

18/07/2026

I am writing to seek your consideration of a policy change that would allow accrued personal leave to be transferred into a contracted employees Superannuation Fund, only at the point of retirement at pension age. (I.e not before reaching the age of 67 at present).

The intent of this proposal is to strengthen retirement outcomes for both self-funded retirees and those who may otherwise rely on the Age Pension, by enabling accrued personal leave to contribute directly to an employee's superannuation balance. This measure would improve long-term financial security without creating an incentive for early access or misuse of leave entitlements.

Such a policy would also deliver broader workforce benefits. It would reward employees who have not abused their personal leave during their working life, reinforcing responsible leave practices and potentially improving overall productivity. In addition, the ability to enhance superannuation outcomes at retirement may encourage experienced workers to remain in the workforce until pension age (currently 67), rather than retiring earlier.

Retaining senior staff for longer has clear advantages. Experienced employees are able to mentor younger colleagues, share institutional knowledge, and provide continuity of care and leadership—benefits that are especially valuable in regional and high-pressure environments.

I respectfully ask that this matter be given consideration as part of future industrial relations or superannuation policy discussions.

Thank you for your time and consideration.

Yours sincerely 