

T15048 OF 2023



The Department of Treasury and Finance

Retirement Benefits Fund (RBF) Integration Agreement 2023

Between the

Minister administering the *State Service Act 2000*

and the

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



1. TITLE

This Agreement shall be known as the Department of Treasury and Finance Retirement Benefits Fund (RBF) Integration Agreement 2023.

2. ARRANGEMENT

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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

5.1 This Agreement cancels and replaces The Department of Treasury and Finance – RBF Integration Agreement 2016 which was registered on 3 April 2017.

5.2 The Agreement will be for a period commencing from 3 April 2023 and remain in force for a period of five (5) years.



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 as outlined in Appendix A which includes increases that arise from the Public Sector Unions Wages Agreement however described as amended from time to time.

9. 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.

10. 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.

11. NO EXTRA CLAIMS

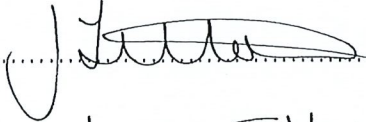
The parties to this Agreement undertake that for the life of this Agreement, they will not initiate any additional claims regarding the terms and conditions that are the subject of this Agreement.



12. SIGNATURES TO THE AGREEMENT

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

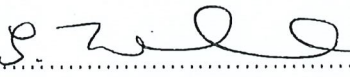
Signed:.....

Name: Jane Fitton

Date: 4.7.23

SIGNED FOR AND ON BEHALF OF

The Community and Public Sector Union (State Public Services Federation Tasmanian) Inc

Signed:.....

Name: Thirza White

Date: 4.7.23



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

Employee Name	Personal Guaranteed Full-Time Annual Salary as at 3 April 2023*
	\$ 195,195
	\$142,453
	\$120,310
	\$190,453
	\$104,851
	\$83,810
	\$117,852
	\$117,006

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

