

**The Department of
Treasury and Finance**

Retirement Benefits Fund (RBF) Integration Agreement 2016

between the

Minister administering the *State Service Act 2000*

and the

Community and Public Sector Union (State Public Services Federation Tasmania) Inc



I. TITLE

This Agreement shall be known as the **Department of Treasury and Finance Retirement Benefits Fund (RBF) Integration Agreement 2016**.

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3. SCOPE

This Agreement is to apply to employees in the Department of Treasury and Finance who were formerly employees of the Retirement Benefits Fund and who applied to join the Department of Treasury and Finance through an approved closed merit selection application process run in late 2016 and were permanently appointed to the Tasmanian State Service.

4. RELATIONSHIP TO THE RELEVANT AWARD AND AGREEMENT

This Agreement is to be read and applied in conjunction with the *Tasmanian State Service Award* and the *Public Sector Unions Wages Agreement* however described and as amended from time to time and where there is any inconsistency, the provisions of this Agreement are to prevail.

5. DATE AND PERIOD OF OPERATION

The Agreement will be for a period commencing from the first full pay period on or after the date of registration and will remain in force until five (5) years from the effective date of this Agreement.





6. DEFINITIONS

Closed Merit Selection Process means the process of selecting RBF employees on merit for roles in the Office of the Superannuation Commission that are only available to current RBF employees.

Personal Guaranteed Salary means a former RBF employee's base annual salary for his or her substantive role at RBF as specified in Appendix A.

7. PERSONAL GUARANTEED SALARY

The employees specifically named in Appendix A are to have personal guaranteed salaries (equivalent to the base annual salary of the substantive role held at RBF) maintained on appointment to the Tasmanian State Service as set out in their letter of appointment.

This means that while the employees remain in the State Service they will be paid their personal guaranteed annual salary (or equivalent pro-rata) for all purposes except or until the salary for the classification of the duties to which they have been assigned exceeds their personal guaranteed salary, or they are promoted to a higher paying classification assignment on a permanent basis.

8. SALARY INCREASES

Personal guaranteed salaries will be increased at the same time and rate as the applicable salary for the Tasmanian State Service Award classification against which they have been appointed which includes increases that arise from the Public Sector Unions Wages Agreement however described as amended from time to time.

9. TRANSFER OF ACCRUED RECREATION LEAVE BALANCES

All employees covered by the Scope of this Agreement, including those not specified in Appendix A, are to have their Recreation Leave balance accrued with the RBF to and including 31 March 2017 transferred and credited on appointment with the State Service.

10. REVIEW OF AGREEMENT

The parties are to review the operation of this Agreement six (6) months before the nominal expiry date. It is the intention of the parties that the entitlement to a personal guaranteed salary for employees covered by the Agreement will continue beyond the nominal expiry date of this Agreement.

11. DISPUTE RESOLUTION

The Grievance and Dispute Settling procedure of the Tasmanian State Service Award outlines the process for addressing any issues that may arise from the implementation of this Agreement.

12. NO EXTRA CLAIMS

The parties to this Agreement undertake that for the life of this Agreement, they will not initiate any additional claims regarding the terms and conditions that are the subject of this Agreement.



13. SIGNATURES TO THE AGREEMENT

This Agreement is made in Hobart on this 30th day of MARCH 2017

SIGNED FOR AND ON BEHALF OF

Minister administering the State Service Act 2000

Lauree Lewis

SIGNED FOR AND ON BEHALF OF

Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Tom Lynch

Tom Lynch
General Secretary

**14. APPENDIX A – LIST OF EMPLOYEES COVERED BY CLAUSES 7
AND 8 OF THIS AGREEMENT**

Employee Name	Personal Guaranteed Full-Time Annual Salary*
	\$167 752.58
	\$122 185.00
	\$103 053.90
	\$101 621.58
	\$163 656.32
	\$89 696.48
	\$71 517.30
	\$100 929.20
	\$100 197.84
	\$97 949.50

*Employer superannuation is in addition to the above personal guaranteed annual salary.