



State Fire Commission Superannuation Scheme Your benefits explained

The State Fire Commission Superannuation Scheme is a defined benefit scheme. Your defined benefit is calculated using a formula which depending upon your reason for ceasing membership considers your:

- ▶ age;
- ▶ salary;
- ▶ scheme join date;
- ▶ accrued retirement multiple; and
- ▶ the balance of your defined benefit account(s).

You can find this important information in the 'Personal detail' and 'Your benefits explained' sections of your Member Benefit Statement each year.

Withdrawal benefit (resignation before age 55)

If you resign from the Tasmania Fire Service before reaching age 55, your lump sum resignation benefit will be calculated as follows:

Members who joined prior to 1 July 1990	Members who joined on or after 1 July 1990
<p>The greater of:</p> <p>1 Formula 1:</p> <ul style="list-style-type: none"> ▶ your member basic (1) contribution account¹; plus ▶ your member basic (1) contribution account¹ multiplied by 20% for each year and complete months of service to 1 July 2005 (calculated in years and complete months where periods of leave without pay may be excluded); <p>Or</p> <p>2 Formula 2:</p> <ul style="list-style-type: none"> ▶ two times your member basic (2) contribution account²; <p>Or</p> <p>3 Formula 3:</p> <ul style="list-style-type: none"> ▶ your minimum requisite benefit³ 	<p>The greater of:</p> <p>1 Formula 1:</p> <ul style="list-style-type: none"> ▶ your member basic (2) contribution account²; plus ▶ your member basic (2) contribution account² multiplied by your vesting factor; <p>Or</p> <p>2 Formula 2:</p> <ul style="list-style-type: none"> ▶ your minimum requisite benefit³

¹ Member basic (1) contribution account is the accumulation of your compulsory member contributions without earnings.

² Member basic (2) contribution account is the accumulation of your compulsory member contributions together with earnings calculated using the defined benefit earning rate.

³ See page 2 for more information on the minimum requisite benefit.

Your resignation benefit can be transferred to a complying superannuation fund of your choice, where the employer and fund component of your resignation benefit attributable to service after 1 July 1999 will be classified as preserved and the remainder (if any) will be classified as unrestricted non-preserved. You may also invest all or part of your benefit in your choice of complying super fund; or cash all or part of the unrestricted non-preserved component of your benefit; or

- ▶ cash all or part of the unrestricted non-preserved component of your benefit; or
- ▶ do a combination of both.

Your preserved benefit will remain preserved until you have attained your preservation age and retire from the workforce or you have satisfied another condition of release for the preserved benefits.

Your preservation age is determined by your date of birth:

Date of birth	Preservation age
Before 1 July 1960	55
1 July 1960 to 30 June 1961	56
1 July 1961 to 30 June 1962	57
1 July 1962 to 30 June 1963	58
1 July 1963 to 30 June 1964	59
After 30 June 1964	60

Retirement benefit (retirement between age 55 and 65)

If you retire from your employment with the Tasmanian Fire Service on or after age 55 but before your 65th birthday, you will be entitled to the payment of a retirement benefit calculated as follows:

The greater of:

Formula 1:

Your Final Annual Salary multiplied by your accrued retirement multiple;

Where:

Your accrued retirement multiple is the sum of:

- 1 15% for each year of membership⁴ before 1 July 1990; and
- 2 20% for each year of membership⁴ between 1 July 1990 and 30 June 2005; and
- 3 16% for each year of membership⁴ from 1 July 2005.

⁴ Membership is calculated in years and complete months (periods of leave without pay may be excluded).

Or

Formula 2:

Your withdrawal benefit (resignation before age 55) (see calculation on page 1).

Or

Formula 3:

Your minimum requisite benefit.

Your retirement benefit will be transferred to a complying superannuation fund of your choice. You can access your unrestricted non-preserved benefit at any time. You can access your preserved benefit:

- a if you have reached your preservation age but you are under age 60, and you have permanently retired from the workforce; or
- b if you have attained the age of 60 and have ceased your employment arrangement with your current employer; or
- c at any time in the case of death, terminal illness, permanent incapacity, severe financial hardship or on compassionate grounds.

If you satisfy the condition of release, you can access your entire benefit by:

- a investing all or part of your benefit in your choice of complying super fund; or
- b cashing all or part of your benefit; or
- c doing any combination of the above.

If you do not satisfy the condition of release, the employer and fund component of your benefit that is attributable to service after 1 July 1999 will be classified as preserved and any residual amount will be classified as unrestricted non-preserved. You may:

- a invest all or part of your benefit in your choice of complying super fund;
- b cash all or part of the unrestricted non preserved component of your benefit; or
- c do any combination of the above.

Late retirement benefit (retirement after age 65)

If you are still working for the Tasmanian Fire Service after your 65th birthday, your retirement benefit will be calculated in accordance with the scheme rules using the formula prescribed for late retirement benefit.

Your late retirement lump sum benefit will be:

- a your retirement benefit as at 65; plus
- b any contributions made to the State Fire Commission Superannuation Scheme by you or the State Fire Commission after your 65th birthday; plus
- c interest on the amounts referred to in a and b above.

Minimum requisite benefit

Your minimum requisite benefit represents the accumulation of notional Superannuation Guarantee contributions and compulsory member contributions plus earnings calculated using the Defined Benefit Earning Rate and allowing for the effect of administrative charges, insurance costs and tax. Your minimum requisite benefit is designed to ensure your final defined benefit is compliant with the requirements of the Commonwealth's *Superannuation Guarantee (Administration) Act 1992* and the Superannuation Industry Supervision Regulations 1994. Your minimum requisite benefit is equal to the accumulation with interest of:

- 1 your minimum requisite benefit as at 30 June 2013⁵,
- 2 plus for the period of service after 1 July 2013 to the date of benefit calculation:
 - a your salary multiplied by the relevant Superannuation Guarantee rate for each respective quarter; plus
 - b your defined benefit contributions;
- 3 less taxes (contributions tax);
- 4 less expenses (family law fees); and
- 5 less any payments.

⁵ You can obtain information about your minimum requisite benefit from your Member Benefit Statement available on the MemberAccess website at www.rbf.com.au

Death and Incapacity cover

You are automatically provided with Death, Permanent Incapacity and Temporary Incapacity cover to age 65 whilst you are a member of the State Fire Commission Superannuation Scheme and an employee of the Tasmanian Fire Service.

When does cover stop?

Your cover will stop on the earliest of the following:

- a you reach age 65; or
- b you cease employment with the Tasmanian Fire Service and membership of the State Fire Commission Superannuation Scheme; or
- c you retire from your employment with the Tasmanian Fire Service due to a Terminal Illness or Permanent Incapacity; or
- d your death.

Warning

You should not cease employment with the Tasmanian Fire Service until you know and accept the outcome of your claim for the payment of Terminal Illness, Permanent Incapacity or Temporary Incapacity benefits. If you cease employment before you know the outcome of your claim you will not be eligible for a payment of these benefit types.

You can obtain more information on your insurance cover by calling the RBF Enquiry Line on **1800 622 631**.

Temporary Incapacity cover

Temporary Incapacity means you have been determined by the Superannuation Commission to be Totally Disabled or Partially Disabled.

Your Temporary Incapacity benefit is an annual pension (paid monthly) equal to 75% of your Current Annual Salary.

Your Temporary Incapacity payments commence the day after the expiry of the 90 day waiting period.

- ▶ The waiting period is the continuous period of 90 days during which you must be disabled before a temporary incapacity benefit commences to accrue. Throughout the waiting period you must have been unable to work in your own occupation at full capacity because you are suffering from a sickness or injury that causes you to be totally or partially disabled but not totally and permanently incapacitated.
- ▶ The waiting period starts on the date a medical practitioner examines you and certifies that you are totally (but not permanently) disabled.
- ▶ You must be totally (but not permanently) disabled for at least 14 out of the first 19 days of the waiting period to qualify for payment of the temporary incapacity benefit.

- ▶ If you return to work at full capacity during the waiting period, the waiting period starts again unless the return to work happens once and is for no more than 5 consecutive days.
- ▶ You must be under the regular care of, and following the advice of, a medical practitioner for the duration of both the waiting period and the benefit payment period.

You are totally disabled if because of sickness or injury you are unable to perform at least one income producing duty of your own occupation (a duty that generates more than 20% of your income) and you must not be working in any other occupation whether or not for reward.

You are partially disabled if you have been totally disabled for a minimum of 14 consecutive days and you are unable to work in your own occupation at full capacity immediately after you became totally disabled because of the sickness or injury that caused your total disability and your monthly income must be less than your pre-disability income.

The Temporary Incapacity benefit is payable for a maximum period of two years. Payments continue until the first occurrence of any of the following events:

- ▶ you recover
- ▶ you return to work
- ▶ you cease employment with the State Fire Service
- ▶ you reach the end of the two year period
- ▶ you reach age 65
- ▶ you are assessed as being totally and permanently disabled
- ▶ you are assessed as suffering from a terminal illness; or
- ▶ you die.

The Temporary Incapacity benefit may be reduced by other income received from your employer, workers compensation or Centrelink benefits or from another insurance policy for disability, sickness or accident benefits.

Totally Disabled

You are Totally Disabled if the Superannuation Commission is satisfied at the conclusion of the waiting period that because of illness or injury, you ceased to be gainfully employed and are:

- a unable to perform at least one income producing duty of your occupation;
- b under the regular care of, and following the advice of, a medical practitioner; and
- c not working in any occupation, whether or not for reward.

Gainfully employed means employed or self-employed for gain or reward in any business, trade, profession or vocation, calling, occupation or employment including where you have ceased temporarily to receive any gain or reward under a continuing arrangement for you to be gainfully employed.

Partially Disabled

You are Partially Disabled if the Superannuation Commission is satisfied at the conclusion of the waiting period that you are not totally disabled but, because of illness or injury:

- a** you have been Totally Disabled for at least 14 days;
- b** you were unable to work in your own occupation at full capacity immediately after you became Totally Disabled because of the illness or injury that caused your total disability;
- c** you are working in your own occupation in a reduced capacity or working in another occupation;
- d** you earn a monthly income that is less than your pre-disability income; and
- e** you are under the regular care of, and following the advice of, a medical practitioner.

Permanent Incapacity benefit

You may qualify for the payment of a Permanent Incapacity benefit from the Scheme if the Superannuation Commission is reasonably satisfied on the basis of the medical and other evidence that:

- a** you are unable to follow your usual occupation with your employer by reason of accident or disease for the waiting period and in the opinion of the Commission, after consideration of medical evidence to the Commission's satisfaction you are unlikely ever to be able to follow your usual occupation or any other occupation for which you could be reasonably considered qualified by education, training or experience; or
- b** you have suffered the total and irrecoverable loss of use of:
 - ▶ both hands;
 - ▶ both feet;
 - ▶ one hand and one foot;
 - ▶ the sight of both eyes;
 - ▶ one hand and the sight of one eye; or
 - ▶ one foot and the sight of one eye.

If your claim for payment of a Permanent Incapacity benefit is approved you may:

- a** invest all or part of your benefit in a complying super fund of your choice;
- b** cash all or part of your benefit; or
- c** do any combination of the above.

Terminal Illness

You may qualify for the payment of a Terminal Illness benefit if the Superannuation Commission is reasonably satisfied on the basis of the medical and other evidence that:

- a** two registered medical practitioners have certified, jointly or separately, that the person suffers from an illness, or has incurred an injury, that is likely to result in the death of the person within a period (the certification period) that ends not more than 24 months after the date of the certification;
- b** at least one of the registered medical practitioners is a specialist practicing in an area related to the illness or injury suffered by the person;
- c** either:
 - i** if there is one certification period the certification period has not ended; or
 - ii** otherwise neither of the certification periods has ended.

If your claim for payment of a Terminal Illness benefit is approved you may:

- a** invest all or part of your benefit in your choice of complying super fund;
- b** cash all or part of your benefit; or
- c** do any combination of the above.

⁶ The certification period is 24 months from the date the medical practitioner certifies that the member has a terminal medical condition.

How is my Death, Terminal Illness or Permanent Incapacity benefit calculated?

Your Death, Terminal Illness or Permanent Incapacity benefit is the greater of the following amounts:

The greater of:

Formula 1:

Five times your Final Annual Salary.

Or

Formula 2:

Your Final Annual Salary multiplied by your accrued retirement multiple.

Or

Formula 3:

Your withdrawal benefit (resignation before age 55) (see calculation on page 1).

Or

Formula 4:

Your minimum requisite benefit.

What happens if I die?

If you die and you have not made an election for your benefit to be paid to your estate, your Death benefit will be paid to:

- a** your surviving partner; or
- b** if there is no surviving partner, the person who is your registered carer under Part 2 of the *Relationships Act 2003 (TAS)*; or
- c** if there is no person referred to in **a** or **b** above, to your estate.

Your surviving partner is a person who RBF is satisfied that at the time of your death:

- a** was your partner living with you on a genuine domestic basis and was receiving significant financial support from you; or
- b** does not meet the definition in paragraph **a**, was your partner and was living with you on a genuine domestic basis; or
- c** does not meet the definition in paragraphs **a** or **b**, was your partner but for a medical reason or because of the care needed to be provided to the person, would have been living with you.
- d** does not meet the definition in paragraphs **a** or **b** or **c** but was receiving significant financial support from the member.

Your partner includes a person of the same or the opposite sex with whom you have a significant relationship as a couple and to whom you may not be married to or related to by family.

How will my Death benefit be paid to my surviving partner?

If you die as a member of RBF, your Death benefit will be paid according to any valid election in relation to your estate that you have registered with RBF. You can nominate your election using the 'Making a Death benefit election' form. If you have not registered an election in relation to your Death benefit, the benefit will be paid to your surviving partner or registered carer.

If you die your surviving partner can receive a lump sum payment.

Can I opt out of the State Fire Commission Superannuation Scheme?

You may elect in writing to RBF to cease membership of the State Fire Commission Superannuation Scheme before ceasing employment with the Tasmanian Fire Service. When completing your application RBF will ask you to complete a Deed of Release. The Deed of Release will:

- 1** forever discharge RBF from any claims and indemnify RBF against all present and future legal liability, claims, or proceedings to, or bought by you;
- 2** advise that:
 - a** you cannot re-join the State Fire Commission Superannuation Scheme at a later date for any reason;
 - b** your Death, Permanent Incapacity and Temporary Incapacity cover under the State Fire Commission Superannuation Scheme will stop from the date you cease membership of the State Fire Commission Superannuation Scheme; and
 - c** you will be responsible for arranging alternative Life and Income Protection insurance cover.

Your withdrawal benefit will be calculated and transferred to your choice of complying superannuation funds. The amount of your benefit will vary according to your age as follows:

- a** if you are less than 55, your benefit will be your withdrawal benefit; or
- b** if you are age 55 to 65, your benefit will be your retirement benefit; or
- c** if you are 65 or more, your benefit will be your late retirement benefit.

If you are under age 65 and still working and employed by the Tasmanian Fire Service the employer and the fund component of your benefit attributable to service after 1 July 1999 will be classified as preserved and any remainder (if any) will be classified as restricted non-preserved.

Your preserved benefit must remain preserved in your super fund until you satisfy a condition of release for the preserved benefits such as retirement from the workforce on or after attaining your preservation age. Any restricted non-preserved amount must also remain preserved until you cease employment with the Tasmanian Fire Service. In addition, all future investment returns and super contributions must be preserved until you satisfy a condition of release for the preserved benefits as required by Commonwealth laws.

Before making any decision to opt out of the defined benefit scheme that provides a guaranteed benefit on retirement you should obtain financial advice tailored to your personal circumstances.

Need help?

RBF offers a range of services such as personal interviews, seminars and workplace visits to assist you in making informed choices with regard to your super.

An appointment with an RBF Superannuation Consultant can be arranged by phoning the RBF Enquiry Line on **1800 622 631**. We can provide you with information regarding your benefits and options.

You can also explore your super options by reading RBF's brochures and fact sheets available on our website at **www.rbf.com.au**, or by contacting the RBF Enquiry Line on **1800 622 631** to obtain a free copy.

Your Member Benefit Statement provides an estimate of the amount of your potential Incapacity benefit or Death benefit calculated at 30 June each year. Your Member Benefit Statement is sent to you yearly and is available on the member secure website at **www.rbf.com.au**.

If you would like further details about your super benefit and options, please contact the RBF Enquiry Line on **1800 622 631**. Our friendly staff are available to answer any enquiries you may have regarding your benefit.

© July 2023 The Superannuation Commission as trustee of the Retirement Benefits Fund.

This fact sheet contains general information only. It is not intended to be, and should not be relied upon as legal, financial or other advice. It has been prepared without taking into account your personal objectives, financial situation or needs. Consider whether this information is appropriate to your circumstances and read any relevant RBF documentation available at **www.rbf.com.au** before making a decision. We also recommend that you consider talking to a financial adviser. Every care has been taken in providing accurate and up-to-date information in this fact sheet. However, things may have changed since this fact sheet was published and some of the information may no longer be correct. If there are mistakes or omissions in the information, we reserve the right to correct those errors or omissions. The governing rules of RBF will prevail over any misstatement in this fact sheet.

The privacy and confidentiality of your personal information is important to RBF. We hold your personal information securely and use it only for the purposes described in the RBF 'Privacy Policy statement', available on the RBF website at **www.rbf.com.au**.

Issued by the Superannuation Commission (ABN 96 573 090 182) as trustee of the Retirement Benefits Fund (ABN 51 737 334 954)

SF/S/00220 (V2-07/23)

Contacting RBF

Contact RBF if you would like additional information or assistance.

RBF Enquiry Line: 1800 622 631 or
+61 2 8571 6868
(international)

Visit: www.rbf.com.au

Write: RBF, Reply Paid 89418,
PARRAMATTA NSW 2124

Office: Ground Floor,
21 Kirksway Place,
Hobart

Level 3, Henty House,
1 Civic Square,
Launceston
