

Building and Construction Industry Long Service Payments Scheme

General overview of coverage in the NSW scheme

The NSW portable long service payments scheme covers building and construction workers who carry out building and construction work in construction, reconstruction, renovation, alteration, demolition or maintenance or repairs of or to:

- a. buildings;
 - b. swimming pools;
 - c. fences;
 - d. paths, roads, railways, airfields or other works for the carriage of persons, animals or vehicles;
 - e. breakwaters, docks, jetties, piers, wharves, or works for the improvement or alteration of any harbour, river and watercourse for the purpose of navigation;
 - f. works for the storage or supply of water or for the irrigation of land;
 - g. works for the conveyance, treatment or disposal of sewage or of the effluent from any premises;
 - h. bridges, viaducts, aqueducts or tunnels;
 - i. chimney stacks, cooling towers, drilling rigs, gas holders or silos;
 - j. pipelines;
 - k. structures, fixtures or works for use in or in conjunction with any building or other works referred to in paragraphs (a) to (j) inclusive;
 - l. navigational lights, beacons or markers;
 - m. works for the drainage of land;
 - n. works for the storage of liquids, other than water, or of gases;
 - o. works for the transmission of electric power;
 - p. works for the transmission of wireless or telegraphic communication
- and includes pile driving and the preparation of the site for any building or other works referred to in paragraphs (a) to (p) inclusive.

Only workers doing work classified in prescribed Awards **and** which is within the defined building and construction Industry are covered.

Apprentices doing building and construction industry work are covered by the scheme.

Workers who are employed to directly supervise building and construction work are also covered.

Work for a building company in the office is not covered by the scheme. However, if building and construction work is occasionally done on site, the time spent doing that work may be recognised.

The types of construction work covered by the scheme are building trades, construction site metal trades, electrical trades, on-site joinery work and off-site work on items intended to be fixed in buildings such as doors, windows and kitchens. Work in respect of asphalt road construction, glass cutting and finishing and driving and operating construction plant and equipment including mobile platforms and cranes are also covered. Associated work of labourers and tradesman's assistants are also covered.

In **all** cases the work performed must be classified under one of the awards prescribed for purposes of the scheme. Note that it isn't necessary to be paid under one of the prescribed awards to be covered eg a bricklayer paid at a rate of pay agreed by both the employer and worker which is higher than the award rate of pay for a bricklayer would still be covered.

The scheme covers both commercial and domestic work of employed and self employed contractors.



BUILDING TRADES AND BUILDING TRADES LABOURING (construction, reconstruction or renovation, alteration, demolition or maintenance and repairs to buildings, structures and fixtures)

- Bricklayer
- Builders Labourer
- Carpenter including bridge, wharf and underwater
- Ceiling fixing and partition construction/fixing
- Concrete finishing
- Concretor
- Construction Worker (Civil engineering, roads including traffic control on site, bridges, tunnelling)
- Crane driver including mobile cranes and crane ganging
- Floor laying, finishing and covering
- Fixtures fitting (eg garage doors, balustrades, handrails etc)
- Fire Sprinkler fitting
- Gas installation and maintenance worker
- Hard Landscaping, paving
- Plasterer (Solid / Fibrous)
- Plumber and Drainer including trenching
- Painter and Decorator
- Plant Operator - construction equipment and machinery including mobile
- Pool and Spa construction worker
- Rigger / Dogman/Scaffolder - Building trades
- Roofer, including metal, and roof tiler / Slater
- Sewer / Water maintenance worker - Civil
- Shopfitter & fitting of other fixtures on site (eg kitchens, showers screens etc)
- Shopfitter and joiner (factory constructions of certain fixtures such as kitchens, window frames, stairs, vanities, shower screens, built in wardrobes, shop and office fitouts)
- Stone masonry and dimension stone quarrying (does not include monumental stonemasons)
- Tile Layer ceramic and terrazzo

ASPHALT LAYING and paving includes construction, reconstruction or renovation, alteration, demolition or maintenance and repairs to asphalt roads and paving

- Asphalt laying on roads and paving
- Road sealing supervisors

METAL TRADES on construction site

- Air conditioning ducting installation
- Boilermaker
- Cable jointing
- Fitting - construction site metal trades
- Lagging installation
- Lifts and escalators installation and service
- Refrigeration mechanic (construction site service and maintenance)
- Sheet metal work - construction site



- Trades Assistant (construction site)
- Welder (construction site)

ELECTRICAL TRADES on construction site, reconstruction or renovation, alteration, demolition or maintenance and repairs to electrical systems and equipment

- Electrical worker (power supply in construction industry)
- Electrical worker (security and surveillance / data and telecommunications / including cabling)
- Electrical worker (electrical fitting and mechanical work on-site including hot water, instrumentation, fire alarms, refrigeration and switchboards.)
- Linesperson electrical
- Trades assistants electrical
- Refrigeration mechanic (Installation and maintenance)

PLANT OPERATORS on construction site, reconstruction or renovation, alteration, demolition or maintenance and repairs buildings and structures

- Earth moving, excavation, drilling and digging equipment
- Earth compacting, grading and rolling equipment
- Cranes, tower and floating
- Hired equipment with operators
- Mobile hydraulic platforms
- Concrete pumping and boom and line hose operation

GLASS WORKERS

- Glass worker including bevelling and cutting
- Glass polishing
- Glass examining and quality control
- Glazing
- Toughening and laminating plant loader and utility workers

PARTIALLY COVERED WORK

If engaged in any of these types of work, may be covered for only part of the work performed.

Type of Work	Covered	Not Covered
Cleaners	Cleaning on site as part of pre or post construction cleanup (final clean) is covered.	After that, all Contract/Office cleaning work is not covered.
Joiners and Cabinetmakers	Installation on construction site. Work in the Joinery shop and manufacture of made to measure kitchens and fittings.	Free standing furniture and flat pack kitchens are not covered.
Metal Trades	Work on major construction.	Servicing work on construction sites (except lifts) and work in metal shops.
Pools and Spas	Construction of pools and spas, and <i>non-routine</i> maintenance such as repair of major cracks	Maintenance of pools and spas, e.g. cleaning and chlorination.
Shopfitters	Covered when engaged as a carpenter/Joiner to construct shop fronts, fittings and fixtures. Factory work by Machinists, Shophands, assemblers & Setters Out is covered if the work is made to order and is intended to be fixed.	Free standing furniture is not covered.
Signwriters	Covered if it is part of the Construction or Renovation process.	Work on computers or signage for advertising or promotional purposes, Auction Boards, exhibitions etc, are not covered.
Staircase Builders	Installation of staircases on site. Building staircases off site is covered if the work is made to order.	
Yardmen	Work in yards at Building suppliers, Scaffolding Suppliers, or Building equipment suppliers	Work not related to construction industry or in a retail outlet eg Bunnings.



WORK NOT COVERED BY THE SCHEME

Landscape Gardeners: Soft landscaping comprising of planting and grassing

Contract Cleaners: Office cleaning

Surveyors, Engineers, Architects, Designers

Office Furniture: desks, chairs tables, etc.

(NB: This is only a general overview of coverage and is prepared for the purposes of comparisons with similar schemes operating throughout Australia. For further information or advice on eligible building and construction work, please contact our Helpline on 13 14 41.)



PRESCRIBED AWARDS defining work covered by the scheme

The following are the awards prescribed by the Building and Construction Industry Long Service Payments Act 1986 for the purposes of coverage by the portable long service payments scheme. The awards describe work classifications which are considered to be work in the building and construction industry. It is not necessary to be paid under one of these awards as self employed contractors are also eligible for coverage by the scheme provided the work they do is classified in one of the awards.

- Building and Construction Industry (State) Award
- Building Crane Drivers (State) Award published 9 March 1977
- Gangers (State) Award published 29 January 1975
- General Construction and Maintenance, Civil and Mechanical Engineering &c. (State) Award published 21 December 1977
- The Joiners (State) Award published 17 November 1982
- Plumbers and Gasfitters (State) Award published 11 July 1984
- Plant, &c., Operators on Construction (State) Award
- Glass Workers (State) Award
- Electrical Contracting Industry (State) Award
- National Building and Construction Industry Award 1990
- Sprinkle Pipe Fitters Award (Federal)
- Plumbing Industry (New South Wales) Award 1983
- National Metal and Engineering On-Site Construction Industry Award 1989 <188>
- Asphalt and Bitumen Industry (NSW & ACT) Award 1994
- National Joinery and Building Trades Products Award 1993
- Asphalt Industry Award 2010 [MA000054]
- Building and Construction General On-site Award 2010 [MA000020]
- Electrical, Electronic and Communications Contracting Award 2010 [MA000025]
- Joinery and Building Trades Award 2010 [MA000029]
- Mobile Crane Hiring Award 2010 [MA000032]
- Plumbing and Fire Sprinklers Award 2010 [MA000036]
- Manufacturing and Associated Industries and Occupations Award 2010 [MA000010] as in force on 3 March 2011 (but only to the extent to which it relates to performance of work as a carpet layer)