



# MilitarySuper Maximum Benefit Limits (MBLs)

## Background

The MilitarySuper Rules limit the total benefit (excluding your ancillary benefit) that you can accrue, and when you and Defence can make contributions. There are two MilitarySuper MBLs; the lump sum MBL and the pension MBL. The lump sum MBL is the lower of the MBLs, and once it's been reached, you may elect to cease paying member contributions. The pension MBL is the higher of the MBLs. If you reach your pension MBL, you won't be allowed to pay member contributions. If your member contributions cease, so will your productivity contributions paid by Defence. This factsheet explains what happens once you've reached your MBLs.

## This factsheet is for...

Contributing MilitarySuper members who are nearing or have reached either their lump sum MBL or pension MBL. You can use the information provided in this factsheet, along with your annual statement and our i-Estimator tool in Member Services Online (MSO), to estimate how close you are to your MBLs.

## Before you read this factsheet...

Any financial product advice provided in this factsheet is general advice only and has been prepared without taking account of your personal objectives, financial situation or needs. Before acting on any such general advice, you should consider the appropriateness of the advice, having regard to your own objectives, financial situation and needs. You may wish to consult a licensed financial advisor. You should obtain a copy of the **MilitarySuper Product Disclosure Statement (PDS)** and consider its contents before making any decision regarding your super.

## What is in this factsheet?

- How are my MBLs calculated?
- How will I know if I'm going to reach my MBLs?
- What happens if I reach my MBL?
- How does ceasing contributions affect my benefit?
- Can I make contributions somewhere else?
- What about the Superannuation Guarantee?
- What if I have more than one period of service?
- Where can I get more information?

MBLs refer to the total amount of member and employer benefits that you can accrue. Your ancillary benefit is not counted towards your MBLs.

Associate benefits are not impacted by MBLs.



Military Superannuation & Benefits Scheme

## How are my MBLs calculated?

Both MBLs are determined by your Final Average Salary (FAS), which is your average super salary\* over the last 1095 days (3 years). The MBLs are adjusted in line with Average Weekly Ordinary Time Earnings (AWOTE<sup>^</sup>) on 1 July each year. The length of time it takes you to reach your MBLs depends on increases in your super salary, and the rate at which you contribute to MilitarySuper.

\*Super salary is your annual rate of pay plus certain recognised allowances.

<sup>^</sup>AWOTE is a measure of average earnings in Australia at a particular point in time, published twice a year by the Australian Bureau of Statistics.

The following table explains the different components of your MilitarySuper benefit, and which ones contribute to your MBL.

Benefit component	Description	Counted towards MBL?
<b>Member and employer benefits</b>		
Member contributions	5–10% of your super salary, paid by Defence from your after-tax pay.	Yes
Fund earnings <sup>1</sup>	Earnings derived from the investment of your member contributions. These depend on your nominated investment option.	Yes
Employer contributions	Made up of productivity contributions (3% of your super salary) paid by Defence plus fund earnings, and a notional amount. The total Employer Benefit is calculated by FAS x Employer Benefit Multiple (EBM).	Yes
<b>Ancillary benefit</b>		
Salary sacrifice contributions	Voluntary contributions paid from your pre-tax salary.	No
Additional personal contributions	Paid either by Defence or yourself, from your after-tax pay.	No
Spouse contributions <sup>2</sup>	Paid from your after-tax pay for your spouse.	No
Rollovers	Transfers of some or all of your existing super benefits from another fund.	No
Government contributions	Co-contributions, low income superannuation contributions and low income super tax offset.	No
Super Guarantee (SG) contributions	The minimum level of employer sponsored superannuation contributions. SG is payable on certain payments that don't form part of your super salary.	No
Fund earnings <sup>3</sup>	Earnings derived from the investment of your ancillary contributions. These depend on your nominated investment option.	No

<sup>1</sup> Earnings on member contributions only.

<sup>2</sup> Spouse contributions will be kept in a separate account to yours and the benefit will be payable to your spouse.

<sup>3</sup> Earnings on ancillary contributions only.

## Maximum Benefits Limits 2024-25

MBLs are expressed as a fixed amount, or a multiple of your FAS. The table below shows how both the lump sum and pension MBLs are calculated for the 2024-25 financial year.

Final Average Salary	Lump Sum MBL	Pension MBL
Less than \$90,280	\$719,930	\$899,830
\$90,280 to \$144,130	8 times FAS	10 times FAS
\$144,131 to \$267,360	\$288,260 plus 6 times FAS	\$432,390 plus 7 times FAS
Greater than \$267,360	\$1,090,340 plus 3 times FAS	\$1,234,470 plus 4 times FAS

Your MBL amounts can also be represented by maximum benefit multiples. These are obtained by dividing your maximum benefit amounts by your FAS.

**Example:** CAPT Smith's FAS is \$105 000. This means his lump sum MBL is \$840 000 (8 x \$105 000) and his pension MBL is \$1 050 000 (10 x \$105 000).

CMDR Williams' FAS is \$165,000. This means her lump sum MBL is \$1,278,260 (\$288,260 + (6 x \$165,000)) and her pension MBL is \$1,587,390 (\$432,390 + (7 x \$165,000)).

## How will I know if I'm going to reach my MBLs?

If you would like to estimate how long it will take to reach one of your MBLs, you can follow the steps below:

1. Once you have calculated your MBL using the table above, you can compare it to your projected member and employer benefits. Our i-Estimator tool within Member Services Online (MSO) can show your estimated member and employer benefit amounts. You can also refer to your annual statement; however, the amounts shown will be effective as at 30 June only.
2. You can then compare your MBLs with your actual or projected member and employer benefit amounts to estimate how close you are. As an indication, the table below shows the annual Employer Benefit Multiple (EBM) accrual. You can multiply your average super salary by your EBM to estimate your Employer Benefit amount.

Years of service	EBM growth per year of service
Enlistment to 7 years	0.18
7 years 1 day to 20 years	0.23
20+ years	0.28

3. Finally you should also consider your member benefit which consists of member contributions between 5% and 10% of your super salary, plus fund earnings.

Your employer benefit is calculated by multiplying your FAS and your EBM.

Your super salary is your annual rate of pay for your rank, increment level and pay group, plus eligible allowances.

**Example:** CAPT Smith's lump sum MBL is \$840 000 and pension MBL is \$1 050 000. He has obtained an estimate from i-Estimator and his current defined benefit is \$820 000, made up of \$230 000 member benefit and \$590 000 employer benefit. He has completed 25 years of service, so his employer benefit will grow at the rate of 0.28 times FAS each year. He has nominated a member contribution rate of 5%, and these contributions (plus those already paid) will attract fund earnings. Assuming his FAS doesn't change from \$105,000, he'll reach his lump sum MBL of \$840 000 in less than a year.

Final Average Salary (FAS)	\$105 000
Lump Sum MBL	\$840 000
Pension MBL	\$1 050 000
Member Benefit	\$230 000
Employer Benefit	\$590 000
Total Defined Benefit	\$820 000
Annual Employer Benefit Growth**	\$29 400
Annual Member Benefit Growth***	\$5 250
Estimated Growth (one year)	\$34 650
Estimated Defined Benefit (after one year)	\$854 650

\*including earnings

\*\*FAS x EBM growth = \$105 000 x 0.28

\*\*\*FAS x 5% contribution rate = \$105 000 x 5%. Does not include fund earnings

The MBLs relate to your member and employer benefits for the period of service you are undertaking at that time. If you have had your benefit reduced as a result of a family law settlement, your MBLs still refer to your pre-split amounts. If you reach your pension MBL we'll provide you with more information about your post-split benefit amounts.

## What happens if I reach my MBL?

We'll contact you when you reach one of your MBLs. You'll have different options, depending on which MBL you've reached.

### Lump sum MBL

Once we've notified you that you've reached your lump sum MBL, you'll have two options; you can continue making member contributions to MilitarySuper, or elect to stop.

If you decide to continue, you may do so until you reach your pension MBL. You won't need to make a decision immediately, and you can elect to stop contributing at any time before reaching your pension MBL. If you no longer want to contribute to MilitarySuper, you should complete the form **Election to cease member contributions in respect of a lump sum maximum benefit limit**. If you elect to stop contributing, you won't be able to resume contributing for this, or any future periods of service. Your productivity contributions paid by Defence will also cease if you make this election. Although your member and productivity contributions can no longer be paid to MilitarySuper, ancillary contributions may still be received.

If you continue paying contributions after reaching your lump sum MBL, your benefit will continue to grow in line with your FAS, EBM and member contributions. Generally, members will reach their pension MBL a few years after reaching their lump sum MBL.

Before you make a decision about ceasing your contributions, we recommend you seek professional advice from a licensed financial planner. CSC's authorised financial planners provide a personalised service that takes your objectives, financial situation and needs into account. For more information about this service, or to book your first advice appointment, call **1300 277 777** or visit [csc.gov.au/advice](https://csc.gov.au/advice)

### Pension MBL

If you reach your pension MBL, you can no longer make member contributions. We'll notify Defence so they can cease your member contributions. Once your member contributions cease, you can't re-commence paying them, regardless of any future changes that may occur during your current period of service. Your employer contributions paid by Defence will also cease. Defence will however continue reporting your super salary to us.

## How does ceasing contributions affect my benefit?

When you stop contributing to MilitarySuper (whether at lump sum or pension MBL), your EBM will no longer accrue. However, your employer benefit will continue to grow in another way. If you continue to serve, we'll use a formula to account for increases in both your FAS and the MilitarySuper MBLs payable until your transition. If you leave the Australian Defence Force (ADF) before retirement age, your benefit will be calculated at transition using this formula, and will then grow in line with fund earnings and the Consumer Price Index (CPI). Your benefit will remain preserved in MilitarySuper until you are eligible to claim. You'll still be entitled to receive your employer benefit as a lump sum or pension. For a detailed explanation of how your benefit grows after ceasing contributions, please see **Appendix A** at the end of this factsheet.

If you do cease making contributions, your employer benefit will continue to grow using a different formula to the usual employer benefit formula. It takes into account your FAS and MBL at the time you cease contributing, and your FAS and the MBL payable when you retire, transition or opt out of MilitarySuper.

Members who have reached their pension MBL are considered to be accruing members for taxation purposes. CSC is therefore required to report your Defined Benefit Contribution (DBC) amount to the Australian Taxation Office (ATO) every year, even though your contributions have ceased. The amount reported is notional, and is counted towards your Concessional Contributions Cap limit. For more information about DBC please refer to our website, or the ATO website [ato.gov.au](https://ato.gov.au)

## Can I make contributions somewhere else?

If you want to build your super in other ways, you can make certain contributions into your MilitarySuper ancillary benefit, or another fund of your choice. These contributions won't increase your member or employer benefits, but can be claimed as an additional lump sum.

Ancillary contributions are optional contributions in addition to those prescribed by the MilitarySuper Rules. Your ancillary benefit forms part of your overall MilitarySuper benefit, but is an additional accumulation component that can only be claimed as a lump sum. Ancillary contributions are invested and attract earnings depending on the investment option you have elected. They can only be claimed as a lump sum, not as a pension.

Ancillary contributions accepted by MilitarySuper include:

- Salary sacrifice contributions
- Additional personal (after tax) contributions
- Spouse contributions
- Rollovers
- Government contributions
- Superannuation Guarantee contributions.

More information about ancillary contributions is available on our website.

Alternatively, if you want to receive employer contributions after ceasing your member contributions, you can elect to join ADF Super or another fund of your choice. First you'll need to opt out of MilitarySuper, as you can't be a member of both schemes at the same time. You'll also need to complete Defence's **AE 689 Choosing a Superannuation Fund** form. Defence will pay 16.4% of your Ordinary Time Earnings (OTE) into your new fund. Your employer benefit can't be rolled out to another fund until you reach age 55 and are no longer a serving member. However, your benefit will continue to grow—your member benefit, ancillary benefit and productivity contributions grow in line with fund earnings, and your unfunded employer benefit grows in line with the Consumer Price Index (CPI).

Special rules apply to the calculation of your employer benefit if you're an MBL member who is retired on invalidity grounds. For more information about this please contact us on **1300 006 727**.

If you opt out of MilitarySuper by preserving your benefit, you won't be eligible to re-join the scheme, even if you transition then re-enlist on a new period of service.

### Would you like to talk to someone about how your MBLs, years of service, and contributing more can affect your MilitarySuper benefit?

The Advice and Resources section of our website provides a range of opportunities to learn more, including the option to book a member consultation. You can use our online booking form to request a one-on-one consultation, on base, at a number of locations around the country.

## What about the Superannuation Guarantee?

The Superannuation Guarantee (SG) ensures a minimum level of employer sponsored superannuation contributions for all Australian employees. Generally, Defence is not required to pay SG contributions on your behalf because your total employer benefit (notionally 18%, 23% or 28% of super salary per year, depending on years of service) over your entire period of service will usually exceed SG requirements. However, if your OTE exceeds your super salary, Defence will pay additional employer contributions to your MilitarySuper ancillary benefit on the difference between your OTE and super salary.

## What if I have more than one period of service?

If you reached your lump sum MBL during a previous period of service, and continued paying member contributions, you still have the option to cease at any time. If you did elect to stop paying member contributions, you can't re-commence paying your contributions if you re-join MilitarySuper.

However, a new pension MBL applies for each period of service. This means, if you re-join MilitarySuper, having previously reached your pension MBL, you'll be able to contribute again.

## Where can I get more information?

Our office is located at **7 London Circuit, Canberra City**. Come in and see us, or contact us at the below details for more information.



**EMAIL** members@enq.militarysuper.gov.au

**PHONE** 1300 006 727

**FAX** 02 6275 7010

**MAIL** MilitarySuper  
GPO Box 2252  
Canberra ACT 2601

**WEB** csc.gov.au



**Email**  
members@enq.militarysuper.gov.au



**Phone**  
1300 006 727



**Fax**  
(02) 6275 7010



**Post**  
MilitarySuper  
GPO Box 2252  
Canberra ACT 2601



**Web**  
csc.gov.au



**Overseas Callers**  
+61 2 6192 9502

# Appendix A

When you cease making contributions, whether voluntarily on reaching your lump sum MBL, or compulsorily on reaching your pension MBL, we use the following formulae to calculate your employer benefit.

$$\text{At lump sum MBL: } EB = \left( \text{LSMBMR} \times \left( \frac{\text{TB}}{\text{FASC}} \div \text{LSMBMC} \right) \times \text{FASR} \right) - \text{MB}$$

$$\text{At pension MBL: } EB = \left( \text{PMBMR} \times \left( \frac{\text{TB}}{\text{FASC}} \div \text{PMBMC} \right) \times \text{FASR} \right) - \text{MB}$$

These can be re-written as:

$$\text{At lump sum MBL } EB = \text{TB} \left( \frac{\text{LSMBMR}}{\text{LSMBMC}} \right) \left( \frac{\text{FASR}}{\text{FASC}} \right) - \text{MB}$$

$$\text{At pension MBL } EB = \text{TB} \left( \frac{\text{PMBMR}}{\text{PMBMC}} \right) \left( \frac{\text{FASR}}{\text{FASC}} \right) - \text{MB}$$



<b>TB</b>	the sum of your member benefit and employer benefit at the time your contributions cease.
<b>LSMBMC</b>	your lump sum maximum benefit multiple at the time your contributions cease (lump sum MBL ÷ FASC).
<b>LSMBMR</b>	your lump sum maximum benefit multiple at the time you retire, transition or opt out of MilitarySuper (lump sum MBL ÷ FASR).
<b>PMBMC</b>	your pension maximum benefit multiple at the time your contributions cease (pension MBL ÷ FASC).
<b>PMBMR</b>	your pension maximum benefit multiple at the time you retire, transition or opt out of MilitarySuper (pension MBL ÷ FASR).
<b>FASC</b>	your Final Average Salary (FAS) at the time your contributions cease. Your average super salary over the previous 1095 days (3 years).
<b>FASR</b>	your Final Average Salary (FAS) at the time you retire, transition or opt out of MilitarySuper. Your average super salary over the previous 1095 days (3 years).
<b>MB</b>	your member benefit amount at the time your contributions cease.

### Example 1 – Member ceases contributions on reaching lump sum MBL then later transitions

On 7 January 2015, CPL Johnson was notified that he had reached his lump sum MBL. He elected to cease his member contributions immediately. At the time CPL Johnson elected to cease his contributions, his FAS was \$80 000, his member benefit was \$190 000 and his employer benefit was \$452 000. The lump sum MBL applicable to his FAS was \$640 000 or 8 times \$80 000.

Five years after ceasing his contributions, CPL Johnson transitioned out of the ADF to take up civilian employment. His FAS had increased to \$90 000 and the lump sum MBL applicable at the time was \$720 000 or 8 times \$90 000.

$$TB = (\$190\,000 + \$452\,000) = \$642\,000$$

$$LSMBMC = (\$640\,000 \div \$80\,000) = 8.0$$

$$LSMBMR = (\$720\,000 \div \$90\,000) = 8.0$$

$$FASC = \$80\,000$$

$$FASR = \$90\,000$$

$$MB = \$190\,000$$

Using the formula above, CPL Johnson's employer benefit is calculated as:

$$EB = \$642\,000 \left( \frac{8.0}{8.0} \right) \left( \frac{\$90\,000}{\$80\,000} \right) - \$190\,000$$

$$EB = \$642\,000 \times 1.0 \times 1.125 - \$190\,000$$

$$EB = \$532\,250$$

The figures in these examples have been rounded for illustrative purposes. Please note that your benefit calculation will not be rounded.

Even though the calculation uses CPL Johnson's member benefit value as at 2015, by 2019 his member benefit had grown to \$205 000. It will continue to grow with fund earnings until he claims his retirement benefit. At the same time, his employer benefit will grow in line with CPI.

### Example 2 – Member reaches their pension MBL then later retires

On 12 November 2014, LCDR Jones was notified that she had reached her pension MBL and her contributions would cease. At the time LCDR Jones reached her pension MBL, her FAS was \$120 000, her member benefit was \$280 000, and her employer benefit was \$890 000. The pension MBL applicable to her FAS was \$1 168 860 or 9.7405 expressed as a multiple ( $\$1\,168\,860 \div \$120\,000$ ).

On 20 December 2019 LCDR Jones retired from the ADF. Her FAS had increased to \$130 000 and the pension MBL applicable at the time was \$1 277 500 (\$367 500 plus 7 times \$130 000) or 9.82692 expressed as a multiple ( $\$1\,277\,500 \div \$130\,000$ ).

$$TB = (\$280\,000 + \$890\,000) = \$1\,170\,000$$

$$PMBMC = (\$1\,168\,860 \div \$120\,000) = 9.7405$$

$$PMBMR = (\$1\,277\,500 \div \$130\,000) = 9.82692$$

$$FASC = \$120\,000$$

$$FASR = \$130\,000$$

$$MB = \$280\,000$$

Using the formula above, LCDR Jones' employer benefit is calculated as:

$$EB = \$1\,170\,000 \left( \frac{9.82692}{9.7405} \right) \left( \frac{\$130\,000}{\$120\,000} \right) - \$280\,000$$

$$EB = \$1\,170\,000 \times 1.00887 \times 1.08333 - \$280\,000$$

$$EB = \$998\,739$$

LCDR Jones claimed her employer benefit, along with her member benefit, which had grown to \$300 000.

### Example 3 – Member’s FAS increases to a new MBL tier

On 16 March 2018 MAJ Lee was notified that he had reached his pension MBL and his contributions would cease. At the time, MAJ Lee reached his pension MBL, his FAS was \$115 000, his member benefit was \$280 000 and his employer benefit was \$872 000. The pension MBL applicable to his FAS was \$1 150 000 or 10 expressed as a multiple ( $\$1\,150\,000 \div \$115\,000$ ).

MAJ Lee was promoted to LTCOL with effect 3 January 2019. When he retired on 1 November 2019 his FAS had increased to \$123 000. This meant the MBL applicable to him at retirement was calculated from the third tier of the MBL table ( $\$367\,500$  plus 7 times FAS). The pension MBL applicable to LTCOL Lee FAS on this date was \$1 228 500 ( $\$367\,500 + 7 \times \$123\,000$ ) or 9.9878 expressed as a multiple ( $\$1\,228\,500 \div \$123\,000$ ).

$$TB = (\$280\,000 + \$872\,000) = \$1\,152\,000$$

$$PMBMC = (\$1\,150\,000 \div \$115\,000) = 10$$

$$PMBMR = (\$1\,228\,500 \div \$123\,000) = 9.9878$$

$$FASC = \$115\,000$$

$$FASR = \$123\,000$$

$$MB = \$280\,000$$

$$EB = \$1\,152\,000 \left( \frac{9.9878}{10} \right) \left( \frac{\$123\,000}{\$115\,000} \right) - \$280\,000$$

$$EB = \$1\,152\,000 \times 0.99878 \times 1.06957 - \$280\,000$$

$$EB = \$950\,641$$

MAJ Lee claimed both his employer benefit and his member benefit. His member benefit had grown to \$300 000.



Email  
members@enq.militarysuper.gov.au



Phone  
1300 006 727



Fax  
(02) 6275 7010



Post  
MilitarySuper  
GPO Box 2252  
Canberra ACT 2601



Web  
csc.gov.au



Overseas Callers  
+61 2 6192 9502