

PLUMBING SA

The Masters Plumbers Association of South Australia



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SOUTH AUSTRALIA

January / February 2015



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- Master Plumbers South Australia Returns
- Presidents Lunch
- Audiometric Testing





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Cover: New Master Plumbers logo



Master Plumbers

SOUTH AUSTRALIA

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Good people to know.



Editorial

Master Plumbers Association of South Australia Launch



Master Plumbers SOUTH AUSTRALIA

Master Plumbers Association of South Australia Launch

The launch of the new “Master Plumbers Association of South Australia” was still being decided at the time of writing this article, but I do feel that the rebranding and new logo design will be the catalyst for greater changes within the association.

The logo will be a fantastic marketing tool for members as the association looks to focus on customer awareness and strong branding initiatives.

The association will continue to provide members with a true value proposition and will work tirelessly to ensure the industry is guarded against any form of deregulation.

Non-Compliant Work - where to from here?

The association met with Consumer Business Services back in August with some of the other major construction associations and will be providing evidence of non-compliant plumbing practices at the next meeting in December. We thank all our members and manufacturers for their support in providing information to the association.

The association has basically had enough of the “all talk no action” from the licensing body/ regulator. The continual lack of communication between both the regulator and licensing body is now starting to have major impacts in the construction industry.

The association will continue to argue the point that there needs to be a Building Commission established that is both accountable and transparent in its dealings with industry and the community.

It is not right that a licensed trade is being left to self-regulation when the health and safety of the community is of primary responsibility for the government to control.

As we all know, the SARS outbreak in Hong Kong was due to poor plumbing practices. The serious ramifications of poor water heating



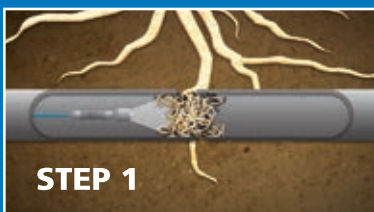
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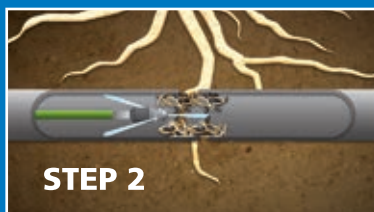
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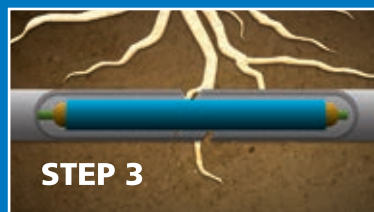
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STEP 2



STEP 3



STEP 4

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The Future of Our Industry in Your Hands

p: 8292 4000

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Editorial

Master Plumbers Association of South Australia Launch cont...

systems has already proven to be life threatening. This is not only a poor reflection on the awareness of government, but it's a lack of willingness to work with industry to "get the process right".

Why, is it that a tragedy needs to occur before any action takes place?

Other states have worked proactively with government to ensure high standards are in place to protect the community, this is basic management of the state.

The association is willing to assist in the whole process to ensure, that existing legislation is adequately enforced to protect all stakeholders, it is just a case of acting and having the passion to make it happen.

We are becoming a lazy state that puts up barriers for change and the disconnect between other government departments is embarrassing. Why is this so hard?

Why is it that other states can actually move forward and show initiatives and create more sustainable business models? Why is it that health and safety of the South Australian community is not considered important? Where are the licensing fees going?

We meet with all the key departments, but it is the same old excuses - prove that there is a problem they say - seriously, start asking about the water cross connections that have happened in some of the suburbs, ask about the costs to clients that need to have their whole bathrooms re-plumbed, after dodgy unlicensed tradespeople have dabbled in plumbing.

How many people (general public) purchase plumbing products from plumbing merchants and openly admit to doing their own underfloor plumbing. The list is long and the it's getting worse but what would we know!



Andrew Clarke
Executive Officer



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Maintenance Plumbing

Damn Puddle Flanges

A number of members continue to report being called in because of leaking showers. Upon investigation, time and time again the problem has been caused by incorrectly installed puddle flanges.

As this is not a requirement under the plumbing code but is under the building code, this work is generally undertaken by the tiler.

One large builder currently has multiple bathrooms in his client's homes that are leaking because there was absolutely no waterproofing carried out by the tiler.

The liability for rectification is massive. Odds is that no-one will be able to find the tiler. Perhaps the race to the lowest price may not be as high a priority for that builder in the future.

Maybe he might start being prepared to pay a bit more to have the job done properly.

Remember incorrect installations are not covered by insurance as it falls into the area of failed waterproofing and incorrectly installed materials.

One member has had enough of the problem and has decided to send us a photograph of how he fixes these problems.



Above: A short chrome grate that has been installed with a butt connection pipe piece to reach the puddle flange which caused significant water damage to a property in inner Adelaide, as you can see the screed is damp.



Above: A very poorly installed and misaligned shower grate on an 80mm riser pipe simply drilled and silicone used to allow a bath connection via 40mm being pushed in, what were they thinking?



Above: This is an example of a job he has just completed for a client in the eastern suburbs with a smart grate. (Remember the white spacer seen here is socketed with the smart grate going into it). Repair success rate 100%.

Residential Plumbing

Spiralling Downwards



Above: Incompatible PE fittings / pipe components.

Above: Incompatible PE fittings / pipe components. It seems that every week the Master Plumbers Association is made aware of a constant stream of sub standard plumbing work. Unfortunately, some who do this work are even members. Whilst visiting a site recently, we were made aware that the plumber who is a member, had installed HDPE pipe as specified by the hydraulic consultant but was installing it using PVC expansion joints, instead of the specified HDPE expansion joints. Various excuses were made, including that the fittings weren't available. One phone call revealed they were in stock at the nearest plumbing store less than 4Km away.

The following week the hydraulic consultant found the toilet outlets were more than 200mm out of position. These had to be jack hammered up to reposition them correctly.

It seems that too many are either lazy, cutting so many corners to reduce costs, don't know their trade or simply don't care. Builders have a responsibility here too, in that they dictate to plumbers what they will pay which do not allow them the ability to demand quality work.

Are they more concerned with profit and less with what they are supplying?

A member who recently visited a family member's new home currently under construction. Two different brands of pipe work and fittings were used. As a result of mixing two manufacturers products any warranty has been voided. Both manufacturer's warranty their products for 25 years. Who in their right mind would abandon this warranty? There was also a lack of clips to the pipe work:

- The maximum spacing of clips for 16mm pipe should be 600mm and 20mm pipe work 700mm horizontally
- Vertically 16mm pipe work maximum 1.2metres and 20mm pipe work maximum 1.4metre spacing
- Where clips are used, use the correct sizing i.e. 16mm clip for 16mm pipe.

In this matter the owner's family member was able to ensure the builder fixed the problem. When so little housing construction work is inspected by the regulator, is it any wonder the cowboys are so rife in the industry?



Above: Pipe clipped with 20mm clips - not correct size.

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Construction & Building Industry Super

Commercial Plumbing

Port Elliot Nursing Home



Port Elliot is a popular holiday location for many South Australians and elderly residents. The Fleurieu Peninsula will soon have access to a new residential aged care facility in the region, enabling those who may need residential care, to stay close to family and a familiar area if the need arises.

Kennett Pty Ltd, 2014 South Australian Master Builder of the Year (Commercial), is ahead of schedule with construction of a \$28 million residential aged care facility being built by Resthaven in Port Elliot. It is expected to be complete in by mid-2015, as well as providing high quality care for 94 older people. A facility of this size offers around 100 long term local jobs, mostly part time, when it is at full capacity. Volunteer opportunities will also be available.

Designed by Brown Falconer Architects and hydraulic design by Atek's, Alan Turner, the two storey building, bounded by North Terrace, Blackfriars Road, Frederik Street and Regent Street, will offer a desirable living environment and care services that take each person's individual circumstances into consideration.

Each room will feature quality fittings, an ensuite bathroom and individual climate control. There will be both large communal lounge areas and private spaces, including a cafe and internet cafe. As with all Resthaven's facilities, an enriching leisure and lifestyle program will be offered for residents, along with current affairs programs, art and craft, worship services, and so on. Jordan Plumbing won the contract to undertake all plumbing, gas & stormwater



Above: Instaflex & copper mains reticulation

work for Kennett Constructions, the principal contractors to Resthaven.

The main building is constructed as two wings of two storeys each.

Resthaven has again approached their development with proper consideration to a range of environmental needs.

High quality landscaping will complement the development. Specific building elements include:

- Rainwater storage & reuse
- Evacuated tube solar panels for the hot water system, backed up by gas boosting units
- Maximised north/south building orientation with use of solar control glazing and external shading devices where necessary
- High levels of building skin insulation
- Maximisation of natural light, high efficiency heating and cooling systems
- High efficiency fluorescent and LED lighting systems.

High efficiency Hansa tap fixtures, Caroma basins and sanitary ware have been installed throughout the building. Blucher stainless steel sluice sinks and cleaner's sinks and Zip boiling/chilled water units to name a few other items that have been installed giving a good indication of how high the bar has been set for the new facility.

Rainwater harvesting, which seems to have gone out of fashion on a number of current developments, until the next drought, has certainly been addressed on this project with a 180,000L underground storage tank. Rainwater is harvested from the nursing home roof, which is then used to service all of the toilet suites, laundry facilities and for garden irrigation.

A 30,000L CPC septic tank services the main ninety bed facility, while the residential homes on the site each have a separate 3,000L RI Industries septic tanks.

Three RI Industries grease arrestors, epoxy coated, with trafficable lids were installed. The 5400L arrestor



Above: Laundry lint arrestor

Commercial Plumbing

Port Elliot Nursing Home cont...

serves the kitchen and the two 2400L grease arrestors service the kitchen/serveries.

Two new 50mm water meters were provided for the project and have been fitted with backflow and pressure reduction valves, which service a 100mm MDPE in-ground ring main. George Fischer's Instaflex has been used for the hot, cold and non-potable water systems within the building.



Well documented failures in recent times from products that have been promoted as the next big thing, have made most in the industry extremely cautious of taking up new products.

Instaflex is a material that has been warranted by the manufacturer for the job. The adverse conditions encountered in any seaside town or city, and higher aggressive nature of some domestic rainwater supplies, are compatible with the Instaflex product.

The product has been in use in Australia for some twenty years, however it had been overlooked due to the comparative cost with some of the other products that were introduced to the market over the past five to ten years. With some hard lessons learnt in relation to some of these other products, Instaflex has found its way back as a suitable product for our Australian conditions.

Both Electro Fusion (EF) and Socket Fusion (SF) fittings have been utilised in the construction of this system. Socket fusion, utilising a plate welder, being the main method used due to the efficiency of installing long straight reticulation runs.

Electro fusion being better suited to tight areas consists of a welding unit with probe attachments that connects into the fitting. By pushing the button the unit recognises the fitting and runs the correct weld program suited to the diameter of pipe, similar to that of MDPE or HDPE electro fusion systems.



Above: Typical ensuite installation



Above: Instaflex & copper mains reticulation



Above: Second fix

The guidelines and procedures for installation and commissioning are relatively simple to control. George Fischer's representatives were engaged by Jordan Plumbing to conduct multiple site visits and to inspect the system at various stages of construction to ensure that the product was installed to the manufacturer's recommendations.

Upon completion and testing of the system (hot, cold and non-potable), Jordan Plumbing achieved a zero failure rate on all welds, a great result and a credit to the team on site. In this particular installation, the material does not need to be installed with any allowance for thermal expansion in the way of expansion loops. The correct bracketing system has to be used which, dependent on pipe diameter, requires a pipe support tray to be installed to the top half of the pipe. Rehau has been installed to feed individual rooms.

Apricus evacuated tubes feed hot water to two Rotex Heat Exchangers with two Rheem instantaneous HWS available to boost hot water on cold/overcast days. Freshwater Systems water softeners pre-treat all of the water. TMV's are installed in each room, nearly all in wall mounted valve boxes apart from a few places where there was insufficient space.

The main kitchen will be fitted with two commercial LPG gas stoves and two gas ovens. Insufficient space onsite has meant a bullet could not be installed and gas will be supplied from a series of manifolded gas bottles.

Commercial Plumbing

Port Elliot Nursing Home cont...



Above: Mains Reticulation

Sluice drains in the kitchen allow a full wash down with waste going directly to the grease arrestors. HDPE in ground and Rehau Raupiano for the stack work were used throughout the project. A 300mm stormwater system takes the groundwater directly to the street and discharge into the council storm water system.



Above: 30,000 litre septic tank

There will be 33 onsite car parks, well in excess of Planning SA guidelines of one car park per four places. All deliveries and removal of waste will take place on site.

Four independent retirement living units front North Terrace, in the local heritage zone. The main entrance to the facility is accessed from Frederik Street. The 'old school house' building on the site is being renovated and will be used for a variety of purposes. Walking around the project with Jordan Plumbing's site manager Jason Scholz, it is very clear that he is a plumber's plumber.

He was keen to show the high quality of work and attention to detail of services that will be hidden when the facility is completed. His interest is in the quality of what they have constructed for their client and that the new facility not only looks as intended but operates seamlessly right from the time of practical completion.



Above:TMV under sink in cupboard



Above: RAUPIANO suspended acoustic drainage



Above: Line strainer double check valve assembly and pressure reduction valve



Above:Typical ensuite - Rehau inwall pipework, Enware TMV and Blucher Tundish



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Tourist park uses new, Australian technology to treat wastewater

Located between Newcastle and the Hunter Valley in NSW, Tomago Village Tourist Park was set to expand facilities to cater for the increasing demands from tourist and long-stay residents.

While the local council was supportive, there was a stipulation, the park had to upgrade its onsite treatment of wastewaters from the toilets, showers and laundry.

Park owner, Peter Rains, went into research mode. His existing wastewater plant treated on average 30,000 litres of wastewater each day with large morning and afternoon peaks.

“Given the investment in my existing plant, I wanted to find a technology that could be retrofitted to improve treatment performance so we could achieve the required discharge levels,” said Rains.



Above: BioGill bioreactors treating wastewater onsite at Tomago, near Newcastle.

His search led him to a new, Australian-invented technology called BioGill, a breakthrough technology in the biological treatment of wastewater.

BioGills are above ground, non-submerged bioreactors that deliver a low cost, low energy solution for treating wastewater.

Peter installed four BioGill units. Two were added to the existing conventional sewage treatment plant with a tertiary filter and a UV steriliser used on the water as it flowed to a pond.

A further two BioGills were installed at the storage pond to improve water quality, control algae growth and reduce turbidity.

The wastewater post treatment is recording BOD of <math><10\text{mg/L}</math> and Thermotolerant Coliform (TCC) of <math><4000\text{CFU}/100\text{mL}</math>, all within the discharge requirements.



Fig. 1.

Fig. 2.

Above: Nano Ceramic gills provide the ideal, oxygen rich environment for biomass to grow. Fig 1. are newly manufacturer gills and Fig. 2. are gills colonised with microorganisms.

How BioGills work

The real key to the technology is the unlimited availability of oxygen.

The bioreactors are above-ground, providing an ideal, oxygen-rich environment for microorganisms, nature’s best recyclers, to grow and consume nutrients out of the waste stream.

At the heart of every BioGill unit are specially manufactured Nano Ceramic membranes known as gills.

The gills are suspended vertically inside a patented bio-chamber.

Wastewater is pumped from a treatment tank to the top of the gills. Gravity then takes over with the wastewater travelling down the membranes.

Microbes grow through the gills, feeding off nutrients in the liquid stream on one side of the gill, while drawing oxygen from the opposite side.

Cleverly designed spacers ensure plenty of oxygen from the atmosphere reaches the microbes.

Tourist park uses new, Australian technology to treat wastewater



Above: The BioGill technology is treating a variety of wastewaters from food and beverage processing, including wastewater from breweries and wineries.

With the increased oxygen, BioGills can grow a healthy, active biomass that is 10 to 15 times greater than conventional biological systems.

BioGills are often the secondary stage of the wastewater treatment train, with primary treatment upstream to remove solids.

The BioGill treatment technology removes a large percentage of Total Nitrogen, BOD and COD*.

Australian owned and invented

The technology's roots can be traced to the laboratories of the Australian Nuclear Science and Technology Organisation (ANSTO), based in Sydney.

Scientists from the Institute of Materials Engineering made a ground breaking discovery in the use of nano-particulate materials.

The technology was initially intended for the growth of penicillin-producing microbes, but after attending an ANSTO conference where the research findings were shared, John West saw its commercial potential in wastewater treatment.

West secured the rights to bring the technology to market and went on to establish BioGill in 2009.

Worldwide patents are now in place for both the gill technology and the wastewater treatment process.

Treating a variety of wastewaters

BioGill now has projects running in more than ten countries, effectively treating pond water in aquaculture and a variety of wastewater from food and beverage processing, sewage, grease traps and grey water.

Meat processing and cheese production companies are also using the technology to successfully reduce odour.

Cave Springs Cellar in Canada has been running a BioGill unit for the past 18 months and recording BOD reductions of up to 97% from the winery's wastewater.

On Mantaray Island in Fiji, two BioGills bioreactors are successfully reducing BOD by up to 96% in the resort's wastewater (sewage, showers and a commercial kitchen).

In the USA, impressive results are being recorded on wastewaters from breweries and vegetable food processing plants.

Several projects in Australia, treating high sugar wastewater from sugar cane processing, soft drink and confectionery wastewater, are also yielding BOD reductions of up to 96%.

A major driver for these companies is to treat wastewater onsite to reduce substantial wastewater to sewer discharge fees from local water authorities.

"It's a win-win situation for our clients with the BioGill technology being good for the environment and good for the bottom line", said West.

To learn more about the technology and its applications, visit www.biogill.com

*BOD (Biochemical Oxygen Demand) and COD (Chemical Oxygen Demand) are standards by which water authorities measure pollutant loads.





The entitlement to and protection of company names and business names is an important, although often poorly understood, area of the law.

A company name can be registered if it is not identical to another registered company name or business name.

A business name can be registered if it is not identical or nearly identical to another company name or business name.

Australian Securities and Investments Commission (ASIC) is responsible for registering company and business names.

ASIC generally will not register a business name that is too similar to another company or business name.

However, as noted above, company names may only be refused if they are identical to another name. Thus, slightly better protection for a company name is available if the company also registers its name as a business name.

The reality is that registration of a trading name as a company name or a business name provides very little protection for that name.

It does not give exclusive trading rights over that name. Registration does not give much protection, let alone ownership.

That is because the registration of the name is primarily a compliance matter rather than a name protection system.

For example, the main policy of the business names registration law is to enable the public to ascertain who is behind a particular name.

Of course a trading name can be very valuable and have considerable goodwill associated with the name.

Quite often, the name is distinctive or it is used with very distinctive stylised lettering and/or is associated with a distinctive logo ("brand").

The best protection available for brands is registering them as a trade mark on the national trade marks register.

Once lodged for registration, the owner can stop anyone else using that brand or one that is similar to it and can sue for damages for infringement.

The other side of the coin is that obtaining registration of a company or business name does not protect the registrant against legal action from someone with a similar name that is registered as a trade mark or who has prior use of that name.

Therefore, when applying to register a company or a business name, it is important to undertake searches of similar names to ensure that someone else's rights and entitlements to a name are not going to be infringed.

Businesses with well-known valuable brands, particularly multi nationals, expend a lot of money and effort in protecting their brands with trade mark registration, surveillance and enforcement of breaches by legal action.

We have seen relatively small businesses in Australia who accidentally register a name that is considered too close to a major brand and have found themselves being sued by a multi national's team of US attorneys.

Internet Domain names are also important but this is a topic for another time. In summary, the take outs are:

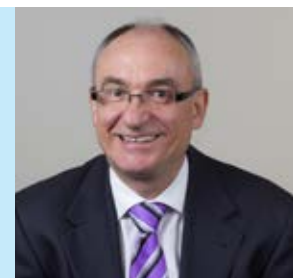
- before registering any company or business name do thorough searches of any similar names;
- it is best to register a company name also as a business name;
- if you have or wish to develop a valuable "brand", protect it by registering it as a trade mark.

Joe Subic
Consultant

Lynch Meyer Lawyers

T > 8236 7610

E > jsubic@lynchmeyer.com.au



Aboriginal and Torres Strait Islander Student of the Year

Ashley Edwards

Certificate III in Plumbing

Trained by TAFE SA

Employed by A S Carlson & Sons Pty Ltd



Ashley moved away from his family in Adelaide to Whyalla to take up work in the plumbing industry at AS Carlson and Sons. His commitment to training included travelling 400km each way to attend TAFE.

Ashley's skills have provided him with job security and he encourages other young Aboriginal people to follow in his footsteps and take on an apprenticeship.

The judges said Ashley was enthusiastic when talking about how his training has increased his confidence and has driven him to be successful.

Regional Visits - Tools of the Trade

Please make a note in your diary to attend the Tools of the Trade - Regional Visit date in your diary. See the Master Plumbers Association Wall Planner inside this issue for diary dates.

The events will be a little different this year in that we will be holding them in local Toyota dealer showrooms to help promote the new Gold Member partnership with Toyota, which will see a very significant benefit to members.

Other benefits will also be showcased and we will be running a workshop that everyone in business needs to attend on debt management. This will give you practical steps in ensuring you are paid by your clients.

Industry Breakfasts

Something new for 2015 will be our industry breakfasts where we will have some guest speakers to talk on issues of interest that will help improve your business' profitability or compliance. Keep an eye out for invitations in our email news.

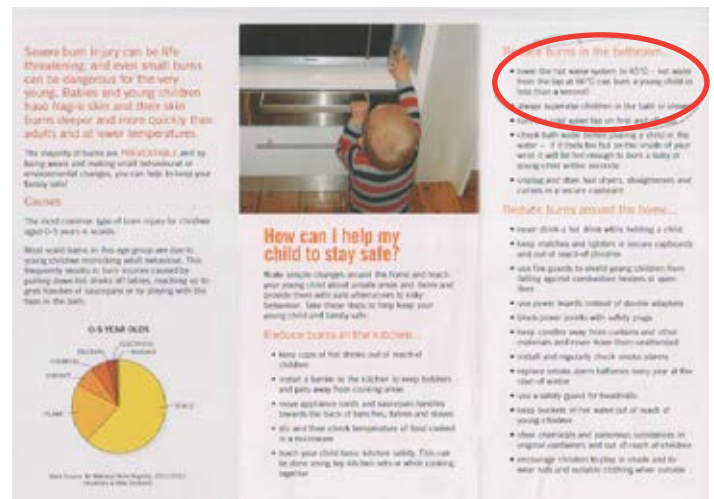
Julian Burton Burns Trust

We would like to thank the member who came into the Master Plumbers with an information pack his child had received as part of a visit by the Julian Burton Burns Trust.

In one of the brochures it advised homeowners to turn down the temperature of their HWS to reduce the risk of scalding burns. Unfortunately just that week an article appeared reporting a Legionella death in SA. See article on page 38.

After contacting Health SA, we received a very prompt response that they had contacted the Julian Burton Burns Trust and they agreed to immediately re write the brochure with advice from Health SA.

A great outcome thanks to our member.



GWA Group has announced that it will sell Dux Manufacturing to Japan's Noritz Corporation for \$46 million

Established in Kobe, Japan, in 1951, Noritz is a Tokyo Stock Exchange-listed manufacturer of household water heaters for residential and commercial use.

GWA is Australia's leading supplier of fixtures and fittings to households and commercial premises.

According to the ASX announcement, the sale price is in accordance with the book value of Dux Hot Water, the key asset of Dux Manufacturing.

The sale agreement is subject to usual terms and conditions and is expected to be finalised during December 2014.





JB'S SOAP BOX

FEDERAL SAFETY COMMISSION

In June 2004, the Hon Kevin Andrews MP, then Minister for Employment and Workplace Relations, announced that the FSC would be administratively established within the then Department of Employment and Workplace Relations as a result of the Cole Royal

Commission into the Building and Construction Industry.

The FSC and the Scheme are provided for under the Fair Work Building Industry Act 2012. The Accreditation Scheme that is administered by the Office of the Federal Safety Commissioner has now been in operation since 2005.

Government has been lobbied for many years to review the Scheme.

MEMBERS ISSUES

Issues for members have been:

- Inconsistency of audit outcomes
- Auditors not following the audit criteria and using their own opinion to assess compliance
- A conflict of interest, whereby auditors are private consultants – note the scheme does not require its auditors to be JAZ-ANZ Accredited
- FSC accredited members already comply and meet the expensive requirements of AS 4801 audits that are additional to FSC audits
- The excessive demand for paper based compliance and the resulting red tape
- Increased costs to meet a level of compliance that is additional to any state law
- The duplication of prequalification requirements at the state and federal level
- Having another government department, in addition to the state regulator requiring compliance to a set of criteria in addition to state WHS laws.
- No quantitative evidence that meeting the requirements of the FSC has resulted in scheme projects having a better level of safety compared to non-scheme projects.

The cost of meeting and maintaining the requirements for accreditation effectively discourages or prevents smaller members from tendering for federally funded work.

The recent Productivity Commission Draft Report (2014) on infrastructure similarly identified this at page 510, it stated that:

“While it might seem that safety accreditation arrangements could have little more than minor effects on infrastructure construction, some inquiry participants have argued that the FSC scheme is unnecessary, costly to comply with and can hamper or deter some businesses from bidding for Commonwealth-funded projects”.

However there is clear evidence of growing inefficiencies in our federal system, inefficiencies brought about through duplication, overlap and inconsistency.

These inefficiencies are costing Australian taxpayers and businesses significant amounts each year. Access Economics has estimated that inefficiencies in the federal system are costing Australia \$9 billion each year, or over \$1,100 per household.

This is based on a conservative and partial estimate of the costs only. The true costs would almost certainly be significantly higher.

Others have estimated the costs to be \$20 billion a year. Either way, the costs are large and unnecessary. The current state prequalification system and the FSC prequalification scheme are a clear example of overlap, duplication and redundancy.

This is also further illustrated by the duplication of the roles of the State/Territory WHS regulator and the FSC. This example is a redundancy in the true sense.

As stated previously, it is fair and reasonable to expect that safety is effectively regulated and that is why every state and territory in Australia has a workplace health and safety regulator.

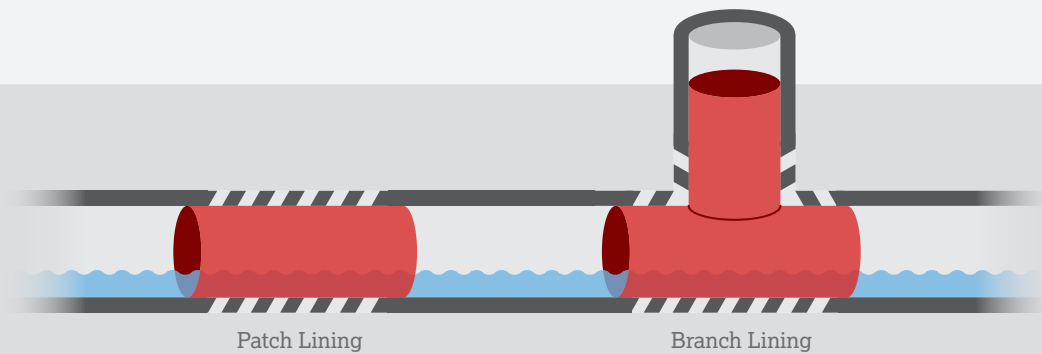
It is also reasonable to expect that if a member complies with those state laws they should have a safe workplace. There is no need for members to comply with a federal government bureaucracy in addition to the state regulator.

No other industry sectors have a FSC. There is no logical reason why the building and construction industry must bear this additional burden.

Particularly when other industry sectors have a significantly poorer safety record than the construction industry and do not have a FSC. E.g. agriculture and fishing. It's time for change. Remove the red tape and make it easier for companies to bid for work they are capable of doing.

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Training

Master Plumbers Association Wins 2014 Southern Schools Industry Partnership Award with Hallett Cove School

On Thursday 20th November, the Master Plumbers Association was invited to attend the 2014 Southern Schools Industry Partnerships Award held at Hortas Restaurant, Port Noarlunga.

The event included a number of presentations on the development and training initiatives for the Southern region as well as recognising a number of outstanding performances by organisations / schools as well as individuals. The Master Plumbers were nominated for the Industry Pathway Award which recognises a training course / program that has resulted in positive career outcomes for students – through either apprenticeships or traineeships.

Some of the benefits that the students gained from the Certificate 1 in Construction (plumbing) course and the Certificate 3 in Roof Plumbing included;

- Relevant, current plumbing skills and knowledge
- Employer links for work placements
- Employer links and outcomes including apprenticeships.

The Master Plumbers were successful in winning the Industry Pathway Award with Hallett Cove School and a big thank you must be passed onto Rob Kavanagh (Master Plumbers) Peter Wheatland and Tony Nicholls (Hallett Cove School) for their tireless efforts in bringing this partnership together for such outstanding results.

The Master Plumbers are working extremely hard to ensure the industry has well trained students ready for the next step down the pathway to a successful plumbing career. On behalf of all the organisers of the event, congratulations and well done – it certainly sends out a lot of positive messages to the southern community. New logo for the Master Plumbers Association of South Australia



Above: Rob Kavanagh receiving the award



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Oh what a feeling!

A male plumber in a dark blue polo shirt with white stripes on the sleeves is focused on working with a pipe. He is using a red pipe wrench. The background shows the interior of a white van with shelves filled with blue and red toolboxes and various plumbing supplies. The scene is brightly lit, suggesting an outdoor setting.

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Pre-requisites

A minimum of Certificate III in Plumbing or equivalent.

Fees

Course cost: \$460. Eligibility criteria applies, fees are subject to change.

When

Continual enrolment throughout 2015 starting in Feb 2015.

Study Mode

- Night class delivery
- Internal week block delivery
- External delivery with tutorials

For more information or to register, contact:

Tonsley Campus P: 8207 2800

Elizabeth Campus P: 8207 9700

E: plumbingservices@tafesa.edu.au

tafesa.edu.au/plumbing

The logo for tafesa, featuring the word "tafesa" in a bold, lowercase, sans-serif font. Above the letters "a" and "e" are three stylized white circles of varying sizes, arranged in a slight arc.



Government of
South Australia



Construction

The construction industry is one of the largest employment sectors in the Northern Territory and is also one of the top five contributors to the Northern Territory's Gross State Product. For statistical purposes, the following sectors form part of the construction industry under the Australian and New Zealand Standard Industrial Classification (ANZSIC).

- Building construction (e.g. construction work, renovation work)
- Non-building construction (e.g. road maintenance)
- Site preparation services (e.g. excavating, demolition of buildings)
- Building structure services (e.g. roofing, concreting)
- Installation trade services (e.g. plumbing, electrical installation)
- Building completion services (e.g. painting, tiling, rendering)
- Other construction services. (e.g. fencing, landscape gardening)

ANZSIC has been produced by the Australia Bureau of Statistics and the New Zealand Department of Statistics for the collection and analysis of industry data. NT WorkSafe uses the classifications to report workplace health and safety statistics, including information on compensation claims, injuries and fatalities.

Main causes of injuries

In the Northern Territory, the three main causes of injury which resulted in a workers compensation claim being lodged in the construction industry were:

1. Muscular stress (lifting carrying objects, putting down objects).
2. Being hit by moving objects.
3. Falls from a height.

Training Requirements

Construction workers in the Northern Territory are required to undertake induction training delivered by an approved Registered Training Organisation. Workers, who complete induction training in the Territory, will be issued a 'white card' as proof of their training. Workers holding a current and valid general construction induction card from another jurisdiction will not need to undertake general induction training for construction work in the Northern Territory.

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Northern Territory

Licensing Requirements

Some construction activities are considered high risk and may require a worker to hold an appropriate licence. The activities related to this industry includes:

- Crane and hoist operations
- Forklift operation
- Scaffolding and rigging (includes dogging)
- Pressure equipment operation
- Asbestos removal.

What it is and why we need it

The Darwin CBD is growing rapidly and new water mains are required to meet demand in the area.

These new water mains will provide water to the CBD, Stuart Park and surrounds ensuring Power and Water's service standards are maintained to existing customers while allowing increased development.

Power and Water is undertaking the construction of several major water mains in two stages.

- **Stage 1:** New water main, Esplanade
- **Stage 1** included installing 1.2km of 450mm steel pipe along the south side of The Esplanade and along Daly Street.
- **Stage 2:** New water main, Dinah Beach Road
- **Stage 2** includes 2km of 450mm steel water main along Dinah Beach Road, Duke Street, Burt Street, Daly Street, McMinn Street, McLachlan Street and Mirambeena Street.

Power and Water is working with Darwin City Council and the Department of Construction and Infrastructure to minimise disruptions and plan appropriate traffic controls.

Thrust boring was used to construct the water mains under Daly Street and McMinn Street to minimise disruption to traffic.

Future works

This is part of a broader strategy to meet water demand beyond 2030 in the CBD and adjacent areas. Further works are being programmed.



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- > Apprentice placements short or long term



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New Member & Member Benefits



Above: Ryan Hillman from New Heights Plumbing

Ryan Hillman from New Heights Plumbing is a new member of the Master Plumbers Association. Ryan started his own business about 18 months ago after deciding that if he was going to work the hours he does, he might as well try working for himself.

It's been a busy two years establishing the business, buying and renovating a house and becoming newly married just 12 months ago to Chelsea.

Business is going really well for him mainly doing new homes and renovations with a little bit of maintenance thrown in. He's running a 1.5 tonne Caterpillar Excavator for his new homes work.

Ryan has a Master Plumbers Association GTS apprentice Rein Coetzer who is just finishing his first year with Ryan. He also recently subscribed to BusinessMate to get his WHS up to scratch and to ensure he could demonstrate compliance in his business.

He has also invested in Xero Accounting in preparation of going to the full BusinessMate System this year to further professionalise his business.

Ryan is enjoying the challenge of developing his business and is now spending less time on the tools and more on the administration, sales and planning side of the business which he finds easier on the body and mentally very stimulating.



Staff and Member Vehicle Rental Rates

Did you know that Europcar is now Master Plumbers Association of Australia and New Zealand's preferred rental vehicle provider? Europcar's convenient locations offer a selection of vehicles from economy to large cars, 4WDs, utes and trucks. Whether for business or leisure, Europcar has the right vehicle to suit your needs.

To access Master Plumbers Association of Australia and New Zealand's exclusive 10% off rates, quote **52365811**.

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Financial Advice

How To Stop Your Income Protection Premiums Increasing Every Year

This article was written in response to discussions with workers in the building trade over the past 25 years about their income protection premiums continually rising – Ross Forsyth, Life Insurance Broker.

Just think for a second . . . Do your income protection premiums go up each year? A week has not gone by in the last few years when somebody in business has said to me . . . “I received my income protection renewal and my premium went up again!” Does this sound familiar to you?

I speak to workers in the building trade all the time and I hear comments like . . . “I started my income protection policy over 10 years ago and I was paying \$120 per month and today I am paying \$390 per month.”

This is a 225% increase in premiums! I am speaking to somebody currently who's premium increased by 38% after only 12 months! Every day, income protection policy anniversaries fall due and premiums rise by 5%, 10%, 20% or more. The good news is that . . . “These price increases can be stopped.”

Each individual policy needs to be examined separately. Once these details are ‘laid out on the table’, I have found that many people are flabbergasted by the percentage increase in premium since their policy was commenced and what they could expect to pay in the near future.

So whether you are paying \$500 or \$10,000 per year, take advantage of this opportunity and give yourself certainty and peace of mind. “Let us upgrade your income protection policy and STOP THE ANNUAL PREMIUM INCREASES.”

About Ross Forsyth - Is the Director of Straight Through Insurance, a full service accredited and authorised life insurance broker, which has no alliances to any particular insurer. Having access to the widest selection of products in the market, Straight Through Insurance is able to provide policies with the best definitions at claim time, superior policy wording and the lowest premiums.

Ross Forsyth is one of Australia's longest serving life insurance advisers, who has supported many industry bodies in the building trade for many years and one of only a handful of local life insurance brokers.

The information that has been given is general advice and does not take into account your personal financial situation, needs or objectives.

Therefore before you decide to buy this plan or keep a similar product you already hold, it is important that you consider the product disclosure statement to make sure the product is appropriate for you.

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Business Advice

Poms have Lost their Title

The Master Plumbers Association recently attended a Toyota breakfast as part of its Gold Fleet Member Update. Guest speaker was Paul Clitheroe, an economist, who had a very popular programme on Channel 9 called Money, a few years ago.

A few weeks ago we talked about the value of mentoring. This breakfast was in part a mentoring opportunity because Paul's speech was around the economy and what the future is likely to hold for businesses. He had a series of themes:

Negativity

Since 2009, Aussies have become the No.1 nation of whingers. Australians on the whole have never been wealthier as individuals and we have never had it so good but we complain about everything. Greeks whose economy is a basket case are five times more positive than Australians.

Our media focuses on the negative and not on the good. He gave some examples; one of the big four banks announced approximately 60 redundancies of employees undertaking a paper based function within the bank that was ending. The same day they announced 1400 new jobs in digital banking.

One media release made the paper, the other didn't. Guess which one didn't make it?

The Sydney papers the day after the float of Medibank Private described it as a soft float. All of the new shareholders received a 7.2% profit gain on their money in one day!

They were also only able to buy a tenth of the shares they applied to buy because of demand. The media is always looking for the negative and never the positive.

Savings Versus Spending

Australians are saving an unprecedented 7c in every dollar. The average mortgagee is two years ahead on their mortgage.

Australians have a median wealth of US\$219,500 per adult; we sit comfortably ahead of Luxembourg on \$182,768.

The US, with a median adult wealth of only \$44,911, doesn't even make the top 25. The USA median figure is further skewed by the extreme wealth of the rich and the extreme low net wealth of the poor.

Because our wealth is more evenly spread this means there are more people able to consume, to buy houses, cars, holidays etc.

Last financial year Australians bought 8.8 million overseas airline tickets.

The problem for retailers is that people are sitting on their money and not spending.

Online sales etc add another layer of complexity. What we have is a consumer base that will sooner or later, start to spend.

This of course needs to be balanced with living within our means. The barrier to this change is negativity.

Change

Part of this negativity can also go back to the level of change that is occurring. Only a baby with a soiled nappy likes change. As humans most of us are resistant to change and South Australia has a dose of this more than most.

Manufacturing will unfortunately continue to decline and business has to get smarter, adapt more rapidly and seize the many opportunities out there.

50% of the jobs that will exist in ten years time have not yet been invented. We will not have enough people in ten years time to do the work.

A new technological revolution is underway that we can barely imagine. It will change the way we do things. No single person or business will be unaffected.

You either embrace this change or you will be pushed to the margins. People are however, naturally fearful for their jobs and therefore are holding back until their future is clearer.

Every business needs to better understand demographics because it informs your future planning. The population will continue to grow. The Australian Bureau of Statistics predicts a population of 42 million Australians by 2060.

About 2.6 million will live in South Australia, the majority in Adelaide. The geographic centre of Greater Adelaide is now Gepps Cross but it is moving south at a rate of 500 metres /year.

Australians live 3 months longer every year. Modern medicine is keeping more and more Australians alive and healthy for longer and longer. This will also shape demand

Paul Clitheroe covered this theme in far more detail and far more eloquently but the take home messages were there for all. The future is not just positive but as Australians we should bloody well enjoy it and give the Poms their title back.

Hot Products



Be impressed with Zetco

Zetco Valves has a new range of press-fit ball valves in 15mm to 50mm which are compatible with V-profile press-fit tools from Viega®, Rothenberger® and KemPress®.

Available in water and gas in press-fit to press-fit, female, male, and nut & tail. The valves are compliant with AS 3688, are WaterMarked to AS 5830.1 and the gas valves are AGA approved to AS 4617 and tested to DVGW VP 614.

Rheem COMPACT 45L *Ideal for restricted space installations*

The Rheem COMPACT 45L electric water heater fits into kitchen cabinetry designed for pre-MEPS 50L electric water heaters – ensuring easy 'like for like' replacement.

Rheem COMPACT has a 393mm diameter and is just 670mm high (including the anode cap), which is a full 25mm lower than a standard 50L product. Features include: 45L delivery (when tested to AS1056.1); a 1400kPa pressure rating; 2.4kW and 3.6kW element sizes; dual handed fittings; and a 7-year cylinder warranty.



Milwaukee® Power Tools Lighting Solution

Milwaukee™ Power Tools continues its tradition of providing solutions that maximise productivity with the introduction of the M12™ and M18™ LED Lantern/Flood Lights. Delivering a winning combination of brightness and light quality, the new high definition lighting solutions feature a 180°-360° adjustable beam design that allows users to select between area lighting and task lighting for maximum versatility.

Equipped with TRUEVIEW™ High Definition features, these LED lights utilise the most advanced lighting technology to deliver a true representation of colours, optimised colour temperature and even beam patterns leading to a more productive and safe work area. The M12™ and M18™ LED Lantern/ Floodlights also deliver superior light output with over 400 and 700 Lumens, respectively. On a single charge, the new lights can illuminate an area for up to 75 hours on low and up to 9 hours on high power using a 4.0Ah battery.

A rugged design and impact resistant lens allow the new lights to withstand harsh jobsite conditions. As an added value to any tradesperson, each light also includes a high power 2.1Amp USB port to charge tablets, smart phones, mp3 players and other electronic devices. Backed by the success of the M12™ LED stick light, Milwaukee® are introducing a M18™ LED Inspection Light into the M18™ stable, featuring the Milwaukee patent TRUEVIEW™ high definition lighting technology with a 45° pivoting head that allows for 180° of versatile coverage.

M18™ LED Lantern/Flood Light (M18LL-0)

SPECIFICATIONS

- Voltage 18V
- Battery M18™ REDLITHIUM™ (battery and charger sold separately)
- Tool warranty 5 Year tool warranty
- Length 291mm
- Weight 0.5kg
- Lumens 700

FEATURES

- TRUEVIEW™ high definition lighting technology
- 180° – 360° adjustable beam allows the user to select between area and task lighting
- 2.1Amp USB charger for tablets, smart phones and other electronic devices
- Rugged design featuring an impact resistant lens, IPX4 rating and can withstand 2m drops
- Four light settings high, medium, low, strobe
- Two stainless steel hooks designed to be used as a hook or a handle



M12™ LED Lantern/Flood (M12LL-0)

SPECIFICATIONS

- Voltage 12V
- Battery M12™ REDLITHIUM™ (battery and charger sold separately)
- Tool warranty 5 year tool warranty
- Length 269mm
- Weight 0.4kg
- Lumens 400

FEATURES

- TRUEVIEW™ high definition lighting technology
- 180° – 360° adjustable beam allows the user to select between area and task lighting
- 2.1A USB charger for tablets, smart phones and other electronic devices
- Rugged design featuring an impact resistant lens, IPX4 rating and can withstand 2m drops
- Four light settings high, medium, low, strobe
- Two stainless steel hooks designed to be used as a hook or a handle



Additional TRUEVIEW™ Model Options

- M18™ LED inspection light (M18IL-0) coming December 2014
- M12™ LED stick light (M12SL-0) now available, please see following link for more information <http://www.milwaukeetools.com.au/power-tools/cordless/m18/show/m12sl-0>
- M18™ LED Flood Light (M18AL-0) now available, please see following link for more information <http://www.milwaukeetools.com.au/power-tools/cordless/m18/show/m18al-0>



President's Lunch



Above: Michael Thomas, Robert Dawber, Steve Wright, Brian Murphy, Shane Jacobson, Scott Galway, Paul Worthington, Robin Gatti, Tony Ball and Richard Taylor.

The second President's Lunch was held once again at the Morphettville Racecourse in the Endeavour Homes Pavilion. As guests arrived, the room became very noisy as everyone mingled over a pre lunch drink. Master of Ceremonies, Shane Jacobson, best known for his movies Kenny, Charlie and Boots and various TV shows including Top Gear, Beaconsfield and the Time of Our Lives, looked like he was going to have some difficulty quieting everyone down. However there was no cause for concern.

Shane is clearly a highly experienced MC who quickly had the whole room in the palm of his hand. Throughout the whole afternoon, he kept us all amused with his one liners, insults, anecdotes and he stayed on after the formalities to have a beer, apologise to those he had insulted and be photographed with anyone who asked.

Dale Anderton gave a short speech addressing the challenges of 2014, the importance of training, and the important role the association plays in the development of unity in our industry. He wrapped up his speech by announcing that as part of strengthening member unity that the association was returning to our original name, The Master Plumbers Association of South Australia. The announcement was greeted by loud applause and the Old Master Plumbers table rising to their feet.



Above: President Dale Anderton

Dale then went on to present the PIA Apprentice Awards. The 2014 Hip Pocket Work Wear Award for High Achievement in a 1st or 2nd year PIA Master Plumber GTS apprentice was awarded to Tariq Eltahir, who is hosted By Hindmarsh Plumbing Services. The 2014 Hip Pocket Work Wear Award for High Achievement in a 3rd or 4th year PIA Master Plumber GTS apprentice was awarded to Chris Cooper, hosted by Woodsy's Plumbing Service of Ceduna. Chris was unfortunately unable to attend today due to work commitments in Ceduna.

The PIA Gold Medal and CITB Award for Training Excellence finalists, Alex Butonov, Matthew Crisp and Matthew Turner were then invited to the stage. All three were selected as the top student from each registered training organisation in South Australia. Dale was then joined by CITB's, Len Warren to present the PIA Gold Medal to the winner. A panel from the plumbing industry interviewed all three finalists and selected Matthew Turner for his excellent technical knowledge, vast experience in all facets of plumbing, passion for the ongoing development of the industry and his career goals to succeed at the highest level possible. Matthew has all the credentials to be a future leader in the industry. 2014 saw a record number of members achieve recognition in the Milestone Awards for 25 years and 50 years of membership.



Above: John Platten and Shane Jacobson



Above: Matthew Crisp, Matthew Turner and Alex Butonov

Our thanks to all of the sponsors of the President's Lunch whose support makes this event possible

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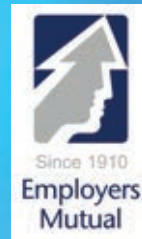


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President's Lunch cont...



Above: Greg Hoare, John Dnistriansky and Anthony Jones

Receiving their 25 year Milestone Award were:

- Greg Hoare - Northern Plumbing Maintenance
- Steve Day - Port Adelaide Plumbing and SA Hot Water
- Greg Richards - Richards Plumbing Service
- Kent Retallick - Robert Bosch Australia Pty Ltd.

Three members reached their 50 year Milestone Award in 2014:

- Peter Fisher - Fisher Plumbing
- Anthony Jones - Eco Green Plumbing. We had hoped Anthony's father who is retired and now living in Cairns may have been able to attend but unfortunately he was recovering from recent major heart surgery.
- Dave and Chris Morgan - R & A Morgan Plumbers Pty Ltd. Dave's father, Ron Morgan was a president and life member of the association.

The PIA /Master Plumbers Association congratulates all of the apprentices and Milestone Award recipients for their achievements.

Our first guest speaker was Michael Crouch, AO, who was the founder of ZIP Industries, he stepped aside last December after 52 years in the same job. Michael spoke of his experiences and shared his beliefs of how to succeed. Guests commented afterwards that the values and beliefs Michael expressed are never more valid than today.

Our second guest speaker was Hawthorn and Central Districts legend, John Platten. John spoke about his humble upbringing and how he strove to become the absolute best player he could.

Michael and John both spoke about the same thing. Success comes from hard work and always trying to do your absolute best.

Guests and sponsors feedback to the association is that the event was once again very successful, enjoyable and a great opportunity to catch up and network.



Above: Doug Hargreaves and Jack Holder



Above: Wayne Margitich, Rob Heriot and Brenton Lane



Above: Terry Clarke, Steve Prisk and Vince DeVellis

Accessible Toilets and Facilities for People with a Disability

Let's get it right

Physical access was one of the very first things that people with disabilities fought for more than fifty years ago, so why are we still having problems getting it right when it comes to installing toilets and other facilities to comply with current standards for accessibility? Plumbers can make a big difference by ensuring accessible toilets, kitchens and other facilities are correctly installed. When facilities are compliant, everyone is happy, most of all people with disability.

Who is responsible for correct specification and installation of accessible facilities?

Plumbers are responsible for correct installation in accordance with the Building Code of Australia (BCA) and AS 1428.1 - 2009. If a mistake is made, rectification can be costly.

What happens if there is a conflict between the plan and the schedule?

This problem does come up. If there is a discrepancy, bring it to the attention of the builder and get clear directions.

What if things don't fit the standard requirements?

The Building Code of Australia and Disability (Access to Premises - Buildings) Standards 2010 define where access for people with a disability is required and reference a number of Australian Standards including AS 1428.1 - 2009 to provide technical solutions to meet deemed-to-satisfy provisions.

Requirements cover a wide range of elements such as toilet pan design for accessible and ambulant disability cubicles, circulation space, setbacks and clearances. If anything is not compliant, bring the issue to the attention of the builder. It is not acceptable to supply, install or move products outside the code specifications. If you are not sure about the correct requirements, contact the architect or a specialist access consultant. Access consultants have expert knowledge of the BCA and standards in the area of accessibility and are experienced in dealing with a variety of challenges at the design stage and onsite. They can provide possible solutions within the code.

What about domestic home modifications?

The plumber may be the first person called to make suggestions and modifications to bathrooms, toilets, laundries and kitchens in private homes. In order to deliver the right solution, it is important to understand the functional needs of the client, their family and carers.

Where can I go for expert information and advice?

Specialist access consultants can provide information, advice and design services. Architecture & Access is an Adelaide-based company with over 30 years experience in the building industry, providing:

- Advice on the technical requirements of the building code and standards in relation to disability access
- Advice on hardware, fitting and fixtures selection and installation for commercial, public and residential projects
- Design solutions
- Access audits
- Retrofitting to achieve compliance.

Architecture & Access specialist consultants have expert knowledge of the BCA, Disability (Access to Premises – Buildings) Standards 2010, AS 1428.1 - 2009 and other standards related to enabling access. There are very few issues Architecture & Access consultants haven't seen and solved as consultants to building industry professionals.

Phone 1300 715 866

www.architectureandaccess.com.au



Above: Access consultants can provide advice on hardware and fittings selection and installation.



Above: Advice from an access consultant can help plumbers better meet the needs of people with disability when providing home modifications.



Above: Accessible sanitary facilities in buildings covered by the code must be installed according to AS 1428.1 2009.

Financial Advice

Would you like to increase your superannuation contributions without reducing your take home income?



If you are over 55 and still working, you could benefit from the Federal Government's superannuation rules that allow you to access part of your accumulated superannuation.

This 'transition to retirement' strategy can be applied in different ways according to your circumstances.

Do you want to use the favourable superannuation tax laws to boost your superannuation balance?

This favourable tax environment allows you to make additional contributions from your salary (salary sacrifice) to increase your superannuation; and then replace the income you direct into superannuation with a regular payment from your super savings, otherwise known as an 'allocated pension'.

Due to the lower tax paid within super, the result is an increase in the amount going into your super each year, while still receiving the same take home pay.

The benefit of this strategy is the opportunity to maintain your current income and boost your retirement savings through an increase to superannuation contributions (an income swap strategy).

How does a transition to retirement income swap strategy work?

A transition to retirement strategy changes the way you receive your income. Instead of receiving your income from one source (your employer), you receive income from two sources (your employer and your superannuation savings). The benefit of a non-commutable allocated pension strategy comes from the differing tax rates that apply to regular income, superannuation and pensions.

Lower rates of tax generally apply to pension payments received from your super, compared with the marginal tax rates on employment income.

This advantage is further increased because any investment earnings in a non-commutable allocated pension will be tax free.

Your superannuation pension is taxed at more favourable rates than your salary. So, by replacing some of your salary with a pension, you can receive the same amount in your pocket while your superannuation savings grow each year.

A transition to retirement income swap strategy can be an effective way to boost your superannuation savings.

How much your savings grow will depend on the contributions you make into super through salary sacrifice, compared with the amount you withdraw as your pension.

If you take out more money than you put back in, your savings will decline in value. This will result in you having less money to fund your retirement when you stop working altogether.

We can help you strike the right balance and determine whether a transition to retirement strategy is the best way for you to maintain your income and lifestyle as you move towards retirement.

If you would like to investigate if this strategy could work for you please contact Phil Tubb at MWP Financial.



Phil Tubb

Authorised Representative trading as MWP Financial

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SAFE WORK

Audiometric testing



A Person Conducting a Business or Undertaking (PCBU) must provide audiometric testing for a worker who is carrying out work for the business or undertaking if the worker is required to frequently use personal hearing protectors as a control measure for noise that exceeds the exposure standard.

Audiometric testing must be provided within three months of the worker commencing work. Starting the audiometric testing before people are exposed to hazardous noise (such as new starters or those changing jobs) provides a baseline, as a reference for future audiometric test results.

Regular follow-up tests must be carried out at least every two years. These should be undertaken well into the work shift so that any temporary hearing loss can be picked up.

More frequent audiometric testing (e.g. every six months) may be needed if exposures are at a high LAeq, 8h, which is equal or greater than 100 dB(A).

Before introducing an audiometric testing program, you must consult with your workers and their health and safety representatives. It is important that your workers understand that the aim of the testing is to evaluate the effectiveness of control measures to protect their hearing.

Audiometric testing and assessment of audiograms should be carried out by competent persons in accordance with the procedures in AS/NZS 1269.4:2005 - Occupational noise management - Auditory assessment.

Workers should be given the results of audiometric testing accompanied by a written explanation of the meaning and implications. Only with the consent of the worker should you provide their results to other parties.

Unidentifiable individual results and group data should be made available to health and safety representatives of the worker's work group.

The reasons for any changes in hearing levels over time should be thoroughly investigated.

When temporary or permanent threshold shifts are revealed through audiometric assessments or a worker reports a recent diagnosis of

tinnitus, you must review your control measures to determine whether more effective control measures can be implemented so that your workers do not have to rely on personal hearing protectors.

Managing Noise and Preventing Hearing Loss at Work

Code of Practice Fact Sheet

The Code of Practice – Managing Noise and Preventing Hearing Loss at Work is available on the SafeWork SA website at safework.sa.gov.au. This fact sheet provides a summary of that Code.

Noise is an unwanted or damaging sound that may damage your hearing and cause other health effects such as stress, hypersensitivity to noise, increased blood pressure and increased heart rate. It can also interfere with communication at work, which could lead to accidents.

Hearing loss

Very loud sounds can cause the hair cells of the inner ear to collapse and flatten temporarily, resulting in deafness. This may be temporary or permanent, depending on the noise level and length of exposure. Temporary hearing loss may also be accompanied by a ringing sensation called tinnitus.

If high noise exposure is repeated over many years, the hair cells in the inner ear may also become permanently damaged resulting in permanent hearing loss.

Immediate permanent hearing loss can also occur if someone is exposed to very intense or explosive sounds e.g. a gunshot or explosion. This type of damage is known as acoustic trauma. In some cases a very intense sound can actually perforate the eardrum. Refer to page 6 of the Code for more information.

The harmful effects of noise may be cumulative and not necessarily confined to the workplace. For instance, the use of personal stereo units and frequenting nightclubs may result in young people having some early damage to their hearing before they even join the workforce.

Dangerous noise levels

As people respond differently to noise, the exact level at which noise will cause damage is not certain for each person. However, the amount of damage caused by noise depends on the total amount of energy received over time and each person's susceptibility to hearing loss.

Most people are protected from long-term damage in a working day (8 hours) by keeping exposure around the 85 decibel (dB)(A) level. But if noise exposure becomes more intense, damage may occur in a shorter time.

SAFE WORK

Audiometric testing cont...



The acceptable noise exposure standard in the workplace is 85 dB(A) averaged over an eight-hour period. This is not to imply that a safe condition exists at below 85 dB(A).

It simply means that an eight-hour exposure of 85 dB(A) is considered to

represent an acceptable level of risk to hearing health in the workplace. Impulse or sudden noise levels in excess of the peak exposure standard of 140 dB(C) are considered to be hazardous and capable of causing immediate hearing damage. Refer to pages 6–8 of the Code for more information.

Identifying noise hazards

You don't necessarily need specialist skills or equipment to make a preliminary assessment to identify sources of hazardous noise.

However, it should be done in consultation with those who understand the work processes, such as affected workers and their Health and Safety Representatives (HSRs).

A walk-through inspection with relevant workers and HSRs will make a good start towards hazardous noise identification.

A walk-through inspection will help determine:

- sources of excessive noise
- workers likely to be exposed to excessive noise
- work practices that are noisy
- ways of reducing noise levels.

This type of preliminary assessment should assist in establishing a list of most activities in your workplace that may pose a risk to a worker's hearing.

If you are unsure about the level of exposure or how to minimise the risks effectively, you should take the next step to assess the risks of hearing loss.

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Noise assessments

A noise assessment may not always need measurement. For example, if only one activity at the workplace (e.g. the use of a single machine) involves noise level above 85 dB(A) and the manufacturer has provided information about the machine's noise levels when it is operated in particular ways, then a sufficient assessment can be made without measurement.

More complex situations may require measurement to accurately determine a worker's exposure.

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SAFE WORK

Audiometric testing cont...

A noise assessment should be done by a competent person in accordance with Australian Standard AS/NZS 1269.1

Measurement and assessment of noise immission and exposure. Refer to page 11 of the Code for more information.

Controlling risks of noise exposure

Implementing one or more of the following hierarchy of control measures can manage excessive noise levels, in order of effectiveness:

1. Eliminating the noise source.
2. Substituting noisy machinery with quieter machinery or 'buying quiet' – this is a cost-effective way to control workplace noise at the source.
3. Engineering controls by treating the noise at the source or in its transmission path e.g. using sound dampeners or silencers, noise barriers and isolation.
4. Introducing administrative noise control measures e.g. training and education, job rotation, job redesign or designing rosters to reduce the number of workers exposed to noise.
5. Providing Personal Protective Equipment (PPE) e.g. earmuffs, earplugs. However, if workers are frequently required to wear PPE to reduce the risk of hearing loss from a noise exposure that exceeds the exposure standard, then an audiometric testing regime must be implemented.

Refer to pages 14–21 of the Code for more information.

Reviewing control measures

Any noise control measures that are implemented must be reviewed, and if necessary revised, to make sure they work as planned and to maintain a work environment that is of a minimum risk to exposure of hazardous noise. Refer to page 22 of the Code for more information.

Disclaimer | While care has been taken to ensure the accuracy and currency of the information in this publication, at the time of reading it may not be sufficiently accurate, current or complete to suit your individual needs.

Reliance on the information in this publication is at your own risk. SafeWork SA accepts no liability for any loss resulting from your reliance on it.

To best meet your work health and safety obligations refer to current Acts, Regulations and Codes of Practice.

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SAFE WORK

Dealing With Suicide At Work



We miss him every day. Not just as an employee but as a mate.

The phone call came one Sunday morning four months ago. He'd killed himself and it was shocking to us, completely unbelievable. Except that it was true. He was gone at the age of 27 and he wasn't coming back. This man we respected, cared for, laughed with and worked alongside each day.

I run a small plumbing business focussed on construction. There are five of us, including myself. One of my other employees was his best mate. Understandably he took it hard and asked for time off. It hit me hard too and I wished I could curl up under the covers and stop for a moment, you grieve and remember.

But as anyone who runs a business will know, the demands never stop. We informed our builders and asked that they give us some leeway for a few days. They said they understood before quickly informing us of all that they needed from us for the week.

We were two guys down and those of us remaining were in shock. Some understanding would have allowed me some time to grieve too, but it was in short supply.

On that very first day we were very keen to make sure all the boys had help available, if they wanted it. Thanks to some great assistance and a recommendation from the PIA, within 24 hours we'd hired a psychologist, specialising in trauma.

He spoke with me and each of the boys via phone, explaining the range of normal reactions to a shock loss like suicide. He made it clear he was available to them 24 hours a day by phone and, if wanted, to see them face to face. He also checked on them all after the funeral. We also chose to make contact with the parents of our two younger employees.

We wanted them to know that we were concerned, to let them know what we'd put in place and to invite them to talk with us at any time if they felt their son wasn't coping. We also kept checking on each of the boys regularly.

The boys have been open about telling us that both they and their parents appreciated the efforts. Above all it gave us the opportunity to show them we care about them and to have those often difficult conversations.

It also gave us the opportunity to say to each of them they're important to us not just as employees but as people and that we want them to be ok. We just wish we could have that conversation again with the one we lost.

Editor's Note: We thank the member who wrote this article. Sadly suicide has touched several members companies in the last few years.

The Master Plumbers Association urges all members to consider inviting Mates in Construction, who are there to assist companies deal with suicide, into your business to discuss this issue with all of your staff.

Rarely are there any signs that a person may be contemplating suicide. Mates in Construction or the association's clinical psychologist can also assist with counselling if such an event was to happen in your business.



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Wife of Man who died of Legionnaire's Disease at Weekend Warns About Hot Water Service Risk



Above: Dedicated - Jan and John Mayell. Mr Mayell died of Legionnaire's Disease in October. Picture: Supplied by family

The wife of a man who died from Legionnaire's Disease in October has warned of the dangers of setting hot water service temperatures too low. Stock agent John Mayell died in Flinders Medical Centre after contracting Legionnaire's Disease from a hot water service at the Beachport home he shared with his wife of almost 60 years, Jan. Mrs Mayell said her husband had suffered ill health for the past two years, including recent pneumonia, which she believed made him susceptible to Legionnaire's.

"They did tests in our house and unfortunately that's where it was found, in the shower head of our en suite and the sink in the kitchen," Mrs Mayell told The Advertiser. Mrs Mayell, 78, said a new hot water service installed in the past year had a valve inside which reduced the temperature and created an environment where Legionella could develop. "It stopped the water from overheating and the water was tested at only 40 degrees celsius, when it should have been at least 50 to kill any possible bug like Legionella," she said. "I wonder about other people, a lot of hot water services are turned back these days through social workers in case older people scald themselves and it's a very dangerous process as we can see now." Mrs Mayell said her 83-year old husband was well known throughout the southeast through his career as a stock agent.

"He was a stock agent for most of his life; he began when he was 16. He only retired about 10 years ago when we retired to Beachport where we'd spent our holidays for most of our almost 60 years of marriage," she said. "He was well respected as a judge of good stock and cattle, he was very dedicated to his job but he found time for his family as well."

SA Health acting director of public health, Dr Chris Lease, said people should be aware of the risks associated with reducing the temperatures in hot water services – which carry a national requirement to be set at 60 degrees or higher. "However keeping water at this temperature can increase the risk of scalding injuries, particularly for children and older people," Dr Lease said.

Dr Lease said anyone unsure of temperature setting should contact their manufacturer or plumber, and said showers or wash basins not used regularly should be flushed with hot water to eliminate any bacteria. Council on the Ageing chief executive Ian Yates said warnings should be fine tuned to alert the elderly to the dangers of reducing water temperature. Mr Mayell's death will be investigated by the Coroner and SA Health declined to comment further yesterday.

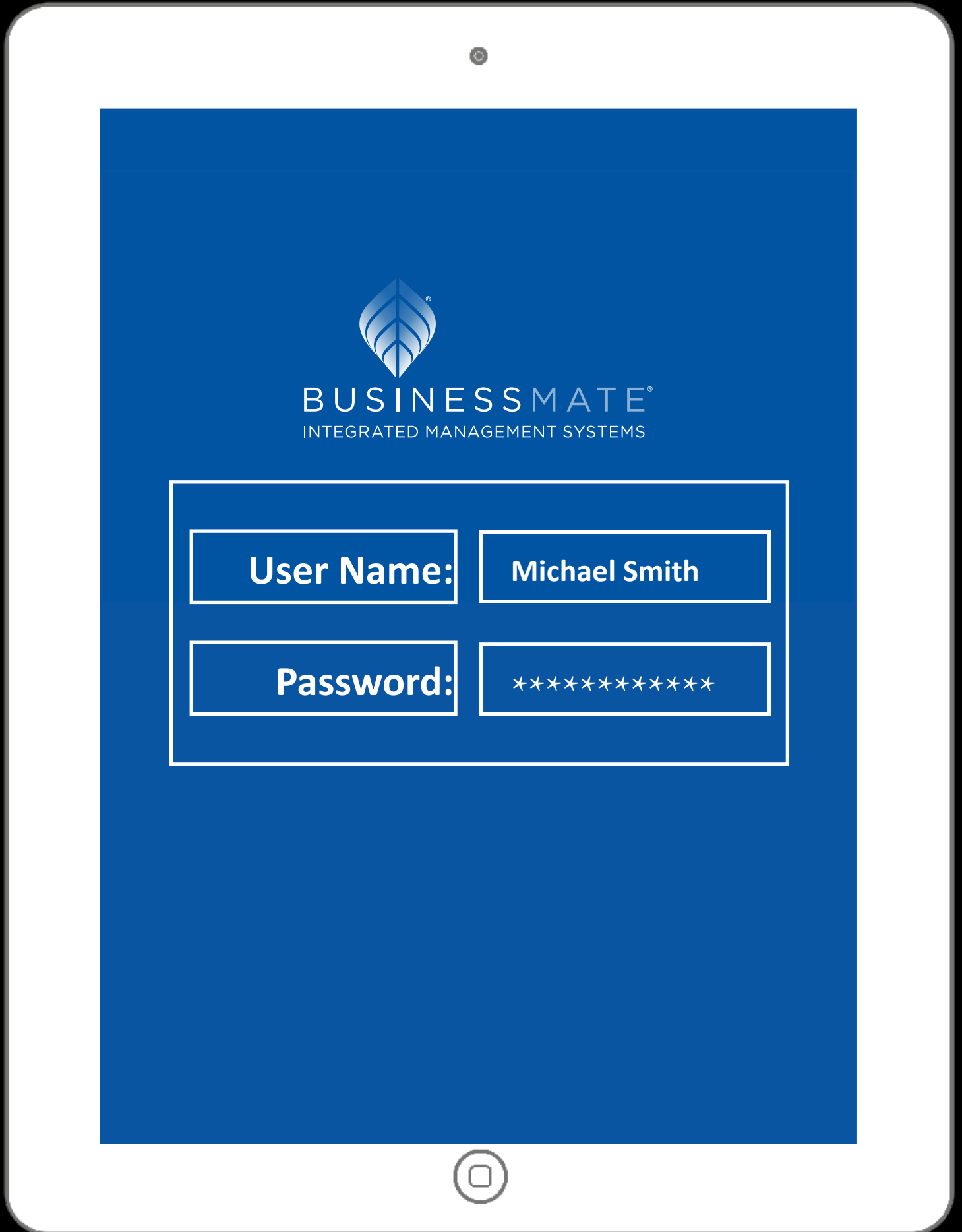
Andrew Dowdell - The Advertiser
October 08, 2014 12:00AM

Editor's Note: This tragic incident and the Julian Burton Burns Trust campaign in schools to reduce scalding burns is all very laudable but there is a right way to control temperature at a hot water outlet and that is a Tempering Valve or Thermostatic Mixing Valves. Tempering Valves usually need to be replaced every five years and TMV's serviced annually or to the manufacturer's requirements. Unfortunately all too often the saving a dollar mentality and ignorance of the effect these decisions have will continue to result in these unfortunate incidents



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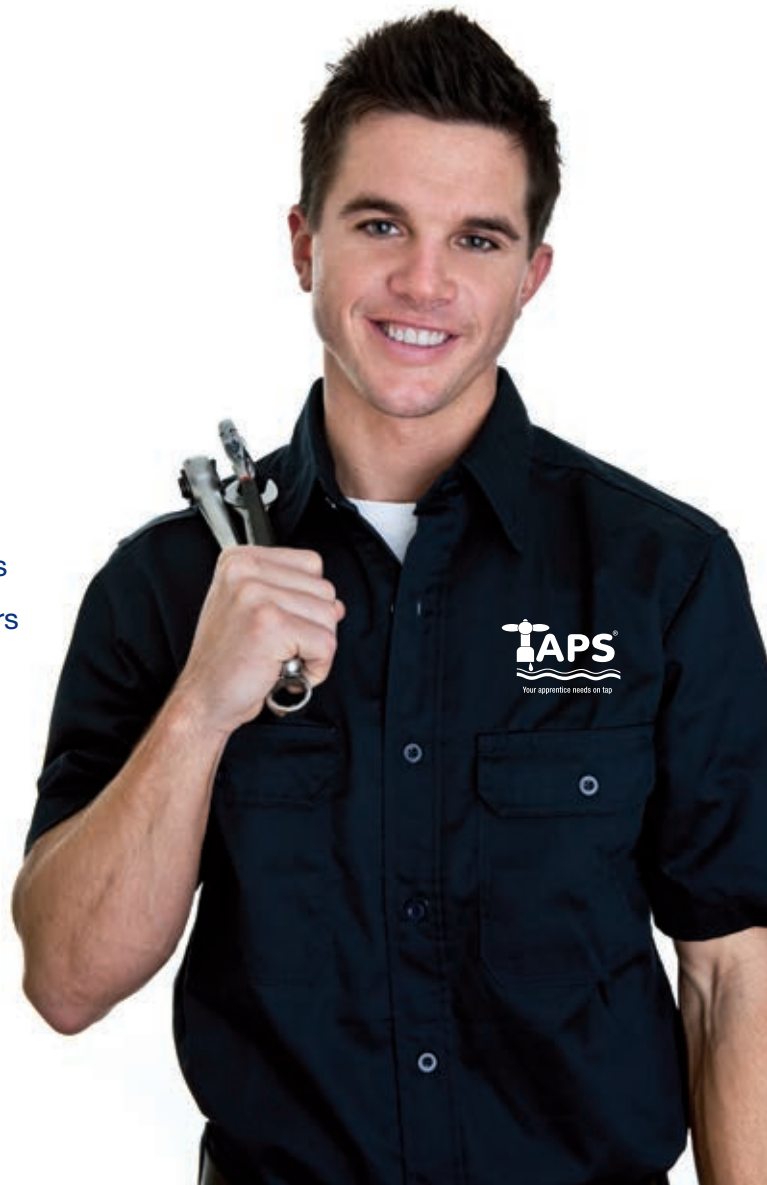
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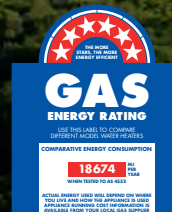
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