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## New Office Location

We are excited to announce that we have now moved office premises from Rosny Park to Hobart CBD.

**Ground Floor, 99 Bathurst Street, Hobart, 7000**

**PO BOX 719, Hobart, 7001**

**Phone (03) 62 940 807 – no change**



There are one hour parking meters right outside the office on Bathurst Street or alternatively parking is available in the Hobart Central Car Park in Melville Street where the first hour is free.

We also have a dedicated meeting room at our new location so please do not hesitate to reach out if you would like to organise a meeting with one of our Field Officers, Compliance Officer or our Operations Team. We look forward to welcoming you to our new office and assisting you where necessary.

## Changes to Rules – Pro Rata Worker Entitlements

At the end of April this year there were some changes to the TasBuild Rules in regard to worker entitlements, of which we are very excited to share with you and we hope you can pass this onto your team.

We now have a **Leaving the Industry Pro Rata Entitlement** which a worker can claim after they have 7 years (1820 days) of recorded service. This new rule, Part 23.1 (c) now aligns us more closely with other interstate funds and allows workers to access an entitlement upon leaving the industry where they previously needed to wait until they reached 10 years (2600 days).

This has removed the need for TasBuild to have provisions within the rules for both redundancy, retrenchment and domestic or other pressing necessity as these now form part of the Leaving the Industry Pro Rata Rules.

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In order for a worker to be eligible for this leaving the industry pro rata entitlement, the following is required;

- The worker must have 7 years (1820 days) of continuous service ie. no breaks of 4 years or more
- They must be an Active worker ie. not deregistered due to no service of 4 years or more
- They need to have been terminated from an employer return, or confirmation provided by the employer they have ceased employment with them
- There is a 12 week waiting period from the last reported service until a pro rata leaving the industry entitlement can be paid.

As per all other pro rata entitlements paid by TasBuild, these essentially break the period of continuous service for long service leave purposes. Therefore, if a worker is to return to the industry after taking a pro rata entitlement, they recommence at zero days of service and would therefore need to accrue a further 1820 service days (equivalent to 7 years full time service) to qualify for a further benefit from the scheme.

Some other changes to the pro rata rules are as follows;

- **Illness or Incapacity** – there is no longer a ‘prescribed period’ waiting time for applications of this nature nor the need to provide a specialist medical certificate. An application is provided from TasBuild with a section that the workers GP needs to complete. The worker still requires 55 days of continuous service.  
**Rule 23.3 Entitlement in circumstances of illness or incapacity**
- **Retirement** – removal of the requirement for proof of retirement, therefore pro rata applications will be approved where termination has occurred for active workers aged 55 or over with a minimum of 2 years continuous service (520 reported days).  
**Rule 23.5 and 23.6 – Entitlement upon reaching Age for Retirement**

## When is a Worker Eligible for a Long Service Leave Entitlement

To be eligible for a long service entitlement a worker requires 2600 recorded working days. A worker’s entitlement is not reached based on calendar years. For a full time worker, 2600 days is equivalent to 52 weeks of 5 days per week times 10 years of relevant employment;

**52 weeks x 5 days x 10 years = 2600 days**

If a worker is only employed on a part time or casual basis, it will take him/her longer to reach an entitlement.

If you have any questions about any topics covered in this newsletter or general questions, please do not hesitate to contact us via email on [secretary@tasbuild.com.au](mailto:secretary@tasbuild.com.au) or call on (03) 6294 0807.

***The information contained in this Employer Newsletter 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.***