



CONTRACTING INDUSTRY REDUNDANCY TRUST

CIRT (QLD) PTY LTD
ABN 49 011 050 329

CIRT INFORMATION FOR EMPLOYERS AND EMPLOYEES

CIRT SITES

CIRT applies on major building projects on which a Site allowance is applicable.

CIRT is payable as per registered industrial instruments. (Eg. EBA's. AWA's. Site agreements etc.) Amounts will vary according to the relevant agreements. The employer should make payment to the administrator of the Fund no later than the 20th day of the following month. I.E. Contributions for the month of January 2015 should be paid on or before the 20th of February 2015.

WORKSHOP AND SERVICE AGREEMENTS

Most workshop employees are entitled to a CIRT contribution as per the registered industrial instruments under the same conditions listed above. Please consult the applicable EBA to confirm eligibility.

REDUNDANCY

If an employee is made **redundant** due to shortage of work, he/she may claim all funds paid to the trust on their behalf. This payment will be tax free up to the genuine redundancy limit set by the Australian Taxation Office and based on the number of year's continuous service with the employer. To claim funds owing, the employee must complete the application for payment of benefit form and the employer must complete a certificate of employment. These forms are available from the administrator or for download from the CIRT website.

RESIGNATION

If an employee **resigns**, he/she cannot claim what is held in the fund until 50 consecutive weeks of no contributions have been credited to their account. After that time they are deemed to have 'left the industry'. The date of payment is one year from the resignation date less two weeks. If the employee is employed and made redundant by another employer within the 50 week waiting period, he may claim all funds.

All payments made to employees who have not been made redundant are fully taxable. Payments claimed within 12 months of the date employment ceased are paid as an Employment Termination Payment (ETP) and are taxable at 30% plus 2% Medicare Levy (total 32%). Payments claimed more than 12 from the date employment ceased are deemed to be a Late Termination Payment (LTP) and are tax at the top marginal tax rate of 47% plus 2% Medicare Levy (total 49%).

\$40 WITHDRAWAL FEE - (Deducted from Employees fund upon withdrawal)

1. If an employee has been made redundant and has been with the employer for less than one year, then the \$40 is taken directly from the members account.
2. If an employee has been made redundant and has been employed by the same employer for more than one year but only has the minimum amount in their fund, then the \$40 fee must be met by the fund reserve.
Eg. The employer owes the employee \$2000 redundancy payout and the member only has \$1500 in CIRT.
3. If an employee has been made redundant and has been employed by the same employer for more than one year, but has more than the minimum amount in their fund, the \$40 fee is deducted from the members account.
Eg. The employer owes the employee \$1600 redundancy payout and the member has a \$2000 in CIRT.
4. When an employee resigns the \$40 is taken directly from their account

