



The way to your future

2009 Annual Report

YEAR ENDED 31 DECEMBER 2009



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This 2009 Annual Report is issued by ANZ Staff Superannuation (Australia) Pty Limited ABN 92 006 680 664 AFSL 238268 RSEL L0000543, Trustee of the ANZ Australian Staff Superannuation Scheme ABN 83 810 127 567 RSE R1000863.

In this Annual Report, we refer to the ANZ Australian Staff Superannuation Scheme as either "the Scheme" or "the ANZ Staff Scheme". Any references to ANZ Staff Super are to the administrator of the Scheme, and references to other schemes or schemes in general appear in lower case. The information in this Annual Report is accurate to the best of our knowledge at the date of printing.

This Annual Report is not intended, and should not be construed, to constitute financial advice or take the place of a licensed financial adviser briefed on your individual circumstances. No person should act or not act solely on the information provided. This document doesn't take into account what you currently have or what you want and need for your financial future. It is important for you to consider these matters. Read your Product Disclosure Statement and consider consulting a licensed financial adviser before you make decisions in relation to your superannuation.

Formal legal documents ultimately govern the operation of the Scheme, including the Scheme's Trust Deed and Rules and relevant legislation. Should there be any discrepancies between the information in this Annual Report and the actual provisions in the Trust Deed and Rules, the Trust Deed and Rules will prevail. You may obtain a copy of the Trust Deed and Rules from ANZ Staff Super (see page 33 for contact details).

Published: April 2010



Chairman's message



Welcome to your 2009 ANZ Australian Staff Superannuation Scheme Annual Report. This report details the investment returns for the Scheme for 2009, and other important information about the Scheme and your super.

Following significant periods of volatility during 2008, investment markets continued to experience high levels of uncertainty during the first quarter of 2009. From March onwards, Australian Government efforts to stimulate the economy worked to strengthen local markets. Similar activities by governments around the globe led to upward movement for many – but not all – markets abroad.

As a result, the Scheme's investment options all produced positive returns for the 2009 calendar year. The Aggressive Growth and Balanced options' returns were 26.6% and 22.0% respectively. The Cautious and Cash options posted returns of 16.0% and 3.4%. This is good news for your super. Your Scheme account balance is likely to have recovered valuable ground after any losses experienced in 2008.

Despite the improvement in the investment environment, it's important to remember that:

- Markets operate in long-term cycles
- Past performance is not a reliable indicator of future performance; and
- Your super is a long-term investment, and your investment strategy for your retirement savings should reflect this.

If you are unsure about your investment strategy, you may wish to consider seeking advice – for example, from an ANZ Financial Planner. In September last year, the Trustee introduced a facility with certain accredited ANZ Financial Planners where eligible members can have the fee for Scheme-related financial advice deducted from their Scheme account. Members have shown positive interest in this initiative, which was introduced to make this resource more accessible.¹

During 2009, some proposed Government changes to superannuation became law. A major change was a reduction in the concessional contribution cap, which is the maximum amount of your before-tax super contributions that receive favourable tax treatment. Please be mindful that from 1 July 2009, any employer contributions made on your behalf or before-tax contributions you make will count towards the \$25,000 p.a. cap if you are under age 50, or the \$50,000 p.a. cap if you are over 50. It's important to monitor your contributions regularly. If you exceed the cap, you may pay significant additional tax. The non-concessional (after-tax) contribution cap remains unchanged.

¹ Please read the flyer about this arrangement before deciding if this is right for you. The flyer is available on the Scheme's website.



The Government also introduced a temporary reduction to its co-contribution scheme, from \$1.25 to \$1.00 for each \$1.00 of additional after-tax contributions you make to your super. To find out if you're eligible for the co-contribution, please visit the Scheme website at www.anzstaffsuper.com.

There may be further changes to super in 2010 resulting from Government reviews. We will keep you informed about any developments from the Henry and Cooper reviews, which focus on taxation and the industry's structure respectively.

The Trustee constantly seeks to maximise the efficiency of the Scheme's operations and services, and to ensure it meets members' changing needs. Mercer Australia was selected to provide administration and member services for the Scheme effective 1 January 2010. Mercer Australia now manages the Scheme's administration, enquiries and complaints, insurance claims, unit registry, reporting, information, communication, website, system maintenance, and various other facilities. ANZ Group Superannuation continues to oversee the provision of these services on behalf of the Trustee.

This change improves the Scheme's operating efficiency, and ensures that you get the best possible member services. Following this transition, you may have noticed some improvements to the Scheme website and other

functions. We encourage you to explore these services, and to make the most of the available resources.

Having an effective, diverse board of the Trustee is critical to the Scheme's success. In June 2009, the terms of two of the Trustee's member-representative directors expired, and an election was held to seek new representatives. Member-representative directors Jo McKinstry and Geoff King were re-elected to their positions on the Trustee Board. Jo McKinstry is Senior Manager, Assurance with Australia Operations and Geoff King is Senior Superannuation Relationship Manager with ING Australia.

In conclusion, four votes of thanks:

- ◆ To all the candidates who nominated for the election
- ◆ To all the members who voted
- ◆ To the capable staff of ANZ Group Superannuation; and
- ◆ To you for your continuing support of the Scheme.

The Trustee and our management look forward to continuing our partnership with you in 2010 and beyond.

Russell Rechner
Chairman



Scheme snapshot for 2009

Returns

Returns for all investment options for the year ended 31 December 2009 have been positive, reflecting improved performance in all major asset classes over 2009.

Option	1 year	3 year	5 year
Aggressive Growth	26.6%	-3.7% p.a.	4.4% p.a.
Balanced Growth	22.0%	-1.8% p.a.	4.3% p.a.
Cautious	16.0%	2.0% p.a.	4.9% p.a.
Cash	3.4%	5.3% p.a.	5.7% p.a.

ABP and TRAP returns

Account Based Pension (ABP) and Transition to Retirement Account Based Pension (TRAP) members, whose investment income is exempt from tax, had the following returns:

Option	1 year	3 year	5 year
Aggressive Growth	23.0%	-4.7% p.a.	n/a
Balanced Growth	18.7%	-2.1% p.a.	4.7% p.a.
Cautious	14.1%	2.2% p.a.	5.3% p.a.
Cash	3.5%	n/a	n/a

Note:

Average returns for the Aggressive Growth over 5 years and Cash option over 3 and 5 years are not available for the ABP Section because these options have only been used since November 2006 option and March 2007 respectively.

Membership in 2009

Employee members

2009 = 21,725 2008 = 22,072

ABP (including TRAP) members

2009 = 223 2008 = 188

RBA members

2009 = 8,000 2008 = 6,969

Pensioners

2009 = 247 2008 = 272

SCA members

2009 = 289 2008 = 280

- ◆ 19% growth in ABP and TRAP membership
- ◆ 15% growth in RBA membership
- ◆ 3% growth in SCA membership

Your Scheme

The range of features and benefits offered by the hundreds of super funds in the Australian market differ widely. If you're thinking of changing funds, you need to consider all of the features and benefits on offer in light of your own personal circumstances and investment needs.

Section A	<ul style="list-style-type: none">For full and part-time employees of ANZ and associated companies in Australia.Section A offers all the features you would expect of a modern, progressive superannuation scheme.
Section C	<ul style="list-style-type: none">For full and part-time employees of ANZ and associated companies in Australia who joined prior to 4 July 1997, unless they have elected to transfer to Section A.Closed to new entrants.
Retained Benefit Account (RBA) Section	<ul style="list-style-type: none">For members of Section A, Section C or the SCA Section who would like to continue their membership with the Scheme when they leave employment with ANZ or are no longer eligible to remain in the SCA Section.Eligible to be your chosen fund with your new employer so you can continue to have contributions paid to your account.
Spouse Contribution Account (SCA) Section	<ul style="list-style-type: none">For eligible spouses of members of the Scheme who are currently or were formerly ANZ employees.Eligible to be your chosen fund with your employer so you can continue to have contributions paid to your account.
Account Based Pension (ABP) Section (including TRAPs)	<p>The Scheme offers two retirement income options:</p> <ul style="list-style-type: none">Account Based Pensions for members who have reached their preservation age (currently age 55) and retired from the workforce. Account Based Pensions enable members who have retired to convert their lump sum superannuation benefits into a flexible and tax-effective income stream.Transition to Retirement Account Based Pensions (TRAPs), which give members who have reached their preservation age but are still employed an opportunity to take up to 10% of their superannuation each year as a tax-effective income stream as they approach retirement. This gives you flexibility as you move towards retirement to scale back your work hours without necessarily scaling down your income or, in combination with salary sacrifice contributions, to potentially increase your super savings while maintaining your after-tax income. <p>You can draw an income from a TRAP while continuing to work and contribute to your accumulation account in Section A, Section C, the RBA Section or the SCA Section.</p>

Feature	Section A	Section C	RBA	SCA	ABP	TRAP
Opportunity to make voluntary personal contributions to the account (and receive Government co-contributions, if eligible)	✓	✓	✓	✓	X ³	X ³
Able to accept contributions from other employers	✓	✓	✓	✓	X ³	X ³
Ability to rollover money from other funds	✓	✓	✓	✓	✓ ⁴	✓ ⁴
Investment choice – choose one or a combination of the Scheme’s investment options: Aggressive Growth, Balanced Growth, Cautious or Cash	✓	✓	✓	✓	✓	✓
No entry, exit, transfer, withdrawal, rollover, investment switching or contribution fees	✓	✓	✓	✓	✓	✓
Account management fee (0.7% p.a. of the amount invested, subject to a maximum of \$500,000 – no fees apply to the account balance in excess of \$500,000)	X	X	✓	✓	X	X
Account management fee (0.5% p.a. of the amount invested, subject to a maximum of \$500,000 – no fees apply to the account balance in excess of \$500,000)	X	X	X	X	✓	✓
Death cover	✓	✓	✓ ²	✓ ²	X	✓ ⁵
Total and Permanent Disablement (TPD) cover	✓	✓	X	X	X	✓ ⁵
Salary continuance cover	✓	✓	X	X	X	✓ ⁵
Weekly unit pricing	✓	✓	✓	✓	✓	✓
Access to an interactive website housing your account information in a secure section	✓	✓	✓	✓	✓	✓
A say in the running of the Scheme via Trustee elections	✓	✓	✓	✓	✓	✓
Monthly payments from account	X	X	X	X	✓	✓
Lump sum withdrawals from account after reaching preservation age	✓	✓	✓	✓	✓ ²	X
Ability to have fee for Scheme-related financial advice from an accredited ANZ financial adviser deducted from Scheme account	✓	✓	✓	✓	✓	✓

1. Investment management fees apply, ranging from 0.07% p.a. to 0.57% p.a. of account balance, depending on your investment option. These fees are deducted before unit prices are declared.

2. Conditions apply.

3. Alternative options may be available.

4. On commencement – alternative options may be available.

5. Insurance may be able to continue in Section A, Section C, SCA or RBA (if applicable).



Investment markets overview

The Australian economy proved to be very resilient in 2009, recording one of the strongest performances of any developed world economy. Interest rates were cut to a record low point of 3% by April, and only began rising towards the end of the year. The Reserve Bank raised rates in the last three months of the year as the economy demonstrated signs of returning to normal levels of growth.

The Australian dollar rebounded from a low of 63 cents against the US dollar to a high of approximately 92 cents, the second biggest move in its history.

The Australian share market as measured by the ASX 300 Accumulation Index bounced back strongly after a disappointing 2008, up 37.6% for the year to 31 December 2009. All the Scheme's Australian share managers exceeded their respective benchmarks in 2009.

The international economy reflected optimism as the so called "green shoots" of recovery played out across the US, Europe and the Japanese economy as these economies began to emerge from recession. The Chinese economy accelerated in the latter half of 2009 after slowing in the first part of the year, and provided a backstop for the Australian economy.

Global share markets also rebounded in 2009, with the Japanese share market the only market to decline over the year. Emerging markets showed the largest gains throughout the year. The gain in the Australian dollar against most currencies over 2009 resulted in weaker returns on unhedged international investments relative to hedged investments for Australian investors. The MSCI World ex-Australia Index in Australian dollars (unhedged) returned approx -0.3% whereas the return for the hedged international shares was 26.7%. For international shares the Scheme hedges 30% in the Aggressive Growth option, 50% in the Balanced Growth option and 70% in the Cautious option.

The Scheme's international share managers, bar one, also exceeded their respective benchmarks in 2009.

Property markets globally stabilised and saw some confidence return to valuations; however investors remained concerned about the level of debt attached to this sector.

Both AMP and Russell Investment Management marginally outperformed their respective benchmarks.

The Australian fixed interest market posted a weak, but positive result for 2009, and was outperformed by the international fixed interest market. Bond yields rose over the year in line with the expectations of a recovering Australian economy. The Scheme's domestic fixed interest manager BGI was 70% above its benchmark return.

International fixed interest markets outperformed the Australian fixed interest market. The Scheme's fixed interest manager Pimco had a stellar result, more than doubling its benchmark return.

The only detracting asset classes in 2009 were Global Infrastructure and Global Private Equity. The former is a partially drawn, relatively new investment and over time, it is expected to add value. Global Private Equity results reflected the lag in applying downgrades to valuations that applied to the public markets in 2008 and early 2009.

The Scheme's remaining alternative assets managers all exceeded their respective benchmarks.

Accordingly, the Scheme outperformed its market related benchmarks for the year and was one of the top quartile funds for 2009 as measured by Rainmaker Information Pty Ltd. The Scheme also outperformed the investment option benchmarks of CPI + 3.5% for Aggressive Growth, CPI + 3.0% for Balanced Growth and CPI + 2.0% for Cautious for 2009, but remains behind those benchmarks on a five and seven-year basis.



Your investment returns

Your account in the Scheme is invested in one (or more) of the four investment options available. These options are invested in both local and international investment markets in Growth or Defensive assets, or a mixture of both.

Unit prices

Your account in the Scheme is recorded as a unit holding in one or more of the Scheme's underlying investment options.

There are different types of units depending on the investment option(s) in which your account is invested. The unit price of a particular investment option is the value of its net assets divided by the number of units on issue. The "value of net assets" is the current market value of assets in an investment option, after deducting current liabilities such as accrued investment tax (where applicable) and investment related expenses.

Unit prices are set weekly or more frequently as determined by the Trustee. As asset values fluctuate, unit prices will go up and down. Over time, we would expect unit prices to increase because assets gain in value and investment income is reinvested. However, there will be times when the market value of assets declines causing unit prices to go down. The investment return for each investment option is calculated as the percentage change in unit prices for the year, to provide a measure of investment performance.

Unit prices are available on the Scheme's website under the 'Investments' menu– click on 'Unit Prices' and select the 'Super members' option if you are a Section A, C, RBA or SCA member or 'Pension members' option if you are an ABP or TRAP holder.

Measuring investment performance

With the exception of pensioner beneficiaries, the investment earnings for each member depend on the number, prices and types of investment units held, acquired or relinquished during the year.

The investment return for each investment option is calculated as the percentage change in unit prices for the year to provide a measure of investment performance. The investment returns for each option are set out on pages 10 to 13, together with details of the investment returns and distribution rates of previous years. Remember, past investment returns are not necessarily indicative of future performance.

Investment income earned in the Account Based Pension Section is exempt from tax. Therefore, the returns for each investment option will generally be slightly higher for the ABP and TRAP members than for other members of the Scheme. Where applicable, the investment returns and unit price information for the ABP Section and other sections are shown separately.

Investment returns

Aggressive Growth

Net investment return 26.6%

Sections A, C, RBA & SCA

Net investment return 23.0%

ABP Section

The return for the Aggressive Growth option reflected its heavy weighting in growth assets, which performed well as a result of a global turnaround in investment markets during 2009.

Unit prices – Sections A, C, RBA & SCA

Price at 31/12/2009	\$1.4100
Price at 31/12/2008	\$1.1141

Unit prices – ABP Section

Price at 31/12/2009	\$0.8911
Price at 31/12/2008	\$0.7242

Aggressive Growth option returns

Year ended 31 December ¹	Net return	ABP returns ²	CPI increase ³
2009	26.6%	23.0%	2.1%
2008	-34.5%	-34.2%	3.7%
2007	7.8%	6.8%	3.0%
2006	15.5%	3.0%*	3.3%
2005	20.3%	n/a	2.8%
2004	18.9%	n/a	2.6%
2003	8.5%	n/a	2.4%
5-year average	4.4% p.a.	n/a	3.0% p.a.
7-year average	7.0% p.a.	n/a	2.8% p.a.

* For the period from inception in November 2006 to December 2006.

Balanced Growth

Net investment return 22.0%
Sections A, C, RBA & SCA

Net investment return 18.7%
ABP Section

The asset mix for the Balanced Growth option includes an allocation in both defensive and growth assets. The option benefited from the positive performance of growth assets during 2009.

Unit prices – Sections A, C, RBA & SCA

Price at 31/12/2009	\$1.5161
Price at 31/12/2008	\$1.2424

Unit prices – ABP Section

Price at 31/12/2009	\$1.5858
Price at 31/12/2008	\$1.3363

Balanced Growth option returns

Year ended 31 December ¹	Net return	ABP returns	CPI increase ³
2009	22.0%	18.7%	2.1%
2008	-27.5%	-26.8%	3.7%
2007	7.2%	8.1%	3.0%
2006	13.2%	14.7%	3.3%
2005	14.9%	16.8%	2.8%
2004	14.8%	16.7%	2.6%
2003	7.7%	8.5%	2.4%
5-year average	4.3% p.a.	4.7% p.a.	3.0% p.a.
7-year average	6.2% p.a.	6.9% p.a.	2.8% p.a.

Cautious

Net investment return 16.0%

Sections A, C, RBA & SCA

Net investment return 14.1%

ABP Section

Returns for the Cautious option were positive, despite its heavy weighting in defensive assets.

Unit prices – Sections A, C, RBA & SCA

Price at 31/12/2009	\$1.5738
Price at 31/12/2008	\$1.3571

Unit prices – ABP Section

Price at 31/12/2009	\$1.6301
Price at 31/12/2008	\$1.4291

* For the period from April 2003 to December 2003.

Cautious option returns

Year ended 31 December ¹	Net return	ABP returns	CPI increase ³
2009	16.0%	14.1%	2.1%
2008	-13.6%	-11.9%	3.7%
2007	5.9%	6.1%	3.0%
2006	9.0%	9.7%	3.3%
2005	9.7%	10.7%	2.8%
2004	10.9%	12.1%	2.6%
2003	7.8%	5.3%	2.4%
5-year average	4.9% p.a.	5.3% p.a.	3.0% p.a.
7-year average	6.1% p.a.	6.3% p.a.	2.8% p.a.

Cash

Net investment return 3.4%

Sections A, C, RBA & SCA

Net investment return 3.5%

ABP Section

The Cash option had a positive return for the year, although it returned less than in previous years due to investment markets favouring growth assets during 2009 as markets recovered from the Global Financial Crisis.

Unit prices – Sections A, C, RBA & SCA

Price at 31/12/2009	\$1.4282
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Price at 31/12/2008	\$1.3807
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Unit prices – ABP Section

Price at 31/12/2009	\$1.1573
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Price at 31/12/2008	\$1.1180
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Cash option returns

Year ended 31 December ¹	Net return	ABP returns ²	CPI increase ³
2009	3.4%	3.5%	2.1%
2008	6.7%	7.0%	3.7%
2007	5.8%	4.5%*	3.0%
2006	7.1%	n/a	3.3%
2005	5.6%	n/a	2.8%
5-year average	5.7% p.a.	n/a	3.0% p.a.

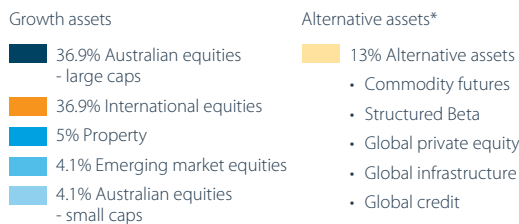
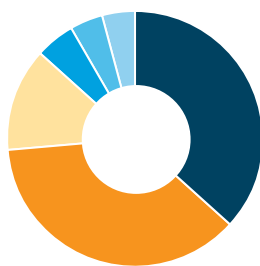
* For the period from inception in March 2007 to December 2007.

Notes

1. The 5-year and 7-year averages are for the periods 1 January 2005 to 31 December 2009 and 1 January 2003 to 31 December 2009 respectively.
2. The Account Based Pension (ABP) Section returns are generally higher because tax is not payable on the investment earnings of an account based pension. Returns – where applicable – are shown from 2003, when the section started.
3. The increase in the Consumer Price Index (CPI) is a measure of inflation.

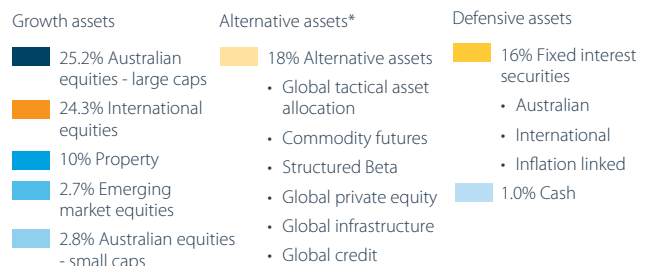
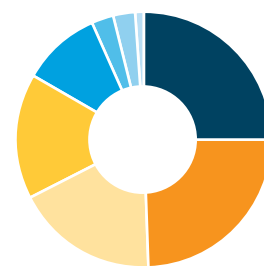
Investment objectives and strategies

	Aggressive Growth	Balanced Growth
Objectives	<p>The investment objectives of the Aggressive Growth option are to:</p> <ol style="list-style-type: none"> maximise returns over the long term whilst accepting a high degree of performance variability; exceed inflation (CPI increases), on average, by at least 3.5% p.a. over rolling five and seven year periods; and limit the likelihood of a negative annual return to one year in four. 	<p>The investment objectives of the Balanced Growth option are to:</p> <ol style="list-style-type: none"> maximise returns over the long term whilst accepting a moderate degree of performance variability; exceed inflation (CPI increases), on average, by at least 3% p.a. over rolling five and seven year periods; and limit the likelihood of negative annual return to one year in five.
Returns	This option has more growth assets than the Balanced Growth option and consequently has the potential to yield higher returns than the Balanced Growth option in the long term.	This option has the potential to achieve capital growth over the medium to long term. In the long term, these assets also have the potential to produce greater returns than the Cautious option.
Risks	The returns of the Aggressive Growth option are likely to be more volatile from year to year than the Balanced Growth option. Therefore if you are considering the Aggressive Growth option, you should be aware of the higher risks involved.	The returns of the Balanced Growth option are likely to be more volatile from year to year than the Cautious option. Therefore, if you are considering the Balanced Growth option you should be aware that there will be fluctuations in returns from year to year.
Asset mix	<p>The majority of assets in the Aggressive Growth option are invested in shares with small allocations to property and alternative investments. There is typically a split of 41% invested in international shares, 41% invested in Australian shares, 13% alternative assets and 5% property.</p> <p>The pie chart is indicative of the investment mix for this option. Actual percentages may vary from time to time.</p>	<p>Typically around 65% of the Balanced Growth option is invested in shares and property and around 18% is invested in alternative assets. The remainder is normally invested in diversified fixed interest securities and cash.</p> <p>The pie chart is indicative of the investment mix for this option. Actual percentages may vary from time to time.</p>



* The Trustee will actively review the structure of the alternative assets and will adjust the structure on a strategic basis. Accordingly from time to time, allocations to alternative assets will not be fully invested and the uninvested allocations will be held in one or more of the non-alternative asset classes.

The investment objective is to exceed inflation (CPI), on average, by at least 3.5% p.a. over the long term.



* The Trustee will actively review the structure of the alternative assets and will adjust the structure on a strategic basis. Accordingly from time to time, allocations to alternative assets will not be fully invested and the uninvested allocations will be held in one or more of the non-alternative asset classes.

The investment objective is to exceed inflation (CPI), on average, by at least 3% p.a. over the long term.

	Cautious	Cash
Objectives	<p>The investment objectives of the Cautious option are to:</p> <ol style="list-style-type: none"> achieve returns which exceed those available on cash investments over the long term whilst achieving reasonable stability in returns from year to year; exceed inflation (CPI increases), on average, by at least 2% p.a. over rolling five and seven year periods; and limit the likelihood of a negative annual return to one year in nine. 	<p>The investment objectives of the Cash option are to:</p> <ol style="list-style-type: none"> achieve money market rates of return; maintain capital stability over short time periods; and achieve a positive rate of return in all one-year periods.
Returns	<p>This option should provide lower returns than the Aggressive Growth and Balanced Growth options over the long term, but with reduced volatility of returns from year to year.</p>	<p>This option is a conservative investment option that only invests in short-term money market securities and fixed interest securities with short durations.</p> <p>It should provide lower returns than the other options over the long term and would not normally be selected as a long-term investment strategy for superannuation.</p>
Risks	<p>The Cautious option is designed to reduce the chance of experiencing a negative return in any one year and to protect the capital value of your investment over a 12-month period.</p>	<p>The Cash option is designed for investors who seek to remove market risk in the short term for a specific reason and are prepared to forgo expected capital growth or higher returns.</p>
Asset mix	<p>Typically around 60% of the Cautious option is invested in diversified fixed interest securities and cash, with the remainder in shares, property and alternative assets.</p> <p>The pie chart is indicative of the investment mix for this option. Actual percentages may vary from time to time.</p>	<p>All assets in this option are invested in short-term money market securities and fixed interest securities with short durations.</p> <p>The pie chart is indicative of the investment mix for this option. Actual percentages may vary from time to time.</p>
	<p>Growth assets</p> <ul style="list-style-type: none"> 12.5% Australian equities - large caps 12% International equities 10% Property <p>Alternative assets*</p> <ul style="list-style-type: none"> 5.5% Alternative assets <ul style="list-style-type: none"> Commodity futures Structured Beta Global private equity Global infrastructure Global credit <p>Defensive assets</p> <ul style="list-style-type: none"> 40% Fixed interest securities <ul style="list-style-type: none"> Australian International Inflation linked 20% Cash <p>* The Trustee will actively review the structure of the alternative assets and will adjust the structure on a strategic basis. Accordingly from time to time, allocations to alternative assets will not be fully invested and the uninvested allocations will be held in one or more of the non-alternative asset classes.</p> <p>The investment objective is to exceed inflation (CPI), on average, by at least 2% p.a. over the long term.</p>	<p>Defensive assets</p> <ul style="list-style-type: none"> 100% Cash* <p>* Including short term money market and fixed interest securities.</p> <p>The investment objective is to achieve money market rates of return.</p>

Investing the Scheme's assets

Asset allocation

Your assets may be structured quite differently from those illustrated, especially if you have chosen the Aggressive Growth, Cautious or Cash options.

	As at 31 December 2009		As at 31 December 2008	
	\$m	%	\$m	%
Australian shares	592.6	27.5%	394.1	22.6%
Australian shares – small caps	73.8	3.4%	34.0	2.0%
International shares*	690.6	32.0%	542.1	31.0%
Global tactical asset allocation	0.0	0.0%	47.1	2.7%
Commodity futures	29.0	1.3%	31.9	1.8%
Structured Beta	80.7	3.7%	71.5	4.1%
Global infrastructure	38.2	1.8%	38.3	2.2%
Australian property	111.4	5.2%	121.0	6.9%
International property	49.4	2.3%	37.4	2.1%
Australian fixed interest	95.7	4.4%	93.1	5.3%
International fixed interest	171.3	8.0%	162.9	9.3%
Global credit	37.1	1.8%	12.9	0.8%
Cash	185.0	8.6%	161.3	9.2%
Total	2,154.8	100.0%	1,747.6	100.0%

* Including International Private Equity

Use of derivatives

The Trustee does not directly invest in any derivatives (such as futures and options) other than the foreign exchange contracts used for hedging.

Investment managers may use derivatives in managing portfolios for the Trustee and in managing pooled investment vehicles in which the Trustee invests. Limits on the extent of derivative use are specified in the investment management agreements between the Trustee and the various investment managers.



Investment managers

The Scheme's assets held by each investment manager as at 31 December 2009 and 2008 are shown in the table below. Invested assets at the end of 2009 were \$2,155 million compared to \$1,748 million at the end of 2008.

	As at 31 December 2009		As at 31 December 2008	
	\$m	%	\$m	%
Australian Shares:				
Macquarie Investment Management Ltd – core manager	446.3	20.7%	310.6	17.8%
Kinetic Investment Partners – satellite manager	73.8	3.4%	34.0	2.0%
Orbis Investment Management (Australia) – satellite manager	79.3	3.7%	42.0	2.4%
Independent Asset Management – satellite manager	67.0	3.1%	41.5	2.4%
International Shares				
Blackrock Investment Management (formerly Barclays Global Investors) – core manager	424.3	19.7%	288.9	16.5%
Russell Investment Management Limited – satellite manager	57.7	2.7%	40.2	2.3%
Altrinsic Global Advisors – satellite manager	61.3	2.8%	56.6	3.2%
Trilogy Global Advisors – satellite manager	62.1	2.9%	46.4	2.7%
Australian Direct Property				
AMP Capital Investors	111.4	5.2%	121.0	6.9%
Global Listed Property				
Russell Investment Management Limited	49.4	2.3%	37.4	2.1%
Australian Fixed Income				
Blackrock Investment Management	95.7	4.4%	93.1	5.3%
International Fixed Income				
Pimco Australia	171.3	8.0%	162.9	9.3%
Global Tactical Asset Allocation				
Queensland Investment Corporation	–	0.0%	47.1	2.7%
Commodity Futures				
Blackrock Investment Management	29.0	1.3%	31.9	1.8%
Structured Beta				
Bell Asset Management Limited	80.7	3.7%	71.5	4.1%

	As at 31 December 2009		As at 31 December 2008	
	\$m	%	\$m	%
Private Equity				
Industry Funds Management	18.3	0.8%	26.9	1.5%
Morgan Stanley	21.2	1.0%	20.9	1.2%
Pantheon Ventures Limited	45.7	2.1%	62.2	3.6%
Global Infrastructure				
EQT	2.1	0.1%	0.4	0.0%
Morgan Stanley	12.0	0.6%	8.1	0.5%
Macquarie Specialised Asset Management	24.1	1.1%	29.8	1.7%
Global Credit				
Colonial First State	37.1	1.8%	12.9	0.8%
Cash				
ANZ (cash deposits)	185.0	8.6%	161.3	9.2%
Total	2,154.8	100%	1,747.6	100.0%

Hedging policy

A portion of the investments in the Aggressive Growth, Balanced Growth and Cautious options is invested in international assets such as shares, fixed interest and property securities. The exposure to currency risk in these options can be managed by hedging, i.e. locking in future exchange rates using derivatives.

For international shares, the Trustee's policy is to have a partial currency hedge. This provides some protection against decreases in the value of foreign currencies in which the shares are held, but also allows some of the benefits of increases in these foreign currency values to flow through to investment returns.

For international fixed interest and listed international property securities, the Trustee's policy is to have a full currency hedge so that investment returns relate solely to the performance of this asset class.

The Trustee's hedging policy is reviewed from time to time. Members will be advised of any future changes.

Fees and charges

Investment management fee³

Membership category	Account management fees ^{1,2}	Aggressive Growth option	Balanced Growth option	Cautious option	Cash option	Insured cover for death and disablement ⁴	Salary continuance insurance ⁴	Government taxes ⁵
Section A	No fees	0.57% or \$5.70 per \$1,000 invested	0.56% or \$5.60 per \$1,000 invested	0.27% or \$2.70 per \$1,000 invested	0.07% or \$0.70 per \$1,000 invested	Cost varies depending on your age and the level of cover	Cost varies depending on your age and monthly benefit	The Government's contribution and super surcharge taxes ⁶ are deducted from your account (if applicable) and paid to the Australian Taxation Office (ATO)
Section C	No fees					Cost for death cover varies depending on your age and the level of cover No TPD cover available	No cover available	
Retained Benefit Account (RBA)	0.70% p.a. of the amount invested					Cost for death cover varies depending on your age and the level of cover	No cover available	
Spouse Contribution Account (SCA)	0.70% p.a. of the amount invested					Cost for death cover varies depending on your age and the level of cover	No cover available	
Account Based Pension (ABP)	0.50% p.a. of the amount invested					No cover available	No cover available	
Transition to Retirement Account Based Pension (TRAP)	0.50% p.a. of the amount invested					No cover available	No cover available	

Notes

- Account management fees are only charged on the first \$500,000 of assets in any account in the RBA, SCA and ABP Sections.
- Calculated on a pro rata basis, deducted weekly by redeeming some of your units.
- The investment management fees shown were applicable for the year ended 31 December 2009.
- Cost of cover is deducted from your account.
- These taxes apply to all superannuation funds.
- Members charged superannuation surcharge tax receive notification from the ATO. Your annual benefit statement will show these deductions, if applicable.



Financial statements

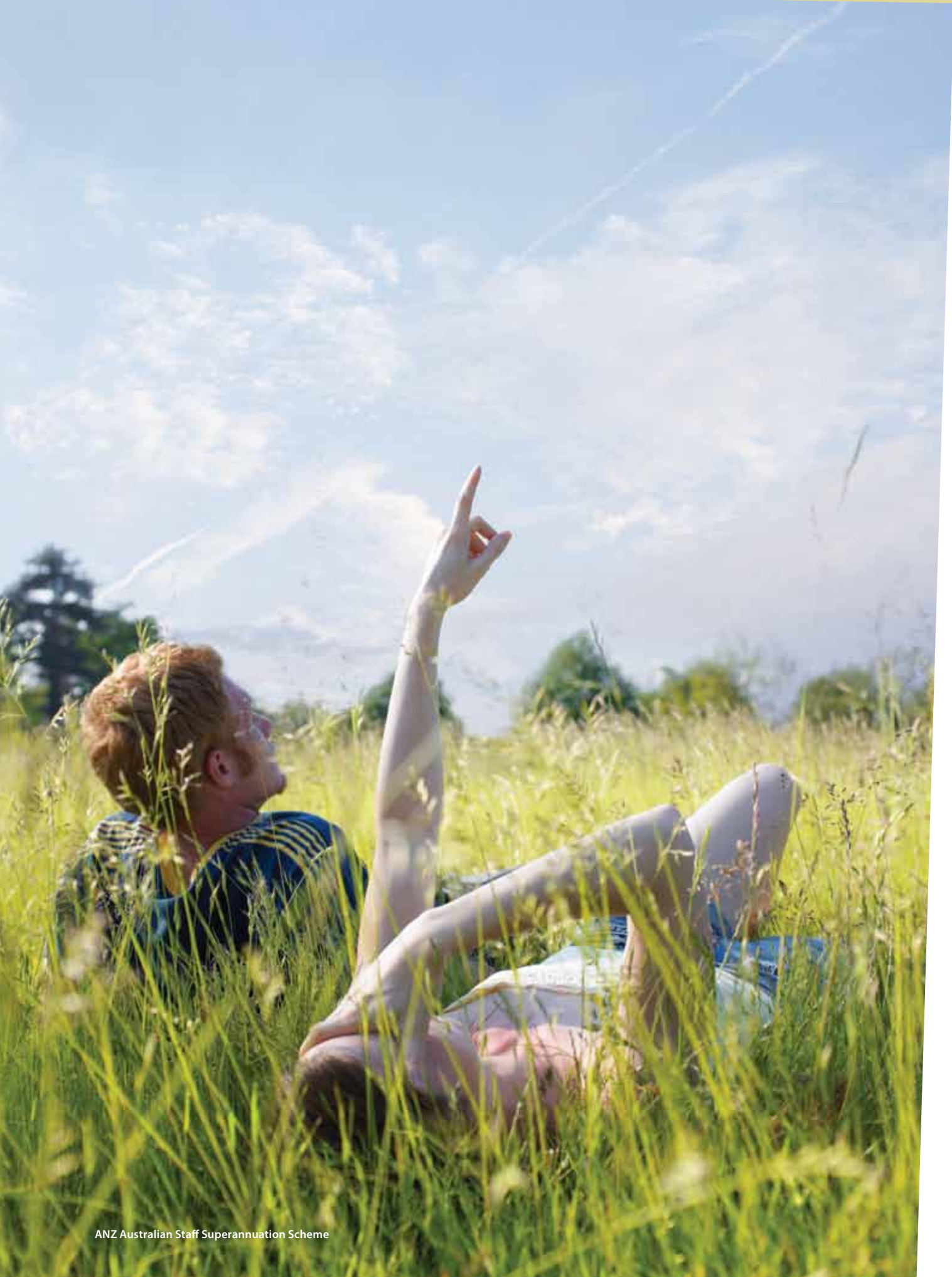
The following information is taken from the audited accounts for the year ended 31 December 2008 and 2009. Copies of the full audited accounts and the auditor's report are available to members on request from ANZ Staff Super. See page 33 for the Scheme's contact details.

Statement of financial position

Statement of financial position at 31 December	2009 \$000	2008 \$000
Assets		
Unlisted unit trusts	1,828,882	1,496,627
Listed Australian equities	140,802	75,417
Forward foreign exchange	–	14,254
Cash and cash equivalents	187,084	155,275
Receivables	1,454	7,605
Current tax benefit	–	11,461
Deferred tax asset	23,741	24,178
Total assets	2,181,963	1,784,817
Less liabilities		
Payables	2,915	3,027
Income tax payable	16,584	–
Forward foreign exchange	1,895	–
Total liabilities	21,394	3,027
Net assets available to pay benefits	2,160,569	1,781,790
Represented by liability for accrued benefits	2,160,569	1,781,790

Operating statement

Operating statement for the year ended 31 December	2009 \$000	2008 \$000
Net assets available to pay benefits at beginning of the period	1,781,790	2,267,516
<i>Plus</i>		
Net investment revenue	303,184	(612,467)
Contributions revenue		
Employer	191,174	187,527
Members	16,611	16,560
Transfer from other funds	30,949	37,691
Other	1,736	3,465
Total Revenue	543,654	367,224
<i>Less</i>		
Benefits paid or payable	116,692	127,390
Operating expenses	11,610	15,918
Income tax expense	36,573	(24,806)
Total benefits, expenses and tax	164,875	118,502
Net assets available to pay benefits at end of the period	2,160,569	1,781,790



Reserves and accounts

Five types of reserves or accounts are held within the Scheme for efficient financial management. They are:

1. The Scheme Operating Reserve (SOR). This is part of the financial management of the Scheme, and may be used in certain circumstances to address unit pricing issues or claims against the Scheme.
2. The Death and Disablement Reserve (DDR) which operates as a reserve to which premiums for death and Total and Permanent Disablement cover are paid and from which any excess of death and Total and Permanent Disablement benefits over members' account balances is paid.
3. The Employer Funding Reserve (EFR) is also part of the financial management of the Scheme.
4. The Unallocated Transfer Reserve (UTR) relates to monies transferred from other ANZ staff superannuation schemes which were not allocated to transferring members.
5. The Pension Section Account (PSA) relates to assets transferred from the ANZGROUP (Australia) Staff Pension Scheme to finance the benefits paid to pensioner beneficiaries.

Reserve balances at 31 December

Year	SOR \$m	DDR \$m	EFR \$m	UTR \$m	PSA \$m
2009	12.2	27.9	9.4	0	20.0
2008	10.0	24.6	7.5	0	20.7
2007	13.9	29.6	10.5	0	33.0
2006	13.1	25.6	9.7	0	35.2
2005	12.4	21.1	8.7	0*	35.4

* Following the actuarial review in 2005, the balance of the UTR was transferred to the PSA.

These reserves and accounts do not affect the pricing of units or the investment earnings on members' accounts.

Your Trustee

The Trustee for your Scheme is ANZ Staff Superannuation (Australia) Pty Limited, which is responsible for the operation and management of the Scheme.

The Board of the Trustee has eight Directors, four elected by members and four appointed by ANZ.

The Board has an excellent mix of skills and experience to oversee the operations and management of your Scheme and represent member interests.

Board meeting attendance for 2009

Trustee Director	Possible number of Board meetings*	Number of Board meetings attended**
Susie Babani	7	4
Sue Carter	7	6
Peter Davis	7	7
Geoffrey King	7	7
Jo McKinstry	7	5
Russell Rechner	7	7
Wayne Stevenson	7	7
Tracey Sturgeon	7	6

* Directors also attend committee meetings as required.

** Where a Director is unable to attend a Board meeting, his or her alternate Director usually attends the meeting.

Two new Member Representative Directors

During 2009, an election was held for two Member Representative Directors for the Trustee Board. Jo McKinstry and Geoff King were re-elected to the Board. Jo McKinstry is Senior Manager, Assurance with Australia Operations and Geoff King is Senior Superannuation Relationship Manager with ING Australia. They will each serve a four-year term as Member Representative Directors.

We thank all the candidates who nominated for the election and to all the members who voted. The next election for the Trustee Board will be held in 2011.

Corporate governance

The Trustee is committed to maintaining the highest standards of corporate governance practice and ethical conduct in undertaking its responsibilities to manage the Scheme on behalf of its members.

The Trustee uses the collective skills and experience of its Directors to efficiently and soundly manage and monitor the operations and performance of the Scheme. The Trustee has a Governance and Audit Committee to assist the Board in identifying and addressing issues to maintain a best practice corporate governance framework for the Scheme and to ensure compliance with the Scheme's Trust Deed and Rules and all relevant legislation.

Key governance issues considered by the Trustee include:

- corporate structures, processes, policies and conduct;
- prudential measures such as security, fraud prevention, insurance and business continuity;
- monitoring of service providers including investment managers;
- risk management;
- legislative and regulatory compliance; and
- communication with members and other stakeholders.

Group Superannuation's role

ANZ Group Superannuation is responsible for managing the Scheme's relationship with its service providers.

ANZ Group Superannuation also supports the Trustee by overseeing member communication and education, compliance and governance, investment services and statutory requirements.

Your Trustees at 31 December 2009

ANZ representative directors:



Russell Rechner
Former Director,
Major Projects,
ANZ Metrobanking



Susie Babani
Group Managing Director,
Human Resources



Wayne Stevenson
Chief Financial Officer,
Asia Pacific



Sue Carter
Consultant – Corporate
Governance and Board
Effectiveness

Member representative directors:



Tracey Sturgeon
Director, Lending Services



Geoffrey King
Senior Superannuation
Relationship Manager,
ING Australia



Jo McKinstry
Senior Manager,
Assurance



Peter Davis
Head of Insurance,
Financial Institutions
Group

Administration

Certain administration and member services have been outsourced to Mercer Australia. The Trustee also engages professional firms and consultants to provide expert advice.

Trust Deed Changes

There was only one change to the Trust Deed in 2009. The Deed was amended to implement a facility for eligible members where they can have fees for any Scheme-related superannuation advice debited from their account in the Scheme.

Indemnity insurance

The Trustee has indemnity insurance to cover the Scheme and Directors in case of a loss due to a claim against the Trustee. The insurance is designed to cover a financial loss incurred as a result of an honest mistake that may occur in operating the Scheme.

It does not cover the Directors for fines or penalties that may be imposed by law, or for claims resulting from intentional or reckless neglect or dishonest conduct.

Other information

Inquiries

You can call ANZ Staff Super with any inquiry about your account or the Scheme on **1800 000 086**. You can also access your account information via the Scheme's website at **www.anzstaffsuper.com**.

Most member inquiries can be easily answered by ANZ Staff Super service representatives over the phone. In some cases, you may be asked to put your inquiry in writing and provide contact details for a reply. Inquiries will generally be answered within a few days.

As a Scheme member, you can access:

- Product Disclosure Statements (PDSs);
- the Scheme's Trust Deed and Rules;
- full copies of the Scheme's audited accounts and the auditor's report;
- extracts from the most recent actuary's report;
- copies of annual returns lodged, and compliance notices from APRA and ASIC;
- rules for the appointment and removal of member representative Directors;
- the Privacy Policy Statement;
- the Statement of Investment Objectives and Policy;
- the Risk Management Plan; and
- copies of recent annual reports, newsletters and brochures.

Complaints

If you have an issue or concern regarding the Scheme, you can outline your concerns in writing to the Trustee and the matter will be investigated in accordance with the Scheme's inquiries and complaints handling procedure.

ANZ Staff Super
GPO Box 4303
Melbourne VIC 3001

The Trustee will advise you in writing of its decision.

If your complaint is not resolved to your satisfaction by the Scheme's internal procedures within 90 days, you can contact the Superannuation Complaints Tribunal (SCT) an independent body set up by the Federal Government to resolve certain types of complaints against superannuation fund trustees.

When the SCT accepts a complaint it will try to resolve the matter through inquiry and conciliation. If this is unsuccessful, the complaint is formally referred to the SCT for a determination that is binding.

You can contact the SCT by phoning 1300 780 808 for the cost of a local call, or email info@sct.gov.au or by visiting its website at **www.sct.gov.au**.

The Scheme's Eligible Rollover Fund

When your membership of Section A, Section C or the SCA Section ceases, you will need to decide what to do with your benefit.

If your benefit is less than \$7,500 and you do not provide payment instructions within 30 days, your benefit will automatically be transferred to the Scheme's Eligible Rollover Fund (ERF) selected by the Trustee.

AMP Eligible Rollover Fund
Locked Bag 5400
Parramatta NSW 1741
Phone: 1300 653 456

You will no longer be a member of the Scheme if your benefits are transferred to the ERF. Any insurance cover you may have had with the Scheme will also cease. The ERF does not offer insurance in the event of death or disablement.

You will need to contact the ERF directly to access your benefits.

If your benefit is transferred to the ERF, the Scheme will provide it with your current contact details so the ERF can send you its current Product Disclosure Statement outlining the operational details of the ERF.

If your benefit is \$7,500 or more it will be transferred to the RBA.

The Scheme's service providers

The Trust Deed permits the Trustee to appoint independent specialists to assist with the management and operation of the Scheme. The Trustee has appointed the following professional firms to provide services to the Scheme:

Member Services	Mercer Australia
Actuary	Russell Employee Benefits
Investment Adviser	Towers Watson
Legal Adviser	Freehills
Master Custodian	ANZ Custodian Services
Eligible Rollover Fund	AMP Eligible Rollover Fund



Contact details



Write to

GPO Box 4303
Melbourne VIC 3001
Or email anzstaffsuper@superfacts.com



Phone

1800 000 086
or +61 3 8687 1829 from overseas

Fax

03 9245 5827



Website

www.anzstaffsuper.com

Superannuation Complaints Tribunal

1300 780 808

Australian Tax Office

Superannuation Help Line 13 10 20

