



BANK OF PAPUA NEW GUINEA

PUBLIC NOTICE

EMPLOYEE & EMPLOYER SUPERANNUATION CONTRIBUTIONS

The *Superannuation (General provisions) Act 2000* (the Act) and *Superannuation (Amendment) Regulation 2004* applies to:

- (a) Every employer employing or engaging 15 or more employees; and
- (b) Every employee engaged in employment by an employer under Paragraph (a) receiving pay, whether they make mandatory or voluntary contributions to an Authorised Superannuation Fund (ASF); and
- (c) Every employer employing or engaging less than 15 employees, where the employer elects on a voluntary basis to make employer contributions to an ASF on behalf of an employee; and
- (d) Every employee engaged in an employment by an employer under Subsection (c) and receiving pay, who elects on a voluntary basis to make employee contributions to an ASF.

An employer is required, in respect of each of its employees continuously employed for three months or more, to deduct from the employee 6% of the base salary and 8.4% of the base salary from its own funds on behalf of the employee to an Authorised Superannuation Fund within 14 days of the date of the calendar month as per Section 76 and 77 of the Act.

It is an offence for an employer who does not comply with the Act and the non-complying employer will be prosecuted by the Central Bank under Section 114 of the Act.

Penalties for non-compliance are a fine of up to K500,000.00, or a term of imprisonment not exceeding 5 years, or both a fine and imprisonment.

If you are aware of any employer not complying with this requirement, please contact the Employer Contributions Enforcement Unit on telephone number **3227100** or email: slideceu@bankpng.gov.pg.

Authorised by: **Mr. Loi M. Bakani, CMG**
Governor