Work Test

From 1 July 2022, if you are under 75 years old, you no longer need to satisfy a work test in each financial year that a voluntary super contribution is made to your fund. However, if you intend to claim a voluntary super contribution as a tax deduction then you will need to satisfy the Work Test (or Work Test Exemption) if you are aged 67 to 74.

To meet the Work Test, you must be gainfully employed for at least 40 hours during a consecutive 30-day period in the financial year in which the contributions are made.

This is an annual test. Once satisfied you can make eligible contributions for the remainder of that financial year.

Gainfully employed means employed or self-employed for gain or reward in any business, trade, profession, vocation, calling, occupation or employment.

If you only undertake unpaid work or receive passive income, such as interest, dividends, trust distributions or rent, you do not meet the definition of gainfully employed.

Work Test Exemption

From 1 July 2019, if you no longer meet the work test your super fund can still accept voluntary contributions for an extra 12 months from the end of the financial year in which you last met the work test, provided you meet certain criteria. This is called the Work Test Exemption.

If you are in a defined benefit fund you cannot use the work test exemption. However, you may be able to open an accumulation account with another super fund to make voluntary contributions using the work test exemption.

To meet the work test exemption criteria, you must meet three conditions:

- You satisfied the work test in the financial year before the year in which you made the contribution.
- Your total super balance is less than $300,000 at the end of the previous financial year.
- You did not use the work test exemption in a previous financial year.

Eligibility criteria for the work test exemption, including total super balance thresholds, are subject to legislative change. The information contained in this appendix is current as at the last updated date shown in the footer.