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MASTER BUILDERS ACT UPCOMING EVENTS FOR 2019

Master Builders Apprentice Graduation and Training Awards

Friday 29th March

6:30pm – 10:30pm

QT Canberra, 1 London Circuit

CCF Earth Awards

Friday 10th May

6:30pm – 11pm

Gandel Hall,
The National Gallery of Australia

Master Builders and Asset Construction Hire Building Excellence Awards

Friday 28th June

6:30pm – 11:30pm

National Convention Centre,
Canberra

MBA Open Day

Saturday 24th August

10am – 2pm

Master Builders Skills Centre,
Fyshwick ACT

MBA Annual Dinner

Thursday 17th October

6:30pm – 11pm

Hotel Realm, Barton

National Building and Construction Excellence Awards

Saturday 23rd November

6:30pm – 11:30pm

Uluru, Alice Springs

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“ Throughout 2019 we will be very busy lobbying for the right outcomes for our industry as we head into a federal election. ”

A MESSAGE FROM PRESIDENT, GRACIE FERREIRA

What's ahead for the MBA in 2019?

I hope you had a good break and have kicked off the new year with renewed energy and motivation to make 2019 the best it can be for you and your business.

Like most of you, I make many new year's resolutions but often they are just that and at the end of the year not many of my resolutions have been achieved. This is usually because I have forgotten about them (it happens with age) or I got too busy doing other things, so they are never achieved. However, as I come into my third year as President there are still a few things that I want to implement before this term is up.

This includes garnishing the knowledge and expertise of current and former members. Often, these members are no longer involved in the day to day running of their businesses but want to give back to the community. We are looking at facilitating their interaction with other members and apprentices who might want some advice or guidance.

It is very important that the Government understands the importance of the construction industry to the Australian economy and to the livelihood of so many.

I would also like to see more members engage with each other as well as with the MBA. We are currently organising new initiatives in order to enable and improve these interactions. We know how busy life gets and sometimes it is often easier to just call up for information or look it up on the internet. However, we believe that there is always a place for face to face discussions and good old-fashioned meet and greets.

With poor building quality being so prominent in the news, it serves as a reminder that it is important to choose a member of the Master Builders for your next project. We do thorough checks on prospective members. Over the past few years we have declined memberships to some, who we believe, were not representative of MBA's values. We have also cancelled the membership of members that didn't abide by our code of conduct.

Throughout 2019 we will be very busy lobbying for the right outcomes for our industry as we head into a federal election. It is very important that the Government understands the importance of the construction industry to the Australian economy and to the livelihood of so many. Contrary to what you hear in advertising and the media, most of the larger employers in the industry aren't big multinationals, they are generally family run businesses. These family operations, risk being demolished by government decisions taken without due deliberations.

May you all have a safe and prosperous 2019!



G.J. Gardner.
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“One thing is for certain – as Canberra continues to grow into a world class city, the demand for quality building and construction services as well as qualified people will grow.”

A MESSAGE FROM CHIEF EXECUTIVE OFFICER, MICHAEL HOPKINS

What we can expect from Canberra's Building and Construction Industry in 2019

After a well-deserved Christmas holiday, many local businesses will have returned to work asking, what will 2019 bring Canberra's building and construction industry?

As the Chief Minister points out in his feature article, the ACT enjoys some very strong fundamental economic conditions – record population growth; above Australian average incomes, low unemployment, and healthy building approvals. However, as MBA Australia Chief Economist, Shane Garrett notes, Canberra's construction industry might be headed for a slowdown, albeit from a very strong position.

A key focus area will be how heavily pressures external to the ACT such as international uncertainty, a tightening credit market, reactions to the banking royal commission, and the outcome of this year's Federal election will weigh against our strong local conditions.

If your business relies upon construction work from the ACT Government, all eyes will be on the 2019-20 ACT budget expected to be released in early June. Traditionally, Government would tighten its spending in the second last budget before an election so that it can spend up big in the next budget which will be released months ahead of the 2020 ACT election. Of course, as of 15 January businesses tendering for ACT Government now have the added cost and red tape burden of the Secure Local Jobs Code to deal with.

One thing is for certain – as Canberra continues to grow into a world class city, the demand for quality building and construction services as well as qualified people will grow. This should reassure the 2019 intake of MBA apprentices who started their careers in construction in January. Regardless of any short-term dip, our industry will require many more passionate, qualified and highly skilled people, especially in the trade sector.

To cater for this growth, the MBA has recently welcomed a number of new staff. Following the retirement of our Field Services Manager Don Rail after more than 50 years working in the construction industry, we have promoted Geoff Wood into this position and welcomed Scott Bird as our new Field Officer. Both Geoff and Scott have a critical role overseeing the safety and wellbeing of our apprentices. We have also welcomed back Sheena Mullany after maternity leave and employed Victoria Croker which has expanded our short course training team to keep up with demand for MBA training courses. We have also welcomed Zoe Middleton who has joined the marketing, events and communications team as the Marketing and Communications Coordinator.

To ensure you don't miss out on MBA events or training courses I encourage you to check out the MBA events and training calendar which is available on our web site. Please lock in 29 March for the Apprentice Awards and Graduation, 10 May for the CCF ACT Earth Awards, and 28 June for the MBA and Asset Construction Hire Building Excellence Awards.

I wish all our members a safe, productive and successful 2019.



“ Informative member workshops will be offered throughout the year so that Master Builders members and stakeholders are up to date on future skills requirements and emerging technology. ”

A MESSAGE FROM THE COMMERCIAL DIRECTOR, LIZ NAIR

Digital skills and skills relating to science, technology, engineering and mathematics are increasing in importance

As we move forward into a new year, many of us will reflect on the past twelve months, amazed at how quickly the previous year has passed. Yet the progress we have made despite life's pace will astound us. Alas there are still more changes ahead.

The growth in automation and use of technology has for example, reduced time spent on physical and routine tasks by two hours per week, over the past 15 years (AlphaBeta 2017), allowing society to cram more into each day. Our perception of time is altered by digital technologies often retailed as time-saving tools, while promoting action-packed lifestyles (Wajcman 2018).

The ever-changing environment we live in, is driven by globalisation; technology; the economy; demographic changes in the workforce, and innovation (Payton 2017).

So, what does this mean for future skills and the workforce required to keep pace with the changing environment, and increasingly busy lifestyles?

Globalisation reduces trade and geographical barriers, attracting influences from other countries and cultures, which in turn opens up the global market. Globalisation increases competition, the rate of change and importantly encourages new ways of thinking resulting in new innovations being more readily accepted into the business environment (Barker 2016).

WITH OPPORTUNITY, COMES CHALLENGES

The challenges that impact the building and construction industry include, the restrictions that come with working in new markets, exporting products, cultural differences and often human rights issues. For business to be sustainable, companies will require a skilled workforce that can at the very least match, or prove to be better than, our global competitors (Innovation and Science Australia 2017).

Digital skills and skills relating to science, technology, engineering and mathematics (STEM) are increasing in importance with the occupations already requiring STEM skills exceeding overall employment growth. With employers of the future requiring a range of skills beyond a single dimension, job seekers will need well-developed problem-solving abilities, strong communication skills as well as entrepreneurial and interpersonal talents. (Ncver.edu.au, 2019).

New digital technologies are creating new opportunities for innovators (Www3.weforum.org, 2019).

In the building and construction environment we are already familiar with technological terms such as cloud-based management software, Internet of Things (IoT) sensors, Building Information Modelling (BIM), Artificial Intelligence (AI), Machine Learning, Virtual Reality (VR), Unmanned Aerial Vehicles (UAVs) and Digital Marketplaces (Apcc.gov.au, 2019).

Understanding this technology is not currently required in all sectors however, the prevalence of mobile devices and social media continue to increase in both residential and commercial markets. It's interesting to note that, according to Ernest and Young, Digital Australia, '88% of all Australians now have a smart phone – one of the highest levels in the world' (EY Digital Australia: State of the Nation 2017).

Changing demographics impacts on all business models and the building and construction sector is no different. Mature aged workers are adopting technology at a varying pace. whereas younger generations instinctively use integrated devices every day so are familiar with the efficiencies and functionality of these tools to support daily life and work. Australian Bureau of Statistics published, the construction sector is the largest employer of young full-time workers nationally (Australian Bureau of Statistics – Labour Force, Quarterly, Detailed – May 2017).

Master Builders is working with its members, local schools, ACT Government, Skills Service Organisations and stakeholders to provide ongoing feedback on changes that will impact the building and construction industry.

These trends mean our education system needs to develop in order to support both STEM skills and Humanities, Arts and Social Sciences (HASS) skills, that nurture interpersonal awareness such as empathy and creativity. Vocational Education and Training is particularly important to our industry. Start-ups benefit enormously from the skills and knowledge shared by experts especially in the trades and hospitality sectors (Innovation and Science Australia 2017, p.34).

While some jobs are threatened by redundancy curiously, others grow rapidly which bring us back to the importance of having the skill sets required to meet the ongoing changes that permeate our industry. Worryingly a pattern of talent shortages already exists and will only worsen over the next five years without applied and practical learning options through Higher Apprenticeships, Apprenticeships, Traineeship and Internships. Young people who embrace these learning opportunities will have an advantage now, and into the future.

Master Builders is working with its members, local schools, ACT Government, Skills Service Organisations and stakeholders to provide ongoing feedback on changes that will impact the building and construction industry, while identifying the skills required to meet the changes.

Recently, Master Builders held a tour of the new Building Information Modelling facilities at the University of Canberra. More of these informative member workshops will be offered throughout the year so that Master Builders members and stakeholders are up to date on future skills requirements and emerging technology. Such events will be promoted on the Master Builders ACT website, via social media posts and member updates. We look forward to welcoming you at these events throughout the year.



“The MBA has produced Member Guides in relation to both the WHS Amendments and the Secure Local Jobs Code, and I encourage you to contact us if you are a member and have not downloaded your copy.”

A MESSAGE FROM THE LEGAL AND COMPLIANCE DIRECTOR, ASHLEE BERRY

Meet the MBA Member Services Team

Welcome to 2019! The year has started with a bang as both principal and sub-contractors come to terms with their new obligations under the *Work Health and Safety Act 2011* which came into effect for all new contracts over the value of \$5 million from 1 January (excluding single residential) and the new procurement requirements for ACT Government work (Secure Local Jobs Code) which apply to all new approaches to market after 15 January 2019.

The MBA has produced Member Guides in relation to both the WHS Amendments and the Secure Local Jobs Code, and I encourage you to contact us if you are a member and have not downloaded your copy. In addition to the updates on new legislation, requirements and guides you receive as a member, you have the MBA Member Services team available to provide you with assistance and hopefully ease some of the burden. The start of a new year is the perfect opportunity for you to familiarise yourself with those staff that are on-hand to assist.



KALLI LEISTER – MEMBERSHIP MANAGER

Many of you would be familiar with Kalli as she is the first point of call for your membership queries. Kalli is your contact when purchasing vehicles to ensure you access our exclusive MBA discount. Kalli often triages our member queries and also deals with any membership complaints that may come in.



KRISTIE BURT – LEGAL MANAGER

Kristie joined the MBA in 2018 and provides our members with Industrial Relations advice including drafting and advising on enterprise agreements, unfair dismissal claims, assistance with employment contracts as well as other employment policies and procedures. Kristie can also assist with disputes, building contract advice and Security of Payment issues. Kristie is your first point of contact for assistance with the WHS Amendments and the Secure Local Jobs Code requirements.



DAVID KYBURZ – TECHNICAL MANAGER

David is available to assist our members with all technical building related queries and compliance requirements. David's background is with ACT Government and he has a wealth of knowledge on the National Construction Code, the Building Act and Regulations, and the requirements mandated by the ACT Government. David often speaks to consumers who contact the MBA seeking guidance or assistance about what service or product they are getting from their builder and answers questions they may have regarding their building approval or their contract. David also manages the MBA Fidelity Fund and often conducts inspections of Fidelity Fund projects.



MARCIA DOUCH – FIDELITY FUND ADMINISTRATOR

If you need a Fidelity Fund certificate for building in the ACT, then Marcia is your contact person. Marcia looks after all Fidelity Fund applications and certificates, liaising with builders and our assessors when you are applying for cover.



MICK KELLY – WHS MANAGER

One benefit of being a member of the MBA is having access to a qualified and accredited WHS Manager in Mick Kelly. Mick has a trade background and is able to communicate safety requirements to our members in a relatable way. Mick is able to provide our members with assistance on any safety queries and can do so in person or over the phone. We can also provide safety resources to our members including policies and guidelines. Members are encouraged to contact Mick if they have any safety related questions.

The start of a new year
is the perfect opportunity for
you to familiarise yourself
with those staff that are
on-hand to assist.

In addition to the invaluable support provided by the MBA, members should also be aware of the great services offered by MBA Insurance Services. The benefit of choosing MBA Insurance Services is that all the profits generated go directly back into the local construction industry, that is, MBA ACT. MBA Insurance Services is located at the MBA and Nick Morgan is on hand to assist with ACT workers compensation insurance, construction works, public liability, professional indemnity or even NSW Home Warranty insurance.



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- Civil Construction – Pipe Laying
- Construction Waterproofing
- Drainage (Cert II)
- Electronics & Communications
- Fire Protection
- Glass & Glazing
- Horticulture Turf
- Plant Mechanical
- Plastering – solid
- Plastering – Wall & Ceiling Lining
- Roof Plumbing
- Stonemasonry
- Wall and Floor tiling

Financial Benefits for Employers

The objective of providing incentives is to develop a more skilled workforce and to increase the employment and training opportunities for Australian Apprentices in the ACT.

The ACT Building and Construction Industry Training Fund Authority is providing funding for employers who employ a 1st year apprentice in the listed trades during 2019.*

- 1st Year Apprentice in approved ACT Contract of Training
- Excludes existing workers
- ASBA payments at 50% rate
- **\$6,000** max per apprentice payable to employer
- **\$3,000** after 3 mths
- **\$3,000** after 12 mths

*Applicable to First year Apprentices commencing with a new employer in the Building and Construction sector from 1st January–31st December 2019 under an ACT Contract of Training.

Additional funding may also be available for Indigenous Australians, women in a non-traditional vocation and a person with a disability.

Improve your skills and professional development with the following courses:**

- Wet Area Waterproofing
- Confined Space Training
- Traffic Control Management
- ACT Construction Induction Card
- Senior First Aid (Level 2)
- Computer Software
- ACT Work Safety Representative
- Work Safely at Heights
- Cert IV Project Management
- Testing and Tagging of electrical equipment
- Open Cable Registration
- Optical Fibre Cabling
- Business Administration and Management
- Computerised Accounting

**These courses are examples of courses for which the Training Fund Authority may reimburse a percentage of the training cost (conditions apply).

For further information please call **Michael Doyle**—Industry Liaison Officer on 6262 5630 or email: mdoyle@trainingfund.com.au

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Oh what a feeling!

Rob Lowe from ACT Property Inspections purchased his Toyota Fleet using the **MBA MEMBERSHIP DISCOUNT**



WHICH VEHICLES DID YOU PURCHASE FROM TOYOTA?

We have a fleet of 12 vehicles purchased through National Capital Toyota – a mix of Hilux and Rav4.

WHAT PROMPTED YOU TO PURCHASE YOUR TOYOTA FLEET USING THE MBA MEMBERSHIP DISCOUNT?

As property inspectors, we spend a great deal of time on the road. Therefore, we were looking for a fleet of vehicles that were reliable, safe and cost efficient. The resale value of buying a Toyota has also proven to depreciate at a much slower rate than that of other brands. We were amazed by the discount available to us through the MBA. The savings exceeded the costs of our MBA membership!

Steps to get your MBA Member Discount with Toyota



1 | Member of Master Builders ACT approaches local Toyota Dealership.



2 | Member provides contact details of Toyota Sales rep to Master Builders ACT. Master Builders ACT 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.

WHAT DIFFERENCE HAVE THESE VEHICLES MADE TO YOUR BUSINESS?

The vehicles have provided a stress free, efficient mode of transport for the team; allowing us to get on with the job. They have also been sign written with our logo and contact details, allowing us to advertise our business as we travel throughout the Canberra region.

WHAT WOULD YOU SAY TO MBA MEMBERS CONSIDERING USING THE DISCOUNT?

The process is so simple! The cost of the MBA membership is easily outweighed by the savings – from car discounts to fuel. With this in mind, the decision is really a no brainer.

We have found dealing with National Capital Toyota really easy and would not hesitate to recommend them to family and friends. From purchasing the new vehicles to servicing, they have made the entire process simple.

They offer capped price servicing, which allows our business to budget accordingly. They also provide loan cars that our inspectors can fit their tools in and even use to tow a trailer, ensuring that there is no downtime.

This Toyota discount is valid at all Toyota dealers nationally, visit one today to redeem your MBA membership Gold Fleet Discount.



Achieving excellence with TRUECORE[®] steel

When thinking about your dream home it's often the incredible fixtures and fittings that first come to mind. The smooth marble benchtop or the soft plush feeling from that incredible lounge that you've had your eye on.

Before you begin thinking about the internal space of your new home, it's important to think about the structure and frame of your soon-to-be stunning abode. Canberra based builders, Achieve Homes pride themselves on their creative, up and coming ideas. Managing Director Firas Zakout said, "At Achieve Homes, we are always looking for innovative products and materials. It is ingrained in our culture to pursue the best technologies and products so we can provide our clients with a variety of options in home construction."

Achieve Homes have operated in Canberra and the surrounding NSW region for over ten years. They offer knock down rebuilds, house & land packages, home designs for pre-purchased land and custom home solutions. Achieve Homes create modern and thoughtful spaces, where people can make the most out of their individual lifestyles

As part of Achieve Homes' aim to provide their clients with the best products and technology, they have partnered with BlueScope to offer house frames made from TRUECORE® steel. After utilising products from BlueScope in their projects for years, Achieve Homes knew that house frames made from TRUECORE® steel would provide their clients with even more opportunities for exceptionally built homes.

House frames made from TRUECORE® steel won't shrink, twist or warp over time so there's less chance of sticking windows, jammed doors and wavy roof lines. It is for this and many other reasons that Mr Zakout believes that TRUECORE® steel is an excellent choice, "The main advantages are the long-term benefits the homeowner will get. Although you may not see it visually, the peace of mind these frames provide is very powerful. Imagine having a home that has house frames made with the inner strength of TRUECORE® steel which won't catch fire and is 100% termite and borer free".

Achieve Homes have found TRUECORE® steel to be simple to install when creating spectacular homes for their clients. "The great thing about TRUECORE® steel is that a carpenter can install them in a similar way as they would a timber frame. It comes prefabricated so it is like putting a puzzle together. We do use different tools when working with steel, but other than that there aren't any major differences. Plus, without us having to cut the frames to size on site, we save time," Mr Zakout said.

Achieve Homes are always committed to sourcing the best quality materials and innovative products, they also provide a 30-year structural guarantee on all homes, which includes their homes built with TRUECORE® steel.

TRUECORE® steel is manufactured by BlueScope, the same manufacturers who create COLORBOND® steel, giving you peace of mind that your home will have a strong and durable frame. House frames made from TRUECORE® steel are not treated with insecticides, can be used for building in a bushfire zone and TRUECORE® steel is backed by a *50-year warranty for eligible applicants making it an excellent choice for modern Australian homes.

Achieve Homes are always committed to sourcing the best quality materials and innovative products, they also provide a 30-year structural guarantee on all homes, which includes their homes built with TRUECORE® steel.

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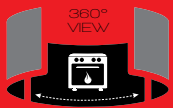
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Recruitment UPDATE

Canberra's booming construction market is good news for our industry. But as some employers are finding, it's also drawing attention to the local shortage of highly-skilled construction professionals, impacting typical salaries and hindering their ability to attract and retain the top talent, writes John Gibson, Team Manager of Hays.

Last year, we were approached by one of our clients for a comparison of typical construction salaries over the past three years. Our client had priced and won a project in 2016 and as part of the tender, took into consideration staff and wage requirements.

However, in the two years between winning the job and breaking ground, salaries had soared more than they had budgeted for.

As a result, this client had to determine how they could accommodate the extra cost, while still delivering the project to their high standards.

Canberra's construction market has never been busier, a fact that is well known by all involved in the industry. We're seeing significant investment by local government in infrastructure, health and education.

Our higher education sector has consistently delivered large-scale projects over the past five years, with ANU Union Court and the UC Hospital prime examples.

There is also significant investment from private industry, with developers working off the back of the Canberra Metro and investing in our satellite town centres. We are seeing more mixed-use developments, retirement villages and aged-care facilities.

New roads, road duplications and subdivision works are keeping our civil contractors busy.

We are booming.

Given the high volume of construction happening all at once, suitably skilled and experienced professionals are in high demand to manage these projects. Like all industries though, there is a finite number of resources available. As such, competition for staff is higher than ever.

As an example of the extent of current levels of demand, we worked with a Project Manager last year who decided to move from their previous role and received five job offers within a week.

Businesses continuously face risks such as winning work and losing staff unexpectedly or, even more precarious, winning work and expecting that you will be able to source A-Grade staff after the fact.

I have been a witness to this on multiple occasions. The result is a project that consistently has issues, or a project that puts stress on and overworks existing staff.

Every year, we publish our Hays Salary Guide to track salary and recruitment trends across 25 industries and sectors in Australia. For our 2018-19 Guide, we surveyed over 3,000 employers, representing 2.3m employees, to present typical salaries for 11 locations across Australia.

Looking at our research over the past three years, it's clear that construction salaries in Canberra have grown significantly. For example, the typical salary range for a civil construction foreperson in 2016 was \$65,000 to \$90,000, but as our 2018-19 Guide shows, the typical salary range has now increased to \$90,000 to \$120,000.

The typical salary range for a building construction project manager in 2016 was \$100,000 to \$150,000 but in 2018-19 it was \$120,000 to \$200,000.

As part of our Salary Guide we also ask professionals what attracts them to a role and an employer. Interestingly, salaries are never the most important driver. Instead, almost three-quarters (73%) of those surveyed said they would like a job offering flexible work practices, with career progression opportunities (72%) and ongoing learning & development (59%) also important when job searching.

While 2019 has only just begun, early indications suggest salary pressure will continue. That's why we advise employers to consistently check-in with your staff, conduct performance and salary reviews and be mindful that staff are the biggest asset but also the biggest risk to any project.

We will release our 2019-20 Hays Salary Guide in May. If you are interested in hearing more about current salary trends or would like to have a discussion about your salaries or staff in general, please get in touch.

John Gibson is a Team Manager for Hays specialising in the recruitment of construction professionals in the ACT.

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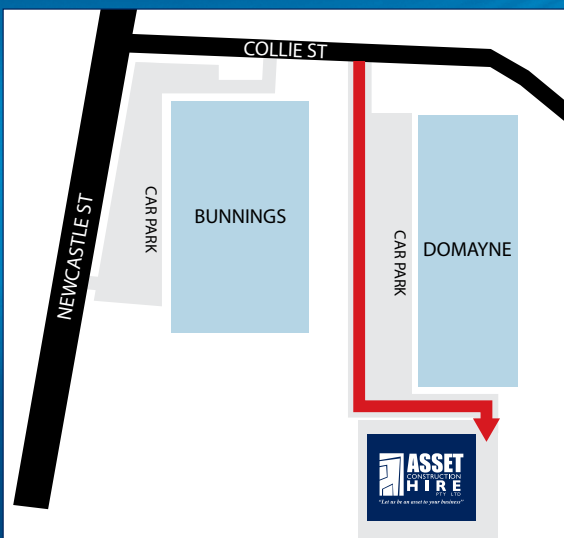
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A MESSAGE FROM THE CHIEF MINISTER OF THE ACT, ANDREW BARR

Working in the building and construction industry is a great way to get a feel for our great city. Builders and tradies see first-hand the real-world impacts of a strong economy and the importance of well-placed government investment.

As the New Year gets underway, I think all Canberrans instinctively feel what all the economic data is telling us: our city is going from strength to strength. When it comes to economic prosperity, we are the envy of the nation.

Last financial year, Canberra's economy experienced the strongest growth of any state or territory in the country. It grew by 4 per cent, well above the 15-year average of 3.3 per cent. This means more opportunities, and Canberra now has amongst the lowest unemployment rates in the country.

A recent report from CommSec provides some insights into the cause of this success: the strength of building and construction and the purchase of homes. According to this report, when it comes to dwelling starts, the ACT has jumped from sixth in Australia to first. A great result.

Canberra is a great place to live, and more people are choosing to make our city and the surrounding region their home. Today, we are a city of 420,000 people and we are planning for a population of 500,000 over the next decade.

**We are also committed
to raising the quality of
buildings so Canberrans can
have confidence in the homes
and apartments they buy.**



**Last financial year, Canberra's
economy experienced the
strongest growth of any state
or territory in the country.**

We understand that it's our role as a government to plan for these new arrivals, so Canberra families aren't stuck in traffic jams or left struggling to access the healthcare and education services they need. This will involve the right investments in vital infrastructure over the coming years.

Building the new \$500 million SPIRE Centre, new schools, new public housing, completing Light Rail Stage 1 and commencing planning for Light Rail Stage 2, these are all part of our plan to ensure Canberra has the infrastructure we need as our city grows.

We are also committed to raising the quality of buildings so Canberrans can have confidence in the homes and apartments they buy. This will involve increasing the level of design documentation that needs to be provided to builders and developing codes of practice for builders and certifiers to ensure adequate supervision of the building process.

We've got a lot to do in 2019, and as a government we are getting on with the job.

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Looking ahead to the Federal Election with Denita Wawn, CEO of 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 ACT to make sure 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 ACT's ability to prosper and grow, building the homes, schools, hospitals and roads that contribute 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 last year's establishment of a national Campaign Fund. This means we will have the necessary resources, not

The success of our industry is fundamental to the success of our economy and improving living standards.

only at federal elections, but also 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, including Master Builders ACT, 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 the ACT. We know that direct, evidence-based campaigning increases the level of respect for Master Builders from Governments.

Stop the Bullying!

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 behavior 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.



Ben Carter

Last financial year, Canberra's economy experienced the strongest growth of any state or territory in the country

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 ACT 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

Policy Agenda for the Federal Election

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.
- > Commonsense 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.
- > Great 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.

ACT Building & Construction Industry Forecast with Shane Garrett, Chief Economist, Master Builders Australia



Shane Garrett

The ACT has defied the gloom that surrounded some other economies, and by several measures, is Australia's strongest performing economy at present. Having briefly topped 5% in mid-2015, the unemployment rate has glided down rather steadily and has stabilised at just 3.7% over recent months – the lowest in the country. The strong labour market has attracted more migrants to Canberra, causing the population growth rate to accelerate. At 2.2%, the ACT's rate of population growth is second only to Victoria with a net 8,760 new residents over the past year.

Residential building in the ACT has benefitted from the solid labour market and accelerating population growth. During the 2017/18 financial year, a total of 4,994 new dwellings were commenced in the ACT – an increase of 4.1% on a year earlier. Growth in apartment/unit starts was slightly stronger than detached house commencements. Looking forward, new dwelling approvals fell back by 7.8% over the three months to October. This indicates that the pipeline of residential building activity might see some softening over coming months.

Population is a central driver of building work in sectors like education, health, retail and transport – and the ACT is already benefiting from the large expansion in the number of people calling themselves Canberrans. Over the 12 months to September 2018, the volume of non-residential building in the ACT is estimated to have grown by 27.9% compared with the previous 12-month period. During the September 2018 quarter itself, non-residential building activity in the ACT was up by 11.4% compared with a year earlier. Some of the large projects currently under construction include the ANU Research and Business precinct development, Canberra's new Constitution Place district and ANU's Union Court revamp.

The engineering construction landscape in Canberra is currently dominated by the \$700 million light rail project which is set to become operational in the first half of 2019. Other major engineering projects currently under construction include the Healthy Waterways project (worth \$94 million in total) and the Better Roads for Gungahlin programme. In aggregate, the

volume of engineering construction in the ACT actually slipped by 7.1% over the year to September 2018 due to the 'hump' of the light rail project being crossed.

IMPACT OF LABOR'S NEGATIVE GEARING AND CAPITAL GAINS TAX

Labor fails own test on negative gearing & capital gains tax

Contrary to Labor's claims, its policies on negative gearing and capital gains tax will not increase the supply of new housing or create new jobs in the building industry according to new independent economic modelling commissioned by Master Builders Australia.

According to modelling prepared by Cadence Economics if Labor's policies are implemented it will mean:

- > Up to 42,000 less new dwellings being built across the country
- > Up to 32,000 less full time jobs
- > Up to \$11.8 billion less building activity
- > Up to \$210 million less renovation building activity

Labor's policies on negative gearing and CGT fails its own test

Master Builders is calling on the ALP to rethink their policies in the light of this new research and a changed housing market. Australia cannot afford for housing supply, building activity and employment to go backwards.

Home renovations would also be hit by an expected reduction of between \$50 million to \$210 million in activity over a five-year period. Inevitably this would mean a fall in employment which is expected to be between 7,200 and 32,000 less jobs across the country.

Finally, the context of Labor's policies, namely an 'overheated' housing market no longer exists bringing into question the need for reforms to curb investor activity.



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Group Training News



Meet the new MBA Apprentices for 2019

Peter Buckeridge

Aeddan Butler

Matthew Cannon

Jayden Cross

Alexander Evans

Angus Farrow

Kaylee Gregory

Cody Hamilton

Ryley Hedges

Thomas Husking

Benjamin Kaizik

Adonis Katrivessis

Jake Leadbitter

James Lee

Corey McIntyre

Thomas Robertson

Alex Schneeberger

Nathan Wells

Angus Maxwell

Joseph Egan

Jordan Jaquier

MBA Apprentice Induction Day

On Friday the 18th of January the MBA welcomed a new year of apprentices who attended their induction at the Master Builders Skills Centre in Fyshwick. To begin the day, the apprentices met the Training Manager Richard Flint, Trainers Malcolm Beer, Dave Penny, Sam Reynolds-Smith, Ben Scanlon and Workshop Manager Wayne Kalachoff. They also met the field officer Scott Bird and the Field Services Manager Geoff Wood.

The Apprentices were fitted for their Personal Protective Equipment by Seeers Workwear before learning about the importance of Super from the team at Cbus. Before a Barbecue lunch, the apprentices were taken on a tour of the building and got to see where they will complete their training at the MBA. Before the apprentices left for the day, they received their contracts from the MBA and Apprenticeship Support Australia assisted them through the process. Master Builders ACT is looking forward to training the newest intake of 2019 apprentices.



Meet the Field Team



GEOFF WOOD

My role at Master Builders is the Field Service Manager, I recently moved into this role but have worked at the MBA for 13 years now. I was a plasterer for 20 years and worked for myself as a sole trader. I find the best thing about the job is getting out and about and talking to the hosts and apprentices. I really enjoy the interaction with the hosts and employers come back to us year after year to employ the excellent apprentices that we have here at the MBA.



SCOTT BIRD

I am the Field officer at the MBA, I have just begun my career with the MBA in January this year. I manage the apprentices employed by the MBA and their relationships with hosts and employers. Something I am really looking forward to at the MBA is working with new people and getting to help these young guys get through their apprenticeships. Before I started working with the MBA, I was a carpenter for 15 years and I ran my own business. A typical day on the job involves a lot of running around and taking lots of phone calls. I am usually in and out of the MBA all day.



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Forrest house after restoration



CHAPMAN CONSTRUCTIONS CELEBRATES 30 YEARS

While Chapman Constructions is celebrating the momentous achievement of 30 years as a member of Master Builders ACT, Company Director, Ken Harvey, was member of the MBA long before then.

Ken started his career at age 23 when he and a friend began their own plastering business, in 1966. He became a member of the MBA during his time in this business. The company ended up being one of the largest in Canberra, however by 1980 he had accumulated debt so high, it could bought a four-bedroom house in those days. Ken worked hard to eliminate all debt before creating Chapman Constructions.

A couple of months ago
I got a phone call from
someone who had just
bought the house. He
tracked me down to tell me
how much he loved it.



Initially, Ken worked on speculative housing. He did this for around 15 years before moving in to the world of contracting. He now has seven employees and many more subcontractors. He usually begins his day at 6am before heading out to the eight to 10 jobs he has going at once. How he does all this? Ken said "The key to successfully running a business is to work hard. You control every part of it all the time. Quality needs to be the number one priority. That's the really important thing for me."

In his 30 years of membership as the director of Chapman Constructions, Ken has received a lot of recognition at the MBA Building Excellence Awards for his quality builds. While he hasn't entered the awards for quite a few years, he spoke proudly of one of his greatest achievements, "We won house of the year in 1994. The client engaged us to do the design and construction. My brother is an architect and he designed it. The clients only brief was that he wanted to be able to see from his bedroom into his loungeroom. That was the brief. A couple of months ago I got a phone call from someone who had just bought my 1994 House of the Year. He tracked me down to tell me how much he loved it."

Recently, Ken worked on a home in Forrest that was a dream come true, "I have been hanging around Manuka for years and I've always driven past this particular house and thought 'I'd love to renovate that house and fix it up'. Then out of the blue a lady rings me up and says she heard that I specialise in heritage work and asked if I wanted to restore the house. I was so shocked, but I said yes of course. The original owner of the home was named Harvey and the original builder was named Chapman, that's about as coincidental as you can get." Ken said.

The project was not your run of the mill renovation, as the home is heritage listed. Ken said "We had to get a lot of stuff made to match the original fittings. We pulled the original roof tiles off and ordered in new ones from Spain. It would have to be one of my favourite projects that I have ever worked on."

In 2013, a book was released called '100 Canberra Houses – A Century of Capital Architecture'. Another of Ken's proud achievements turned out to be his own home, featured in this book – Ken built his own award-winning house in Griffith and enjoys it so much to this day that he said if he had to rebuild his home, he would create it to be exactly the same. Of the 100 Canberra houses that feature in the book, Ken worked on 28 of them. In 2019 Ken looks forward to continuing Chapman Constructions and remaining a member with the MBA.

You need to keep on top of
the quality of the job at all
times, and that's the really
important thing for me.



MEET SALLY HALL FROM BUILD PROFESSIONAL

a Member of the MBA's Women
Working in Construction Group

**For me, I think networking
with the WWIC group,
sharing advice and learning
from others and being
involved directly with the
MBA will be an extremely
positive and rewarding
experience."**

WHAT IS YOUR ROLE AT BUILD PROFESSIONAL?

I am the Marketing and Office Manager of Build Professional, Canberra's Design and Build Extension Specialist. I am married to Matthew Hall, our Director and we are a husband and wife team who have been working together in our own small business in residential construction in Canberra for the past 15 years.

HOW DID YOU GET INTO YOUR CURRENT ROLE AT BUILD PROFESSIONAL?

My passion is my marketing role that has developed and evolved over time. The marketing position was non-existent in our business many years ago and I was instrumental in every facet of developing the Build Professional brand. Having a specific vision and a great eye for detail has enabled me to produce the brand into what it is today. My creative strength lies within making things visually appealing and I am fortunate that I am able to use it to the advantage of our business.

It is my passion to grow and strengthen our brand in Canberra and to continue to engage our audience and to inspire homeowners in an authentic and informative way to have a great understanding of the service we provide, the quality we achieve and the team behind Build Professional.

WHAT ARE THE OBSTACLES YOU FACE IN YOUR ROLE?

The biggest obstacle that I face in my role is time or lack of! As a Mother of three children and a partner in a small business I often feel torn between my working role and being a Mum. I love achieving and being 100% focussed on whatever I am doing whether it's in the office or when I am with the children, however, I am constantly flipping hats between my roles and I feel like my days are always rushed trying to cram as much in as possible in both roles. I'm sure most Mums feel the same; however, that is definitely the biggest obstacle for me at this time in my life.

WHAT HAVE YOU ENJOYED ABOUT THE MBA'S WOMEN WORKING IN CONSTRUCTION GROUP SO FAR?

I attended the first WWIC group function last year and loved it! It was wonderful to be in a room with so many women working in construction and we had the pleasure of listening to Kate Muldoon from Ladies with Tradies; it was a great event and very insightful.

It was also such a pleasure meeting Gracie Ferreira, President of the ACT MBA, I found her to be inspirational and there was so much common ground with her experience of raising a family and running a business, she is doing great things for WWIC. I love her energy and support of the group.



Build Professional's Griffith renovation, winner of the 2018 MBA Building Excellence Awards Renovation/Extension less than \$150,000 Award

WHAT DO YOU HOPE TO GET OUT OF THE WWIC GROUP?

For me, I think networking with the WWIC group, sharing advice, learning from others and being involved directly with the MBA will be an extremely positive and rewarding experience. However, it is also about what I can give back to the industry, I would love to play a mentoring role to other business partners who are perhaps starting out and finding their way in their own small business. I would like to assist them to find their perfect role so that they can grow personally and professionally and in turn, support and drive the success of the business. I believe that there are so many important and creative roles for women in construction and it's something that I would love to work with the MBA on. I look forward to actively participating in the WWIC group this year.

HOW HAS THE WWIC GROUP ASSISTED YOU TO CONNECT WITH LIKE-MINDED WOMEN IN SIMILAR ROLES?

I was slightly nervous about attending the first WWIC group function not knowing anyone, however, the MBA made it very relaxed and welcoming. It was the perfect opportunity to meet and connect with other women in similar roles. I was fortunate to meet Nicole Leishman, Business Owner and Office Manager of Delnas Metal Roofing and we hit it off straight away. Our businesses are both established and we are at similar stages in our career, juggling family life and running a small business which meant we could relate to the trials and tribulations of working behind the scenes. We have since been in contact and look forward to catching up soon.

WHY DO YOU THINK IT'S IMPORTANT FOR THE MBA TO RUN THE WWIC GROUP?

I think the establishment of the WWIC group is such a great and important initiative and the proactive role that the MBA is having in the group is very positive. It's a promising time not only for women in the industry but also for the industry itself.

I love women supporting women and business supporting business. It's not about competing against each other but actually coming together as a group to share ideas, knowledge and mentoring for the greater good of each individual, business and of course the construction industry.

ANY FINAL COMMENTS?

Successfully achieving a good work / life balance in an inspiring and fulfilling position within your small business and working alongside your partner is no easy feat. However, if the business partner can achieve this they hold a significant key to a successful, positive and thriving business and this is what I have found to be true in my business journey with Build Professional.

I am enthusiastic about the positive role that women can bring to the construction industry and I'm thrilled with the momentum that is building with the MBA's WWIC group - it's an exciting time!

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WATERPROOFING IN CANBERRA: THE COLD HARD FACTS

The Australian waterproofing market is reported to be in excess of \$220M per annum and growing. However, a disproportionately large sector of his market is made up from remedial waterproofing on relatively new structures, not just new construction. **A statistic from the Australian Institute of Waterproofing states that while waterproofing can account for less than 1% of overall construction costs, by contrast waterproofing failures account for over 80% of post construction issues.** A recent study by UNSW found that the top three most common defects reported by owners of apartment blocks were:

1. Internal water leaks – 42%
2. Cracking to internal/external structures – 42%
3. Water penetration from outside – 40%

SOURCE: UNSW City Futures Research Centre
– Governing the Compact City: The role and effectiveness of strata management, 2012

This data suggests that waterproofing is challenging even in ideal conditions. However, waterproofing in Canberra offers many other difficulties. Canberra and surrounds experience some of the country's most brutal conditions for installing and maintaining waterproofing membranes. The varying temperature ranges, seasonal humidity and the massive temperature swings often occurring on the same day, make waterproofing even more challenging.

Cold winters and increased humidity produce one set of conditions which impedes curing, whilst hot summers can result in rapid curing.

Suppliers provide performance testing and installation data based on 23°C and 50%rh. Whilst trades can keep working through winter, if the fine print says "Do not install with an ambient or substrate temperature below 50c" the 20-year manufacturer's warranty may be voided.

Canberra's average temperature falls outside recommended warranty ranges, in eight out of 12 months. Adding to this, consistently low temperatures can result in:

- > Longer set times for materials
- > Longer periods between recoating
- > Extended curing times before tiling
- > Increased waiting times before floor testing
- > Increased lead times for follow-on trades. Depending on the systems involved, a typical turnaround of two days from priming to tiling can extend out to a 16-day installation process. If not taken into consideration when planning, extensive delays may be experienced, potentially resulting in added costs for labour and/or back charges.

SO, WHAT DO WE DO?

With a seemingly endless range of products on the waterproofing market, understanding your system and how it performs in a cold weather climate is critical to ensuring success.

Workshopping your project, from pre-design to completion, with all stakeholders, is a great starting point.

It's important to engage with your product suppliers to understand how you can get the right material.

NCP MONTHLY UPDATE

LATEST NEWS

The **Australian Building Codes Board** announced it is not pursuing removal of concessions for bonded laminated materials in the 2019 NCC. The ability to use a bonded laminated material with specified characteristics and controlled fire hazard properties, where a non-combustible material would otherwise be required, will remain for NCC 2019.

The **Federal Parliamentary Economics References Committee into Non-conforming building products** handed down its final report in the last week of Federal Parliament. Recommendations in the report are consistent with MBAs advocacy position and strengthens some actions. Many of the recommendations relate to actions required by Building Ministers that MBA will be advocating for through the Building Ministers Industry Forum that will meet in February 2019.

Standards Australia is leading a discussion paper process titled: *Supply chain standards to reduce the black economy*. The process is to establish how standards and related material can support proposed measures from the Federal Government's Black Economy Taskforce. The process seeks to identify ways to mitigate the impact of activity through measures to improve disclosure, enable prevention and foster compliance. Written responses are due by 1 February 2019 and forums have been held across the country throughout November-December 2018.

ACRS has introduced a new end-to-end traceability scheme for construction steels supplied AS/NZ Standards that will provide a uniform assessment framework across the supply chain. This new certification system complements existing traceability provisions of the ACRS product certification scheme which already covers supply of ACRS certified materials between steel mills and the subsequent steel processing and fabricating.



WHAT'S HAPPENED IN THE STATES/TERRITORIES

The regulatory tools introduced in the wake of the Grenfell fire by different state governments include the following:

NSW

The *Environmental Planning and Assessment Amendment (Identification of Buildings with Combustible Cladding) Regulation 2018* and *State Environmental Planning Policy Amendment (Exempt Development – Cladding and Decorative Work) 2018* took effect in October 2018. Under the Regulation, owners of certain buildings with external combustible cladding are required to register their building with the NSW Government through the NSW Cladding Registration portal.

Under the *Building Products (Safety) Act 2017*, which came into effect in December 2017, the government has powers to identify, restrict and rectify building products which pose a safety risk in buildings. Aluminium cladding products with a core comprised of more

than 30% PE by mass are banned for use in any external cladding, external wall, external insulation, facade or rendered finish in buildings with the following classification.

The *Home Building Amendment (Cladding) Regulation 2018* was gazetted on 20 April 2018 in further efforts to protect home owners from the negative effects of dangerous cladding. The use of combustible ACPs is now treated as a major defect in residential building works and as a result classifies for an extended warranty period of 6 years (s 18E). A building owner is not required to prove that the cladding is a major element of a building. The Regulation only applies if an owner is able to bring proceedings for a breach of warranty or if the warranty period has not yet commenced.

VICTORIA

The Minister for Planning issued a Ministerial Guideline in March 2018 that requires building surveyors to have regard to the type of material to be used as cladding before issuing a building permit. If an ACP with a core of more than 30% PE or an EPS is to be used, a building surveyor must not issue a building permit unless and until the Building Appeals Board has first approved the design through a section 160A application.

Accompanying the guideline is a Building Product Safety Alert which warns building professionals about potential fire risks associated with the inappropriate use of ACPs fabricated with a PE core of above 30%; and rendered expanded polystyrene products when used as wall cladding.

The Building Amendment (Registration of Building Trades and Other Matters) Bill 2018 was enacted in September 2018. The purpose of the bill is to amend the building act to:

- make it an offence for persons to carry out certain types of building work without being registered or licensed to do so;
- provide for the provisional registration of builders and the licensing of building employees who carry out certain building work and related offences;
- make provision in relation to certain wall cladding products;
- clarify the grounds for discipline of registered building practitioners in relation to breaches of dispute resolution orders;

and to amend the Local Government Act 1989 to:

- provide for Councils to enter into agreements to rectify cladding on buildings; and
- Councils to declare and levy a cladding charge to fund the rectification.

QUEENSLAND

Queensland has introduced Chain of responsibility law. Part 6AA of the *Queensland Building and Construction Commission Act 1991* (QLD) was enacted on 1 November 2017, imposing duties on parties deemed to be in the "chain of responsibility". This includes any person responsible for the design, manufacture, importation, supply or installation of building products. The primary duty of these parties is to ensure as far as reasonably practicably that the subject product is not a non-conforming building product for an intended use.

TASMANIA, WA, SA, & THE TERRITORIES

In Tasmania, Western Australia, South Australia, the ACT and the Northern Territory, there has not been any substantive changes to existing laws in relation to building products. However, most jurisdictions are conducting or have completed audits into combustible cladding.

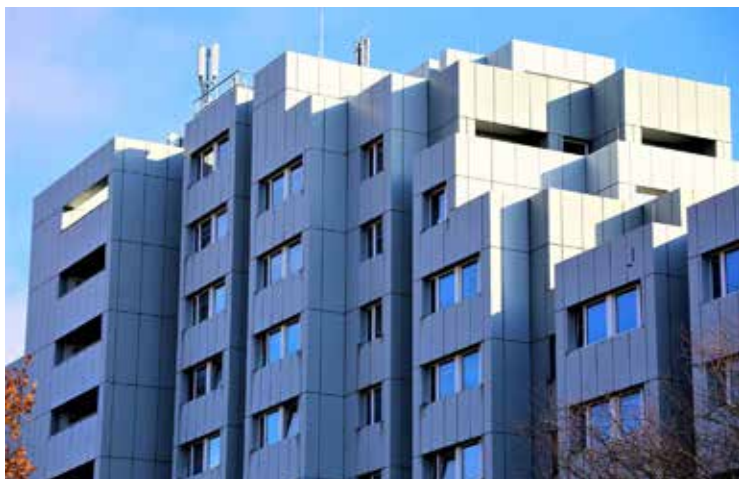
NATIONAL NCP COMMITTEE

The National Non-Conforming and Non-Compliant Building Products (NCP) Committee had its final meeting for the year in Brisbane and agreed to develop and implement action plans in four key areas including:

1. Making all parties accountable in the supply chain through clear requirements for all.
2. Dealing with rectification – who pays and pre-empting impacts for builders; and regulators adopting more of an education role.
3. Developing training on the NCC tied to building practitioner and trades registration.
4. Helping members with evidence of suitability needs.

The Committee hosted a roundtable with building industry representatives to hear directly from members about the challenges they are facing with NCPs and ways to address them. Some of the key points that came out of discussion were:

- The NCC is poorly understood and there's a need for training.
- There is an information gap in NCC performance requirements around design and materials.
- Builders require one voice on product information and builders need to ask suppliers about evidence of suitability.
- The New Zealand Codemark system is better than Australia's because it requires council certification as well as brand certificates and has introduced substantial penalties for fraud.
- Australian Procurement and Construction Council material should be used in CPD products.



PARLIAMENTARY COMMITTEE FINAL REPORT

The final committee report, *Non-conforming building products: the need for a coherent and robust regulatory regime*, was released in the final sitting week of Federal Parliament for 2018. Key recommendations that align with priorities for Master Builders include all states/territories adopting the Queensland Government's chain of responsibility legislation, mandatory third party certification and national register of products and establishing a national licensing regime.

Master Builders submission has been quoted in the report in relation to guidance on product information and requirements. The key recommendations are listed below.

1. Building Ministers' Forum develop improved consultative mechanisms with industry stakeholders. In addition, the Building Ministers' Forum should amend the terms of reference for the Senior Officers' Group and the Building Regulators Forum to include annual reporting requirements on progress to address non-conforming building products.
2. Australian Government develop a confidential reporting mechanism through which industry and other stakeholders can report non-conforming building products.
3. Building Ministers' Forum to expedite its consideration of a mandatory third-party certification scheme for high-risk building products and a national register for these products.
4. Where an importer intends to import goods that have been deemed high-risk, the Australian Government require the importer, prior to the importation of the goods, to conduct sampling and testing by a NATA accredited authority (or a NATA equivalent testing authority in a another country that is a signatory to a Mutual Recognition Arrangement).
5. Building Ministers' Forum, through the Senior Officers' Group, examine international approaches—including the European Union's regulations and processes—for testing of high-risk products prior to import and determine if they can be suitably adapted to benefit and enhance Australian requirements.
6. Building Ministers' Forum give further consideration to introduce a nationally consistent approach that increases accountability for participants across the supply chain. Specifically, the committee recommends that other states and territories pass legislation similar to *Queensland's Building and Construction Legislation (Non-conforming Building Products—Chain of Responsibility and Other Matters) Amendment Act 2017*.
7. Australian Government work with state and territory governments to establish a national licensing scheme, with requirements for continued professional development for all building practitioners.
8. Australian Government consider making all Australian Standards freely available.
9. Australian Government consult with industry stakeholders to determine the feasibility of developing a national database of conforming and non-conforming products.
10. In-principle support to Recommendation 12 of the Shergold and Weir Report [t]hat each jurisdiction establishes a building information database that provides a centralised source of building design and construction documentation so regulators are better placed to identify where non-compliant building products have been installed.
11. Australian Government consider imposing a penalties regime for non-compliance with the National Construction Code such as revocation of accreditation or a ban from tendering for Commonwealth funded construction work and substantial financial penalties.
12. Australian Government consider the merits of requiring manufacturers, importers and suppliers to hold mandatory recall insurance for high-risk building products.
13. Australian Government review the Customs Act 1901 (and other relevant legislation) to address the challenges of enforcing the existing importation of asbestos offence, with the aim to close loopholes and improve the capacity of prosecutors to obtain convictions against entities and individuals importing asbestos. This review should include consideration of increasing the threshold required to use 'mistake of fact' as a legal defence.

NEW ACRS STEEL TRACEABILITY SCHEME

ACRS has introduced a new end-to-end traceability scheme for construction steels supplied to AS/NZS Standards that will provide a uniform assessment framework across the supply chain. This new certification system complements existing traceability provisions of the ACRS product certification scheme which already covers supply of ACRS certified materials between steel mills and the subsequent steel processing and fabricating.

Why is End-to-End Traceability So Important? Traceability is a crucial ability for quickly and effectively investigating customer complaints and managing potential product recalls. This links directly to improved quality and product consistency and compliance. ACRS traceability certification helps identify the root causes of defective products so they can be isolated and any supplier issues dealt with effectively.

WHY SPECIFY ACRS TRACEABILITY SCHEME CERTIFICATION?

- **Increasing Demand:** Compliance mandates are increasing - as are the associated costs to builders from non-compliant materials. For instance, traceability is integral to both the international quality standard, ISO 9001: 2015 and the recent Steelwork Fabrication and Erection Standard, AS/NZS 5131. Customers are also demanding better assurance that materials supplied to their projects meet Standards. ACRS simple, end-to-end traceability certification uses the best-practice methods already well established in UK and Europe to provide the clearest, simplest, and most comprehensive system available for specifiers, steel suppliers, and builders;
- **Protect Your Reputation:** With competitive pressures on the rise and consumer confidence becoming harder to earn and maintain, steel suppliers are finding that now,



more than ever, there is a need to protect their brands and reputations. The ACRS expert product certification scheme provides the best available protection for compliant steel suppliers, and differentiates them clearly and effectively from possibly noncompliant competitors. This benefit is enhanced by ACRS traceability certification of your trading, and distribution sources, where appropriate to follow the "chain of supply";

- **Increased Customer Satisfaction and Safety:** In the event any problem occurs, manufacturers are able to minimize the impact by only recalling those items with the specific batch numbers that were built with the faulty component, material, or process, significantly reducing expenses, customer impact and reputational damage. ACRS certification of products and traceability of materials and processes substantially reduces the likelihood of supply of noncompliant materials by the certificate holder;
- **Improve Your Internal Quality Controls:** Suppliers are turning to traceability solutions to help close some of the information gaps which exist in increasingly disparate, global supply chains, to track data and to meet customer safety and demand requirements. ACRS rigorous assessment, delivers the most comprehensive system enabling suppliers to leverage ACRS rigorous, expert assessment to refine and improve their systems.

WHY HAS ACRS DEVELOPED A STEEL TRACEABILITY SCHEME FOR AUSTRALIA AND NEW ZEALAND?

Whilst End to End Traceability assurance is already fully provided within the existing ACRS product certification scheme for reinforcing steels (i.e. to the rebar processor from the rebar manufacturer) and for structural steels (e.g. welded sections fabricator from the plate manufacturer), increasing occurrences of unexpectedly noncompliant materials supplied through established distribution channels lead to demands by engineers, building surveyors and building contractors that ACRS provide clarity also provide certification of the intermediate steel traders, distributors, and fastener suppliers e.g. (bolts and couplers). ACRS began investigation and discussions stakeholders and interested parties in early 2017 to develop a scheme to meet Australian and New Zealand requirements for compliance and public safety, by:

- Managing governance and consumer risk effectively through an increasingly widely distributed and diverse global supply chain;
- Meeting increasing regulatory focus on product quality and traceability through credible certification from the most widely used and trusted steel certification system in New Zealand and Australia;
- Providing effective traceability certification for suppliers at minimum reasonable cost.

What Does End-to-End Really Mean? First, let's define "end-to-end." When we say "end-to-end," we're talking about the ability to track information on all raw materials, components, and associated processes across the supply chain, including the design, manufacturing, supply, and delivery phases. "End-to-end" traceability is directly comparable to ACRS product certification scheme's cornerstone "All products, all locations rule" which has provided market confidence in steels supplied under ACRS product certification for nearly 20-years.

So, What's Involved? To ensure traceability throughout the supply chain a system is needed that records and follows the journey as parts and materials come from suppliers and are processed and ultimately distributed as end-products. The new ACRS Traceability Scheme simply provides this across and along the supply chain. This includes the gathering of information on the components of products,

parts and materials, product quality, safety, and labelling. The new scheme uses the existing ACRS product scheme and the internationally recognised EU model, so will be easily understood and followed. A vital component within this certification process is product identification and the maintenance of that identity to ensure that it remains unchanged and undiluted as the original product makes its journey to its ultimate destination.

What If My Steel Supplier Already Has ACRS Product Certification? If your supplier already has ACRS certification, you may already have all or most of the necessary certification. ACRS covers traceability through the two-stage certification model. Traceability is therefore covered between ACRS certified steel mills and the subsequent ACRS certified rebar processors, cold-formed hollow steel manufacturers, and welded section fabricators. In these cases, no further certification is needed, and no further costs will be incurred by these certificate holders. Otherwise, ACRS Traceability Certification will give confidence that the supplier has sourced and provided you with the correctly assessed and validated steels.

Can Your Steel Supplier Get ACRS Traceability Certification If They Don't Just Supply ACRS Certified Steels?

Yes. Absolutely. Unlike ACRS product certification, ACRS Traceability Certification simply verifies that the Supplier maintains adequate separation between different sources of materials so that non-ACRS certified materials are not mistakenly supplied to your site when ACRS certified materials are required.

Who Should Apply for ACRS Traceability Certification? ACRS traceability certification applies to the types of steel supplier not already covered by existing ACRS product certification, such as steel traders, distributors, retailers, or component suppliers (e.g. bolts, couplers, and connectors).

Can my supplier apply now? Yes. The new ACRS Traceability scheme is due for full release in from January 2019, and ACRS is accepting applications for certification now.

How Do I Apply, or Ask Questions?

Simply contact ACRS at info@steelcertification.com, or ring +61 02 9965 7216 for a free, no-obligation discussion.



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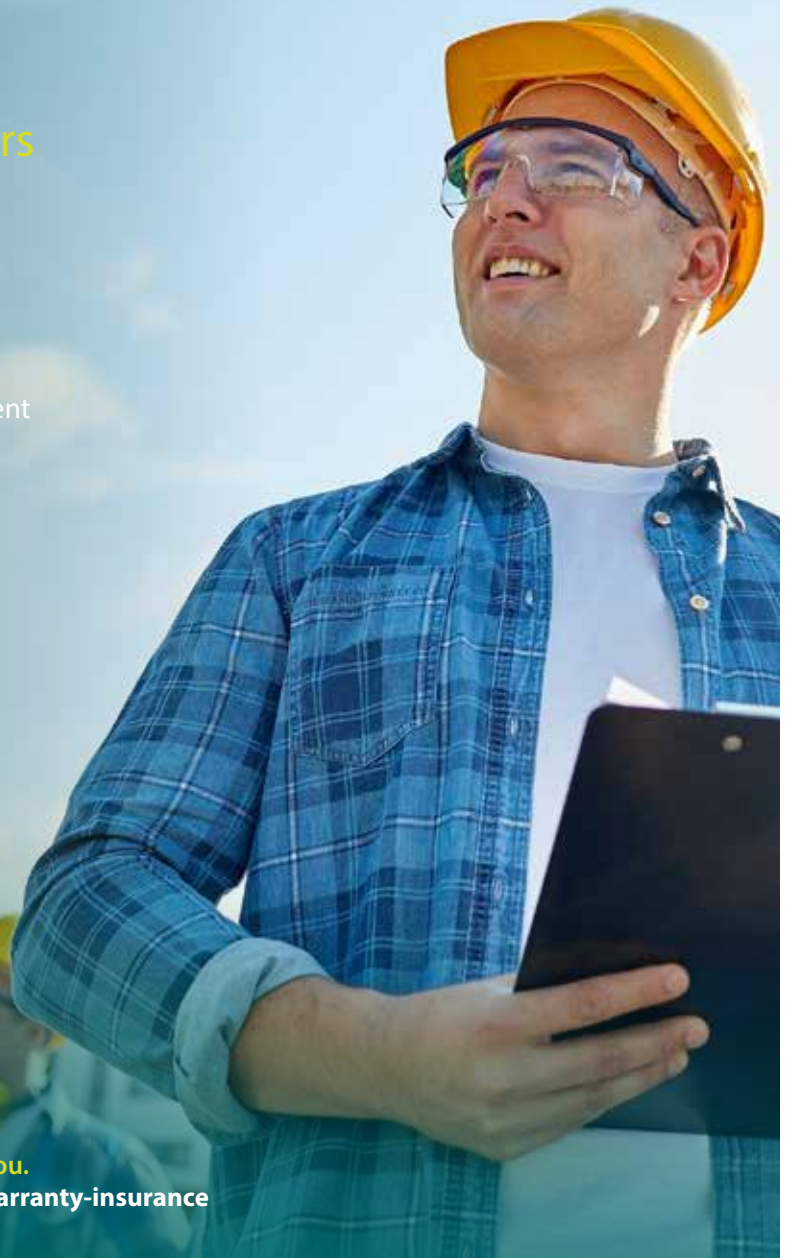
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MEMBER SPOTLIGHT

BCA Certifiers merges with ACT Metropolitan Building Certifiers AND CELEBRATE 20 YEARS OF MEMBERSHIP WITH THE MBA

BCA Certifiers has recently announced an exciting merger with one of the largest Canberra-based certifiers, ACT Metropolitan Building Certifiers. Group Operations Manager at BCA Certifiers, Julie Lenarduzzi said the merger is a great opportunity for two very strong certifying businesses to align.

"We wanted to find longevity in the industry and be able to get extra resources, which we have attained through this merger. It's made the company stronger, given us further reach and will allow us to provide even better support to our clients. Since the merger, we are now the biggest certification firm in the Canberra region".

This year BCA Certifiers also celebrate their 20-year Membership Milestone with Master Builders ACT and have joined as a Major Sponsor of the 2019 Master Builders and Asset Construction Hire Building Excellence Awards. Ms Lenarduzzi said that being a member of the MBA is important to BCA Certifiers, "Being able to rely on some of the services the MBA provide such as advisory services has always been helpful. We love attending the Building Excellence Awards and getting to celebrate what Canberra does best as far as building work goes. It's always a spectacular event and our staff look forward to it every year."

BCA Certifiers have been involved in a variety of charity work since their establishment in 1999, including raising funds for The Canberra Children's Hospital Foundation, Lifeline, The Rotary Club of Canberra, Menslink and St Vincent de Paul Society. In previous years, BCA Certifiers hosted their own charity dinners to raise funds for the Breast Cancer Foundation. This involved approaching clients and companies to either donate funds, products or services to raise over \$120,000 over three dinners in three years.

In 2019, the new version of BCA Certifiers, incorporating the technical and support staff of the ACT Metropolitan Certifiers group will be aiming to grow to be bigger and better. Their increased resources will enable them to provide their clients with a greater level of service than ever before.



The Director of BCA Certifiers, Ian Anlezark with the Director of ACT Metropolitan Certifiers, David McCulloch.



Don Rail Supervising Apprentice.

THE RETIREMENT OF DON RAIL

The MBA says farewell to a legend in the construction industry

After spending over 50 years in the building and construction industry, Don Rail sat down to discuss his inspiring career before he retired on December 7, 2018.

HOW DID YOUR CAREER BEGIN?

I started my first job in the building and construction industry in 1964. Before that I was working in a clothing store for two and half months. After I left the clothes store, I walked the town and harassed every builder I could find. One of the builders in town gave me a chance where I spent two and a half days digging trenches with a shovel and pick. At about 1pm on the third day my boss said, "you've done enough now, you can come and join the carpenters." I think he was trying to see how long I'd stick it out basically.

WHERE DID YOU GO FROM THERE?

I left my home town of Innisfail and headed to Townsville where I worked on Lavarack Barracks. I worked in lots of other towns before I came to Canberra in 1982 where I started doing stage one of Radford college, straight after that I went to work on the Parliament House bridges. I then went to stage two of the Queanbeyan sewerage works. Quite a nice place on certain days, other days it wasn't real good. I worked on the Florey subdivision, then from there I worked on Lake Tuggeranong College. I did Isaacs subdivision and the Chinese Embassy. After that I went to Russell and worked on an \$84 million-dollar job that we completed in 22 months. Eventually I rang Jerry Howard and he gave me a job at the MBA.

WHAT WOULD YOU SAY TO YOUNG PEOPLE THINKING OF STARTING AN APPRENTICESHIP?

Go for it! My advice to young people is that if they're in year 10 to go and get themselves a white card and asbestos card. Do work experience, don't do one day a week, go and do five days straight. They have the advantage that they are young and can just go and have a shot at it. They're on the starting blocks and I'm getting out of the pool, at the end of the day the opportunity is there.



Don Rail with MBA Apprentice Training Manager, Richard Flint.

I enjoyed being able to pass on my knowledge about what different parts of the industry do.

WHAT DO YOU FIND REWARDING ABOUT WORKING WITH APPRENTICES?

When you're interviewing for an Australian School Based Apprenticeships (ASBA) and you see them as a young person who is 15 or 16. Then they come to you as a young person who has finished year 10 or year 12. It's great to see what we pass onto them. Our trainers don't teach, what they do is pass on knowledge. The more knowledge you have, the further you go in life. I enjoyed being able to pass on my knowledge about what different parts of the industry do.

THE BEST DAY OF YOUR CAREER?

Would be the first day I started. That was when I got handed a pick and a shovel and the squares were marked out in the ground for me. I got told to "dig between the lines" that was the best day of my career. I hung in there for two and half days and after that I was able to join the carpenters.

WHAT KIND OF CHALLENGES HAVE YOU FACED DURING YOUR CAREER?

I used to have a fear of speaking in public but now you can't shut me up. The biggest challenge I have faced really is trying to get more young people into the industry.

HOW WILL YOU BE SPENDING YOUR RETIREMENT?

With my wife. We were married 22 years ago and she married me for Saturday's and Sunday's.

WHAT ARE THE HIGHLIGHTS OF YOUR CAREER?

The people I work with. I've been very lucky to have worked with the people that I have. I've had great opportunities like getting to work on the Chinese Embassy – that was great! I even got invited back to China and took my daughter with me. I also enjoyed being a union official and getting to help other people. I went to Cuba and met Fidel Castro... twice. That was interesting. We were invited to his house, it was pretty cool, but the greatest part of my career has to be getting to work with the people in the industry. There are so many great, knowledgeable people and I still learn different things to this day.

The MBA would like to thank Don for his incredible contribution, not only to the MBA, but to the Building and Construction industry in Canberra.

Pre-Existing PROPERTY INSURANCE



One of the most overlooked insurances when builders are engaged to perform alterations or additions is who is responsible for insuring the existing buildings and contents?

It is essential that insurance for the pre-existing property is discussed and agreed with the property owner prior to any works commencing. Failing to do so may lead to disputes or significant uninsured losses.

So, who is responsible for insuring the pre-existing property during construction?

CHECK THE CONTRACT

The first place both parties should check is the Construction Contract. In most cases the contract will set out the obligations of each party to arrange the various insurance policies required for the project.

The most common contractual position in standard domestic building contracts is:

The builder to arrange

- > Construction Insurance to cover damage to the actual works in progress under contract.
- > Public Liability Insurance to cover property loss or personal injury suffered by a third party.

The owner to arrange

- > Insurance for the existing property and contents.

If the contract is silent on which party is responsible for insuring the existing property, then it will continue to be the property owner's responsibility as it was prior to the contract being entered into.

It seems simple however there are critical issues that need to be addressed to avoid confusion, disputes and uninsured losses.

NEVER ASSUME

It's common for both parties to assume that the builders Public Liability policy will cover the owners existing property if it is damaged during the project, however the policy only responds to third party injury or property damage when the builder is legally liable. Simply because the builder is performing works on the site does not mean that the builder is responsible for all damage that may occur to the property.

Consider if storm water damage was to occur to part of the existing property during an extension. The builder's Public Liability policy responds when the builder is liable, meaning there was a degree of negligence. What if storm water damage occurred to a different part of the property to the extension works? What if the builder had taken all reasonable care to protect the property? The answers to these questions are uncertain and rely on an interpretation of law. You can be sure that if the builder's insurer believes the builder is not liable, they will seek to decline and defend any claim brought against the builder.

Simply because the builder is performing works on the site does not mean that the builder is responsible for all damage that may occur to the property.

OWNER'S INSURANCE

After the contract has been checked and it has been established that the owner must maintain or obtain insurance for the existing buildings, another check needs to be performed.

Many home and contents policies will contain a clause that excludes all cover if alterations or additions performed on the home are over a certain value or they may exclude it entirely. Another consideration that may affect the insurances is whether the property is to remain occupied or will the owner move out for the duration of the works. It is critical that the owner checks their policy wording or contacts their insurer to ensure that the cover they have in place is adequate.

MBA Insurance Services is a specialist construction broker and can provide advice along with assistance in arranging cover. MBA ACT members also have access to a free service to review your insurance program, provide guidance on cover and alternate options.

Many home and contents policies will contain a clause that excludes all cover if alterations or additions performed on the home are over a certain value or they may exclude it entirely.



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Casual Workers – An Employer's Rights and Obligations

In Australia's unique labour market, casual workers make up a significant portion of all employees. Casual employment is commonly accepted to be employment where an employee doesn't have a permanent role and, in many cases, does not work regular or full-time hours.

Employers need to be aware of their obligations when engaging casual employees, particularly as there were a number of significant amendments to the rights of casual employees in 2018.

WHAT IS CASUAL EMPLOYMENT?

Casual employment is not defined in the *Fair Work Act 2009* (Cth), the overarching piece of legislation that deals with employment laws in Australia. True casual employees are entitled to be paid a 25% loading above the appropriate award wage and are not entitled to annual, sick, personal/carers or parental leave.

In consideration of a matter involving entitlements to paid annual leave, the Full Federal Court in *WorkPac Pty Limited v Skene* [2018] FCAFC 131 ('*Skene*') held that casual employment could be defined by common law (that is, the law created by the courts in various judgments over time).

The Court held that there were a number of characteristics that could apply to casual employment, including:

1. irregular work patterns
2. uncertainty about the period over which the employment is offered
3. discontinuity
4. the intermittent nature and unpredictability of work.

If your employees meet the criteria listed above, it is likely that they are casual employees.

In addition to this, the Court in *Skene* considered how casual employment could be defined if it was on a regular and systemic basis. A regular and systemic basis might include giving an employee the same shifts every week on an ongoing basis, with little (if any) variation. The employee would also have been with the business for a lengthy period of time.

In *Skene*, the Court held that, although Mr Skene was a casual employee, the fact that he had received his shifts 12 months in advance demonstrated a long-term, advance and mutual commitment between employee and employer to provide continuing work. This finding is currently subject to appeal and may change; however, it is critical that employers regularly audit their employees to ensure they have been classified correctly.

Failure to correctly classify employees may have a significant impact on the employer if, at a later stage, a casual employee makes a claim for entitlements – such as annual leave – that they would have otherwise accrued if they work had been categorised correctly.

NATIONAL EMPLOYMENT STANDARDS

The National Employment Standards (NES) are the 10 minimum standards of employment that all employees in Australia must be provided with. As noted above, casual employees are not entitled to all of those conditions.

Casual employees are entitled to:

1. unpaid carers leave
2. unpaid compassionate leave
3. unpaid family and domestic violence leave
4. community service leave (unpaid for all employees).

In some circumstances, and subject to regular and systemic working arrangements, some casual employees may be entitled to long-service leave.

AWARD WAGES

Many employees in Australia are required to be paid in accordance with the wage outlined in the award applying to their position and industry. Many awards include wages for a variety of circumstances – including permanent and casual employment – for different certifications (for example, apprenticeships or tertiary qualifications) and for staff members aged under 21 years of age.

It is critical that employers understand their obligations under the relevant award and pay their employees accordingly. The awards will often set out the rate for casual employees, so that employers don't have to do the calculation manually.

CONVERSION TO PERMANENT EMPLOYMENT

A new clause related the rights of casual workers has been inserted into the majority of modern awards, effective from 1 October 2018. This clause was a result of a 2017 decision of the Fair Work Commission as part of its 4-yearly review of modern awards. The new clause – the casual conversion clause – allows for certain casual workers to request that their employer convert their casual employment to permanent employment.

To determine whether your employees are able to make a conversion request, employers need to check their relevant award to see if the new clause has been inserted. If the 'Right to request casual conversion' clause has been inserted, employers must provide this clause to their casual staff to ensure they are meeting their obligations under the award and that they have a full understanding of the changes.

Employers should keep a record of how and when they notified each employee of the conversion clause. This is useful evidence that employers have complied with their obligations.

If you receive a conversion request from one of your casual employees, you must give it serious consideration. However, you can refuse a conversion request on reasonable business grounds. Employers may refuse conversion if:

- > The employee has irregular hours that would not allow for permanency to occur without significant change to the employee's roster
- > The employer has reasonable grounds to believe the casual employee's position will not exist in the next 12 months
- > The employer has reasonable grounds to believe that operational requirements will result in a significant alteration and decrease to the casual employee's hours in the next 12 months.

If you do refuse a conversion request, you must respond to the employee, in writing, within 21 days. In your response you must outline why you are refusing their request.

HOW CAN WE HELP?

Our Employment Law team can assist you with any award compliance, classification or permanency issues you may have. Please contact us on 02 6285 8000 or by email.





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ACT Building REGULATORY REFORMS

Industry members need to make sure their own practices are sound and call out poor work when they see it.



The ACT Government has been making changes to improve the ACT building regulatory system as part of its comprehensive reform program.

Since 2013, new laws have given the Construction Occupations Registrar (Registrar) new powers to request a skills assessment from a licensee or applicant to find out if they have the skills and knowledge to carry out work competently.

Licensing assessments have been progressively tightened and will be further strengthened with the extension of licensing exams to new applicants for class A and class B licenses, and to selected applicants on renewal. Recent reforms have further increased the powers of the Registrar to refuse or condition licences of people with a poor compliance history.

The ACT Government has increased resourcing for auditing, inspections and responding to complaints.

Further reforms scheduled for introduction by June 2019 include:

- > new information and documentation guidelines for building approval applicants
- > codes of practice for builders and building surveyors to improve supervision and consistency in stage inspections during construction
- > education and training courses for practitioners on the ACT building regulatory system.

These reforms will make clear the expectations for minimum standards of practice under the regulatory system.

The reform program includes further consultation on a range of licensing, insurance and contracting matters, and the ACT Government will continue to engage with industry on these reforms.

No single factor or change will address all building defects, and laws and regulation are only part of the solution. Industry members need to make sure their own practices are sound and call out poor work when they see it.

The decisions you make every day can support or undermine reforms. If you're responsible for supervising building work, you can support the reforms by only signing off on work that you have checked is compliant, and carried out by properly supervised and competent people.

If you're involved in training, references should only be provided to licence applicants who are competent to undertake or supervise building work, or have the experience and training needed to hold a licence.

Whether you're undertaking building work or involved in designing buildings – make sure what you do complies with the Building Act and standards.

If someone has a complaint about your work it is important to deal with it professionally and promptly.

The project webpage includes a full list of reforms and the forward work plan. Visit planning.act.gov.au and search ACT Building Regulatory System Review.



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Founded by Director, Guy Barbour in 2016, Done Rite Roofing has built a professional reputation that inspires confidence within the community and the businesses we work closely with.

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While compliance with applicable laws, regulations, professional and quality standards is fundamental to our operations, our commitment to go above and beyond has earned us the title of Canberra's leading metal roofing specialists. We pride ourselves on consistently delivering work that is of exceptional quality, leaving our customers knowing that with Done Rite Roofing their roofing works will be 'Done Once Done Rite'.

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Davis Family Builders are a family of three established builders servicing the north side of Canberra. Theirs is a name that's as much a part of Canberra's residential development as red bricks and greenbelts.

Over five decades, Terry Davis built a trusted reputation in the ACT residential building industry. His work helped the first families move into the new suburb of Kambah. Since his early days as TS & JM Davis in 1974 to now, his craftsmanship has touched homes across the territory.

Today, his sons Rob and Richard continue the strong Davis reputation of efficiency, attention to detail and personal service for a new generation of Canberrans. All three Davis men are experienced carpenters, qualified builders and fathers; the triple threat. As a family, and as individually successful builders, the DFB team craft high quality extensions and renovations in Canberra. They're proud to be Master Builders of the ACT.

Contact Davis Family Builders

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Foresti Pty Ltd is a highly reputable, family owned and operated Concrete Patching and Repair company in the ACT. Director, Luigi Foresti, is from Bergamo, northern Italy with over 35 years' experience in the Australian and Italian building industries. Foresti Pty Ltd was established in 2015, following 11 years working alongside a leading Canberra formwork company. Luigi's extensive knowledge of the concrete and formwork industries makes him a leader in his field.

We pride ourselves on the ability to consistently produce high quality finishes for the commercial and residential construction sectors. Our concrete patching and repair services range from basic concrete patching and polishing, including patching

precast panels to highly complex concrete off-form defects or damage e.g. Honeycombing, misalignment, tie-rod or Z Bar holes, fillet beads, dummy joints, boltholes, joint-plates, lifter lug holes/shafts. We have worked on many high profile projects across the ACT and NSW. These include: CSIRO ACT, Veolia Woodlawn Bioreactor Project NSW, St Christopher's Cathedral Precinct ACT, Australian Peacekeeping Monument ACT and Shaw Winery NSW to name a few.

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B & B Asphalt are a small, local company who provide a variety of services associated with road surfacing primarily in Canberra and Queanbeyan. Although they are only a crew of six workers and not a large company, B & B Asphalt directors Dave Brown and Rick Barrett overflow with experience. Dave and Rick bring 25 years of asphaltting experience to the company and their four employees also bring years of experience in the asphaltting industry. B & B Asphalt have been in business since 2011 and have built up a great customer base of clients which includes The Canberra Airport, ACT Government contract for bike paths and driveways, landscapers, builders and plumbers. We take great pride in our work and our customer service.

Contact B&B Asphalt

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Vincents is an established professional services firm offering a broad range of accounting, taxation, audit and consulting services. Phillip Miller is a Director of Vincents and is a Canberra local. He is an ASIC registered company auditor with over 29 years' experience in the accounting industry and has assisted 100's of clients through the previous IRE certification process since 2011 and is now an approved auditor under the new Secure Local Jobs legislation. If you or your organisation are unsure of your requirements under the Secure Local Jobs Code legislation, we can help you navigate through the new certification requirements.

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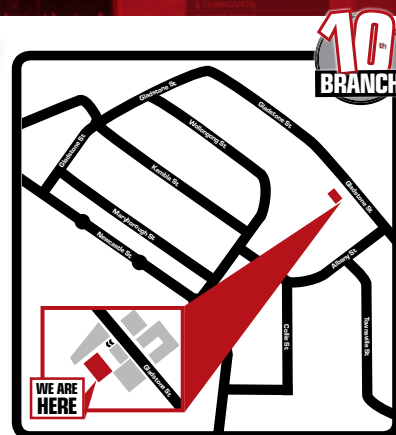


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5th November 2018

Guest Speaker:

**Stephen McBurney, Commissioner,
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Jennifer Wyborn (Clayton Utz) and Michael Hopkins (MBA)*

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20th November 2018

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**John Fitzgerald, Chair of the
Suburban Land Agency and Light Rail Project**

*(L to R) – Michael Hopkins (MBA), Nick McDonald-
Crowley (Capital Estate Developments), John Fitzgerald
and Frank Porreca (MBA)*

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27th November 2018

Guest Speaker:

**Grant Lovelock,
Federal Work Safety Commissioner**

*(L to R) – Michael Hopkins (MBA), Grant Lovelock
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