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Master Builders Association of the ACT

1 Iron Knob St, Fyshwick ACT 2609

PO Box 1211, Fyshwick ACT 2609

Tel: (02) 6175 5900

Fax: (02) 6280 9118

Email: canberra@mba.org.au

Web: www.mba.org.au

Advertising enquires

Director Commercial Operations

David Leitch

Tel: (02) 6175 5970

Mob: 0437 379 391

Email: dleitch@mba.org.au

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COVER PHOTO

**Windows and doors
by Ryleho -**
Construction by
Country Builders and
Architect Ben Walker



EDITOR'S NOTE

Is 20 years too long to Govern?

Canberrans will vote for a new ACT Government on 15 October. Chief Minister Andrew Barr, will attempt to win Labor a fifth term over the main opposition the Liberal Party, currently led by opposition leader Jeremy Hanson.

If ACT Labor is re-elected in its own right or forms government with help of the Greens or independents, the fixed four year terms in the ACT will see those on the left side of politics govern to October 2020. This is such a long period to govern and apart from the Joh Bjelke-Petersen period in Queensland this would be Australia's longest serving state or territory government.

In most jurisdictions voters seem to give governments two or maybe three terms then look to change, giving some balance in who holds the reins.

Is 2016 a time of change for the ACT?



PRESIDENT
VALDIS LUKŠ

SAFETY IS SIMPLY NON-NEGOTIABLE

Safety is something that everyone should expect on a construction site.

Unfortunately, the ACT has had a poor track record when it comes to securing the ongoing safety of our builders.

The Getting Home Safely report, published in 2012, found the nation's capital was the most dangerous place in Australia to work on a construction site. Our serious injury rate was a third higher than the national average, and our long-term injury performance was double.

Behind each of these statistics is a person with a family, friends and dreams for the future. And this is why we've worked hard to turn these statistics around.

Since 2012, Master Builders ACT has expanded our training programs for high-risk activities. We have invested heavily in education and skills development. And we are rewarding excellence in safety.

"Since 2012, Master Builders ACT has expanded our training programs for high-risk activities. We have invested heavily in education and skills development. And we are rewarding excellence in safety."

Companies both large and small are also rethinking their processes and practices, and our joint efforts are bearing fruit. According to WorkSafe ACT, workplace injuries in our industry have fallen by 53 per cent over the last six years.

There are many inspiring examples of this commitment to safety in action. GEOCON's industry-leading safety management plan was rewarded at the Master Builders and Cbus Excellence in Building Awards in June. Working on Canberra's largest residential tower, Wayfarer, presented many challenges for GEOCON's team – the tight site in close proximity to neighbourhood activities and heavy local traffic among them. The safety culture and teamwork on site demonstrates the success of GEOCON's approach.

Brema Group's work on safety is just as motivating. While undertaking the demolition of houses under the Loose Fill Asbestos Eradication Program, Brema Group developed a complex safety management plan that considered contractor and neighbourhood safety, and waste management compliance. This approach has set new benchmarks for safety around hazardous materials.

The Downer Near Miss Hotline also impressed the judges this year. The Near Miss Hotline was developed as a resource that allows all persons working on Downer sites, to report any issue or situation, relating to Workplace Health Safety and Environmental matters. The results speak for themselves with Downer's ACT road business reporting no MTI's or LTI's recorded in more than 12 months.

These are just three examples – and there are many more. But just one serious injury on a construction site is one too many. There can be no greater reminder of this than the recent tragic death of a construction worker on the University of Canberra site.

The ACT Government's appointment of a new work safety commissioner, Greg Jones, will undoubtedly accelerate the industry's safety efforts. Mr Jones has publicly declared his commitment to championing a cultural shift at WorkSafe ACT – one based on handshakes and conversations, not finger pointing.

This approach works. WorkSafe ACT has a significant role to play as an educator and an arbitrator. Our members are welcoming WorkSafe officials onto their sites in clear recognition of their expertise and willingness to work with industry.

We need the ACT Government to continue this great work. Our next government must drive out old-school practices that have stifled genuine attempts to lift safety levels.

Revising the 'right of entry' arrangements and establishing a 24/7 safety hotline will reinforce the culture of collaboration, and thwart those who see safety as an industrial weapon, rather than a responsibility – not to mention an opportunity to build better businesses.

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EXECUTIVE DIRECTOR
KIRK CONINGHAM OAM

FIVE AREAS FOR ACTION IN ACT ELECTION

We've just endured one of the longest ever Federal election campaigns. The eight week marathon was compounded by the knife edge result and another month or more of counting.

Surviving this, we could be forgiven for paying less attention to our ACT Assembly election on 15 October, but in many ways this is even more important than the Federal election.

Like it or not, our local government has a huge impact on our day to day existence. This is particularly true in the private sector where commercial rates and charges, red tape, and government procurement decisions can make or break a business.

The construction sector is the largest part of the private sector in the Territory. Our industry employs 16,000 people and invests \$billions annually. A vibrant, competitive construction industry is crucial for the Territory as it helps reduce our city's dependence on the public sector which makes us susceptible to attack from all sides of politics at the Federal level.

Empowering the private sector should be a fundamental concern for any Territory government, but the realities of our democratic system inevitably mean the first focus for most candidates, irrespective of politics, falls on attracting the votes of public servants.

The 2016 election may be a little different. Commentators believe it will likely be a close run affair. This means the needs of the construction sector could attract attention, concern and maybe even some promises. We could do with our fair share of all three.

We need action in five key areas:

SAFETY

There is nothing more important in our industry. A new safety culture driven by WorkSafe ACT is replacing the failed model of accusation and finger pointing with handshakes and conversations. It's working. We need government to continue this great work. Our next Government needs to drive out old-school practices that have been tolerated for too long, including the flagrant use of safety as an industrial weapon. Revising so called 'right of entry' arrangements and establishing a 24/7 safety hotline will thwart the industrial dinosaurs who see safety as an excuse and a tool rather than a responsibility and opportunity.

COMPETITION

Government must lead the way in promoting competition by supporting a strong local industry. Recent development of a quality local participation policy is welcome. Our next government must challenge union-led procurement for major projects that outsource labour to the union and construction services to foreign companies. Despite (maybe because) representing less than one in 10 in our industry the CFMEU works hard to deliberately exclude local teams and employ global firms. Our next government must recognise that the union is anti-local business and should have no role in government procurement.

HOUSING CHOICE

Supply of single dwelling blocks has been restricted to the point of market failure. The price has been driven so high that building on these blocks has now become uneconomic. The next government must re-assess the functions of the Land Development Agency, keeping a strategic role for government but handing development back to the much more capable and efficient private sector. This includes matching aspirations, such as for urban renewal and densification, with planning rules that allow it.

BUILDING QUALITY

Industry has worked closely and successfully with government to help protect Canberra consumers from dodgy builders. Close cooperation has enabled us to identify and address prevalent building quality issues. Our next government needs to increase the pace of this work and champion training (including CPD), licensing and other controls to drive industry improvement.

CORRUPTION WATCHDOG

We need an independent commission against corruption. Long term incumbency has seen a concentration of power in our smaller community and a blurring of what is demanded in terms of transparency. The ACT Government's MOU giving the CFMEU a formal role in every construction tender in the territory is shameful. The fact that the government can't see this is wrong warrants concern and action. Shining a light on these processes, including political donations and the favours they buy, will either confirm we are in good shape, or identify issues to address. Either way that's good for Canberra.

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ENTERPRISE BARGAINING, HOSTAGE TAKING AND THE STOCKHOLM SYNDROME

Stockholm syndrome is a psychological phenomena in which hostages develop sympathy and positive feelings toward their captors.

These feelings are bizarre and irrational in light of the deprivation of liberty and extreme danger the victims endure from their captors. In a nutshell, the syndrome occurs when captives mistake a lack of abuse from their captors for an act of kindness.

The name comes from a bank robbery in Stockholm, Sweden in August 1973 when robbers held hostages at gun point for several days (a police officer was shot and wounded) whilst negotiating for their own ends (i.e. money and escape) with the authorities. The only bargaining chip the robbers had was the lives of their hostages. Notwithstanding that their lives were being threatened by the robbers solely for the sake of their own greedy and illegal ends, some of the hostages bonded with the people who had threatened them and taken their freedom and some even later defended the robbers' actions.

Unfortunately, something similar appears to be taking place right here in Canberra's construction industry.

An increasingly desperate CFMEU is currently attempting to get companies to sign their failed pattern EBA following the recent election results. MBA ACT is hearing multiple reports of union intimidation most commonly involving threats of some form of action in the Fair Work Commission. Most recently these threats revolve around alleged underpayment claims arising from previous union EBAs.

The union is not quite foolish enough to make the threat direct (i.e. you sign this EBA or you go to the Commission on an underpayment claim) but the number of these concerns being raised, and the timing (being universally consistent with EBA negotiations or attempts by employers to terminate EBAs) defies any notion that the two activities are unrelated.

Moreover, this type of behaviour is consistent with CFMEU tactics in other jurisdictions.

In a candid admission before the Federal Court in Queensland, the CFMEU has admitted to deliberately disrupting work on the 2018 Commonwealth Games worksite in Brisbane in order to exert "overwhelming pressure" on a head contractor during EBA negotiations. The CFMEU used the 'two hour twice daily meeting' provisions in a subcontractor EBA to effectively stop work on the site. The estimated cost of the delay was \$700,000. This is a clear example of an industrial attack that was only made possible by signing up to the union EBA.

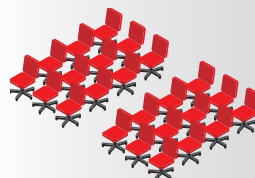
Amazingly, the CFMEU response to this before a Judge of the Australian Federal Court was literally "...so what". Despite earlier claiming that the meetings took place in order to educate workers about the ABCC, the union now admits that they had an ulterior purpose. In response to the CFMEU revelation, Justice Reeves questioned the wisdom of entering into these EBAs. He suggested that if a company gives the CFMEU powers under an EBA, it may be futile to apply to the court for intervention when the union exercises that power for an ulterior motive. Justice Reeves said "if they [construction companies] want to protect themselves they shouldn't enter into agreements with those clauses, should they?" We agree. It's also worth noting that union EBAs are often highly complex and ambiguous, making 'correct' payment more difficult and creating openings for the claims outlined above.

The message is clear – if your company signs a CFMEU EBA the union will use every power that EBA gives them (and every EBA grants powers) to make you do what they want. And here is where we get something like Stockholm syndrome. The union is using the EBA to bully and threaten, but some in our industry are still actually considering signing up again.

Those who relent to the bullying hope for temporary protection from legal attacks, from industrial thuggery and even from competition. The reality is none of this is ever delivered. Signing the EBA enables, rather than prevents, the legal attacks. Industrial unrest

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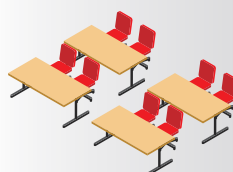
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is far more likely with an EBA than without one. As to protection from competition - the CFMEU ACT has declared war on local construction businesses describing us as having our 'snouts in the trough'. With the light rail project they have engineered a deal with a foreign owned head contractor specifically designed to first exclude and then demolish local businesses.

Entering into a binding agreement with anyone in business usually demands mutually beneficial outcomes. Yet the union EBA is all down side. It delivers nothing while guaranteeing significant loss in productivity and locking in thumping cost increases. It's bad for subcontractors, terrible for clients and even worse for workers as the extraordinary demands put jobs at real risk.

Little wonder the CFMEU now represents less than one in 10 people in our industry and local teams have voted down the EBA en masse. The MBA ACT is currently challenging the government MoU that formalises a role for the CFMEU in construction tenders – their last point of real influence in our community.

As union influence collapses local teams will be empowered to deliver even better value for clients, improved pay, conditions and job security for workers, safer work sites and more competitive sustainable businesses for our community.

The union's only lifeline is the cash and influence we transfer to them when signing their EBAs. After declaring war on our industry and holding a gun to our heads for a decade or more, the CFMEU is now relying on the Stockholm syndrome response where we are expected to forgive their thuggery and defend the bullies.

Don't fall for it.

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WORK HEALTH & SAFETY ADVISOR
PHILIP EDWARDS

A REFRESHING APPROACH TO SAFETY

As our understanding of how the Work Health and Safety legislation sets minimum standards to protect workers and others, and our health and safety management practices mature, the vexed question of refresher training raises its ugly head. Where this important part of ensuring worker competency once existed in the “if we have to” category, it now needs to be considered to reduce risks so far as reasonably practicable.

Refresher training is training aimed at “refreshing” the knowledge of the worker after the initial training has been completed. Some refresher training is required by law, such as Health and Safety Representatives [Reg21(1)(b) Work Health and Safety Regulation 2011 (ACT)] and first aid (First Aid in the Workplace Code of Practice). These requirements have been set by the legislature (through the Intergovernmental Agreement for Regulatory and Operational Reform in Occupational Health and Safety) and are based on the assertion that unless refreshed,

Generally, these industry leaders have identified, after a set period the chances of a worker failing to remember particular elements of the training has diminished to a point where the risk has increased to an unacceptable level, justifying the refresher training. The theory of skill fade¹ reinforces the fact that knowledge retention diminishes over time. There are many possible reasons for this, including the quality of the training, relevance to workplace activities, the use of skills attained, a lack of a training needs analysis and knowledge prioritisation². But this reinforces that fact skill fade does exist.

A normal reaction whenever refresher training is raised is: “I’ve been doing this for 20 years, why do I need refreshing?”. This, of course can be dismissed: after long periods of doing the same tasks, shortcuts, workarounds and complacency do set in. Exacerbated by legislative changes, technological advances and/or the development of improved systems—the level of risk to workers and others increases.

In order to manage health and safety effectively, an effective health and safety management system should be developed, implemented,

“Over time, the results of the active monitoring and review of risk assessment may indicate that training needs to be refreshed or refresher training needs to take place.”

the knowledge level required to keep these workers or others healthy and safe will be reduced over time. Setting blanket legislative requirements such as those mentioned above can be beneficial, as it ensures a minimum level of competence is maintained.

The question needs to be asked, how is this time lapse between training events determined? One worker may be extremely competent at the time of their mandatory refresher, whereas another worker’s level of competency may have diminished in a matter of days after the initial training. Sound familiar? The problem is making specific training mandatory may lead to a tick box and off the shelf training philosophy, with a perception all is OK. Beside the mandatory requirements, when is refresher training necessary? The standard reply when the requirement for refresher training is questioned is “it’s industry best practice”. Industry best practice normally comes from the practices of large organisations or so-called industry leaders specifying a mandatory refresher training period for their workers, or as a result of international legislative requirements filtering through large multinational corporations.

maintained and reviewed. An important element of the management system is active monitoring, review and risk assessment. Through this process, gaps in workers competency can be identified and remediated through training. Over time, the results of the active monitoring and review of risk assessment may indicate that training needs to be refreshed or refresher training needs to take place.

For example, refresher training may be required where the scope of the work performed has increased as the worker becomes more experienced, or refresher training may be required where a previously trained worker has not undertaken the work for some time. Refresher training may also be required in other circumstances, such as a change to the method of work and/or the environment in which the work is performed.

As an employer [or Person Conducting a Business or Undertaking (PCBU)], WorkSafe ACT recommends you undertake the following steps in order to identify and provide any training (and refresher training):

1. Evaluate your worker's current level of skill, knowledge and competency against the skill, knowledge and competency identified to undertake the work in a healthy and safe manner.
2. Identify any additional information, instruction, training and/or supervision that must be provided to ensure your worker undertakes the work in a healthy and safe manner.
3. Provide any identified information, instruction, training and/or supervision, and then re-evaluate the worker's skills, knowledge and competency.
4. Repeat the 2nd and 3rd until you determine the worker does not require any further information, instruction, training or supervision in order to be able to undertake the work in a healthy and safe manner.



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¹ Wranx Corporate Training, "What is 'Skill Fade' and How to Combat it?" Wranx.com. www.wranx.com/what-is-skill-fade-and-how-to-combat-it/ (accessed 25 July 2016)

² Hayes S, Capel S, Katene W, Cook P. Corrigendum to "An examination of knowledge prioritisation in secondary physical education teacher education courses" [Teaching and Teacher Education 24, 330–342] Teaching and Teacher Education, Volume 24, Issue 6, August 2008, Page 1690



2016 ACT ELECTION - FIVE ACTION AREAS

Today Canberra's construction industry is the largest single part of the private sector, supporting around 16,000 employees and many billions of dollars in investment.

The sector quite literally builds our city. While our industry has proven resilient and maintained steady activity despite the general downturn caused by public sector losses, we need the next Territory government to act to ensure a healthy future. Action is required in five main areas: safety, competition, housing choice, quality, and corruption.

SAFETY

Keeping our people safe is our industry's highest priority. We look to government to help ensure everyone engaged in our industry is empowered and accountable for safety. We need an expanded capacity in government to pro-actively and re-actively support cultural change across the industry. We have worked closely with government to deliver significant improvements in construction safety outcomes in recent years but more needs to be done. An immediate imperative is to ensure safety is not eroded by those who seek to use safety as a pretext to leverage commercial and industrial objectives. The Territory's right of entry laws were originally intended to help identify and correct safety issues constructively and immediately. The law overrides important rights that protect

people from trespass to ensure safety experts can lawfully enter a site and keep people safe. The evidence from the Royal Commission into Trade Unions (TURC) proves that these right of entry laws are routinely and fulsomely abused by the CFMEU ACT to disrupt construction sites and pressure builders into acceding to union demands.

Ultimately the union's role in safety must be entirely re-evaluated. They represent a tiny and diminishing part of the industry (less than one in 10 and falling rapidly); they are fundamentally conflicted having commercial interests in direct competition with safety outcomes; and they have been proven to routinely trivialise safety in pursuit of their commercial and industrial interests.

“Safety regulation demands an entirely impartial, expert, government authority that has no interest other than making people safe”

To improve safety culture and outcomes the 'right' of entry needs to be properly addressed. Qualifications for right of entry permits must be amended to require demonstration of substantial expertise on safety combining significant relevant construction industry experience with formal qualifications. To limit their use as a disruptive industrial weapon, the laws must be changed to require 24 hours' notice of union-lead site safety visits. Urgent safety concerns should be communicated immediately to the appropriate authority.

Safety authority should not be vested in the union just as it should not be vested in construction businesses. Safety regulation demands an entirely impartial, expert, government authority that has no interest other than making people safer. With a strong, expert and impartial cop on the beat the entire industry could focus on actions that improve safety rather than merely policing it.

Communication and collaboration must be supported and enhanced until there is broad recognition that safety is an opportunity

FIVE ACTION AREAS

While our industry has proven resilient and maintained steady activity despite the general downturn caused by public sector losses, we need the next Territory government to act to ensure a healthy future.

Action is required in five main areas: safety, competition, housing choice, building quality, and corruption.



as much as an obligation. Cooperation and collaboration must be a foundation principal around which legislation, committees and other related organisations are built. Enhanced communication where today's near misses quickly become tomorrow's smart safety initiative must be embraced.

MBA ACT calls for a safety hotline to be introduced through Access Canberra. The hotline would be available to any member of the public concerned about an immediate and perilous safety issue. This would require that qualified safety officers be available to respond quickly where serious concerns are reported.

- **Focus on collaborative safety culture where everyone is empowered and accountable**
- **Right of entry permit holders to demonstrate safety expertise**
- **24 hour notice for safety right of entry**
- **Safety hotline**
- **Rapid communication of near misses and safety issues across the industry.**

COMPETITION

Government procurement is incredibly important to our industry. The reality is that most if not all major construction projects commissioned by government ignore local resources and engage national or international contractors almost exclusively. Every time we import construction services we export opportunity.

Worse still, the MoU between the government and Unions ACT delivers a formal role for the CFMEU in deciding all Government construction tenders. This is despite the fact that the union represents less than one in 10 in our industry and is fundamentally conflicted through its commercial interests.

The net result can be seen on light rail, a contract that first excludes local teams, then seeks to break up those teams through the offer of hyper inflated wages. Led by the union, and approved by the ACT Government, this is the worst possible outcome for our industry and our community. Getting rid of the MoU must be a first order task for our new government. A decade or so ago Canberra's construction industry was relied upon to build Canberra. Private clients still use local firms to build award winning major projects such as the Canberra Airport, yet government now

routinely ignores local capacity preferring to engage union approved outside contractors with decidedly mixed results. We don't need protection, but we do need a level playing field under which we can truly compete. We must also preserve our freedom to choose whether or not we want a relationship with the union. Union agreement should have nothing whatsoever to do with construction tenders.

- **Get rid of the MoU and anti-Canberra union influence in construction**
- **Quality industry participation plan**
- **Enhanced industry dialogue to build trust, education and understanding**
- **Embrace cooperative contracting based on trust and best value**
- **Clarity and certainty in the pipeline of work.**

HOUSING CHOICE

The lack of a steady, predictable supply of land remains a key concern. We believe the private sector is better equipped to develop land than the public sector. Private development will deliver affordability, improved housing choice and better match supply with demand. There is a definite role for the Government in terms of the strategic management of the Territory's land supply,

but ‘on the ground’ development of that land should be performed by competitive, transparent, market driven, nimble businesses rather than an ever expanding bureaucracy. Exposing land supply to market forces on supply and demand ensures the best possible outcomes for all concerned.

- **Appropriately allocate responsibilities for land development.**
 - Strategic – government.
 - Operational – private.
- **Legislate a clear pipeline of land supply and deliver.**

BUILDING QUALITY

We need government support in helping protect Canberra consumers from bad builders. Improving the integrity of the ACT’s building licensing regime needs to be a priority for the next government. This demands investment in a process where licenses are built on quality training that is confirmed by rigorous examination and extended through peer review and high quality continuous professional development. It demands a revised approach to training where local knowledge and experience identifies and excludes poorly performing training organisations from our economy. We also need to ensure that the scarce funding available for industry training is properly targeted on the real needs of industry. Industry needs to work directly

with government to identify and address deficiencies in building quality.

- **Build a robust licensing regime on which consumers can rely**
- **Built on quality training, rigorous examination, peer review and continuous professional development**
- **Mandate training to address contemporary issues in building quality**
- **Introduce trade contractor licensing**
- **Legislate to include ‘quality’ as a key measure in audits of training providers**
- **Focus funding to address contemporary issues in the local construction industry.**

CORRUPTION WATCHDOG

The TURC presented substantial evidence of large scale corruption in the heart of Canberra’s construction industry. Irrespective of views about the genesis of the inquiry, the heartfelt testimony of more than 50 people from Canberra’s construction industry is ignored at our peril. These honest, hard-working Canberrans are not part of some vast political conspiracy. They simply told the truth at great risk to their businesses. The reality is that present laws have not controlled anti-competitive behaviours,

bullying and intimidation. Our laws need to unambiguously confirm that threatening a person or business to extract a commercial outcome is criminal behaviour. Other than the lawful removal of labour, any threat that comes with a clear financial demand must be treated as criminal.

TURC evidence also fuels broadly held apprehensions across the industry that the significant political contribution of militant unions effectively ‘buys’ government protection and support. The TURC heard evidence of union officials claiming they even controlled the frequency and targeting of government inspections on Canberra’s construction sites. This evidence fuels industry concerns that the government is compromised by union power and wealth.

The MoU that formalises a role for the CFMEU in all government construction tenders reinforces industry concerns about pervasive union power.

Real or imaginary, these fears must be addressed. MBA ACT wants our next government to establish an Independent Commission against Corruption with a mandate and resources to investigate and prosecute corrupt activity wherever it occurs in the Territory.

- **Introduce an ACT Independent Commission against Corruption**



BUILDING QUALITY

“We also need to ensure that the scarce funding available for industry training is properly targeted on the real needs of industry.”



INDUSTRY ADVOCATE KATE LUNDY



PROMOTING LOCAL INDUSTRY PARTICIPATION

One of the most important tasks is to improve local industry participation in ACT government procurement opportunities. The aim is to recognise the value for money that the local economic contribution our businesses make, in a procurement context.

When employment, training, consumer and business spend in our region etc. are all factored in to how we measure the economic contribution of a local business, it makes a lot of sense to invest time and effort in an effective policy.

There is enormous value in procurement related contracts in our region from both the Federal and ACT governments. As a

2016 was always going to be an interesting year for me and it has been so far! I took up my position as the Local Industry Advocate from the 1st February and since then have been working on a part time basis with local businesses and their associations to do a number of things.

result, the ability for local businesses to compete for and win government work becomes a reference site for growth and export opportunities.

An increasing number of state and territories are developing programs of this type and I look forward to working closely with the MBA - ACT and its members to make this positive change.

One of the concerns raised has been what I call 'over-scoping' where the tender requirements extend beyond what is reasonably required to provide a high quality outcome. Another issue raised in forums was the timing of RFIs and RFTs.

Another concern is that for many small local business, noting just about all businesses qualify in the definition of small in our region, it is just not possible to reassign the human resources needed in the tight time frames to tender without compromising other work. This leaves local businesses between a rock and hard place. The worst outcome is that they don't compete regularly and the opportunity to grow is lost.

SMALL BUSINESS INNOVATION PARTNERSHIPS

I am also working on the Small Business Innovation Partnerships program which also has a focus on selling to the ACT government. This time for small companies, even start-ups, which have an innovative idea to help the ACT government deliver services in a better, more efficient and intuitive way to citizens.

The prototype program to SBIP was the Canberra Digital Challenge, which culminated in new Canberra company A-positive, winning a contract to provide an augmented reality dimension to a visit to the Arboretum.

This program is not just about great technology or digital services. Innovation comes in every shape and size and we are keen to hear from both Directorates and SME's about smaller project proposals that we may be able to facilitate a suitable pilot for in the ACT Government.

Kate Lundy
Local Industry Advocate

MBA WELCOMES THE BUILDING AND CONSTRUCTION BILL

The integrity and effectiveness of the ACT's building regulatory system will be further strengthened and supported by legislation passed in the ACT Legislative Assembly in August.

The Building and Construction Legislation Amendment Bill 2016 is part of the reforms to the ACT building regulatory system announced in June this year. The amendments enable the implementation of high priority reforms, including documentation standards for building approvals and codes of practice for builders and building certifiers.

THE BILL WILL ALSO:

- Improve the operation and understanding of the building certification system and better outline the functions of a certifier, as well as including new powers in the Act to include codes of practice and guidelines for building approvals, stage inspections, certification and building design documentation.
- Help prevent licensees with poor compliance histories from setting up new licences or shifting their business to another licence by allowing the Registrar and ACAT to consider the history of relevant directors, partners

and nominees and other licenses they have been associated with in licensing and disciplinary decisions.

- Increase the range of actions that can be taken when a licensee is no longer eligible to hold a licence.
- Better outline the obligations of corporate and partnership licensees and their nominee builders.
- Increase the maximum payment ACAT can impose in an occupational discipline order from \$1,000 to \$20,000 for an individual and from \$5,000 to \$100,000 for a corporation.
- Importantly, the Bill also allows for the expansion of statutory warranties to all private residential buildings.

Master Builders Association of the ACT Deputy Executive Director Michael Hopkins, welcomed the new Bill, saying "The Bill is an important step towards improving building quality, protecting our local subcontractors from non-payment,

and giving consumers greater protection during the building process."

"The new laws have been approved after a long campaign by the MBA to improve the ACT's building system which were outlined in the MBA ACT Building Quality Policy. Government delivered on the first priority in 2015 with the establishment of a Building Regulatory Advisory Committee (BRAC).

"The MBA and the BRAC has been instrumental in raising the awareness with government of the need to reform the ACT building system," said Mr Hopkins.

The MBA will continue to work with government as it implements the range of building quality recommendations, including reforms to builder and contractor licensing, improved dispute resolution procedures and the implementation of targeted professional development training for the industry.

CHANGES TO SOLAR ACCESS RULES FINALISED

After more than four years of campaigning by the MBA, the ACT government has approved amendments to the solar access building envelope.

However the new building envelope will only benefit new suburbs built after 5 July 2013. Government will undertake further consultation on the solar building envelope in established areas.

This is an important and sensible amendment that will improve value, amenity and practicality of new homes in the Territory in green field developments.

MBA Deputy Executive Director welcomed the changes that were announced, but was critical of the decision to split the variation into one rule for established suburbs and another rule for new suburbs as it sets a worrying precedent.

Mr Hopkins said, "Despite an extensive consultation process where the majority of public submissions supported the draft variation, the decision to split the

variation is the result of a handful of self-appointed individuals from the privileged inner suburbs effectively saying 'Not in My Backyard'."

"The impact of maintaining the current solar building envelope in the inner suburbs means owners of Mr Fluffy blocks will now have to comply with more restrictive building rules than those that existed when their original house was built, effectively reducing the value

of these blocks. This is true of all inner suburb residential development including renovations,” Mr Hopkins said.

Announcing the variation, Minister for Planning and Land Management, Mick Gentleman said “This variation is the first part of a two-stage process. The Government will keep working with the community on how we can optimise solar access in existing residential areas existing areas.”

Minister Gentleman said, “The changes introduced with Variation 346 were designed in close consultation with architects, building and planning industry professionals, and community association representatives.”

“We have listened to community feedback on issues relating to solar access and Variation 346 responds to that feedback. We have more work to do to strengthen solar access across the Territory in existing

areas. We will do this work in close consultation with the community and industry to make sure our solutions are suitable,” Minister Gentleman said.

WHAT ARE THE CHANGES?

The new rules apply to blocks approved before 5 July 2013.

In the primary building zone, the height of the solar fence along a neighbour’s northern boundary (the southern boundary of the person who is building) will change from 2.4 metres to 3 metres (**Figure 1**).

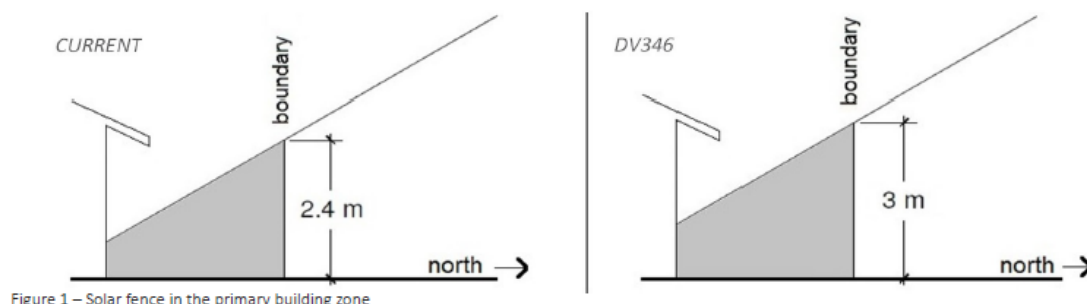


Figure 1 – Solar fence in the primary building zone

FIGURE 1

In the rear zone and for all other parts of the boundary, the height of the solar fence along a neighbour’s northern boundary will change from 1.8 metres to 2.3 metres (**Figure 2**).

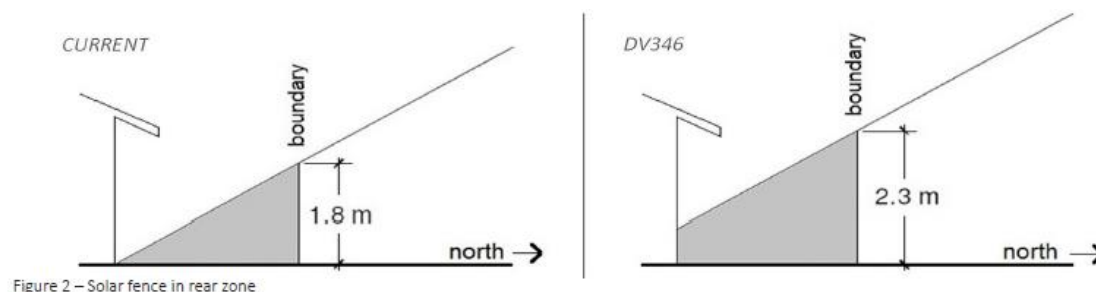


Figure 2 – Solar fence in rear zone

FIGURE 2

The larger building envelope will allow new dwellings to maximise the north-facing aspect of their block. Any new dwelling will be required to have north-facing window glazing in the daytime living area that receives at least 4 m² of sunlight on winter solstice (**Figure 3**).

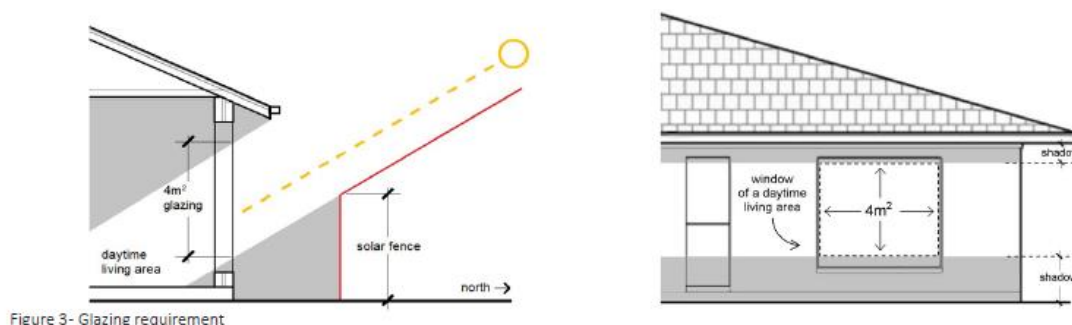


Figure 3- Glazing requirement

FIGURE 3

Public consultation for Draft Variation 346 ran from 18 February 2016 to 7 April 2016. A total of 103 submissions were made. Of these 68 supported DV346 in the form it was original advertised, that is, that it should apply across all blocks. All submissions, the consultation report and a fact sheet on the draft variation are available at www.planning.act.gov.au

The MBA will continue to work with government to review the solar envelope rules for established areas so that home extensions and renovations in established areas remain a viable affordable housing alternative in the ACT.



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MBA Group Training is providing Apprenticeship opportunities in the Construction Industry.

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- **Plumbing**

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Applications should include MBA Group Training employment application form, a covering letter and a personal resume including at least two referees (Include a copy of the following if you have completed training : white card, asbestos awareness, prior qualification/s and we also require a copy of your driver's licence).

For further information, or to obtain an employment application form, please contact reception on 02 6175 5900 or visit

www.mba.org.au/employment/apprenticeships

Applications should be submitted to:

General Manager
MBA Group Training Ltd
PO Box 1211, Fyshwick, ACT 2609
or by **Fax** to 02 6280 9118 or
Email: wtengstrom@mba.org.au
or reception@mba.org.au

**Applications close:
Friday 28 October 2016**



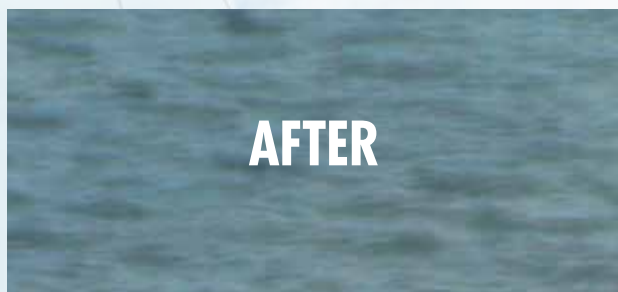
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The project partners – who now number more than 60 – continue to inspire with their enthusiasm and generosity. “I’m humbled by what they are prepared to do and how much they are prepared to contribute,” - Andrew Kerec.

FROM LITTLE THINGS, BIG THINGS GROW

MBA ACT’s germ of an idea is about to bear fruit.

Workers on site downed tools to celebrate the significant milestone, and the Charity House media partners WIN News Canberra, Mix 106.3, Canberra Weekly and Digital Content Studios were out in force to help plant the first tree.

The Land Development Agency, Master Builders ACT and Renaissance Homes are the driving force behind the Deakin Charity House project and are feeling the excitement build as the project build nears completion.

Andrew Kerec from Renaissance says it was great to see “some people here in suits, which means we’re getting to the business end of the project”.

The auction date has been set – Saturday 5 November – and the project team is hoping to raise more than \$1 million from the sale of the two houses.

Three charities will benefit from the local industry’s time and talent. Boundless, an all abilities playground on the shores of Lake Burley Griffin, will receive 70 per cent of proceeds from the sale of the homes, while Hands Across Canberra, which raises funds for more than 120 small charities across the Canberra region, will take home 20 per cent of the profits. Hartley Lifecare will use its share to rebuild and refurbish properties for people with complex disabilities.

The three charities “have been around a long time and have provided a great deal of support for the community”, says Andrew, adding that their reputations within the Canberra community made it easy to bring contractors and suppliers on board.

The Land Development Agency has contributed two adjoining separate title infill blocks in Deakin, and members of MBA ACT continue to come forward with materials, professional services and labour as the homes near practical completion.

The project partners – who now number more than 60 – continue to inspire with their enthusiasm and generosity. “I’m humbled by what they are prepared to do and how much they are prepared to contribute,” Andrew adds.

In the last few weeks, Origin Energy provided two electricity meters, GWA Group donated internal doors and Guevara Painting chipped in with painting. Waterseal Waterproofing discounted its services and Cool Green Horticulture donated plants to the value of \$3,600.

Regency Knights has donated a whopping \$39,000 in window furnishings to both homes. Director Martin Smith says Regency Knights has donated a whopping \$39,000 in window furnishings to both homes. Director Martin Smith says ‘We were very impressed Andrew Kerec’s presentation & the ideology behind the project. Regency Knights is a locally owned and operated family business with strong community values that are in line with the project. We are very much looking forward to completing the supply

Deakin Charity House Project

Photo: Project partners at the recent tree planting ceremony at the Deakin Charity House.

and install the window furnishings, and we pride ourselves on providing the best possible products.”

The one and two storey homes, designed by AMC Architecture, will be officially opened on 10 October, with the first open house presented by Peter Blackshaw Real Estate Manuka on Saturday 15 October.

“Like most builders around Canberra, we’ve had a very wet winter, which has delayed our schedule by a couple of weeks – but we’re delighted with the quality of the finish on both homes, and are confident the buyers will be too” says MBA’s Director of Commercial Operations, David Leitch.

“With the auction just weeks away, the two lucky buyers will be in their dream homes by Christmas, and we’ll be proudly handing over cheques to our charities to spread some extra Christmas cheer.”

Find out more about the Deakin Charity House project at www.mba.org.au/about-mba/charity-house-project/

Join us at the auction on Saturday 5 November, at 63 & 65 Buxton Street Deakin.

Thank you to the following for your generous contribution toward this important project.

Mix 106.3 FM	Hoods Carpet Court
AAC Environmental	Irwin & Hartshorn
Ace Kerb Landscaping	JMC Masonry
AMC Architecture	Kitchen Link
Anthony Quinn Surveys	Land Development Agency
ARC Reinforcements	Lupo Concrete pumping
Asset Construction Hire	M & M Welding
Atlas Windows	Mastaflo Plumbing Service
Auscoast Plumbing	Masters Builders Association of the ACT
Austral Bricks	MBA Fidelity Fund
Bluescope Lysaght	Meyer Vandenberg
Borg Manufacturing (Polytec)	Mi Tek
Canberra Crete	Moraschi Roofing
Canberra Hire	Omni Interiors
Canberra Sand and Gravel	Origin Energy
Canberra Weekly	Pacific Stone
Capital Doorworks	Paint Place
Carter Holt Harvey	Peter Blackshaw Manuka
Certified Building Solutions	Prestige Scaffolding Services
City Drainers	Professional Plaster Lining (PPL)
Cool Green Horticulture	Regency
CRT Building Products	Regency Knights
D & R Henderson	Renaissance Homes
Damian Dawes Carpentry	Sellick Consultants
Digital Content Studio's	Southern Plumbing Plus
Elvin Group	TileFlair
Ern Smith Building Supplies	Toscan Glass
ESP Electrical Services	W R Moore Bobcat Hire
Flight Stairs	Waterseal Waterproofing
Furnware Dorset	Wilson and Bradley
Ground Control	WIN Electrics
Guevara Painting	Win TV
GWA Group	WK Marble and Granite
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WHY DO WE NEED A CORRUPTION WATCHDOG?

MBA ACT joins the CFMEU and the Greens in calling for an independent corruption watchdog in the ACT.

“Power corrupts...” is a commonly quoted axiom. It is taken from the first part of a famous quote from the brilliant English historian, politician and writer John Dalberg-Acton (aka Lord Acton).

The quote in full says; *“Power tends to corrupt, and absolute power corrupts absolutely. Great men are almost always bad men.”* Lord Acton made this famous observance in a letter to a Bishop who was, in the opinion of Lord Acton, seeking to gloss over past abuses of power within the Catholic Church. The Bishop’s position essentially being that certain great men may be judged differently because of their office. Lord Acton completely disagreed, arguing instead that; the higher the office, the greater the accountability should be. Lord Acton was himself a devout Catholic, and it is to his lasting credit that he was calling for senior members of his own institution to be accountable for their past actions.

Lord Acton’s idea is not controversial today. We generally accept that power does tend to corrupt, and therefore we should apply the closest of scrutiny and the highest of standards to those who hold the highest offices. The difficult part of applying such scrutiny is that the people who need scrutiny are always in positions of serious power. They can act in secrecy, withhold information from the public (despite

Freedom of Information laws) and they have powerful resources to fight any action in a regular Court of Law.

Enter the idea of an Independent Commission against Corruption (ICAC). This idea, which came to the fore in NSW in the late 1980’s after numerous instances of bribery and corruption amongst senior NSW politicians, is without doubt one of the greatest forces for accountability in Australian society today.

Without an ICAC, individual citizens (or concerned organisations) must somehow find the financial resources needed to pay legal fees which can easily run into the hundreds of thousands of dollars, in order to pursue potential wrongdoing by powerful people through the courts. Moreover, some actions taken by powerful people may not technically breach any laws until someone is affected, yet they may still meet the definition of corruption under an ICAC. Or else we may rely on the media to uncover the story, but if the corruption is well hidden by powerful people, it can be difficult to uncover.

This is where an ICAC with strong powers forensically applied can come into its own. An ICAC can get to things in a way that regular courts of law and the media cannot.

Corruption costs us all very dearly – corruption strikes at the very heart of what makes a society good, both economically and socially. Economically, corruption stifles competition and innovation and entrenches people in positions of influence and power who have no right to be there. Socially, corruption sends a clear message that you have to play the game the power brokers want, or you’ll be out in the cold. It says that if you won’t play the game the way they want, then you won’t get to play at all. That’s not what we want for our City.

People in the ACT Construction Industry are all too aware of the controversial Memorandum of Understanding (MOU) between UnionsACT and the ACT Government granting the unions an untoward role in the tendering and pre-qualification process. MBA ACT joins with the CFMEU and the Canberra Greens in calling for an independent ACT Corruption Watchdog to be established.

MBA ACT asks that whomever forms government in Canberra after the October elections legislates for this new ACT Corruption Watchdog, and we suggest that the MOU be the first order of business.

THE ABCC ODDS ARE BETTER THAN BEFORE

As we all know, the ABCC election has been and gone and the Turnbull Coalition Government has been returned with the slimmest of majorities writes **Cameron Spence**.



A Coalition advertisement for the re-instatement of the ABCC during the 2016 Federal Election.

MBA ACT unequivocally supports the re-instatement of the Australian Building and Construction Commission (ABCC). The litany of abusive standover tactics and rampant illegality on the part of unions revealed by the Trade Union Royal Commission (TURC) clearly shows the ongoing and overwhelming need for the return of the rule of law in the construction industry, both here in Canberra and right across the nation. So insistent was the Commonwealth Government on the importance of the ABCC that it formed the trigger for the election, as these things go however, the ABCC seemed to somewhat disappear as an issue and the election seemed to be more about Medicare than the construction industry.

Whilst the ABCC is not always front-page news, it is still of prime importance to the local building and construction industry. MBA ACT knows that many local business are waiting and watching to see what happens with the ABCC, particularly if they should or should not sign the union EBA which is again being foisted on them by a union desperate to get some business on board. (Even more so as they hardly have any actual construction workers as union members). Local industry is not

stupid however. They know that the union EBA is not compliant with the current (2013) procurement code, and will be fundamentally incompatible with the 2014 code if the new legislation passes. And local industry knows that the government will enforce compliance with its procurement code. Local industry is still waiting and watching to see what happens with the ABCC.

Whilst it is true that the fate of the ABCC legislation is still in question, recent developments, principally the shape of the new Senate look more favourable to passing the legislation. The Senate returned the following results from the recent election:

- 30 Coalition
- 26 Labor
- 9 Greens
- 4 One Nation
- 3 Nick Xenophon Team (NXT)
- 4 Others (Derryn Hinch, Bob Day, David Leyonhjelm, Jacqui Lambie)

There is now increasing confidence of the Government being able to pass the ABCC without even needing to call a joint sitting of the houses of parliament. After passing the legislation in the lower house, the Government will need to persuade enough of the crossbench senators to pass the legislation in the Senate. With four votes from One Nation and three from the NXT, the Government would need only two other crossbenchers to enact the bills. Senator Bob Day has already expressed support for the bill, perhaps leaving only one vote to gain from one of the remaining three crossbenchers in order to pass the required legislation. Parliament resumes on August 30 for a seven week sitting period and the ABCC is expected to be high on the agenda.

MBA ACT strongly encourages all its members to continue closely watching this space. The union will not go quietly if the ABCC gets up and amending or

terminating non-compliant union EBAs will be neither quick nor easy. It is not in the interest of any Canberra construction company to have a union EBA. If the ABCC is passed, companies that do have a union EBA may well find themselves being unwitting hostages in a war, between a national union with a political agenda of their own, versus a Commonwealth Government determined to restore the rule of law in the industry.

This is not a good result for a local company simply trying to turn a profit and stay competitive. Neither the union nor the Government will back down on the ABCC question. Local companies can avoid being caught up in a political war by having their own company specific EBAs. MBA ACT Industrial Relations team can assist you in starting up your own company specific EBA at no cost to members.

Call the MBA Industrial Relations team on (02) 6175 5921 for further information.

“So insistent was the Commonwealth Government on the importance of the ABCC that it formed the trigger for the election”

– Director IR, Cameron Spence

VALE GAVAN McARDLE

17th April 1943 - 9th June 2016.



Gavan came to work in Canberra with Leighton Contractors in the mid-sixties.

He was part of the original Guideline Pty Ltd which was started in 1973.

In 1985, following the amicable split of Guideline Pty Ltd, Gavan started his own Civil Contracting Firm, made up of around a dozen employees, a grader a loader and a few other bits and pieces.

Six years later Gavan had overseen the completion of over a hundred civil projects, through steady and sustainable growth he had the confidence to bid for and be awarded the Eastern Parkway Project, his biggest project yet, being worth more than the previous year's turnover.

He assisted in setting up an off shoot company, Guideline South Coast, a successful company still operating completely independently today.

At the helm of a serious and successful business, he took the calculated risks and demonstrated the leadership required to run such an organisation and he never underestimated the importance of the boys ensuring that the business provided for them too.

In 1996 Gavan was involved in forming the Federal Highway Joint Venture (FHJV), an equal partner with two other local similar contractors, forming an entity capable of competing with National Contractors, the joint venture went on to bid for and win the Gungahlin Drive extension.

In the year 2000 after being at the helm for 15 years, Gavan handed over the Managing Directors role, the company was in exceptional shape.

Four years later in 2004 Gavan retired, having no further financial interest in the business.

In just nineteen years, he had fostered his own business which completed over 400 projects, supported around 60 employees, several full time subcontractors, had 40 items of major plant and a very healthy balance sheet, turning over ten times what he did in the first year. He had implemented a succession plan, achieving his vision that Guideline ACT continue to operate, Gavan's reputation was impeccable, he was respected by all.

Gavan was an active member of the Master Builders Association and the Civil Contractors Federation, serving at the local branch level, in the MBA executive as well as on the National CCF board. He had a genuine desire to protect and advance the local Civil Construction Industry and all in it. He was a strong voice for the industry.

Gavan believed in training, it is through his leadership that it has become ingrained at Guideline ACT, many owe their career to a start or opportunity afforded to them by Gavan.

Gavan was a shrewd contractor, he would weigh up each and every opportunity, assessing its risk and reward.

Gavan was a Man's man, in the best sense of the phrase, he was a tireless hard worker, he was competitive, driven, honest, a man of integrity and a man of his word.

We recognise the significant contribution Gavan made to our community. Through his work and the chances taken, he helped provide opportunity for so many while constructing the regions infrastructure.

Gavan is survived by his wife Sherry McArdle-English and children Larissa, Richard, Marcus and Nathan.

Includes 132kW of power and a tonne of self-belief.



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Vehicles**



Village Building Co. CEO Travis Doherty (left) with Bob Winnel AM.

“Our contribution to the National Arboretum will stand as one of our major community contributions to the city in terms of a place that everyone can visit and enjoy. It shows off the natural attributes and the best points of planning of the city,” Bob continued.

INCOMING CEO, TRAVIS DOHERTY, ECHOES BOB WINNEL'S SENTIMENTS ON VILLAGE HAVING CREATED CANBERRA COMMUNITIES, AND ALSO SAYS THAT THE BUSINESS WILL CONTINUE ON ITS MISSION TO HELP CANBERRANS FULFIL THEIR DREAMS OF HOME OWNERSHIP BY GIVING FIRST HOMEBUYERS IN CANBERRA VALUE FOR MONEY OPPORTUNITIES.

Travis takes the reins from Bob after twelve months with Village as Chief Operating Officer and says he is passionate about building, construction and development, and aspires to honour, respect and leverage the company's rich history, but also add to it the experience he has gathered working in large corporates both in Australia and abroad.

“In 28 years we've built up enormous expertise, credibility and respect across the industry,” Travis said.

“We will leverage off all the hard work that Bob, the Board and the whole business have delivered in the past, and start to grow and enhance the long term thinking around getting the right level of diversification in our business across the Eastern Seaboard, the right geographical mix, the right product mix and making sure we're setting ourselves up very efficiently but also delivering great returns to our shareholders and investors, and equally great experiences for our customers,” Travis continued.

Travis Doherty takes the Village Building Company team into a new era along with newly appointed Chief Financial Officer, Melanie Andrews, who joins Village officially on 15 August 2016. Ms Andrews comes direct from 18 years with CIC Australia Ltd and has worked previously on the Googong and Crace property developments. Melanie says she is thrilled to be joining the fresh new leadership team and to be able to help shape Village's strategic direction.

“It's an exciting time to be a part of this Canberra business success story, and Village Building Company looks forward to a bright future ahead,” concluded Travis.

WINNEL LEGACY HONoured

Village Building Co's Managing Director, Bob Winnel AM hands the reins to new CEO Travis Doherty

Canberra's highly successful property development company, Village Building Company, recently saw a 'changing of the guard' as Robert (Bob) Winnel retired from the role of Managing Director, effective 30 June 2016, and a new Chief Executive Officer begins his tenure.

Village, which has been in operation for 28 years in Canberra, was founded by Bob Winnel who will leave a huge legacy of building achievements with developments in Canberra in addition to other capital cities and regional areas around Australia.

Village has also announced the appointment of a new Chief Financial Officer which coincides with the official commencement of tenure for Village's new CEO, Travis Doherty, who will take the reins for Village Building Company from 1 July 2016.

“Bob Winnel was responsible for injecting affordable housing into the Canberra market and played a major role in the Master Builders Association in the 1980s and 1990s,” said Travis Doherty, incoming CEO for Village Building Company.

“Village Building Company, under the direction of Bob, was also responsible for contributing \$1 million to establish the Village Centre at the National Arboretum. Bob has

also been an Arboretum Board Member, and Village has always been the major sponsor for Canberra's annual Voices in the Forest event. Bob's legacy of developments and creating Canberra communities is tremendous,” Mr Doherty continued.

Bob Winnel first started the Village Building Co., which was then called MBA Land, as a cooperative of builders back in 1988. As time went on, and the business moved in to the development of several major sites in a number of cities, it was renamed Village Building Company.

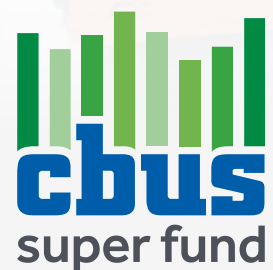
The company's early projects included the development of large sites in Tuggeranong Valley and the Golf Course Estate in Belconnen. Village Building Company has completed over 14,000 dwellings, sites houses and apartments, created the large South Jerrabomberra development, and also moved interstate with developments in Brisbane, Melbourne, Wollongong and Coffs Harbour.

“Village's philosophy is to provide amenities such as parks, playgrounds, wetlands, bicycle tracks and sculptures into its developments, so as to provide a sense of community, and to provide affordable housing to the Canberra community. All while adhering to strong environmental ethics,” said Bob Winnel.



3 ways Cbus is building super futures in the A.C.T.

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Clockwise from top left: Examples of CHC's affordable housing. CEO Kim Sinclair

CHAMPIONING AFFORDABLE HOUSING

In conversation with **Kim Sinclair**, CEO, CHC Affordable Housing

ON CANBERRA'S AFFORDABLE HOUSING MARKET

In 2015, ACTCOSS and ACT Shelter reported the ACT's proportion of rental stock affordable to those on a minimum wage is below the national average. Many Canberrans on low to moderate incomes face housing stress, paying over 30% of disposable income on rent; unable to afford other necessities. In 2012 the National Housing Survey revealed that despite being on higher incomes than those in public housing, 18% of tenants in community housing experienced at least one stint of homelessness in the last five years, more than any other social housing.

In 2007, the ACT Government released the Affordable Housing Action Plan with the aim of increasing the supply of affordable housing. The Plan, as it relates to affordable and not-for-profit housing, supports the growth of the community housing sector to meet the accommodation demands within Canberra, particularly for people on low to moderate incomes who do not meet public housing income criteria.

TELL US ABOUT CHC

CHC Affordable Housing (CHC) was established in 1998 as a for-purpose, not-for-profit organisation which aims to increase the provision of affordable housing in the ACT region. In 2007, as an initiative of the ACT Affordable Housing Action Plan (AHAP), the ACT government supported CHC's transition to a community housing developer, extending a low-interest loan facility as working capital to increase the supply of affordable housing.

CHC has assisted in the implementation of the Plan by increasing supply of affordable housing for both purchase and rental accommodation – which is leased at 75% of market rent. This is funded through re-investing surplus income to subsidise rent and future developments. As CHC builds and manages our rental houses, financial reserves are key for a sustainable business model. CHC is creating and improving the supply of affordable housing for senior Canberrans looking to downsize, or people with disability in new development projects for sale or rent. As of June 2016, CHC had provided 264 properties for affordable sale and 436 affordable rental properties, with 1,145 occupants. By 2018, CHC expects to have 518 affordable rental properties.

TENANT DEMOGRAPHIC BREAKDOWN

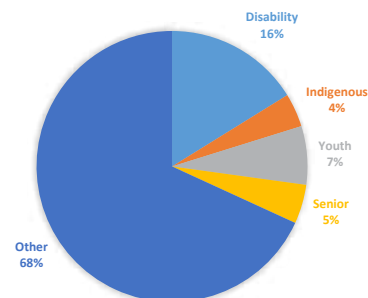


Figure 1 – Demographic breakdown of tenants who benefit from CHC's programs. Demographics collated from tenant's own reporting. A household was considered a single tenancy with all occupants being considered in the data set.

LET'S TALK ABOUT ECONOMIC AND COMMUNITY BENEFITS

The ABS estimates the multiplier for output and employment in the construction industry to be 3.0, and for every one million dollars spent in the construction industry, 10.07 full time equivalent jobs are directly created, with 1.77 jobs indirectly generated. Between 2009 and 2015, CHC expended \$104 million on its developments; equating to an estimated \$300 million toward the ACT economy, 1,041 full time equivalent

jobs directly created and 180 part time equivalent jobs indirectly created resulting from CHC's activities within the construction industry.

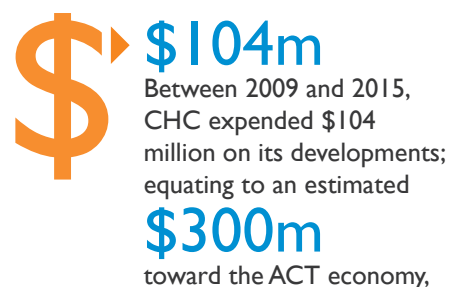
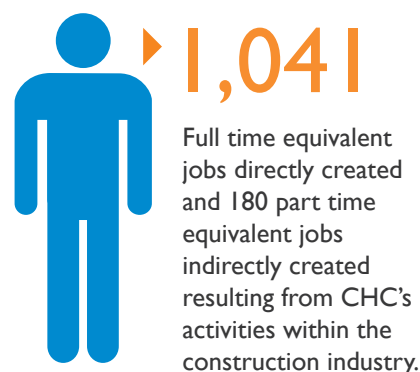
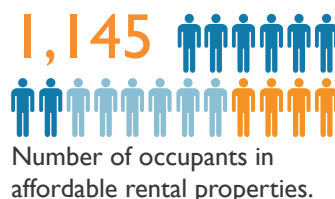
By providing rent below the market rate, CHC has been able to increase their tenants' consumer surplus; which is calculated as the sum of the difference between market rate rent and actual rent payable for each individual CHC tenant. This leads directly to greater economic

and individual wellbeing. For financial year 2016, CHC provided an estimated annual consumer surplus of \$2.8 million, which is equivalent to \$7,000 per household. This corresponds to an average of \$268 savings per fortnight or 12% of the median income of CHC tenants.

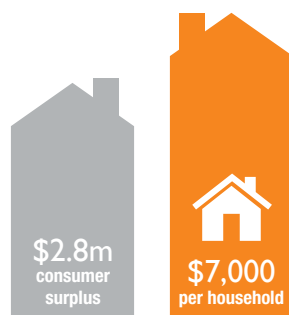
As a not-for-profit organisation, CHC does not seek to maximise the producer surplus. The subsidy provided by CHC is not raised by tax payers and instead provided by the

organisation through surplus income from developments. **Therefore, an increase in consumer surplus for CHC tenants does not detract from economic wellbeing elsewhere in the market.** Importantly, consumer surplus allows CHC to place a monetary figure on the social benefits of the organisation's actions.

AS OF JUNE 2016, CHC HAD PROVIDED...



**MOST
IMPORTANTLY,
WE'RE
CHANGING
LIVES**



2016 FINANCIAL YEAR

CHC provided an estimated annual consumer surplus of \$2.8 million, which is equivalent to \$7,000 per household. This corresponds to an average of \$268 savings per fortnight or 12% of the median income of CHC tenants.



CANBERRA'S TIMBER WINDOW AND DOOR SPECIALISTS

Leading manufacturer of timber windows and doors in the Canberra region proudly turns 30!



FAMILY TRADITION CONTINUES AT RYLEHO!

This year, the leading manufacturer of timber windows and doors in the Canberra region proudly turns 30!

In 1986, Queanbeyan builder Domenico Barilaro set out to create the best quality timber windows and doors in the region with his company Ryleho. Domenico's search for a perfectly designed door frame system won him the Renault Award in 1979 for his pre-hung door system,

presented to him on the TV show "What will they think of next".

In later years, Ryleho was expanded by Domenico's son, John, and daughter-in-law, Deanna. Recently his eldest son, Tony, took over the company that inspired his strong work ethic when he was a youngster back in the 1980's. Tony brings 27 years in customer service and senior management from the property industry and government.

Today Ryleho is proud to continue the family tradition of excellence that began 30 years ago. It continues to design and manufacture all of its windows and doors on-site and is committed to sourcing only the best quality solid timber materials from sustainable sources.

Working with some of Canberra's largest builders, Ryleho routinely supplies large scale projects and prestige buildings. However, no job is too big or small for Ryleho, says Tony, who loves the opportunity to make customers happy with custom designed finishes.

CANBERRA'S LEADING TIMBER WINDOW & DOOR MANUFACTURE SINCE 1986

Ryleho continues to grow as a company. Since forming in 1986, it has doubled in size and recently completed its third rotation of machinery upgrade, enabling Ryleho to increase production capabilities and provide further employment opportunities.



Images courtesy of LightStudies

Ryleho's new owner, Tony Barilaro, has a passion for great customer service and making things happen. He looks forward to building strong relationships with

Ryleho is privileged to have in place an excellent team of highly skilled and motivated staff, some of whom have been with the company for over a decade.

Ryleho continues to design and manufacture all of its windows and doors on-site and is committed to sourcing only the best quality solid timber materials from sustainable sources.

customers and industry clients in the Canberra-Queanbeyan region and helping them realise their housing visions and goals. Ryleho is constantly re-inventing itself in service, manufacturing techniques and product knowledge. This in turns keeps Ryleho vibrant, connected and growing with today's trends and demands.

Tony looks forward to leading his team by nurturing the unique talents of each staff member and bringing them together to achieve great outcomes. With a focus on people, Tony is committed to making Ryleho an employer of choice.



RYLEHO GROUP

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Mon-Fri 8:00am – 4:30pm
Saturday 9am-1pm

Ph: 02 6297 7811
E info@ryleho.com.au

A GALACTIC ESCAPE AT THE 2016 MASTER BUILDERS AND CBUS EXCELLENCE IN BUILDING AWARDS

The 26th Master Builders and Cbus Excellence in Building Awards was celebrated on Friday 24 June at the National Convention Centre in Canberra. This year guests walked around an array of light installations as they were transported to a futuristic star ship setting.

Celebrating the outstanding achievements over the past 12 months by our civil, commercial, residential and subcontractor members, the night saw 240 finalists recognised for their continued commitment to producing quality jobs in the ACT and surrounding regions.

“Not only is the night an excuse for a huge party, celebrating the outstand work of finalists and winners that have entered the awards, it is a timely reminder of the depth of our industry’s contribution to this community’ says Executive Director Kirk Coningham.

Our judging teams continued to be impressed with the quality and innovation that is shown with the project entries. Award winning projects included; an international hotel, hospital upgrade, gorgeous houses that beautifully blend into their surrounds.

“Few industries offer the satisfaction and pride of delivery that we enjoy. Our legacy is all around us – the roads on which we drive, our kids’ schools, the hospitals that care for our sick and aged, the offices in which we work and the homes in which we live.”

As the National Awards approach, 24 of Canberra’s finalists will represent the industry and we wish all those the best of luck including; Manteena, Construction Control, Brema Group, Champness Builders and Bellevue Building to name a few.

For the past four years Cbus has been the principal partner in the awards. We thank them for their continued support to both the night and their contribution to Canberra and the region. Their contribution to the industry and the lives of people reaches right across Australia as one of this country’s leading industry superannuation funds.



“Not only is the night an excuse for a huge party, celebrating the outstanding work of finalists and winners that have entered the awards, it is a timely reminder of the depth of our industry’s contribution to this community.”

– Executive Director, Kirk Coningham

ALL THE GLITZ AND GLAM FROM THE NIGHT

Guests of the night were brilliantly entertained with Shane Jacobson's fantastic stories and commanding presence as emcee.

Bringing the audience out of their chairs and onto the dance floor was The Black Sorrows featuring special guests Vika and Linda Bull. Creating a lively atmosphere and continuing the celebration til the end of the night.





AWARD WINNING HOME CREATED FOR A 'HAPPILY FOREVER AFTER'

When creating a home that will become a client's 'happily forever after' Better Building Services took the time and the consideration to get it right. A house that has sophisticated form and timeless design was built on a 10 hectare rural property in Googong. The house extends seamlessly into the landscape with the use of external alfresco areas and stone retaining walls that extend well beyond the building.

To help the clients settle in and live out their retirement the house was built as a single storey, designed with different wings for different uses. This enabled the client to have an area for friends and family to stay and an area to entertain, whilst the ease of closing those areas off when not in use. The central courtyards split the house, opening the house to two layers of northern orientation.

The house will continue to be sustainable into the future it has several self-sufficient qualities including; collecting its own water; collecting its own power and cleaning its own water waste.



GEOMETRIC SHAPES AND THEMES CONTRIBUTE TO AN ICONIC HOTEL

As Canberra prepares to become an international portal for business and leisure travellers, Construction Control has built a bold and inspirationally designed hotel that has become an iconic focal point at the entrance to the Canberra airport and business hub.

The hotel is a uniquely Canberran destination for travellers to enjoy, one that will attract visitors with its timeless design combining circular and axial geometries to create a distinctive form, derived from both its context and referencing Canberra's history. The collaborative effort between client, consultant, user and designers was established early on and value management techniques were implemented across the board.

A signature space for the hotel is its striking black and white atrium rising above a large-scale ground floor entertaining space catering for intimate gatherings as well as large-scale events. The atrium then draws the eye upward to where circular skylights bring in light during the day and create a constellation at night. Within the atrium space, the circular references are picked up through furnishings and fittings including a circular firepit clad in Calacutta marble and custom designed rugs that echo the radial theme, creating a strong focal point to the interior spaces.



DESIGNED AROUND PEOPLE AND SPACES

The Forrest Project was exciting for The Living Room Landscapes as they had great clients with creative flair and a site with unused & awkward spaces. The project required interesting and creative solutions to produce a design by Ian Menzies that would maintain the charm of this picturesque early Canberra house and bring it into today's modern entertaining lifestyle where the whole garden became a delight to be in. The extensive use of natural and recycled materials which have a link to Canberra's past was essential to bringing the two lifetimes of this house together.

This garden flows from the entrance of the house to the rear. Fully designed to meet the needs of the family it has some uniquely designed and built features that bring the entertaining area to life including BBQ bench complete with sink, drawers and coloured slump glass trim, alongside the striking wood fired Zesti pizza oven.

A large custom cedar sauna was commissioned to the designer by the homeowner for the area between the garage wall and the pool. The sauna entrance is positioned to overlook the pool and the back wall greenery, while still providing a degree of privacy from the main entertaining area.



EMERGING RESIDENTIAL BUILDER HAS A PASSION FOR THE ENVIRONMENT

Dean Struys and the team at 360° Building Solutions have a special interest in environmentally responsive design. This shone through in the eight star rating family home built with designer and client Shannon Battisson from The Mill: Architecture + Design. "Dean continues to advance his knowledge in this area and even suggests alternative details to those suggested by the design team. He has become a great contributor to design conversations, is someone we can turn to for construction advice, and he never backs away from a challenge" says Shannon.

The house is proof that even on a small budget, when invested in the right areas can provide the highest impact on the dwelling's performance and amenity. At Coombs a combination of employing passive techniques, investments in thermal mass, insulation, air tightness and triple glazed, thermally-broken timber windows all contributed to this award winning house.

MULTIPLE WINS FOR WODEN CONTRACTORS

Woden Contractors have been operating in Canberra for nearly 60 years. This year they submitted two projects to both the CCF Earth Awards and the MBA Awards. The judges were very impressed with the quality on both projects and both have won awards at each event. The Molonglo Link Bridge and Bowen Place Crossing are both projects that enhance access for pedestrians and cyclists traveling through Canberra.

“Working on the Bowen Place Crossing it was great to be part of a project that has really changed and shaped the landscape in that area. The whole team is proud of the work that went into the project and lasting and unique presence the project will have for locals and tourist to Canberra” says Rory Goodsell.



THE CREATION OF A NEW PLACE TO GATHER

Project Coordination have built a stunning Hu Guo Bao En Buddhist Temple in Nicholls. The gold roof and face brickwork are the two main construction features you notice when you first drive into the Buddhist Temple site. The impressive entrance gateway draws your eye through to the Buddha statue with the Temple building behind. The Mahavira hall is located in the centre of the building and people enter the room through an impressive pair of large Lebanon cedar timber doors. Within the hall, the floor is constructed with polished Victorian Ash and ceiling is clad in pine timber with recessed feature square panels. The transition to the raised section of ceiling above the Buddha statues is achieved by installing the timber cladding on a curve.

A challenge on the job was the erection of a large granite Buddhist statue. Specific rigging methods were used for the erection. The first section was placed on heavy duty packers to provide a level base and the middle was placed on top. A slot was located in the top of the middle section and the main statue was inserted into this space and grouted in. The statue was constructed with the Buddha looking down on the people below and thus has a lean to the front. To ensure it was stable a surveyor was engaged to plot its shape then a Structural Engineer undertook centre of gravity calculations.



ARCHITECTURE FIRM WINS ON MULTIPLE PROJECTS

DNA Architects have been a member of the Master Builders for more than ten years. In this time they have established themselves as a brilliant architecture firm by designing and creating several award winning projects consistently since 2005.

This year DNA was the architect on a townhouse development, a large commercial building for a data centre and a custom built home that also won House of the Year. Glen and Ross lead a team that is passionate about transforming spaces that are as individually unique as their clients are. Working across a range of sectors, DNA architects is able to continually develop strong relationships with builders in Canberra and provided experienced advice on projects fostering regionally based architectural values and environmental sustainable design principles.



LOOKING FORWARD TO 2017

After the awards it is always important to look back over the whole process and take some time out to think on what work and where need to make changes to improve. We have sat down and had a chat internally and now it's your turn to provide input. In October at the various sector councils that are being held, we will be providing a document that summaries the event this year, an overview of all the categories and a comparison on entries from 2014-2016 and some reflections on proposed changes for the 2017 Excellence in Building Awards.

We invite all members to come along to these sector councils to discuss the document and provide feedback to help us shape the 2017 awards.

Some of the changes that will be highlighted in the report are:

- All entrants must be a member and membership must have been approved before the close date of entries submissions.
- Judging for the WH&S Category to be open for more than the 4 week period of judging. This will allow the judges to see the safety protocols in action during the project.
- The Best Use Material – Interior and Exterior categories to be altered to focus on one material/finishing instead of a mix of two or more.

If you cannot attend the meetings in October but would like a copy of the report please contact the MBA and we will email one to you.



IS IT TIME FOR THAT RENO?

Last year house prices in the Territory shot up by 9 percent, our best result since 2009 and behind only Sydney and Melbourne. Is it time for that renovation?



Good tradies are in hot demand and it can be hard for home owners to source the right skills at the right time at the right price. An experienced home renovation professional will work with a top flight team of tradies.

And best of all, a professional builder will provide an accurate breakdown of costs outlining the fixed prices and fully explaining the provisional allowances as well as extra costs that can be anticipated. A detailed specification list relevant to the plans, and a detailed project schedule, delivers peace of mind, clarity and quality.

Falling interest rates and high demand continued the trend with a 4.6 percent improvement in the March quarter. National predictions of a downturn have not come to pass while local commentators (and investors) show ongoing faith in what is proving to be a resilient market.

That spells opportunity for home owners, not just in wealth creation but in lifestyle. Smart home owners delay or reduce the scale of renovations to avoid 'over capitalising'. In simple terms this means not spending more on renovations that you're likely to get back on a sale.

It's a sensible measure. Today in the Territory increasing property values and decreasing interest rates make that long awaited renovation an increasingly sensible economic and lifestyle option.

Renovating has several distinct benefits. On the lifestyle front it offers accommodation and improved living standards without the disruption of a move. This is particularly important where schools, kids, great neighbours and the like are involved. It's also a sensible economic option. First, it can save tens of thousands in stamp duty. Secondly, programming your reno so you

can stay in your home saves in accommodation costs (be that in rent or strained relations with relatives or friends).

The cost in disruption and discomfort can also be mitigated by resisting the 'do-it-yourself' urge and enlisting a renovation professional. We've all been encouraged by the myriad home renovation programs to believe that 'do it yourself' is the most cost effective option. Too often it's not.

Investing in professionals from the outset delivers substantial dividends. Professional development of a realistic strategy will almost always deliver substantial cost and time savings to the home owner.

Crucially this includes ensuring all relevant government planning, building and site requirements are applied and planning approvals are obtained. Failure to get the relevant approvals can be dangerous as well as costing potentially tens of thousands of dollars at sale time.



Before and after: The top left photo shows what can be achieved after a quality renovation on the existing property (above) by Torres Building Group and TT Architecture.

Today in the Territory increasing property values and decreasing interest rates make that long awaited renovation an increasingly sensible economic and lifestyle option.

Relationships creating success

OUR PURPOSE

We exist to create and sustain the modern environment by building trusted relationships with our public and private sector customers.

OUR PROMISE

To work closely with our customers to help them succeed, using world leading insights and solutions.

- Downer has been providing industry leading innovative road surfacing solutions within the ACT and surrounds for decades.
- Downer understands Canberra.
- Downer's track record for delivering road surfacing solutions, while achieving Zero Harm, is industry leading.
- Downer is locally based, providing employment opportunities to local residents.
- Downer's state of the art facility in Hume has the capability to provide environmentally sustainable solutions.

Downer
Relationships creating success

Winner – Civil Sustainable Construction
2016 Master Builders &
Cbus Excellence in Building Awards



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SMALL BUSINESSES ARE ABOUT TO GET A NEW BARGAINING CHIP IN CONTRACT NEGOTIATIONS

From 12 November 2016, all 'small businesses' will have the right to be protected from terms that are 'unfair' in any standard form contract. These protections are an extension of the protections that already exists for consumers in s 23 of the Australian Consumer Law.

WILL THESE CHANGES AFFECT ME?

If you are a small business, or you contract with small businesses, you will be affected.

WHAT IS A 'SMALL BUSINESS'?

A business is a 'small business' under this legislation if, at the time the contract is made, it employs fewer than 20 persons. This includes full-time employees, part-time employees and casual employees who work on a regular and systematic basis. That is, using a 'headcount approach' regardless of an employee's hours or workload.

You will be able to tell, by doing a headcount, if you are a small business and therefore protected by these changes. However it will be difficult for you to know with any certainty whether the businesses you are contracting with are small businesses. It would be prudent for you to ensure that all of your standard form contracts comply with this new legislation – or that you are at least aware of the risks in relation to the enforceability of the provisions.

ARE ALL CONTRACTS WITH SMALL BUSINESS CAUGHT?

No. The legislation, once it commences, will apply to unfair terms in any 'standard form contract' with a small business where:

- for contracts where the term is up to 1 year, the up-front price payable is no more than \$300,000; or
- for contracts where the term is longer than 1 year, the up-front price payable is no more than \$1 million.

If a clause in one of these contracts is found by a court to be 'unfair', it will be void and therefore unenforceable.

WHAT IS A 'STANDARD FORM CONTRACT'?

The legislation does not strictly prescribe a definition of 'standard form contract'. Instead, it says that, in determining whether a contract is a standard form contract, a court may take into account any matters it considers relevant,^[1] but must take into account the following:

- whether one of the parties has all or most of the bargaining power relating to the transaction;
- whether the contract was prepared by one party before any discussion relating to the transaction occurred between the parties;
- whether another party was, in effect, required either to accept or reject the terms of the contract in the form in which they were presented;
- whether another party was given an effective opportunity to negotiate the terms of the contract; and
- whether the terms of the contract take into account the specific characteristics of another party or the particular transaction.

The ACCC considers standard form contracts to be contracts presented on a 'take it or leave it' basis. It is not all clear what level of negotiation will be enough to exclude the contract from the operation of the legislation. We think that where the only parts of the contract that have been negotiated are price, time and scope (i.e. the annexure or schedule items) the contract will still be 'standard form'.



It would be prudent for you to ensure that all of your standard form contracts comply with this new legislation – or that you are at least aware of the risks in relation to the enforceability of the provisions.

If you use any industry-based contracts (such as the MBA, ABIC or AS suites), these will most likely be considered standard form. The fact that the contract has been approved or negotiated by an industry body does NOT exempt it from a challenge under the legislation.

If you have your own standard terms of trade that you apply to all jobs, these are also likely to be considered standard form contracts, unless you genuinely negotiate each of the terms each time you contract with someone (who has the time for that?!).

WHAT MAKES A TERM 'UNFAIR'?

There is no express list of 'unfair' terms. The court will consider a term to be unfair if:

- it would cause a significant imbalance in the parties' rights and obligations arising under the contract; and
- it is not reasonably necessary in order to protect the legitimate interests of the party who would be advantaged by the term; and
- it would cause detriment (whether financial or otherwise) to a party if it were to be applied or relied on.

The legislation also provides a long list of the types of terms that might possibly be unfair. The types of terms are very broad, including (amongst others) unilateral variation clauses, certain indemnity clauses, and clauses limiting a party's liability for breach of contract. In some cases, dispute resolution clauses might also be considered 'unfair' if they force a party into a binding dispute resolution process.

THAT'S ALL VERY VAGUE... HOW CAN I ENSURE MY CONTRACT IS OK?

The legislation is itself quite vague. Much is left to the discretion of the court if and when a challenge is made to the enforceability of a clause. In a construction context this is clearly problematic, as the price of the work would have been negotiated to reflect the terms of the contract itself. If one of those terms is later found to be void, the risk profile of the contract could fundamentally change – but the price will not.

Even though the legislation does not provide much guidance, there is in fact extensive case law, both in Australia and overseas, relating to unfair contract terms in a consumer law perspective that does help define how this legislation will be applied in a business-to-business context.

The team at Meyer Vandenberg has considered this case law in depth and are ready to assist you with understanding:

- if you contract with small businesses, the risks of voidable clauses in the standard form contracts you use in your business; and
- if you are a small business, the types of clauses you might now be able to challenge in contracts imposed on you.

Alisa Taylor

Partner Construction Dispute Resolution
Meyer Vandenberg Lawyers

T: (02) 6279 4388

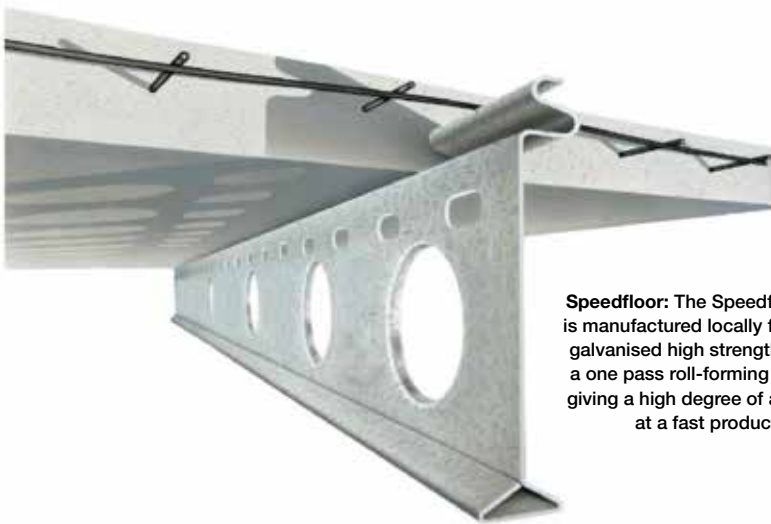
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SPEEDFLOOR – YOUR SUSPENDED CONCRETE FLOORING SOLUTION AND MORE

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Speedfloor: The Speedfloor joist is manufactured locally from pre-galvanised high strength steel in a one pass roll-forming machine giving a high degree of accuracy at a fast production rate.

SPEEDFLOOR REDUCES BUILDING COSTS

Speedfloor provides a complete structural solution that enables a simple and cost effective way of building suspended concrete floors. The Speedfloor joist is manufactured locally from pre-galvanised high strength steel in a one pass roll-forming machine giving a high degree of accuracy at a fast production rate. The ends are simply bolted to the joists which are then ready for transport to site.

The Speedfloor system allows construction time to be reduced as the Speedfloor system does not require any back propping. The shuttering or formwork can be stripped out 3 days after the concrete is poured. This allows access to the construction zone up to 3 weeks earlier than other suspended slab systems. "The Speedfloor joist has been designed to take its own weight in construction, including the weight of the concrete and all the temporary elements. It therefore allows a clear un-propped span in construction, giving access to the area below." Says Michael Walker Managing Director of Speedfloor Building Systems Pty Ltd.

Speedfloor offers this system to its clients through Speedfloor sales and installation franchises. Its uniformed design process is brought about by an alliance with MK Engineering, Edge Consulting engineers and Mott MacDonald who have offices throughout Australia as well as a number of local Canberra Engineers.

"We are able to offer our clients a complete design solution followed up by our professional crews to supply and install Speedfloor" says Mr Walker. "In many instances we are able assist our clients to simplify the design allowing them to save money on the suspended concrete floor as well as other elements such as foundations, structural supports and most importantly time!"

Speedfloor is a proven performer in all types of construction. Including steel structures, masonry buildings, poured in-situ or pre-cast concrete panels, as well as ICF, timber and cold formed steel frame construction.

Speedfloor has been used successfully in hundreds of projects Australia wide from the World Trade Centre in Melbourne to indigenous housing in remote Northern Territory.

Speedfloor can also be designed to be completely fire rated without any protection to the joists only the supporting structure requiring fire rating. This means the builder is able to install a non-fire rated ceiling which can have penetrations for services and lighting. "We take compliance very seriously. When fire ratings are required, Speedfloor's Engineers evaluate and design the suspended floor to ensure full compliance with the Building Code of Australia." Says Mr Walker. "Every project is individually designed and certified by our engineers."

Speedfloor Building Systems have just released a number of new products to the Australian market including a light gauge Speedfloor joist system for light weight or particleboard floors. The system is constructed with a light gauge perimeter channel with pre punched tabs that are simply folded into position and joists are screw fixed, both the tabs and joists are pre drilled, so there is less installation time required – further reducing building costs.

For further information contact:

Speedfloor Building Systems Pty Ltd

Phone: 1300 66 77 67

Website: www.speedfloor.com.au

Email: info@speedfloor.com.au

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PROFESSIONAL DEVELOPMENT WEEK

BUSINESS / QUALITY / INNOVATION

31st October - 4th November 2016

MBA-ACT is proud to take a lead role in this event and to create a program for the building and construction industry and broader business community that will demonstrate current information on business, quality and innovation, and a range of niche interest areas.

In 2016, our focus for this event will be on achieving high quality in building and construction via innovation and the use of new technology and products. Details for the event are as follows:

Date:	31 October – 4 November 2016
Time:	Various workshops running between 8am – 6pm each day
Venue:	Master Builders Headquarters and Skill Centre, Fyshwick
Objectives:	Promoting quality in the building and construction industry, Promotion of the importance of continuous training and professional development. Encouraging excellent business practices and leadership throughout the industry. Educating industry members of innovative solutions, as well as new technologies, products and materials.

Some of the sessions are locked in, more will be advertised soon when online registrations open at www.mba.org.au

PROFESSIONAL DEVELOPMENT WEEK TRAINING SESSIONS (CPD POINTS ARE AVAILABLE FOR ALL SESSIONS).

POWER SKILLS FOR MICROSOFT PROJECT USERS

There's more to Microsoft Project than Tasks, Gantt charts and Reports. Learn how to tailor it to work the way that suits you. You'll learn how to create your own sets of data, tables, reports, and views. So you can quickly see exactly what you need to see, grab the right data and use it immediately.

Oh and yes, we will cover some of the things that cause Project to mess up your data – the key “what NOT to do” things!

Pre-requisite for this course is a sound knowledge of Project. This is NOT a course for Project beginners.

OUTLOOK FOR BUSY PEOPLE

Sick of not being able to focus on the most important work? Snowed under with email? Wish you could get on top of things and feel in control? This session is for you.

In this session you'll learn how to refocus on your top priorities and deal with the small things more efficiently. This session will save you time and improve your results well into the future. A small investment will get you a great benefit. Don't miss this one!

BEST OF MICROSOFT OFFICE

Tips and tricks that will make you go “aww – I wish I knew that a few years ago”. There are some very cool functions in Office (Excel, Word, Outlook, Project, PowerPoint, Visio etc) which enable you to do things quickly and easily. Learn the “best of” in this short session and never struggle with your cumbersome old 7 step method when you know the 2 step one!

LEADERSHIP IN SAFETY

In consultation with key stakeholders, leadership in safety has been identified as an area that requires improvement in the construction industry. Leadership in safety can be easily improved through providing simple skills and tools for industry participants to implement on site. The program, aimed at business owners and site managers will discuss what leadership in safety is and isn't; differentiate it from safety management systems; and provide participants with the knowledge, skills and tools to implement.

DISPUTE RESOLUTION UNDER THE NEW MBA CONTRACT, THE DISPUTE PROCESS IN THE ACT

In December 2016, MBA ACT will be launching its updated MBA Residential Building Works Contract. This contract management training session is a first look at the new dispute resolution clauses in the new contract. These clauses will offer a new way of potentially resolving disputes between builders and owners that may prove more cost effective and may potentially avoid costly litigation. Disputes in this area often arise due to issues in correctly executing and maintaining the rights and responsibilities both parties have under the contract. Proactive contract management can avoid many disputes, and in cases where disputes are inevitable, greatly assist the parties in reaching a satisfactory outcome sooner and without undue legal expense.

The training will also cover Dispute Resolution in the ACT construction sector more generally. Topics covered will include security of payments legislation, stage payments under contract, insurance issues, mandatory warranties and topics in litigation in construction. The best way to win in court is not to have to go there. Well-handled dispute resolution processes greatly improve the chances of a dispute being settled without the need for legal action, and in cases where such action is unavoidable, may strengthen a party's position.

ENGINEERS AUSTRALIA - NEW QUALITY MANAGEMENT SYSTEM STANDARD

The Quality Management System Standard ISO 9001 is a critical Standard for many organisations. A new edition of the Standard was released in 2015 and during the next few years organization with 9001 certification will need to upgrade to the new edition.

The expert panel will outline the changes to the new Standard, explain the risk based approach introduced in the Standard and respond to questions from attendees.

FUTURE LEADERS – KICKING YOUR BUSINESS OFF ON THE RIGHT FOOT

With busy schedules and continuous deadlines, being able to schedule your day and work effectively is an essential skill to have. In this training session, targeted specifically at new businesses owners and younger MBA members, we will be taking them through skills that will improve personal time management.

Attendees will be exposed to five areas, including planning and decision-making they must think about in order to gain clarity around what they want to achieve in their business and how to achieve it by simplifying their challenges and helping their team to support their vision. They will see that by structuring their leadership and how they approach problems, their job becomes easier and reduces wasted time, effort and money.

WATERPROOFING

Waterproofing is a trade that requires installation to be 100% perfect. Any defect, no matter how small, can result in leakage. Some of the common building defects that have been identified and discussed in the Building Quality Forums relate to waterproofing and facade finishes such as rendering. This training session will detail the Pre-Waterproofing Inspection checklist, identify why a bathroom or balcony can leak due to poor waterproofing installation.



DISCOVER YOUR GREAT AUSTRALIAN DREAM AT MONCRIEFF

THE FINA, BY J&F HOMES WINS DISPLAY HOME LESS THAN 225M² AT THE MASTER BUILDERS & CBUS EXCELLENCE IN BUILDING AWARDS

With more than 15 years' experience building homes in Canberra, the team at J&F Homes knows how to make their clients' vision a reality. Featuring modern fixtures and quality appliances, clients can expect to be impressed with the clever design ideas around every corner of this beautiful home.

Joe Perkovich from J&F Homes said 'it was an unexpected win and that he, Tony and the team were thrilled to win at their first time at the Building Awards'. The award win has helped with foot-traffic at their display home with a steady increase since early July.

THE 'FINA'

Open the doors of The Fina and discover a fresh take on family life.

From the huge walk-in pantry in the kitchen to the generous bedrooms with specialised internal shelving and drawers in the wardrobes, The Fina blends practicality with luxury.

The well-appointed master bedroom features a stylish walk-in robe and ensuite, while the custom-designed, contemporary kitchen, overlooking spacious open living and dining areas, has been designed to maximise light, space and spectacular views of neighbouring parklands.

Located on the corner of Crackajack Way and Bellhouse Crescent, the Moncrieff Display Village is open each Friday to Monday from 10.00am to 4.00pm.

The Moncrieff Display Village builders are:

- Achieve Homes
- APA Homes
- Elevated Living
- GJ Gardner Homes
- Gracious Living Constructions
- J & F Homes
- MBS Housing
- McDonald Jones Homes
- RAM Living
- Rawson Homes
- Renaissance Homes
- Burbank



Moncrieff Display Village: crowds gather to view the homes on display at the opening of the display village in March.

Moncrieff Display Village Preferred Partners

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Peace of mind.

The Master Builders Fidelity Fund was established in 2002 to **protect the interests of both consumers and builders in the ACT.**

For Builders, the Master Builders Fidelity Fund provides financial certainty as money held by the Fund remains in the ACT. It is securely invested and used for the betterment of the ACT builders and consumers and is therefore not subjected to the vagaries of international markets and events.

The Fidelity Fund issues Fidelity Certificates which provide consumer protection for owners of new homes and those making significant changes to homes. The Certificates protect the owner during construction and for up to six years from the date of practical completion.

Master Builders members receive reduced premium rates and we also offer special discounts for volume users of the Fidelity Fund. For more information contact the Master Builders Fidelity Fund.

Go online and find the cover that is right for you.

<http://mba.org.au/consumer-advice/home-warranty-insurance>



CUTTING-EDGE CYCRETE TICKS ALL THE BOXES



More than 28 million cubic metres of concrete is produced in Australia each year.

Up to one million cubic metres of that is unused – and is either spoiled on site or returned to the plant to undergo expensive and water-guzzling processes.

However, a new Canberra-based innovation is tackling the challenge of wet waste concrete head on.

Cycrete is a patented chemical process that separates concrete materials and cleans the bowl.

“There are around 10,000 concrete premix trucks throughout Australia, and 1,200 premix concrete plants,” explains Cycrete’s managing director, Donald Thomas.

“Each day, these trucks return to the plant with wet waste concrete. This is either separated into its parts using processes that require large quantities of water, is poured into blocks or other precast elements – most of which have little value – or is cured onsite and ends up in landfill or to quarry sites for crushing.

“The concrete also leaves a film of cement slurry that builds up and requires frequent removal through costly processes.

“Members of our team – which includes an engineer, building consultant, plant operative and a chemical engineer – observed this waste, and saw an opportunity to innovate.”

The Cycrete process is both environmentally-friendly and cost effective.

A truck operator estimates the quantity of concrete remaining in the bowl, and the information is punched into a controller. This calculates the mass of Cycrete required, and the Cycrete is then transferred to the truck using a vacuum and air displacement process.

After several minutes of mixing, the concrete is discharged into a trommel, which is a rotating sieve, and the sand and aggregates are separated.

The strength of the final product, when reconstituted as concrete using new sand and cement, has been tested by an accredited laboratory.

“Cycrete eliminates the need for daily cleaning and saves significant amounts of water,” Thomas explains.

“It can take one to two thousand litres of water to wash out a concrete truck each day – and Cycrete can reduce this by up to three quarters.

“There’s no comparable process on the market,” Thomas adds.

The cutting-edge technology got its kick-start with a grant from the ACT Government, but the shareholders are now looking for equity partners to help expand the product’s market reach.

“We are confident that existing costly methods of cleaning concrete bowls will soon be a memory,” Thomas concludes.

To find out more, contact Donald Thomas on don@donco.com.au or 02 6255 1111.

Recycling wet waste concrete into re-usable aggregates for concrete production & many other uses



The Result...and a cleaner agitator bowl requiring little water for cleaning reducing water consumption by 75%



After processing segregated aggregates ready for recycling through plant

Strength confirmed by test cylinders through NATA lab

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Pre-installation consists of installing **NBN** equipment and activations prior to a dwelling hand over for your client. An **HG Comms** contractor will work with your project supervisor or site manager to ensure the correct preparation is completed, to NBN specifications and provide assistance during the building process to alleviate any potential issues which may arise therefore delaying activation.

This service is at no cost to you, for single dwelling sites, and provides you with the ability and confidence to hand a home over to your clients with active nbn equipment.

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MASTER BUILDERS CANBERRA HOME BUILDING CARAVAN TOURISM 4WD AND CAMPING SHOW 21ST-23RD OCTOBER

The only stand space left in the Budawang Pavilion is in the MBA members section.

MASTER BUILDERS ACT WILL AGAIN YEAR BE THE PRESENTING PARTNER FOR THE 2016 CANBERRA HOME BUILDING CARAVAN TOURISM 4WD AND CAMPING SHOW. OUR INVOLVEMENT INCLUDES THE OPPORTUNITY FOR MEMBERS TO BE A PART OF 248M² OF MBA STAND SPACE IN THE BUDAWANG PAVILION AT THE SHOW.

The Home Show is staged annually by the Royal National Capital Agricultural Society and is Canberra's largest consumer trade show that attracts an average attendance of 23,000 visitors with a record 25,617 visitors attending in 2013. The Home Show features innovative products and services to the consumer. Over the past three years the visiting consumers of the Home Show have been asking for a greater number of home, building and renovation exhibits, services and products.

Master Builders ACT will be featured as presenting partner on the Home show website and social media run by the RNCAS. We will be given the opportunity to cross promote our message through the Home Show's digital platforms and we receive logo and name recognition as presenting partner in TV advertisements on WIN TV and Prime Television. This year the 32 page glossy colour Show Guide will appear in the Canberra Weekly, in which we have twelve pages to promote our involvement in the Show. The Show Guide will potentially reach over 100,000 of Canberra's population. The Show Guide will be published as a feature in the Canberra Weekly on 13 October 2016 and extra copies will also be available at the gate during the show.

STAND HOLDERS SO FAR PARTICIPATING ARE;

- Master Builders Association of the ACT
- Smith & Sons Renovations & Extensions
- Build Professional
- Bluescope Lysaght
- Precast Homes
- Master Homes



Master Builders space: opportunity exists for members to be a part of 248m² of MBA stand space in the Budawang Pavilion at the show

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TOURISM 4WD CAMPING

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- > Truck Mount Booms
- > Spider Knuckle Lifts
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Stick Booms



Rough Terrain Scissor Lifts



Scissor Lifts



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NATIONAL UPDATE

A SNAPSHOT OF INDUSTRY NEWS
FROM AROUND THE COUNTRY

2016 ASBESTOS AWARENESS & MANAGEMENT CONFERENCE

Bookings are now open for the 3rd International Conference in Asbestos Awareness & Management which will take place at the Adelaide Convention Centre on 13 - 15 November 2016.

The event will bring together local and international experts in asbestos management, health, advocacy and governance to look at what is best practice in managing asbestos. For further information on the event, please visit the conference website for more details.
<https://www.asbestossafety.gov.au/asbestosconference2016>.

ABCB CONSULTATION ON EXTERNAL CLADDING

ABCB has announced a Regulation Impact Statement (RIS) consultation process regarding options to deal with non-compliant use of external cladding products on buildings. The RIS is concerned with external cladding products which can be used to comply with the BCA in particular situations, that is, are BCA conforming products for particular applications but are used in other situations in construction where their use is non-compliant with the BCA.

ABCB has identified that the problem – of the installation of non-compliant external cladding products on high rise (Type A and B) buildings – is mainly due to two factors:

1. A lack of understanding about what evidence of suitability for an external cladding product is necessary to demonstrate its fitness for purpose. The information content of the BCA has been diminished either by misuse, lack of awareness, poor understanding or differing interpretations. This affects the behaviour of manufacturers, suppliers, building designers, the builders installing cladding during construction and certification.
2. Where practitioners substitute products from those specified in design and, in addition, the substituted products do not have adequate fire resistance properties for high rise buildings. Substitution will typically occur to lower costs, where the inadequate fire resistance properties may be accidentally or knowingly allowed.

ABCB is looking at a range of options to resolve the problem.

The options are as follows:

- Option 1 - The Status Quo
- Option 2 - mandatory third party certification of all external cladding products
- Option 3 - mandatory third party certification of composite panel products, including ACPs
- Option 4 – a package of measures that are intended to be cost-effective:
 - a. Reference AS 5113 in the BCA
 - b. ABCB to provide informative and educational material for practitioners
 - c. Greater enforcement by the States and Territories

Interested parties have been invited to provide comment on the consultation paper by close of business Friday 30 September 2016.

Master Builders Australia will be developing a response to this important issue for our members.

NEW HOUSING DEMAND HOLDS UP

The May 2016 Housing Finance figures show that finance for new dwellings and first home buyers remain at positive levels.

"The latest data supports the market view that new home buyers remain confident and that this will be further boosted by the recent interest rate cut," Wilhelm Harnisch, CEO of Master Builders Australia said.

"The number of housing loans for construction of new dwellings rose by 2.1 per cent and the number to purchase new homes rose by 2.7 per cent," he said.

"Pleasingly, the number of loans to first home buyers held up well at 14.3 per cent of total finance approved. First home buyer confidence will also be boosted by the recent rate cut," Wilhelm Harnisch said.

"The relatively high number of housing loans will translate into higher levels of approvals and, in due course new housing activity in the next few months," he said.
"This will ensure that the residential building sector remains a ray of sunshine in the economy, particularly in providing jobs," Wilhelm Harnisch said.



HIGH RISK WORK LICENCE AUDITS UNDERWAY

Master Builders has been advised that State and Territory Regulators are currently conducting spot audits of High Risk Work Licencing on Construction Sites.

Under the model WHS Regulations, there are 29 classes of work that require a high risk licence. Members are reminded that under Regulation 85, a PCBU must not direct or allow a worker to carry out high risk work for which a high risk work licence is required unless the person sees written evidence that the worker has the relevant high risk work licence for that work. If a PCBU is found to be in breach of this regulation a fine can be imposed of up to \$3,600 for an individual and \$18,000 for a body corporate.

It is crucial that all PCBU's sight workers' high risk work licences for currency and cease to direct or allow workers to carry out any high risk work in the event that a worker is not in possession of a valid certificate.

ACCC ALLEGES CARTEL BEHAVIOUR ON POLYCARBONATE ROOF INDUSTRY

The Australian Competition and Consumer Commission has instituted proceedings in the Federal Court against four companies and three individuals for alleged cartel conduct in relation to the supply of polycarbonate roof sheeting to retailers in Australia.

The ACCC alleges that over a five year period from 2008 until 2013, these companies made and gave effect to a number of cartel arrangements which had the purpose of preventing or restricting the supply of polycarb to retailers. The ACCC also alleges that these agreements had the purpose and likely effect of substantially lessening competition. The ACCC is seeking declarations, pecuniary penalties against the companies and individuals, orders disqualifying the individuals from managing corporations, orders for competition law compliance programs and costs.

CFMEU OFFICIAL GUILTY OF INTIMIDATING GOVERNMENT OFFICIALS

A CONSTRUCTION union official has been fined \$3200 after he was found guilty of intimidating two Federal Government officials.

Kane Cloud Pearson, 37, had pleaded not guilty to six charges of obstructing public officials in 2013 while he was assistant secretary of the Builders Labourers Federation, which later merged with the CFMEU.

Magistrate Bronwyn Springer found him guilty of three of those charges, and dismissed the other three. Two of the guilty verdicts related to his behaviour at the Sunshine Coast University Hospital construction site in July, 2013, when he said to two Fair Work Building and Construction inspectors: "What the f*** are you pair of c**** doing here" and "I'll close this site down". Ms Springer said she accepted the inspectors' claims they'd dealt with Pearson before, so he knew they were government officials.

"Which perhaps goes some way to explaining his unprovoked, aggressive demeanour and use of abusive, insulting and derogatory language," she said. The other guilty verdict related to him "pulling a punch" in the direction of one of the inspectors at a Brisbane worksite. Ms Springer recorded the convictions.

The court was told Pearson is working for the CFMEU in Victoria now, and lives there with his family.

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*Geoff would like to congratulate all
MBA Award winners and finalists*

MASTER BUILDERS ACT PROUD SPONSOR OF THE NAWIC ACT AWARDS.

Held on Friday 19 August, the 2016 NAWIC ACT awards highlighted the great contributions that women have made in construction and the companies who are contributing to creating a more diverse work place.

Guests of the night were filled with delight with local female comedian Chris Ryan, emceeing the event and sharing her brand of hilarious entertainment. Also performing was a fabulously dressed dancing duo from Kokoloco and helping all party well into the night was the musical styling's of Something Like That.

This year NAWIC ACT received a record number of entries across the seven categories with a total of 24 nominees. The winners of the awards were:

- **Tradeswoman of the Year**
Maja Blasch from Canopy Tree Experts
- **Professional Woman of the Year**
Lisa Roberts from Provincial Plants & Landscapes
- **Outstanding Achievement in Industry**
Christine Rampling from Specialised Arbor
- **Future Leader**
Priscilla Barrington from Shape Australia
- **Outstanding Achievement in Design**
Karen Cluston- Cox Architecture
- **Diversity and Inclusion Champion**
JLL
- **Construction Support Woman of the Year**
Fiona King – Lendlease
- **Crystal Vision Award**
Built.

Kim Sinclair, CEO, CHC Affordable Housing said, "There is tremendous opportunity for women across diverse occupations related to the construction industry. The Crystal Vision Award for Advancing and Furthering the Interests of Women in the Construction Industry is one of the ways NAWIC raises awareness of and advances the contributions women make across the construction industry and CHC is very pleased to actively support this."

"Cohesion between industry players and organisations like NAWIC are imperative to promote best practice within the industry and diversity in age and gender. This collaboration is one way of endorsing and recognising NAWIC's continuous effort," added Ms Sinclair.

NAWIC ACT would like to thank all its sponsor who supported the night and continue to support NAWIC ACT throughout the year.

Cohesion between industry players and organisations like NAWIC are imperative to promote best practice within the industry and diversity in age and gender.

– Kim Sinclair, CEO, CHC Affordable Housing



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- Roof Plumbing
- Bricklaying / Blocklaying
- Civil Construction – Plant
- Concreting
- Engineering – Mechanical
- Stonemasonry
- Glass and Glazing
- Paint and Decorating

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 the following funding for employers who employ a 1st year apprentice in the above trades in 2016.*

- **\$2,000** three months after the commencement date of the apprenticeship*
- **\$2,000** on completion of the first 12 months of the apprenticeship*

* Applicable to first year apprentices, commencing from 1st January – 31st December 2016 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
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The above 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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