inspiring stories.

The innovations of our founding leaders stand today – simplicity, competitive fees and investing back into our sectors.

From the beginning, the insurance provided with super was designed to cover workers in hazardous occupations and it still does to this day.

The industry super movement has grown alongside Cbus Super and we now have everyday Australians across the country with a stake in our economy – in ports, airports, roads and in our growing economy.

We thank our founding members, unions, employers and leaders for their vision, hard work and lasting legacy.

I look forward to updating you again in September and send good wishes to all readers for continued prosperity in 2024.



All figures as at 30 June 2023 unless otherwise noted.

*Since inception to 30 June 2023. Investment performance is based on the crediting rate, which is the return minus investment fees, taxes and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance isn't a reliable indicator of future performance.

Expanded rights for workers

From 1 January 2024, the right to super has been added to the National Employment Standards (NES), which means more workers will be able to recover unpaid super.

Campaigning for public policy which delivers better outcomes for members has always been an important way we've supported members. We've long advocated for a legal avenue for all workers to recover unpaid super and for measures to prevent it in the first place.

In June 2023, parliament passed the Protecting Worker Entitlements Bill. We advocated for super to be added to the NES and were the only super fund to make a submission to the parliamentary enquiry considering The Bill.

What this means for you

The right to super is now a minimum entitlement for all employees, along with other entitlements like maximum weekly hours, annual leave and notice of termination. Casual workers only get some NES entitlements.

Employers already have an obligation to pay super for eligible employees under superannuation guarantee laws, but it can be difficult to recover unpaid super. This important change means that unpaid or underpaid super can be enforced under the Fair Work Act.

The Australian Tax Office (ATO) estimated that in 2020–2021, \$3.6 billion of eligible superannuation guarantee payments weren't paid to employees*.

Know your rights

Under the superannuation guarantee, your employer generally must pay you super if you're an employee or employee contractor and:

- ☒ you're aged 18 years or over, or
- ☒ you're under age 18 years and you work over 30 hours in a week, or
- ☒ you're a domestic/private worker and you work over 30 hours a week.

Your employer must generally contribute at least 11%[†] of your Ordinary Time Earnings to your super account.

What to do if you need help

Step 1

Check your super has been paid to your account – log on at cbussuper.com.au/login or via the Cbus Super app.



Step 2

Talk to your employer if there's an issue. Many employers pay super quarterly, this could be a reason why your super hasn't been paid yet.



Step 3

If you can't sort it out with your employer, speak to your Union Delegate or your local Cbus Super Coordinator. Head to cbussuper.com.au/contact to find their details.



Step 4

The ATO can also help. Head to ato.gov.au/unpaysuper for more information.



With the support of our sponsoring organisations, we've recovered

\$126.4 million

in unpaid super on behalf our members during the 2022–2023 financial year.

* From Super guarantee compliance snapshot 2022–23, Australian Taxation Office, www.ato.gov.au

† Effective 1 July 2023.

The win for workers that transformed Australia

Back in 1984 superannuation was only for the privileged few but the creation of Cbus Super – by workers, for workers – changed that forever.

On 1 July 1984 what's now known as Cbus Super was created as the Building Unions Superannuation Scheme, also known as BUSS.

Its origin goes back to a major industrial dispute in the building and construction industry. Building union leaders and Australian Council of Trade Union officials agreed to settle the dispute, converting an agreed wage increase into super. BUSS was established and would be controlled by an equal board of employer and employee union representatives.

The building unions campaigned, encouraging workers and employers to join, with the theme 'Make '84 a Super Year'. Many other industry super funds were formed following the creation of BUSS.



Since those early days, and due to the work of visionaries such as Tom McDonald, Garry Weaven, Mavis Robertson and many others, the super system has grown dramatically to manage \$3.5 trillion of Australians' retirement savings*.

To celebrate the year of our 40th, we speak with founding members Allan Hughes and Albert Littler, who reflect on our origins and what Cbus Super means to them.

Fighting for what matters

"Cbus is the best thing since sliced bread," says long-time member and retired Trustee Director Albert Littler.

Albert, known to his mates as Alby, proudly rates campaigning for the introduction of super back in 1984 as the highlight of his career.

"I only wish it was 20 years earlier. People would have been much better off."

It was while Alby was Federal Secretary of the Operative Painters' and Decorators' Union that he became involved in the fight for super. Originally a painter and decorator, Alby later became Federal Secretary of the union and then National Senior Vice President of the CFMEU after the unions amalgamated.

"Some people said it wouldn't work but others got behind it. With employers, when we explained that the fund would reinvest in the industry as it built up, they could see the benefits."



Albert (Alby) Littler

Alby joined the Cbus Trustee Board in 1988, a role he held until his retirement in 2014. He's still passionate about super and educating the next generation.

"Education campaigns, run with the unions, are vital for helping younger people understand the importance of super."

Even in retirement Alby keeps a close eye on the industry and sometimes pays surprise visits to local sites to renew contact with his old mates.

Alby's grandchildren keep him busy in retirement and he still loves going fishing in his boat. He also enjoys the flexibility of the Super Income Stream account he set up when he retired.

"I'm happy with that as I can get an income and still take some out as a lump sum to do things if I need to."

* Super Statistics, ASFA, superannuation.asn.au/resources/superannuation-statistics



There for you when it counts

Allan Hughes was working as a carpenter when he joined Cbus Super in July 1984. He didn't take much interest in super initially, but when he became a Building Workers' Industrial Union delegate a part of his role was to monitor employers' compliance with their super obligations.

"If the employers hadn't paid super, the guys would be told to down tools until it was paid. We always made sure the workers got their super."

That focus on compliance continued when Allan became a Cbus Coordinator in 1994. Now that members can check their account online or in the Cbus Super app, Allan says it's much easier for members to see if their super's gone in.

"As a coordinator I used to start my car in the morning and think: 'How many people can Cbus help today?'"

"The most significant change was the mining boom in the north west of WA which resulted in a huge increase in membership. I travelled to remote areas to hold meetings with members on



Carmel and Allan Hughes

the camps, some of which had over 3,000 on any one night. Our members really appreciated the effort we made visiting them. Looking back, they're my most treasured memories of my time with Cbus."

As well as sharing important financial information, there were also many sad personal situations. "There were tragic deaths, including suicides, where I visited the families' homes and helped them fill in forms, often when they didn't speak English. It was very hard but good that we were able to help them."

Today, in retirement, Allan is a proud Super Income Stream member. He enjoys tending to his Balinese style garden, spending time with his grandchildren, eating out and holidaying, all with his wife Carmel who is also a member.

"I go to my local shopping centre and the retired Italian Cbus Super members come and say hello and thank us. We all owe so much to Cbus. It's given us the opportunity to retire with dignity."

How far we've come

We've had a few names (BUSS, C+BUS, Cbus) along the way. We've merged with other funds like Media Super and EISS Super, helping us build a bigger, better fund for all. While we're big now, we've never forgotten where we came from and why we do it. Our focus is our members, so they can eventually enjoy the retirement they've worked hard for.

Back in 1984

Australia's population:
15.4 million*

Average full time annual earnings:
\$18,990*

Bob Hawke was the
Australian Prime Minister



Jon Sieben won gold in the
200 metre butterfly at the
Los Angeles Olympics



INXS had a hit with
Original Sin



Jennifer and **Michael** were the
most popular baby names



**1 July
1984**

BUSS is established, providing eligible workers with super and death cover. By December 1984, more than 800 employers and more than 30,000 workers are part of the scheme.



1987

Total and permanent disability cover is made available to eligible members.



1996

We open to the public, allowing members from all walks of life to join.



2006

Cbus Property launches – a wholly owned entity that invests in industries that employ many of our members. Since then, over 100,000 jobs have been created†.



2007

Cbus Super Income Stream launches, allowing eligible members to take retirement income payments from their super, while keeping it invested for the long term.



2009

Income Protection cover is made available to eligible sole trader members. It's later expanded and made available to more members in 2017 and 2021.



2014

The Cbus Super app is launched, helping members manage their super on the go.



2017

Front counter services expand nationally, helping members when and where they need it.



Cbus Super now



More than
910,000
members



More than
215,000
employers



More than
\$85 billion funds
under management

As at 30 June 2023

* mccrindle.com.au/article/topic/demographics/australia-then-and-now-30-years-of-change/

† Cbus Property Pty Ltd is a wholly owned entity of Cbus Super and is responsible for the development and management of a portfolio of Cbus Super's property investments. Estimated jobs since 2006 to June 2023 based on inductions for completed and committed developments.

Making hard work pay off since 1984

Through strong long-term returns we've successfully grown the retirement savings of hundreds of thousands of members.

When Cbus Super started, super was a novel concept to most people. As we know, a lot's happened since then.

We've had periods of very low interest rates, solid growth and rapid technological innovation, but also stock market crashes, recessions, inflation, wars, terrorism, tsunamis and even a pandemic. They've all had an impact on investment returns.

We've been through plenty of ups and downs and, together, we've got through them. Ups and downs are a normal part of investing.

Our long-term focus

Cbus Super Chief Executive Officer Kristian Fok explains the importance of diversification and patience.

"We build broad diverse investment portfolios across a range of different asset classes including infrastructure, property, share markets, bonds, and cash – so members don't have to have all their eggs in one basket. The assets generally perform differently at any one time and, overall, your super is better off."

Since Cbus Super began, our Growth (MySuper) investment option has delivered an average return of 8.89% per year*.

The power of compound returns

Compound returns are the investment returns you get on:

- ☒ the money initially deposited in your super,
- ☒ the regular contributions you make; and
- ☒ any investment returns that get credited to your account.

Compound returns can help your retirement savings grow faster, and the best part is that you don't need to do anything – it happens automatically with super.

The effect is more significant when your super stays invested for a long time.

At 1 July 1984

\$10,000

If you'd invested \$10,000 in what's now known as the Growth (MySuper) option and you didn't make any more contributions...

As of 30 June 2023

your investment would have grown to **\$270,000[†]**



Want to know how much super you'll have when you retire?

We can help you estimate what your retirement income will be. Head to cbussuper.com.au/income and get started today.

* Since inception in 1984 to 30 June 2023. Over the past 39 years, the Growth (MySuper) option has delivered an average annual return of 8.89% with 35 of the 39 years being positive. The crediting rate is based on returns minus investment fees, taxes, and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance is not a reliable indicator of future performance.

† This is a simplified example that assumes no regular contributions to super after the initial investment. Since inception in 1984 to 30 June 2023. This example does not take into account the impact of inflation and is for illustration purposes only. Balances have been calculated using financial year returns compounding annually. Investment performance is based on the crediting rate, which is the return minus investment fees, taxes, and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance is not a reliable indicator of future performance.

Pick up some super tips

After an extended break, in-person retirement planning seminars are now back.

There are now more options to suit you – whether you prefer logging on from home or meeting us face-to-face.

Our seminars are relaxed and informal sessions that anyone can join.

We've been running them online for a while now, and for many people logging on from home is easy and convenient. But there's nothing like meeting up in person and having a chat.

Why come along?

We cover issues important to you at different stages of life, so you can get the information you need right now.

No matter where you're at right now, there's always something you can do to make your super work harder.

Choose a session time that suits you – daytime or in the evening. Partners are welcome to attend and there's no cost. The seminars are provided as part of your membership.

Our information sessions



Choose from a range of super information sessions



Retirement planning seminars

Online	Face-to-face and online
What we'll cover:	
<ul style="list-style-type: none"> Super Health Checks Investments in super Boost your super Insurance and beneficiaries 	<ul style="list-style-type: none"> Accessing your super in retirement How much is enough? Tax effective ways to save for retirement Retirement products and how they can work with the Age Pension.
Good for:	
Everyone	If you're preparing to retire, or are transitioning to retirement



Head to cbussuper.com.au/seminars to register.

People aren't always who they say they are

Most scams that are reported* involve impersonation — criminals pretending to be people we should trust. Being aware is the best way to protect yourself.

Learn how to recognise, avoid and report scams

Have you...	What you should do	Why this will help
Seen a strange number on your phone? Speaking to someone but you're not sure who it is?	Ignore the call, let it go to voicemail or hang up. Call the organisation directly using contact details on their official website or app.	You'll have more time to figure out who's calling and if they're genuine.
Received an email or SMS with a link? Does it ask you to make a payment or update your details?	Never click on links, provide personal details or make payments without checking they're genuine.	It's safer to be cautious and contact an organisation directly.
Spoken to your family members about scams?	Speak to your children (and/or your parents) about the importance of keeping personal information safe.	Scammers have targeted children online, leading them to share financial information about family members.
Looked at your statements recently? Do you know what's coming out of your account?	Check your bank and super statements regularly. Speak to your service provider if you see unfamiliar transactions or payments to unknown people.	It's best to act quickly if there's an issue.



If something bad happens, always report it

Reporting a scam helps the government, law enforcement agencies and companies stop scams and prevent them. Visit scamwatch.gov.au for more information, how you can protect yourself and how to report.

Keeping you informed

We work hard to get your annual statement, super summary and important updates to you as soon as we can. Moving forward we'll generally email you when they're ready.

- If you'd prefer to receive your statements and super summaries by post, no problem — log into your account at cbussuper.com.au/login and change your *View statements online* preference to 'no'.
- If you'd prefer to receive important updates by post you can also update your *Get Important updates electronically* preference to 'no'.

If you'd like more information, give us a call and we can help.



* From 1 January 2023 to 30 September 2023. Scamwatch, scamwatch.gov.au/research-and-resources/scams-awareness-week-2023

Understanding recent market volatility

Market ups and downs can be unsettling but they are a normal part of investing your super for the long term.

Financial markets have been volatile in recent months as inflation remains above central bank targets and the escalation of Middle East tensions affected the mood of investors. Both share and fixed interest markets have experienced periods of weakness, which is unusual as fixed interest can often provide some protection when share markets fall.

Inflation was a key concern

For most of 2023 inflation has remained above central bank target levels and the pace of slowing was proving more gradual than central banks would like. It looked like interest rates would need to remain at current levels for longer to bring inflation under control. This was viewed as bad news for share markets, as higher interest rates could hurt both growth and profits.

The sharp rise in oil prices also added inflationary risk back into the market outlook, and the escalation of Middle East tensions contributed to global uncertainty.

Higher Australian interest rates

In Australia, consumer demand slowed during the year, but the Reserve Bank of Australia (RBA) implemented another 0.25% interest rate rise in early November following disappointing inflation data. Encouragingly, the RBA's statement considered 'whether further tightening' is required, raising expectations that this might be the final interest rate increase.

Looking into 2024

There was quite a strong market recovery in December in response to signs that inflation may finally be falling back to more normal levels. This has improved the economic outlook and markets are now factoring in a higher likelihood that central banks will start to lower interest rates in 2024.

Focusing on the long term

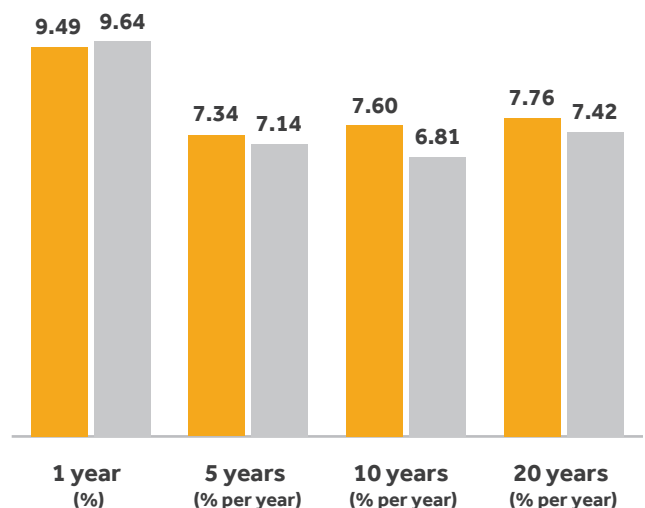
When markets are weak, members may be concerned about their super balances. We understand this can be unsettling, but it's important to remember that market ups and downs are a normal part of investing.

Most importantly, super is a long-term investment and our Growth (MySuper) investment option continues to deliver strong long-term performance, outperforming the median fund over 5, 10 and 20 years* as shown in the chart below. Our investment options are well diversified and designed to withstand periods of short-term market volatility.

Performance (%) to 31 December 2023

■ Growth (MySuper) option†

■ SuperRatings fund median*



Past performance is not a reliable indicator of future performance.

* The median investment option return is taken from the SuperRatings FCRS SR50 Balanced (60-76) Index, for the period ending 31 December 2023. SuperRatings is a ratings agency that collects information from super funds to enable performance comparisons – visit superratings.com.au.

† Returns are as at 31 December 2023. The return for the Growth (MySuper) investment option is based on the crediting rate, which is returns minus investment fees, taxes and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts.

Investing in social and affordable housing

Responsible investment is not only important for members' long-term returns, it also helps safeguard their quality of life in retirement.



Our investment in social and affordable housing is helping more Australians to access affordable, safe and secure housing, whilst making sense for our members from a returns perspective.

We have a long history in advocating for and investing in social and affordable housing. We're currently one of the largest individual supporters of Housing Australia's* bond issuances, having acquired just over \$160 million out of the \$2.6 billion of bonds issued since 2018†.

Responsible Investment – our key beliefs



We act in our members' best interest



We aim to apply a 'whole of fund' approach across our total portfolio



We advocate for a more sustainable future

How the scheme works

Housing Australia provides loans to community housing providers to enable them to finance the development of new social and affordable dwellings. It funds these loans by issuing fixed interest bonds to investors such as Cbus Super.

We've directly provided a debt facility to a property developer in Victoria to finance the construction of 150 social and affordable apartments. This funding enabled the developer to build the apartments, which on completion have been acquired by a community housing provider.

A range of benefits

These investments not only support new home developments for vulnerable Australians, they support the economy through job creation and deliver strong risk-adjusted returns for our members.

We're actively engaged with a range of stakeholders in this sector. We've participated in working groups focussed on supporting community housing providers to deliver more social and affordable housing. We've also participated in the Treasurer's Investor Round Table, which led to Cbus Super supporting the National Housing Accord.



We're proud to be one of 10 super funds to be recognised as a 2023 Responsible Super Fund Leader in the Responsible Investment Association Australasia's (RIAA) latest Responsible Investment Super Study.

Explore the insights in RIAA's latest report at responsibleinvestment.org/resources/super-study/



You can read more about our approach to responsible investment at cbussuper.com.au/sustainability.

* Prior to 12 October 2023, Housing Australia was known as the National Housing Finance and Investment Corporation.

† As at November 2023.

Thank you


Our workplace coordinators play a pivotal role in providing education and support to members all over Australia.

We'd like to honour **Nick Fodor, Mark Dymock, Ian Marris, Todd Lambert and Mick McDermott** who've retired after long careers spent putting members first.



Do you need help or want to organise a workplace information session? Find your local Coordinator at cbussuper.com.au/coordinators.

Contact us

Find us on 



1300 361 784 8am to 8pm (AEST/AEDT)
Monday to Friday, closed on national public holidays



Cbus Super, Locked Bag 5056
PARRAMATTA NSW 2124



cbusenq@cbussuper.com.au | cbussuper.com.au
Log in to chat to us online



Visit us in person in Adelaide, Brisbane, Melbourne, Perth and Sydney. Details: cbussuper.com.au/contact

Cbus Super has fact sheets available in your language to help you understand your superannuation. You can download a copy at cbussuper.com.au

Cbus Super 提供中文说明书，帮您了解退休金。您可以访问 cbussuper.com.au 下载说明书。

Cbus Super ima prospekte na vašem jeziku kako biste mogli lakše razumjeti sve što je vezano za vašu mirovinsku štednju (superannuation). Primjerak ovog prospekta možete učitati na internetskoj stranici cbussuper.com.au

Η Cbus Super έχει ενημερωτικά φυλλάδια στη γλώσσα σας για να σας βοηθήσει να καταλάβετε τα πάντα για τη συνταξιοδότησή σας. Μπορείτε να βρείτε και να κατεβάσετε ένα αντίγραφο στη διεύθυνση cbussuper.com.au

لدى سياس صحائف حقائق بلغتك لمساعدتك على فهم ادخارك التقاعدي. بإمكانك زيارة موقع cbussuper.com.au لتنزيل نسخة.

Cbus Super ha a disposizione delle schede informative nella vostra lingua per aiutarvi a comprendere tutto quello che riguarda il vostro pensionamento. Potete scaricare una copia sul sito cbussuper.com.au

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Cbus Super raspolaga se brošuri na vašem jeziku za da vam pomogne da razberete sve o vašim penzijskim ulogovima. Dokolku sakate da prezemetete kopije od ovih brošuri, posetete ro cbussuper.com.au

Cbus Super nudi informativne listove na vašem jeziku koji vam pomaju da razumete sve što se tiče vašeg penzijskog fonda. Primerak možete preuzeti na internet prezentaciji cbussuper.com.au

Cbus Super tiene hojas de datos en su idioma que le permitirán comprender su super. Usted puede descargar una copia en cbussuper.com.au

Cbus Super có các tờ thông tin bằng ngôn ngữ của quý vị để giúp quý vị hiểu về hưu bổng của mình. Quý vị có thể truy cập trang web cbussuper.com.au để tải về bản sao.

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