



## Update - October 2016

Volume 16,

22 October 2016

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### **Employer Survey**

The TasBuild Board are starting to develop a strategic plan to be implemented over the next three years.

Preliminary work has commenced and we are keen to seek the input of employers regarding their interaction with TasBuild. We are also seeking feedback on areas that would make that interaction simpler and easier.

The survey is being conducted by Corporate Communications and actual responses will be kept confidential. Corporate Communications will review the responses and provide a consolidated report of their findings to the TasBuild Board.

Employers who complete and return the survey will be in the running to win one of two Hobart Hurricanes Century Club Memberships to share with a business partner or colleague.

Thank you in anticipation of your support for this undertaking.

### **Returns—Quarterly Lodgement**

The Board wish to reward **Employers** who can **demonstrate historical compliance** with their legislative obligations in relation to **Return lodgment** and **payment timeframes**, by allowing them to lodge their **Employer Returns** on a **quarterly basis**.

If you wish to be approved to lodge Employer Returns quarterly, simply email the CEO at [secretary@tasbuild.com.au](mailto:secretary@tasbuild.com.au), requesting approval. Your compliance history will be checked and you will be advised as to whether you meet the requirements for quarterly lodgment.

### **On Line Return Lodgement**

Lodging Returns via the TasBuild web page is easy and quick, it saves time and it can be done on the spot. There is no need to run to the post office to put your Return in the mail or to send a fax.

The information required to complete the Return can be entered straight from your keyboard, providing significant savings in time and stationery.

If you're interested in **saving** yourself **time** and **money** contact TasBuild by sending an email to [secretary@tasbuild.com.au](mailto:secretary@tasbuild.com.au) quoting your Employer number, and we will set you on your way to **simplifying your return lodgement**.

#### **Entitlement Statistics for: September 2016**

- Total entitlements paid: 49
- Total value of entitlements paid: \$407,243.06
- Average weekly rate paid for all entitlements: \$1,177.70
- Average weekly rates paid to specific trades:

Boilermaker Welder:	\$1,176.58
Carpenter:	\$1,173.78
Carpet layer:	\$1,100.00
Concreter:	\$1,089.15
Electrician:	\$1,488.68
Labourer:	\$990.42
Painter:	\$927.16
Plant Oper:	\$948.69
Plumber:	\$2,200.91
Road maker:	\$1,131.63
Sheet metal Wkr:	\$1,131.63
Other Workers:	\$1,221.10

*The weekly rates are an average of the rates actually paid by TasBuild to employees taking an entitlement during the subject month. The weekly rates paid have been calculated in accordance with the requirements of the Act and the Rules of the Fund. In general terms the rates represent the ordinary weekly amount payable to the employee and do not include site specific or other various compensatory allowances.*

## ***Employee—Moving Interstate or losing service.*** *Continued from page 1*

Employers have expressed concern about what happens to the contributions they make when an employee:

- \* moves interstate;
- \* leaves the industry without gaining an entitlement to long service; or
- \* loses their service due to being absent from the industry for 4 years without contributions being paid.

Long Service Schemes operate in all states and territories and the portability not only applies between employers within Tasmania but also between states. This means that an employee who leaves Tasmania and continues working in the Industry will continue to accrue service towards an entitlement. Contributions paid by an employer will be used to fund the employees long service.

Where an employee leaves the industry without gaining an entitlement, their service is removed from the record, as such the Funds liability is decreased in relation to this employee. The frequency of lost service is not high due to the generous pro rata provisions that apply, however where this does occur, it is taken into account when determining the appropriate level of employer contributions. This is in part why we are able to discount the actual contribution cost from 2.5 percent to 2 percent (a 20 percent discount) for employers complying with return lodgement and payment timeframes.

The same applies where an employee has not had contributions paid on their behalf for over “4 Years”.

It is sometimes the case that an employee becomes “self employed” in these circumstances the employee is able to add to their employee service record by registering themselves with TasBuild and making contributions for themselves. They are able to continue to accrue service towards a long service entitlement.

The frequency of lost service by an employee is very low, last financial year for example, 837 employees enjoyed the benefit of their accrued long service and shared in total entitlement payments of \$7 million.

Over seven percent of employees received entitlements last year, and since 2007 we have paid over 5,550 entitlements and paid out over \$40.7 million in entitlements. On average since 2007 half of the employees currently registered with the Fund have received an entitlement, a significant benefit to industry workers and employers.

***The information contained in this Update is of a general nature and does not constitute legal advice. We encourage you to seek your own professional advice to find out how the Construction Industry (Long Service) Act applies to you.***