

MASTER BUILDER

Official Magazine of Master Builders Tasmania / December 2016

MAGAZINE TASMANIA



**NORTH WEST CARPENTER
NAILS NATIONAL APPRENTICE OF THE YEAR AWARD**

**MASTER BUILDERS TASMANIA
FIRST FEMALE BOARD MEMBER**

**HUMBLE BEGINNINGS TO
PRESIDENT OF
MASTER BUILDERS TASMANIA**

**HONORARY MEMBERSHIP
MASTER BUILDERS TASMANIA**



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HUMBLE BEGINNINGS TO BEING PRESIDENT OF MASTER BUILDERS

Lyndon Fenton has just been elected as President of Master Builders Tasmania but more on that later, he is a second generation builder who used to labour for his dad in his school holidays.

Speaking to Lyndon I found him to be humble, very down to earth, mid 30's and runs a successful building company Kineticon Construction.

Lyndon did his apprenticeship with TASBGAS and throughout his apprenticeship moved around in the industry, large commercial, new houses, joinery, shop fit-out and architectural work with his business reflecting the above in today's market.

Joining Master Builders in 2004 with a friend telling him the benefits and as quoted from Lyndon "Greatest way to stay in touch with the industry and if you require assistance that is there too".

Since joining Master Builders Lyndon attended 8 years of monthly general meetings and other office bearers saw his calmness, interest, willingness to help others and positive thoughts for the industry. It is with passion he has progressed from Chairman of Southern Regional Management Committee to Vice President and finally elected President of Master Builders.

It is at this point Lyndon would like to thank Craig Edmunds (immediate past President) for being a mentor and the support he has received has helped himself grow to where he is today. Lyndon also acknowledged some of Craig's achievements which were many including the merger of the Tasmanian Builders Association with MBT, the establishment of Apprentice Group Training Organisation and MBA Finance.

Highlights have been many but the ones that stand out are, winning several Master Builders Tasmania Excellence Awards, joining Master Builders and now being President of Master Builders.

As President, Lyndon sees member engagement as a top priority with a collaborative approach to staff and the market.

He sees this role as the most important of his career by providing advocacy balance in policy and legislation, to be fair and reasonable to all stake holders and developing and creating a sustainable mark of confidence through evolution and technology.

A final word from our President, he suggests the following: if you are considering entering the Building and Construction Industry be prepared for hard work, be persistent never give up and be determined. "What you put in is what you get out" and last but not least call the Master Builders to help get you started and take their advice, guidance and be educated through a seamless process.

He looks forward to his term as President and to working with the Board, Association staff and members to create positive change for our industry.

Lyndon Fenton
President

2016 has been a year of major reform for the Building and Construction sector with substantial planning and building changes underway. Planning reforms are now reaching a crescendo with a single statewide scheme due to be gradually implemented over the course of 2017. The Tasmanian Planning Commission is due to hand down its report on the Scheme on the 9th December 2016.

The Minister will review the report and make a decision on the final composition of the Tasmanian Planning Scheme. Once the new Scheme is declared, local government will translate or map the zones in the new Scheme against their own municipal areas. They will also draft their Local Provisions Schedules which will capture the unique characteristics that each council area inevitably have. These Schemes will then be approved by the Tasmanian Planning Commission before becoming effective.

Building related changes are also on their way with the Government set to introduce a raft of changes on the 1st January 2017. The changes are complex and involve modifications to consumer protection laws, accreditation and the Building Act.

Perhaps the largest changes will occur in the consumer space with the adoption of new measures which will require written contracts for residential and related works worth \$20,000 or more where the work is contracted directly with the client. Cooling off periods, requirements for written variations and changes to cost-plus contracts are all part of the reforms.

The government is also introducing two types of dispute resolution into the legislation which can be utilised to resolve complaints. Anyone operating in the residential sector and contracting directly with the public for work worth \$20,000 or more need to familiarise themselves with these changes as there are penalties for non-compliance.

The Building Act changes introduce a new form of approval, called notifiable work, which sees the Building Surveyor act as the only regulator. These changes, which are designed to streamline approvals, should make approvals easier and cheaper, especially once the abovementioned planning changes are implemented.

Lastly, there will be changes to accreditation which will result in corporations being able to obtain a licence (which will be the new terminology) unlike the current system which can only accredit natural persons.

For more information on these changes, register to do course with MBT or visit the Department of Justice website.

Regards

Michael Kerschbaum
Executive Director



EXECUTIVE DIRECTOR'S REPORT

EDITOR'S REPORT



CLYDE SHARP
MEMBERSHIP & SPONSORSHIP
OFFICER



ANGELA GUNN
SOUTHERN ADMINISTRATOR
EVENTS/MEMBERSHIP/SPONSORSHIP

A RE-LAUNCH OF MASTER BUILDER MAGAZINE

Putting together the first edition of the re-launch of Master Builders Tasmania magazine has certainly been an eye opener and a rewarding one.

The enthusiasm, professionalism and willingness to help from those who have contributed to our relaunch and brand new publication has been amazing. Staff, Master Builders members, Suppliers and of course Advertisers. They have all gone out of their way to support the magazine.

For the past 4 years the magazine was made redundant but as part of my role I thought it was time to provide a magazine that is the flagship of the Association.

The content is aimed specifically for the Tasmanian Building and Construction Industry and in particular for the members of Master Builders Tasmania. The magazine will be relevant and enjoyable to read but focused on making stories easy to read as well as being informative.

There are many good news stories throughout and include National Apprentice of the Year Winner, Master Builders First Female Board Member. We look at HR IR Legal with Ben Walker and Training with Ottmar Helm and Wendy Bridges and Malcolm Grimes with Insurance.

If any of our readers have story ideas you would like to share for the future magazines, please get in touch, as many of you are involved in interesting projects that would make a great story for the magazine. If you would like to advertise to get your message out there and support Master Builders please let us know.

Finally to produce Master Builder magazine Master Builders Tasmania has put together a small team with extensive experience in glossy magazines. We have Angela Gunn – Administrator, Conrad Thunig – Graphic Designer and yours truly is the Editor.

We hope you enjoy the look and feel of this re-launch of the new magazine.

Clyde Sharp
clyde@mbatas.org.au



OTTMAR HELM
MANAGER - TRAINING SERVICES

WENDY BRIDGES
TRAINING ADMINISTRATOR



BUILDER ACCREDITATION COURSES MOVING "OUT OF TOWN" IN 2017

Following the recent increase in member numbers, we are keen to move our training courses out of town. This will give those people access to training who currently find it difficult to make it to town on time. At the moment, Sorell and Huonville are the places we would most likely need to service to meet the demand of our members, so we are planning courses to commence in either or both places in March 2017.

If you are interested in attending and live or work in those areas please give us a call to discuss details.

Master Builders in partnership with Learning Partners were successful in attracting another round of additional funding from Skills Tasmania / Department of State Growth for our Certificate IV Training. This means we can further reduce costs to members. We had 30 spots available State-wide, which will reduce the cost of the whole Certificate IV to an affordable rate.

Please note that subsidies are only applicable to those who successfully complete the qualification.

We have a few vacancies left so if you are considering up skilling to become a Supervisor / Project Manager or even running your own business now is the time to invest in your future!

Master Builder's training department have conducted a number of pilot programs to see where we can help the most and it was found that the following was apparent:

Firstly, assisting smaller operations with soft skilling to better manage their businesses – often involving the business partner(s) to attend the same sessions so the roles and responsibilities could be reviewed and re-allocated.

Secondly, assisting the larger members both housing and commercial to train staff in supervising and mentoring and project management skills, again all those soft skills required to make companies run efficiently and reduce stress.

In 2017 we want to deliver courses that offer members a true sense of purpose in facilitating their everyday needs in running their business.

Our Partners are Master Builders

Learning Partners is celebrating 7 years of working in partnership with Tasmania's builders delivering the following programs:

- Certificate III in Carpentry
- Certificate IV in Building and Construction (Building)
- Certificate IV in Project Management Practice
- Diploma of Project Management
- Certificate III and IV in Work Health and Safety
- Leadership Programs
- Supervisor and mentor programs

Our success is based on:

- Developing programs in partnership with employers
- Increasing real time skills in the workplace
- Flexible delivery around construction activities and
- Providing coaching support and mentoring

To become a learning partner please contact:
Peter, Ben, Kim or MBT's Training Manager

www.learningpartners.com.au email@learningpartners.com.au
 03 63276 666

A portrait of Vonette Mead, a woman with long, wavy, light brown hair, smiling. She is wearing a dark grey blazer over a black top. The background is a solid red wall with a wooden beam visible in the upper left corner.

VONETTE MEAD

MASTER BUILDERS TASMANIA'S FIRST FEMALE BOARD MEMBER

Vonette Mead is a joint owner of MBT Member, Mead Con. The company was incorporated in 1998, joined Master Builders Tasmania as Housing Contractor members in April, 1998 and after a number of years building the business with her husband Tim Mead, moved to General Contractor membership and the competitive tender market for commercial projects.

Vonette is an integral part of the Tasmanian family owned Company who employs a professionally qualified team (45 employees, including 13 apprentices) involved in Commercial, Construction, Residential, Scaffolding, Civil Works and Architectural Design.

Initially working from offices based at their own residence, Vonette and Tim recognised that with business continuing to expand, it was the right time to create a more visible presence to highlight the company's diversity and outstanding customer service. In 2007 Mead Con relocated to their current company office and depot on Devonport Road, Spreyton.

Vonette manages the Safety, Health, Environment and Quality Systems, together with the Financial and Administration departments. Vonette identifies practical and achievable performance measures to identify gaps in company Management Systems and works with the management team and site personnel to rectify anomalies, ensuring continued compliance to legislative and regulatory requirements as well as providing a structured working environment for all Mead Con employees and sub-contractors.

With her long-term background in the building and construction industry and related organisations, Vonette's ability to "make a difference" has been recognised by two leading stakeholders – Master Builders Tasmania and the Tasmanian Building and Construction Industry Training Board (TBCITB). Mead Con maintains a strong focus on employee development and training. A natural step was for Vonette to seek and gain a position on the TBCITB Board.

At its Board Meeting in October 2016, Master Builders Tasmania took the opportunity to appoint Vonette, as granted under its Constitution, to a Co-Opted Extra Ordinary Board member position. The criteria for such an appointment is for that person to possess a number of requisite skills that would add to the Board's current mix and would make an invaluable contribution to its functioning. All current members unanimously agreed Vonette was the "right fit".

MBT congratulates Vonette on both achievements.

NORTH WEST CARPENTER NAILS NATIONAL APPRENTICE OF THE YEAR AWARD

20 year old North West Carpenter Damon Addison has been recognised as Australia's best Apprentice in the Building and Construction Industry. He was awarded for excellence in both practical and theoretical components of the apprenticeship and has been well supported by his employer Mead Con.

Executive Director of Master Builders Tasmania, Michael Kerschbaum said the award is an important celebration of the achievement of young people within the Industry and the National Apprentice of the Year Award has now been won by a Tasmanian Apprentice five times since 2010. An amazing record and a credit to the Construction Industry in Tasmania and in this case Mead Con continuing to train and produce the Country's best Apprentice.

Judges were impressed with the broad range of tasks Damon completed while working on iconic projects across Tasmania.

Damon has grown up on a farm in a small town in Sassafras and is 4th generation but has always had a passion for woodwork and has followed his dream.

Damon shows maturity beyond his years and is highly motivated and enjoys the everyday challenges of the Construction Industry and working with his workmates, colleagues and peers and also helping other apprentices.

Damon is thankful to Mead Con for the opportunities the company has provided and sees his career being with the family business long term and hopes to be a supervisor or project manager in the future.

Damon has achieved so much in such a short time and is proud of his achievements but he also is humble in his thoughts and would like to thank his family, Mead Con his employer, work colleagues, TasTafe, Ramset and Master Builders.

Damon is building his own home at present with his partner and sees this as part of his development for now and the future. From all of us involved in the building and construction industry you have achieved the ultimate and we are proud of your achievements, best wishes for all your endeavours in the future!





APPRENTICE MITCHEL HILL FROM FAIRBROTHER CONSTRUCTION TAKES OUT HANDS ON SKILLS APPRENTICE OF THE YEAR 2016

It is countless times that Fairbrother have trained an apprentice winner and certainly Fairbrother are at the forefront when it comes to training apprentices in the state of Tasmania and they are to be congratulated for their dedication to young people entering the industry and providing a future for their employment.

Mitchel Hill is an outstanding young man who has achieved so much in his 3.5 years in the industry. He has completed his Certificate III in Carpentry and Certificate IV in building and construction.

Mitchel followed his father who was a carpenter by trade and his pop who owned a mill.

Since a young age he realised he was good with his hands and also liked the end result of what he had made and therefore he chose to enter the building and construction industry.

He began his career as a labourer with Fairbrother and it was while he was in grade 10 he was offered a job with Fairbrother as an apprentice carpenter with Mitchel attending Polytechnic 3 days a week and also was involved in the traineeship pathway program. Some of the other highlights of his career has been winning Fairbrother Apprentice of the Year NW and also Fairbrother State award as well.

Mitchel considers himself to be fortunate with winning this award but also highlights that it has been due to hard work, and there have been many challenges but at the end of the day very rewarding.

Mitchel has enjoyed working on many projects including the Strahan Hub and University accommodation – Burnie.

Mitchel enjoys working for Fairbrother who he believes have provided him with many opportunities, rewarding his hard work and providing excellent training.

Dear Readers,

For 162 years the Mercury has been at the heart of Tasmania, capturing the highs and lows through our local prism - from wars, floods, bushfires, disasters, atrocities and depressions to the glory days of sporting achievements, booming tourism and agriculture and manufacturing. And our amazing rise to become a must-visit cultural powerhouse for creative arts, food, wine ... and Mona.

We have been a proud champion of this state and fight hard every day for a better outcome for our readers and the wider community.

We have campaigned hard on key issues, such as family violence, education, mental health, free speech, transparency across all levels of government, and a "fair go" for our region, which have delivered significant benefits to the state, ranging from tens of millions of dollars committed to key programs, to new laws and practices ensuring more openness and accountability.

We are proudly Tasmanian and, with our wider networks, among the state's biggest employers.

We have now launched Mercury+ - a new way for readers to connect with us in the ever changing media landscape.

Mercury+ will bring you more of the local news you love, when you need it, with unrestricted digital access to all the opinion and analysis from our expert commentators and key reporters across local government, politics, sport and tourism.

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Kind regards,

Matt Deighton, Editor, the Mercury

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There are many misnomers about insurance particularly in the building industry where there can be many pitfalls for those obtaining incorrect advice, not reviewing documentation, or seeking to minimise cost by reducing cover.

This is due to a common anecdote that “it will never happen to me”, or “I am a good operator”, or “I protect my equipment”. Unfortunately, while this may be the case, insurance is often responsible for protecting you against the unforeseen rather than the commercial risks you face every day.

Consequently, when arranging an insurance program with your broker or insurance agent there are a number of common issues which you should consider when requesting cover.

Personal Accident and Illness

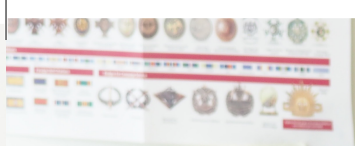
As a Sole Trader a Personal Accident and Illness (PAI) Policy that provides 24 hour cover is imperative to ensure continued income in the event of injury. While all policies are structured differently, it is very important to review the cover to ensure it fits your needs.

Policy Term

PAI policies generally offer cover limited to a maximum of 52 or 104 weeks. In the event you require protection up to retirement age an income protection (life insurance contract) is more likely to suit your requirements.

Taking on Liability Under Contract

It is important to understand when signing contracts with third parties that your Public Liability Insurance may not cover you for liability taken under contract. Should you sign a contract which waives liability of a fellow contractor or principal (also known as a hold harmless agreement), in many cases your insurance will be void. When signing contracts it is imperative that your lawyer and insurance broker both have an opportunity to review the contract to ensure you are not being held commercially liable for a third party’s negligence.



MBT HR AND IR: HOW WE CAN HELP YOU by Ben Walker

Employing staff can be risky and stressful unless you have access to good advice. MBT offers members a swag of easy-to-use employment resources. We can help protect you by providing guidance and resources that assist you to compliantly and fairly employ your staff.

Understandably many members say they hate paperwork and will do almost anything to avoid it. Put frankly; taking this approach to staffing matters puts your business at risk.

Recently a good, long-standing MBT member made an employee's role redundant but didn't follow the necessary process. As result he's been hit with an Unfair Dismissal claim including letters of demand from a prominent legal firm. The likely/best outcome is that he will have to pay out 8-10 weeks wages in compensation due to these procedural errors.

In addition, if this case goes pear-shaped,

- To help prepare his case, this member will be stuck in lots of lengthy meetings with his lawyers including him needing to complete detailed official forms
- The compensation figure could be higher
- Risk of adverse publicity including social media
- Spending much of his time simply defending his business rather than advancing it

However, all these costs and risks could have been avoided... MBT readily offers our members practical advice and process tips. Our aim is to help ensure any prospective termination and/or disciplinary action is fair, correctly done and low risk. We strongly encourage members with any persistent performance/ disciplinary issues to contact MBT early in the piece. This way, we can help you get the best, most productive resolution possible.

MBT can assist members with:

- Award required Letters of Engagement
- Advice on award obligations, wages and classifications
- Sample policies e.g. On-time start, vehicle usage, mobile phone etc
- Restructures and redundancies

Members are welcome to contact me about any employment related queries on
(W) 03 6210 200 or ben@mbatas.org.au
Ben Walker; Senior HR/IR Adviser

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MASTER BUILDERS INDUCTION PROGRAM ROYAL HOBART HOSPITAL

Master Builders Tasmania has been working alongside John Holland and Fairbrother Joint Venture to provide the site inductions for the Royal Hobart Hospital Redevelopment, Tasmania's largest ever health infrastructure project. With a \$689 million budget, the redevelopment involves gradually demolishing and replacing the existing B-Block wing of the hospital with the new K-Block, which had previously been located off-site.

The new K-Block covers 39,000m² of space, including 10 floors and a helipad, and will facilitate a 35% increase in the number of inpatient beds for surgical, medicine, women and children services. The façade of the building comprises of 6,000m² of precast panels, with the colours of the natural landscape and the shadow of Mount Wellington reflected in the design.

The site inductions for the redevelopment have been administered in the Hobart office by Kate, of Master Builders Tasmania since August 2015, run by trainer Peter Becker. The site induction is very comprehensive and covers areas of the project such as the scope of the project, site safety rules and requirements, risk management and environmental management, including the control of asbestos and infection. The Early Works induction has now concluded, with 1096 personnel from 142 companies being inducted onto the site. Inductions for Stage 2 of the project are currently being rolled out, bringing the slight lull of numbers in September and October back up to multiple inductions being run in the office per week. The K-Block redevelopment is expected to reach practical completion by mid 2019.



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The Master Builders Australia 2017 National Conference '*Building Australia*' will be held in Hobart at the historic Princes Wharf 1 (PW1). The recently restored heritage building is a first class multi-purpose function and event venue located on the waterfront of the Derwent River in the heart of the Salamanca Precinct.

The venue is within close proximity to restaurants, hotels, cafes, retail outlets, major tourist attractions and departure points. Whether it's a ferry to MONA or a coach to the top of Mount Wellington, PW1 provides a perfect base to explore the best Hobart and surrounds has to offer. As part of your conference experience, delegates will enjoy a river cruise to a special offsite conference dinner at MONA the Museum of Old and New Art.

A comprehensive program of high profile speakers will examine the building industry outlook, focussing on topics relevant to today's building and construction industry. An exciting social program will ensure delegates' attendance is a rewarding experience. www.masterbuilders.com.au



Discover Tasmania

Local attractions and tours make Tasmania an ideal destination for delegates and their families. Attractions include MONA, the Salamanca Markets, Tasmanian Museum and Art Gallery, Mount Wellington, Historical Port Arthur, Richmond, Peppermint Bay, Cascade Brewery, Royal Botanical Gardens, Bonorong Wildlife Centre, Maritime Museum, Derwent River Cruise, Russell Falls, Pennicott Wilderness tours, Cradle Mountain and Cataract Gorge just to name a few. Images courtesy Tourism Tasmania.

MASTER BUILDERS TASMANIA HONORARY MEMBERSHIP



A very special presentation was made by the then MBT President, Mr Craig Edmunds (now immediate past president) at the 2016 MBT Excellence Awards - the awarding of Honorary Membership to Mr John Beswick of JW & TJ Beswick, Ulverstone. John and Trudy Beswick have been members of MBT for 29 years – joining on 13th March, 1987.

Honorary Membership is awarded by invitation of the State Council of Master Builders Tasmania for distinguished service to the Association and the Industry. John certainly fulfils the criteria as a leading and outstanding member of Master Builders Tasmania and he received tremendous applause and congratulations from those in attendance following the announcement. A most deserving and popular recipient.

John earned his Honorary Member status by virtue of his involvement with, and commitment to, Master Builders Tasmania over the last 29 years. Positions held by John with the Association include Chairman North West Region 1996-1998, Member of the North West Region Committee 1996 to 2010 and again 2013 to 2014 - as the North West Region Representative. John was a State Councillor from 1996 to 2007 and 2013 to 2014 and as Chairman of the Region and State Councillor John also served time as a committee member of the now defunct Executive Committee. On top of those responsibilities, John has chaired the Housing Sector Committee (2003 to 2007) and has remained a member of that Committee continuing to have considerable input at meetings in the best interest of Master Builder Tasmania members and the industry. John was also Master Builders Tasmania's nominated representative on the National Residential Builders Council and held that position from 2008 to 2013. In the industry for over 40 years John's belief that the most important requirement remains the same and that being the relationship between the builder and the client – "To act at all times with honesty and responsibility and in the spirit of good faith and fair dealings" – a motto that as a Master Builders Tasmania member, his company aspires to.

MENTAL HEALTH OZHELP TASMANIA FOUNDATION



Over the past nine years OzHelp Tasmania, with the backing of its supporters and partners including Master Builders Tasmania and CBUS, has reduced suicide rates by over 90% within the Tasmanian building and construction industry through a combination of training and support services.

This reduction is reflected in the following statistics:

YEAR	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (to June)
SUICIDE	10	6	5	4	2	2	1	1	1	1

Complementing these statistics is the level of secondary interventions that reflect suicide thoughts disclosed by individuals, or their mates, based on mental health and wellbeing and suicide awareness tools provided by OzHelp. This has allowed members of the industry to gain appropriate and timely support. Of these interventions all of the individuals have had positive outcomes allowing them to move forward in their lives.

YEAR	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (to June)
SUICIDE THOUGHTS	Not recorded	Not recorded	21	22	22	24	21	32	24	20

One of the suicide prevention tools utilised is gaining an understanding of; and undertaking a short questionnaire about depression. Depression is a mental illness, of which there are several different types including a major depressive disorder and postnatal depression. Critically depression is not a sign of weakness and statistically 1 in 5 women and 1 in 8 men will experience depression *in their lifetime*. Effective treatments are available and with the right treatment, most people recover.

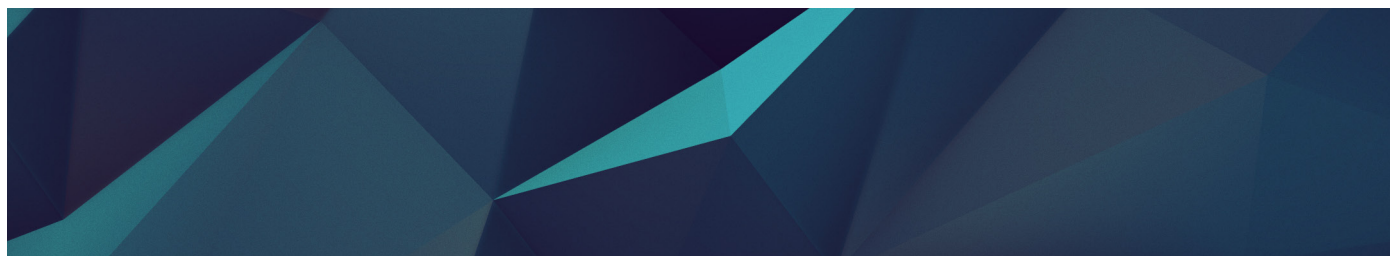
To find out if you, or someone you know MAY have depression work through the following questionnaire¹:

For the **LAST TWO WEEKS** have you?

1. Felt sad, down or miserable most of the time?
2. Lost interest or pleasure in most of your usual activities?

If you answered 'YES' to either of these questions, complete the symptom checklist below. If you did not answer 'YES' to either of these questions, it is unlikely that you have a depressive illness.

3. Lost or gained a lot of weight? OR Had a decrease or increase in appetite?
4. Sleep disturbance?
5. Felt slowed down, restless or excessively busy?
6. Felt tired or had no energy?
7. Felt worthless? OR Felt excessively guilty? OR Felt guilt about things you should not have been feeling guilty about?
8. Had poor concentration? OR Had difficulties thinking? OR Were very indecisive?
9. Had recurrent thoughts of death?



Add up the number of *yes's* for your total score.

What does your score mean? (Assuming you answered 'YES' to question 1 and/or question 2)

4 or less: Unlikely to have a depressive illness

5 or more: Likely to have a depressive illness

¹ Source Beyondblue Depression Checklist (www.beyondblue.org.au)

Should you score over 5 please consult a doctor or another health professional for further assessment.

If you are still unsure or worried about any of the above please contact **OzHelp Tasmania** on 6231 0919 or admin@ozhelptasmania.org.au

OzHelp Tasmania provides *free* and *confidential* services to members of the building and construction industry. We can talk to you on the phone or come to you at a time and place of your choice.



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MASTER BUILDERS TASMANIA EXCELLENCE AWARDS JUDGING 2016 : Tim & Tammy Holmes

A finished building project is the end result of a long creative process. First there is the seed of an idea, the idea grows and the first concept sketches sprout like tender green leaves. A cold dark winter of consultant's reports refines and defines the vision. In due course a full set of approved documents emerges from council and finds its way on to the builder's desk or the passenger seat of the utility. Eventually a contract is signed and with it the 'go ahead' to turn the first sod. Then come the arduous months of construction that test the resolve of the builder.

Every stage of the process requires considerable effort, bringing a building into existence is a complex problem solving exercise. The challenges might include environmental issues such as a difficult site with limited access. There are often technical problems to solve, a tight budget to work with a short time frame. Client expectations, sub-contractor aberrations, the vagary of Tasmanian weather all sent to defy. Then after all the hard work completion is achieved.

Towards the end or soon after completion the builder realises that this is a special project, heart and soul have gone into this and it is looking good. There is pride in the achievement and rightly so. There is a realisation that this project is worthy of being entered into Master Builders Tasmania Excellence Awards.

When the Master Builders Tasmania Judge walks on to the site all of the work has been done; all of the problems have been solved. The glass windows sparkle and brightly coloured flowers are in a vase on the table. It is usually sometime in June when the judging takes place so the heater is on and the building is warm. The ankle deep mud of a month or two ago is a real but distant memory. The instant lawn is starting to look like it actually grew in situ and the driveway is yet to show the black tyre marks of constant use.

On the day of the judging the builder is usually there, sometimes the client or the owners, occasionally the architect or the foreman. The primary concern of the Judge is to examine the quality of the workmanship; the Awards are given for excellent workmanship. The judge has to determine what it has taken to achieve the results, what obstacles has the builder had to overcome, what problems have been solved. The degree of difficulty is an important factor. Client satisfaction matters, the judge is impressed when the client extols the virtues of the building and shows respect and appreciation towards the builder. If there was good communication between the builder and client and the client enjoyed the creative process then extra marks and a gold star are marked on the judging sheet.



Health and Safety during construction are critical (no pun intended), a safe job is an excellent job. These days' energy efficiency also rates highly, design has a lot to do with energy efficiency but the builder often has an opportunity to have some positive input. Then the judge needs to enquire about the time frame and the budget, were there any variations? Or cost blow outs? And was the project delivered on time.

Behind every project there is a story, most of the completed projects that the judge sees are excellent, it is hard to find defects or deficiencies. It is hard to pick one job from another so the story can be the defining moment. It is in the story that the judge hears about the builder who went beyond the call of duty, who went the extra mile. It is not the mistakes that were made but how they were fixed that makes the difference. It is how the problems were turned into advantages, the adversity that refined the result. It is about passion and commitment and the quest for perfection. Elegant solutions immaculate finishes, good material choices an eye for detail and an aesthetic sensitivity.

To win or not to win an Excellence Award also has a lot to do with the other projects in the same category. There is an element of chance you don't know what you were up against. If a certain job had been entered in the previous year it could well have been a winner. If the project did not receive an award you might only have been a hairs breadth away. As judges we seldom see a poor job or a significant defect. Some of the categories are heavily contested and we can only select one award winner. So to all who enter the awards take heart and continue to enter your best work. Be patient if you are working to a high standard your award day will surely come. Some builders who have been significant award winners in the past have had to accept disappointment before success. To those who have never entered or have stopped entering, be encouraged to put your projects in the spotlight when you have one that you are pleased with. To those who enjoy seeing the results please appreciate that there is a lot more to an Excellence Award Winner than meets the eye.

Written by Tim Holmes November 2016

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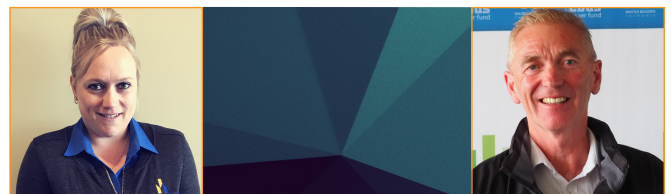
For more information contact:

Victoria Lynd - Events Co-Ordinator on: **03 6424 4144**

email: victoria@mbatas.org.au

Clyde Sharp - Membership/Events/Sponsorship Officer

on **0437 727 236** email: clyde@mbatas.org.au



Although MBA finance is only 12 months young, we bring over 30 years of experience in the finance and development industry.

Over these years, we have found that the missing link between the idea of a development and its eventual fruition is usually money! This can be because it is often difficult for owner builders to obtain finance as banks can view developments as a higher risk and they don't like to lend in the short term, therefore aren't interested! We understand from personal experience that running your business plus dealing with frustrations like looking for finance alternatives is cumbersome and wanted to help others in our community avoid the same – thus, MBA Finance was born!

The team at MBA Finance has practical knowledge and experience with developments in residential, subdivisions, retail, commercial and joint ventures. We have used this experience to gain the right outcomes in all circumstances and know that, although we have access, big banks aren't always the answer, and can obtain ideal results from a range of private lenders and internal resources. With our finger always on the pulse, we have the ability to stay up to date with the ever changing lending criteria in Tasmania.

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For example, Steve Tsiakis, our Managing Director, has personally boarded a plane and visited private lending groups in Sydney, Melbourne and even Adelaide for individual clients, which has led to securing better relationships with over 12 well-known lenders who are eager to provide short and medium term funding solutions to the benefit of our clients!

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