



Strong Past.
Smarter Future.

Introducing **PacSuper**

As Papua New Guinea's oldest private sector superannuation fund, PacSuper is dedicated to making superannuation simpler, more efficient, and more effective — helping our members build the future they deserve in retirement.

Supported by a global network of investment and superannuation professionals, our products and services are designed to safeguard and grow our members' savings. By offering alternative solutions, like strategic investment solutions and the flexibility of multiple currency options (AUD and PGK), we are redefining superannuation to better serve both members and employers.

A person is silhouetted against a bright sunset over the ocean. They are holding a large, rectangular fishing net that is spread out in the air. The sun is low on the horizon, creating a strong reflection on the water and casting a warm glow across the sky. The person is standing in the shallow water, and their shadow is visible on the sand. The net is made of a fine mesh and has a dark border. The overall scene is peaceful and evokes a sense of traditional fishing practices.

***Papua New Guinea's
oldest private sector
superannuation fund***

Why PacSuper?



Our People

A highly experienced, service-driven team committed to excellence, collaboration, all with deep industry expertise.



Our Process

Streamlined, efficient processes that ensure faster, hassle-free interactions for members, supported by state-of-the-art admin solutions.



Our Investments

Flexible and diverse investment options, including multiple currencies and fund selections.



Our Expertise

A powerful combination of local and global insights, ensuring tailored solutions and a commitment to continually provide an exceptional standard of service.

What is the PacSuper Superannuation Fund?

The PacSuper Superannuation Fund is a licensed and approved superannuation fund governed by Papua New Guinea's (PNG) Superannuation Legislation. It provides a safe and secure long-term savings facility designed to support members in achieving financial security in retirement.

PacSuper is the only superannuation fund in PNG that offers members the choice to save in Australian Dollars (AUD) or Papua New Guinea Kina (PGK). The AUD Sub-Fund is particularly attractive to expatriates, though PNG nationals can also benefit from this unique feature.

Who is **Required** to **Contribute** to the Fund?

Under PNG legislation, any employer with 15 or more employees must contribute to an Approved Superannuation Fund (ASF). Employees are required to contribute if they:

- ✓ Have completed three months of continuous service or probation.
- ✓ Have been declared a permanent employee.

But if your employer has less than 15 people on the payroll, your company can join too. Just ask your HR representative or get in touch with PacSuper.

Can others **Contribute** to the Fund?

Yes. Voluntary contributions allow anyone to become a PacSuper member and save for retirement. This includes:

- ✓ Self-employed individuals
- ✓ Informally employed individuals
- ✓ Both expatriates and PNG nationals

Contribution **Rates**

- **Employee Contributions:** Minimum of 6% of basic gross pay (after-tax). Additional voluntary contributions are unlimited.
- **Employer Contributions:** Minimum of 8.4% of an employee's basic salary.
- **Salary Packaging Contributions:** Employees may negotiate additional employer contributions of up to 6.6%, bringing the total to 15%.

Expatriates are not required to contribute but can voluntarily participate by negotiating a salary package of up to 15% of their basic gross salary.

Independent tax advice is recommended for personal circumstances.

Exclusions: Contributions cannot be drawn from overtime pay, allowances, salary sacrifices, bonuses, compensation, or any gifts from an employer.



The only PNG super fund that offers multi-currency flexibility.

Choice of **Currencies**

Members can choose to invest their superannuation contributions in PGK or AUD and have the option to change currencies once per year.

How Are Contributions Managed?

Funds contributed to PacSuper are managed by BSP Capital and strategically invested in:

- ✓ Government securities
- ✓ Commercial bank interest-bearing deposits (IBDs)
- ✓ Listed shares

PacSuper follows a balanced portfolio investment strategy, focusing on low-risk growth to safeguard and enhance members' savings.

Using Super for Home Ownership

After five years of membership, employee contributions may be used toward: **Purchasing, maintaining, or building a principal place of residence.**

When Can a Member Withdraw Their Savings?

Under the Superannuation Act of 2000, members can withdraw their savings under specific conditions, including unemployment, retirement, permanent disability, death, or emigration.

Unemployment

If a member is unemployed for 12 months or more and has not obtained new employment, they are entitled to a full withdrawal of their savings.

After three months of continuous unemployment and the member suffers financial hardship, they may withdraw a portion of their funds.

- **If total contributions are less than K1,000** - The full balance may be withdrawn.
- **If total contributions exceed K1,000** - Members may withdraw K200 per month or 50% of their last monthly gross salary, whichever is greater.

Retirement

For members aged 55 or over who have retired from active employment, a full withdrawal is available (although we recommend that you leave your funds for more than five years due to tax benefits).

Independent tax advice is recommended for personal circumstances.

Disablement

If a member experiences permanent or total incapacity to work, they are entitled to an immediate payout of their superannuation savings.

Death

In the unfortunate event of a member's passing, the funds are paid out to the nominated beneficiaries. Please ensure you have advised PacSuper of your nominated beneficiaries, and you can update them anytime via our Member Portal.

Emigration

Where a member permanently emigrates from PNG, their contributions will not be paid immediately. Savings become accessible one year after leaving employment or at age 55, whichever occurs first.

Transfer

Employer-contributed funds can be transferred to another PNG Approved Superannuation Fund (ASF) with a 75% employee vote. Voluntary contributions made by individual members can be transferred to PacSuper at any time.

How much is a **Member Entitled to?**

The net benefit a member is entitled to will be the total contributions plus interest, less fees and tax.

What are the Associated Fees?

The fund applies the following fees:

	AUD	PGK
AUD Registration fee	0	K 0
Partial withdrawal fee (per withdrawal)	\$10	K 10
Full withdrawal fee	\$20	K 20
Administration fee	\$52 per annum	K 0

How is My Superannuation Taxed?

When a member exits the Fund, tax is applied to employer contributions and accrued interest. The tax structure is designed to reward long-term contributors, offering substantial tax benefits to those who remain in the Fund for an extended period.

Membership Period	Ordinary	Over 50 years of age
Less than 5 years	Marginal Tax Rate	Marginal Tax Rate
More than 5 years but less than 7 years	15%	15%
More than 7 years but less than 9 years	15%	0%
More than 9 years but less than 15	8%	0%
More than 15 years	0%	0%

Rates are applicable as of 1st January, 2025.
The 0% tax rate also applies in the event of disablement or death.

Member **Portal**

The PacSuper Member Portal provides members with secure and convenient online access to their superannuation details, including:

- ✓ Account balances
- ✓ Transaction history
- ✓ Personal information
- ✓ Beneficiary information
- ✓ Important dates

Scan the QR Code
to access the
Member Portal:
pacsuper.online



A detailed user guide is
available to assist with
registration.



Contact US

Toll-Free mobile number: +675 180 5100
Email: info@pacsuper.com.pg

pacsuper.com.pg

