

Industry Liaison

CBS Industry Liaison Officers are responsible for providing information about the role of the Construction Industry Long Service Leave Board and the services it provides to existing and prospective clients throughout South Australia.



Terry Redman (left) talking with workers at the New Hotel School Regency College of TAFE

Site visits are conducted on a regular basis to ensure workers have been registered and to provide an opportunity for them to discuss the benefits of the scheme and raise any concerns they may have.

Each Industry Liaison Officer works within a defined area and is responsible for the following services:

- Registration of employers and workers
- Assessing outstanding levies for non-registered workers
- Promoting the benefits of the scheme
- Investigating worker service complaints
- Determining whether a worker should be registered with the scheme or not
- Conducting on-site presentations to workers
- Conducting TAFE presentations to apprentices
- Promoting the voluntary investment scheme to self-employed contractors and working directors

If you have any questions relating to your service or some other aspect of the scheme, please contact either Terry Redman, Mike Shanahan or Michelle Golder on 8271 1222.

Your long service leave entitlement is safe!

With all the recent publicity regarding the security of employee entitlements in the automotive industry, it is timely to reassure all workers in the construction industry that their long service leave is secure with CBS.

Since 1977, CBS have ensured workers will receive their long service leave entitlement, even in the unfortunate circumstances where their employer goes out of business.

Regardless of an employer's ability to pay outstanding levies, CBS will credit workers with their long service leave entitlement.



Why wait for your Annual Worker Certificate?

You can now check your service details on the Internet.

Since its introduction earlier this year, the CBS web site www.cbsserv.com.au has become a popular way to access and update your long service leave records.

To access the database, you will need to contact CBS and nominate a password to use with your worker registration number to login to the site.

Once in, you can change your address and any other personal details we have recorded for you and also view your long service leave history on-line. Early next year, it will also be possible to apply for your long service leave on-line.



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Are your Certificate details correct?

If you identify any problems or have a query in relation to your service, please contact us on 8271 1222 or toll free on 1800 182 124

(if you live in the country areas of South Australia). You can also email us at enquiries@cbserv.com.au

Please note it is CBS policy to only investigate claims for retrospective service for employment that occurred within 5 years of you bringing the matter to our attention. Your employer must be locatable to verify the period of employment and be in a position to pay any outstanding levies.

Claims for such service must be forwarded in writing to CBS with supporting documentation such as group certificates or taxation records to substantiate your claim.

The year's highlights

- 15,865 workers actively registered with the scheme
- 2,381 new workers registered during 2000/2001
- 63,807 workers registered since the scheme began in 1977
- 69% of workers who qualified for long service leave have worked for more than one employer
- 1,203 workers received a long service leave payment during 2000/2001
- Over \$5m paid in long service leave claims during 2000/2001
- Over \$51.7m paid in long service leave claims since the scheme began in 1977
- 5.1% increase in ordinary weekly pay during 2000/2001
- Total CBS assets of \$25.81m
- Total CBS liabilities of \$26.31m
- 8.2% return on investments
- Levy income of \$3m for 2000/2001
- Investment income of \$1.95m for 2000/2001

Keep updated with our website

At CBS, we are continually looking for ways of improving communications with the industry.

At our web site www.cbserv.com.au, you will not only find all the information you need to know about portable long service leave, but you can now look at your personal long service leave history registered with the scheme.

By becoming a member of the site, you can keep track of your long service leave credits whenever you like. Employers lodge your details with us every 2 months, so you will no longer have to wait until each September to find out where you are at with your service accrual.

You can notify changes of address and other personal details, and watch your long service leave accrual grow. You will be kept informed of important scheme changes you need to know about and you can email us with any questions.

Many workers have already registered to use the site, so why not join too?

Simply email CBS with your contact email address and we will explain just how simple it is to gain access to your records on-line.

Apprentice talks

TAFE presentations are a successful part of the CBS marketing strategy.

For many years now, CBS have visited apprentices at TAFE colleges to explain the benefits of the portable long service leave scheme. By educating workers during their apprenticeship, they will be fully aware of their entitlements and obligations later if they choose to become employers.

According to Senior Industry Liaison Officer Terry Redman, apprentices are surprised to learn they can be in the CBS scheme at no cost to their employer.

"Even if they are not registered with the scheme, they don't fear raising the matter with their employer because they know they will be saving them money. Although long service leave may seem a long way off to an apprentice, by the completion of their apprenticeship they are nearly half way there" Terry said.

At the end of an apprenticeship, there are several options.

- If they continue to be employed as a tradesperson, their employer will continue to register them with the scheme.
- If they become self-employed, the voluntary CBS scheme for self-employed contractors allows them to pay towards their own long service leave and not lose the credits they have accrued as an apprentice.
- If they commence their own business and form a company, CBS also allows working directors to pay into a voluntary scheme that preserves their accrual.



Moving interstate?

Don't forget your long service leave!

Thanks to a National Reciprocal Agreement between all long service leave schemes in Australia (except the Northern Territory), workers can move between states and continue qualifying for portable long service leave in the construction industry.

Each scheme you are registered with issues a certificate each year detailing the amount of long service leave credits you have accrued. Once your total combined credits meet the minimum service requirements of the State where you are living and working at the time, you can apply for long service leave.

So let CBS know if you're moving interstate and we'll put you in touch with the scheme in that State. We'll also note your records here so we know where to contact you.

Worker profiles Worker profiles Worker profiles



Name: Greg Berryman

Age: 47

Age: Crane Driver

Greg has been a member of the scheme since its inception but he can still remember the bad old days before it started when he was retrenched by his first employer in the industry after six years service and got nothing for his trouble. Luckily situations like this no longer occur and Greg can vouch for the value of the portable scheme, having had nineteen different employers over the years.

When we spoke with Greg he was pleased to recall the last time he took some LSL in 1999 when he took 2 weeks to attend the Australian Veterans Cycling Titles and came away with a Gold Medal in the Team Time Trial event. Greg also recalled that he was able to use his LSL to look after the family while his wife stayed with their son during an extended stay in hospital many years ago.

Greg qualified as a crane driver in 1979 and is currently working in this capacity for Multiplex Constructions at the Embassy Hotel on North Terrace. Other major projects he has worked on include the Myer Centre and Westfield Marion. His work has also taken him interstate but he has not lost out in doing so as he has been able to claim his entitlement from Colinvest in Victoria under the National Reciprocal Agreement.

Greg reckons he has made a good living from his work in the industry but only by working long hours and is therefore grateful for the additional benefits offered by way of portable long service leave.



Name: Rolly Robertson

Age: 58

Trade:
Labourer/Safety Officer

Before joining the industry, Rolly managed a sheep station in the state's northeast. Moving to Adelaide in the 70's to get away from the dust when his daughter was diagnosed with asthma, he found a job as a labourer and has been in the industry ever since.

He spent 19 years with Construction Services both on-site as a labourer and as a purchasing officer and yard manager.

Rolly gained his qualifications in first aid and safety in 1988 and was working as a safety officer for Baulderstone Hornibrook at the Woolworths Supermarket in Rundle Mall when we spoke with him. He has no regrets about joining the industry and has "enjoyed it 90% of his time".

As members of the Mitsubishi Four Wheel Drive Club, Rolly and his wife never miss an opportunity to get out of town for a bit of "bush bashing". He used his first lot of leave to travel but also caught up on some repairs around the house.

With plans to retire in about five years, he hopes to use his remaining entitlement to start some "serious touring", however he is also prepared to use his leave if there is a downturn in the industry.

Rolly's advice to others in the industry is to make the most of the benefits of the scheme to get out and see the country.



Name:

Kevin "Scruffo" Powditch

Age: 49

Age: Plumber

We caught up with "Scruffo" at the Specialised Container Terminal site in Kilburn where he is working for his current employer, Industrial Plumbing Services.

Kevin commenced his apprenticeship in 1968 and his then employer transferred his LSL entitlement to the scheme when it came into operation in April 1977. By the time he reached his first full entitlement he had already worked for 4 different employers.

Kevin took his full thirteen weeks leave in 1980 and used the time to renovate the family home.

Kev took a further 14 weeks three years ago and took his wife and three sons on a caravan holiday through Alice Springs to Darwin, across to Wyndham, down the west coast to Perth and eventually home to Adelaide. "I want to spend some time exploring the Kimberley's so we will be hitting the road again when I take my next lot of leave," said Kev.

Kev has worked on more projects than he cares to remember but named the St Francis Winery, Hotel Victor and "lots of McDonalds restaurants" as just a few.

One of Kev's sons is also a member of the scheme, working as an apprentice carpenter and another is currently doing pre vocational training as a painter.



Name: Michael Levay

Age: 21

Trade: Apprentice Plumber

While doing work experience with an irrigation firm Michael observed plumbers at work at Football Park and later decided that a career in plumbing was for him. Despite occasionally working in very poor conditions he loves working outdoors and said "I would hate to be stuck behind a desk all day".

Michael is in his third year as an apprentice Plumber with PEER Training and is currently working at the Embassy Hotel Site in the city with his host employer, Hindmarsh Plumbing Services.

He is obviously keen to learn his trade having won the Endeavour Award for the Best Second Year Apprentice Plumber with PEER Training for the year 2000. Although enthusiastic about his trade he has a strong preference for the construction side of the industry rather than the maintenance side.

Michael is a keen soccer fan but is restricted to watching these days - the legacy of a broken leg in earlier days. He is also a car enthusiast and his Mazda RX 7 is his current work in progress.

At age 21, the idea of taking long service leave is a distant dream, however Michael was happy to hear that when he completes his time with PEER and starts with another employer he will be able to build onto the time he accrued as an apprentice. Without this portability, he would be starting from scratch.

How your service is recorded

Every two months, your employer sends details to CBS including the number of days you have been employed during that period.

There are a maximum number of days you can accrue every two months and also every financial year.

Any day on which you work more than 5 hours but less than a whole day is still recorded as a day's service.

Workers become entitled to 13 weeks long service leave after they have accrued 2600 days or a pro rata payment if they leave the industry and have accrued at least 1820 days service.

1 days service = 1 day employed

260 days service = Maximum days which can be accrued each year

1820 days = 7 years service or minimum pro rata entitlement

2600 days = 10 years service = 13 weeks long service leave

Interstate scheme web sites

All long service leave schemes in Australia have web sites that provide useful and important information about their schemes.

- ColInvest in Victoria at www.coinvest.com.au
- TasBuild in Tasmania at www.tasbuild.com.au
- Qleave in Queensland at www.bciplsla.qld.gov.au
- Construction Industry Long Service Leave Payments Board in Western Australia at www.lslboard.com.au
- Building & Construction Industry Long Service Payments Corporation in New South Wales at www.lspc.nsw.gov.au
- ACT Long Service Leave Board at www.actlslb.act.gov.au

If you are about to move interstate to work or have previous service recorded in another scheme, you should check out their web sites at these addresses.

The scheme

The scheme enables workers to take long service leave after 10 years without having to be employed with the same employer continuously.

This portable aspect of the scheme means workers in the construction industry qualify for long service leave based on their service to the construction industry, rather than service with one employer.

The scheme commenced in 1977 after employers and unions decided the itinerant nature of employment justified a portable long service leave scheme. Prior to this, many workers were unable to accrue long service leave, as they could not maintain continuous employment with the one employer.

Employers register with CBS and pay a levy into a Fund every 2 months. When a worker becomes entitled to long service leave, CBS pays them from this Fund at no further cost to their employer. There is no risk of the money not being available as the Fund is securely invested and is subject to annual actuarial reviews to ensure its sufficiency.

The scheme is managed by an industry nominated Board comprising a Presiding Officer, 3 members representing the interests of employers and 3 members representing the interests of construction workers.

The current members of the Board are:

Presiding Officer

David McNeil

Employer Representatives

Gail Baranovskis

David Steel

Peter Kennedy

Worker Representatives

Ben Carslake

John Gresty

Applying for leave

Workers are quite often surprised just how easy it is to apply for long service leave.

Check your Annual Worker Certificate to see how many days service you have accrued. If you have accrued 2600 days or more service, you are entitled to 13 weeks long service leave. This can be taken in minimum periods of 2 weeks each time.

To apply for leave, telephone the CBS Payments Officer on 8271 1222 and advise how many weeks you wish to take and when you wish to commence leave. We will also require your income tax file number.

You should also advise your current employer of your intentions to take long service leave.

Next year, it will be possible to apply for long service leave on the Internet.

National scheme matters

Scheme administrators from each State meet regularly to discuss issues relating to portable long service leave.

By fostering cooperation between schemes, we can work towards improved administrative efficiency on a national front and represent collective views on scheme matters to the industry and Government



What's in it for me? What's in it for me?



"When I moved from Queensland to South Australia, the last thing I expected to bring with me was the long service leave I'd accumulated. It sure beats starting again."

"I recently became self employed and thought I'd lost the long service leave I've accrued. Not so! A new scheme for self-employed contractors allows me to pay in for myself and add on to the service I accrued as an employee."



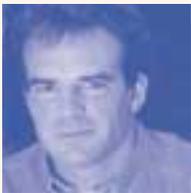
"My employer was short of work recently and it looked like I would be stood down. Luckily I had enough long service leave to carry me over this time."



"I lost my job last year and had to work in a factory for 10 months. Now I'm back in the construction industry, my long service leave will continue to accrue. In fact, I could have been out of the industry for up to 3 years without losing my credits."



"A mate of mine changed employers recently and lost the 5 years service he'd accrued. He was quite envious when I told him I could transfer mine from employer to employer in the CBS scheme."



Changing address?

Every year, CBS sends Annual Worker Certificates to all workers registered with our scheme. This certificate is important as it provides you with an update of the amount of long service leave accrued and enables you to check service for the preceding year.

If you are about to change address, please remember to telephone CBS so we will know where to contact you in future.

By registering as a user on our Internet site www.cbsserv.com.au you can do this easily on-line at your convenience.



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