

MEMBER SUMMARY – MODERN AWARD CHANGES – SUPERANNUATION DEFAULT FUNDS



BACKGROUND

All modern Awards contain superannuation provisions, including default superannuation funds that apply where:

- > A new employee does not nominate a fund; a
- > The employer is otherwise unable to identify a stapled fund via the Australian Taxation Office.

Following a Fair Work Commission review, various amendments have been made to superannuation provisions and default names in modern Awards. In this advisory we outline what has changed, particularly in the Awards used within our industry, and what members need to consider as a result.

THE FAIR WORK COMMISSION DECISION

Pursuant to s.149B of the *Fair Work Act*, all modern Awards must include a term that requires an employer covered by the Award to make contributions to a superannuation fund for the benefit of an employee covered by the Award. This is in keeping with the relevant superannuation legislation. The Fair Work Commission has reviewed all modern Awards and determined to make various amendments and variations to superannuation provisions to:

- > Ensure consistent drafting across Awards; and
- > Update, replace or remove outdated default superannuation fund names so as to align them with current APRA registered fund names and successor fund names.

Importantly, these amendments do not change employers' superannuation guarantee obligations, but generally only affect the operation of default fund provisions in Awards.

COMMON INDUSTRY AWARDS AND THE AMENDMENTS

Effective from the first full pay period on or after 23 January 2026, the following amendments have been inserted into the relevant industry Awards that may apply to members workplaces.

Graphic Arts Printing and Publishing Award

The "Media Super" fund name previously referenced in clause 27.4 of this Award has now been updated to:

- > Construction and Building Unions Superannuation Fund (Media Super)

Clerks – Private Sector Award

Clause 20.4 of this Award has been amended and updated to standardise, simplify and align to the current wording of the Fair Work Act and update any cross-referencing as required. However, no default superannuation fund names have changed in this Award.

Commercial Sales Award

Clause 18.4 of this Award has been amended and updated to standardise and align to current wording of the Fair Work Act and update any cross-referencing as required.

MEMBER SUMMARY - MODERN AWARD CHANGES - SUPERANNUATION DEFAULT FUNDS



Additionally, the previous default fund names in the Award have been updated to the following:

- > Australian Super
- > Care Super
- > Retail Employees Superannuation Trust (REST)
- > Australian Retirement Trust

Note Printing Australia Award

The “Media Super” fund name previously referenced in clause 25.4 of this Award has now been updated to:

- > Construction and Building Unions Superannuation Fund (Media Super)

Book Industry Award

The “Media Super” fund name previously referenced in clause 17.4 of this Award has now been updated to:

- > Construction and Building Unions Superannuation Fund (Media Super)

Joinery and Building Trades Award

The “Cbus Super” fund name previously referenced in clause 23.4 of this Award has now been updated to:

- > Construction and Building Unions Superannuation Fund (Cbus Super)

Road Transport and Distribution Award

The previous default fund names listed in this Award have been updated to the following:

- > Team Superannuation Fund
- > Care Super
- > Australian Retirement Trust
- > Australian Super

Storage Services and Wholesale Award

The previous default fund names listed in this Award have been updated to the following:

- > Australian Super
- > Australian Retirement Trust
- > Care Super
- > Retail Employees Superannuation Trust (REST)

WHAT MEMBERS NEED TO DO

In many cases these amendments will be administrative only. However, from a practical perspective, where an ‘old’ fund name has been updated in an applicable Award there are numerous considerations for members to review and potentially implement where necessary. These include:

1. **Payroll systems** - Update any ‘old’ Award default superannuation fund names referenced in your payroll and administrative systems.
2. **Policies** - Update any ‘old’ Award default superannuation fund names referenced in any workplace policies.
3. **Employment contracts** - Where template employment contracts refer to a specific Award default fund, update any such reference in the document to reflect current fund names, or consider more flexible drafting.

MEMBER SUMMARY – MODERN AWARD CHANGES – SUPERANNUATION DEFAULT FUNDS



Enterprise agreements

If your business has an enterprise agreement in place and that references a specific Award superannuation default fund:

- > An amendment to an Award does not automatically amend an EA.
- > An Award variation will only affect an EA if the agreement expressly incorporates the Award 'as varied from time to time' or similar drafting.
- > Otherwise, an EA continues to operate according to its own terms, subject to superannuation legislation.

If an EA refers to a specific superannuation fund that has been renamed or replaced:

- > Ensure payroll and HR teams are made aware of the change; and
- > The reference should be updated in the next EA.

Members with any related questions should feel free to contact the HR Hotline via telephone on 1800 003 862 or by email hrhelp@visualmediaassociation.org.au

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