

## SAS TRUSTEE CORPORATION CONDITIONS OF EMPLOYMENT

### SECTION 52(1) DETERMINATION NO 1 of 2016

#### 1. APPLICATION

##### 1.1 COVERAGE

This determination is the SAS Trustee Corporation Conditions of Employment Determination 2016 (**Determination**).

The Determination is made pursuant to s52(1) of the *Government Sector Employment Act 2013* (**GSE Act**).

The Determination fixes certain conditions of employment and wages for all employees of the New South Wales Government employed in the SAS Trustee Corporation Staff Agency (**Employer**), who are employed in the job categories in clause 2.4 of this Determination (**Employees**).

The Employees are employed so that the functions of the SAS Trustee Corporation (**STC**) can be carried out.

This Determination does not cover employees employed in roles under the *Crown Employees (SAS Trustee Corporation Award) 2010*

##### 1.2 DURATION

This determination commences on the date of signing and will remain in operation until **30 June 2018** (**Term**).

##### 1.3 EFFECT OF DETERMINATION

During the Term, no award will apply to the Employees.

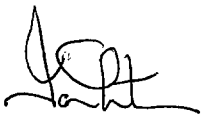
#### 2. CONDITIONS OF EMPLOYMENT

- 2.1 Generally, Employees will be required to perform their duties at least during STC's normal business hours. However, Employees may be required to work reasonable additional hours as necessary to perform their duties or as required by the Employer. The remuneration payable to Employees under this Determination includes a component for all reasonable additional hours.
- 2.2 Where the Employee is required to work substantial additional hours, the Employer may, in its absolute discretion, grant an Employee time off in lieu.
- 2.3 Employees will be paid a total remuneration package in accordance with the following table. This figure is gross per annum (**'Total Remuneration Package'**).
- 2.4 Total Remuneration Package is as per this table:

Job category	Current Remuneration band (TRP) as at 1 March 2016	Remuneration from the first pay period to commence on or after 1 July 2016 (TRP)
Administration	\$60,000 - \$85,000	\$61,500 - \$87,125
Analyst/Advisor	\$85,001 - \$108,000	\$87,126 - \$110,700
Senior Analyst/Senior Advisor	\$108,001 - \$119,500	\$110,701 - \$122,488
Manager	\$119,501 - \$140,000	\$122,489 - \$143,500
Senior Manager	\$140,001 - \$164,426	\$143,501 - \$168,537

## Notes:

- The remuneration is reviewed on an annual basis, and will be submitted to the Wages Policy Taskforce for approval in accordance with the NSW Government's Public Sector Wages Policy 2011. An Employee's Total Remuneration Package may not necessarily be adjusted as a result of this review.
  - The position of Financial Accountant is currently remunerated at \$169,125. The remuneration for this role will be 'red-circled', that is, there will be no further increase in remuneration for the occupant of the role while the remuneration exceeds that applicable to the top of the remuneration band.
- 2.5 The Total Remuneration Package includes the Employee's Base Salary and compulsory superannuation contributions made by the Employer into a superannuation fund nominated by the Employee or, if no fund is nominated, into the First State Superannuation Fund on account of the minimum level of superannuation contributions which the Employer must make for the Employer to avoid the charge under the Superannuation Guarantee (Administration) Act 1992. If there is any increase in the minimum superannuation contribution required to be made by the Employer, the components of the Employee's Total Remuneration Package will be varied to ensure that there is no increase in the Employee's remuneration.
- 2.6 The Base Salary component of the Total Remuneration Package will be paid in equal monthly instalments by electronic funds transfer into a bank or building society account nominated by the Employee.
- 2.7 The Total Remuneration Package is paid in satisfaction of the Employee's minimum entitlements (including, without limitation, minimum salary rates, overtime, penalties, loadings and allowances).
- 2.8 The Total Remuneration Package includes payment for all hours the Employee works (whether part of their ordinary working hours or not) including public holidays and substitute public holidays (whether worked or not).
- 2.9 Employees covered by this Determination will be granted annual leave, sick leave and other leave benefits in accordance with the terms set out in Section 6 of the Crown Employees (SAS Trustee Corporation Award) 2010) with the exception of clause 67 that award which does not apply. For the avoidance of doubt, this award does not cover or apply to the Employee's employment as a matter of law.



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 NSW Industrial Relations

15 June 2016