

AustralianSuper Select for Atlassian employees

About this employee booklet

The information in this employee booklet forms part of the Product Disclosure Statement for AustralianSuper Select prepared on 3 September 2022.

It's specific to permanent employees and fixed-term contractors (engaged on a contract of twelve months or more) of Atlassian Pty Ltd as the contributing employer. Information about fees and costs paid as a member of AustralianSuper Select, including how and when they are paid, have been published in the *AustralianSuper Select Product Disclosure Statement*.

If you're an existing AustralianSuper member and not in AustralianSuper Select for Atlassian employees, please refer to the relevant Product Disclosure Statement for your plan.

If you're a casual employee or contractor (not employed as a fixed-term contractor engaged on a contract of twelve months or more) you're not eligible to join AustralianSuper Select. Please speak to your employer to discuss your options.



Types of insurance cover

AustralianSuper provides the following types of insurance cover*:

Types of insurance cover	
Death	Can help ease financial stress by paying a lump sum to your beneficiaries if something happens to you.
Total & Permanent Disablement (TPD)	Can provide a lump sum if you become totally and permanently disabled and can no longer work.
Income Protection	Can provide monthly payments to help you get by if you become ill or injured (at work or outside of work) and can't work temporarily.

If you have Death or TPD cover you're also covered for terminal illness. This can help ease some of the financial stress if you're suffering from a terminal medical condition.

Your insurance cover

Your super account comes with basic insurance cover which is arranged by your employer (see the Basic cover section). This cover provides a basic level of protection if you die or become ill or injured.

Any basic cover you pay for will start automatically if you're 25 or older; and your super balance reaches \$6,000; and you've received an employer super contribution after your super balance first reaches \$6,000 (age limits and other conditions apply).

You can apply to start your basic cover earlier, without providing detailed health information, by completing the *Start your basic cover* form you received with your welcome letter (conditions apply).

See the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian for details and examples of when cover starts.

Important information



There are many circumstances that may affect your insurance cover. See the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian for more information about your AustralianSuper Select insurance. It details terms and conditions about insurance including your eligibility for cover, how much you can apply for, when it starts and stops, active employment, limited cover and exclusions, your insurance options, and what happens if you leave your Select employer.

Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy terms and conditions.

* AustralianSuper insurance is provided by TAL Life Limited (the Insurer) ABN 70 050 109 450, AFSL 237848.

Cost of your cover

You pay the cost of your cover which is deducted monthly from your super account. Your first payment may be higher than your ongoing monthly payments. This is because it includes insurance costs from the date your cover started to the date of your first payment deduction (which may be for a period that's longer than a month).

Insurance costs include stamp duty charges and costs incurred by the Trustee for administering insurance arrangements.

Basic cover

Eligible permanent employees and fixed-term contractors (engaged on a contract of twelve months or more) will receive a basic level of insurance cover with a Professional category work rating. Basic cover is salary-based and your employer informs us of your salary to calculate your cover (age limits apply).

Your basic Death and TPD cover amounts will change from month to month depending on your salary and your length of service to age 65.

Use the Atlassian Select insurance calculator to work out how much basic cover you could get and the cost of it at australiansuper.com/Atlassian

Cover type	Death and TPD
Basic cover design	5% x your salary* x future service [†] to age 65 or \$1.5M (whichever is lower).

Age basic cover ends[‡] Cover ends at age 65.

* Salary is generally your annual (before-tax) salary, excluding employer super contributions. For more details see the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian

[†] Future service is defined as the number of complete years and months until you turn 65. A partial month is rounded up to the nearest whole month.

[‡] Cover can stop for many reasons. For a list of events that may make cover stop, see the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian

Death, TPD and Income Protection cover are currently provided under a separate insurance policy maintained and paid for by your employer. Consider your insurance needs and speak to your employer before making changes or applying for more cover with AustralianSuper.

When your basic cover changes in line with your salary

Your employer will tell us if there's a change to your salary. When your basic cover is salary-based, the amount and cost of it will increase or decrease automatically in line with your salary. It can increase up to the automatic limit shown in the table below without you having to provide additional health information:

Automatic limit
Death and TPD cover
\$1.5M

We'll write to you about your options if your basic cover has reached the automatic limit(s). To increase your basic cover in line with your salary above the automatic limits, you'll need to provide detailed health information for the Insurer to consider.



Change your cover anytime

You can cancel, change or apply for insurance anytime by logging into your account or completing the *Change your insurance* form at australiansuper.com/select

The cost of any additional cover you apply for will be paid by you and deducted monthly from your super account.

For more information about changing or cancelling your cover, see the *AustralianSuper Select Product Disclosure Statement* at australiansuper.com/select and the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian



About work ratings

As a member of AustralianSuper Select, you have both an **individual** work rating and a **category** work rating. These work ratings are used to calculate the cost of your cover.

Your category work rating is unique to your Select employer and only applies while you're their employee.

If your category and individual work ratings are different, we'll apply the less expensive work rating to calculate the cost of your cover. This is your **applied** work rating.

Check your applied work rating by logging into your account. Apply to change your individual work rating by completing the *Change my individual work rating* form available at australiansuper.com/select

Individual work rating

Your individual work rating is **Blue Collar** unless you're eligible to change to White Collar or Professional and your application is approved by the Insurer.

Insurance cover with a Blue Collar work rating is the most expensive.

Category work rating

Your category work rating is **Professional** and applies only while you're an employee of Atlassian.

What happens if you leave your Select employer

If you leave Atlassian your account will move from Select to AustralianSuper Plan. You'll keep the same amount of cover you already have when you move to AustralianSuper Plan and it will become fixed cover (if eligible). You'll pay the cost of your total cover which will be deducted monthly from your super account.

Your category work rating will no longer apply, and the cost of your cover will be based on your age, level of cover and your individual work rating. We'll write to you if this happens.

Changing your individual work rating

If you think you might be eligible for an individual work rating that's White Collar or Professional, you can apply to change it. If you're eligible, you could pay less for your cover:

- while you're in Select if the individual work rating that applies to you is the less expensive work rating than your category work rating, and
- if you leave Atlassian and keep your cover when you move from Select to AustralianSuper Plan.

You can't change your category work rating because it's arranged by your employer.

To learn more, see the *Changing jobs? Take AustralianSuper with you* section in the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian



To learn more about checking your eligibility and applying to change your individual work rating, see the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian



Weekly cost for \$10,000 of Death and TPD cover

The cost of basic Death and TPD cover for Atlassian employees in Select is based on age, gender and a Professional category work rating.

Professional work rating				
Age	Male		Female	
	Death (\$)	TPD (\$)	Death (\$)	TPD (\$)
15-20	0.033	0.020	0.022	0.020
21	0.033	0.021	0.022	0.021
22	0.034	0.021	0.023	0.021
23	0.034	0.021	0.023	0.021
24	0.035	0.021	0.023	0.021
25	0.036	0.019	0.024	0.019
26	0.037	0.020	0.024	0.020
27	0.038	0.021	0.025	0.021
28	0.039	0.022	0.026	0.022
29	0.040	0.025	0.027	0.025
30	0.042	0.027	0.028	0.027
31	0.043	0.029	0.029	0.029
32	0.045	0.033	0.030	0.033
33	0.047	0.036	0.031	0.036
34	0.049	0.040	0.033	0.040
35	0.052	0.045	0.035	0.045
36	0.055	0.050	0.036	0.050
37	0.058	0.055	0.038	0.055
38	0.061	0.061	0.041	0.061
39	0.065	0.068	0.043	0.068
40	0.069	0.075	0.046	0.075
41	0.074	0.083	0.049	0.083
42	0.079	0.092	0.052	0.092
43	0.085	0.103	0.056	0.103
44	0.092	0.114	0.061	0.114
45	0.099	0.126	0.066	0.126
46	0.107	0.140	0.071	0.140
47	0.116	0.156	0.077	0.156
48	0.126	0.173	0.084	0.173
49	0.138	0.192	0.092	0.192
50	0.151	0.214	0.100	0.214
51	0.165	0.237	0.110	0.237
52	0.182	0.263	0.121	0.263
53	0.201	0.295	0.134	0.295
54	0.223	0.333	0.148	0.333
55	0.246	0.379	0.164	0.379
56	0.274	0.435	0.182	0.435
57	0.306	0.498	0.203	0.498
58	0.342	0.568	0.227	0.568
59	0.383	0.655	0.254	0.655
60	0.430	0.689	0.286	0.689
61	0.485	0.834	0.322	0.834
62	0.547	0.989	0.364	0.989
63	0.598	1.135	0.397	1.135
64	0.621	1.301	0.413	1.301
65	0.646*	n/a	0.429*	n/a
66	0.670*	n/a	0.445*	n/a
67	0.694*	n/a	0.461*	n/a
68	0.718*	n/a	0.477*	n/a
69	0.742*	n/a	0.493*	n/a

Calculating the weekly cost of Death and TPD cover



1. Divide the amount of cover you have, or wish to apply for, by \$10,000.
2. Then multiply by the weekly cost for \$10,000 of Death or TPD cover for your age, gender and a Professional work rating.

Example (Professional work rating):

Sally is 31, female and has a Professional work rating.

She has \$500,000 of Death cover and \$500,000 of TPD cover.

To work out the weekly cost of her Death cover:

$$\frac{500,000}{10,000} \times 0.029 = 1.45$$

The cost of Sally's Death cover is \$1.45 a week.

To work out the weekly cost of her TPD cover:

$$\frac{500,000}{10,000} \times 0.029 = 1.45$$

The cost of Sally's TPD cover is \$1.45 a week.



* Cost for fixed Death cover only. Salary-based Death cover ends at age 65. See the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian for more information.

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

Weekly cost for \$100 a month of Income Protection

Income Protection is currently provided under a separate insurance policy, maintained and paid for by your employer. Speak to your employer before applying for Income Protection with AustralianSuper. If you apply for Income Protection the cost of it will be based on your age, gender, benefit payment period, waiting period and a Professional category work rating.

Professional work rating – Male							Professional work rating – Female						
Age	Benefit payment period						Age	Benefit payment period					
	Up to two years		Up to five years		Up to age 65			Up to two years		Up to five years		Up to age 65	
	Waiting period							Waiting period					
	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)		30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)	30 days (\$)	60 days (\$)
15	0.027	0.009	0.066	0.046	0.179	0.131	15	0.043	0.014	0.107	0.074	0.289	0.211
16	0.027	0.009	0.066	0.046	0.179	0.131	16	0.043	0.014	0.107	0.074	0.289	0.211
17	0.027	0.009	0.066	0.046	0.179	0.131	17	0.043	0.014	0.107	0.074	0.289	0.211
18	0.027	0.009	0.066	0.046	0.179	0.131	18	0.043	0.014	0.106	0.074	0.289	0.211
19	0.027	0.009	0.066	0.046	0.179	0.131	19	0.043	0.014	0.106	0.074	0.289	0.211
20	0.027	0.009	0.066	0.046	0.179	0.131	20	0.043	0.014	0.106	0.074	0.289	0.211
21	0.027	0.010	0.067	0.046	0.184	0.134	21	0.043	0.016	0.108	0.075	0.297	0.217
22	0.027	0.012	0.068	0.047	0.189	0.138	22	0.044	0.019	0.110	0.076	0.305	0.223
23	0.028	0.013	0.069	0.048	0.194	0.141	23	0.045	0.021	0.112	0.077	0.313	0.228
24	0.029	0.015	0.070	0.049	0.199	0.145	24	0.046	0.023	0.114	0.078	0.321	0.234
25	0.030	0.016	0.072	0.050	0.205	0.150	25	0.048	0.025	0.117	0.081	0.331	0.242
26	0.031	0.018	0.073	0.050	0.209	0.152	26	0.049	0.028	0.118	0.081	0.338	0.245
27	0.032	0.019	0.074	0.051	0.214	0.154	27	0.052	0.031	0.120	0.082	0.345	0.249
28	0.034	0.021	0.076	0.052	0.219	0.157	28	0.054	0.034	0.122	0.084	0.354	0.254
29	0.035	0.023	0.077	0.053	0.225	0.160	29	0.057	0.036	0.124	0.085	0.364	0.259
30	0.037	0.026	0.079	0.054	0.232	0.165	30	0.059	0.041	0.128	0.087	0.375	0.266
31	0.039	0.028	0.082	0.056	0.241	0.170	31	0.062	0.045	0.133	0.090	0.390	0.274
32	0.041	0.031	0.085	0.057	0.252	0.176	32	0.065	0.049	0.137	0.092	0.407	0.284
33	0.043	0.033	0.089	0.060	0.263	0.183	33	0.069	0.054	0.143	0.096	0.425	0.296
34	0.045	0.036	0.093	0.062	0.277	0.192	34	0.073	0.058	0.150	0.101	0.447	0.310
35	0.048	0.039	0.098	0.065	0.291	0.202	35	0.077	0.063	0.158	0.105	0.471	0.326
36	0.051	0.042	0.103	0.069	0.307	0.213	36	0.082	0.068	0.166	0.111	0.496	0.344
37	0.054	0.045	0.109	0.073	0.323	0.225	37	0.087	0.072	0.176	0.118	0.522	0.363
38	0.057	0.048	0.115	0.078	0.340	0.238	38	0.092	0.078	0.186	0.126	0.550	0.384
39	0.061	0.052	0.123	0.084	0.359	0.252	39	0.098	0.083	0.198	0.135	0.580	0.407
40	0.064	0.056	0.130	0.090	0.378	0.268	40	0.104	0.090	0.210	0.146	0.610	0.433
41	0.069	0.059	0.139	0.097	0.397	0.285	41	0.111	0.095	0.225	0.157	0.642	0.460
42	0.073	0.064	0.148	0.105	0.418	0.303	42	0.118	0.102	0.240	0.170	0.676	0.489
43	0.078	0.068	0.159	0.114	0.440	0.322	43	0.125	0.110	0.257	0.184	0.711	0.520
44	0.083	0.073	0.171	0.124	0.462	0.342	44	0.134	0.117	0.276	0.200	0.747	0.553
45	0.088	0.078	0.183	0.135	0.484	0.363	45	0.143	0.125	0.296	0.218	0.783	0.587
46	0.095	0.084	0.197	0.147	0.507	0.385	46	0.153	0.135	0.319	0.238	0.820	0.622
47	0.101	0.089	0.213	0.161	0.530	0.407	47	0.163	0.144	0.344	0.260	0.857	0.658
48	0.108	0.095	0.229	0.176	0.553	0.430	48	0.174	0.153	0.371	0.284	0.894	0.695
49	0.116	0.102	0.248	0.192	0.575	0.452	49	0.187	0.164	0.400	0.311	0.930	0.730
50	0.124	0.108	0.268	0.210	0.596	0.473	50	0.200	0.175	0.433	0.340	0.964	0.764
51	0.133	0.116	0.290	0.230	0.616	0.493	51	0.214	0.187	0.469	0.372	0.996	0.796
52	0.143	0.124	0.314	0.251	0.634	0.510	52	0.230	0.200	0.507	0.406	1.025	0.825
53	0.153	0.132	0.340	0.274	0.649	0.525	53	0.247	0.214	0.550	0.443	1.049	0.849
54	0.164	0.142	0.369	0.299	0.660	0.536	54	0.265	0.229	0.596	0.484	1.067	0.867
55	0.177	0.151	0.400	0.326	0.667	0.543	55	0.285	0.244	0.647	0.527	1.078	0.878
56	0.190	0.161	0.434	0.355	0.668	0.544	56	0.306	0.260	0.702	0.573	1.080	0.880
57	0.204	0.172	0.471	0.386	0.662	0.539	57	0.329	0.278	0.762	0.624	1.071	0.871
58	0.219	0.183	0.514	0.420	0.650	0.527	58	0.354	0.296	0.831	0.680	1.050	0.851
59	0.236	0.195	0.560	0.457	0.627	0.505	59	0.381	0.315	0.905	0.739	1.014	0.817
60	0.254	0.208	0.584	0.467	0.592	0.473	60	0.411	0.336	0.945	0.755	0.957	0.765
61	0.274	0.222	0.535	0.423	0.542	0.428	61	0.443	0.358	0.865	0.683	0.876	0.692
62	0.295	0.236	0.467	0.363	0.474	0.367	62	0.477	0.381	0.756	0.586	0.766	0.594
63	0.318	0.251	0.374	0.283	0.379	0.286	63	0.515	0.406	0.605	0.457	0.612	0.463
64	0.343	0.268	0.238	0.169	0.241	0.171	64	0.555	0.433	0.384	0.273	0.389	0.276
65	0.371	0.285	n/a	n/a	n/a	n/a	65	0.599	0.460	n/a	n/a	n/a	n/a
66	0.400	0.303	n/a	n/a	n/a	n/a	66	0.647	0.490	n/a	n/a	n/a	n/a
67	0.432	0.322	n/a	n/a	n/a	n/a	67	0.699	0.521	n/a	n/a	n/a	n/a
68	0.437	0.326	n/a	n/a	n/a	n/a	68	0.706	0.526	n/a	n/a	n/a	n/a
69	0.284	0.212	n/a	n/a	n/a	n/a	69	0.459	0.342	n/a	n/a	n/a	n/a

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

Calculating the weekly cost of Income Protection



1. Divide the amount of cover you have, or wish to apply for, by \$100.
2. Then multiply by the weekly cost for \$100 a month of Income Protection for a Professional work rating, your age, gender, waiting period and benefit payment period.

Example (Professional work rating):

Sally is 31 and female. She has \$6,200 a month of Income Protection with a benefit payment period up to two years, a 60 day waiting period and a Professional work rating.

To work out the weekly cost of her Income Protection:

$$\frac{6,200}{100} \times 0.045 = 2.79$$

The cost of Sally's Income Protection is \$2.79 a week.



Useful things you should know

Limited cover and full cover

Limited cover means you don't have full cover and you won't be covered for any pre-existing illnesses or injuries you had before you got your cover. Limited cover may last for different lengths of time and applies to all cover types, including Death cover. You'll be covered for an illness that becomes apparent, or an injury that occurs on or after the date that your cover starts, restarts or increases.

Full cover means your cover is not limited cover. You're covered for both pre-existing and new illnesses or injuries, unless exclusions apply.

To learn more and understand other circumstances for limited cover see the *Limited cover* section in the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian



Claiming on your cover

Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy, terms and conditions. The table below provides handy details if you need to make a claim.

	Death	TPD	Income Protection*	Terminal Illness
When making a claim, does it matter whether I'm employed or unemployed at the date of death, injury or illness?	✗	✓	✓	✗
Is basic cover provided if I've previously made a claim for TPD or terminal illness?	✓ Limited cover [†] will apply	✓ Limited cover [†] will apply	✗ You don't get basic Income Protection [‡] with your AustralianSuper Select account.	✓ Limited cover [†] will apply
Is there a waiting period before a claim can be paid?	✗	✓ 3 months	✓ You don't get basic Income Protection [‡] with your AustralianSuper Select account. If you apply for cover your selected waiting period will apply.	✗
Are pre-existing medical conditions covered (provided limited cover doesn't apply [†])?	✓	✓	✓	✓

* If you have Income Protection and are eligible to make a claim, your benefit payments may be reduced by income you receive from other sources. See the *Insurance in your super* guide for Select members at australiansuper.com/Atlassian

[†] See the Limited cover and full cover section above to understand what this means for you.

[‡] Income Protection is provided under a separate insurance policy maintained and paid for by your employer.



How to claim

We're here to help guide you (and the beneficiaries of members who've passed away), through the process of making a claim.

To talk about a possible claim, call us on **1300 667 387** from 8:30am to 5pm AEST/AEDT weekdays.



Can I nominate beneficiaries?

Nominate who will receive your super if you pass away. This is an important decision and will tell us who you want your super account balance and insurance to be paid to.

To make a binding nomination complete a valid *Binding death nomination* form available at australiansuper.com/forms



What if I change my super fund?

To find out if you have insurance with another fund, log into your account and go to *Consolidate and find your super*. It's important to know that if you want to transfer insurance cover to AustralianSuper, you'll need to do this before you combine your super. That's because combining your super into your AustralianSuper account doesn't automatically transfer any insurance you have with your other super fund/s. See the *Applying for an insurance transfer* fact sheet at australiansuper.com/select for step-by-step instructions on how to apply.

Contact us

Call **1300 667 387** (8.30am to 5pm AEST/AEDT weekdays)

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