



## Update - JANUARY 2017

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### *Happy New Year*

Welcome back to work, I hope you all enjoyed a well earned rest over the Christmas / New Year period and are refreshed to meet the challenges that the building and construction industry will present us during 2017.

TasBuild will be working hard to improve our performances. We are about to embark on the strategic planning process to ensure we navigate the next three years as effectively and as efficiently as possible.

We already have a number of items that are progressing that hopefully ease your compliance burdens and save everyone the all important resource that is time.

Happy New Year

Chris Atkins CEO

### *Ordinary Pay—Salary Sacrifice*

The number of employees who are “salary sacrificing” into their superannuation has increased in recent times. Employees are concerned as to whether they have enough in their retirement nest egg to retire comfortably and are using the tax effectiveness of a salary sacrifice to achieve this outcome.

This raises issues for employers as to the amount they should be reporting to TasBuild as their employee’s “ordinary pay”.

Employers are to include the amount of their employee’s “salary sacrifice” in the amount of the “ordinary pay” that they report for the employee to TasBuild on the Employer Returns.

A “DO’s and DON’T’S” checklist can be found at the webpage detailed below:

<http://www.tasbuild.com.au:8090/content/tasbuild/download/Forms/Contchek2.pdf>

### *Public Holidays and Long Service*

TasBuild when making a payment to an employee for their long service do not take into account any Public Holidays that may fall within the period for which the employee is taking leave.

The payment of Public Holidays that fall within this period is an issue between the employer and their employee, not TasBuild.

#### Entitlement Statistics for: December 2016

- Total entitlements paid: 85
- Total value of entitlements paid: \$548,726.04
- Average weekly rate paid for all entitlements: \$1,135.94
- Average weekly rates paid to specific trades:

Boilermaker Welder:	\$1,212.60
Bricklayer:	\$1,290.00
Carpenter:	\$1,069.06
Concreter:	\$1,120.00
Electrician:	\$1,283.13
Glazier:	\$874.00
Labourer:	\$1,021.24
Landscaper:	\$893.00
Painter:	\$951.27
Plant Oper:	\$1,099.91
Plasterer:	\$1,118.00
Plumber:	\$1,214.93
Refrig Mechanic:	\$1,402.31
Rigger/Scaffolder:	\$1,218.74
Sheet metal Wkr:	\$1,187.50
Tiler:	\$1,131.62
Other:	\$1,200.00

*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*

## ***Public Holidays and Long Service*** *continued*

TasBuild is required to make payment only for the amount of the employee's accrued service.

Where an employer is approached by an employee in relation to this matter it is suggested that the employer seek their own advice as to their legal liability in relation to the payment of Public Holidays to employees who are on long service leave.

*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.*