



LONG SERVICE LEAVE BENEFITS EMPLOYERS

Long service leave in the Tasmanian Building industry rewards an employee's loyalty to the industry – an important consideration given skilled labour shortages.

From an employer perspective, employees who take long service leave return to work with improved motivation, better productivity and improved general morale.

It also reduces employee turnover, and generally improves the health of workers.

TasBuild
Portable Long Service Scheme.



"Turning your career into a lifestyle."

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TasBuild
Portable Long Service Scheme.

*"Maximum benefit,
Minimum cost"*

Strategic Plan

2013 to 2016

BACKGROUND & THE PLAN

TasBuild Limited has been operating and administering the delivery of Portable Long Service, an important industry and employee benefit, since 01 July 1998.

Portable Long Service has been a feature of the Tasmanian Construction Industry since 1971. Since inception the Government administered the Scheme and the Fund that provided portable long service, until 30 June 1998. The Fund and the Scheme was privatized in July 1998 and has since been administered by TasBuild Limited.

The TasBuild Limited Board consists of six industry representatives appointed by the Tasmanian Chamber of Commerce and Industries, Unions Tasmania, Master Builders Tasmania, Construction, Forestry, Mining and Energy Union, Building Industry Specialist Contractors Organisation and the Australian Manufacturing Workers Union. The Board's Independent Chairman, Mr. Rod Scurrah, was appointed by the Board members in 2012.

The Board strives to continue to provide this important employee benefit whilst minimising the cost to employers. These two objectives are the catalyst and the motivation that generated the development of the Strategic Plan 2013 to 2016 "Maximum benefit, Minimum cost".

We look forward to meeting the challenges and delivering the benefits and cost savings inherent in the Plan.

"Turning your career into a lifestyle."

MISSION

To administer the Construction Industry (Long Service) Act 1997, in an efficient and cost effective manner, to ensure maximum employer compliance and equitable delivery of employee benefits.



VISION

In three years TasBuild Limited will:

- ➔ have clients that are aware of, and understand their liabilities and the benefits of the Act and Rules and have a high level of compliance;
- ➔ be efficiently and effectively managed by a stable Board and skilled staff who have a client focus;
- ➔ have the appropriate financial management to meet our long term compliance obligations; and
- ➔ have the capability to meet the administrative needs and long service requirements of other industry sectors.

OBJECTIVES

Financial management:

- ➔ Investment Strategy matched to liability profile.
- ➔ Direct investments and Investment Portfolio appropriately managed.
- ➔ Effective cash flow management.
- ➔ Debtor management.

Operations and compliance:

- ➔ Appropriately skilled and resourced staff in an organisation culture that supports professional development.
- ➔ Efficient processes and procedures which include a streamlined compliance and enforcement program.
- ➔ Educational and marketing program for industry stakeholders.
- ➔ Engagement with the National Cooperation Project.

Stakeholder engagement;

- ➔ Regular meetings to be scheduled with political leaders, bureaucrats, industry leaders and other stakeholders.
- ➔ Annual Media Plan.
- ➔ Review Rules.
- ➔ Host and support industry events.

