



## The Year in Review

- At the Minister's request a consultative process was conducted with industry to confirm support for proposed amendments to the Act. Submission now with Government.
- Investment return of 11.1%. \$value of investments under management increased by 26% to \$27.6 million.
- A buoyant industry and full year's application of the 2.5% levy has resulted in improved cash flow. Levy income was \$7.8m (2002/03 - \$6.3m)
- 980 claims processed at a cost of \$4.2million.
- Average weekly earnings increased by 5.4% to \$767.
- The client base increased by 10.2% to 20,826.
- 217 new employers and 4,216 new workers registered during the year.
- Annual scheme cost per worker reduced to \$39.31.

## what's

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## Worker Registrations at Record Levels



During 2003/04 a record of approximately 11,000 workers were actively employed and registered with the scheme. This was achieved despite a modest decline in non-residential building activity.

Research and business analyst firm BIS Shrapnel forecast construction activity to remain strong in 2004/05 with a 5% rise to be led by expansion in the commercial and industrial sectors.

In the medium term, BIS Shrapnel also forecast 15% increases in the \$value of work carried out in the total construction sector (residential, engineering, non-residential) up to 2006/07.

A major economic downturn is then expected to flow through to the construction industry affecting all sectors of activity with the exceptions of alterations and additions work.

Construction activity in Adelaide at present include the Adelaide Airport Project, upgrades to major retail shopping centres, the Commonwealth Law Courts etc.

The Adelaide Airport Project started in November 2003 and is expected to finish in December 2005.

It will feature 14 glass-sided aerobridges; the most advanced of any Australian airport. The airport will measure 750 metres long and 110 metres wide and have the capacity to accommodate 27 aircraft simultaneously.

820 jobs have been generated during construction with currently 300 workers on-site daily and a peak of 450 expected. 1600 workers have been inducted on to site so far.

The project is expected to cost \$260 million and employment at the airport is expected to rise by 10% when the project is complete.

## Self-employed Contractor & Working Director Scheme

### Contribution Rate to increase to \$120

The contribution rate for self-employed contractors and working directors has been reviewed and will increase from \$100 to \$120 every 2 months effective from the July/August 2004 billing cycle.

When the scheme commenced for self-employed contractors in 1995, the rate was set at \$100. The same rate was set for working directors in 2000 when the voluntary scheme was extended to include them.

Once a self-employed contractor or working director becomes entitled to long service leave, payments from the scheme are based on contributions received plus interest.

In order to maintain the real value of this eventual entitlement from the scheme, it has been necessary to review this contribution rate upward to \$120. Members are reminded that this is a minimum rate only and higher contributions may still be paid.



The method used to calculate interest has also been reviewed and will change from 1 July 2004.

Until now, the 90 day bank bill rate has been used to calculate interest on contributions quarterly.

From July 1, interest will be calculated at the rate of 75% of the return on investment of the Construction Industry Fund for the previous quarter. The remaining 25% offsets administration of this sector of the scheme.

This is considered to be more equitable for contributors in that it links directly to the investment return of the Fund and depending on the state of the market, will provide returns in excess of the 90 day bank bill rate.

Members are assured this rate will never be negative, even if the Fund sustains a negative return in a particular year.

# Portable LSL Scheme Under Consideration in NT

The Northern Territory Government has agreed in principle to investigate a portable long service leave scheme for the construction industry in the Territory.

The South Australian Board has been consulted during the investigation process specifically in the areas of scheme funding and benefit levels.

If the scheme is introduced, it is likely the Northern Territory Board will become subject to the National Reciprocal Agreement. This will benefit workers who gain employment in the Territory and without the existence of a scheme or Agreement, would risk forfeiting prior service accrued in other states.

The South Australian Board looks forward to the opportunity of working with a future NT Board.



# A better way to keep track of your service

Each year, CBS provides all actively registered workers in the scheme with a summary showing the amount of service they have accumulated toward their long service leave. It also itemizes the service registered during the last financial year and identifies the employers you were registered with.

This information is provided for you to check that every employer you have worked with has registered you with CBS. If you disagree with any of the details recorded, it is your responsibility to contact CBS. (Please refer to the separate article explaining how you must do this) Unless you have all your service recorded by CBS, you may be waiting longer than you should to take long service leave.

### How we collect information about your employment

Your employer sends us details of your employment on a regular basis. This is usually every two months, but some employers do so monthly and those who only employ apprentices may do so annually.

The details provided include your start and cease dates (when applicable), the number of days you have worked in the period and the amount of remuneration (wages) they have paid to you.

### A Better Way to Keep Track of your Service

You can now access your long service leave records on our website [www.cbserve.com.au](http://www.cbserve.com.au) by logging onto the site using your worker registration number and a password.

Rather than waiting for your Certificate each year, you can access your records on-line 24 hours per day, 7 days per week. After each employer return is processed, you will be able to crosscheck the information they have provided to us and also see your new total accrued service.

Last year, we issued "enquire only" passwords to every registered worker. If you only wish to enquire on your records, you will find this password printed on your Annual Worker Certificate.

A lot of workers applied to CBS to change this password and request "amend access" that enables you to make changes to your personal data such as when you change address. Please contact CBS if you too would like to be able to amend your records on-line.

If you have already upgraded your access, please continue to use the password you have chosen. You will not find this printed on the Certificate for security reasons.

### Registration Card

During the next year, we will be issuing all registered workers with a more durable "Registration Card" which will not expire. Cards will no longer be issued with Annual Worker Certificates.

### I still want a paper Annual Worker Certificate

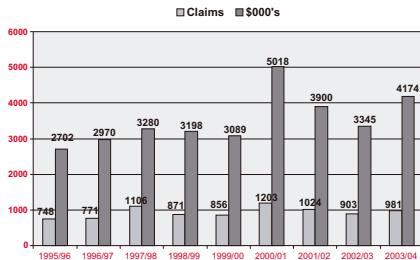
If you would still prefer to receive an Annual Worker Certificate, you will need to cut out and complete the slip on the next page.

No stamp if required if posted in Australia. The address to send it to is:

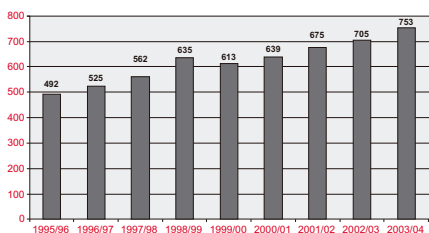
Construction Benefit Services  
Reply Paid 63565  
Wayville SA 5034

# Scheme Statistics

Last 10 year's payments to workers



Average Weekly Earnings



# Industry Liaison Update

Our Industry Liaison Officers visit 11 metropolitan and country TAFE Colleges throughout the year to discuss the benefits of the scheme with apprentices.

This program has been run for many years and has been successful in making apprentices aware of the existence of the portable long service leave scheme and the fact that it is free for their employer to join.



2nd year carpentry apprentices at Elizabeth TAFE at a recent presentation

Providing Industry Liaison Officers Mike Shanahan and Terry Redman with laptop computers has improved their ability to respond to specific questions raised on site. They can upload the latest data from our computer before they visit sites and promptly advise workers any details relating to their long service leave, including how many days they have accrued and whether a particular employer has registered them.

They can also record changes of address and other personal details, which is then transferred to our main computer when they return to the CBS office.

We have continued our coverage of country regions during the year visiting the Riverland, South East and Port Pirie to name a few.

## Follow these easy steps to access your long service leave records



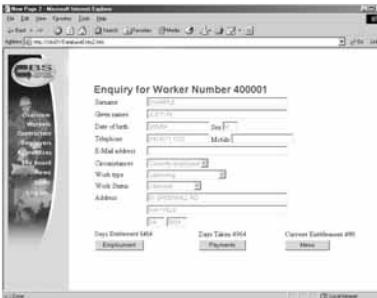
Visit our website at [www.cbsserv.com.au](http://www.cbsserv.com.au)  
Click the "Log on here" link.



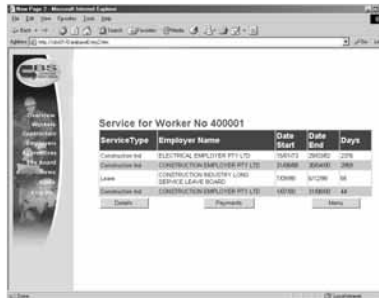
In the WORKERS section, Click the "Enquire on your records" link. If you wish to "Change your details" you will need to contact CBS so we can activate this access.



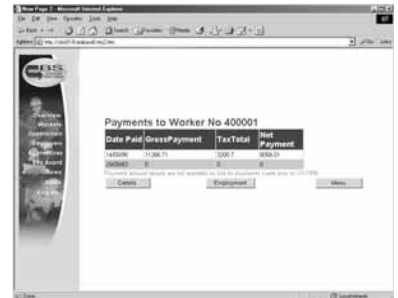
Type in your CBS Worker number.  
Type in the Password exactly as it appears on your Annual Worker Certificate. Click the "Login" button.



This page shows the personal details we have recorded for you, a summary of the days entitlement you have accrued with the scheme, any days you have taken as long service leave, and your current entitlement.



This page shows a list of the employer names, period of employment and days registered for all employers that have registered you with the scheme.



This page shows any long service leave payments you have received from CBS.

### Request for "Paper" Annual Worker Certificate.

Worker Registration Number ..... Name .....

Address .....

Please continue to send me "Paper" Annual Worker Certificates. Signed..... Date...../...../.....

## I disagree with my service details

If you disagree with the service details on your Annual Worker Certificate, you can request CBS investigate the matter by cutting out the form in "The Benefit" and sending it to CBS at:  
Construction Benefit Services  
Reply Paid 63565  
Wayville SA 5034

No stamp is required if posted in Australia.

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.

Acting quickly enhances your chances of a successful outcome. By using our website, you can regularly enquire on your service records as information is lodged with CBS. (see other article in this edition) Lodgement is usually bi-monthly.

All requests must be accompanied with supporting documentary evidence such as PAYG summaries or taxation records to substantiate your claim.

Further copies of the "Unregistered Service" form can be downloaded from our website [www.cbsserv.com.au](http://www.cbsserv.com.au) or we can post you one on request.



### REQUEST TO INVESTIGATE UNREGISTERED SERVICE

(Please note claims for retrospective service recognition are limited to employment that occurred within 5 years of you bringing the matter to our attention.)

Employer's Name .....

Employer's Address .....

Employer's Telephone ..... Mobile.....

Period of employment ...../...../..... - ...../...../.....

Employed full time?  YES If not, how many days did you work in this period. ....

Describe the type of work you did? .....

How were you paid?  Salary/wages  Progress payments  Piecework rates  
 Hourly rate  On job completion  Other (specify) .....

**I declare this information is true and correct and I have attached documentary evidence to support my claim. (ie PAYG summaries, taxation records)**

Name ..... Telephone..... Worker No.....

Address.....

Signed..... Date...../...../.....

# Member Profiles



## James Gettings

Age: 29

Trade: Sprinkler Fitter

We caught up with James at West Lakes Shopping Centre where he is working on the major extension of the centre for his current employer, On-Line Fire Protection Pty Ltd.

James started in the industry as an apprentice in 1992 with SA Fire Services Pty Ltd and since completing his trade, has worked for three employers. Each move has been prompted by, as James says, "the need to follow the work".

He eventually qualified for his full long service leave in September 2003 while working for his fourth employer.

He took 11 weeks long service leave starting in January this year. While he did not travel, he benefited from a great break. He spent time at home working on extensions to the family home being a "jack of all trades".

It was not all work though, as he was able to spend lots of quality time with his one year old daughter Tobi and also indulge in his passion for fixing Holden Commodores.

James was "rapt" to be able to qualify for long service leave, even though he had worked for four different employers.

When asked what plans he had for the future, his surprising reply was to "get up tomorrow morning". This however was placed in context when he added "keep on smiling" - a relaxed and positive outlook to say the least.



## Peter Dohnt

Age: 40

Trade: Painter

After 24 years with Varacalli Painters, Peter Dohnt has decided to "give it a try on his own" and at the time we caught up with him, he was painting the recently refurbished "Lifestyle Studios" on Unley Road.

Peter's background was heavily into athletics culminating in being recognised as State javelin champion for a period of 5 years and being included in the top 5 javelin athletes in Australia for a period of 10 years. Unfortunately, an operation to his elbow at the age of 35 brought his career to an end.

His father and one of his brothers were already working in the industry as carpenters and heeding his fathers advice of "having a trade to fall back onto", Peter chose painting as his vocation, commencing an apprenticeship with Curnow & Varacalli Pty Ltd in October 1979.

Peter's natural ability was quickly acknowledged through his employment as the Company's foreman at the Super K-Mart, Port Adelaide in the 4th year of his apprenticeship. Other noteworthy work performed by Peter was at the SA Brewing Company where he was involved with both painting the team colours for the SANFL Premiers and runner up on the brewery chimney, and repainting the Christmas displays on the river Torrens.

Peter took 13 weeks leave in July 1990, allowing him and his wife to visit his wife's family in Cairns. Peter's recent 13 weeks leave again saw him heading north, to the Northern Territory and then on to Western Australia before heading home across the Nullarbor. Despite "doing the head" on the car necessitating unexpected expenditure, and experiencing some severe weather conditions while camping on the way home, the trip was a wonderful experience.

It was while Peter was on leave that he and his wife decided that he would become self employed. Peter is aware of the voluntary scheme available for the self employed contractor and is currently deciding whether to join this scheme and continue to take long service leave in the future.

Having taken 29 weeks long service leave since commencing in the industry, Peter is testimony to the success of the scheme.



## Service with Interstate Schemes?

A National Reciprocal Agreement exists between all State schemes (except the Northern Territory presently - see separate article this issue) allowing you to move interstate to work in the construction industry and continue accruing long service leave credits.

There are a few rules in the Agreement that determines whether interstate service can be recognised.

Firstly, you must meet the minimum eligibility requirements in each of the States from which service is being claimed. In South Australia, this is 7 years, but it varies from State to State.

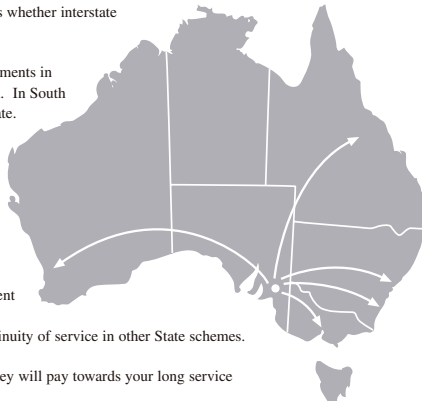
Secondly, there is a maximum industry absence between employment that is allowed. This also varies between schemes, but in South Australia the maximum break in service allowed is 3 years if you have more than 1300 days service accrued, or 2 years if you have less.

If either of the above criteria is not met, your entitlement may not include the portion of service relating to the service credits in that State. This may also affect continuity of service in other State schemes.

It is finally up to each State to determine how much they will pay towards your long service leave entitlement.

Workers should monitor their total combined service accrued in all States and apply for long service leave once they have met the service requirements of the State where they are living and working at that time.

Please contact CBS if you have any queries relating to how the Agreement affects your long service leave entitlement. We can also note your file with any interstate schemes that you are registered with.



**ACT Long Service Leave Board** at [www.actlslb.act.gov.au](http://www.actlslb.act.gov.au)

**Building & Construction Industry Long Service Payments Board** in NSW [www.lspc.nsw.gov.au](http://www.lspc.nsw.gov.au)

**CBS in SA** [www.cbsserv.com.au](http://www.cbsserv.com.au)

**Coinvest in Victoria** at [www.coinvest.com.au](http://www.coinvest.com.au)

**Construction Industry Long Service Leave Payments Board** in Western Australia at [www.lslboard.com.au](http://www.lslboard.com.au)

**Qileave in QLD** [www.bcipsls.qld.gov.au](http://www.bcipsls.qld.gov.au)

**TasBuild in Tasmania** at [www.tasbuild.com.au](http://www.tasbuild.com.au)



### Construction Industry Long Service Leave Board

1st Floor, 83 Greenhill Road  
Wayville SA 5034

Telephone (08) 8271 1222

Facsimile (08) 8373 2740

Toll Free 1800 182124

(SA Country areas only)

Email [enquiries@cbsserv.com.au](mailto:enquiries@cbsserv.com.au)

Internet [www.cbsserv.com.au](http://www.cbsserv.com.au)