



Redundancy Process RBF Tasmanian Accumulation Scheme

For members of RBF's Tasmanian Accumulation Scheme

IMPORTANT NOTE: This information is only for members of RBF's Tasmanian Accumulation Scheme (TAS). If you are not a TAS member, this information does not relate to you. Please contact RBF and request information appropriate for your membership.

When considering a significant life-changing event such as redundancy, it is essential that you receive the best possible information and advice.

RBF are the experts on the Tasmanian Accumulation Scheme and no one knows your superannuation options and entitlements better. After all, we have been providing financial peace of mind to Tasmanian State Government employees for over 100 years.

As a valued member of RBF, we will continue to assist you through this period and into the future by providing timely, accurate and helpful information and advice about your superannuation options and entitlements.

If you are seeking written personal advice in relation to your overall financial situation, ask RBF for a referral to see a financial planner. RBF-TAS Planning are experts at providing financial advice for RBF members. RBF-TAS Planning Pty Ltd (ABN 17 094 816 412, AFS Licence No 239171) is a wholly owned subsidiary of RBF and operates as a separate legal entity.

Contents:	Page
What happens when you are offered a redundancy?	2
Members age 55 and over	2
How can RBF continue to serve you?	3
Important information for long-term members	3
What happens when you submit your expression of interest?.....	4
Redundancy process	4
Glossary	5

A Glossary is included to explain some of the terminology used in this document.

What happens if you accept a redundancy?

A member of RBF's Tasmanian Accumulation Scheme may have 2 separate accounts for the following purposes:

RBF-TAS SG Account	Receives employer Superannuation Guarantee contributions equal to 9% of your gross salary
RBF Investment Account	Receives personal contributions, Salary Sacrifice and Super Co-contribution payments.

If you accept a redundancy from your employer, your RBF-TAS SG Account balance will be transferred into your RBF Investment Account. If you have other accounts with RBF, they are not affected by the redundancy.

If you have been continuously employed in the Tasmanian public sector since before 1 July 1994, you may be entitled to a portion of your RBF-TAS SG Account balance as a cash lump sum. This component relates to the *Retiring and Death Allowances Act 1925* and is only available to employees with continuous membership since before 1 July 1994. This portion would be accessible to you as cash and may be subject to taxation.

Your RBF superannuation entitlement is preserved under Commonwealth legislation until you reach your preservation age and retire from the workforce.

Members age 55 and over

Because you have reached your preservation age, if you choose to retire you can access your benefit as a lump sum or purchase an RBF Allocated Pension. Withdrawals and pension payments will be subject to taxation while you are under aged 60.

If you do not intend to retire at this time, Transition to Retirement conditions will apply if you commence an RBF Allocated Pension. You will need to check your personal information from RBF in relation to any Unrestricted Non-Preserved amount accessible as cash. The remaining balance of your RBF Investment Account must remain in superannuation as a Preserved component.

How can RBF continue to serve you?

You may continue to make personal contributions to the RBF Investment Account after you leave the Tasmanian public sector. At this time RBF is unable to accept Superannuation Guarantee payments directly from non-government employers. However, you may roll superannuation money into your RBF Investment Account from another fund at any time.

Even after your redundancy you may remain a member of RBF and continue to enjoy watching your superannuation grow.

Many members value their RBF membership and will continue to accrue superannuation externally but regularly consolidate their other super account balance into their RBF account. Using this method, they retain their valuable RBF membership and preserve their entitlement to RBF's range of products, both now and at retirement.

RBF also provides flexible products and services upon retirement, including:

- RBF Allocated Pensions
- Financial planning advice through RBF-TAS Planning Pty Ltd
- Access to personal interviews
- Access to comprehensive information on the RBF web site at www.rbf.com.au.

Important information for long-term members

If you were a member of RBF prior to 15 May 1999 maintaining funds in your RBF Investment Account between now and retirement ensures that you retain the option to purchase an RBF Life Pension when you retire. An RBF Life Pension offers a secure income for the rest of your life and can include a reversionary component for your surviving partner after your death.

What happens when your employer submits an expression of interest?

Expression of interest from your employer

If you are considering a redundancy, the first step is to speak with your employer. Once you confirm your expression of interest with your employer, they will forward your name to RBF.

RBF provides information to assist you

Once RBF has received notification from your employer along with the details of the possible redundancy, we will send you an account statement and a kit with general information about your options and entitlements.

This kit will include information about Member Investment Choice. If you have not previously provided instructions about your investment preferences for future contributions, your funds will be transferred to the default investment option, RBF Actively Managed. Your investment choice is important. Carefully read the information provided and contact RBF if you want to know more.

RBF respects your privacy so we will not send your account balance information to your employer unless you have requested in writing for us to do so.

Advice of Employee Termination from your employer

If you accept an offer of redundancy, your employer will provide RBF with an *Advice of Employee Termination* indicating redundancy as your reason for termination.

RBF processes your redundancy

Once RBF has received the *Advice of Employee Termination* from your employer we will process the transfer of funds from your RBF-TAS SG Account into the RBF Investment Account and confirm in writing when this has been completed.

Redundancy process

1. When RBF receives official notification of your redundancy we will send you a letter acknowledging receipt of the *Advice of Termination* from your employer.
2. RBF will process the transfer of your RBF-TAS SG Account to your RBF Investment Account after we have received all superannuation payments from your employer.
3. Once the transfer has been processed, we will write to you confirming taxation and preservation components of your final benefit. The letter will also confirm payments to the RBF Investment Account. For those members who have access to part of their benefit and wish to make a withdrawal, you will need to complete an *RBF Investment Account Withdrawal Form*. This form is available on the RBF website or on request by contacting RBF directly on 1800 622 631.

IMPORTANT: You should not commit to any financial arrangement without first checking with RBF as to when payment will be made.

Glossary

This glossary gives a brief explanation of technical terms found in this document. The explanations are summaries only and more information is available on the RBF website or by contacting RBF directly by phoning 1800 622 631.

Preservation age: the legislated age at which you can access superannuation benefits, provided you have retired from the workforce or commenced Transition to Retirement.

Your preservation age depends on your date of birth and is determined as follows:

Date of birth	Preservation age
Before 1/7/60	55
1/7/60 - 30/6/61	56
1/7/61 – 30/6/62	57
1/7/62 – 30/6/63	58
1/7/63 – 30/6/64	59
After 30/6/64	60

Preservation Components:

Preserved Amount: This is the part of your benefit that cannot be accessed until you have reached your preservation age and retired. The preserved amount may also be accessed in the case of death, permanent incapacity, severe financial hardship or on compassionate grounds.

Unrestricted Non-Preserved (UNP) Amount: This is accessible as cash at any age and may be subject to taxation.

RBF Allocated Pension: is a flexible account based income stream. The minimum pension paid to a member each year is determined by dividing their account balance by an age-based factor prescribed by the Federal government.

RBF Investment Account: is a superannuation accumulation account where you can continue to save for your retirement. You can choose from a range of Member Investment Choice options to suit your own risk profile.

RBF Life Pension: is a fortnightly pension paid directly into your bank account for the rest of your life. An RBF Life Pension is only available to TAS members with continuous membership since 15 May 1999.

Transition to Retirement (TTR): allows members who have reached their preservation age to use their superannuation to commence an income stream while still working. Annual minimum and maximum amounts are prescribed by the Federal government. Members benefit by being able to move to retirement more slowly. Some members prefer to ease into retirement by simply working less hours as they are not yet ready to retire full time. For some members the incentive is financial as TTR will allow them to continue to earn while accessing their super.

For further information

Phone us on: 03 6233 3672 or 1800 622 631
Email us at: super@rbf.com.au
Visit us at: 39 Sandy Bay Road, Hobart
Level 1, 87 George Street, Launceston

Personal interviews are available in Hobart, Launceston, Burnie and Devonport by appointment only.
To arrange an interview, telephone 1800 622 631

Disclaimer

Every care has been taken with the information provided in this document. However, the Retirement Benefits Fund Board reserves the right to correct any errors or omissions. If there is a discrepancy between the information contained in this document and the Tasmanian Accumulation Scheme Trust Deed or the governing legislation, the Trust Deed and the legislation will be the final authority. The information contained in this document is not intended as investment advice and the Retirement Benefits Fund Board recommends that readers seek professional advice before making any investment decision.