

Fact Sheet - Contribution and benefit scenarios for subsidised employee members

This fact sheet provides examples of superannuation contributions for members who joined the Dairy Industry Superannuation Scheme (DISS) on or after 1 April 2008. It compares different contribution scenarios involving DISS and KiwiSaver and outlines member and employer contributions, together with withdrawal and benefit options (upon leaving service, reaching retirement age, and in-service) and eligibility for government contributions.

All examples assume:

- (i) **The member is paying total superannuation contributions of 6% per annum (and joined DISS on or after 1 April 2008); and**
- (ii) **The minimum KiwiSaver employee contribution is 4% per annum***

	Scenario 1		Scenario 2		Scenario 3	
Member contributions	Member only contributes to their DISS 'unlocked' account.		Member contributes to DISS with 50% into 'unlocked' account and 50% into 'locked' account.		Member contributes to both DISS and KiwiSaver.	
Member contribution to DISS	6%	Unlocked	6%	= 3% Locked 3% Unlocked	2%	Unlocked
Member contribution to KiwiSaver	0%		0%		4%	Subject to KiwiSaver rules
TOTAL	6%		6%		6%	
Employer contributions (Before Employer Superannuation Contribution Tax (ESCT))						
Employer contribution to DISS	9%	Unlocked	9%	= 3% Locked 6% Unlocked	0%	Unlocked
Employer contribution to KiwiSaver	0%		0%		4%	Subject to KiwiSaver rules
TOTAL	9%		9%		4%	
Eligibility for withdrawal and benefit options						
On leaving service of DISS employer	Can access full DISS balance		Can access only the 'Unlocked' DISS balance		Can access only the 'Unlocked' DISS balance	
Retiring at age 55	Can access full DISS balance		Can access only the 'Unlocked' DISS balance		Can access only the 'Unlocked' DISS balance	
Reaching NZ Superannuation age (Currently 65)	Can access full DISS balance		Can access full DISS balance		Can access full DISS and KiwiSaver balances	
First home purchase	Eligible for benefit***		Eligible for benefit***		Eligible for benefit***	
Significant financial hardship	Eligible for benefit***		Eligible for benefit***		Eligible for benefit***	
Insurance** - death + total permanent incapacity	DISS - maximum insurance cover Check with your KiwiSaver provider		DISS - maximum insurance cover Check with your KiwiSaver provider		DISS - insurance cover 33% of maximum**** Check with your KiwiSaver provider	
Government contribution*****	Not relevant		Yes, other eligibility criteria apply Max \$260.72 per annum		Yes, other eligibility criteria apply Max \$260.72 per annum	

* The default employee and employer contribution rates for KiwiSaver schemes will increase from 3% to 4% of salary in two steps over three years from 1 April 2026.

** DISS Insurance cover is subject to: (i) the member meeting the automatic acceptance criteria upon joining the Scheme (or being underwritten or accepted by the Scheme's insurer), and (ii) the insurer's acceptance of any claim.

*** Amount of benefit payable subject to withdrawal rules and maximums set out in the Trust Deed for the Scheme and the KiwiSaver rules (if applicable).

**** A member's insured benefit payable is 50 times their member contributions (up to a maximum of 6% of their salary) made during the 12 months immediately before the date of their death or permanent incapacity. This means that where a member only contributes 2% to DISS (and the other 4% to KiwiSaver) that member's insured benefit payable will only be 33% of the amount that would have been payable had the member contributed the total 6% to DISS.

***** The Government contribution is subject to KiwiSaver rules and eligibility.

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