

# Plumbing SA

The Plumbing Industry Association of South Australia Inc.



January / February 2014



- Adelaide Oval
- President's Lunch
- The Eyes Have It



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Cover: Left to Right - Matt Sloan, Victor Trebilcock, Ty Jamieson and Luke Kempster from Hindmarsh Plumbing

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# Editorial

Australia – The lucky Country



I recently returned from the Indian World Plumbing Conference held in New Delhi and wow! - What an experience!

The first part of the conference began with a World Plumbing Council (WPC) meeting, at which I was lucky enough to be a guest.

The objective of the WPC is to unite the world plumbing industry to safeguard and protect the environment and the health of nations, for the benefit of all.

To reach this objective, the association shall undertake, among others, the following activities:

- Develop and promote the image and standards of the plumbing industry world-wide
- Encourage and facilitate the exchange of information, ideas and technology between plumbing industry organisations and their members world-wide
- Promote and provide assistance on matters concerning education and training in the plumbing industry, recognising the need for appropriate standards and their international recognition
- Create an awareness of the plumbing industry's role in protecting the environment by the provision of water and sanitation through proper management, care, reuse, and conservation of natural resources
- Provide and share information regarding research projects and technology applicable to the plumbing industry and the people it serves.

There were 80 odd attendees at the WPC meeting from a number of countries including; Australia, China, Singapore, India, UK, South Africa, USA, Canada, Switzerland, Germany and Scotland.

Topics discussed during the meeting included;

- The World Health Organisation (WHO) looking at health effects within households
- More households having water provided within the home environment such as recycling systems and improved plumbing systems

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# Editorial Cont...

## Australia – The lucky Country

- The onus on better water quality and more advanced water distribution systems
- WPC to support the ISH trade fairs
- WPC continues to support Worldskills and provide awards to all the participants
- Worldskills to establish an innovative challenge that will encourage participants to design sustainable systems for greater quality of drinking water, waste water systems and improved water management.

The meeting concluded with a presentation from the Singapore Water Authority and it was refreshing to see such a structured system being developed by the Singapore Government.

The Conference attracted over 550 people (the largest attendance thus far) from all over the world and provided some excellent speakers outlining various topics over the two days.

### Topics included;

- The importance of water conservation, energy efficiency in building design and a sustainable environment
- The effects of Severe Acute Respiratory Syndrome (SARS) in the 2003 outbreak in Hong Kong and what was learnt from the plumbing systems that caused that tragedy
- Infectious diseases such as Legionnaires disease, Naegleria Fowleri ( the brain eating amoeba) caused from poor plumbing systems
- Need for greater training and education to ensure plumbing installations meet industry standards – something that is lacking in third world countries (trust me – I have witnessed this on many occasions). India's 30 year plan was to have every Indian community sanitised within that period, 2 years to go and they have only achieved 48%
- Governments changing training programs to suit their own agendas leading to a drop in industry standards in first world countries
- In South Africa the Government ceased apprenticeships in 2003 – which resulted in a dramatic drop in quality and standards. Now the South African Plumbing Association is demanding the full 4 year apprenticeship model be returned otherwise the health of the community will be jeopardised
- The importance of a properly trained plumbing work force.

- The need to elevate plumbing professional competency
- Accelerate development and implementation of;
  - High efficiency plumbing
  - Onsite alternate water source systems
  - Safe and sustainable codes and standards.

### Some interesting facts that I wish to share;

- India has 1.24 Billion people, 50% do not have access to a toilet, more people in India have flat screen televisions than toilets
- There are 9 million cars in Delhi alone, India is the approximate size of Western Australia
- In India there are 160 rug inspectors (Indians are inspected on making rugs to ensure quality), there are no plumbing inspectors
- There is no training for plumbers
- It takes between 1 to 6 months on average to obtain your driver's license, with the help of a contribution (bribe) to the instructor.



I must state that for any country to reach the levels of high sanitation, safe drinking water and a sustainable healthy environment Governments must be supportive and active in ensuring standards and training structures are maintained.

In summary, I would like to thank the executive board of the PIA for the opportunity to attend this wonderful conference as well as Bupa for their support.

Trust me, when I say, *"Australia is the lucky country"*.

Andrew Clarke  
Executive Officer





Government  
of South Australia



At the beginning of 2013 wind turbine ventilators were made mandatory on trade waste installations of grease arrestors and settling tanks – since then SA Water has been capturing and monitoring data to quantify the benefits for customers.

SA Water's study involved analytical testing of a number of representative trade waste installations around the Adelaide metro area, both with and without wind turbine ventilators fitted.

At these sites, Hydrogen Sulphide ( $H_2S$ ) and grease arrestor headspace temperature ( $^{\circ}C$ ) parameters were continuously monitored every 3 minutes for the duration of the investigation.

SA Water also monitored other parameters such as external temperature, average wind speed (km/hr) and condensation levels.



The results of the study were overwhelmingly positive. On average, the assessed sites experienced a  $H_2S$  reduction of 87% with the addition of the wind turbine ventilator.

The largest improvements were observed at sites with more heavily loaded greases arrestors.

One retail chicken shop observed an approximate 96% reduction of  $H_2S$  resulting in a significant reduction in odour.

As  $H_2S$  is one compound of many which carries an offensive odour even at low concentrations, the installation of the wind turbine ventilator proved very beneficial.

The benefits of wind turbine ventilators:

- Significant reduction in  $H_2S$  in the headspace of grease arrestors
- Less condensation in grease arrestors - resulting in less acidic decay to effluent and increased longevity of tanks concrete lining and lids

- Lowered headspace temperature within grease arrestors
- Greater ventilation resulting in reduced odour during servicing of grease arrestors
- Ventilation performance in upstream vent location (i.e. head vent), outperforms that of downstream vent location (i.e. inlet vent)
- Less potential for build-up of dangerous gases
- Very minimal cost impact on trade waste customers

Wind driven turbine ventilators are not currently a watermarked product.

A temporary agreement is in place between SA Water and the Office of the Technical Regulator for use of wind driven turbine ventilators on trade waste pre-treatment systems that discharge to the SA Water sewerage system.

For more information please contact the SA Water trade waste branch on:

**p:(08) 7424 1336**

**e: [tradewastebranch@sawater.com.au](mailto:tradewastebranch@sawater.com.au)**



# Commercial Plumbing

Adelaide Oval



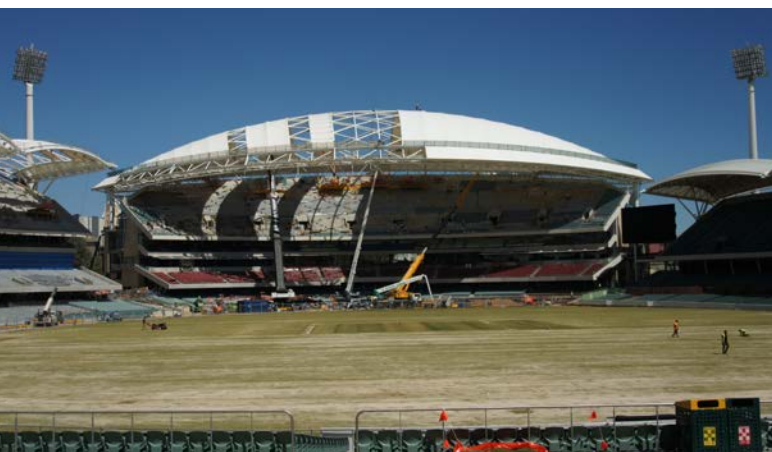
Above: Adelaide Oval in construction

The Ashes are over and the world has now seen the beautiful new Adelaide Oval as it approaches the final stages of completion and in less than three months time, footy fans will begin flooding into the stadium to barrack for the Adelaide Crows and Port Power in the 2014 season.

The atmosphere inside Adelaide Oval is something to savour, with a high quality audio system delivering quality sound throughout. Three giant replay screens – two located in the southern pockets of the ground at 125m<sup>2</sup> each and a 180m<sup>2</sup> screen in the north which means you don't miss a thing.

Crowd circulation through the western, southern and eastern stands is facilitated by covered concourses up to 10 metres wide while multi-level atriums, lifts, escalators and stairs to deliver spectators efficiently to their respective tier and seat.

The stadium will deliver shade through summer and protection from the elements in winter, with 77 percent of seats under cover. Adelaide Oval will offer more than 2,000 dining spaces as well as corporate suites, the Stadium Club, open boxes and BBQ terraces.



Above: Adelaide Oval in construction

A new international standard indoor cricket centre will be located within the stadium complex. The new indoor cricket training centre will be the home of cricket in South Australia, providing an increased floor area, indoor cricket nets, a high performance gym and associated player facilities.

The home change rooms for the Crows and Power are located beneath the Southern Stand and provide world class facilities for both teams.

Spending time in the grounds, socialising with friends and experiencing the historic setting of Adelaide Oval has long been just as important as watching an event or game of cricket or football.

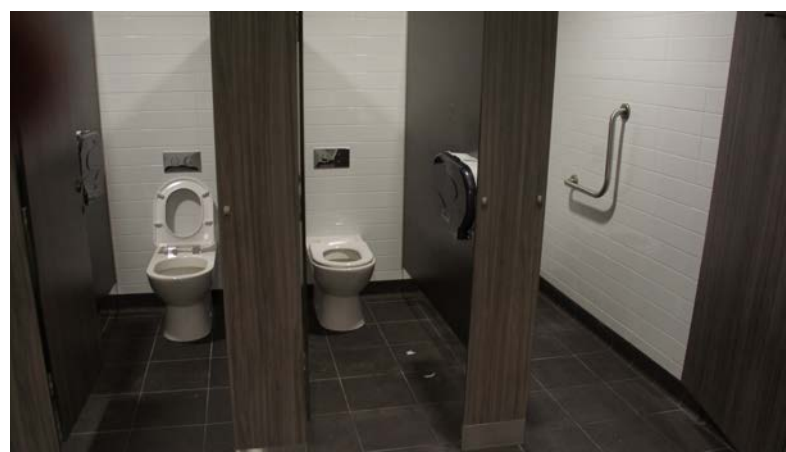
Adelaide Oval's existing and unique attributes, including the Moreton Bay Fig trees, heritage scoreboard and views of St Peter's Cathedral and northern mound have been complemented and enhanced.

Adelaide Oval will have a number of features that are unique in stadium design. These include BBQ decks, outdoor hospitality facilities on the Village Green and standing room on the famous grassed northern mound.

Adelaide Oval is a great place to take the family, with food and drink outlets and toilets located at each level of the new Southern and Eastern stands.

In fact, the new design has exceeded Australian design standards for stadium toilet facilities by 30 percent and there will be multiple family rooms and access toilets included throughout each new stand.

Toilets are just one small part of the plumbing for Adelaide Oval. Hindmarsh Plumbing Services (HPS) won the tender to undertake the work and a team of up to 65 personnel, at its peak, worked on site carrying out the hydraulics scope of works.



Above: The new toilet block installed by Hindmarsh Plumbing



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AUSTRALIAN PATENT NUMBERS 2006200845/2011101101  
AUSTRALIAN REGISTERED DESIGN(s) 12612-12626/2012

# Commercial Plumbing Cont...

Adelaide Oval



Above: Fresh water circulating pumps

The team were led by Victor Trebilcock, Project Manager (PM), Ty Jamieson Site Manager (SM), Luke Kempster (SM) and Matt Sloan (SM). HPS also carried out the Mechanical pipe work for the Mechanical services contractor OP Industries. This team was led by Barry Salter(PM) and Miles Upton(SM).

Adelaide Oval has been HPS's second BIMS project and involved using Revit Software for the design and Trimble mapping for all sleeving on the decks. The design coordination modelling was carried out by the HPS design team which consisted of Mark Kempster, Rhett Hardie and the HPS drafting team.

Due to the speed of the project, SKS surveyors conducted all of the Trimble mapping but HPS now have their own in house surveyor, so all future projects will be managed internally. Much of the groundwork was undertaken at night and HPS ran two shifts of plumbers, six days a week during this phase due to the program requirement to excavate, lay pipe and backfill.

Groundwork was not only to meet plumbing components such as drainage, inlet mains for Torrens water, GAP water, Potable water and stormwater connections but included laying fire inlet mains for Trojan who were the fire contractors, and irrigation mains to oval 2 for Century Irrigation, who were the oval irrigation contractors.



Above: DAF Plant Pumps



Above: Edwards Hot Water Plant

The oval surface can be irrigated either with GAP, potable or River Torrens water, with the exception of the drop in pitches which are irrigated with potable water only.

The GAP water is also used for the flushing of all toilets and urinals throughout the stadium. The oval has a 120K/l tank with circulating pumps having the capacity of pumping up to 60L/sec. The GAP water flushing system has an auto mains water back up system.

The stainless steel trough urinals throughout the Southern and Eastern stand are controlled by an Enware Smart Flow Water Management System which is activated by motion light sensors.

The system is controlled by centralised software which can be monitored and changed off site via LAN connections. The software also controls sanitary flushing when the urinals are not in use.

The disposal of waste from Adelaide Oval required the capability to store and pump waste to sewer because there is no trunk sewer main on King William Road. Waste has to be pumped to the nearest sewer trunk main in the surrounding parklands.



Above: Britex urinals

# Commercial Plumbing Cont...

Adelaide Oval

There are 2 main sewer pump stations supplied by Xylem. Each pump station was installed under an in ground waste tank, 16m x 5.5m x 2m deep with a capacity of 176kl. The many food and beverage areas are connected to either 1 of the 6 RI Industries, grease arrestors ,or the in ground 100,000L DAF holding tank.

The DAF System supplied and commissioned by Fresh Water Systems, can operate with a discharge rate of 20m<sup>3</sup>/hour. All inground waste drainage pipework is HDPE or Blucher stainless steel pipework.

Syphon Systems and HPS completed the syphonic stormwater system to carry stormwater from the main rooves from the South and East stand. Drainage from terraces, balconies and ground water is conventional stormwater, which is connected to the civil contractors external stormwater system via gravity or stormwater pump stations.

Most areas are fitted with GWA products, including Caroma Invisi suites, hands free sensor taps and stainless steel products (Britex Urinals). Approximate fixture count for the project is 550 water closets, 120 wall hung urinals, 465 basins and 170m of stainless steel trough urinals.

HPS also were commissioned to install a CO<sub>2</sub> ring main also connected to all of the required food and beverage areas, including the existing Western Stand. The CO<sub>2</sub> is used to both carbonate the beer and soft drink dispensed. HPS engaged BOC Gases to install a CO<sub>2</sub> bullet and vaporiser behind the new North Mound. This bullet serves the entire Adelaide Oval complex.



Above: Grease arrestors with a Mag Flow meter being dropped in

A 200mm, 7Kpa gas main was brought into the stadium connecting onto the existing Western Stand gas main and a full ring main was installed around the stadium.

The gas was reticulated throughout the North Mound, Southern and Eastern Stand, comprising of fire slam shuts for every level, primary and secondary regulators to reduce the pressure to 3Kpa. In all food and beverage areas pressure proving valves with emergency shut off buttons were installed.

In most areas they are interconnected with range hoods to ensure adequate mechanical ventilation is activated prior to gas being used. The gas system is also controlled by the fire systems, which activates fire roller doors, and fire slam shuts to areas.



Gas Works is Adelaide's largest gas appliance and air conditioning retail network started in February 1998 by former agents of S.A. Gas Co. Annual turnover is fast approaching \$16m. Seven stores serve the Adelaide metro, south coast and north to the Barossa Valley. A rare opportunity currently exists for an energetic, motivated, owner operator to join this exciting group. Present owners of the well established Salisbury store are retiring to spend more time with family and pursue other interests. Offers over \$300k +SAV are invited. Contact Pat Bennett 0402 790 107 for further information

# Commercial Plumbing Cont...

Adelaide Oval

Roll a doors are all connected to the BMS System to help manage any gas emergency. HPS and KBR collaborated on the commercial kitchen fixtures and equipment connections.

Two Edward 5000 LEX cylinders and two RCR 8Kw gas boilers are used to supply hot water to the South and East stand . The hot water reticulation has 5 hot water return lines each assisted by Grundfos pumps supplied by Freshwater Systems. The team particularly made comment about the support of all of their suppliers on this project.

Northern Plumbing supplies for the drainage materials, and Reece for reticulation and final fix fixtures. Not just in service delivery but in the support Robin Gatti, from GWA Bathrooms and Kitchens, and Reece provided warehouse space when materials needed to be stored off site for some time.

Construction is a collaborative process and it is good to see recognition of the collaborative role suppliers also play in this process. Hindmarsh Plumbing and the team at Adelaide Oval are to be congratulated for the work they have carried out with such obvious pride.

Adelaide Oval is an iconic venue which will only grow in stature with the completion.



Above: DAF system



Above: Vaporiser and CO<sup>2</sup> storage



Above: Food and beverage area



Above: Sewer pump stations



Above: Syphonic down pipe



Above: Stormwater pump station



Above: Suspended pipe work



Above: Bathroom

# Maintenance Plumbing

Another case of getting what you pay for?

A member has raised the issue of clients getting what they are prepared to pay for. Some of his clients, who have engaged him to install imported tapware that they have purchased, are calling him back because the cartridges in their mixer taps have failed.

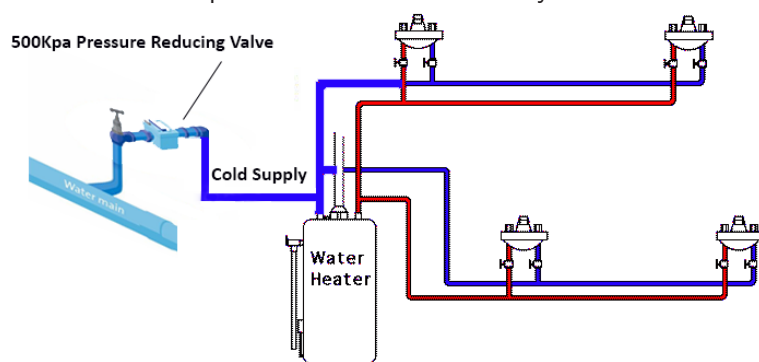
The problem appears to be limited to imported cartridge mixer taps that are connected to mains pressure hot water systems. The cartridges are failing in quite a short space of time and repeatedly. The plumber is being expected in some cases to warrant his work when it is really product related.

After speaking with some hydraulic consultants, it is agreed there is a problem, but it is probably limited to imported products that may not be of sufficiently high standard, which raises the question as to the adequacy of testing of these products under Australian conditions.

The failure of the cartridges appears to be due to the imbalance in the static load between the hot and cold water lines. In addition, solar water heaters without temperature limitations could supply hot water to tap ware above 70°C.

There are a number of variables, but for the purposes of this article we will make certain assumptions and generalisations. If the water has a pressure of 900Kpa at the boundary then a 500Kpa Pressure Reducing Valve must be fitted.

This then means the water, subject to fluctuations in pressure will be maintained at a pressure that will best protect the appliances, solenoids and tapware connected to the water system.



The plumber who raised this concern, believes the problem arises when this tap ware is used in conjunction with mains pressure HWS.

The water in the HWS when not used for some time increases in pressure to say 850Kpa slightly below the pressure temperature or pressure relief valves on the HWS and this static pressure is unbalanced against the cold water line in the mixer tap and this accelerates cartridge failure. In preparing this article there has been some contention. There is no suggestion that the problem is other

than imported tap ware. Questions can certainly be asked about the rigour of testing to prove the product is suitable for use in Australia and consumers need to be aware that some imported tapware whether it is cheap or expensive may not be a quality product.

Locally manufactured products are tested at 3000Kpa for sixty minutes. Imported tapware not tested to this standard can be approved, if they include the limitations in the tap ware guarantee.

The PIA checked the warranty of a \$29.00 mixer tap available from one of the hardware chains. The specification stated that the water temperature must not exceed 80°C and the pressure 1000Kpa.

The cartridges would not be warranted if the pressure exceeded 1000Kpa but then another piece of paper in the packaging stated that the product would not be warranted if the pressure exceeded 500Kpa.

Industry opinion, is that tap ware should be capable of handling sustained pressures up to 1000Kpa and hot water temperatures up to 80°C. If this were the case, the problem of tap ware failure would not be an issue.

Again the PIA advises members who are asked to install product purchased by their client to ensure that the pressure and temperature limitations are complied with. The client must be made aware of the product limitations prior to installation.

In the case of imported tap ware, the plumbing contractor must make the client aware that the plumbing installation guarantee only applies to the pipe work from the water heater or water meter to the imported valve.

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# Maintenance Plumbing

A Few Days In The Life Of A Maintenance Plumber



Above: Before



Above: After

The evaporative air conditioner with the drain going directly to the roof set up a problem.

The salty water and the copper water pipe in direct contact with the roof set up an electrolytic reaction that caused the roof sheet to corrode badly.

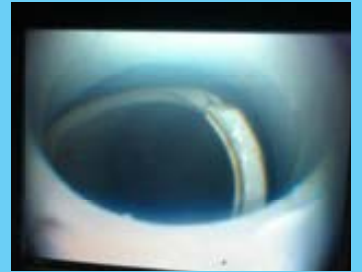
A new galvanised flashing, the same as the roof, the copper pipe replaced and raised off the roof decking, and the salty waste water now going via a plastic pipe to the garden, has eliminated any future problems.

The new owner of this established home engaged an engineer to examine the moisture around the footings and in the wall only a week after moving into their new home.

Below: Poor first fix installation causing blocking and constantly sucking pans.



Above: Pan removal



Above: CCTV



Above: How many connections do you need in a water meter arm? Fixed



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# Maintenance Plumbing Cont...

A Few Days In The Life Of A Maintenance Plumber



The engineer engaged a plumber to investigate the source of the moisture. He identified the source was the main drain running under the house which had sheared approximately 400mm in two places.

Also the basin waste pipe was installed incorrectly causing smell and bacterial growth on the gully grate and riser.

The owner would now need to identify who the engineer was and what was specified for the drains, if the engineer specified nothing and it was at a time when they could reasonably expect to have included expansion and swivel joints in the drain, he may have a liability.

If the engineer specified expansion and swivel joints and the plumber ignored the engineer's specifications, the plumber could be liable, even 20 years after he completed the work.

In this case the owner put the home on the market and sold it to another unsuspecting buyer.



Above: Failed pressure limiting valve installed instead of a pressure reducing valve which was wrapped in a plastic bag.



Above: Fixed with adjustable reducing valve and isolation valve on the owner's side of the meter as per current standards.



Above: Silicon seal around shower cubicle failed.



Above: Pan spill under pan. Yucky and smelly! Some concealed pans now have a higher outlet than traditional models and care should be taken to engage the pan outlet into an extended pan collar correctly.

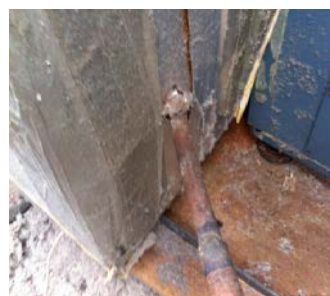


Above: Two toilets systems in the same 18 month old house. The one on the left is on rain water and is contaminated with algae. The one on the right is on mains water and looks like new. It will not be long before the rain water one will need a new flush mechanism.



Left: Grate lined up with the tile pattern on a shoulder of glue instead of lined up and engaged with a puddle flange.

Do you photograph everything before and after? If this article doesn't make you start nothing will. Photographing before proves what you faced and after what a good job you did fixing it. No court can argue with you.



Left: Hot water pipe running through the air conditioning duct which is the fastest route for hot water, direct, from A to B.... but which came first. The pipe or the duct?



# PIA TRAINING

*PIA strives to provide quality, flexible training to it's Members, as well as the Industry.*

*Please visit our online Training Calendar to view the upcoming Training Programs on offer or contact us directly.*

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Let us know! The best way for us to determine courses which are a high priority to the industry is by requests and feedback.

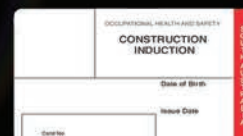
We will do our best to provide the training you require, or direct you to a provider who can assist your needs.

## **REQUIRE TRAINING FOR A GROUP?**

### **We can come to you!**

Various PIA Courses are available in group sessions, which means if you have a group of employees who require a particular course, we can arrange a date, time and venue which suit YOUR schedule.

*\*Selected courses only. Minimum numbers requirements apply.*



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# Tonsley TAFE

New \$120 Million Tonsley Tafe Plumbing Into Industry Demand



Consultation with The Plumbing Industry Association of SA along with other key building and construction professional bodies has led to students at the new \$120 million Tonsley TAFE being able to learn in the most progressive trades training environment in Australia.

The Plumbing Industry Association of SA were inaugural members of the TAFESA Plumbing Industry Reference Group (PIRG) and were key contributors in updating TAFE's Plumbing training facilities.

The centrepiece for plumbing services training will be a multi-purpose demonstration four storey construction site, that will give students and industry the opportunities to experience real life building services installations.

It's the first time students from all the building trades will be able to study under one roof and work collaboratively as they'll be required to do in the industry.

Beginning in the sandpits, the structure allows recycled water, waste, power, communications and gas services to be planned, co-ordinated, installed and commissioned in a controlled environment, simulating all aspects of building services design and co-ordination.

The suspension and penetrations of all services installed vertically and horizontally through the multi storey structure will highlight the need for cross trade co-ordination of plumbing, electrical and mechanical services.

Students will work through the four levels of the structure simultaneously, embedding the extensive knowledge with the high level of skills required.

The site includes a fully functional waste water treatment plant, stormwater harvesting, under slab heating, water filtration systems, thermostatic mixing valves, backflow prevention devices and clear pipes for students to view what happens with low water usage appliances.

The considered combination of the plumbing and gas services maintenance training environments with related building services management controls will allow plumbing and gas students to maintain, service, test and commission a wide range of gas equipment, commercial cooking, hot water, comfort heating appliances and water management devices such as backflow prevention devices, TMVs, water filtration units, hot and warm water systems for domestic and commercial applications.

The close learning relationship with the electrical instrumentation and PLC (basic and advanced) and HVAC/R central plant will allow students to participate in new principles.

Again, this collaborative learning environment will allow students and industry to no longer work in isolation but in partnership.

Tonsley TAFE also brings trades training into the digital age, with smartphones, computers and tablets now commonplace in the building industry, they will also be during student's trades training.



# Tonsley TAFE

## New \$120 Million Tonsley Tafe Plumbing Into Industry Demand

It will mark a shift in the style of learning to a 'student centric' model where students will access information and resources from a variety of sources including face to face, online and peer to peer students will have a dedicated App where they can access timetables, course notes and other learning materials, a TAFETube Channel with instructional videos, and the classrooms will have digital screens allowing remote access into the classroom.

Tonsley TAFE SA will provide students with access to the best trades training in Australia, new ways of learning not available at any other TAFE and world-class facilities and trades training infrastructure.

The new Tonsley TAFE SA campus, located within the Sustainable Industries Education Centre, will offer training across twenty-six disciplines including electrical, refrigeration and air-conditioning, plumbing, carpentry and joinery, furnishing and building, interior design and drafting, painting and decorating, bricklaying, plastering and tiling.

As part of Tonsley TAFE SA's focus on developing skills for a more sustainable industry - new courses will be offered in two new areas - renewable energy and water operations.

It will house training facilities for more than 6,500 students a year with an average of 800 attending every day in a hub that for the first time brings together all the building trades under one roof, so they're able to learn and work together as they'll be required to do in the industry.

Work on the new Tonsley TAFE SA campus is progressing well and on completion will provide nearly 45,000m<sup>2</sup> of world-class, energy efficient, trade training infrastructure for the \$4.5 billion South Australian building and construction industry.

The open plan design and floor to ceiling glass in the main building and construction area means student learning will be on display and promoted as best practice to encourage cross trade collaboration within the building and construction industries.

All services within the building will be on display to act as a constant reminder of the design and construction requirements of a functioning building, and an ongoing learning opportunity for students.

It will become an industry centre for life-long learning where students will be able to return throughout their career for ongoing skill development.

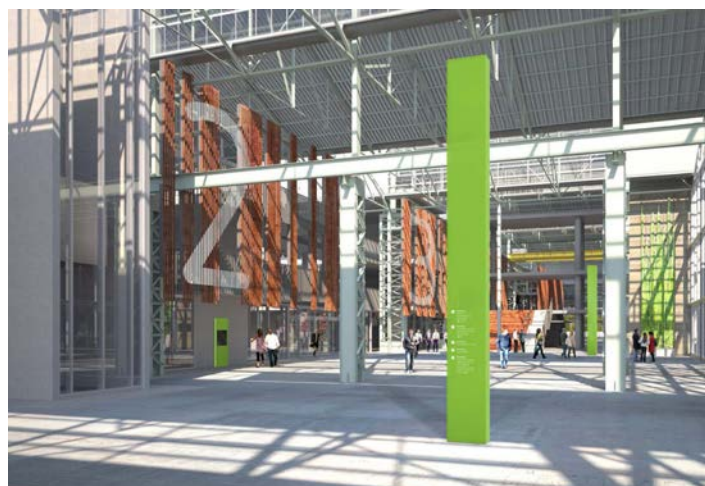
Industry Reference Groups will guide course design and content to prepare graduates for workplace challenges and enable businesses to have their products, processes and systems tested at Tonsley TAFE in real-world conditions.

It marks a shift away from sole reliance on government as TAFE works closely with industry to ensure training is aligned to future demand for skills.

Plumbing and plumbing related courses to be offered at Tonsley TAFE include:

- Certificate III in Plumbing
- Certificate IV in Plumbing
- Certificate III in Gas Fitting
- Certificate III in Roofing
- Certificate II in Metal Roofing and Cladding
- Certificate II in Drainage
- Certificate II in Water operations
- Certificate III in Water operations

For more information on Tonsley TAFE visit <http://tafesa.edu.au/tonsley>



# Google's Secret Invention Could Revolutionise Construction



The new technology created by Google X – the Internet giant's secret research and development unit responsible for innovation in non-core areas - originally went by the moniker of "Genie" during development, a reference to the all-powerful lantern-dwelling spirits of Middle Eastern legend and myth.

Genie is a platform for the design process and comes equipped with online planning applications and unlimited functional options, including planning tools for architects and engineers and cutting-edge analytical and simulation capabilities.

The platform is capable of standardising and automating aspects of the design and construction process, thus greatly facilitating the ease and efficiency of projects as they unfold. Its development team describes it as an "open cloud-based collaboration platform for building delivery."

The team believes the new technology will be nothing short of revolutionary in its implications for green building and sustainable construction given the immense efficiencies it is capable of achieving and the prevailing wastefulness of the global industry.

The international construction industry is estimated to generate \$5 trillion year, accounting for around 10 per cent of global GDP.

Any improvements to the efficiency of the sector are bound to have a positive impact on the planet's environment, given that the construction industry consumes 50 per cent of global resources and raw materials and 48 percent of energy supplies while producing 40 per cent of solid waste and 50 per cent of greenhouse gas emissions.

A report by Google X for the company's senior management estimates that Genie could save 30 to 50 per cent of the costs associated with construction projects and reduce the period of time from the commencement of planning of a project to its market debut by between 30 to 60 per cent.

Google estimates that if commercialised the technology could generate around \$120 billion a year for the company.

Google has high hopes for the fledgling technology and its potential on the international real estate market, given the enthusiastic responses it has already received from members of industry, including leading architects, engineers and developers.

The Internet giant has enough confidence in the prototype to establish a separate company to focus on its development – Delaware registered Vannevar Technology Inc.

Vannevar raised \$2.2 million at the time of its establishment via the issuance of 14.4 million shares.

The project continues to remain highly secretive, however, with the precise identity of equity owners still under wraps and the company lacking even a public address, instead directing all contact requests to a Los Angeles-based law firm.

Marc Howe  
Construction News



# Legal Advice

## Employment – The pitfalls of neglecting procedural fairness in summary dismissals

The recent Fair Work Commission cases of *B, C and D v Australian Postal Corporation T/A Australia Post* [2013] FWC 6191 and *McAdie v Vanderfield Pty Ltd* [2013] FWC 7888 demonstrate the caution to be adhered to in relation to procedural fairness and natural justice when dealing with summary dismissals, no matter how straightforward a matter seems. While both were decided in the Federal jurisdiction, the lessons of these cases are equally applicable in the State jurisdiction.

### **B, C and D v Australian Postal Corporation T/A Australia Post [2013] FWC 6191**

#### **The facts**

B, C and D (Employees) were employed by Australian Postal Corporation (Employer). Software filters detected the distribution of pornography by the Employees. This was in clear breach of the Employer's IT Policy (the Policy); the Employees were summarily dismissed.

#### **The proceedings**

The employees challenged the decision, claiming the termination was 'harsh, unjust or unreasonable' and hence they had been unfairly dismissed. The Full Bench of the Fair Work Commission (the Commission) found the employees' dismissals were harsh, with the majority observing:

- the employer failed to draw employees' attention to the policy and stress the importance of it;
- a culture of tolerance existed in the employer's workplace for breaches of this Policy;
- no prior warning was given to acknowledge that breaches of the policy were to be treated as serious enough to warrant dismissal; and
- the long periods of satisfactory service (in excess of 10 years each) and the potential for hardship of the employees and their families should have been taken into account.

The Commission acknowledged the right of employers to have policies regarding pornography and other matters which can warrant dismissal. However, the Commission also noted that it is the duty of the employer to take reasonable steps to inform employees of any policy and the consequences of a breach. Orders were made for the reinstatement of the employees with continuity of employment.

#### **Distinction from Queensland Rail**

An interesting counterpart to the above case is the decision in *Queensland Rail v Wake* (2006) 156 IR 393. In that case, an employee was dismissed for accessing and storing pornography on their workplace computer. The employee was not reinstated on appeal, even though the breach was not serious and the employee had been employed for a substantial period. This decision was reached because the employer made 'sustained efforts over a number of years to make employees aware of its policy and the consequences of breaching the policy'. The sustained efforts included reminders on payslips, educational videos, multiple agreements and legal notices every time an employee logged in and an amnesty period. These were active and sustained steps to address the problem over an extended period of

time. While these steps are not a foolproof basis for dismissal, they are a good guideline.

### **McAdie v Vanderfield Pty Ltd [2013] FWC 7888**

#### **The facts**

Mr McAdie (employee) had worked for Vanderfield Pty Ltd (employer) for a period of 15 months as a service advisor. During this time he developed difficulties with his interpersonal communication skills, leading to a number of recorded incidents involving customer dissatisfaction and culminating in an incident leading directly to the employee's dismissal. That incident comprised alleged misconduct, described by the employer as 'repeated unsuitable communications with customers and similar unsuitable communications with other staff members'. It was suggested the employee take the remainder of the day off. After initially leaving the premises the employee returned launching a 'loud and aggressive complaint directed forcefully' at the regional manager. After this incident the Employee was summarily dismissed.

#### **The proceedings**

The issues raised centred on whether the dismissal was 'harsh, unjust or unreasonable'. The Commissioner found significant deficiencies existed in the process, namely failure to provide the employee the opportunity to respond along with the failure to allow the employee to have a support person in attendance during the dismissal meeting. While these deficiencies existed, it was found the dismissal was not harsh, unjust or unreasonable. Nevertheless, the Commission emphasised the need for procedural fairness even in apparently obvious cases. This includes the importance of an opportunity to respond, even where no satisfactory explanation seems plausible.

#### **Message for employers**

The decisions outlined above, have considerable impact on employers when considering summary dismissal. The decision in *B, C and D v Australian Postal Corporation* highlights the importance of communicating policies. If a policy is not effectively communicated to employees, a tribunal might consider that employees in breach of the policy are unaware of their wrongdoing. Educate, caution and monitor employees on their behaviour and if an employee's behaviour is still an issue, only then consider dismissal.

*McAdie v Vanderfield* highlights the importance of following procedural fairness to eliminate any claim of 'harsh, unjust or unreasonable' dismissal. Even in cases of unambiguous serious misconduct involving behaviour of the employee, best practice would be to ensure that procedural fairness is complied with when summarily dismissing an individual.

**Lincoln Smith**

**Normans Lawyers**

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# Legal Advice

## Paying for your mistakes

When you do a job, it must be done properly using good and proper materials. These are warranties that apply to all plumbers' work whether they are written down or not. Sometimes, a customer won't pay you because they say that they had to pay another plumber to fix a defect in your work or materials. Can they do that?

The answer is not crystal clear. Nothing can stop a customer from calling someone else in to fix a defect in your work. However to make sure that they can't back charge you for someone else to fix your mistake, you need two things. First, you need a contract that gives you the right to fix and secondly, you need a good relationship with your customer so that they will call you first rather than calling someone else. Believe it or not, without a specific clause in your contract that gives you the right to fix, you don't have that right. So have a look at your contract - you do have one don't you? If you don't, you had better call the PIA!

If your contract does give you the right to fix, make sure you get onto it quickly once you find out about the problem. If despite this, the customer runs off to someone else without asking you first, you will only be liable for the cost that you would have incurred in fixing the problem. That means if the customer gets a bill from someone else for say \$500 to fix a problem

that would have cost you only \$10 to fix, you are only liable to your customer for \$10. If you don't have that sort of clause in your contract, you will be liable to pay your customer a 'reasonable' amount for someone else's fix up. Sometimes that is less than the amount the customer has paid but these sorts of arguments usually don't end well for the original tradesman because working out what is 'reasonable' usually involves the Court.

If you are owed money by a customer and they try to deduct an amount to cover what they spent with someone else in fixing your mistake, keep the above in mind. If you think your customer is 'having a go' unreasonably, take legal advice early. In the end remember there is no substitute for a good relationship with your customer so that when something goes wrong – we all make mistakes – they will call you back and you will be able to fix the problem.

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# Legal Advice Cont...

Record 40% fine reduction for SA employer following OHS breach

## **Perry v Holsten's Pty Limited [2013] SAIRC 37**

In September 2013, a South Australian employer received the maximum 40% reduction in penalty after being prosecuted by SafeWork SA for occupational health and safety (OHS) breaches.

This was the first time that the maximum discount had been applied to an OHS offence following the recent changes to South Australian sentencing provisions. Sparke Helmore partner Luke Holland acted for Holsten's Pty Limited in this matter.

### **What do I need to know?**

- Penalties for OHS offences may be reduced by up to 40% as part of changes to the Criminal Law (Sentencing) Act 1988 (SA)
- A guilty plea must be entered within four weeks of the first court appearance (however note the decision in *Perry v Intericast Pty Ltd* below)
- Employers should be aware of the discounts that are available when contemplating guilty pleas.

### **What happened?**

An employee of the defendant company was injured when he became crushed between a forklift backrest and the roller door of a warehouse.

The employee was attempting to manually lower the door, as the automatic function was out of action. The company was charged for failing to provide and maintain a safe workplace and for allowing the forklift to be operated by someone who did not have the appropriate licence.

Having pled guilty at the first available opportunity, the company could seek up to a 40% discount in penalty under the new sentencing provisions.

After a number of mitigating factors were tabled in submissions, including subsequent action taken by the company, its sound safety culture and assistance with the investigation, the SA Industrial Magistrates Court opted to apply the maximum discount of 40% when reducing the company's fine from \$110,000 to \$66,000.

A similar discounting approach was applied by the court in an October 2013 decision in *Perry v Intericast and Forge Pty Ltd*. In this case it was determined that the four week period did not include days in which the court was not sitting. Therefore, the defendant company was still entitled to a 40% discount despite technically not having entered a guilty plea within four weeks of the first court appearance.

### **Lessons**

The *Perry v Holsten's Pty Ltd* case demonstrates the benefit an early guilty plea can have in significantly reducing the penalty employers may face following OHS prosecutions. It also serves as a primary example of how considered submissions can help attain the best possible outcome in terms of sentencing.

### **Further information**

If you would like to discuss any of the issues raised in this article or about workplace safety generally, please contact:

**Luke Holland** *Partner*

t: +61 8 8415 9875 | e: [luke.holland@sparke.com.au](mailto:luke.holland@sparke.com.au)

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# Legal Advice Cont...

## Workers Compensation - High Court Decision a Victory for Common Sense



The High Court recently handed down a decision in relation to a workers compensation claim which many will welcome as a triumph for common sense.

In *Comcare v PVYW*, the injured worker was employed by a Commonwealth agency and was visiting a regional office in the course of her duties. Her employer arranged for her to be accommodated in a motel overnight.

After the workday had ended, the worker was having sex with an acquaintance in her motel room, when either she or her partner pulled the glass light fitting that was over the bed from its mount. The light fitting hit the worker's nose and mouth, and caused her physical and psychological injury.

The worker lodged a claim with Comcare. In the resulting legal dispute, the Administrative Appeals Tribunal initially dismissed the worker's claim, finding that the injury did not arise "in the course of employment".

However, a single judge and, subsequently, the Full Bench of the Federal Court overturned that decision, finding that the worker's injury had arisen "in the course of employment" as it had occurred during an interlude between periods of work, at a place which the employer had required or encouraged the worker to attend.

The Federal Court concluded that it was not necessary for the worker to show that the activity which she was engaged in when she sustained the injury was encouraged or required by her employer.

The Federal Court's decisions were based on a previous chain of authority, culminating in the High Court decision in *Hatzimanolis*. Comcare appealed to the High Court and, on Wednesday 30 October 2013 the High Court handed down its decision.

The High Court overturned the decision of the Federal Court and held that the worker's injury did not arise in the course of her employment.

The High Court held that the Federal Court had misapplied or misunderstood the reasoning in *Hatzimanolis* and that, in order for the worker to establish that the injury arose "in the course of employment", she had to show some connection between her employment and the activity in which she was engaged when she sustained the injury.

Although she was staying in the motel at her employer's request, this was not sufficient to establish compensability in the circumstances at hand.

A connection between employment and the activity which the worker was engaged in when the injury was sustained could be established if the employer had induced or encouraged the employee to engage in that activity. That was not the case here.

The High Court stated that the *Hatzimanolis* decision did not mean that an employer would be liable for every injury that occurred during an interval between work periods when an employee was present at a place the employer had encouraged or required them to attend.

On the contrary, the Court stated, an employer is not liable for an injury which occurs when an employee undertakes a particular activity, if the employer had not in any way encouraged the employee to undertake that activity, but merely required the employee to be present at the place where the activity was undertaken."

This decision is a welcome clarification of the test to be applied when a worker sustains an injury during intervals between work periods.

It clarifies that, for example, if an employee is required to work at a remote location or stay somewhere overnight in order to perform their duties, they will not necessarily be entitled to claim workers compensation for any injury sustained while at that place.



# Residential Plumbing

Drain Cleaning and Beyond

Following on from a recent Plumbing SA article on drain cleaning and the damage to a drain and the need for very expensive repairs, SA Pipe Relining contacted the PIA to remind us that there is an alternative solution.

SA Pipe Relining had a similar situation recently when they were called out to investigate a continually blocked drain problem at a local hotel / restaurant. CCTV inspection of the existing sewer drains found it had completely deteriorated and was missing sections of 100mm copper drain which was causing the continual blockages.

The cause of the drains deterioration was found to be the constant use of commercial grade chemicals for the hotels glass/ dishwashers. Due to the aging infrastructure the chemicals over time caused the pipe to corrode, creating multiple voids within the drain.

Using an array of methods and tools, the chasms beneath the drains were filled and the drains were completely relined throughout their entire length creating a new structurally sound pipe within a pipe. The resulting liner simultaneously bridged over the missing sections in the drain.

All work was planned and performed with minimal disturbance to the hotel and its customers. SA Pipe Relining worked with the contracting plumber and hotel staff to ensure all work was undertaken outside of normal operating hours. It's worth remembering that pipe relining can be a cost effective solution for your clients, particularly in situations which could cause unacceptable disruption to a business or clients activities.



Left: Before Pic



Right: After Pic

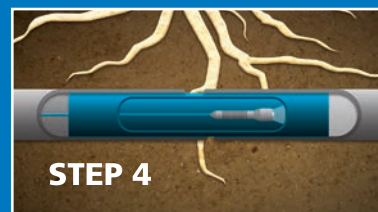
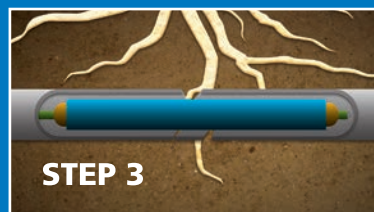
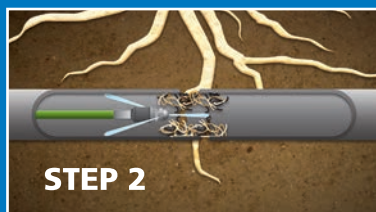
  
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## Boots

If you do work for major builders please be aware that there is a push for all safety boots to be lace up not elastic sided pull on boots.

The reasoning is that pull on boots over time tend to gape at the top and can allow objects to enter the boots and that lace up boots provide more support to the ankle and reduce the likelihood of injuries if you twist your ankle.

PIA notes that many members use cuffs over their boots to prevent dirt and other material getting in their boots, so doesn't think this argument holds much validity.

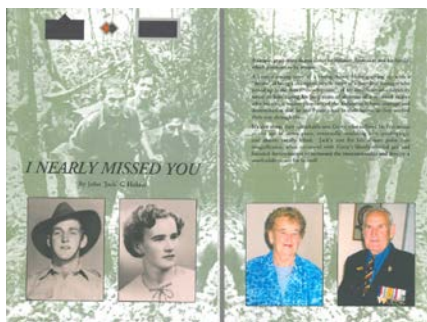
As to the argument of ankle support, will the principal contractors be checking to see that boots are fully laced up? If not, then lace ups will make no difference whatsoever. Please see the article on PPE in this issue of Plumbing SA.

## Correction

In the November-December issue of Plumbing SA it was incorrectly stated that a gas appliance should be located 1000mm from a doorway. It should be 500mm. We had meant to say it should be 1000mm away from a gas meter.

## Jack Holders Autobiography

For those of you who attended the President's Lunch and expressed an interest in purchasing Jack Holder's Autobiography "I nearly missed you" - these are available through the PIA. Indeed any member who would like



a copy of his book can contact the PIA for a copy. Please note that Jack does not charge for these books, but rather asks those who obtain a copy to kindly make a donation to the RSL ([www.rsl.org.au/](http://www.rsl.org.au/)) or the TPI Totally and Permanently Incapacitated War Veterans ([www.tpifed.org.au/](http://www.tpifed.org.au/)).

\*As a guide, the books cost approximately \$21.00 to print.

## Retentions

A member recently asked us to publish a letter in the magazine advising members of a building company that had gone into administration without releasing the retention they were entitled to receive prior to them going into administration.

They are now an unsecured creditor and are unlikely to ever see their retention.

Our member wanted to warn other members about them because they have phoenixed (They have emerged trading under a different name), same company in every other respect to the one that is in administration.

After seeking advice from the PIA lawyers we have been advised not to publish the letter. We really want to publish but the possibility of litigation is too great.

A member recently pointed out that real estate agents have a service where they can register bad tenants and other real estate agents can access that information to prevent being caught by these bad tenants.

The PIA would love to have such a site but it appears that new privacy legislation may mean the real estate agents will have to shut down this service. It frustrates members and the PIA that the reckless minority can be shielded from any accountability by our legislators.

## Tradie of the Week

The PIA would like to thank and congratulate Brad Heffernan from DCI Plumbing for his coverage in the Sunday Mail as Tradie of the Week on 3rd November 2013.

Brad was an absolute ambassador for the industry in promoting plumbing as a licensed trade, its increasing complexity and the need to make sure a plumber issues a Certificate Of Compliance. We all need to protect our message by sending this message.

## 2014 Plumbing & Gas Roadshow Dates

Please see your copy of the wall planner enclosed in this issue of Plumbing SA for all of the Plumbing & Gas Roadshow dates and locations.

Below: Brad Heffernan - Tradie of the Week

The image shows a two-page spread from a magazine. The left page features a large photo of Brad Heffernan, a man in a yellow and blue work shirt, holding a Milwaukee hammer drill. The right page is titled "TRADIE OF THE WEEK" and features Brad Heffernan of DCI Plumbing &amp; Gas. It includes several sections: "MOST COMMON CALL-OUTS?", "YOUR FAVOURITE TOOL?", "HOME REMEDY OR MAINTENANCE TIP?", "BIGGEST MISTAKE PEOPLE MAKE?", and "BEST THING TO ASK?". There are also small images of a Milwaukee hammer drill and a Milwaukee battery pack.

# JB'S SOAP BOX



The comprehensive article in the November/December edition of Plumbing SA on safety harnesses, their application and the Australian Standards referenced, certainly points out some important issues and obligatory legislation. Failure to comply simply means that employers and self-employed tradespeople are exposing themselves to litigation. Ignorance is no excuse

these days and in saying that tradespeople at all levels are not excused and can be held responsible and accountable for their actions. There is no doubt that despite the complexities involved, the legislation relating to safety is an issue that won't go away. On the down side there are many people within our society who play on the weaknesses it presents in an attempt to gain monetary reward in the form of compensation. It goes without saying that we are not living in a perfect world, and there is much around us that needs attending too.

Poor roads and uneven footpaths are just two of the most basic hazards we encounter each and every day. Our wellbeing is very much in our hands. It is considered by many that the legislative pendulum has just about reached the limit of its arc and it will soon return to what could be termed 'rational risk assessment and management strategies', (decisions tempered with experience and discretion), whereby the individual takes total responsibility for his or her action(s) in the course of day to day activities. The definition of common-sense will no doubt come under scrutiny in the respective fields, for example; domestic, commercial, industrial, professional and so on. Risk taking to save money in buying safety equipment or hiring the appropriate scaffold for the job, can be a recipe for trouble.

What is your life worth to you? - What about family and friends? - Who's going to pick up the pieces if things go badly wrong? With the infinite range of labour saving tools, devices and lifting gear available in the marketplace today there is no need to risk life and limb. The job would take a lot longer if you were to become a quadriplegic or disabled in some way trying to save a few dollars. Did someone just say they didn't allow for the use of safety gear in their job quote? Or did the principal contractor not have it in his client contract to on charge the cost? If that was the case they'd better brighten their ideas up in a hurry. There are plenty of sharp legal minded people out there waiting for them to step out of line. Networking within one's sphere of work and keeping abreast of what's going on by way of reading Plumbing SA, is probably the easiest way in this day and age that self-employed plumbers/gasfitters can keep 'on the ball' with their business operations and legal obligations towards their own wellbeing and likewise their employees.

Turning the clock back fifty odd years ago to my own early apprenticeship days I cringe to think what the WHS Inspectors of today would have to say of some of the work practices that I was obliged to undertake from time to time. The courts of the land would be working 24/7 and noncompliant tradespeople would be quickly out of business. I was employed within the plumbing division of a large and well respected building company.

The plumbing division comprised some twenty or so employees at that time and undertook all types of plumbing work, commercial, industrial and general, which in those days included iron work, namely roofing work of all descriptions. This was normally regarded as a part of the education process to gain a good all-round education in plumbing. Apprentices were inevitably exposed to elevated working conditions at some time during their training. No doubt there are many veterans of the trade out there who could tell a story or two of the short cut antics of yester year that they were involved with for one reason or another that would cause them to shudder and wonder how they survived. The term: "Someone up there must have been looking after me." is a common phrase. The unanswered question is: How many weren't able to be looked after? I'll reminisce in some detail of just three site incidents, all involving me, as an apprentice under the supervision of a qualified tradesperson who was 'allegedly' responsible for my wellbeing and on-site training. No doubt there were many more but these particular incidents have stuck in my mind over the decades.

**Assignment:** Remove the existing badly rusted and leaking, corrugated iron roof from a lean-to railway side loading area and replace with new corrugated galvanised iron sheeting. This was a free standing structure. To minimise the intrusion of obstructions to movement below this 6 x 12 x 6 metre high timber structure, which was supported by six 100 x 100mm timber posts with no cross bracing. The structure was designed to shed water to the opposite side of the work loading area. Fortunately there were no gutters to contend with, the timber support framework and roof purlins could, at best, be described as light and the structure sagged about 60mm between the posts in each direction. Fortunately the iron worker and I were of light build. The whole structure swayed about with every movement. As for safety harnesses we had nowhere to fasten such apparel even if we had them. Long roofing sheets in those days were but an item to dream about.

On that job each run of roofing comprised three sheets to be fixed with galvanised springhead roofing nails which required each penetration point to be made with a prick punch. One point on our side was that the old and badly rusted roofing and likewise the nails were easily lifted and disposed of over the side. Very gingerly each sheet of iron was replaced, one run at a time. The need to shed rain water away from the work area was obviously a higher priority than the safety and wellbeing of us mere workers!

How did we get up and down from this elevated trampoline? Access was by way of a timber extension ladder at the opposite end to where we were working. How did we get the corrugated sheets of iron up there? With a sisal rope with a steel hook tied to one end. The hook was placed over one end of the sheet and the rope drawn up and a hitch (loop) made up over the opposing end. The lifting operation was a one up and one down affair. One sheet at a time was fastened to the rope and my 'boss' (for the duration of the job at least), pulled the sheet up, laid it out and tacked it in place in readiness for the next sheet. Fortunately for us the weather was kind and only a light breeze prevailed at the time. In this day and aged one would demand that the whole structure be rebuilt to engineered standards.

JB will conclude his reminisces in the next issue.

# Financial Advice

Contracts Do Work

Gary Carman, from Carman Heating has been in business for 39 years and in the early days, mainly worked on trust to do the work for customers.

After a letter of offer or quote was sent explaining the work and costs involved was verbally accepted he would commence the job. Sometimes there would be changes to the job which led to more than one quote offering adjusted costs. This is where the problem with payment sometimes arose.

About 10 years ago Gary started a job that was quoted and accepted for \$30,000 without a contract.

There were numerous disagreements between the parties and he only received 50% of the value quoted. After visiting solicitors he could see that it would be costly and time consuming to take the matter further, so he walked away.

With such a large loss incurred Gary inquired about contracts and started using the HIA written building contract for all significant jobs. This not only helped in receiving payments but the time in which they were paid.

As a member of the PIA he inquired about our contracts, and he is now using the PIA Contracts, as they were more suitable and designed specifically for the plumbing industry.

Since using the contracts Gary has not had a dispute about payments, until he made the mistake of trusting a builder and owner, both of whom he knew.

The job started small but kept increasing and changing. He tried to get a cost finalised with the builder but it was impossible.

This job is now 99% complete and they have just settled out of court and signed a PIA contract for a negotiated price.

This slip up in Gary's normal procedure of having all jobs contracted has cost him approximately \$2000 and a lot of time and stress.

Gary has learnt the hard way how important it is to have a legal contract in place that allows for extras and stipulates progress claims and terms of payment.

A PIA Contract can be purchased directly or they are available for no additional cost for BusinessMate users.

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# SAFE WORK

## What is the cost of a Work Place Accident?

This report recently published in both the Messenger and Advertiser really does highlight some of the hidden impact that a workplace injury causes. We don't know any of the circumstances and other than what is reported, they are immaterial to the aim of this article.

When an employee is injured in the workplace there will be ramifications from everyone. The employer in this case will be subject to an investigation by SafeworkSA. Whatever the cause it will not bring back Dale's sight or his participation in grade cricket.

Dale appears to have a very positive approach to life and is already considering trying his hand at coaching. He is to be congratulated on his values.

As an employer or as a sole trader it is really important that you have a documented system for working safely. No-one is asking you to do anything more than you should, which is to ensure that you and everyone around you comes home safely, injury free each night.

The transition period for the new Work Health Safety Act is over. Are you compliant? More importantly do you have the safety of yourself and those around you top of mind?

Systems such as BusinessMate will help you make sure WHS stays top of mind.

14 NEWS

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HAPPY VALLEY

# Dale's painful career end

## EYE INJURY FORCES QUICK TO QUIT GAME

Kym Morgan

AS HIS Woodville teammates dust off their whites for their season opening two-day match this week, Dale Bradley is coming to terms with the fact he will never join them again.

Bradley, a premiership winning A-grade opening bowler at the Peckers, was left completely and permanently blind in his right eye after a freak workplace accident last month.

The Happy Valley resident was going about his daily duties installing gas mains at a Seaview Downs site when a piece of metal flew up and pierced his right eye.

In a harrowing 48 hours that followed, he was rushed to hospital for emergency surgery.

While still trying to deal with the physical pain, doctors gave him the news he had permanently lost all sight in the eye.

"It was one in a million

thing," the incredibly positive former seamer says. "Initially, I just thought something hit me and I had something in my eye.

"It wasn't until I went and got one of the other guys and he looked alarmed that I knew it was serious.

"When I got to hospital they took a scan and they said there's a piece of metal lodged in the back of your eyeball and that's when I knew it was bad.

"I was shattered when they told me the extent of the injury, but it wasn't until I called my boss and gave him the news that I really broke down."

Remarkably resilient, Bradley is refusing to dwell on the freak accident which has forever changed his life.

He says he is grateful to have played 11 seasons of grade cricket for Woodville and Adelaide, seasons which saw him take more

than 200 wickets and play in two A-grade premierships.

The 31-year-old thanked his new wife Thady, family, friends and the cricket community for their support.

"I would have played one more season but I look back on my time in cricket as extremely fortunate," he says.

"I made a lot of lifelong mates and I met my wife through cricket circles.

"I also got to play overseas for three years. The support

I've had has been amazing." Doctors are yet to decide whether to remove Bradley's eye and replace it with an artificial one.

Once physically recovered he aims to return to work and is considering trying his hand at coaching.

Woodville's A-grade coach Dean Sayers said the club had been rocked by the incident.

Picture: STEPHEN LAFFER

Dale Bradley's cricket career ended when a workplace accident left him blind in one eye.

More sport, Page 61

# SAFE WORK

## Workwear and Safety



### How Sunlight Damages the Eyes – Can Polarised Lenses Help?

Although the eyelid is designed to protect the eye, its skin is exceedingly thin and contains many fragile tissues that may be injured by UV light. Inside the eye, the lens and the cornea, both transparent, filter UV rays, but by doing so for many years, they may become damaged.

This is especially true for the lens, which through years of UV absorption, turns yellowish and cataractous. The lens is the eye's transparent focusing mechanism, located between the iris and the vitreous humor (the clear, thick gel in the posterior compartment of the eye that fills the space between the lens and retina, giving the eye its form and shape). The cornea, the transparent area in front of the eye, admits light and images to the retina. UV damage is instrumental in causing:

**Eyelid cancers:** Skin cancers of the eyelid, including basal cell carcinoma (BCC) and squamous cell carcinoma (SCC) as well as melanoma, account for 5 to 10 percent of all skin cancers. Most occur on the lower lid, which receives the most sun exposure. Basal cell carcinomas make up about 90 percent and squamous cell carcinomas 5 percent or more of all eyelid cancers.

Melanomas account for about 1-2 percent. Basal cell carcinomas of the eyelid affect an estimated 16.9 men and 12.4 women per 100,000 people each year, and while basal cell carcinomas elsewhere on the body rarely spread, eyelid basal cell carcinomas have a significant risk of spreading to the eye itself and surrounding areas, causing major damage to the eye and disfigurement to the face.



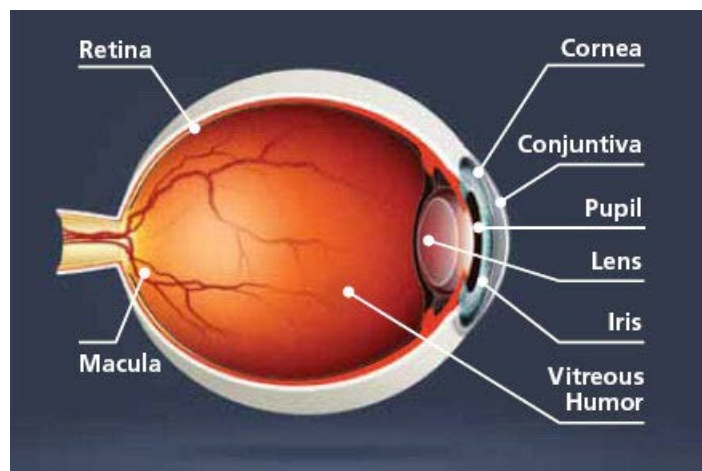
Above: Patient immediately after eyelid skin cancer surgery

Squamous cell carcinomas have a faster growth rate and a greater potential to spread. Both of these types of cancer are found mainly in patients with a history of sun exposure. Melanoma can spread rapidly in the eye area and can prove lethal if not treated promptly. Melanomas have been linked to a history of intense, intermittent sun exposure and sunburns.

When diagnosed and treated early, eyelid cancers usually respond well to surgery and follow-up care, with the eye and eyelid largely retaining normal function. With reconstruction, they generally remain cosmetically attractive. But left untreated, they are extremely dangerous and may even ultimately penetrate the brain. Watch for these early warning signs:

- a lump or bump that frequently bleeds or does not disappear
- persistent red eye or inflammation of the eyelids that does not respond to medication
- newly acquired flat or elevated pigmented lesions that have irregular borders and growth
- unexplained loss of eyelashes

If you have any of these warning signals, consult a skin cancer specialist or ophthalmologist, even if you feel no discomfort.



**Intraocular melanoma:** Although rare, it is the most common eye cancer in adults. It starts in the uveal tract, the middle layer of the eye containing the iris (the part of the eye responsible for eye color) and the pupil, which lies in the center of the iris. Symptoms may include a dark spot on the iris, blurred vision, or a change in the pupil's shape. Sometimes, however, there are no symptoms.



## Cancer of the eye

# SAFE WORK

## Workwear and Safety Cont...

**Conjunctival cancers:** Once rare, these cancers have been rising rapidly in incidence in recent years. Research covering 10 percent of the U.S. population showed that incidence among white men especially increased - 295 percent over a 27-year period.

Conjunctival melanomas may be more common in patients with atypical mole syndrome; these patients have 100 or more moles, one or more moles 8 mm (1/3 inch) or larger in diameter, and one or more moles that are atypical.



All patients with cutaneous melanomas and/or atypical moles should have yearly ophthalmologic evaluations.

**Pinguecula formation:** Pinguecula is a common type of conjunctival degeneration in the eye.

**Cataracts:** A progressive clouding and yellowing of the crystalline lens, the eye's focusing mechanism. At least 10 percent of cataract cases are directly attributable to UV exposure. Cataracts are the most common cause of treatable blindness worldwide, and UVB has been directly linked to cataracts. Cataract is a large and growing issue in Australia.



Above: Cataracts - A clouding in the lens of the eye which obscures vision.

Ten-year prevalence of cataract increases from just under 5% in the 40-49 year age group to 100% in the 90+ age group with surgery required in up to half of these cases.

In all there are around 1.4m Australians (17.2% of the population over 40) affected by significant cataract, with cohort prevalence rates not differing significantly compared to the US and Europe.



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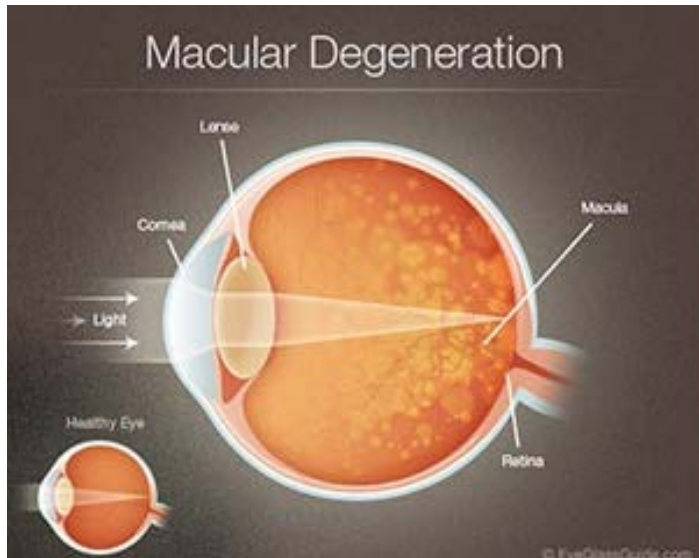
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# SAFE WORK

## Workwear and Safety Cont...



**Macular degeneration:** Often referred to as age-related, or senile, macular degeneration, it is caused by damage to the retina over time. The retina is the ocular membrane where images are formed and transmitted to the brain; the macula, the region of sharpest vision near the center of the retina, is the most likely area to be damaged. Macular degeneration is one of the major causes of vision loss in the Australia for people over age 60. While further research is required, some studies point to UVA and HEV light as potential causes of macular degeneration.

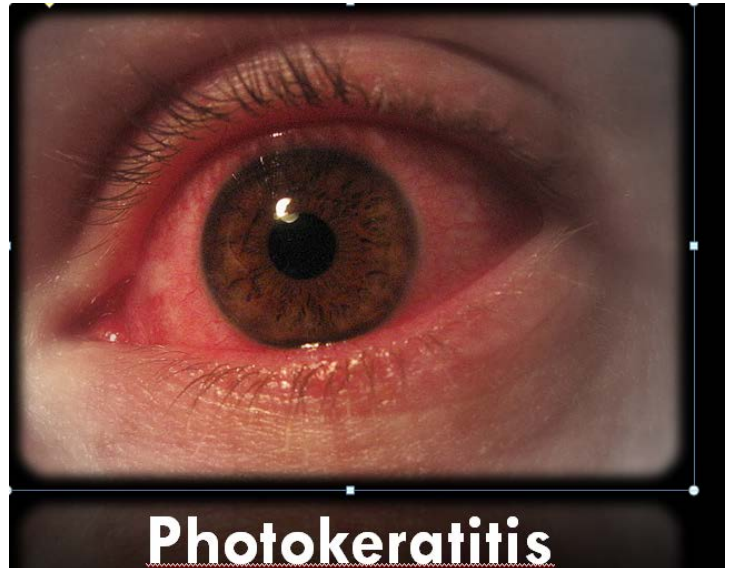
**Benign growths of the conjunctiva:** Problems with the conjunctiva, the protective membrane covering the outside of the eye and the inside of the eyelids, usually develop later in life. Pterygia, fleshy benign growths on the conjunctiva that may ultimately interfere with vision, may require surgical removal. These unsightly growths most frequently occur in areas where UV is intense year-round.

**Pterygium:** A benign growth of the conjunctiva



**Keratitis, or corneal sunburn:** Excessive exposure to UV from the sun or tanning machines can literally burn the cornea, the eye's clear refracting surface that admits light and images to the retina. UV-protective lenses are therefore especially a must for anyone who spends long hours outdoors working or involved in recreational activities. They are also a must for uses such as a tanning machine, as well as for skiers or snowboarders, since UV is more intense at high altitudes, and since snow reflects back the sun's rays, so that they hit your eyes a second time.

Virtually all of these UV-related eye conditions can be found by an ophthalmologist during a routine eye exam. Thus, it is important to have a complete ophthalmologic exam, including dilated funduscopy, on a regular basis.



**Photokeratitis:** Snow blindness or photokeratitis, a type of temporary eye damage caused by reflecting UV light. A painful eye condition caused by exposure of insufficiently protected eyes

### The Health Effects of Solar UVR – How Polarised Lenses May Help

Our skin and eyes are at risk from solar ultraviolet radiation (UVR). It is well known that over-exposure to UVR from the sun can cause sunburn, skin damage and, ultimately, skin cancer.

Long term exposure to ultraviolet radiation can also cause eye damage. Light can bounce and reflect off surfaces, such as water, snow and the road.

Bollé Safety polarising technology removes the glare and the stress it causes to your eyes. The lenses block virtually 99.99% of UVA/UVB rays, protection that goes well beyond government and commercial standards.

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# SAFE WORK

## Workwear and Safety Cont...

### Lens technology POLARISATION

All Bolle Safety's polarised lenses are injection moulded. The optically precise polarising film is embedded into the lens ensuring it won't wear or scratch off the lens unlike cheaper options.

Hip Pocket Workwear and Safety at Hilton in conjunction with Bolle Safety are currently running a price buster promotion which offers huge savings on Polarised Lens Safety Specs of between 30 & 45%. (See advertisement)

Do your eyes a favour & get yourself & your staff into a quality pair of Polarised Lens Safety Specs for protection against the summer glare.

Call into Hip Pocket Workwear & Safety, Hilton at 126 Sir Donald Bradman Drive, Hilton, SA, 5033 to make your selection or contact our office on 8234 1920 or [sales@hpsafety.com.au](mailto:sales@hpsafety.com.au) to place your order.

Offer ends February 28th 2013 or when stocks run out.



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# Business Advice

## Simple steps Plumbers can take to improve their Search Engine rankings

This article was written by 3am at the request of the editor after the PIA received a request for assistance from a member who lost work as a result of another company registering a domain name similar to his company name and requiring one of his regular customers whom mistakenly believed they were calling our member when they searched for him via the Internet. One question 3am are asked almost on a daily basis is “How can I improve my search engine rankings for my business?” There are many companies out there who can provide specialised Search Engine Optimisation (SEO) and Search Engine Marketing (SEM) – some of these companies are very good, and provide guaranteed results, but this comes at a cost – a good budget for this service is around \$1000 a month, but is an ongoing commitment.

There are also some less reputable companies out there, so it is important to do your research on the company before agreeing – especially if they have cold-called you! If you don't have the budget for a full-blown SEO/SEM campaign, there are a number of simple steps that can be performed with basic computer and Internet skills. These include:

- Create a Google Plus listing – when a potential customer searches for something like “plumbing Payneham”, the user is presented with a number of local businesses based in this suburb, next to a map
- Create a Facebook business page – add as much information to this as you can, but most importantly, engage with your customer base. By this we mean post status updates that your customers may find useful such as links to articles, tips and tricks, or special promotions
- Create listings on free ‘directory-style’ websites such as StartLocal, TrueLocal, Hotfrog, AussieWeb and Dmoz.org. This is known as ‘backlinking’ and helps improve your search results as Google will recognise your website URL on other popular websites, and in turn may improve your ranking.

If you have a website, check with your web developer that the following have been setup. If they haven't been setup, it should take your developer less than half an hour to implement, so it shouldn't be too costly:

- Google Analytics – this is an invaluable tool to monitor how many people are viewing your site and how they are getting there
- Google Webmaster Tools – webmaster tools can provide your web developer with important information about the health of your website. It will report broken links, search engine errors, and security issues. Make sure a sitemap has been submitted
- Google Adwords Campaign – these are the ‘sponsored links’ in the search results. The way these work is that you set a daily budget, say \$10, and for each click on your advertisement, a certain amount is subtracted from your account. The cost per click is dependent on how competitive the keyword is – some keywords might only be worth 5c, but others could be \$2-3. Being able to set your own budgets allow you to monitor your campaigns without spending a lot of money. If it isn't going well you can cancel it at any time!

The content of your website is extremely important for good results in search engines. Google loves content that is unique (eg not copy-pasted from

somewhere else), is rich in quality content (eg content that is useful to your customers), and is fresh (eg regularly updated). Forget about stuffing ‘meta tags’ with keywords – Google doesn't pay a lot of attention to meta tags any more as they were misused frequently in the past. Of course if all of this is over your head, Three Am Design would be happy to provide these services for you. We can tailor a basic SEO/SEM package for your requirements, which may cost anywhere between \$110 and \$550 as a once-off fee to set everything up for you. We can also provide a report on how your website can be improved and approximate costs to make the changes or rebuild it from scratch if it is not up to date with modern standards.

### What is the difference between Search Engine Optimisation (SEO) and Search Engine Marketing (SEM)?

The majority of the notes in the article relate to SEM tasks. SEM is where you perform tasks external to your website to help search engine rankings, such as backlinking, Adwords, and social networking. SEO is where your actual website is modified to improve results.

Common SEO tasks include optimising content to include keyword rich content, updating page titles, and ensuring the markup is clean and tidy. The reason SEO companies require an ongoing commitment is that they use data from software like Google Analytics to analyse the performance of keywords, and are continually updating the content to improve results.

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# Hot Products



## Rheem launches new stainless steel range

Stellar® Stainless Steel available in gas and electric Rheem Australia has bolstered its popular Stellar® suite of products with the launch of a new range of stainless steel water heaters. The new Rheem Stellar Stainless Steel is available in models suitable for connection to either electricity or gas. Key features include:

- Superior energy efficiency: reduces running costs compared to conventional electric water heaters
- Perform 12-24% better than Minimum Energy Performance Standards (MEPS)
- Available in a range of sizes – 80L, 125L, 160L, 250L and 315L
- 160L models and up are suitable for connection to economical off peak tariffs
- Doesn't require a sacrificial anode for protection, thus long term maintenance and service costs are reduced
- Top mounted water outlet, providing the hottest water available in the tank to the tap
- Higher thermostat setting to 75°C maximum
- Water heater is up to 40% per cent lighter than comparable Rheemglas models; easier to install and handle
- 10-year cylinder warranty

## Rheem Stellar Gas 330 stainless steel

- 5 Star energy efficiency, for reduced energy costs
- Up to 390L first-hour hot water capacity
- Superior recovery, for that extra hot water when it's required:
  - o 185L of mains pressure hot water recovery every hour
  - o Up to 50L additional recovery available via the inbuilt user-adjustable mixing valve
- Mains pressure to power many hot water demands at once, enough for the largest family
- Doesn't require a sacrificial anode for protection, thus long term maintenance and service costs are reduced
- 10-year cylinder warranty



Note: stainless steel will last longer in good water quality areas (i.e. water which contains low chlorides and is relatively pH neutral). For further information on whether these products are suitable for particular areas refer to [www.rheem.com.au](http://www.rheem.com.au).

**Editor's Note:** There are restrictions on the installation of EHWS in South Australia. Please check the requirements for your area.

## Sanden Eco® Hot Water Heat Pump

Small Australian households with limited space but keen to save money with energy efficient hot water have increased options with a new range of smaller tank sizes from Sanden Eco® Hot Water Heat Pump. The new 160L tank is suitable for 1-2 people and works well in townhouses or units situated on the ground floor or with a large balcony. The new 250L tank is suitable for 2-4 people.



## Elwa Hotrun electric continuous water heaters

With the base manufactured in Germany and the optional built in pre-set temperature limiter made in Australia, Elwa has a unique patented range of water heaters. The Hotrun range do not have a storage tank, do not need a temperature limiting valve, drip trays, maintenance and are energy and water efficient. Hotrun electric continuous flow water heater:



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- ✓ Hand wash basin with sensor tap e.g. Hotrun 35-T38 (limited to 38°C)
- ✓ Hairdressers hair basin e.g. Hotrun 72 or 90 T50 (limit to 50°C)
- ✓ Kitchenettes in commercial buildings e.g. Hotrun 72 or 90 (unlimited)
- ✓ Apartments and high rise buildings e.g. Hotrun VE Range (can be limited to 50°C)
- ✓ Mining camp facilities e.g. Hotrun 90 or 120VE (free programmable limit)

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# President's Lunch

The inaugural 2013 President's Lunch was held on Friday 18th October at Morphettville racecourse with over 340 guests in attendance. Well over half of the guests who attended were plumbers, and the feedback from across the industry can only be described as awesome.

We will have surveyed members, manufacturers, suppliers and merchants by the time you read this article, but based on the feedback to date, it is likely that the President's Lunch will replace the dinner.

The scheduled master of ceremonies had to withdraw for personal reasons two days before the event, however Jason "Snowy" Carter stepped into the breach and did a fantastic job at such short notice.

President Dale Anderton spoke strongly about the industry being united and the commitment by the PIA to develop industry unity. Dale also officially launched the name change of PIA Group Training to PIA Master Plumber Apprentices.



*Dale Anderton*

The PIA presented its two apprentice awards with The 2013 PIA Hip Pocket Work Wear Award for High Achievement in a 1st or 2nd Year PIA Apprentice awarded to Michael Thomas, who is hosted by Jordan Plumbing. The 2013 PIA Hip Pocket Work Wear Award for High Achievement in a 3rd or 4th Year PIA Apprentice was awarded to Wade Cowie, who is hosted by Intelligent Plumbing. The PIA congratulates Michael and Wade.

The 2013 PIA Gold Medal and CITB Award for Training Excellence finalists were then invited to the stage, Marcus Harders - trained by PEER, Tim West- trained by TAFE and Michael Wilson- trained by Training Prospects. All three had been selected as the top student from each registered training organisation in South Australia and were interviewed by an independent industry panel to select the winner. The PIA congratulates all three for making the finals and Tim West for winning the 2013 PIA Gold Medal.

Major sponsors Enware's Paul Degnan and Cooke Pre Cast Concrete's Simon Cooke joined Snowy Carter on the couch to discuss the history of these proud Australian businesses.



*Paul Degnan, Snowy Carter and Simon Cooke*

Later in the day, Jack Holder OAM joined Snowy on the couch to talk a little about his extraordinary life. To say that you could hear a pin drop in the room would be no exaggeration. Jack received a standing ovation before and after he left the stage, such is the respect the industry has for this man.



*Snowy Carter and Jack Holder*

# President's Lunch Cont...

Members who would like a copy of Jack's autobiography can obtain one by contacting the PIA. Copies are available at no cost other than postage or by visiting the PIA office. Jack has indicated that he gives the books away, but appreciates if you are able to make a donation to the RSL or the Totally Incapacitated War Veterans (TPI).

Jack was asked to present the Milestone Awards to acknowledge loyal membership of the association for 25 years of continuous membership. Three members reached their 25 year Milestone Award this year. Accepting the first Milestone Certificate on behalf of Adelaide Plumbing Service was Peter Price. Peter had travelled all the way down from Silverton, outside of Broken Hill for the lunch. The business is currently being run by Peter's son Paul who also attended. Peter won everyone's attention when he made a standing offer of a free beer if a member drops into his hotel in Silverton.



*Jack Holder and Peter Price*

Accepting the second Milestone Award was Brad Hall from Ken Hall Plumbers. Brad accepted the award on behalf of Ken, who was unable to attend the lunch. Ken is a former member of the Executive Committee.



*Brad Hall and Jack Holder*

The third recipient - Robert Tieppo from Lake Plumbing and Gas was unfortunately unable to attend, as he is currently working in the mines. He was presented with his certificate whilst he was in Adelaide recently.

The PIA congratulates Peter & Paul, Ken Hall and Robert for their 25 years of continuous membership.

Reece Plumbing Centres donated some fantastic door prizes, which were well received by the winners. The formal part of the day wrapped up with comedian Peter Rowsthorn, who held the audience in the palm of his hand as he entertained us all.

We have heard a large number of plumbers kicked on at different pubs around Adelaide with some ending up at the casino until the early hours of the morning.

We would like to take this opportunity to thank all of the sponsors, suppliers and guests who attended this event for their support and we hope that you enjoyed the afternoon.



*L-R Snowy Carter, Corey Burford, Paul Worthington, David Miller, Peter Rowsthorn and Andrew Clarke*



*L-R Steve Slack, Gary Richards and Denis Hebbard*

# President's Lunch Cont...



*Apprentice Winners and Finalists  
Michael Wilson, Michael Thomas, Tim West, Marcus Harders and Wade Cowie*



*L-R Peter Fraser, Craig Denning  
and Sean Bourne*



*L-R Matt Camm and Toby Kemp*



*L-R Damon Hammond, Robin Gatti and  
President Dale Anderton*



*L-R Roger Stainer, Rodney Farrow and  
Brad Heffernan*



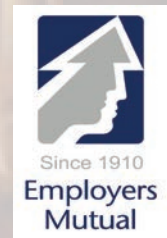
*L-R Stephen Hutchins, Paul Batty, , Mark Fawcett,  
Andrew Richards and Kevin Whitely*

# President's Lunch Sponsors

## Major Sponsors



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# Construction Industry Future



Some professionals and tradespeople within the construction industry would be advised to consider switching to alternative sectors and regions as the location and type of work available over coming years is set to shift dramatically, the latest forecasts will show.

- **Little Growth for Civil, Commercial Construction: Survey**
- **Construction Growth Key Driver in 'State of States' Report**
- **Construction Job Vacancies Near Two-Year Low**
- **Australian Construction Index Hits 3 ½ Year High**
- **Australia's Top Construction Firms Unveiled**

Set to be released next month, the latest semi-annual forecasts from Australian Construction Industry Forum (ACIF) say the impact of moderating economic growth is being felt across the country and is affecting the types of work available for professionals and tradespeople.

"The influence of international economics as well as domestic confidence and policy are strong across our industry" Australian Construction Industry Forum Executive Director Peter Barda says.

"The well-worn patterns of past decades are no longer valid, and the emerging picture of the next ten years presented in this forecast release are important information for businesses large and small."

Led by New South Wales, where stronger levels of activity will provide opportunities for workers left over from Victoria, the report says the residential sector will be one of the strongest areas of growth as record low levels of interest rates continue to stimulate demand for new housing construction and renovation and the industry benefits from new greenfield developments as well as increasing numbers

of apartments and townhouses in some suburbs and smaller-scale improvements to existing homes.

Meanwhile, whilst non-residential building will remain flat overall, the report says some areas of opportunity still beckon in this sector.

As fears over internet shopping reduce overall retail sales, shop owners and retail landlords are using the quiet time to remodel, extend and refresh their stores.

Some of these jobs will be delivered by workers returning home from the big money work in engineering construction, as the forecasts conclude that activity in mining has indeed peaked albeit with a significant volume of projects still under construction.

A number of former resource workers may also be absorbed into the road building sector amid decent levels of commitment on the part of federal and state governments with regard to transport infrastructure.

Meanwhile, the outlook for telecommunications work hinges largely on confirmation regarding the future of the National Broadband Network.

The latest forecasts follow last week's release of a survey by Master Builders Australia which found that building industry sales contracts and profits were at or near decade lows.

Construction News  
Andrew Heaton



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