

MASTER BUILDER

Official Magazine of Master Builders Tasmania / EDITION 1
April 2019

MAGAZINE TASMANIA

ICE COLD INNOVATION

FRENCHMANS CAP - LAKE TAHUNE P.19



**JUDY PARTRIDGE:
A MOTHER TO ALL
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STRONG ECONOMY** P. 4

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SUICIDE** P. 17

FLEET
BETTER BUSINESS SENSE



Break into the New Year with a great deal



TFM2092 - MBA TAS 01/19

As a Master Builders Association member, you can get a \$4,500 Gold Fleet discount on any LandCruiser 200, until 30/06/2019.* It's built to take on the toughest terrain with full-time 4WD powered by a 4.6L V8 petrol or 4.5L Turbo Diesel engine. So if you like to work hard and play even harder, you've met your match in a LandCruiser.

Visit your Toyota Fleet Specialist today, or call 1800 444 847 for more info

*Accessories not included. Sahara model shown. Wash the exterior and underside of the vehicle with fresh water immediately after driving through seawater to prevent damage. Photo Credit: The Gall Boys. Fleet pricing excludes special edition vehicles.



**MASTER BUILDERS
TASMANIA**

Master Builders Association membership details required to redeem Gold Fleet Discounts.



toyota.com.au/fleet



Master Builders TAS Gold Fleet Discount

How it works



1

Member of Master Builders TAS approaches local Toyota Dealership.



2

Member provides contact details of Toyota Sales rep to Master Builders TAS. Master Builders TAS will provide email confirmation of membership to Sales rep.



3

Dealer will then apply the Gold Fleet Discount to the quote/sale of vehicle.

(The Gold Fleet Discount is a \$ value discount that varies from vehicle to vehicle).



4

Purchase of vehicle completed.



Master Builders Tasmania member Shane Spaulding of Great Bay Constructions had this to say when interviewed...

1. What Prompted you to purchase your Toyota using the Gold Fleet Discount? Shane says – *Because of the discount I was able to purchase a more expensive V8 Landcruiser & with the saving was able to upgrade suspension plus wheels.*
2. How much did it save? *I saved \$6,000.*
3. Is this a valuable feature of being a Master Builder Member? *Yes it helps my business as Master Builders is a recognized brand of quality and Toyota is as well.*
4. Would you say to other Master Builders Members about Gold Fleet discount? *I already have told 6 others about the discount and customer service was second to none.*
5. What do you find good about 3.5t towing capacity of Landcruiser? *I can tow a 200 litre container of fuel + digger and trailer.*
6. Tell me a little about your experience with Toyota and accessing the Gold Fleet Discount? *The discount is great, the process was seamless and the customer service was excellent.*

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WELCOMES NEW MEMBERS

- » Shane Spaulding - Great Bay Constructions Pty Ltd
- » David James Kearney b/n Kearney Builders
- » Colin Guest - CD Guest & M Zarb b/n Marcol Construction
- » Daniel Biedka
- » Luke Henry Gul b/n Apexia Building Solutions
- » Michael Lee - M.L Lee & T.M Lee
- » Kyle Zanetto - Zanetto Builders Pty Ltd
- » Joshua Bartlett - JC Bartlett & EL Gerke b/n Bartlett Building Co
- » Dustin Watson
- » Nihad Moshi b/n Charbel Homes
- » Ian Bowers - AAI Bowers Investments Pty Ltd
- » Aliaksandr Dabravolski b/n Lada Constructions
- » Glenn Hopkins - GBH Construction Services Pty Ltd
- » Jeffrey Hunter
- » Jason Peter Gofton b/n Goffo's Builders
- » Scott Flett Architecture Workshop Pty Ltd

**Congratulations on joining
Master Builders Tasmania**



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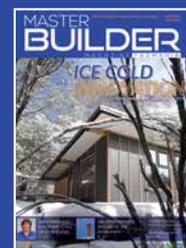
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COVER PHOTO:
VALLEY WORKSHOP
Feature article P.19



DAVID GATES PRESIDENT - MASTER BUILDERS TASMANIA

This year has begun with the momentum that a buoyant building and construction industry brings, a climate that provides a range of opportunities for Master Builders Tasmania. Opportunities to strengthen MBT as an Industry leader, opportunities to improve our services to members and to engage new staff to drive change and take advantage of these opportunities.

MBT is currently reviewing its strategic plan, this is a welcome and timely process that will ensure we have a clear vision on what we want to become, a strategy on how we intend to get there, and a mission that will maintain the relevance of our core purpose for the next 3-5 years.

I see this as a new era for MBT, with opportunities ahead of us made possible by the prudent management of past leaders that we have been fortunate to have had involved in the association.

Good people with a shared vision are the cornerstone of any successful plan. The recruitment of new staff in recent months will further strengthen our team. I would also like to take a moment to congratulate existing staff for their dedication and commitment during this period of transition in the team. Many have been called upon to take on an increased workload, which they have done with enthusiasm and without hesitation.

The most recent appointment is that of Mr. Tim Traill to fill a newly created role of Legal and Compliance Director. Tim brings a wealth of knowledge and experience to the role which will provide advice to members on all matters relating to HR, IR, contracts and dispute resolution.

Rachel Jenkins has been welcomed into the Launceston office as Northern Administrator, a role which she has settled into quickly after following Chriss Kelly's move to the mainland. Thank you Chriss for your contribution.

Pyper Page has been employed in the Devonport office as a trainee administrator working closely with the newly appointed North/Northwest Office Manager and Events Coordinator, Victoria Jackson. Victoria has approximately 10 years experience employed with MBT which provides good background knowledge to oversee the daily running of both the Devonport and Launceston offices.

Executive Director Matthew Pollock is to be commended for the way he has provided good leadership and understanding, to gain the right balance with the selection and inclusion of new staff.

February has seen a long serving staff member retire after 17 plus years of employment, Judy Partridge MBT's Operations Manager had her last day on 28 February. Judy has made an outstanding contribution to our association and was known for always making time for members needs and enquiries. Perhaps most notably, following the resignation of Michael Kerschbaum last year, Judy took up the challenge of Acting Executive Director. It was a role Judy stepped into with the same professionalism we have come to expect from her over the years. On behalf of the members and staff at MBT we wish Judy the very best in her next adventure. Congratulations on a job well done and a career that made a difference.

If you are reading this article, I would consider you as an industry leader, someone who is engaged and interested in making a positive difference to our industry. One area of particular importance to the building and construction industry is cultural change. Master Builders' Women Building Australia initiative is widely promoted and offers a pathway for women to enter our industry through mentoring and networking programs, but cultural change can take years to evolve. I acknowledge our industry has some way to go regarding gender equality. In fact, according to the Australian Human Rights Commission our Nation is lagging well behind on a global index that measures gender equality with a ranking of 35th in 2017, slipping from a high point of 15th in 2006. I believe it falls on those (you and I) who wish to make a difference in this industry to continue to drive this cultural change.

Language matters and I would encourage all of us as we talk to our peers to consider what we say and how we say it, as this can have a lasting effect on those around us.

As you know MBT is a proactive supporter of diversity in the workplace. We are an equal opportunity employer and believe cultural change is critical if we are to build a more prosperous building and construction industry in the future, for the betterment of everyone in our industry.

I am proud to have the privilege, as MBT President to drive this cultural change and I look forward to the bright future that a more inclusive industry will bring us all.

David Gates
President.



MATTHEW POLLOCK

EXECUTIVE DIRECTOR'S REPORT

“Looking forward we are in an enviable position in that our biggest challenge is also perhaps our biggest opportunity...”

The building industry and a healthy economy go hand in hand in Tasmania. In the last 12 months building and construction has been one of the most important drivers of economic growth. We have led the economy in the creation of full-time skilled jobs, provided more opportunities for apprentices to enter the workforce than any other industry, built more than 2,800 new dwellings to help address the challenge of housing affordability, and helped to fix the damage to homes and businesses as a result of last year's floods in Hobart. I for one am proud to represent an industry which provides so much to the community and to the prosperity of the Tasmanian economy.

For now, the underlying economic drivers are still very strong. House prices in Hobart are currently the strongest growing of the eight Australian capitals. The city is also experiencing the fastest rate of rental price growth in the country – a result of insufficient supply in previous years and a surge in tourism which has driven many landlords to test their luck in the short stay rental market.

Population growth in Tasmania has picked up as a result of the improving labour market - the state is now experiencing a net inflow of residents from other parts of Australia. Population is a central driver of building work in sectors like education, health, retail and transport, and in the last half of 2018 the value of work done in the commercial sector increased by approximately 20 per cent.

Public investment in major transport infrastructure projects has seen the value of engineering construction activity top \$1.3 billion in the last 12 months, and the announcement of the \$1.6 billion Hobart City Deal and a record commitment in the 2018 State Budget suggests there is still plenty in the pipeline to support an outlook for more growth in the engineering construction sector.

Looking forward we are in an enviable position in that our biggest challenge is also perhaps our biggest opportunity; to ensure we do everything we can to maximise the opportunities that a prosperous industry offers. This means investing in our capacity to deliver on the needs of the community, to build housing which is affordable for everyone, to deliver critical social infrastructure projects

on time and on budget so that the community does not pay more or wait longer than it needs to, and provide opportunities for Tasmanians from all walks of life to build rewarding and successful careers in our industry.

It is also important that we set ourselves up for the long term. Anyone who has been in the industry for long enough will tell you that cycles turn, the good times never last forever, and success depends on taking advantage of the high times to prepare for the lows.

As a member of Master Builders, you have access to a wide range of products and services to help you better manage your business. To get a refresh on how we can help you in your business please give us a call and we can arrange a time to take you through our suite of products and services.

We would also like your feedback on how we can better serve your business and maximise the value of your membership. To do so we will be undertaking a detailed membership survey and interviews over the next few months. The results will be used to inform our strategic direction moving forward and to ensure we are investing our time and resources in areas which best serve the needs of the membership. The more people who participate the better the results will be, so I encourage all members to take the time to complete the survey. This is your chance to tell us what you expect as a member of Master Builders.

“Master Builders Tasmania are undertaking a detailed membership survey - we encourage members to participate.”

STRONG BUILDING, STRONG ECONOMY - FEDERAL ELECTION



DENITA WAWN
CEO, MASTER BUILDERS AUSTRALIA

Like it or not, politics has a big impact on the economy and the environment that you do business in. This year's Federal Election is no exception.

At this election issues of vital importance will be up for debate and you will have to decide which political party's policies best meet the needs of your business, the economy and your family's future.

Restrictions on negative gearing, increases in capital gains tax, stopping union bullies from bullying small business people on construction sites and whether there will be tax cuts for companies, small and medium businesses and sole traders - these are just some of the issues that you will be deciding on when you cast your vote.

As a member you have the benefit of Master Builders Australia, or the National Office as many refer to us, standing up for your interests with federal politicians - Liberal, Labor, minor parties and independents. Election years always see our activity ramp up and we are working closely with your team at Master Builders Tasmania to make our politicians hear your concerns loud and clear so that the issues that matter to you and your business are front and centre of the national conversation.

To help us succeed we need to understand our industry's story a lot better and tell it a lot more often in our own communities. Our industry is the second largest in Australia; it's also the second largest employer and provider of full time jobs. Locally the industry is vital to the state's ability to prosper and grow, building the homes, schools, hospitals and roads that are vital to a stronger economy.

The success of our industry is fundamental to the success of our economy and improving living standards, and that's why we are campaigning under the banner of Strong Building, Strong Economy at this Federal Election.

After significant consultation with Master Builders across the country, we are now more campaign ready than ever before, thanks to the establishment last year of a national Campaign Fund. This means we will have the necessary resources not only at federal elections but to fight on your behalf, both publicly and behind the scenes in the corridors of power when the stakes are high at the federal political level. We will be better prepared to stand up for our members whenever

legislation is introduced that has either a positive or negative outcome for the industry.

Consultation with Master Builders Associations around Australia has identified the following key themes that our members want us to campaign on:

- **Retention of the ABCC is vital to stop the bullying and reduce the costs**
- **A better go for small business**
- **Housing construction to meet demand needs to be stimulated not curtailed**
- **The building and construction industry needs more skilled people to build Australia**

As the foundation of Strong Building, Strong Economy these pillars are the umbrella for a comprehensive policy agenda including tax, safety, broader industrial relations issues, building regulation, procurement, infrastructure and population policy - just to name a few.

Importantly, Strong Building, Strong Economy builds on a year of robust advocacy by Master Builders nationally and in Tasmania. We know that direct, evidence based campaigning increases the respect of governments of all flavours for Master Builders.

**STRONG BUILDING
STRONG ECONOMY**

MASTER BUILDERS AUSTRALIA
WANTS THE NEXT FEDERAL
GOVERNMENT TO

STOP THE BULLYING **KEEP THE ABCC**

DON'T CHANGE NEGATIVE GEARING & KEEP CAPITAL GAINS TAX DISCOUNT

WWW.STRONGBUILDING.COM.AU

MASTER BUILDERS AUSTRALIA
AUTHORISED BY DENITA WAWN,
MASTER BUILDERS AUSTRALIA, FORREST, ACT, 2019

TOP 9 FOR 2019 - WHAT BUILDERS WANT FROM THE NEXT FEDERAL GOVERNMENT

1. The ABCC is vital to stop union bullying and reduce costs of construction

We Want

- The Australian Building and Construction Commission (ABCC) retained.
- The ABCC to be resourced to do its job properly.

We Oppose

- The abolition of the ABCC.

2. A better go for small business

We Want

- Company tax relief for small business. Reduced company tax rate to 25%.
- Income tax relief for sole traders.
- Red tape reduction – 10% reduction of compliance time and costs by 2022.
- Regulatory Impact Statements for any new legislation and regulation to show the effect on time and compliance for small and medium businesses.

We Oppose

- Reversal of legislated company tax cuts for small and medium businesses with annual turnover of up to \$50 million.

3. Meeting the housing needs of all Australians

We Want

- Retain current negative gearing arrangements
- Keep the current 50% capital gains tax discount
- Release of more federal government 'non-useful' land for housing development for example release of unused defence housing land.

We Oppose

- Any policy that increases the tax burden

4. Building and Construction Needs More Skilled People in Australia

We Want

- Targeted funding to boost the reputation of trade careers.
- Targeted funding for pre-apprenticeship programs
- Introduction of a quality framework for all Registered Training Organisations+ (RTOs)

We Oppose

- Federal vocational education and training (VET) funding going only to the TAFE system
- Qualification frameworks that lock out industry input and are not flexible to meet industry needs.

5. A balanced workplace relations system

We Want

- Strong right of entry rules that are enforced
- Sensible rules to encourage bargaining and where strikes are a last resort.
- Common sense dismissal laws with more emphasis on the right of small business people to manage their business.

We Oppose

- Any reduction in Freedom of Association protections.
- Any move to increase the power of unions in enterprise bargaining, including the use of pattern bargaining.
- Restrictions on employment arrangements.

6. Safe and productive building sites

We Want

- Stronger rules and enforcement to stop safety being exploited for non-safety purposes including to gain right of entry.
- Consistent safety laws across the country.
- Regulators that enforce current laws rather than make new ones.

We Oppose

- Attempts to blur the line between industrial relations and safety laws.
- Introduction of industrial manslaughter.
- Giving unions more tools to circumvent Right of Entry Laws.

7. Sensible approach to contracting

We Want

- Preserve the right to be an independent contractor.
- Greater consistency between Security of Payment laws.

We Oppose

- Abolition or reduction of current independent contracting laws.

8. Smarter approach on how our cities and regions work

We Want

- Increased infrastructure spending that reflects community needs.
- A plan to accommodate population growth.
- Retention of Infrastructure Australia.

We Oppose

- Duplication and inconsistency between tiers of government that wastes tax payer's money.

9. Sustainable and Affordable Housing

We Want

- Any reforms to have Regulatory Impact Statements (RIS) to assess the impact on the community and the industry.
- Energy reforms through market and whole of house mechanisms not through stringency increases.
- Increase in industry education on NCC changes every three years.

We Oppose

- Moves to push for increase in energy stringency in homes before considering alternative mechanisms.
- Greater complexity of NCC.
- High costs of compliance.



BEN CARTER

NATIONAL DIRECTOR OF
MEDIA & PUBLIC AFFAIRS

Union bullying happens every day on construction sites around the country despite bullying being a major focus of community concern. It is not tolerated in the home, the school or the majority of workplaces and it must not be allowed in our industry.

The price of tolerating bullying by the CFMMEU and other building union bullies is simply too high. Small and medium 'mum and dad' businesses continue to be the major target of union thugs; and because of it taxpayers pay millions more for schools, hospitals and roads.

While there is no silver bullet or magic wand that can eradicate the deeply entrenched culture of bullying in the construction unions, Master Builders successfully fought 'tooth and nail' to bring back the Australian Building and Construction Commission to tackle the problem.

Since it was re-established, the ABCC has been making good headway. It has been holding the CFMMEU and other construction unions to account by successfully prosecuting the unions and their officials in the courts for their flagrant breaches of the law. The outcomes have included millions in fines imposed on the unions and widespread recognition by the judiciary that the CFMMEU in particular believes that it and its officials are above the law and have a right to flout it.

The reality is that without the ABCC the lawless behaviour of the CFMMEU would go unchecked and its culture of bullying would go unchallenged.

Now there is a new challenge. Labor's policy to abolish the ABCC will undo all the good work that has been done. It gives a green light to the CFMMEU and other construction unions, sending the message that a Labor Government will tolerate union bullies on construction sites. Industrially, it will take the industry back to the days of the BLF!

The victims will include the hundreds of thousands of small and medium business people who bear the brunt of CFMMEU bullying as well as the community, with mums and dads ripped off by being forced to pay 30% more for the things they need including: schools, hospitals, roads and other taxpayer funded infrastructure.

We know this issue is one that matters to Master Builders throughout Australia. That's why a major focus of our Strong Building, Strong Economy campaign is making voters aware of Labor's plan to scrap the ABCC and the

terrible cost it will force our industry and the community to pay.

We are working closely with Master Builders Tasmania to make sure that our Stop the Bullying message is heard and are calling on voters to tell Labor to keep the ABCC if they are elected. We are ensuring the same message is heard loud and clear by all political parties and independent candidates at this Election.

Say NO to union bullying. Join other Master Builders from all over Australia in calling on Labor to keep the ABCC if they win the Election.

Visit: www.strongbuilding.com.au or
www.masterbuilders.com.au

Facts & Stats

The courts have imposed nearly \$200 million in fines on the CFMMEU so far in the 2018/19 Financial Year. There are currently 78 CFMMEU officials before the courts for over 800 potential breaches of the law.

What the courts say

"It would be apt to describe the behaviour as sheer thuggery. Such thuggery has no place in the Australian workplace. Contraventions of the FW Act that involve thuggery cannot be tolerated."

Justice Vasta, FCCA (2016) 488

"The CFMMEU's record of contraventions of industrial legislation is appalling. Since 2000, it has been found to have contravened industrial legislation on more than 140 separate occasions."

Justice White, Australian Building and Construction Commission v Gava (2018) FCA 1480

"The conduct was subversive of workplace health and safety responsibilities, responsibilities of the very kind with which, historically and legitimately, trade unions have been deeply concerned in the interests of workers."

Justices Tracey, Logan and Bromwich, CFMMEU v ABCC (the Broadway on Anne Case) (2018) FCAFC126

"The conduct of the CFMMEU in this case brings the trade union movement into disrepute and cannot be tolerated. In a liberal democracy, it is assumed that citizens, corporations and other organisations will comply with the law. Such compliance is not a matter of choice. The community does not accept that a citizen, corporation or other organization may choose to break the law and simply pay the penalty."

Justices North, Dowsett and Rares, FCAFC 53

The courts have imposed nearly \$200 million in fines on the CFMMEU so far in the 2018/19 Financial Year.



A UTE IS A UTE, RIGHT?

Wheels, motor, seats, they're all the same, aren't they?

If you walk into two dealerships and ask for a 'ute' would you take the cheapest one? Or would you compare the tray, fuel type, transmission, air-conditioning, warranty, capped priced servicing, build quality?

Without all the specifications, you aren't able to make an informed decision about which ute represents the best value.

Construction insurance is no different.

It has conditions, exclusions, clauses and definitions and these can be significantly different from one insurer to the next.

We can help you get the best value for money because we are the construction insurance specialists.

Our business is built on advice.

Glen Johnson
Business Development Manager (TAS)
MBA Insurance Services



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MBAI INSURANCE - PROFESSIONAL INDEMNITY INSURANCE, DOES MY BUSINESS NEED THIS?

With many residential builders now involved in sourcing designs, and design & construct contracts becoming increasingly common in the commercial sector, it's important to understand how this can expose your business to potential losses should you not have the right insurance cover in place.

Historically Professional Indemnity (PI) insurance was only considered by engineers, architects, or designers and the like. When directing clients to particular designers, or entering into Design and Construct contracts, you are likely to legally assume a degree of liability arising out of injury or loss arising out of professional services - even if you've outsourced this work to an external company.

What is Professional Indemnity Insurance?

Professional Indemnity Insurance is designed for professionals who provide advice or services to their customers. It protects your business against legal costs and claims for damages to third parties which may arise out of an act, error, omission or breach of professional duty in the course of your business.

Examples of Professional Indemnity claims:

- » **A negligently designed slab cracks and needs to be repaired/rectified.**
- » **A balcony collapses due to faulty design.**
- » **A builder installs tiles in a wet area that are not slip-rated to the correct level, resulting in a slip & fall injury which is directed back to the builder.**
- » **A building is constructed per plans but does not comply with building codes/local laws resulting in rectification works in order to comply.**

Why you need Professional Indemnity Insurance.

Construction industry professionals such as contractors and builders who provide design, product specification, or other professional services in addition to, or as part of their construction activities for clients (for example when entering into Design & Construct contracts) assume the additional responsibilities and liabilities of a design professional.

Whether or not you provide these professional services in house or engage an external consultant you assume liability to your clients or other parties for claims arising out of injury or loss incurred as a result of a breach of professional duty in the provision of these professional services.

What are you being covered for?

Key exposures are design failure, inadequate/incorrect advice, design, or product specification, inappropriate/incorrect certification, and poor work documentation.

Who can claim against you?

PI claims can be made against you by any third party including, but not limited to clients, regulatory authorities, professional bodies and associations, future property owners and body corporations.

Do I need Professional Indemnity Insurance if I outsource all of my designs?

Whether you direct clients to a particular architect/draftsperson, or your clients provide you with full plans without your input, builders are typically the first port of call for design/product specification losses. It costs time and money to defend against PI claims, and while you may ultimately only be found 10%-20% responsible for the loss, the legal defense costs and proportionate liability judgement can result in \$100k+ losses.

Already have a Professional Indemnity policy - do you have the right cover?

If your business is involved in construction (not exclusively design) - you should be insured through a Design & Construct (D&C) PI policy. Without being insured through a D&C policy, your PI policy may not cover you for jobs that you've constructed, even if your advice/product specification on the build was the direct cause of loss.

D&C PI policies encompass a broad definition of the various professional services involved in designing and building. A non D&C PI policy will require you to specifically list the professional services to be covered, with anything not specifically listed, uninsured.

If your business is involved in construction (not exclusively design) - you should be insured through a Design & Construct (D&C) PI policy.



MASTER BUILDERS
T A S M A N I A

GROUP TRAINING SCHEME

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Save Time and Money! We'll take care of all Award conditions and Wages, RDO's, Sick Leave, Annual Leave, Superannuation, Work-cover, Training and Pastoral Care.

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- ✓ *SUPPORT FOR THE APPRENTICE THROUGH OUR TRAINING PROVIDERS*

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For more information, please contact:



Terri Nichols
Master Builders Tasmania
Level 5/116 Bathurst Street
Hobart, TAS, 7000
Ph: 03 6210 2000
Email: terri@mbatas.org.au

Master Builders Tasmania
Apprenticeship Scheme is a
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employs Apprentices and hires them
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CHOOSE MASTER BUILDERS TASMANIA A NAME YOU CAN TRUST



JUDY PARTRIDGE - 17 YEARS AND FIVE MONTHS WITH MASTER BUILDERS TASMANIA



A MOTHER TO ALL OF US BUILDERS

Judy has always been of the belief that Master Builders has been a successful Association because of its culture. From the time Judy joined MBT the collaboration and teamwork has always been central to Master Builders culture

Judy finds it hard to believe she is involved in an article that marks the end of her time with Master Builders Tasmania. Judy commenced employment with MBT on 8th October, 2001 and retired on 28th February, 2019 - a total of seventeen years and five months. This period has been an extremely important time in Judy's life and provided her with a career that was both challenging and rewarding.

Judy was first employed as front Office Administrator in Devonport - North West Region of MBT and has never looked back. 'The Association was Member focused and Judy could see she had the ability to meet the Member needs.'

Previous positions held had provided Judy with considerable experience in administration with one of those positions involved with the building industry:

- The Examiner Newspaper as a clerk working in the advertising, circulation and journalism departments; as an administrator with a firm of Consulting Engineers; owning and managing her own business for a period of 14 years (in partnership with her husband Craig) - in the tourism industry. When Judy saw the advertisement for the role at Master Builders' Association of Tasmania Inc, she decided it was time to make the change from self-employment to again being employed. Judy had a connection with the building industry through her father, a qualified carpenter, and felt the time was right to move away from her business and further her skills. Judy felt this was just the right choice for her. After a number of years as Office Administrator Judy

was offered the position of Manager - North West and took up the challenges of the role. In 2012 Judy was asked to take up further duties; the position of Operations Manager with MBT which not only included duties under her current role but also to manage the Associations Corporate matters with the Executive Director.

Judy believes she has been incredibly fortunate - working with talented and forward thinking Executive Directors - Messrs Chris Atkins, Michael Kerschbaum and Matthew Pollock. Judy also acknowledges the support of the regional chairmen and State Councillors. Any organisation is only as successful as the staff they employ and she has enjoyed a professional relationship with past and present staff members and passes on her thanks for their loyalty and dedication.

Judy's relationships established with MBT members has provided her with a high level of satisfaction and was paramount in her long term employment with MBT due to the enjoyment of assisting the members throughout that entire period. MBT is strong because of the strength of its members and their support and loyalty to the Association and she has seen it as an absolute pleasure to have had the opportunity to meet with and assist members in the running of their businesses. Master Builders is very focused and they have the ability to meet the member needs.'

In saying this Judy believes this is a wonderful industry providing amazing opportunities for all. During her time with MBT, over a period of 5 years, Judy delivered MBT's annual programme - Pathways into the Building and Construction industry to school students. This particular program and MBT's promotion of Women Building Australia, Judy believes are vital to attracting young people (and people of all ages) to consider a career in the Building and Construction Industry. Judy encourages women to look at their career options - be it as a tradesperson or one of the professional careers - there are no barriers - there is a place for both males and females in this industry, working alongside each other to create, build, manage and produce. Such a rewarding industry - there are no limits.

Judy would also like to thank her family, her husband Craig and her daughter Kate who were of tremendous support to herself whilst she followed her career path. Some long hours, nights away - but all tasks undertaken with enthusiasm and pride to ensure a job well done.

continued P.11 >



At her recent formal farewell - Judy felt so privileged to have so many people attend - members, life and honorary members and staff from all areas of the state. Judy says a big thank you to all for making it a very special evening. Judy said that night when addressing those in attendance - "this has not been just a job - it has been an experience."

A word from Neville Bingham:

From my view I would say Judy has achieved greatness in our Industry and Association, sometimes with frustrations. Starting in 2001 "wondering where to from here to retirement in 2019 having been Secretary, Administrator, Regional Manager, Operations Manager and Acting Executive Director - 'and A Mother to all of us builders.'

Judy from all of us at Master Builders, thank you for your contribution to the Association, its Members and the Construction Industry. While we will miss you - you will never be forgotten as the industry is considerably better off for having a person like yourself involved as you have given so much over the years. We wish you well in your deserved retirement.



" I would like to take this opportunity to say thank you Judy for the past 10 years as my mentor, teacher and friend. Judy you have shaped my career with Master Builders Tasmania and I'm very grateful for your influence and knowledge you have shared during this journey. I wish you the very best in your retirement... and you know you are very missed! Thank you ... from Victoria "



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NEW APPOINTMENT

TIM TRAILL

DIRECTOR LEGAL AND COMPLIANCE

Master Builders Tasmania are delighted to announce the appointment of Tim Traill to the position of Director Legal and Compliance.

After a long and successful career in law enforcement, which included amongst other things training as a prosecutor, detective, search controller, and special operations tactical operator he decided to make a move into the legal profession. In 2017 Tim commenced study for his Juris Doctor; a post-graduate law degree, which he hopes to complete in the coming 12 months.

His vision for this role at MBT is to provide members with an expanding range of industry specific workplace relations and construction contract tools, so that you can spend less time worrying about compliance, and more time focused on growing your business.

A few words from Tim on the cost-plus contract - 'only use if there is no alternative.'

Cost-plus contracts do serve a purpose. In circumstances where it is very difficult or impossible to determine the value of building works prior to undertaking the building

works, a cost-plus contract offers a contractual solution. It is not the case, however, that a cost-plus contract gives owners greater control and a cheaper price, nor is it the case that it lessens the responsibilities of the builder and provides a low risk way of ensuring full payment for all work done. In fact, the opposite can be true, and cost-plus contracts are very often the subject of payment disputes.

The use of cost-plus contracts places a significant administrative burden on the builder, both prior to and during the building works, and current legislation requires a 'fair and reasonable' estimate of the total cost to be provided even where a cost-plus contract is used. If you are uncertain of works to be under taken then a lump sum contract may need to be considered with appropriate provisional sum items to be included to cover uncertain work.

If you would like to discuss further the contract that might best suit your project, or indeed any other legal and compliance matter, then please get in touch with Tim by email tim@mbatas.org.au or on 6210 2000.

Note: The above update is intended to be a guide only to assist in keeping members updated. For specific advice tailored to a particular situation members should engage a legal practitioner.

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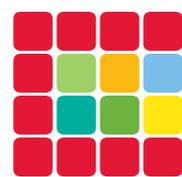
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WORKPLACE TRAINING: THE BENEFITS TO YOUR BUSINESS

WENDY BRIDGES
MANAGER TRAINING SERVICES

Master Builders Tasmania Workplace Training provides your company with the flexibility to have training delivered at a time and location that suits both your work commitments and employee rosters.

THE BENEFITS WORKPLACE TRAINING PROVIDES TO YOUR COMPANY

Investing in a Master Builders Tasmania workplace or tailored industry training program provides a learning solution specific to your business.

Consider this form of training for your next toolbox meeting.

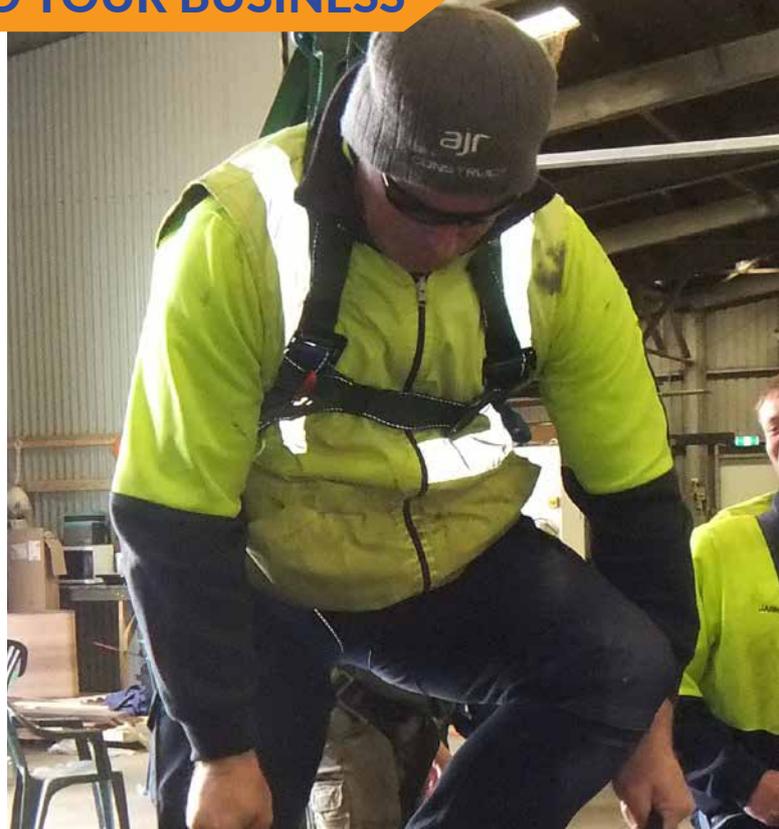
The benefits to your company include:

- ✓ Incorporate into your toolbox meetings
- ✓ Training and upskilling your employees and subcontractors providing increased confidence in knowing your staff are better equipped to perform their job roles.
- ✓ Greater flexibility around program time tabling for example scheduling training when it suits your business.
- ✓ Program timings (early mornings, evenings or late afternoons) to suit workplace rosters
- ✓ Location, location, location! Workplace training can be conducted at your workplace or at a Master Builders Training venue whichever suits you better.
- ✓ Exposing employees and managers to industry best practice.
- ✓ Opportunities for team building and increasing organisation and commitment from employees
- ✓ Enhancing a systematic workplace training and development or cultural change program already in place.
- ✓ Meaningful opportunities to apply learning directly in the workplace using scenarios, policies and operating systems documentation that are relevant to your specific workplace.

WHAT DOES THIS MEAN FOR YOU?

Saves you time and money, just tell us what sort of training you would like or require and we will do the rest leaving the only thing you are required to do is organising your employees.

Tailored training programs can incorporate your company's policies and procedures.



EXAMPLES OF THE POPULAR TAILORED TRAINING PROGRAMS INCLUDE, BUT ARE NOT LIMITED TO;

- First Aid
- Asbestos Awareness
- Condensation and Insulation
- Work Safely at Heights
- EWP
- Business Solutions
- SWMS & SMP

This is what Darren Woulleman - Action Builders had to say about Workplace training that he organised for his workers to do First Aid Training.

"A very practical program delivered by an engaging presenter, who kept the group entertained as well as learning important skills."

Tailored training programs can incorporate your company's policies and procedures. All costs are negotiable. For further details please contact Amy Ransley or Wendy Bridges.



MASTER BUILDERS TASMANIA SUPPLIERS

Over 25 suppliers offer services and discounts to Master Builder Tasmanian members that will benefit you and your business. Here are some of the suppliers.

Access Hardware	Haymes Paint
Access Solutions	Independent Roller Door
Australian Unity Health	ID Clothing
Austral Bricks	Jobnet
Becks Home Timber and Hardware	Learning Partners
Bridgestone Select	NRM North
Best Western & Best Western Plus	MBAIS Insurance
Cbus	TasmaNet
Choices Carpet	The Mercury
Clennett's Mitre 10	Toyota
Dial Before You Dig Vic / Tas	USG Boral
Europe Car	

As a member you are also entitled to receive exclusive deals with Telstra phone, Caltex Fuel purchases, Toyota Vehicles Gold Fleet Savings

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TACKLING INDUSTRY SUICIDE



CLARE PEARSON
EXECUTIVE OFFICER

OzHelp Tasmania will shortly be announcing dates for an industry training calendar aimed at the construction and related industries featuring the following courses:

COURSE TITLE	TARGET AUDIENCE	COURSE LENGTH
Critical Incident Management	Managers and team members who perform key roles within critical incident management teams	4 hours
Mental Health First Aid	Human resources and WH&S team members, contact officers, managers, supervisors, team leaders and all interested staff	2 Days
Mentor/Supervisor Training	Current and aspiring mentors, team leaders, supervisors and managers	1 Day
Life Skills Tool Box Training	Apprentices and young workers	2 Days
Suicide Awareness	All staff, family and friends	2 hours

Training will be delivered in Devonport, Launceston and Hobart from May to December 2019. Details will be available on the OzHelp Tasmania (www.ozhelptasmania.org.au) and Tasmanian Building and Construction Industry Training Board (<http://www.tbciitb.com.au/>) websites and direct to your inbox. To ensure you receive notification call: **1300 003 313** or email admin@ozhelptasmania.org.au to add your details to the mailing list.

Why is this training so important?

In Australia it is estimated that workers in the building and construction industry are more than twice as likely to take their own life than the general population; and that construction workers are six times more likely to die by suicide than from a workplace accident.¹ At the same time, seeking help for mental health concerns is highly stigmatised, both within the construction industry and the general male population, so workers are less likely to access the health services they might need.

Promoting positive mental health and wellbeing; reducing the stigma associated with asking for help; and supporting the development of resilience within the construction industry are vitally important ways to reduce suicide and build mentally healthy workplaces. Mentally healthy workplaces create environments where workers, at all levels, feel supported to achieve personal and professional goals. This environment benefits the individual, their workplace, their community and the industry as a whole.

The OzHelp Tasmania industry training will increase mental health and wellbeing awareness within the Tasmanian construction industry and help to equip workers to respond effectively to difficult circumstances, to notice others who may be struggling and to offer support.

What is each course about?

CRITICAL INCIDENT MANAGEMENT TRAINING

This 4-hour course prepares managers and key personnel for their response and roles in the event of a critical incident. Key topics include:

- Critical incidents and their organisational effect
- Impact on and reactions of employees
- Organisational preparation and response
- Media and public relations management
- The role and operation of trauma debriefing and counselling
- Operational debriefings

MENTAL HEALTH FIRST AID

This 2-day course teaches adults how to provide initial support to other adults who are developing a mental illness or experiencing a mental health crisis. It is highly recommended for HR staff, WH&S staff and reps, contact officers, managers, supervisors, team leaders and anyone interested in learning more about mental health.

MENTOR/SUPERVISOR TRAINING

This 1-day course provides supervisors with the tools to develop their leadership and workforce management skills, providing increased support to the workforce. Key topics include:

- Leadership skills for supervisors
- How values and beliefs affect our actions
- Motivating workers - getting the best results
- Communication skills
- Dealing with conflict, bullying and harassment
- Helping others
- Managing the work-life balance

LIFE SKILLS TOOLBOX TRAINING

This 2-day course provides essential skills that support young workers while they transition from school to the workplace. This includes the ability to understand, improve and manage a range of issues that arise as a result of leaving school and entering the workforce. Significant benefits can also be gained for 2nd year apprentices as they face new challenges and adjust to new responsibilities.

SUICIDE AWARENESS - SALT

OzHelp Tasmania's SALT program is a 2-hour course designed to increase suicide awareness. It alerts participants to signs that someone may be at risk of suicide. The program also acknowledges that while most people at risk of suicide signal their distress and display invitations for help, these may be overlooked due to a lack of understanding of the signs. Therefore, participants will learn to recognise when a person may have thoughts of suicide and respond in ways that will link the individual to further help. This year, for the first time, we're hoping to open these training sessions up to family and friends of industry workers.

1. 2017 Mates in Construction, Summary Report: Mental Health in the Construction Industry



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MEMBER PROFILE VALLEY WORKSHOP

A Master Builder in every sense

Established in 2013 and owned by Penelope Haley, the company is growing, delivering Architect designed, bespoke, hyper-insulated, flat-packed buildings statewide in Tasmania. Penny is a proud woman in the Construction Industry which she believes makes her a little different and she holds her hammer in her left hand which she believes makes her more different. Penny has worked hard and holds a Diploma of Building, Certificate IV Building & Construction and a Bachelor of Education majoring in Physical education and Mathematics.

On commencing the business there were many ideas based on an overseas study trip to Europe for which her father won an Innovation Award. From here extensive engineering was completed on the new ideas. The ideas were good, really good, and were modelled on European Building Systems, far more advanced than in Australia. The companies vision was one of Sustainability and Environmental Efficiency, a panelised hyper-insulated building system built for condensation control all of which was inspiring in terms of architecture and mathematics on paper, but nothing transferred from paper from 2008-2014.

In 2013, Penny and the team were working with structural insulated panels with a rigid core of Polystyrene insulation. Whilst the polystyrene SIPS were structurally and thermally superior to conventional system, they had personal reservations because they were building with a product that wasn't good for the environment.

In 2015, after 7 years of refining the architecture and the engineering, Penny and the team bit the bullet and delivered their first fully panelised building system free of polystyrene. The outer skin was structural ply and the inner was cellulose Insulation filled in between a matrix timber grillage that interlocked. Through Valley Workshop they are directly supporting Australian forestry practices in Tasmania. The new wall module system that is being built for condensation control is averaging approximately 600 sheets per build.

Innovation is not always as easy as in the early days, it is not efficient nor is it cost effective and it takes a lot to market. Innovative companies revenue can look a bit like an upside-down bell curve and if you make it through the

first 3 years then things start to change, and you head up the other side of the upside-down curve.

Well the innovation and all the hard work paid off in 2016 as a project came their way that required all that Valley Workshop stood for. Penny tendered and won the contract for the new hut in a remote area of Lake Tahune, underneath Frenchmans Cap in the Franklin Wild Rivers National Park. The client being the State Liberal Government and Dick Smith, and the jury being the general public. Valley Workshop had a lot to deliver and big expectations to meet. Valley Workshop immediately employed more people and they all flew onto site like "rockstars" and were all left to work like convicts.

How did Valley Workshop do it?

Well they backed themselves. For those who read Country Style and I'm sure quite a few of you do, Rob Ingram sums it up perfectly - 'The Aussie bush logic, lateral thinking, ingenuity, resilience, perseverance and sheer bloody minded satisfaction of doing it differently.'

Valley Workshop had practiced elsewhere on other jobs throughout the state. The team worked closely with Architects Green Design, Building Surveyors Pitt & Sherry - as it was a good strong team of professionals and everybody was striving for success.

In practical terms, the crane truck was different to previous jobs. This time it was a helicopter and the pilot had to place panels from 20m above from a long line 100mm of each other.

The team members had to adapt to a dramatic climate change, working above the snow level at 42 degrees south and it was tough going.

The project was an outstanding success delivered on time and on budget. Valley Workshop was congratulated by the Premier Will Hodgman at the Official Opening of the hut in November.

The project took out the National Award for MBA Environmental and Energy Efficiency in Adelaide. Speaking to Penny - 'It was brilliant! What really tickled my feathers was how the mainlanders reached to our wholly Tasmanian Innovation using Tasmanian timbers in one of the most remote and harshest environments in Australia. We put Tassie on the map!'

Penny also supports and encourages more women to enter the Construction Industry and Give it a Go! and would fully support my daughters and my son should any of them wish to enter the Construction Industry to ensure they all have equal expectation and that means equal opportunity!'

Valley workshop is still a normal Building Business despite the Innovation and the National Award. The National Award for Environmental and Energy Efficiency needn't sit on a dusty shelf in their workshop at Westbury - let's all go to Frenchman's Cap and see for ourselves the quality of our Master Builder - Congratulations to Penny and the team.



The National Business Leadership Awards will recognise business excellence in the \$222 billion building and construction industry.

Our members run successful businesses that contribute to and boost local economies and jobs in metropolitan and regional economies around Australia. Every day Master Builders exhibit ambition, commitment, determination, resilience and tenacity to grow their business success and it's about time we did more to celebrate that.

Every day small, medium and large building and construction businesses are implementing business improvement, operations, financial management, people and culture and customer service strategies. The National Business Leadership Awards will celebrate those achievements.

We are committed to promoting best practice because it underpins our members' capacity to continue to build stronger, more livable and connected communities.

Promoting business excellence recognizes the importance of high quality, smart management practices to make businesses successful and viable in the long term.

The Awards are for building and construction firms who are members of Master Builders.

Awards Categories:

Commercial Construction

- **National Business Leadership Award for a Small Commercial Construction Company**
(Annual turnover under \$20m)
- **National Business Leadership Award for a Medium Construction Company**
(Annual turnover between \$20m - \$50m)
- **National Business Leadership Award for a Large Commercial Construction Company**
(Annual turnover over \$50m)

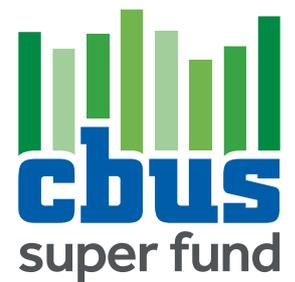
Residential

- **National Business Leadership Award for Small Residential Building Company**
(Annual Turnover under \$5m)
- **National Business Leadership Award for Medium Residential Building Company**
(Annual turnover between \$5m-\$20m)
- **National Business Leadership Award for Large Residential Building Company**
(Annual Turnover over \$20m)

Civil Construction

- **National Business Leadership Award for Small Civil Construction Company**
(Annual turnover under \$20m)
- **National Business Leadership Award for Medium Civil Construction Company**
(Annual turnover between \$20m-\$50m)
- **National Business Leadership Award for Large Civil Construction Company**
(Annual turnover more than \$50m)

To enter: visit www.masterbuilders.com.au/events or call 02 6202 8888

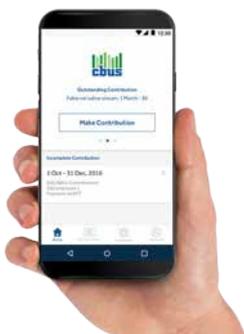


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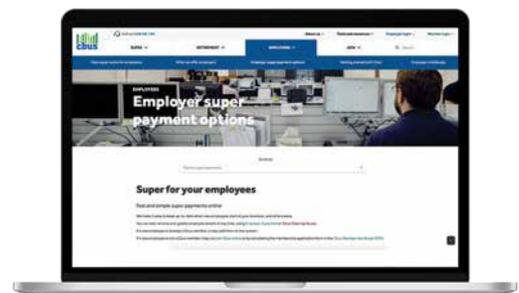
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