

The Trustee, after reviewing each of the sections of the business performance review, is required to make a series of determinations (as defined in the SIS Act and regulations) relating to the promotion of the financial interests of members of the Fund. These determinations must then be posted on the Fund website.

The Trustee determinations are:

Legislative or Regulatory Requirement		Trustee Determination
SIS S52 (11)(a)	Whether the options, benefits and facilities offered under the product are appropriate to those beneficiaries	<p>The options, benefits and facilities (features) offered under the Fund have been reviewed by the Trustee. The review has considered the percentage of members utilising each feature, whether or not there is an additional cost associated with the use of the feature, and the Trustee’s opinion as to whether the facility is appropriate in promoting the financial interests of members.</p> <p>Having reviewed the options, benefits and facilities offered under the Fund, the Trustee has determined that they promote the financial interests of beneficiaries, and are appropriate to those beneficiaries.</p>
SIS S52 (11)(b)	Whether the investment strategy for the product, including the level of investment risk and the return target, is appropriate to those beneficiaries	<p>The Trustee’s investment strategy for the Fund is “to ensure that there is a range of approved investment products available, sufficient to enable diversification across a range of asset sectors”.</p> <p>To cater for differing return and risk tolerances and preferences, the Trustee provides a range of investment options across the risk/return spectrum. In developing, offering and reviewing these investment options, the Trustee:</p> <ul style="list-style-type: none"> • Takes into account the relevant legislative requirements. • Takes into account the characteristics of FSS and its members. • Considers that FSS members may have a range of possible risk tolerances and preferences • Considers the size, business mix and complexity of FSS. • Ensures the investment products offered allow members to achieve adequate diversification.

		<p>The Trustee, through its Investment Committee, regularly reviews the ongoing short, medium and long term performance of each investment option; the external investment rating grade applicable to each investment option; and the ongoing appropriateness of the risk and return targets and risk label applied to each investment category.</p> <p>Having reviewed the Fund's investment strategy and the related considerations and ongoing monitoring processes, the Trustee has determined that the Fund's investment strategy, including the level of investment risk and the return target, promotes the financial interests of beneficiaries, and is appropriate to those beneficiaries.</p>
SIS S52 (11)(c)	Whether the insurance strategy for the product is appropriate to those beneficiaries	<p>The Trustee's insurance strategy is to make available to members, on a voluntary opt in basis, a range of insurance options that are compliant with the SIS sole purpose test, common to superannuation funds in general, and which provide relevant and appropriate benefits. The insurance options available to members are death and terminal illness benefit; total and permanent disablement benefit; and salary continuance insurance.</p> <p>Having reviewed the Fund's insurance strategy, the Trustee has determined that it promotes the financial interests of beneficiaries, and is appropriate to those beneficiaries.</p>
SIS S52 (11)(d)	Whether any insurance fees charged in relation to the product inappropriately erode the retirement income of those beneficiaries	<p>As the Trustee's insurance strategy is to make available insurance cover on a voluntary, opt-in basis, there are no members who would be charged a premium for compulsory unwanted, unnecessary or inappropriate cover.</p> <p>Having reviewed the insurance fees payable by FSS members the Trustee has determined it is promoting the financial interests of beneficiaries, and that the retirement income of those beneficiaries is not being inappropriately eroded.</p>
SIS S52 (11)(e)	Any other relevant matters, including matters set out in the prudential standards	(see the following SPS 515 regulations)

SPS 515 23(a)	Whether, because of the scale of, and within, the Trustee's business operations, those beneficiaries are disadvantaged	<p>The Trustee has considered a range of areas that, due to the scale of its business operations and the Fund, may potentially disadvantage members. These considerations included investment opportunities, insurance opportunities, fees and costs, service provider bargaining power, staff attraction and retention, and potential risk pooling.</p> <p>Having reviewed the range of factors above, the Trustee has determined that beneficiaries are not disadvantaged by the scale of its business operations, and that it is promoting the financial interests of those beneficiaries.</p>
SPS 515 23(b)	Whether the operating costs of the Trustee's business operations are inappropriately affecting the financial interests of those beneficiaries	<p>The Trustee has compared the operating expense ratios of comparable choice products to that of the Fund. The analysis also shows that the operating expense ratio for the Fund has declined for the sixth consecutive year.</p> <p>Having reviewed this analysis, the Trustee has determined that it is promoting the financial interests of beneficiaries, and that the operating costs of the Trustee's business operations are not inappropriately affecting the financial interests of those beneficiaries.</p>
SPS 515 23(c)	Whether the basis for the setting of fees is appropriate for those beneficiaries	<p>The Trustee has entered into service agreements with a range of outsourced service providers, the fees for which are paid from the Fund. Prior to the finalisation of any service provider agreement, the terms of the agreement, and compliance with the requirements of superannuation prudential standard SPS 231 Outsourcing are subject to external independent review.</p> <p>Having reviewed the process for the setting of fees, the Trustee has determined that it is promoting the financial interests of beneficiaries, and that the basis for the setting of fees is appropriate for those beneficiaries.</p>