

Incolink is the safety net for the building and construction industry. We are committed to helping workers through tough times and maintaining and strengthening the sustainability of the industry.

As Australia's largest and oldest portable entitlement fund, Incolink has over \$1 billion under management. In the 22/23 financial year alone, we paid over \$140 million in entitlements to more than 17,368 workers who found themselves without income.

The building and construction industry is prone to insecure work, with long hours, the outsourcing of labour and casualisation all well-known and challenging issues for businesses and workers alike. Incolink is here to protect the industry against hardship, helping workers stay on their feet so work can continue.

We're proud to have offered tax free genuine redundancy to our members for over 10 years of our 35 year history. With insurances that cover workers in time of illness or accident, and through the provision of training grants, Incolink enables economy wide benefits through increases in productivity, higher skills and decreased downtime (nousgroup, *Economic Analysis of Incolink: Benefits and Costs to Members and Public*, 2015).

Who are we

Incolink is a national fund that operates in Victoria, South Australia, New South Wales and Tasmania. We invest in projects in the construction and building industry across the country, including:

- Western Australia
- South Australia
- Tasmania
- Queensland
- New South Wales
- Victoria



Incolink is a genuine union-employer partnership working together to tackle industry-wide problems. We use our unique position and access to workers to improve outcomes in areas including on-site health and counselling services, insurance, industry training and much more.



Workers and employers make a choice about who to name as their preferred redundancy fund in workplace collective agreements and the choice is very clear.

Our success in attracting workers and employers to Incolink is based on our strong, secure returns, which allow us to fund industry-best services and training.

The choice is clear – Incolink is the safety net for the building and construction industry.

Our offer to employers

Incolink is the best choice for employers. We provide services that reduce employers' liabilities, where others do not.

Our broad national offering means one fund for all your projects. We make your life easier with the most efficient processes of any Fund on offer.

Cost Savings – Incolink takes care of your redundancy compliance obligations creating long term savings. Your workforce is taken care of when the job is done, avoiding a large payout at the end of projects.

Industry Training – Incolink is committed to a safe, skilled and productive workforce. As the largest funder of industry training outside Government we partner with industry groups to fund the skills based training that businesses need.

Online Services – We make it easy to manage your workforce, invoices and notifications with our online portal EmployerLink.

Become an Employer of Choice – Construction workers know that being employed by an Incolink employer means:

- Their redundancy entitlements are safeguarded
- Accident and illness insurances are there for them
 - Access to counselling and other health and wellbeing programs.



Safety net for workers – Genuine redundancy

The Incolink Redundancy Account gives all worker members the opportunity to claim a tax-free redundancy payment if they are made genuinely redundant. If your employment ends for any other reason, you will still be eligible to claim at the applicable tax rate.

Claim Reasons and Applicable Tax Rates

Genuine Redundancy	Nil up to the tax-free threshold*
Termination	32% or 17% if reached preservation age ^
Resignation	32% or 17% if reached preservation age ^
Promotion “off the tools”	32% or 17% if reached preservation age ^
Retirement	32% or 17% if reached preservation age ^
Leaving Australia	32% or 17% if reached preservation age ^

Safety net for workers – Insurances and discretionary covers

Insurances mean that workers are covered faster and more comprehensively, meaning they can take the time they need to recover and get back to work sooner.

We partner with an insurer to offer industry-leading benefits for members, including:

- Cover if you get injured or sick when you're not at work
- Emergency transport, accidental dental and funeral cover
- WorkCover and transport accident scheme top-ups
- Lump sums for workplace accidents
- Portable sick leave
- Workplace Injury Management Service

Go to incolink.org.au/insurances and check your insurances today.

Incolink Accident and Illness Benefits Program

Cover	
Leisure Time Weekly Accident & illness	Up to maximum \$1,200 per week Benefit period: To Age 59 104 weeks Age 60-64 52 weeks Age 65-69 52 weeks Mental Illness 26 weeks Waiting period 14 days
Journey	Up to maximum \$1,200 per week Benefit period: To Age 59 104 weeks Age 60-69 52 weeks
Capital Benefit – Accident only	\$5,000
Pre-Existing	6 months
Discretionary Covers	Member Only \$9,000 Emergency: (includes family) Transport Air \$15,000 Transport Road \$12,000 No limits Dental: (includes family) No dependants: 2x claim up to \$2,000 per claim With dependants: 4x claim up to \$2,250 per claim
Retraining and Rehabilitation Expenses Benefit Domestic Help Vocational Training / Retraining	Up to a maximum \$25,000 per claim
Cost per week	\$23.00 per week per worker

Insurance and Discretionary Covers Incolink vs ACIRT

Incolink	ACIRT
Leisure time Accident & Illness Insurance for you and your family	Not offered
Accidental dental cover for you and your family	Not offered
Income Protection Insurance	Not offered
Emergency transport and Ambulance Cover for you and your family	Not offered

Our services

Incolink's superior investment strategy allows us to do more for members, including investing \$21 million in industry training and health, safety and wellbeing services.

This included strengthening our award-winning suicide awareness program Bluehats through the hiring of three dedicated mental health educators, the delivery of more than 100 wellbeing toolboxes, and providing free counselling services to hundreds of members and their families.

Our industry partners

Nationally, Incolink partners with a range of industry and community based organisations to achieve the best health and wellbeing outcomes for the building and construction industry. We deliver:

- Skin checks to detect skin cancer – in partnership with Cancer Council and nurse on site
- GP Clinics, including prostate checks and flu vaccinations – in partnership with Healthcare Australia
- Mental health support – alongside Mates in Construction
- Supporting women in construction and delivering gambling harm awareness campaigns in partnership with the Victorian Government.

Our award-winning training

With \$250 million invested in the past decade in Victoria alone, Incolink has a strong record of delivering industry-based, high-quality training improving safety for workers across the building and construction industry.

Our support of the CFMEU's education and training program has significantly improved safety on site, and increased the qualifications of thousands of workers. We're working with the CFMEU to bring all workers a quality training offer.

In 2022 alone, Incolink funded over 1,500 courses and trained over 12,000 workers, in OHS, white cards and more.

How we perform against other providers

Incolink out-performs other fund providers like BIRST and ACIRT, with stronger returns and by investing back in services like training, financial counselling, on-site GP and vaccinations.

Your funds will be managed with the strong business acumen of a Trustee Board and oversighted by key stakeholders in the building and construction industry, including representatives from states across Australia.

Incolink has offered tax-free genuine redundancy to its members for over 10 years, putting more money in the pockets of workers and their families.

Entitlements Incolink vs BIRST vs ACIRT

Product	Incolink	BIRST	ACIRT
Free and confidential 24/7 counselling support for members and their families	✓	✗	✗
Onsite support	✓	✗	✗
Regular health checks are good for everyone	✓	✗	✗
Online jobs platform to post and search for construction industry jobs	✓	✗	✗
Financial counselling service	✓	✗	✗

Entitlements Incolink vs ACIRT

Incolink	ACIRT
Genuine Redundancy with 0% applied for over 10 years	After denying members tax free redundancy for decades, ACIRT announced that from February 2024 “Most claims will now be tax free” but “the reason that we can’t do it immediately is because our administrator needs to make significant changes to their system.” - Quote, ACIRT 2023
Claims processed within 24 business hours	Claims processed within 3 business days

Training Incolink vs ACIRT

Incolink	ACIRT
Largest provider of non-government training in the country	Negligible
In 2023, we funded 1500 courses and trained 12,000 workers in Victoria	Negligible

On-site health checks and counselling services Incolink vs ACIRT

Incolink	ACIRT
GP clinics	Not offered
Skin checks	Not offered
After hours counselling services to supplement existing services	Not offered
Financial counselling	Not offered

Our strong investment record

Incolink’s net profit for the financial year ended 30 June 2023 (FY23) was \$53.9 million. Balance sheet net assets totalled \$134.5 million as at 30 June 2023. Net assets coverage remains at a healthy level of 114% as at balance date.

In another strong year, member redundancy contributions amounted to \$224 million for FY23, an increase of 28% on the prior year.

Our investment portfolio returning 8.9% for FY23, comfortably outperforming Incolink’s return objective of 6.5%. This strong performance was largely driven by strong equity and real asset exposures which contributed 5.4% and 2.7% respectively.

Financial Year	Incolink Fund Return	BIRST Fund Return	ACIRT Fund Return
2023	9%	-	5%
2022	3%	-4.4%	-1%
2021	12%	3.3%	9%
2020	2%	0.3%	-1%
2019	9%	4.71%	5%
Rolling 5 year average	5.8%		3.4%





Disclosure: Important information about this brochure

This brochure is a summary only. It is not an insurance policy and is not used in the assessment of insurance claims. Any insurance claim will be assessed against the individual policy terms and conditions and applicable law.

The purpose of this brochure is to provide a summary ONLY of the various insurance policies outlined in this brochure. For information about the insurance and discretionary covers, please contact Total Claims Solutions on (03) 9320 8588.

Insurance policies are underwritten by QBE Insurance (Australia) Ltd ABN 78 003191035 AFSL No. 239545. Discretionary Covers are provided by Incolink. The insurance policies are arranged by Windsor Management Insurance Brokers Pty Ltd ACN 083 775 795 AFSL No. 230747.

Your cover depends on the type of contributions your employer pays to Incolink on your behalf. Please check with your employer to see if they are registered with Incolink and paying contributions. If you need assistance, call Incolink on (03) 9639 3000.