

1

**Patrick Ferry**

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**From:** Monique Slaviero  
**Sent:** Wednesday, 7 September 2011 13:14  
**To:** 'Roslyn.Namgyal@comsuper.gov.au'  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]  
**Attachments:** RE: Query regarding Rent-free quarters (d22432e) [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

See attached - I will advise the employees accordingly.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 10889, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 1355  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** Re: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi

This member has recently contacted Comsuper querying whether or not the value of rent-free quarters provided by reason of holding a particular office or performing particular duties is counted in salary for Superannuation.

Under the Superannuation (Salary) Regulations it states that the following allowance is included automatically in salary for superannuation.

*"an allowance in respect of housing or quarters payable for holding a particular office or performing particular duties."*

I think that this member is querying whether or not this allowance has been included in his salary for superannuation.

Please can you look into this and get back to me.

Thanks very much,

Kind Regards

**Roslyn Namgyal**  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321

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Neil Winstone

---

**From:** Scott James <Scott.James@comsuper.gov.au> on behalf of Employer Service <employer.service@comsuper.gov.au>  
**Sent:** Wednesday, 7 September 2011 12:57  
**To:** Monique Slaviero  
**Subject:** RE: Query regarding Rent-free quarters (d22432e) [SEC=UNCLASSIFIED]

UNCLASSIFIED

Dear Monique,

The value of the rent free quarters was applicable when people had to declare the amount of rent paid as income for fringe benefits purpose. As the fringe benefit tax is no longer in use this value is obsolete and will not count towards salary for superannuation.

I hope this helps.

Kind regards,

*Scott James*

APS Employer Support and Data Integrity Team  
APS Schemes  
ComSuper  
Phone: 1300 338 240  
Email: [employer.service@comsuper.gov.au](mailto:employer.service@comsuper.gov.au)  
Postal: PO Box 22, BELCONNEN ACT 2616

**From:** Monique Slaviero [<mailto:M.Slaviero@bom.gov.au>]  
**Sent:** Wednesday, 7 September 2011 9:34 AM  
**To:** Employer Service  
**Subject:** Query regarding Rent-free quarters [SEC=UNCLASSIFIED]

Hello,

Could someone please provide further clarification into the automatic super allowance for PSS as specified below:

***The value of rent-free quarters provided by reason of holding a particular office or performing particular duties;***

We have a number of employees who are provided with rent-free housing. These employees are apart of our National Field Officer's Pool of Technical Officer's (Observers), who are transferred to different remote localities every 2 - 3 years.

Please advise if we should be recognising the rent-free value of the housing as an allowance for superannuation purposes.

Thanks

**Monique Slaviero**  
Acting Personnel Officer - Regions

People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**Patrick Ferry**

---

**From:** Monique Slaviero  
**Sent:** Wednesday, 7 September 2011 13:03  
**To:** 'scott.James@comsuper.gov.au'  
**Subject:** RE: Query regarding Rent-free quarters (d22432e) [SEC=UNCLASSIFIED]

Hi Scott,

Thanks very much for the quick response, I will advise our employees accordingly.

Is it possible your training notes could be updated to reflect this, so as to avoid future confusion.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section, Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4536  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Scott James [mailto:Scott.James@comsuper.gov.au] **On Behalf Of** Employer Service  
**Sent:** Wednesday, 7 September 2011 12:57 PM  
**To:** Monique Slaviero  
**Subject:** RE: Query regarding Rent-free quarters (d22432e) [SEC=UNCLASSIFIED]

**UNCLASSIFIED**

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ComSuper  
Phone: 1300 338 240  
Email: [employer.service@comsuper.gov.au](mailto:employer.service@comsuper.gov.au)  
Postal: PO Box 22, BELCONNEN ACT 2616

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 9:34 AM

To: Employer Service

Subject: Query regarding Rent-free quarters [SEC=UNCLASSIFIED]

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Please advise if we should be recognising the rent-free value of the housing as an allowance for superannuation purposes.

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**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1088, Melbourne VIC 3001  
Phone: (03) 9669 4874 | Fax: (03) 9669 4569  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**Patrick Ferry**

---

**From:** Monique Slaviero  
**Sent:** Wednesday, 7 September 2011 15:57  
**To:** 'Roslyn Namgyal'  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Thanks for your email, I have already responded to the employees.

If you can please let me know once your technical area responds, then we can update the employees if the information differs.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1089, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:48 PM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I was wondering if you could hold off talking to your staff for a bit, as there is some conflicting thought regarding this allowance. I am going to send for clarification from our Technical area, and will get back to you as soon as I hear.

Thank you,

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 1:14 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

See attached - I will advise the employees accordingly.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:[Roslyn.Namgyal@comsuper.gov.au](mailto:Roslyn.Namgyal@comsuper.gov.au)]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** Re: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi

This member has recently contacted Comsuper querying whether or not the value of rent-free quarters provided by reason of holding a particular office or performing particular duties is counted in salary for Superannuation.

Under the Superannuation (Salary) Regulations it states that the following allowance is included automatically in salary for superannuation.  
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I think that this member is querying whether or not this allowance has been included in his salary for superannuation.

Please can you look into this and get back to me.

Thanks very much,

Kind Regards

**Roslyn Namgyal**  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

*Date modified to UNCLASSIFIED*

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Patrick Ferry

---

**From:** Monique Slaviero  
**Sent:** Wednesday, 7 September 2011 16:13  
**To:** 'Roslyn Namgyal'  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

No problem Roslyn, will await your response.

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:[Roslyn.Namgyal@comsuper.gov.au](mailto:Roslyn.Namgyal@comsuper.gov.au)]  
**Sent:** Wednesday, 7 September 2011 4:00 PM  
**To:** Monique Slaviero  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks, Monique, I'll let you know as soon as I find out - and apologies for the confusion.

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

**From:** Monique Slaviero [mailto:[M.Slaviero@bom.gov.au](mailto:M.Slaviero@bom.gov.au)]  
**Sent:** Wednesday, 7 September 2011 3:57 PM  
**To:** Roslyn Namgyal  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Thanks for your email, I have already responded to the employees.

If you can please let me know once your technical area responds, then we can update the employees if the information differs.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556

Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:48 PM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

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Thank you,

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 1:14 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

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**Monique Slaviero**

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Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** Re: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi

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I think that this member is querying whether or not this allowance has been included in his salary for superannuation.

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Kind Regards

**Roslyn Namgyal**

Manager

Employer Support and Data Integrity Team

ComSuper

T: 02 6272 9321

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4

**Patrick Ferry**

---

**From:** Monique Slaviero on behalf of Personnel\_Help  
**Sent:** Thursday, 8 September 2011 08:53  
**To:** 'Roslyn Namgyal'  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Just looking back at your initial email, I want to clear up the following statement:

*Under the Superannuation (Salary) Regulations it states that the following allowance **is** included automatically in salary for superannuation.  
**"an allowance** in respect of housing or quarters payable for holding a particular office or performing particular duties."*

We don't provide our employees with an allowance for housing. We provide rent-free housing for certain employees who are transferred to different remote localities every 2 - 3 years.

Please let me know if you require any further information.

Thanks

**Monique Slaviero**

Assistant Personnel Officer - Payroll  
People Services Section | Bureau of Meteorology  
517 Park Street, Melbourne VIC 3000  
Phone: (03) 9469 4374 | Fax: (03) 9469 4576  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:00 PM  
**To:** Monique Slaviero  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

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Kind Regards

Roslyn Namgyal  
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**Monique Slaviero**

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**To:** Personnel\_Help  
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127

**Patrick Ferry**

---

**From:** Monique Slaviero on behalf of Personnel\_Help  
**Sent:** Thursday, 8 September 2011 09:06  
**To:** 'Roslyn Namgyal'  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Thanks Roslyn

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 31889, Melbourne VIC 3001  
Phone: (03) 9669 4874 | Fax: (03) 9669 4888  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Thursday, 8 September 2011 9:02 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

It is actually the next allowance that I'm getting checked out. It states:

- The value of the rent free quarters provided by reason of holding a particular office or performing particular duties.

I'll send out the request for clarification today and get back to you as soon as I hear.

Thanks very much,

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

---

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au] On Behalf Of Personnel\_Help  
**Sent:** Thursday, 8 September 2011 8:53 AM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Just looking back at your initial email, I want to clear up the following statement:

*Under the Superannuation (Salary) Regulations it states that the following allowance **is** included automatically in salary for superannuation.*

*"**an allowance** in respect of housing or quarters payable for holding a particular office or performing particular duties."*

We don't provide our employees with an allowance for housing. We provide rent-free housing for certain employees who are transferred to different remote localities every 2 - 3 years.

Please let me know if you require any further information.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4386  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:00 PM  
**To:** Monique Slaviero  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks, Monique, I'll let you know as soon as I find out - and apologies for the confusion.

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:57 PM  
**To:** Roslyn Namgyal  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Thanks for your email, I have already responded to the employees.

If you can please let me know once your technical area responds, then we can update the employees if the information differs.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions

People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:[Roslyn.Namgyal@comsuper.gov.au](mailto:Roslyn.Namgyal@comsuper.gov.au)]  
**Sent:** Wednesday, 7 September 2011 3:48 PM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I was wondering if you could hold off talking to your staff for a bit, as there is some conflicting thought regarding this allowance. I am going to send for clarification from our Technical area, and will get back to you as soon as I hear.

Thank you,

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

**From:** Monique Slaviero [mailto:[M.Slaviero@bom.gov.au](mailto:M.Slaviero@bom.gov.au)]  
**Sent:** Wednesday, 7 September 2011 1:14 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

See attached - I will advise the employees accordingly.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:[Roslyn.Namgyal@comsuper.gov.au](mailto:Roslyn.Namgyal@comsuper.gov.au)]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help

Cc: Trim

Subject: Re: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi

This member has recently contacted Comsuper querying whether or not the value of rent-free quarters provided by reason of holding a particular office or performing particular duties is counted in salary for Superannuation.

Under the Superannuation (Salary) Regulations it states that the following allowance is included automatically in salary for superannuation.

*“an allowance in respect of housing or quarters payable for holding a particular office or performing particular duties.”*

I think that this member is querying whether or not this allowance has been included in his salary for superannuation.

Please can you look into this and get back to me.

Thanks very much,

Kind Regards

**Roslyn Namgyal**

Manager

Employer Support and Data Integrity Team

ComSuper

T: 02 6272 9321

www.comsuper.gov.au

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6

Neil Winstone

---

**From:** Roslyn Namgyal <Roslyn.Namgyal@comsuper.gov.au>  
**Sent:** Tuesday, 20 September 2011 09:59  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**UNCLASSIFIED**

Hi Monique

I have had a response from our Technical area, and they are of the opinion that the wording of the Salary regulations remain unchanged and that the rent free amount must be included in salary for superannuation.

The Superannuation (CSS) Salary Regulations 1978 specify the types of allowances that can be included as salary for superannuation purposes, including sub-regulation 5(e) which provides that;

*“the rent free use by an eligible employee of premises or quarters made available by reason that he holds a particular office or performs particular duties or work”*

is to be automatically included as salary for superannuation purposes (ie the 12 month criterion does not have to be met).

They do however state that there needs to be care to ensure that the rent free use is, in fact, available because the member holds a particular office or performs particular duties of work; ie there needs to be a direct correlation between the member's job and the provision of rent free housing.

For example, in the case of the NT Police, it is common for a house to be provided for an officer, often as part of the actual police station in smaller communities, so that the officer is, in effect, available 24/7. This is a clear example of there being a direct relationship between the job and the provision of premises or quarters in relation to that job.

Another example would be light house keepers who are required to tend a lighthouse and therefore live on site.

An example of where this would not apply is where a member is relocating and the employer pays for their accommodation for a certain period of time. In this situation, the payment for the accommodation is not directly linked to the job; ie it is not a requirement of the job that the member concerned live in that particular accommodation.

This needs to be kept in mind, therefore, when providing advice regarding this allowance.

Please let me know if you are going to approach [REDACTED] regarding this, as he currently has a query with us, and I'll inform him that you will be taking care of it.

Thanks very much

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:13 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

No problem Roslyn, will await your response.

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:00 PM  
**To:** Monique Slaviero  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks, Monique, I'll let you know as soon as I find out - and apologies for the confusion.

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:57 PM  
**To:** Roslyn Namgyal  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Thanks for your email, I have already responded to the employees.

If you can please let me know once your technical area responds, then we can update the employees if the information differs.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
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Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)



**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:48 PM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I was wondering if you could hold off talking to your staff for a bit, as there is some conflicting thought regarding this allowance. I am going to send for clarification from our Technical area, and will get back to you as soon as I hear.

Thank you,

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 1:14 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

See attached - I will advise the employees accordingly.

Thanks

**Monique Slaviero**

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People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4856  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** Re: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi

This member has recently contacted Comsuper querying whether or not the value of rent-free quarters provided by reason of holding a particular office or performing particular duties is counted in salary for Superannuation.

Under the Superannuation (Salary) Regulations it states that the following allowance is included automatically in salary for superannuation.

*“an allowance in respect of housing or quarters payable for holding a particular office or performing particular duties.”*

I think that this member is querying whether or not this allowance has been included in his salary for superannuation.

Please can you look into this and get back to me.

Thanks very much,

Kind Regards

**Roslyn Namgyal**

Manager

Employer Support and Data Integrity Team

ComSuper

T: 02 6272 9321

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**Patrick Ferry**

---

**From:** Monique Slaviero  
**Sent:** Wednesday, 21 September 2011 14:21  
**To:** 'Roslyn Namgyal'  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Appreciate your detailed response.

We will need to investigate this further from our end, therefore we will advise Nick and other employees accordingly once done.

I will be in contact should we require any further clarification/information.

Thanks

**Monique Slaviero**

Acting Personnel Officer - People  
People Services Section 1 Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9664 4754  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Tuesday, 20 September 2011 9:59 AM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I have had a response from our Technical area, and they are of the opinion that the wording of the Salary regulations remain unchanged and that the rent free amount must be included in salary for superannuation.

The Superannuation (CSS) Salary Regulations 1978 specify the types of allowances that can be included as salary for superannuation purposes, including sub-regulation 5(e) which provides that;

*"the rent free use by an eligible employee of premises or quarters made available by reason that he holds a particular office or performs particular duties or work"*

is to be automatically included as salary for superannuation purposes (ie the 12 month criterion does not have to be met).

They do however state that there needs to be care to ensure that the rent free use is, in fact, available because the member holds a particular office or performs particular duties of work; ie there needs to be a direct correlation between the member's job and the provision of rent free housing.

For example, in the case of the NT Police, it is common for a house to be provided for an officer, often as part of the actual police station in smaller communities, so that the officer is, in effect, available 24/7. This is a clear example of there being a direct relationship between the job and the provision of premises or quarters in relation to that job.

Another example would be light house keepers who are required to tend a lighthouse and therefore live on site.

An example of where this would not apply is where a member is relocating and the employer pays for their accommodation for a certain period of time. In this situation, the payment for the accommodation is not directly linked to the job; ie it is not a requirement of the job that the member concerned live in that particular accommodation.

This needs to be kept in mind, therefore, when providing advice regarding this allowance.

Please let me know if you are going to approach [REDACTED] regarding this, as he currently has a query with us, and I'll inform him that you will be taking care of it.

Thanks very much

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:13 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

No problem Roslyn, will await your response.

**Monique Slaviero**

Acting Personnel Officer - People  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:00 PM  
**To:** Monique Slaviero  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks, Monique, I'll let you know as soon as I find out - and apologies for the confusion.

Kind Regards

Roslyn Namgyal  
Manager

Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:57 PM  
**To:** Roslyn Namgyal  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Thanks for your email, I have already responded to the employees.

If you can please let me know once your technical area responds, then we can update the employees if the information differs.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Ph: (03) 9469 3674 | Fax: (03) 9469 4554  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:48 PM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I was wondering if you could hold off talking to your staff for a bit, as there is some conflicting thought regarding this allowance. I am going to send for clarification from our Technical area, and will get back to you as soon as I hear.

Thank you,

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 1:14 PM

**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

See attached - I will advise the employees accordingly.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

---

**From:** Roslyn Namgyal [mailto:[Roslyn.Namgyal@comsuper.gov.au](mailto:Roslyn.Namgyal@comsuper.gov.au)]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** Re: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi

This member has recently contacted Comsuper querying whether or not the value of rent-free quarters provided by reason of holding a particular office or performing particular duties is counted in salary for Superannuation.

Under the Superannuation (Salary) Regulations it states that the following allowance is included automatically in salary for superannuation.

*"an allowance in respect of housing or quarters payable for holding a particular office or performing particular duties."*

I think that this member is querying whether or not this allowance has been included in his salary for superannuation.

Please can you look into this and get back to me.

Thanks very much,

Kind Regards

**Roslyn Namgyal**  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
[www.comsuper.gov.au](http://www.comsuper.gov.au)

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**Patrick Ferry**

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**From:** Monique Slaviero  
**Sent:** Monday, 10 October 2011 16:33  
**To:** 'Roslyn Namgyal'  
**Cc:** Personnel Help  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I've been thinking more about the definition of this allowance - particularly the comment below:

*An example of where this would not apply is where a member is relocating and the employer pays for their accommodation for a certain period of time. In this situation, the payment for the accommodation is not directly linked to the job; ie it is not a requirement of the job that the member concerned live in that particular accommodation.*

Our employees are offered to stay in a Bureau house when they undertake remote postings, rotating locations every 2 - 3 years. However, it is not a requirement for them to live in the Bureau house in order to perform their duties. Noting that they would then travel from the Bureau house to the Bureau office in order to perform their role - i.e. their living quarters are not located in/next to the Bureau office.

Do you know of any other Commonwealth agencies that currently apply this allowance? I've spoken with Defence, but their employees contribute to the rent of their housing, so their not exactly in the same situation as the Bureau. Perhaps you have other examples from other agencies, i.e. Immigration, Customs, Fisheries?

Thanks

**Monique Slaviero**

Acting Pay Manager | People Services Section | Bureau of Meteorology  
150 Bourke St, Melbourne VIC 3001  
Phone: (03) 9669 4574 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**From:** Roslyn Namgyal [mailto:[Roslyn.Namgyal@comsuper.gov.au](mailto:Roslyn.Namgyal@comsuper.gov.au)]  
**Sent:** Tuesday, 20 September 2011 9:59 AM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I have had a response from our Technical area, and they are of the opinion that the wording of the Salary regulations remain unchanged and that the rent free amount must be included in salary for superannuation.

The Superannuation (CSS) Salary Regulations 1978 specify the types of allowances that can be included as salary for superannuation purposes, including sub-regulation 5(e) which provides that;

*"the rent free use by an eligible employee of premises or quarters made available by reason that he holds a particular office or performs particular duties or work"*

is to be automatically included as salary for superannuation purposes (ie the 12 month criterion does not have to be met).

They do however state that there needs to be care to ensure that the rent free use is, in fact, available because the member holds a particular office or performs particular duties of work; ie there needs to be a direct correlation between the member's job and the provision of rent free housing.

For example, in the case of the NT Police, it is common for a house to be provided for an officer, often as part of the actual police station in smaller communities, so that the officer is, in effect, available 24/7. This is a clear example of there being a direct relationship between the job and the provision of premises or quarters in relation to that job.

Another example would be light house keepers who are required to tend a lighthouse and therefore live on site.

An example of where this would not apply is where a member is relocating and the employer pays for their accommodation for a certain period of time. In this situation, the payment for the accommodation is not directly linked to the job; ie it is not a requirement of the job that the member concerned live in that particular accommodation.

This needs to be kept in mind, therefore, when providing advice regarding this allowance.

Please let me know if you are going to approach [REDACTED] regarding this, as he currently has a query with us, and I'll inform him that you will be taking care of it.

Thanks very much

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:13 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

No problem Roslyn, will await your response.

**Monique Slaviero**  
Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4556  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 4:00 PM  
**To:** Monique Slaviero  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks, Monique, I'll let you know as soon as I find out - and apologies for the confusion.

Kind Regards

Roslyn Namgyal  
Manager  
Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:57 PM  
**To:** Roslyn Namgyal  
**Cc:** Tim Tangney; Amy Hall  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

Thanks for your email, I have already responded to the employees.

If you can please let me know once your technical area responds, then we can update the employees if the information differs.

Thanks

**Monique Slaviero**

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (03) 9669 4374 | Fax: (03) 9669 4910  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

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**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 3:48 PM  
**To:** Monique Slaviero  
**Cc:** Trim  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi Monique

I was wondering if you could hold off talking to your staff for a bit, as there is some conflicting thought regarding this allowance. I am going to send for clarification from our Technical area, and will get back to you as soon as I hear.

Thank you,

Kind Regards

Roslyn Namgyal  
Manager

Employer Support and Data Integrity Team  
ComSuper  
T: 02 6272 9321  
www.comsuper.gov.au

**From:** Monique Slaviero [mailto:M.Slaviero@bom.gov.au]  
**Sent:** Wednesday, 7 September 2011 1:14 PM  
**To:** Roslyn Namgyal  
**Subject:** RE: [REDACTED] [SEC=UNCLASSIFIED]

Hi Roslyn,

I just received a response from a member of your team on this scenario, as we have had a few employees query this.

See attached - I will advise the employees accordingly.

Thanks

### Monique Slaviero

Acting Personnel Officer - Regions  
People Services Section | Bureau of Meteorology  
GPO Box 1289, Melbourne VIC 3001  
Phone: (051) 6069 4374 | Fax: (03) 5969 4553  
Email: [m.slaviero@bom.gov.au](mailto:m.slaviero@bom.gov.au)

**From:** Roslyn Namgyal [mailto:Roslyn.Namgyal@comsuper.gov.au]  
**Sent:** Wednesday, 7 September 2011 11:50 AM  
**To:** Personnel\_Help  
**Cc:** Trim  
**Subject:** Re: [REDACTED] [SEC=UNCLASSIFIED]

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