



## Update—December 2019

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### **Season's Greetings.**

The Chairman, Board Members, CEO and Staff would like to extend their appreciation for your support during the past year and wish you, your staff and your families a very safe, healthy and happy Christmas and a prosperous New Year.

The TasBuild Office will be closed from 12.30 pm on Friday the 20th of December 2019 and will re-open on Thursday the 2nd of January 2020.

Best wishes for the season.

**Chris Atkins CEO**

### **Return Lodgement.**

*In keeping with previous years*, we will be taking a lenient approach to the lodgement of your December 2019 and January 2020 Employer Returns.

Whilst we would like everyone to lodge their Returns by the 14th day of the month following the Return Month, we understand that the Construction Industry traditionally closes over the Christmas, New Year period. We will allow a level of leniency where the above Returns are lodged a little later than specified, and we will be applying a reasonableness test in this area.

***Please note this leniency does not extend to payments or Returns that are due or overdue for prior months.***

### **How does TasBuild work?**

Whilst TasBuild has been operating for over 21 years it is often a good outcome to remind Industry participants how portable long service works. Below is some information you may find interesting:

*TasBuild is the private trustee for the Tasmanian construction industry's portable long service leave (PLSL) fund. We record and look after you and your employees service time on the job and long service leave entitlements plus manage the fund into which all contributions go. It's vital your business understands how long service leave works and the part TasBuild plays.*

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*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.*

#### *Entitlement Statistics for: November 2019*

- Total entitlements paid: 94
- Total value of entitlements paid: \$864,622.35.
- Average weekly rate paid for all entitlements: \$1,333.78

#### *Average weekly rates paid to specific trades:*

Boilermaker/Welder:	\$1,229.13
Carpenter:	\$1,305.31
Carpet Layer:	\$953.58
Concreter:	\$1,269.94
Electrician:	\$1,433.28
Fitter and Turner	\$1,317.80
Glazier:	\$1,028.00
Labourer:	\$1,373.25
Painter:	\$1,010.45
Plant Oper:	\$1,399.94
Plumber	\$1,294.80
Refrig Mechanic:	\$1,549.26
Roadmaker	\$1,240.45
Sheetmetal Wkr:	\$1,292.87

*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.*

## ***How does TasBuild work?***

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### ***Your obligation as an employer***

*Every employer must fund the industry's liability for PLSL, it's the law. This means you are also legally obliged to register with TasBuild and give information about all of your employees as and when they are hired. As contributions made into the Fund are used to fund the whole industry's long service liability, contributions are non-refundable unless they were made in error.*

### ***Who do I register?***

*The scheme covers full-time, part-time, casuals, apprentices and sole traders contracting for their labour who work in "relevant employment" in domestic, commercial/industrial building or civil construction across all trades and jobs. If you're not sure if an employee should be registered, contact us on the phone number below.*

### ***How PLSL funds work***

*Employers must lodge a monthly or quarterly Employer Return that reports working days for ordinary time wages for each employee for the subject period. A contribution rate of 2.5% of the ordinary time wages, and applicable allowances, of employees is required to fund the employees long service cost. This cannot be deducted from your employees' wages.*

*The fund pays out long service leave to any worker within the industry who qualifies after 10 years (2600 days) of work in the industry, throughout Australia (without any breaks of 4 years or more).*

### ***Benefits of a PLSL fund***

*PLSL funds are a shared industry responsibility designed to benefit the industry as a whole. Even though we calculate, collect and payout on individuals working within the industry, we exist to remove a large administrative burden and fulfil certain legal obligations that would otherwise be placed on your business and the industry as a whole.*

*This means there is no ongoing liability to your business when employees take their leave. TasBuild takes care of all payments so your business won't be suddenly out of pocket.*

### ***Other advantages***

*Spreading out legislated accrual costs of PLSL over smaller monthly payments also comes with a 28% discount if you lodge your returns and pay invoices on time. And if we can see you have a good record of lodging your returns and paying your invoices you can also apply to submit quarterly returns. All your payments are tax deductible in the year they are paid, helping reduce your companies tax burden.*

*We're here to help you and your employees understand how PLSL works, so if there is anything you don't understand get in touch and we'll talk you through it. Feel free to call us on (03) 6294 0807 between 8:30am to 5:00pm for more information or visit [tasbuild.com.au](http://tasbuild.com.au)*

## ***Terminating Employees.***

Employers are asked to ensure they remember to terminate workers from Returns when they cease working.

Your proactive approach in this regard minimises the chances of overpayments and reporting errors.

Thanks for your assistance with this matter.