



DETERMINATION

Fair Work Act 2009

s 160—Variation of modern award to remove ambiguity or uncertainty or correct error

Modern award superannuation clause review 2025

(AM2025/1)

OPTUS AWARD 2015

[MA000133]

Telecommunications services

JUSTICE HATCHER, PRESIDENT
DEPUTY PRESIDENT WRIGHT
COMMISSIONER CRAWFORD

SYDNEY, 16 JANUARY 2026

Variation on the Commission's own initiative – superannuation provisions in modern awards – updating names of default superannuation funds – modern award varied.

A. Further to the decision [[\[2026\]FWCFB 6](#)] issued by the Full Bench on 16 January 2026, the above award is varied as follows:

1. By deleting clause 22.4 and inserting the following:

22.4 Superannuation fund

Unless, to comply with superannuation legislation, Optus is required to make the superannuation contributions provided for in clause 22.2 to another superannuation fund that is chosen by the employee, Optus must make the superannuation contributions provided for in clause 22.2 and pay any amount authorised under clauses 22.3(a) or 22.3(b) to a complying superannuation fund, provided that, in respect of new employees, the fund is able to accept new beneficiaries.

2. By updating the cross-references accordingly.

B. This determination comes into operation on 23 January 2026. In accordance with s 165(3) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to

a particular employee until the start of the employee's first full pay period that starts on or after 23 January 2026.



PRESIDENT

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