Superable salary

Factsheet: July 2026

A guide for CBUS Defined Benefit Scheme and Retirement Scheme employers

A member's superable salary plays an important role in influencing how much a member must contribute to their super and the benefits they'll receive. Employers are responsible for providing accurate and up-to-date salary information to ensure member benefits can be correctly calculated and reported.

What is superable salary?

Superable salary is the gross annual salary a member receives at a set date. As an employer, you must report the member's superable salary on the annual review day for each contribution year. See page 2 for scheme key dates.

Superable salary includes:

- the member's base salary, wages or other remuneration
- a loading for any shift allowances (within certain limits)
- other allowances payable in money that are included within the value of leave paid on termination of employment (within certain limits)
- weekly workers' compensation paid to the member from the date it starts being paid (within certain limits), and
- the cost of providing any approved employment benefits the member receives, as approved by CBUS.

It doesn't include:

- amounts paid as overtime or as a bonus or allowance instead of overtime
- shift allowances other than those specifically allowed
- a relieving allowance paid for less than a year
- expense allowances or an allowance for travelling, subsistence or other expenses
- equipment allowances
- amounts paid for rent or as a residence, housing or quarters allowance, or
- weekly workers' compensation payments other than those specifically allowed.

Different rules apply to the superable salary for executive officers.

A reduction in a member's superable salary

If a member's superable salary reduces, there's no immediate change to the contributions amounts until the next annual review day when you report the updated superable salary to CBUS. The new contribution amounts will commence from the first pay day on or after the annual adjustment day.

In certain situations, members may be able to retain the higher superable salary or crystallise (defer) their benefit.

Retaining a higher superable salary

If a member's salary reduction is due to ill health or other exceptional circumstances, members may apply to CBUS to retain their current superable salary. Members should let us know when this salary reduction does occur, and we'll contact you to confirm.

Important information

This information is about CBUS. It doesn't account for your specific needs. Please consider your financial position, objectives and requirements before making financial decisions. Read the relevant Product Disclosure Statement (PDS) and Target Market Determination to decide if CBUS is right for you. Call **1300 361 784** or visit **cbussuper.com.au**.

United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 (CBUS and/or CBUS Super) MySuper authorisation 75 493 363 262 473.

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Scheme key dates

CBUS Defined Benefit Scheme

Member's date of birth	Annual review day CBUS requests superable salary	Due date Employer reports superable salary to CBUS	Annual adjustment day Adjusted contribution amounts to commence
1 July to 31 December	9 February	23 February	5 May
1 January to 30 June	28 July	14 August	21 October

CBUS Retirement Scheme

Annual review day CBUS requests superable salary	Due date Employer reports superable salary to CBUS	Annual adjustment day Adjusted contribution amounts to commence
31 December	31 January	1 April

Crystallising a member's benefit

If a member's superable salary reduces by 20% or more, the members may be eligible to crystallise their benefit. Crystallisation separates the membership period of membership before the salary reduction from the membership period after the reduction. This helps to prevent the overall benefit from the scheme from being unreasonably impacted by the salary reduction.

Members wishing to apply to crystallise their benefit can do so by contacting CBUS within 2 months of their superable salary decreasing.

Understanding final salary and final average salary

A member's superable salary is closely linked to their final salary and final average salary which will be used by CBUS to determine their benefit entitlements. CBUS calculates these values based on the salary information that you provide to us.

Final salary	• is the superable salary on the date that the member leaves the scheme
Final average salary	• is generally the average of the member's superable salaries on: a. the date the member leaves the scheme b. the annual review day for the member, and c. the annual review day for the member prior to (b).

Qualifying Earnings (QE)

Employers are required to calculate and pay super guarantee (SG) contributions every pay cycle based on the employee's Qualifying Earnings. For members of the Retirement Scheme, you also need to report and confirm Qualifying Earnings for each pay cycle so the fund can determine SG liability and any required defined benefit contributions in line with the scheme rules and reporting timetable.

Need a hand?

For the most up-to-date information, visit **cbussuper.com.au**

1300 361 784
8am to 8pm (AEST/AEDT)
Monday to Friday

cbussuper.com.au/message
cbussuper.com.au

Live chat via **Employer online**
9am – 5.30pm (AEST/AEDT)
(Monday to Friday)