

Plumbing SA

The Plumbing Industry Association of South Australia Inc.



July/August 2014



- Tonsley TAFE - Building is The Winner
- Hi Tech Bathrooms
- Vale Brian Baum



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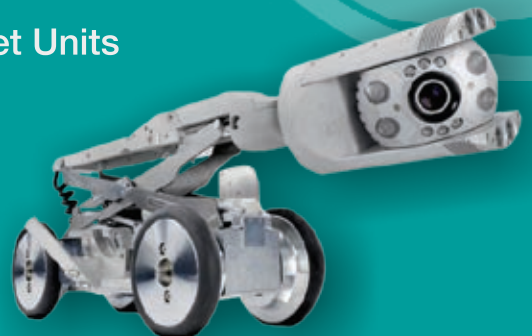


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Published by

The Plumbing Industry Association
(SA) Inc
1st Floor/1 South Road
Thebarton SA 5031
PO Box 219
Torrensville Plaza SA 5031
Ph: (08) 8292 4000
Fax: (08) 8292 4040
Email: editor@piasa.com.au



Prepress and Printing

Keystone Printing
Ph: (08) 8231 9999
Fax: (08) 8231 4899
Email: sales@keystoneprinting.com.au

Advertising Enquiries

Frances McCaffer
Ph: (08) 8292 4000
Email: Frances.McCaffer@piasa.com.au

Website

Web: www.piasa.com.au

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Editorial

Efficiencies proposed for Plumbers in SA

Plumbing in SA is about to go through a number of transformations in a number of projects sponsored by the government pass through the gatekeepers. One of the key recommendations that the PIA has been lobbying for over the past 6/7 years, is the shifting of paper based Certificate of Compliance Forms to an electronic format.

The Office of Technical Regulator (OTR) is also supporting the move and since taking over the regulation of plumbing can now capture gas and electrical under the efficiencies of the proposed new system.

The plumbing industry has been consulted with online surveys, information forums as well as feedback gathered by PIA surveys to assist in the preparation of a well structured business case.

The concept of going electronic is something the industry is going to see more of with similar efficiencies being sought by the government as it seeks to reduce red tape.

Project two is looking at streamlining the onerous process that transpires from apprentice contract to licensed tradesperson.

This project is still in its infancy and although the major scoping of this project has yet to be confirmed, the concept of streamlining processes and seamless transfers of electronic data from numerous government departments will speed up the process.

The current process of an apprentice who completes his certificate 3 in plumbing with sign off from both employer and registered training organisation then applying to the licensing department (Consumer and Business Services) is problematic.

The industry has had a number of instances involved where delays have caused major concerns for all. This project, should it get passage, will result in some very beneficial outcomes for all stakeholders.

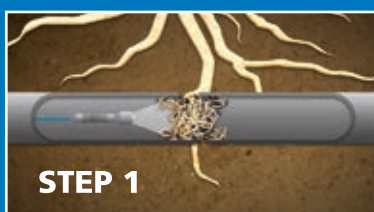
The PIA would like to thank all the stakeholders involved in the above projects and all those members who have taken time to complete feedback forms / surveys.



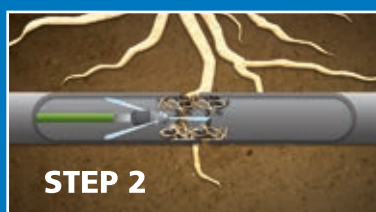
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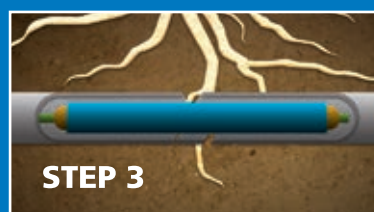
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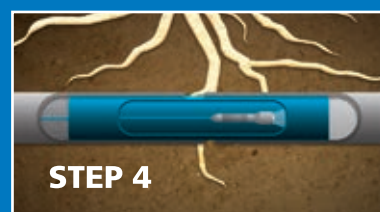
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Editorial Cont...

Construction or Deconstruction?

Northern Territory taking shape

The decision to provide information to plumbers in the Northern Territory back in 2010, has now progressed to the stage where a committee is being formed with considerable buy in by key stakeholders such as the Building Licensing Board, Power and Water and NT Worksafe. The support from manufacturers, merchants and plumbing contractors is gaining momentum.

The PIA will start pressing government for greater protection and through the assistance of members, work towards a structured plan to raise the professionalism within the industry. There are many challenges ahead but there needs to be a starting point and with a strong support network. We believe we are on the right pathway.

The knowledge that plumbers will be able to move from state to state, territory to state and vice versa means it is imperative to get consistent training packages, consistent compliance regimes and sound support through industry associations as primary goals in the plumbing sector.

Accredited Master Plumber

The PIA and the Master Plumbers Associations throughout Australia are assessing the prospect of developing an accreditation program that offers companies / sole traders a measurable process that sets benchmark standards for the industry.

The development of any accreditation system is a complex process with a number of elements that form the measurable criteria.

Key indicators such as compliance with regulation, client expectations, continuous professional development, WHS procedures, HR compliance, plus other specific requirements form the substance of such programs.

The industry is ready for this process and the consumer will play an important part in driving the success of the program once the word gets out amongst the sector.

The overall benefit of a system like this is both uplifting for the industry but also sets a standard for those who wish to compete on a level playing field. Currently there are those companies that invest huge amounts of money to comply to the most rigid of corporate requirements, often to find they have missed tenders to smaller less compliant companies. This process will start a bottom up review with many looking to gain the best advantage through strong brand recognition and strong customer demand.

Keep your eyes and ears open for more developments in the above.



Andrew Clarke
Executive Officer



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Call for Paradigm Shift in Tender Process

State and federal governments within Australia should use their position as major clients to lead a fundamental overhaul of 'twentieth century' procurement models for major construction projects, a respected industry figure says. Australian Construction Industry Forum chief executive Peter Barda called for a paradigm shift in the way the tenders for developments are managed, so that head contractors and trade contractors are included up front in the project design.

Peter Barda's call comes shortly after ACIF released a raft of policies calling for changes not just in procurement but also across areas such as housing affordability, sustainable design and construction, building and planning regulation, occupational licensing, workplace relations and occupational health and safety – policies the organisation says are necessary to drive future gains in industry productivity. Of all of these areas, Barda says shifting the approach toward procurement is arguably the most challenging in which to implement change but perhaps the biggest area in terms of yielding lasting results.

He says current practices under which a portion of the design work is locked in before calling for tenders, means clients miss out on the chance to benefit from the expertise of trade contractors and head contractors regarding how buildings and infrastructure can be designed and maintained. Instead, he would like to see clients go out into the marketplace and entire teams be put together to work on the design collaboratively.

"In an ideal world you would actually work backwards from maintenance," Barda said. "You would think about how you are going to commission for example, mechanical services, lift services and then how you are going to maintain them. That needs to be part of the thinking in terms of how you are going to put all of the Lego blocks together." He noted that the traditional approach does not allow for that type of thinking.

"The second thing the traditional approach denies the client is thinking about how you are actually going to build the thing," he said. "Where are you going to put the cranes? How many cranes? How are you going to manage material handling? How are you going to manage onsite storage of materials? How do you co-ordinate the access that different trades need as the building goes up? "If you actually have the trade contractors and head contractors involved in the design early, all of that gets taken into account."

The release of ACIF policies come as government tender processes are under the public microscope after a draft report into the delivery of public sector infrastructure from the Productivity Commission called for a comprehensive overhaul of assessment and development processes last month.

Barda says ACIF hopes the release of its policies will help advance discussion of important issues amongst industry stakeholders. He says current procurement methods will be hard to change, but has challenged governments as buyers to devise new ways which allow for whole of team approaches to design without compromising transparency or probity within the process.

"We are looking for some courage from government buyers to say 'we are going to do things differently.' We'll actually appoint teams early and as they come up with a model of the asset that will deliver the performance that is required. All of those people will stay together and they'll do the work and be paid for it," Barda said.

Andrew Heaton
Construction News

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JB'S SOAP BOX

Do politicians understand the difference between red tape and social responsibility, or is it just about the money?

Listening to Karl Kruszelnicki on ABC Radio I was most interested in his answer to a caller's question and it got me thinking. Dr Karl's answer went along the following lines.

"In the Middle Ages, a village would have a piece of common land which was for all to graze their animals on in times of need, when their animals had eaten all of the food on their own land.

Selfish farmers who tried to use the feed on the Common before using the feed on their own land would be held to account by other farmers to honour the social contract. That social contract was not to take advantage of others by exploiting the Common unless they needed to feed their animals because they no longer had any food on their own land.

Today our communities are too large and complex to easily enforce a social responsibility contract on everyone. Therefore we need laws and regulations to ensure that individuals do not exploit a situation that disadvantages, causes harm or damages others or the community."

What he was saying is that we elect governments amongst other things to enact laws that protect the majority from selfish individuals who will not act responsibly towards others.

Politicians and their governments seem to have lost the plot, they confuse self regulation and profess to pursue red tape reduction, when this is all code for we don't know how to control all the demands on the public purse and don't have the courage to say, we can't afford it unless you all want to pay more tax.

We will put aside the issue of whether or not the tax burden is fair. Worldwide the trend towards self regulation is gathering pace. South Africa has moved to self regulation and plumbers there are very unhappy with the change.

Self regulation is a failure in South Australia and other states. Self regulation is based on the Certificate of Compliance (COC), whereby the plumber is taking responsibility and liability for his work. Yet COC's are issued for less than 20% of all plumbing work.

There are options to protect the consumer and the ethical members of the plumbing industry from those who choose not to honour their social contract, but the government has ignored our repeated approaches for adequate support for their own legislation. They argue regulation would involve increased red tape.

I argue that an effective enforcement of regulation and licensing would significantly lower the cost to the community in terms of shoddy work and that use of technology will minimise red tape and enable targeted attention on those people engaging in unlicensed work or shoddy work. The management of licensing and regulation by separate government departments creates inefficiency and red tape.

Failure to implement technological solutions to streamline necessary processes and the application of Lean Management practices could reduce the cost burden on the government and industry significantly.

Lean Management was a development of American industry during World War II. It led to huge efficiency gains in the production of war materiel but was abandoned at the end of the war. It was rediscovered by the Japanese in the 1960's and progressively adopted by many companies, most notably Toyota.

Lean Management starts with an in depth analysis of how, what and why things are done. Anything that does not have a role to play in the process is scrapped.

The process is then analysed and the most efficient ways are designed and created to do the job. This is a constantly evolving process as new technology and other strategies are implemented to continually improve.

If the government employed these practices, not only could a sound regulatory system operate but it would significantly reduce the burden on government and business. It's time this government addressed the issues once and for all.



Karl Kruszelnicki AM is a scientist, who is best known as an author and science commentator on Australian radio and television. He is often referred to as Dr Karl. He holds degrees in mathematics, biomedical engineering, medicine and surgery.

Building Downturn Wiped Out 21,771 Construction Businesses



More than 20,000 businesses in Australia were wiped out during the recent building downturn, the latest figures show.

NSW Leads Construction Jobs Surge

Published recently by the Australian Bureau of Statistics, the count of Australian businesses data reveals that the number of active registered businesses throughout the country within the construction industry, dropped by 21,771 during 2012/13 from 350,257 businesses operating at the start of the financial year to 328,486 as at June 30 2013.

While most of the fall was due to a lower than usual number of new businesses starting up during the year (36,029), the 57,800 that left the industry was higher than at any other time over at least the past five years.

The data shows that of the 344,419 construction entities in operation as at the start of July 2009, only 201,387 remained as at June 2013, giving a survival rate of 58.5 per cent, slightly lower than the 62.9 per cent average across all industries.

Of 57,498 construction businesses which started in 2009/10, by contrast, only 43.9 per cent, or 25,239, survived through to June 2013. This implies a slightly lower survival rate amongst construction businesses compared with the broader economy averages.

Business 'exits' in the above figures do not necessarily relate to business failures, as some of these businesses may have been sold, merged with other businesses or been closed down due to events such as owners retiring, relocating or re-entering the paid workforce.

The figures come as the latest data from the Australian Securities Investments Commission shows that almost 1,000

(992) incorporated entities in the building sector entered external administration within the first half of 2013/14.

Contractors Debt Recovery managing director Anthony Igra said the industry's exit rate of 16.5 per cent in 2012/13 (slightly above the economy-wide average of 14.1 per cent and slightly higher than in previous years) does not give cause for alarm given that similar rates were observed in a number of other sectors, but added that the numbers underscore the need for effective business management including sound financial controls, adequate capital management and avoiding taking on work beyond firms' financial capacity.

"The actual rate of exits in the construction industry is not that different to a number of other sectors which have an exit rate of between 14 and 18 per cent," Igra said.

"There are probably seven or eight sectors caught up in that and they are probably the more capital intensive ones. So I don't think construction particularly stands out that it suffered for some other internal structural or cultural reason."

"But the fact that 21,000 companies (net) have gone under highlights the basic findings against the most recent report that poor business management was at the source of a lot of insolvencies in the construction industry.

It reinforces the need for proper financial control and for companies managing their capital properly."

He noted that a prime reason for insolvencies in mid-sized and large construction companies is the fact that they often take on too many projects with too little working capital.

"That's why you get these companies falling over. You wonder how the hell they owe \$40 million bucks. The reason is, they are doing 27 projects all at the same time without enough capital," he said.

In terms of the broader Australian economy, the ABS figures show the country lost 61,614 businesses in 2012/13 as 239,229 started up but 300,843 merged, were sold or closed down.

Contributor:
Andrew Heaton

Financial Advice

Eight Ways to Avoid Construction Business Failure

For a long time, the construction industry in Australia has suffered significant rates of business failure and insolvency, with entities of all sizes operating across all sectors being affected.

Moreover, despite policy maker efforts over recent decades in areas such as arbitration, security for payment legislation and domestic builder legislation, survival rates among builders, property developers and subcontractors remain too low.

In the December quarter of 2013 alone, figures from the Australian Securities and Investments Commission suggest no fewer than 463 construction businesses entered external administration.

This at a time that building conditions were turning upward. Here are eight key themes I have observed throughout almost three decades of industry involvement that can help companies avoid this fate:

1. **Foster a culture of professionalism.** In my experience, companies that survive the varying stages of the business cycle are incredibly astute and promote a culture of professionalism and a commitment to quality.

Those who have this gain a reputation which allows them greater choice with regard to the contracts for which they bid. Companies who do not share this reputation are forced to scramble for less lucrative work.

2. **Surround yourself with the right people.** Firms which prosper in the long term tend to develop the right base of reputable clients with good payment records and engage only suitably qualified service people such as accountants and lawyers.

This requires constant diligence as clients with a sound financial base and payment record today may not be that way in a number of years' time.

3. **Get the team right.** A leading developer in Melbourne recently told me that whilst large projects will always entail challenges, those who take the time to get the right team in place have a much higher success rate than those who do not.

This is exactly right. As structures built upon solid foundations generally last in tough conditions, so too do property development firms who develop the right team, engage capable architects and quantity surveyors and maintain positive relationships with financiers.

4. **Don't buy work.** Underquoting is a major cause of insolvency and the days of being able to win work on low quotes and vary your

way out of trouble are long gone. Instead, develop a reputation for excellence and bid only for work with regard to which you are able to make a satisfactory financial return.

5. **Get the Contract Right.** Many times over the years I have acted for clients who have become locked into unfair and unreasonable contracts with regard to which they have had little chance of escaping. 'Home grown' contracts are particularly problematic, as are 'take it or leave it' ones where terms are non-negotiable and the other party says you can simply take the deal or leave the deal.

Such contracts are heartless and oppressive – a blight on the industry. Moreover, large contracts can have nasty provisions hidden in the detail.

All this underscores the need to engage a good construction lawyer and ensure you fully understand the contract and agree only to terms which are reasonable and fair.

6. **Keep on top of your paper work.** Know the contract well and follow it to the letter, always claiming appropriately for variations and delays and getting all variations documented in writing.

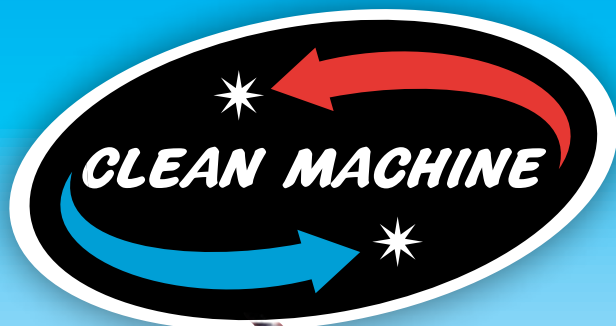
Above all, if the contract provides that variations have to be agreed upon, scoped and costed along with time impacts, do not start work on the matter to which the variation relates until this has been done.

7. **Beware the drip feed.** Drip feeding occurs where progress payments are only partly paid rather than being paid in full. A situation that will often leave you out of pocket at the end of the project, with some clients being subject to trumped up counterclaims to delay payment and missing out altogether, where company assets have been sold leaving insufficient money for them to be paid. Be wary when this situation occurs. Do not be prepared to let it go on.

8. **Don't throw good money after bad.** Many times I have seen contractors spending fortunes in the pursuit of money owed that was never going to be recovered.

Don't fall into this trap. Instead, make an objective assessment regarding your chances of success and continue to pursue the matter only when these justify the costs involved.

Construction News
Professor Kim Lovegrove FAIB



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Commercial Plumbing

Building is the Winner



Above: MAB building from the outside

The construction industry is the winner with the completion of the new Sustainable Industries Education Centre (SIEC) at Tonsley. Work continues on the Tonsley Main Assembly Building (MAB) which will be a multipurpose facility for future tenancies built within the original Mitsubishi MAB.

Jordan Plumbing is undertaking the Hydraulic services and multiple service cores and ablution areas throughout the MAB building and has completed the SIEC facilities. Work on the Funk Coffee+Food within the MAB was completed earlier to enable students to have access to a cafe on site. The combined area of the Tonsley TAFE and main assembly building is large enough to fit the entire Adelaide Oval within it.

The new Tonsley TAFE has meant long overdue new facilities for the Plumbing School to accommodate the changes in plumbing technology and construction methods are now a reality. The training facilities will also allow more relevant teaching and learning methodologies to be adopted.

The new Tonsley TAFE is about more than just the Plumbing School. It will also train the next generation of all construction tradespeople. For the first time, all construction trades are on one site which opens up opportunities for collaboration between the different disciplines that make up the construction industry.



Above: Plumbing & Electrical Teaching Room



Above: Trade school students in SIEC building

Fully operational Tonsley TAFE covers 45,000m² and will train 6,500 students a year with an average of 800 every day.

Apart from plumbing, other trades training includes electrical, refrigeration and air conditioning, carpentry and joinery, furnishing and building, interior design and drafting, painting and decorating, bricklaying, plastering, tiling and new courses in renewable energy and water operations.

Built by Lend Lease, at a cost of \$120 million on the site of the former Mitsubishi plant, the SIEC has been built within the structural shell of the original assembly plant building. The open plan design with floor to ceiling glass in the main building allows the construction industries training areas and student learning to be on display.

All of the services for the building are visually on display to reflect the purpose of the building but more importantly to enhance the learning experience for students. The Jordan Plumbing work on show is of the highest standard.

Jordan Plumbing in conjunction with Lend Lease and Hydraulic Consultants undertook an extensive value management process providing design and selection advice including redesigning the hot water reticulation system to reduce the original hot water design from two separate plants to one central plant.

It was during this process that it was discovered that the existing sewer drainage was not fit for discharging waste and a major redesign and construction of the entire in ground drainage network had to be carried out.



Above: 700kl Rainwater Recycling Tank

Commercial Plumbing Cont...

Building is the Winner



Above: HDPE in MAB Building

In excess of 3500 metres of siphonic roof drainage was installed by Jordan Plumbing for the SIEC which discharges the harvested rainwater into a 700kl tank located in the basement. Complete with Grundfos pump and freshwater UV filtration for the rainwater, which is reused throughout the building for toilet flushing, irrigation of significant landscaped areas within the building and in the training rigs within plumbing eg, Backflow test water and water testing of drains water which is all recycled yet again.

Within the Main Assembly Building (MAB) a new siphonic primary and overflow system incorporating in excess of 8000 metres of suspended HDPE pipe work discharging to a rainwater tank located in the basement is currently under construction.

The recycled water will be used to irrigate the forest areas within the building. In total Jordan Plumbing installed a combined siphonic system of slightly less than 12,000 metres makes it the largest siphonic system ever installed in Australia.



Above: Sandpit in Teaching Area



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Commercial Plumbing Cont...

Building is the Winner



Above: Painting and Decorating Tradewaste Treatment Plant.

The entire existing Mitsubishi site stormwater network had to be inspected by CCTV and cleaned. The contaminated waste that was recovered was then disposed of to meet environmentally safe requirements.

A bricklaying school washing unit and large network of trench drains from the training area pits is piped to a trade waste treatment plant that separates and treats the mortar mix discharging the excess wash down water to sewer and recycling the mortar mix for reuse.

Wash down from the painting and decorating area is plumbed to the basement trade waste treatment plant that treats and separates the paint allowing excess water to discharge to the sewer system.

Edwards heat exchangers were installed in the level 2 thermal plant room coupled with remote mounted gas fired burners and solar panels mounted on the building's roof.

In excess of 180 metres of 200mm gas main reticulated to various mechanical and hydraulic plant services was installed. A further 1500 metres of reticulated gas supply for future fit outs in the MAB building will be installed.



Above: Shower Tower

Jordan's also supplied and connected all plant associated with the 15 metre high shower tower that forms part of the air-conditioning system for the building. This tower is an architectural feature in the building

Plumbers were originally trained in the School of Mines on North Terrace before relocating to the Plumbing School on Grenfell St, before moving to regency TAFE. The new home for all of the construction trades, including plumbing is now complete and will be the training home for the next generations of apprentice plumbers for many years to come.



Above: Backflow Testing Benches



Above: Edwards Heatmate



Above: Outside of the SIEC Building



Above: Demonstration "Drainwave Unit" installed within the Plumbing Rig.

Queensland Overhauls Construction Payment Laws

Adjudicators to payment disputes will be appointed by the recently created industry regulator and different timeframes will be allowed for responses to payment claims under new changes to payment dispute procedures within the building industry unveiled by the Queensland government last week.

Outlining the changes to the Building and Construction Industry Payments Act (BCIPA) on April 9, Minister for Housing and Public Works Tim Mander said the new regulations would ensure a fairer system and promote confidence in the industry. He pointed out that the changes were the result of extensive consultation following a review of the Act undertaken by industry barrister Andrew Wallace.

Under the changes, adjudicators for disputes will be chosen by the recently created Queensland Building and Construction Commission (QBCC), which will maintain a public register of adjudicators with information on their skills, experience, expertise and availability. The changes will also:

- Require adjudicators to undergo continuing professional development.
- Reduce the time frame in which a claim for payment can be made from 12 months to six months (unless the contract specifies longer).
- Offer more time for payers to respond to large and complex claims (over \$750,000). Respondents for claims above this amount will have 15 business days to provide a payment schedule (up from 10) and also to provide an adjudication response (up from five business days). Respondents to smaller claims will now have 10 business days to provide adjudication responses (up from five).

Mander said the reforms build on existing measures to help reduce the compliance burden on the industry, which contributes \$26 billion annually to the Queensland economy. He said the current system, where claimants approached an authorised nominating authority who would appoint an adjudicator on their behalf, created perceptions about conflicts of interest, while existing rules specifying similar response time frames irrespective of the size or complexity of payment claims makes little sense.

"In the past a one size fits all approach meant the same timeframes applied whether the dispute was over \$500 or \$5 million," Mander said. "These changes will continue to restore confidence in the sector."

The proposed changes will be introduced into parliament by mid-year and are expected to come into effect in late 2014.

Construction News
Andrew Heaton

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Residential Plumbing

Victoria Dumps Warranty Insurance in Building Rules Overhaul

The last resort Builders Warranty Insurance scheme is set to be dumped as part of a wide-ranging overhaul of construction industry regulation in Victoria, which will also enable corporations to register as building practitioners or building surveyors and scrap a number of industry regulatory bodies.

Unveiled by Finance Minister Robert Clark last week, the Building Legislation Amendment Bill 2014 amends the Building Act 1993, the Domestic Building Contracts Act 1995 and the Architects Act 1991 and gives effect to the government's controversial Domestic Building Consumer Protection Reform Strategy announced last year.

Amongst the changes, the Bill:

- Replaces the Builders Warranty Insurance scheme with a new Domestic Building Consumer Protection Fund to be operated by the Victorian Building Authority (VBA)
- Abolishes a number of regulatory bodies including the Building Practitioners Board (BPB), Building Appeals Board (BAB), Architects Registration Board of Victoria (ARBV), Building Regulations Advisory Committee (BRAC), Building Advisory Council and Plumbing Advisory Council, with functions previously carried out by these organisations to be allocated among the VBA, the Victorian Civil Appeals Tribunal (VCAT), the Technical Accreditation Committee and other bodies
- Enables corporations and partnerships to register as building practitioners and building surveyors and beefs up powers for surveyors to give directions with respect to building work
- Establishes a new conciliation framework for domestic building disputes
- Gives greater regulatory powers to the VBA, including the ability to examine the financial probity of building practitioner applicants and issue 'show cause' notices to practitioners if it believes there are grounds for disciplinary action
- Enables the completion of private building surveyor work where the surveyor in question has ceased to function (i.e. died, been suspended or become insolvent) by enabling the VBA to appoint a manager to a private surveying business.

The new legislation follows the creation of the VBA last year, which replaced the former Building Commission and which was billed by the government as creating a 'one-stop-shop' for building industry regulation. The VBA has been widely criticised by both industry and consumer groups, however, amid sentiments the reforms failed to address fundamental consumer protection issues and frustration over what was seen as a lack of genuine industry consultation.

Clark said the current system is failing and the changes will help improve construction industry accountability.

"These reforms recognise that the current system is not working as well as it should for either consumers or for builders," he said.

"It can be far too difficult for consumers to get justice when a builder does the wrong thing. Builders who give the industry a bad name are too often not being held to account while honest, capable and hard-working builders can be tied up with insurance paperwork and lengthy disputes with unreasonable clients."

Talking specifically about the insurance reform, Builders Collective of Australia president Phil Dwyer welcomed the latest moves, saying the current insurance scheme has failed builders and consumers alike and that its abolition was something his organisation had been seeking.

"Since its inception in 2002, Last Resort Mandatory Builders Warranty Insurance has been the subject of no fewer than 51 reviews and has been fraught with criticism," he said. "This (its removal) is common-sense and something the Builders Collective of Australia has long been lobbying for".



Andrew Heaton

Editor's Note: If only our State Government would consult with industry and implement reform that benefits the consumer and construction industry.

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Residential Plumbing Cont..

Hi-tech Bathrooms a Growing Trend



pushing the boundaries of technological innovation, particularly within their bathrooms.

This digital faucet by Jado brings a futuristic look and feel to bathroom designs. The shower in particular has gone from a manually-operated device to one with increased automation. Today's hi-tech digital showers allow users to control the water temperature and adjust water pressure and massage settings easily. Most digital showers can be programmed from a wall pad or via remote control, creating different personalised shower or bath settings based on users' individual preferences.



anywhere in the house, such as, for example, from the bedroom before getting out of bed in the morning.

Most digital showers can be programmed from a wall pad or via remote control. Illuminated showers and tubs are also part of the latest trend in hi-tech and futuristic bathroom designs. Using coloured LED lights, showers can be turned into a dazzling focal point within the bathroom. Chromotherapy tubs are integrated with coloured lights to turn a simple bath or shower into a therapeutic experience, offering up to eight different colours



The trend toward 'smart' homes has been growing in recent years. Hi-tech bathrooms have joined the game with state-of-the-art technology systems like showers controlled by apps and digital faucets. A growing number of luxury homes are



They also include MP3 outlets so users can play music directly through the cabinet, as well as outlets to charge electronic personal care items or other electronics such as mobile phones or tablets.

Hi-tech digital showers can allow users to control water temperature, water pressure and massage settings. Hi-tech toilets feature self-opening and closing lids, deodorising systems, heated seats, bidets with adjustable controls for temperature and water pressure and built-in speaker systems with docking stations. A touch-screen remote allows users to customise every option according to their own personal preferences.



Mirrored TV cabinet

Premium digital bidet seats come with a remote control for hands-free operation and include two self-sterilising, stainless steel nozzles which spray gentle aerated streams of water which can be adjusted for temperature, pressure and spray width. Bidets can be also equipped with an air dryer and a deodoriser. Modern design trends and hi-tech features are enhancing bathrooms' customisation and functionality, which are the two key features of interior design. This ensures the humble bathroom can be a great space to help relieve the stress of everyday life.



Construction News
Mercedes Martty



Hydraulic Services Design Guide

1st Edition April 2014

Hydraulic Services Design Guide – What is the Copper Design Manual?

The copper e-Design manual is a guide for the design, installation and testing of plumbing cold and heated water systems within buildings. The manual covers around 20 topics: ie

1. How copper tubes are manufactured, specification and the performance and limitations when installed. Including the forms of corrosion, water quality that may affect the material and the environment likely to influence the longevity

of the copper material.

2. Types of copper tube & fittings and applications
3. Expansion and contraction of copper tubes and how to allow for this thermal movement within plumbing services system.
4. Valves used in plumbing services and their purpose.
5. Cold and heated water design principles, their function and performance in accordance with the Plumbing Code of Australia – AS/NZS 3500 series installation standard.
6. Heating water appliances and their application.
7. Testing and commissioning cold and heated water services systems and the plumbing regulations covering these requirements.
8. Copper tube pipe sizing for cold and heated water supplies – iPhone application for up to 50mm sizing available free from the Copper Alliance.

Why was it developed?

The manual was developed for a number of reasons.

1. There is limited written material available to the plumbing industry/installers, young designers that assist in developing their knowledge base and provides the technical solutions for copper/copper alloy product selection, design and problem solving. So often plumbers learn by years of experience, depending on their onsite training.

There have been only a few textbooks available to plumbers for choosing materials, the material limitations and benefits for designing basic cold and heated water systems and testing.

2. There have been many changes in plumbing industry training, qualifications and codes and practices over the past 10 years that have led to multiple installation problems of cold and heated water services.

Many have led to expensive insurance claims. Coupled with these changes, Australia has never before seen so many new products, systems and energy and water saving programs and products come into the market.

3. Plumbers unfortunately are losing/not acquiring the skills required to stay abreast of these changes and innovations and therefore only want to find out about materials and products when necessary. This sometimes is too late.

Who is it for?

The design guide is principally for plumbers, plumbing apprentices and cadet hydraulic consultants and TAFE teachers. However other related building services trades such as fire engineers, air-conditioning contractors may also find benefit.

What benefits does it offer the industry?

The copper design guide offers a clear understanding of copper materials, corrosion and performance of copper tubes when used in conjunction with cold and heated piping systems.

The guide illustrates cold and heated water design systems, the required temperature, pressure and velocity of water flowing within the pipework system.

In fact, the guide will assist the reader in designing and selecting pipes sizes, flows and whether pumps may be required of an installation for the many building services applications.

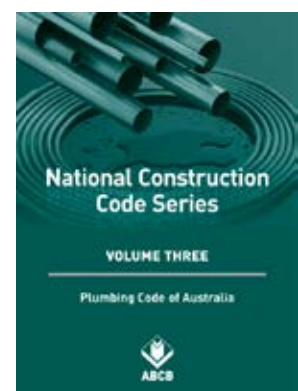
Who was involved in drafting the manual?

The design manual has been a joint industry venture working with hydraulic consultants, plumbers and manufacturers and key industry representatives. This guide is now available free on www.copper.com.au or is available for download at www.piasa.com.au

Building Regulatory Reform

In May 2014, the Australian Building Ministers' Forum agreed in principle to make the 2015 National Construction Code (NCC) and future editions freely available online, significantly contributing to reducing the burden of building regulation.

The decision to eliminate costs associated with purchasing the code will



In Brief Cont...

allow it to become more accessible to both small businesses and the building and plumbing industries encouraging them to remain well-informed of current changes.

The forum also agreed to move from a one-year amendment cycle to a three-year amendment cycle which will deliver more certainty and stability about regulatory change to the building and construction industry.

NCC Online 2014

As NCC 2014 is still in effect until 30 April 2015, those that are seeking to purchase NCC 2014, including hard copies, can do so from the ABCB Shop.

NCC Online 2015


Future online editions, commencing with the NCC 2015, will be made freely available with the release of a pre-registration process commencing from 1 December 2014. From 1 February 2015 registered users will have access to a free preview of NCC 2015, online and PDF prior to its adoption date of 1 May.

As of NCC 2015, the ABCB will no longer produce hard copy versions of the NCC. Instead users have the option of printing the complete NCC set or individual volumes from the digital download files.

Printing has also been enabled within the online service. Alternatively individuals can arrange for a printed copy to be purchased through their local print/copy shop for personal use from the digital download files available from the ABCB website.

Each of these options will be available as of 1 February 2015 as a preview to the 1 May adoption date.

PIA will make the Plumbing Code of Australia (PCA) available to members online as soon as it becomes available. It is worth noting that South Australian and Northern Territory specific requirements are called up in the PCA.



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Tradie of the Week

Tom Gebski appeared as Tradie of the Week in the May 18th edition of Home in the Sunday Mail.

Tom delivered a very strong message about using a licensed plumber/gasfitter and of the importance of preventive maintenance. Well done Tom!

Contracts

It seems that many plumbers continue to take risks, hoping that nothing will go wrong until it does. Two members have recently been caught in situations that were entirely preventable if they had either a contract or clear terms and conditions with clients.

As a result they now both face losses in excess of \$410,000.00 each. The PIA has contract available to purchase or they are available within BusinessMate.

Below: Brian Baum



Meeting with Grant, Greg and Andrew Baum it took a little while for the memories to start flowing but it soon became very clear, that Brian Baum was more than a father, grandfather, great grandfather and plumber. He was a deeply loved man, sorely missed by both family and friends. He was a mate to his sons who talk affectionately of a great childhood and a man who loved life and lived it to the fullest.

Born on the 4th July 1928 at Edwardstown to Alan and Emily Baum, Brian grew up during the Great Depression and World War II. He attended Edwardstown Primary School and Goodwood Technical High School before commencing a plumbing apprenticeship with Syd Gifford in 1943.

Completing his apprenticeship in 1947 with Syd Gifford, he then moved to Hansen & Yuncken in 1948 to work on the construction of the township of Woomera. Conditions were extreme, air conditioning was a wet hessian bag over the window and no refrigeration, in the evening the only way to cool the beer was a sock saturated in petrol with a bottle of beer inside then spinning it around in the air until the petrol evaporated and cooled the valuable contents. Brian had little time for the complaints from asylum seekers living in Woomera in air conditioned facilities.



Above: Brian Baum squatting at a campfire

In 1947, Brian met the love of his life, Carol Tallents and they married in 1952. It was a busy year for Brian as in that same year he commenced a plumbing business in partnership with Malcolm Hall, the beginning of Hall and Baum Plumbing.

Hall & Baum's main focus in those early years was the booming new housing market working both North and South of Adelaide with quality builders like MC Wood and Brian Foley Homes.

They also did a lot of country work for BP and many motels and hotels, one of the more interesting jobs was a motel in Alice Springs, all the tradies would load into a DC3 and fly up for three weeks then home for a week, Brian recalls drinking the plane dry on many occasions.

Brian and Carol's first child, Grant, arrived in 1953, followed by Greg in 1955, Vicki in 1958, Rod in 1960 and Andrew in 1969. The Baum children's childhood memories are filled with



Above: Brian Baum (fourth from left) during morning smoko

memories of dad taking them to watch his beloved Bays playing football and as teenagers loading up the van on Friday afternoons to go rabbit shooting near Karoonda.

The boys stood on top of a platform on the van roof whilst dad drove them around the paddocks spot lighting. They would drive back to Adelaide with 50 pairs of rabbits hanging on the outside of the van which Brian would give away to family & friends.

Brian had always insisted that should any of his sons wish to do a plumbing apprenticeship, they would not do it with Hall & Baum, he considered it was not the right thing to do for both parties and could give them an unfair advantage in the industry.

In 1979, Malcolm Hall retired due to ill health and Brian took over the business with just himself and one apprentice, Charles Gordon Smith.

Grant joined the business in 1979 after completing his apprenticeship with Western Plumbers (Hansen & Yuncken). Grant established a strong relationship with the Delfin Group and commenced the development of West Lakes.



Above: Brian Baum (far right) having lunch with workmates



Above: Brian's trade certificate

Brian and Grant decided to try a relatively new area of plumbing, plumbing maintenance. Brian enjoyed this area of the business as he could come home for lunch most days and being a people person, loved the opportunity of talking to his many customers.

Greg joined the company in 1982 after completing his apprenticeship with RJ & JK Finlayson. Greg joined Brian and further developed the plumbing maintenance and established a new Hot Water Service business, Mr Hot Water.

Vicki commenced work with the company in 1982 and was company administrator for many years. Andrew commenced with the company in 1992 working the Southern areas plumbing and the hot water business.

In 1986, Hall and Baum established APMS and purchased its first Hydrojet unit, followed shortly thereafter with the acquisition of Alan Daveys Hydrojet and Hot Water business, APMS flourished and became a major player in the industry with depots in Portland and Mildura.

By now Brian had officially retired but despite his passion for caravanning and overseas travel, he continued to come into work as the self appointed workshop manager, a role he continued until he was 80 years old. He only stopped working after an accident on the Kimberley coast in WA.

Cruising on the luxury yacht True North, they went ashore to climb a nearby hill, there was a waterhole on the hill and Brian went in for a swim, Brian passed out in the water and was spotted on the bottom. He was rescued and resuscitated then flown by amphibious air ambulance to Derby.

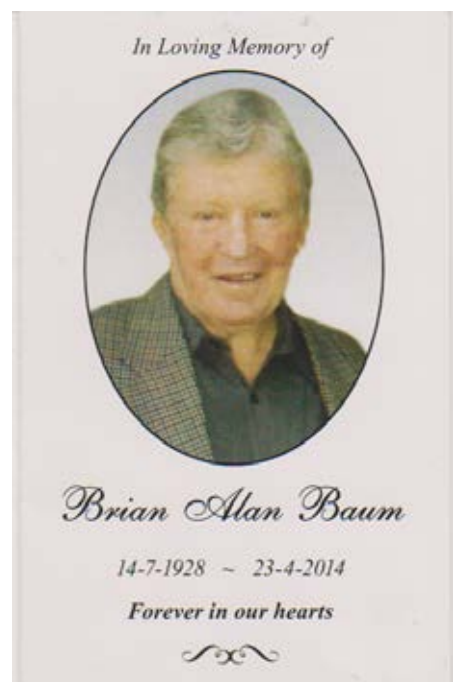
A mild heart condition became serious after the incident and Brian's health declined. He passed away on the 23rd April 2014. Brian was a physical man who loved the outdoors and being active, he was also a very strong man, one day he and his apprentice were installing a 120kg concrete three tub laundry trough, the apprentice was really struggling so Brian moved him aside and carried it in on his own, similarly he would often install cast iron bath tubs with no help.

Born during the Great Depression period, Brian had a very strong work ethic and was also very frugal, on Friday afternoons Brian would not stop work for a beer until 5:00pm, even though he was officially retired. If he noticed a piece of copper scrap in the waste bin he would always climb in to retrieve it.

One Friday afternoon, the boys had siliconed a 20c piece to the driveway, after failing to pick it up, Brian casually went into his workshop and came out with a shovel scraped it up and pocketed the 20c piece, meanwhile all the boys in the workshop were rolling about in fits of laughter.

Brian was a tough man on the outside with a strong sense of right and wrong, but inside he was a big softy who was adored by his family, he always had time for his children, their partners and all of his grandchildren and great grandchildren. Even in poor health, he made a huge effort to see Andrew's children play at half time at a Glenelg SANFL match last year.

Brian started one of Adelaide's most successful plumbing businesses but more importantly he was a loving family man.



Legal Advice

Employment – ‘Reasonable notice’ of termination - what is it, and when is it needed?

The Full Court of the Supreme Court of South Australia has recently handed down a decision regarding the principle of ‘reasonable notice’ in relation to the termination of employment (*Brennan v Kangaroo Island Council* [2013] SASFC 151). This ruling presents a good opportunity to examine the concept of ‘reasonable notice’, which is relevant to employment relationships both in the State and Federal industrial relations jurisdictions.

Notice generally

It is a matter of law that an employee is entitled to be provided with notice of the termination of their employment by their employer, save for certain circumstances warranting summary dismissal. Terms which provide notice periods are often found in awards, enterprise agreements or the contracts of employment of individual employees.

A contract may expressly provide for a period of notice. In such a case, the contractual term takes precedence (provided it is equal or greater to any minimum period prescribed by legislation or relevant Awards). However, disputes will often arise where a contract is silent as to the amount of notice to be given in the event of termination.

‘Reasonable notice’

Where a contract is silent on any matter, the law may automatically imply a term into the contract to ‘fill the gap’. This will occur where the filling of the gap is necessary for the practical operation of the contract. If there is such a contractual ‘gap’ regarding notice of termination, this gap will need to be filled.

Accordingly, courts will, where appropriate (and generally after the fact of termination), imply into an employment contract a term that the employee must be provided with ‘reasonable notice’ of termination. Furthermore, if a contract does in fact contain a notice of termination clause but the nature of employment has changed significantly since that time, the court will imply a new term of ‘reasonable notice’.

The purpose of a notice period is to allow an employee time to obtain new employment if they choose to do so. Accordingly, when calculating what ‘reasonable notice’ is in any given circumstance, courts will have regard to various factors, including (amongst other things):

- the age, qualifications and experience of the employee;
- the nature of the employment;
- the organisational seniority of the employee;
- any noteworthy concessions or commitments made by the employee for the sake of their employment;
- length of service; and
- the prospects of re-employment in a similar position.

Just what is a ‘reasonable’ period is calculated as at the time of termination, not at the time of entering into the contract.

Reasonable notice vs Legislation and Awards

A source of regular dispute is whether the presence of prescribed minimum periods of notice in legislation or Awards mean that there is no ‘gap’ to be filled regarding notice in a contract which lacks such a term.

The above mentioned Brennan decision gives a strong indication that, in the State jurisdiction at least, the presence of a prescribed notice period in a relevant award (and virtually all State system employees are covered by an award with such a provision) precludes the implication of a term of reasonable notice into an employment contract. However, that decision is presently under appeal to the High Court of Australia, and so this answer is not definitive.

There is also some contention in the Federal jurisdiction regarding this issue, particularly whether the minimum periods set out in Section 117 the Fair Work Act 2009 (Cth) ‘fill’ any gap in relation to notice.

Tips for employers

It is advisable that employers cover the issue of notice of termination in their employment contracts. Employers should consider incorporating an express term in their employment contracts dealing with notice of termination, where such term provides for a period or periods equal or greater than the minimums required under legislation or any relevant Awards.

An express term clearly evidences that both parties have agreed to the given notice period, and will preclude any term of reasonable notice being implied.

Alternatively, employers could include a term that expressly incorporates into the contract any legislative or award provisions regarding notice of termination. Even a simple statement that a contract is ‘governed by legislation and awards’ has been found to incorporate into a contract the relevant statutory minimum period of notice.

Another similar approach would be to include a clause to the effect that the parties intend that no more than the minimum required period of notice will be provided.

The concept and application of implied terms of ‘reasonable notice’ are sources of frequent disputes, both in the State and Federal jurisdictions. By ensuring that there is no ‘gap’ regarding notice of termination in any employment contract, employers can effectively prevent any involvement in a dispute regarding what constitutes ‘reasonable notice’ in respect of any employee.

For more specific information on any of the material contained in this article please contact Sathish Dasan on 08 8210 1253 or sdasan@normans.com.au.

Legal Advice

Formal Warnings and Termination of Employment

Care should be exercised when issuing formal written warnings to ensure that they are drafted in such a way that they can be relied on in any subsequent dismissal recent decision of the Full Bench of the Fair Work Commission - *Blue Scope Steel Limited v Sirijovski* [2014] FWC FB 2593 - contains some interesting commentary about the use of previous formal warnings in the decision to dismiss an employee. Section 387(e) of the Fair Work Act requires that, when considering whether a dismissal relating to unsatisfactory performance by an employee was harsh, unjust or unreasonable, one of the factors that the Fair Work Commission must take into account is: whether the person had been warned about that unsatisfactory performance before the dismissal.

It is often thought that an employer can only rely upon an earlier formal warning when deciding whether to dismiss an employee if that earlier warning concerned the same specific issue or behaviour which led to consideration of dismissal. However, the approach of the Full Bench of the Fair Work Commission in the *Blue Scope Steel* case suggests otherwise. In that case, the Full Bench said: "In our view Section 387(e) does not refer only to warnings which relate to the specific kind of performance failure or conduct which has given rise to a dismissal. It is sufficient that both the warning and the dismissal relate to an employee's 'unsatisfactory performance'."

The Full Bench also noted that the purpose of a formal warning – such as that contemplated by Section 387(e) of the Act – is to:

- demonstrate the seriousness or gravity with which an employer regards the employee's performance and/or conduct;
- identify the performance that is of concern;
- provide an opportunity for the employee to address those concerns and thereby avoid or reduce the risk of dismissal; and
- make it clear that the employee's employment is at risk unless the performance is improved.

Formal written warnings should be drafted with the above factors in mind. A warning should make it clear that the employee is required to meet all their performance criteria (as well as addressing the specific areas of concern identified by the employer), to ensure that the employer can rely upon the warning when dismissing the employee should the employee's performance not improve. Donaldson Walsh's Workplace Relations Team can provide assistance in drafting formal warnings and advice in relation to performance management, disciplinary action, and all matters relating to employment.

Margaret Kaukas

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Legal Advice

New Laws Interstate For Retentions



In our last article we mentioned the debate about making it law for retentions to be paid into a trust account.

Although that would help to get the retentions back if the head contractor went into liquidation, a problem with trust accounts is that they take time to oversee and cost money to set up and maintain.

WA and the NT have legislation that implies a trust for cash retentions held under a construction contract that is silent on the status of the retention.

They do not require the formal setting up of a trust account, but that just means there could be costly legal arguments when it comes to trying to get your hands on that money.

In NSW, the requirement for retention funds to be held in a separate trust account has moved a step closer with recent amendments made to the Building and Construction Industry Security of Payment Act 1999 (NSW).

Regulations can be made to deal with this issue. This has come about to meet the concern of subcontractors unable to recover retentions held by head contractors where the head contractor is broke.

This is clearly a response to the difficult building environment that small businesses and other industry participants have faced, where there have been slim profit margins and reduced levels of work.

In NSW, the challenging market led to many liquidations and unsecured creditors faced massive losses. There are a raft of potential issues with a law that requires retention funds to be held in a trust account.

It is possible that a trust account may be required to be with a financial institution or that there will be an account created and administered by the Office of the Small Business Commissioner. This is yet more red tape!

We take the view that if our State was to follow NSW's lead, a trust account operated by Consumer and Business Services would be preferable to requiring builders to open up new bank accounts.

It would avoid the time and cost burden on head contractors and would operate to pay the retentions out of the trust fund directly to the subcontractor or contractor upon the entitlement to that money arising.

Some sort of authorisation process would be necessary. The WA and the NT approach, while providing some protection could still create a situation where you may have to spend money chasing the return of the security.

We will keep you posted if there are moves to introduce legislation in SA to require cash retentions to be held in a trust account, or to imply a trust over retentions held under a construction contract.

For the moment, non-cash security (bank guarantee or insurance bond) with a definite expiry date should be your preference, instead of cash retentions. If you need specific advice about a legal issue, call us. We won't charge you for an initial phone consultation!

Michael Hutton

Partner

Lynch Meyer Lawyers

T > 8236 7612

E > mhutton@lynchmeyer.com.au



Nicholas Graham

Associate

Lynch Meyer Lawyers

T > 8236 7605

E > ngraham@lynchmeyer.com.au



Legal Advice

Privacy Of Personal And Credit Information: What Should You Do?

If you take personal and credit information from customers you need to be aware that new privacy legislation is now in force and there are now significant penalties for breaching that privacy.

The New Rules

The new regimes for privacy of personal information and credit information in the Privacy Act have been in force since 14 March 2014. The Office of the Australian Information Commissioner ("OAIC") has indicated that it will actively enforce the new laws and, where appropriate, use new powers and apply substantial penalties applicable for breaches. Statements from the OAIC make it clear that it is not just enough for an organisation to update its policies – it must have systems and procedures to back these up.

What Should You Do?

The following 10 steps are some which may be essential for organisations that are affected by the new laws (there may be more):

1. Work out whether your organisation is affected as an APP entity or a credit provider.
2. Audit and collect for review all your current policies, protocols and procedures.
3. Establish or review an APP privacy policy.
4. Establish or review your credit reporting policy (including a statement of notifiable matters).
5. Review, update or establish internal policies and procedures for:
 - i. data management;
 - ii. personal information;
 - iii. credit information.
6. Review, update or establish robust management and security systems for:
 - i. electronic data;
 - ii. hard copy information.
7. Ensure the awareness and compliance of employees, contractors and others by:
 - publishing and making available policies;
 - providing training and information sessions;
 - reviewing or obtaining contract conditions to require compliance with policies.
8. Appoint a Privacy Officer and/or a Credit Information Officer.
9. Obtain qualified external advice and assistance, where necessary.
10. Keep a record of all of the above.

The full version of this article can be found in the legal section of the PIA website

Sandy Donaldson

8229 0916

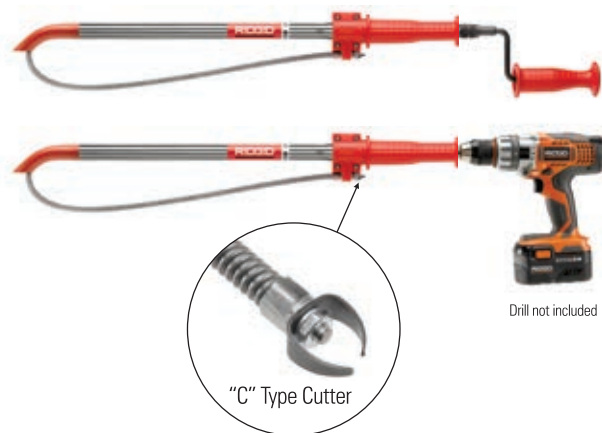
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SAFE WORK

Ouch!



This tree feller suffered what must have been an absolutely agonising injury when he fell on a steel stake. SafeworkSA is investigating the incident. It would be a fair bet that he had not done a Site Risk Assessment and taken no action to cap off the stake or remove it from any potential arc of fall. It is unclear how high off the ground he was and whether or not he was using any kind of fall restraint. It is bewildering when people say to you. "This WHS is a load of #@* & ^."

Even more so when you learn, that at various stages of their working lives, they have suffered injuries and had weeks or even months off work. As an employer you can expect a whole world of grief will descend on you as SafeworkSA investigate. You will need to ensure you had policies and procedures in place, were using SWMS or SRA's, were holding regular toolbox meetings to meetings to discuss safety and were providing appropriate training and PPE. The test is that, you have done everything that is reasonable and practicable to prevent an accident. If not, it may cost you.

You can choose to put your head in the sand and believe:

1. **It won't happen to me.**
2. **I'm a sole trader and Safework won't or won't bother to catch me.**

Feedback from members is that SafeworkSA is out there and whilst there have as yet been no prosecutions under the new legislation, the first cases are expected to be heard in July. Under the old legislation, fines averaged \$70,000.00 / prosecution. It is possible under the new legislation that fines may triple. Can you afford to continue to put your head in the sand due to not implementing WHS planning and policies?

coming
SOON

Want to get hands on with your super?



Cbus Self Managed is coming soon

Cbus is introducing a new investment option that will allow you to get hands on with your super.

With Cbus Self Managed, eligible members will be able to invest their super directly in Australian shares, Exchange Traded Funds and term deposits via a secure online platform.

You'll get choice and control just like a self-managed super fund (SMSF) without the administration and compliance burden.



To find out more, register your details at www.cbussuper.com.au/morecontrol



Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Contact **1300 361 784** or visit www.cbussuper.com.au for a copy.

SUPPORTING PIASA MEMBERS



Employers Mutual
Since 1910

Employers Mutual has been a proud industry partner of PIASA since 2006.

We've delivered over \$600,000 in funding to support BusinessMate - a WHS management tool for PIASA members, plus a host of other innovative member benefits.

As leaders in workers compensation, we understand your industry and have the expertise and services you need to improve your business' safety and risk performance.

Contact us to find out more

Darryl Turner - Client Relationship Manager

T: 08 8127 1527

Jodie bischoff - Member Benefits Services Manager

T: 08 8127 1260

c.services@employersmutualsa.com.au

we help people get their lives back

Hot Products



Victaulic Grooved Solution for Copper Systems

Victaulic the world's leading manufacturer of mechanical pipe-joining systems, proudly announces the availability of its grooved solution for copper systems in Australia.

The Victaulic copper connection system complies with Australian standard (AS-1432) copper tubing sizes DN50 – DN200 (2 – 8") Types A, B and D, and can withstand pressures of up to 2450kPa/355psi depending on the type and size of copper tubing.

The product line consists of WaterMark™ approved Style 606-AS rigid coupling for joining copper tubing and a range of full flow, standard radius wrought copper fittings supplied with grooves.

"We are pleased to offer our customers in Australia a faster and more efficient solution for joining copper tubing," said David Sharkey, Vice President Australia, New Zealand, and South East Asia.



"Victaulic is committed to providing innovative solutions that lead to dramatic gains in productivity and the copper connection system is a result of that commitment."

The Victaulic copper connection system is designed for HVAC and plumbing applications and installs twice as fast as alternative joining methods, reducing rework on systems by 10 to 15% when compared to brazed or soldered systems.

The system also uses a proven pressure-responsive synthetic rubber gasket to seal on the outside diameter of the tubing, requiring no heat.



This cold formed mechanical joint reduces the on-site safety risks of fumes, flames, and related costs associated with fire hazards.

The Style 606-AS provides a union at every joint for fast assembly and disassembly for any on-site rework and maintenance required.

To learn more about Victaulic copper product line, please visit www.victaulic.com/aus-copper



Milwaukee® Power Tools launches new M18™ Compact Blower (M18BBL-0)

Jobsites will never be the same with the release of the new M18™ Cordless Blower. The Milwaukee® M18™ Cordless Blower has a 3 speed electronic switch for versatile clearing power, a soft plastic extension nozzle to resist crushing or cracking as it easily clears dust and debris, a universal inflator/deflator for easy setup or take down of most inflatable products, and a lock-on switch to reduce user fatigue. Built of shock absorbing polymer, with a reinforced handle to resist drops, the Milwaukee® M18™ Compact Blower has a 5 year warranty and just one of the latest additions to our M18™ cordless tool range. Compatible with all Milwaukee® M18™ batteries (batteries sold separately).

Quick Facts

- 3-Speed electronic switch and variable speed trigger allow for versatile clearing power
- Lock-on switch reduces user fatigue
- Extension nozzle clears dust and debris easily from the ground or overhead without having to lean over or stretch
- Universal inflator/deflator for easy set-up and take-down of most inflatable products
- Shock-absorbing polymer and reinforced handle resists drops
- Nozzle made from soft plastic to resist crushing or cracking
- Includes: (1) M18™ Compact Blower, (1) Extension Nozzle & (1) Universal Inflator/Deflator
- RRP \$99.00
- Available at your local authorised Milwaukee® dealer

Specifications

Voltage: 18V DC
Motor Type: 4-Pole Frameless Motor
Air Velocity: 72 m/sec
Air Volume: 0.047 m3/sec
Fan Speed: 0 - 18,700 rpm
Sped: 3 Speed Electronic Switch
Trigger Type: Variable Speed Trigger
Weight (Tool only): 1.20 kg

For more information on the full line of Milwaukee® power tools and accessories call 1300 361 505 or visit our website milwaukeetools.com.au

Hot Products Cont...

New Kerrick Jetter Range

Kerrick is proud to announce the release of our new range of jetting equipment. The Kerrick Jetter Range is manufactured in Australia to meet the high standards of professional plumbers, contractors and end users in the sewer/drain cleaning industries. These units are manufactured using high quality components that can withstand the harsh environments and heavy usage associated with these industries.



Products in the Kerrick Jetter Range consist of a GX Honda engine coupled with an Italian low speed pump on a heavy duty hot dipped galvanized frame. This combination gives you the platform to select the pressure and flows that best suit your needs. Units come with a fixed or portable mini hose reel with shut off valve, 60m of 1/4 " jet snake hose and a wide selection of drain/sewer nozzle for cutting, unblocking and thrusting up drain pipes.

A wide range of accessories are available for these units including:

- Full range of drain nozzles (sewer flush nozzle, ball nozzle, penetrator nozzle, bandit nozzle, reverse turbo and stoneage warthogs and more)
- Quick release fittings
- 1/4, 3/8, 1/2 sewer hose available at any length
- Inspection cameras

Kerrick offer a range of mobile Jetters that operate up to 5000 psi and 40 litres + per minute. Larger skid-mounted, trailer-mounted, truck or ute mounted units can also be built to customers specifications. For more information on this product range visit our new website www.kerrick.com.au or drop by your local Kerrick branch.



Viegapress

The world leader in pressing technology, Viega, has unveiled a new system which enables black and galvanised steel pipes to be pressed within seconds. "In many cases, steel pipe connections are still welded in fire services systems and industrial applications, which is

not only time-consuming and laborious, but there is also the risk of fire," says Rod Luker, Viegas National Sales Manager Australia. "With the Megapress, the assembly time is reduced by up to 60 per cent." Viegas Megapress system features a special profile-sealing element made of EPDM, which is integrated into bodied fittings made from steel with European material number 1.0308 (St 37) and with a zinc-nickel coating. In combination with a cutting ring, this ensures a durable, impermeable and friction-locked connection on the rough surface of black, galvanised, painted or epoxy resin-coated steel pipes.



Time saving of up to 60 per cent

The time saving benefit of the new press connection technology for steel pipes is considerable. Depending on the external nominal diameter, this can be up to 60 per cent in comparison with conventional connecting processes such as welding, clamping or screwing. Processing is as

simple as with all other Viegapress systems: cut the pipe to length, position the connector and press. In addition, Megapress connectors offer the security against forced leakage in an unpressed state due to the Smart Connect feature. With Smart Connect, inadvertently unpressed connections become visible during the leakage test. After pressing, the connections are permanently sealed.

Press effortlessly

Working with the Megapress system is not just more secure for the installer, it is also not as strenuous as welding: Typical steel pipe installations for compressed air, industrial, fire extinguishing and sprinkler systems are often at heights, below the ceiling.

Welding in this position requires effort and is dangerous. With the well-known Viegapressing tools, the connection can be pressed effortlessly above the installer's head. Viegap supplies the accessory in a practical case, which includes three press jaws 1/2" to 1" and three press rings for nominal diameters of 1 1/4" to 2" hinged press jaws. This makes it possible to carry out press connections in restricted spaces.

www.viega.com.au



Viegap test plugs designed to save time and money

The world leader in press technology, Viegap, has launched a unique new reusable pressure test plug

designed for pressure testing of gas and water fittings. Viegas new bronze test plugs are good news for plumbers/installers testing the pipework joints as either a preliminary check on a section of piping or a final quality check before going into service.

"The fact that Viegas bronze test plugs are reusable provides a number of key benefits including saving both time and money," says Robert Hardgrove, technical manager/strategic projects with Viegap Australia.

"They enable piping sections to be tested quickly and without a lot of effort – and being reusable, they are a highly effective and cost efficient solution. The alternative would be to use permanent end caps which would be cut out and thrown away after testing.

Hot Products Cont...

That's both time consuming and expensive. "In many cases, contractors don't isolate and test sections of new pipework as regularly as they would like due to time constraints from other tradespeople on site."



Viega's bronze test plugs can be reused thousands of times. They come in a range of dimensions from DN15 to DN50 and have a pressure rating of 1600kPA max.

They also have an integrated valve for bleeding lines. The test plugs can be used with all Viega Propress fittings. They are designed to be inserted into an un-pressed Propress fitting end for pressure testing and can then be removed after testing, leaving the Propress end usable for a final press connection.

www.viega.com.au



Megasealed

Plumbers earn \$55 when you refer our services

Got a customer with a leaking shower or balcony that has no sign of pipe leaks? Refer them to Megasealed, Australia's largest shower and balcony leak repair specialists to repair it. They will quote quickly, reasonably, and get the job done fast.

The best part about referring Megasealed is that you, as a professional plumber, will get a \$55 inspection fee! Finding a leak can be a stressful time for your clients, consider the disappointment they may have when you are unable to fix their leak. You can avoid your customer from the hassle of understanding what the problem is, and having to search for the correct trade to fix the leak.

Referring Megasealed will not only show the customer that you want to help beyond your means and have their problem fixed just as much as they do. In turn you may have an increase of customers that come back to you again for any plumbing needs, even when you haven't completed a service for them previously!

You can be confident in protecting your reputation and name by referring Megasealed, as they are fully licensed for tiling and waterproofing. Their two part epoxy systems are much more flexible than standard sand and cement grout, and also have an industry leading 25 year product warranty. Money back guarantee offered to clients if the shower leak is not stopped within the first 12 months*.

Your local Megasealed consultant will provide your customers with a free water detection test, inspection and quote. If you are not calling on your customer's behalf, please ensure your customer quotes your business name and contact details so we can identify you for payment, otherwise call today on 1300 658 007 or visit www.megasealed.com.au Visit www.megasealed.com.au/guarantee for T&Cs*



Plumbspec Mildred

Watermark approved electronic automated safety control valve for internally installed hot water systems. Engineered in Australia to meet the requirements of AS/NZS 3500.4:2003 and ATS 5200.476, the Plumbspec Mildred

Valve® joins the Evolve Group's portfolio of plumbing product solutions. Like all Evolve products, the Plumbspec Mildred Valve® has been designed with the Plumber in mind, offering unique and innovative design characteristics making it simpler and faster to install.

The cutaway on the valve housing allows greater accessibility for tooling and the male-to-male valve and supplied olive fittings permits the plumber to use their own preferred choice of fitting during installation. The Plumbspec Mildred Valve® has been designed to be installed in accordance with AS/ NZS 3500.4:2003.

Features include:

- Valve can be installed either vertically or horizontally
- Battery operated - does not require connection to mains power
- Contains visual and audible alarms that alerts users to multiple trip modes
- Uses a robust and reliable contact based sensor trip mechanism
- Can be installed up to 600mm from the base of the safe tray making it less troublesome for the plumber and more accessible for the end user
- Low maintenance - only required to check unit and batteries every 12 months

Available now at your local branch, the Plumbspec Mildred Valve® is the latest in the new range of Evolve's Plumbspec plumbing product series. Plumbspec Mildred Valve® is yet another innovative product solution by the Evolve Group.



She's here...



PLUMBSPEC®
MILDRED
VALVE

Automated safety control valve for internal hot water systems



WATERMARK
CMA-WM-080023-R01-R00



360°
INSTALLATION



EASY
INSTALL



VARIABLE
HEIGHT



AUDIBLE
ALARM



NO 240V
CONNECTION



AUSTRALIAN
MADE®

Evolution through innovation.



evolvegrp.com     

Maintenance Plumbing

A member's client recently advised that they had called a plumbing company, which heavily advertises in the media, in a panic when the side of their house started to flood due to their stormwater system overflowing.

The client advised that the plumbing company in question arrived and with very little investigation, decided to install 15m of 90mm stormwater with 5x90mm stormwater grates which ran into a 300mm x 300mm sump, which then was pumped out on to the street.

As you can see in the photo, this system is simply laying on the ground. The large plumbing company in question charged the member's client \$5,840.00.

The day after the client paid the invoice in full she called the said plumbing company back, and asked them to return to the property because the system they installed had not fixed the issue because the side of her house was flooding again.

The plumbing company in question arrived on site and placed pavers on top of the stormwater system as you can see in the photo.

They told the client they couldn't fix the flooding because it was raining and charged her a further \$168.00.

The client tried to dispute this and their reply to the client was that it was too wet to do anything and this was their call out fee.

After this the client contacted our member, to come and rectify the issue. Immediately it was obvious to him, what was causing the flooding.

It was a blocked stormwater system. It was not ground water causing the flooding.

The house was built in the 1990's so it was clear that after all of these years there was no good reason as to why surface water would suddenly flood a house that had never had an issue before.

After disconnecting all down pipes on the property and cleaning the stormwater system with a hydro jet, he found the reason for the blockage to be the 90mm stormwater system had sheared off after it exited the concrete slab in the garage.

As all good plumbers are aware, Oakden has huge ground

movement hence why there is a clause in our state regulations stating that any sewer pipe that leaves a building must have swivel and longitudinal flexible joints on them.

I knew straight away that there was a break somewhere in the stormwater system due to ground movement - it was just a matter of eliminating sections of the stormwater system to locate the break.

Our member rectified the issue at hand and the client was very satisfied.

It was however disappointing, that such exorbitant fees were charged to the client for work that was unnecessary and left a family out of pocket and a huge mess at their house.

The plumbing company responsible for this rip off in this instance was preying on an elderly couple with a disabled adult family member, who are extremely vulnerable to the practices of unethical businesses.

A decent regulatory regime with a plumbing inspector able to say this was a totally unnecessary work and able to order the plumber to remove his pipe, pits and pump and refund the money would be so easy but our politicians believe in self regulation.

Will they ever have the courage to give plumbing inspectors the power, resources and backing to enforce our standards and regulations?



HELP EASE THE STRAIN ON OUR DRAINS

GOOD HOUSEKEEPING TECHNIQUES CAN LEAD TO INCREASED
PRODUCTION AND MINIMISE TRADE WASTE COSTS



- > Put down your hose and pick up the broom/squeegee/scraper and put solid wastes in the bin.
- > Dispose of used cooking oils and fats correctly and let boiling water cool before pouring down the drain.
- > Make sure your strainers, drain baskets and silt traps are the right size - and empty them regularly.
- > Identify and reduce equipment issues that lead to regular spills.
- > Create an efficient cleaning schedule to reduce your cleaning requirements.

KEEP UP THE GOOD WORK!

For industry specific wastewater management information, visit
sawater.com.au or contact SA Water's Business Sustainability Group.
Phone: 08 7424 3753 Email: BusinessSustainability@sawater.com.au



Mentoring Australia's Apprentices Project [MAAP]



An initiative of VETnetwork Australia - vetnetwork.org.au

Mentoring is increasingly being identified as a positive early intervention strategy to support young people navigate their way to success. The Mentoring Australia's Apprentices Project [MAAP] is a new initiative aimed at supporting Australian Apprentices, increasing workplace participation, and raising apprenticeship completions across Australia through a mutually beneficial mentoring relationship.

MAAP explained

MAAP is a national initiative developed by VETnetwork Australia and has been funded by the Department of Industry, through the Australian Apprenticeships Mentoring Project. Utilising targeted mentoring, MAAP has been developed to assist Australian Apprentices successfully progress through their apprenticeship and contribute to their chosen industry as confident and capable young adults.

MAAP may also involve support to their employers or supervisors to encourage a positive employment relationship and better overall support. The Australian Apprenticeships Mentoring Project has been developed as part of the response to the declining completion rates in a number of trade areas and the resultant skills shortages across Australia.

"My mentor is great. I don't know what I would have done without him in the past year" 1st year apprentice – MAAP participant

Benefits to Employers and Host Employers

A MAAP Project Coordinator is employed by VETnetwork Australia in each state and territory to work with employers and host employers of Australian apprentices. The project coordinator's role is to implement mentoring programs to suit individual businesses and apprentices.

This could include training more experienced staff in the skills of mentoring to work with the less experienced apprentices or it could utilise external mentors who are sought for their role model qualities, life experience and desire to see young people be their best.

All models aim to ensure the apprentice has every chance of success in their chosen trade and promotes a positive work environment with numerous opportunities for personal and professional development.

MAAP is being implemented across a variety of industries in South Australia.

"It's really good to have someone to talk to about anything and who has the time to listen. I don't feel as stressed now."

2nd year apprentice – MAAP participant

Employers:

- MAAP is fully funded to support apprentices and their employers so there is no cost
- The project encourages collaboration between business leaders and the younger workforce to maximise productivity
- MAAP offers a workplace development opportunity for current staff to improve leadership skills (as mentors)
- Not all plumbing businesses are the same. MAAP can be tailored to ensure a 'good fit' for your business
- MAAP is a quality mentoring model based on traditional mentoring principles (as opposed to case management or coaching) and complies with the Australian Youth Mentoring Benchmarks
- Mentoring fosters a culture of personal and professional growth, supports staff engagement and connects the enthusiasm of the young with the life experience of the qualified.

"I think this was a valuable program and more businesses should definitely get involved" MAAP Mentor

Mentor programs are designed according to local need, but mentor support will aim to:

- Motivate and build the confidence of the Australian Apprentice to reach their full potential in their apprenticeship;
- Be a reliable person in the Australian Apprentice's network for them to turn to when issues or potential issues arise with their apprenticeship;
- Empower the Australian Apprentice with the knowledge and capacity to identify and resolve issues autonomously;
- Encourage the Australian Apprentice to develop their independence and self-reliance in the workplace; &
- Be a positive role model and facilitate the development of the Australian Apprentice's skills and capabilities

"I always thought I would finish my apprenticeship but my mentor helped make it better" 1st year apprentice – MAAP participant.

Involvement in MAAP benefits not only the direct participants, but strengthens local business, promotes a strong and skilled workforce and increases community connections across generations. Contact the SA MAAP Coordinator today if you are an employer of apprentices, an apprentice seeking a mentor, or if you would like to be a MAAP mentor.

Maryke Palumbo

Mobile: 0413791990 or 8297 4533

Email: maryke.palumbo@vetnetwork.org.au

Or register at maap.vetnetwork.org.au

WHITECARD REFRESHER



Now Available!

PIA are proud to announce that we are now an approved provider of the new Construction Industry Refresher course (Whitecard Refresher).

The aim of this course is to refresh the knowledge and skills of Construction Workers to ensure they are safe on site at all times and up to date with the latest Work Health & Safety regulations.

It is recommended that all individuals with Whitecards issued 3 or more years ago complete this course. This will ensure workers comply with all building and construction sites, as well as the new Work Health & Safety Regulations.

SOUTH AUSTRALIA



Supported By:



**Construction Industry
Training Board**

Why is it important to attend?

- To refresh your current knowledge and awareness of safety
- Continuously changing Work Health & Safety Requirements
- To ensure workers comply with all Construction sites
- To reduce risk of injury and death on all Construction Sites

Will participants receive a new card?

All successful participants will be issued with a new Whitecard which will contain the new issue date and issue number. Participants will also receive a Certificate of Attendance.

How long is the course?

The duration of this course is 3 hours, face to face.

Who can attend the course?

This course is only open to current Whitecard Holders. Proof of completed training will be required prior to enrolling.

When are the courses being held?

We will be holding these courses once sufficient numbers are established. Please register your interest via the methods below:

PIA MEMBER

\$10 per person (if eligible for CITB subsidy)
\$70 per person (if not eligible for CITB subsidy)

NON MEMBER

\$25 per person (if eligible for CITB subsidy)
\$95 per person (if not eligible for CITB subsidy)

**To register your interest in this course, please contact us on
Ph: (08) 8292 4000 or admin@piasa.com.au**

Apprentices



Past Apprentice Profile

Matthew Crisp

Year Level

New tradesman with Westside Plumbing

Pre-apprenticeship training

PIA Pipeline course and then pre-voc at Regency TAFE

Host

Nagle Plumbing and Mechanical, then Westside Plumbing. Did a 9 month stint for Westside at Alice Springs and continuing to work for Westside Plumbing.

What type of plumbing have you been doing in your apprenticeship?

Mechanical Services and general construction, currently working on the IMVS Building.

What do you like about the trade of Plumbing?

It is a big enough field of skills that there is always some variety and never gets repetitive. Keeps me interested.

What convinced you that this was the career choice for you?

Did the Pipeline course and enjoyed it enough to leave school and do the pre-voc course.

What do you do in your free time (sport, hobbies, etc)?

Working on car. Go to gym, socialising.

What advice would you give a new apprentice starting in plumbing?

Enjoy running your own parts of the job and doing a good days work... being able to take responsibility for getting it done right. Like to work with others and have a bit of fun at work.

Other interesting information (eg who you barrack for, your favourite film, food, music, who you would like to have a beer/ cider/iced coffee with? Who is your inspiration / mentor? Where was your last holiday? Where is your next holiday?

Favourite TV show is SouthPark, Favourite food...lots, Favourite music is electronic and metal, Last holiday was on Gold Coast. Next holiday hope to travel around America. I'd like to have a beer with comedian Jim Jefferies. Winner of the "Most Outstanding Student in Certificate III in Plumbing for 2013".

Recent Events

Tonsley TAFE held their Building and Construction Awards on Wednesday 28th May at the new facility. Two of the finalists for "Most Outstanding Student in Certificate III in Plumbing" were Adam Cramp who was hosted and now employed by Jordan Plumbing, and Matthew Crisp, who was hosted, and is now employed by Westside Plumbing. Matthew Crisp was awarded the prize...congratulations to Matthew.

Commencements

Tom Koster, Dale Hudd, Josh Gray, David Polidori, Jace Haggett-Carmody, Michael Cutillo and Dion Douros.

You are invited



BUSINESSMATE™
INTEGRATED MANAGEMENT SYSTEMS

BusinessMate an initiative of the PIA providing

Online invoicing | Scheduling | Accounting | Payroll | WHS | HR |
and much more is now fully available

Two Demonstrations are being held at 5:00pm - 7:00pm
on Wednesday 16th and 30th July 2014

Book your place now and find out how you can
| reduce your operating costs | ensure your business is compliant
| get your work life balance back

Book online or call Crystal p: 8292 4000

BOOK NOW

Run your business from your van



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INTEGRATED MANAGEMENT SYSTEMS

User Name:

Michael Smith

Password:

Call 8292 4000 for a demonstration today

The President's Lunch



*An entertaining networking lunch for plumbers, gasfitters
and the plumbing industry*

Guest speaker and Master of Ceremonies
Shane "Kenny" Jacobson

Keep your diary free

FRIDAY 17th OCTOBER 2014

Rheem Provide A Helping Hand

Rheem Australia launches 2014 Rheem Apprentice Plumber Grants \$25,000 worth of grants to provide a helping hand

Australia's apprentice plumbers have another shot at financial assistance with the announcement that Rheem Australia is running its Apprentice Plumber Grants in 2014. This year there are 25 x \$1000 grants, which will be awarded to apprentice plumbers most in need of financial assistance and to help them pursue their plumbing career. "We've been overwhelmed by the calibre of apprentices we've discovered during the grants program since we launched it in 2012," says Rheem Australia CEO Matt Sexton.

"It's obvious that there's a huge need for financial support amongst apprentice plumbers. "Over the past couple of years we've heard some amazing and compelling stories about apprentices – both young and mature age – who have made considerable financial and personal sacrifices to enter the trade and further their careers."

There are no restrictions placed on the grants, and successful applicants can decide how and when they use it. "There are many who have used the grant to enhance their tool collection, in addition to putting it towards education, bills, or fuel to get to or from work," Sexton says.

"Not only that, but we've had applications from apprentice plumbers who are looking to make a difference both here and overseas by working in disadvantaged communities, as well as some innovative apprentices who needed assistance to help them create special tools and technologies to facilitate their work."

About the 2014 Rheem Apprentice Plumber Grants

Applications for the 2014 Rheem Apprentice Plumber Grants open on Tuesday 1 July 2014 and close on Sunday 31 August 2014, with recipients announced on Tuesday 30 September 2014. Apprentices can nominate themselves, or their employer can nominate on their behalf.

Applicants can either complete the online application form on the Rheem website www.rheem.com.au/apprentice, or they can download it from the website and either post, email or fax it (details are on the application form). Recipients of the 2012 and 2013 Rheem Apprentice Plumber Grants are not eligible to enter.



Above: Mitchell Harrison with his boss Peter McPherson, right, and Rheem's Darryl Vernon, left 2013

Can you afford a fine of \$4,260.00?

(That's just one of dozens of on the spot fines you could receive if you are not compliant)

Do you know your WHS obligations?

Employers Mutual is providing education and support to PIA members on WHS matters such as (but not limited to):

- Key WHS legislative changes
- Due diligence and safety responsibility
- Risk Management
- Consultation
- Incident/accident management, reporting and investigation
- Practical management of health safety and how to comply with WHS legislation

Find out how to avoid getting an on the spot fine or being prosecuted

4:00pm - 6:00pm Wednesday 13th August 2014
CCF House 1 South Road Thebarton

Book online or call Crystal p: 8292 4000



Bookings essential





Quality endorsed apprentices on tap.

TAPS is committed to providing quality endorsed apprentices to the plumbing and roofing industries through superior training methods and employer support services.

We guarantee it!

- > We select the best candidates
- > Over 270 apprentices in the field
- > Over 100 active host employers
- > Not for profit organisation
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- > 16 years of providing apprentices to the industry
- > Dedicated to exceeding industry safety standards
- > Apprentice placements for 1 week or up to 4 years

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Receiving CITB Funding Assistance



ISO 9001:2008
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 Rheem Australia Pty Ltd
 Rinnai Australia Pty Ltd
 TAFE SA (Regency Campus)
 VTM Valves

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 Blucher (Aust) Pty Ltd
 CB Ideal Tapware
 Con-Serv Corporation (Australia) Pty Ltd
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 3M Purification
 Dial Before You Dig SA/NT Inc
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 Gutter Guard Co.
 Harsmith Building Products
 Heaven Fresh Australia
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 QHSE Integrated Solutions
 PEER Training
 Perks
 Purifiers Australia Pty Ltd
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COUNCILLORS:	
Steve Adams Phone: 8344 6104	<i>Intelligent Plumbing Services</i> Email: iplumbing@bigpond.com
David Hurst Phone: 8234 5000	<i>Smith Brothers Plumbing</i> Email: dhurst@smithbrothers.com.au
Louis Visintin Phone: 8261 7044	<i>Maesbury Plumbers</i> Email: lvisintin@maesbury.com.au
Nathan Wundke Phone: 0410 838 876	<i>Nathan Wundke Plumbing</i> Email: nathanplumbing@gmail.com

Staff

Andrew Clarke - *Executive Officer*
 m: 0438 282 448
 e: andrew.clarke@piasa.com.au

Paul Worthington - *Marketing & Membership Manager*
 m: 0407 407 221
 e: paul.worthington@piasa.com.au

David Butcher - *Group Training Manager*
 m: 0447 010 812
 e: david.butcher@piasa.com.au

Crystal Balazs - *Training Coordinator*
 e: crystal.balazs@piasa.com.au

Marilyn Sheffield - *Field Officer*
 m: 0488 909 185
 e: marilyn.sheffield@piasa.com.au

Jessica Guest - *Field Officer*
 m: 0499 975 475
 e: jessica.guest@piasa.com.au

Rob Kavanagh - *Training Officer*
 e: rob.kavanagh@piasa.com.au

Deirdre Boyd - *Administration Manager*
 e: deirdre.boyd@piasa.com.au

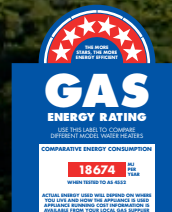
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