Workers
South Australian Construction Industry- Portable Long Service Leave Scheme



What is Portable Long Service Leave?

Portable Long Service Leave exists to cater for the transient nature of the construction industry, where workers frequently move from project to project and employer to employer.

This means long service leave can be transferred from employer to employer, as long as the employee stays within the construction industry.

Each state and territory in Australia has its own long service scheme for the building and construction industry. All schemes have entered into an agreement to recognize the service days accrued in other schemes. This means that once a worker has accrued enough service days in the construction industry working anywhere in Australia, they will be eligible to take long service leave.

Who's covered?

Full time, part time and casual employees (including apprentices) that spend more than half of their time on site and performing building, electrical or metal trades work (as defined in the *Construction Industry Long Service Leave Act 1987*) and perform a kind of work referred to in the prescribed awards are covered by the Act.

If you are performing work covered by the Act, each of your employers is required to report service days for you on a regular basis. Once you have recorded 2,600 service days (equivalent to 10 years full time employment) we will pay you to take a 13 week break. Every additional 200 service days recorded entitles you to another week of leave!

If you're an apprentice performing eligible work, your employer is required to register you for Portable Long Service Leave. There is no cost for your employer, and during a 4 year apprenticeship you can accrue up to 5.2 weeks of long service leave.

What is a service day?

You will be credited with 1 service day for the following paid days:

- Days worked 5 or more hours
- Annual leave
- Personal/sick leave
- Public holidays
- Rostered days of
- Workers compensation (up to a period of 2 years)
- Trade school days (apprentices)

You can record a maximum of 260 service days per year (5 days per week x 52 weeks).

Benefits

As the name suggests, long service leave in the construction industry is portable! This means you can move from employer to employer without losing your entitlement.

Although a highly rewarding industry, construction can also be stressful. Constant problem solving, long hours, safety risks, billion dollar projects, million-dollar equipment, and uncertainty between projects can manifest in costs to business of turnover, burnout, productivity and injury. Even small routine installation or service and maintenance tasks can be repetitious, and take their toll through boredom and de-motivation. 13 weeks leave after 10 years of service provides sufficient time to relax and recharge, boosting workplace morale, reducing safety risks and increasing productivity.

Scan the QR Code with your phone's camera to visit the SA Portable Long Service Leave - Construction Industry website.

Taking a break from the industry

If you decide to take a break from building, electrical or metal trades work, it's important to take note of the below timeframes. If you are not registered within the applicable period, the service days you have accrued will be cancelled. This means if you return to the industry at a later date, you will commence recording service days from 0.

Number of service days accrued

Less than 1,300 (equivalent to 5 years of full-time employment)	Max. 2 year break
More than 1,300 but less than 1,820 (between 5 and 7 years of full-time employment)	Max. 3 year break
More than 1,820 (equivalent to 7 years of full-time employment)	No time limit (if you have accrued 1,820 service days you are eligible to claim a pro-rata payment)

Leaving the industry/ becoming self-employed

If you have accrued more than 1,820 service days (equivalent to 7 years full time employment) and are not intending to perform building, electrical or metal trades work for a minimum period of 12 months (as an employee) you will be eligible to claim a pro-rata payment.

This means you will be paid the monetary equivalent of the weeks of long service leave you have accrued at the time you ceased employment in the industry.

How can I check my entitlement?

When you are frst registered, you will be issued with a registration number. You'll need to register for access to the Worker portal when you login to your account for the frst time. It's a good idea to check it on a regular basis to ensure all your employers register you, and your contact details are correct. You will also be able to see how close you are to taking leave.

Who should I contact if I want to know more?

For more information on the South Australian Construction Industry Portable Long Service Leave scheme, please visit saplsl-construction.org.au

or call the Portable Long Service Leave team on 08 8332 6111

or email the Portable Long Service Leave team at admin@saplsl-construction.org.au

Is there a list of roles covered by the Construction Industry Long Service Leave Act?

The following roles are likely to be eligible (please note this is not an exhaustive list):

- Electricians (excluding service/maintenance)
- Data cabling
- Airconditioning and refrigeration mechanic (excluding service/maintenance)
- Bricklayer/Stonemason
- Carpenter/Joiner/Cabinet maker (onsite)
- Concreter
- Crane/hoist/lift operator (onsite)
- Glazier (onsite)
- Labourers/Trade assistants
- Painter/Decorator
- Plant operator
- Plasterer
- Plumber/Gasftter
- Roof plumber
- Rigger/Scafolder
- Roof tiler
- Sprinkler ftter
- Steel fxer
- Wall and ceiling liner
- Wall and foor tiler
- Welder/Boiler maker (onsite)