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Masters Plumbers Association of South Australia



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March / April 2016



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Cover: Royal Adelaide Hospital



**Master
Plumbers**
SOUTH AUSTRALIA

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Good people to know.



Editorial

Welcome to the second edition for 2016, this year has started with some good news and not so good news. The good news is that the association has employed a number of new staff members to add additional support and experience to the existing team. The sad news is that we have lost one of the industry greats and life members at Christmas last year, with the passing of Doug Hargreaves.

Firstly, I wish to pass on the association's deepest sympathies to the Hargreaves family and close friends. The plumbing industry was a major part of Doug's life and his influence in the industry was outstanding, more on Doug's achievements later in the magazine.

The staff changes over the past 2 months are part of a restructure that I believe, will bring longevity and strength for the association as well as add to the membership value proposition. The retirement of Rob Kavanagh in December last year paved the way for our new trainer Don Sims. Don who also recently retired from TAFE SA, made a commitment to the MPA in a part time capacity. Don is a qualified plumber, with over 25 years experience in the training sector as a lecturer, Acting Educational Manager and Principal lecturer in plumbing.



The next staff member to join the team is Polly Burnard - Maxwell, employed to assist the association meet its documentation / data requirements in the training sector and will be assisting both Don and Crystal.



The last new member of the team is Thina (pronounced as Tina) Mariapann in the role of Business Services / Compliance Coordinator. Thina will predominately work to ensure compliance of the association in the RTO and GTO divisions, as well as assisting members on compliance related business matters.

Thina will also assist with the association relationships with industry bodies, write relevant state and federal submissions and train our members in key business related areas.

I would also like to congratulate Madison Ashby who has just completed her traineeship in Certificate 3 in Business Administration, Madison is a valuable employee in our administration services and will continue with MPA as an administration officer.

There are a number of important articles in this edition that are both timely and crucial to reinforce, SafeWork SA provides key information on the types of incidents, accidents that are regarded as mandatory notifications to the states governing body (SafeWork SA). There is still uncertainty in the industry from employees and employers in this area and I hope this article provides some clarity.

The second article, I wish to highlight is based on the management of apprentices, there are a lot of plumbing companies that either directly employ or host apprentices via a group training organisation and are obligated under a contract to provide a level of supervision. Knowing the correct ratios are extremely important and there are serious ramifications should something go wrong – take the time to understand the rules and should you have any questions contact the association. Apprentices are the future of the industry and it is our responsibility to ensure their journey is both safe and educational.

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SATURDAY 2ND APRIL 2016 (ROUND 2)

EVENT INFORMATION

Date: Saturday 2nd April 2016

Arrival at: 12.15pm

Match starts at: 1.15pm

Half time food: 2.15pm

Cathedral Room, Adelaide Oval
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Editorial

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Above: James Newbury



Above: Kayla Banfield

Health and Fitness

In the next edition we will also introduce our new fitness and health team of James Newbury and Kayla Banfield from Crossfit Mode.

James is recognised as South Australia's fittest man and the pair will be giving us tips and information to ensure plumbers keep fit and eat the right food to maintain a healthy lifestyle.

As the saying goes "fit body - fit mind", equals greater productivity.

Our focus for 2016 is Communicate, Collaborate and Connect - we cannot do it without your support!

Andrew Clarke
Executive Officer



50 YEAR MEMBERS

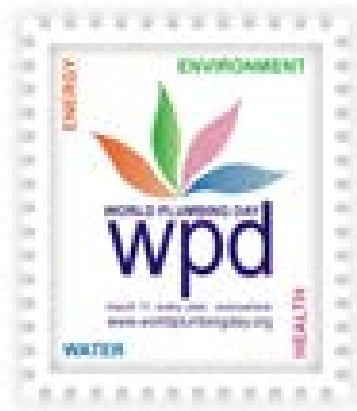
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World Plumbing Day

On Friday 11th March 2016, industry members will come together to celebrate the important work of plumbers at World Plumbing Day.

World Plumbing Day is an international event celebrating the important role plumbers play in protecting community health and the environment.

This year MPA SA is celebrating with a Golf Day at the North Adelaide Golf Club. It is becoming more evident that plumbers no longer garner the respect that they once did, people forget how plumbing and sanitation has freed the populace from many diseases such as cholera, typhoid and dysentery.

People have become complacent with the ease at which they can access fresh water by turning on the tap or disposing of waste with the press of a button.

Approximately 1.6 million people still die each year of diarrheal diseases associated with lack of safe drinking water and adequate sanitation.

The plumbing industry makes an extraordinary contribution to human health and the environment.

Register for the MPA World Plumbing Day Golf Day on our website at www.mpsa.com.au to celebrate this important day.

Look out in our next issue for photos from the day.



2016 WORLD PLUMBING DAY
GOLF DAY

FRIDAY 11TH MARCH 2016





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The New Royal Adelaide Hospital Project



Leading the way in engineering, design and infrastructure, the \$1.85b new Royal Adelaide Hospital Project (new RAH) is the largest social infrastructure project in South Australian history. Upon completion later this year, the RAH's new facility will be the largest hospital in South Australia and one of the most technically advanced in Australia, employing close to 6,000 people and accommodating 85,000 inpatients per year.

Constructed by Joint Venture partners Hansen Yuncken and Leighton Contractors, the new hospital is located along the North Terrace Boulevard and sits tastefully amongst the Adelaide parklands with its carefully designed exterior and colourful glass facade unfolding into its surroundings. Since construction commenced in 2011, over 11 million hours have been worked with numbers peaking at 2200 people on site each day. The 176,000sm structure has been complete, over 10,000 façade panels installed and over 155,000m³ of concrete poured.

As the clock counts down to completion, a number of areas within the hospital are now signed off and finished. Elsewhere, the finishing touches are being made to fit out and landscaping works which will soon bring this project to completion.



Facts:

- The new RAH is 7 times the size of neighbouring SAHMRI
- 1,600 tonnes of structural steel has been used for the main structure which is equivalent to 4 Airbus A380's, or 7 statues of Liberty
- 4,800 tonnes of iron ore mined to produce enough structural steel for the main structure
- 12,960 tonnes of concrete
- 547,000 lifts completed by all 8 tower cranes over a period of 2 years

THE HEART AND LUNGS OF A MODERN HOSPITAL

The Building Engineering Services Infrastructure is the heart, lungs and cardiovascular system of a modern hospital. It contains the reticulation systems that take the electrical, hydraulics, waste, mechanical and life safety essential services from point of production to the point of use, transforming energy into an essential utility where it is required. Two key areas are the level 1 and level 9 plant rooms and interconnecting risers which feed the whole facility.

Whilst plant rooms do not seem that exciting to everyone, they are very important areas which contain the necessary plant and equipment to enable the building to function correctly. HV substations and LV switch rooms provide power, with diesel generators, co-generators and battery banks providing emergency power to the building in case of black-outs.

Boilers and domestic hot water plants provide heating in the cooler months and sanitary hot water for the building occupants. Chillers and cooling towers provide cooling for people, plant and equipment to ensure everything runs correctly and patients and staff remain comfortable year round. Water storage tanks hold enough water to ensure that the hospital continues to operate if there is a loss of supply to the building, all of this in addition to medical gas plant, vacuum plant, pumps, trade waste, stormwater drainage and rainwater harvesting, data centres, pneumatic tube, trade waste, the list goes on.

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- 12 Fluid coolers

What's unique about the new hospital is that all major plant is located under the same roof. The design and coordination has caused some challenges due to the complexity and logistics but have been overcome through collaboration with the consultants and contractors. All plant, with the exception of the Fluid Coolers and some pumps, take up approximately 45% of the level 1 floor area (excluding the car park).

The Fluid coolers on Level 9 are interconnected with the mechanical systems on level 1 via two main risers, each consisting of 2 x 600mm diameter stainless steel pipes. The main section of the Western riser was prefabricated in 12 modules comprising of several 600 to 800mm diameter exhaust flues, operating between 150 to 900 degrees Celsius.

These flues run from the base of the riser out on prefabricated steel frames to the boilers, co-generators, diesel generators and the hot water plant. What's hard to convey is the sheer size of the all the equipment located in level 1 and the sequence required to install it. It sounds simple that you start from the furthest point and work your way out, but you have to work in 3D.

High level pipes get installed first, followed by the plant below, and so on until all the plant and equipment is installed. There was also the added difficulty of the having to build dividing walls after certain plant was installed, but prior to pipes connecting the plant. An example of some logistical challenges include the movement of 3 x 20T diesel generators that were transported 250m down a 3m wide corridor. There were also 3 x 17t 3m high chillers that travelled 200m down through the car park area and through yet to be built areas, this included only 45mm clearance above the chiller.

After 36 months of design and planning and a further 24 months of installation, the mechanical services installation was completed in October 2015. Whilst not the most glamorous part of the hospital, it is certainly one of the most important allowing the hospital to function from day to day.

Hansen Yuncken Leighton Contractors Joint Venture



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The New Royal Adelaide Hospital Project Cont...

BREATHING LIFE INTO THE NEW ROYAL ADELAIDE HOSPITAL

For the past three years, BOC has been engaged to construct the medical gas pipe line for the new Royal Adelaide Hospital project. The project is the largest and most challenging of its type undertaken by BOC, with the project team comprising 50 employees.

BOC has invested 7,500 hours in 3D modelling to plan and coordinate each and every component of the installation, to ensure that an accurate model of the medical gases system has been produced which can be integrated into the maintenance system for the finished building.

The Medical Breathing Air system is comprised of two plant rooms, each consisting of three Atlas Copco ZR30 30 kW, water cooled, oil free compressors capable of delivering 70.5 l/sec each. There is an additional 48 hours emergency supply of breathing air located in two cylinder stores.

The Medical Suction system is comprised of two plant rooms, each consisting of six identical Busch Type RA 0630 B rotary vane medical vacuum pump units. The 15kW pumps are air cooled, oil lubricated and are rated at 175 l/sec at -65 kPa working pressure.

The General Air system is comprised of two plant rooms, each consisting of two Atlas Copco AQ30VSD 30 kW, air-cooled, single stage, oil free, water injected rotary screw type compressors.

Each compressor is rated at 72 l/sec free air at 1,000 kPa and the system produces breathing-quality air intended for non-clinical applications.

Oxygen is supplied to the hospital from bulk cryogenic liquid storage vessels with cylinder back up. The primary storage vessel has a capacity of 45,000 litres and is backed up by a 7,000 litre emergency supply vessel.



To date BOC has installed on the new RAH Project:

- Over 80km of copper pipe - 54 tonnes
- 7km of M10 threaded rod
- 19,800 Hilti HUS anchors
- 1,950 15mm copper tees
- 850 50x90 copper elbows
- 38,000 M10 nuts and washers
- Sealed 3,000 wall penetrations
- 145 medical zone isolation valve boxes

Additional emergency oxygen is stored in cylinders capable of maintaining supply for 48 hours. There is also a dedicated high-pressure oxygen pipeline from the bulk storage facility to serve the hyperbaric chamber.

Liquid Nitrogen to be used for cryogenics is to be stored in a 3,000 litre bulk vessel and delivered to the Pathology Dewar Room via a stainless steel vacuum-insulated pipeline.

Within this room the liquid nitrogen supply is to be connected to static cryogenic storage vats for preservation of biological samples, and for decanting into portable dewars for other uses.

Other gases for the hospital will include Carbon Dioxide, Nitrous Oxide, Argon, Acetylene, Hydrogen and Turbine Tool Air that are supplied via cylinder-manifold rooms throughout the building.

The medical gases are supplied via a ring main on Level 1 which in turn supplies seven risers to the upper levels throughout the building.





The ring main is provided with isolation valves, positioned to provide safe access, so that all areas of the facility can be back fed from the opposite direction and any portion of the loop can be removed from service without compromising the service to any building connection.

All pipe work must meet the strict requirements of AS 2896 with regard to cleanliness.

This requires all piping and components to be clean, oil-free and oxygen compatible. All piping must also be purged with CO2 before and during brazing to prevent internal oxidation.

The medical gas system is monitored through an extensive range of instruments and sensors.

These provide alarm signals to 152 medical gas alarm panels located within the hospital to alert medical staff of any loss in pressure or supply within a local department.

Monitoring information and alarms are also sent to the Building Management System to alert the maintenance team of the status of the gas supply system.

The final supply point to the end user is a medical gas outlet. BOC has installed a total of 4,723 outlets which includes 1,672 Oxygen, 1,531 Suction, 1,236 Medical Breathing Air.

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Financial Advice

Investing in your future - Superannuation in plain English



What is superannuation?

Superannuation, or 'super', is a way to save money for your future. It is important to understand how much super you'll need, and how to best manage the money for your retirement. Through super, you can hold a wide range of investments such as shares, property and cash.

Superannuation is attractive because it receives favourable tax treatment, both when you are working and once you have retired. The government offers these tax savings to encourage you to build your super assets. Employers must typically pay superannuation contributions on behalf of their employees. You can also choose to add money into superannuation out of your own pocket. If you are self-employed, you can choose whether to contribute to superannuation.

The tax benefits of super include:

- Contributions made to super may attract a tax deduction, Government co-contribution or tax offset
- Investment earnings are taxed at a maximum of 15%, rather than your marginal tax rate of up to 49%.* Capital gains are taxed at a maximum rate of 15%
- Your super benefit can be paid as a tax-free pension or lump sum when you reach 60 and satisfy the criteria to access your funds.

* Including 2% temporary budget relief levy applicable from 1 July 2014 to 30 June 2017.

How much super will you need?

The amount of money you will need in retirement varies from person to person, and depends on:

- the kind of lifestyle you want
- other income options in retirement (such as part-time work or payments from other investments) that will supplement your super, and
- the age at which you would like to retire.

The sooner, the better

If you were to contribute just \$25 a week into your super (after tax) for the next 30 years, your super account could end up \$50,000* better off at retirement than someone who relies solely on their employer's minimum contributions. That's more than enough to cover a year's worth of retirement.

* The projections in this example are based on various assumptions, including but not limited to: Result shown in today's dollars, marginal tax rate of 34.5%, earnings rate of 7% p.a. after tax, inflation of 2.5%, no change in tax rates, no indexation of salary, no tax offsets taken into account, no ongoing administrative fees included, does not take into account end benefit tax.

How can you invest in superannuation?

You invest into super by contributing money into a super fund. Contributions can be made by you, your spouse, or your employer. There is a wide range of super funds to suit your individual needs, and we can help determine which one is right for you.

Employer contributions

If you are an employee, your employer must typically pay superannuation contributions on your behalf. These contributions are called 'superannuation guarantee', and are compulsory for most employees. If you are eligible for superannuation guarantee, your employer's compulsory contributions must be equivalent to at least 9.50% of your gross salary.

For example, if you earn \$40,000 a year, your employer must put at least \$3,800 a year – or \$950 per quarter – into your superannuation account. Some employers may contribute more to your superannuation, depending on the terms of your employment. If you are self-employed, you do not receive superannuation guarantee contributions but you may be eligible to claim a tax deduction for personal contributions.

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Financial Advice

Investing in your future - Superannuation in plain English



Personal contributions

You can add your own money to your employer's contributions to increase your superannuation savings through 'salary sacrifice'. The contribution is made by your employer who pays part of your salary to your super fund, instead of paying it to you. You tell your employer how much you want to sacrifice and choose to take less salary.

The amount you elect to sacrifice to super comes off your gross salary, and may result in a tax saving. This tax saving comes about because, for many people, the tax saved on the forgone salary exceeds the tax that is paid when the equivalent amount is contributed to superannuation.

You can also choose to make personal contributions to your super from your after-tax income, which may even attract a Government co-contribution, depending on how much you earn. It is also possible to contribute to your spouse or partner's superannuation. This type of contribution may entitle you to a tax offset, depending on how much your spouse earns.

How are super contributions typically taxed?

Contributions are generally broken down into two categories:

1. Tax-deductible, also known as concessional contributions.

Generally speaking, tax of 15% will be deducted from the contribution as it enters the fund. Individuals who have income and concessional contributions (including SG, salary sacrifice, personal deductible etc) exceeding a combined \$300,000 annual threshold will generally have to pay an additional 15% tax on

their concessional contributions. This includes employer contributions and any contributions for which you can claim a tax deduction.

2. Non tax-deductible, known as non-concessional contributions.

No tax is deducted from the contribution upon entry to the fund, provided that your contributions are within specified limits. The amount of all tax-deductible contributions that can be made in the 2014/15 financial year (without penalty) depends on your age. If you were:

- Under age 49 at the end of the 2013/14 financial year: the cap is \$30,000
- Age 49 or over at the end of the 2013/14 financial year: the cap is \$35,000

Concessional contributions over this cap will be taxed at your marginal tax rate less a 15% tax offset, plus an excess contributions charge (and interest charge, calculated by the ATO).

The amount of all non tax-deductible contributions that can be made without penalty to super in any one year is \$180,000. However, if you are under 65 years of age, this can be averaged over three years to allow for a contribution of up to \$540,000.

When can you access your super?

Generally, you can only access your super when you permanently retire from the workforce, and also reach a minimum age set by law, called your 'preservation age'. Other conditions of release apply, for example reaching age 65.

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- Bulletproof frame construction
- Battery isolator switch
- Ute/trailer mounting provision
- **Optional** Flat bed mounting kit
- **Optional** 15m 3/16" whip hose
- **Optional** foot valve

Can you access your super and continue to work?

If you have reached your preservation age, your fund can let you draw on your superannuation without having to retire permanently from the workforce. This means you could continue working part-time and use some of your superannuation to supplement your income, instead of leaving the workforce altogether. If you choose to keep working, you will have to receive your superannuation as a particular type of pension. These pensions, known as 'non-commutable' pensions, provide you with a regular payment and cannot be cashed as a lump sum. However, if you select a non-commutable allocated pension, you will be allowed to take a lump sum once you retire or reach 65 years of age. You can also stop the pension and put your benefits back into your superannuation fund (for example, if you decide to go back to full-time work).

Super withdrawals

Once you can access your super benefits, you need to consider the tax consequences associated with accessing your money. The amount of tax you pay depends on your age at the time of the withdrawal, the amount you take out and the super component from which the withdrawal is taken.

Managing your own super fund

A Self-Managed Superannuation Fund (SMSF) has the same purpose as other super funds – to provide retirement benefits for its members.

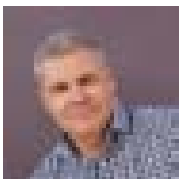
How is an SMSF different?

Perhaps the main difference between a SMSFs and other types of super funds is the control of the fund. All super funds are controlled by a trustee, but in the case of industry funds, employer funds or personal funds, the trustee is an institution or large entity, such as a company. With an SMSF, the trustees are the members of the fund. Perhaps the most influential difference with an SMSF is that you have greater control over the investment of your super savings. This is because you are making the investment decisions.

Would an SMSF suit you?

An SMSF is not for everyone. It provides additional control to its members, but it is important to remember that with the additional control comes added responsibility. An SMSF is only appropriate if you have the time, the desire, and the expertise to manage your super affairs correctly.

Contact Phil Tubb at MWP Financial for a review of your current super fund on (08) 8362 7144 or phil.tubb@mwpgroup.com.au.



Phil Tubb

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Legal Advice

Contractor Management - Striking The Right Balance When Managing Work Health And Safety

For many organisations, working with contractors and subcontractors is part and parcel of daily life. More and more organisations are seeking the services of specialist contractors to assist them with large-scale projects or simply day-to-day maintenance tasks. This can make life easier for everyone in many respects, but it can also create a number of issues when it comes to managing work health and safety.

What does the law say about contractors?

For certain construction work over \$250,000, the model Work Health and Safety Regulations (WHS Regulations) impose specific work health and safety obligations on principal contractors. However, these obligations don't mean that those who engage principal or regular contractors are off the hook when it comes to ensuring health and safety.

Work health and safety legislation across Australia imposes an obligation on organisations to ensure the health and safety of their contractors and sub-contractors, where it is reasonably practicable to do so.

These qualifying words "reasonably practicable" are very important. In a number of recent cases, the courts have stated that it is reasonably practicable for organisations to rely on the expertise of their contractors to maintain a safe work environment.

In *Baiada Poultry v The Queen* Justice Heydon stated:

"In some circumstances, the employment of independent contractors may be the only reasonably practicable way of ensuring and maintaining a safe working environment...Very often those who engage independent contractors know much less about safety than the independent contractors do."

Where there are multiple parties working on the same site, the various roles of each party need to be determined right at the beginning. If this doesn't happen, then generally when an incident occurs, the parties will start arguing about who was supposed to do what.

Unfortunately, by this stage it's too late to only start dealing with roles and responsibilities! Further, regulators will rarely prosecute just one party at a site.

Instead the regulator will look to see who are duty holders under the legislation, what the duty was and what reasonably practicable steps those duty holders could have taken to prevent the risk arising.

Another common mistake by organisations is engaging a contractor and then leaving them to their own devices—effectively delegating all safety responsibility.

States that operate under the harmonised model work health and safety legislation (WHS Act) are now specifically prohibited from transferring all safety responsibilities. Section 272 renders any such attempt as void. No matter how cleverly worded a contract may be, any clause within a contract that attempts to:

- exclude, limit or modify the operation of the WHS Act
- exclude, limit or modify any duty owed under the WHS Act, or
- transfer to another person/entity any work health and safety duty owed under the WHS Act, will be deemed void and therefore unenforceable.

What should you be doing?

When looking to engage a contractor, the lowest price should not be your primary consideration. What you should be looking for in a contractor is:

- what experience and competency they have in undertaking the task you are getting them to perform
- whether they have any convictions under safety legislation
- evidence of their safety management system, including what process and documentation they will use to assess, eliminate and minimise risks, and
- what level of supervision they will provide for their workers at the site.

It may be that the cheapest contractor has the best safety record and evidence of an excellent safety management system. But if they don't and you select a contractor based purely on price, it will be difficult to argue that you took all "reasonably practicable" steps to ensure a safe work environment when engaging the contractor.

Once a contractor comes on board, the WHS Act requires that you consult with that contractor about the specific health and safety issues listed in the WHS Act. In particular, you need to work with them to identify and minimise risks. Many organisations make the mistake of engaging a contractor and then not keeping lines of communication open.

However, it's important that the right balance is struck. For example, if your organisation engages a contractor and is overly prescriptive about what you want your contractor to do and more importantly, exactly how to do it, you run the risk of inheriting liability for a task through your actions.

Organisations should be clear about what they want their contractors to do, and contractors should be asked how they will do the task safely. It's then your job to monitor and communicate with your contractor to ensure they are doing what they said they would.

For all of your South Australian safety queries, contact Luke Holland, Partner, on 08 8415 9875

Carlie Holt
Partner

Sparke Helmore Lawyers - Sydney



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Business Advice

How you can survive and prosper in 2016

Welcome to 2016. It's already over a month old and business is tougher than ever.

So how can you create new sources of work with very little effort and almost no expense? Here are some great tips to get you going!

Call old customers

You may have been in business for some time and focusing on new customers. However, why not just pick up the phone and call some of your older non active clients, just to say hello and ask them how they are.

It's a great chance to tell them about new services and offerings available and ask for referrals if it's appropriate. This is a great way to get new work and they will usually be happy to hear from you. If they are busy, just ask them when you can call back. They may have a big job they have been planning and you will want to be the person they think of.

If you add new services to your work as we all do from time to time, don't assume that your customers will know this even if you put it on your website. Believe me they won't. Technology changes all the time and this can be a great conversation starter with your existing customers. You would be surprised how often people are looking for solutions that minimise water use and save power. If you can save customers money, it is a great way to rekindle the relationship!

Using social media and the web

Websites are simply a non negotiable these days. But how can you control them and add content without having to go backwards and forwards to a geek to do the simplest of tasks like adding news or a few pics. Now there are many platforms you can use to build a website that puts you in the driver's seat and the geeks almost out of the picture.

If you use a platform like WordPress, (25% of all the world's websites are in WordPress) you can add and change the site without much help at all. It's not expensive and not that hard. I can help you get this started.

Just remember not to go to the bargain basement when setting up a website as it is your image and reputation going up on line. Spend a little more, get good photos, make it look nice and be proud of who you are!

If you have a new service or offering, promote it in a Mail Chimp email newsletter or post it on your Business Facebook page. You get them all the time on your email, so why not do the same to your customers and keep in touch. Maybe a promotion for drain cleaning!

Maybe you should have a short promo video about who you are and what makes you special. Get a testimonial in there from a good customer for added credibility and sell yourself.

It's affordable and makes you stand out. Go to trade shows and be active in your plumbing community and join the MPASA. Maybe get elected to the board, learn about the industry and enhance your skills.

By communicating with your customers it will show you are in it for the long haul and you have their interests at heart and show you are indeed a professional operator.

Jon Burke is the owner of Jonburke Creative Digital Video. Jon has produced the MPASA Awards shows for the last 10 years and has also worked with many MPASA members as a supplier of web, design, print and video services. He can be reached at www.jon-burke.com or 0439 860 258.



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MATES IN CONSTRUCTION MADE EASY

MIC helps construction workers deal with mental health and wellbeing issues.

Did you know that...?

- Construction workers are more than 2 times likely to suicide than Australian men in general.
- Young construction workers are almost 6 times more likely to die from suicide than a workplace accident.
- Male suicides out-number female suicides by a ratio of 4:1.
- 1 in 500 Australians will attempt suicide over a year, while 1 in 20 will consider it as an option.
- More than half of construction workers who completed suicide had told someone at some stage.
- Less than 7 out of 100 workers who suicide had sought professional help.

IT'S EASY TO DO SOMETHING ABOUT SUICIDE IN THE CONSTRUCTION INDUSTRY.

If you want to do something practical to reduce suicide in the construction industry, ask your employer to implement the MATES in Construction program in your workplace.

What does MIC do?

Raises awareness about suicide on site. Makes it easier to get help when you need it. Helps you talk about mental health and wellbeing issues.

How does MIC work?

100% of workers on site receive General Awareness Training (GAT). This raises awareness with workers about suicide as a problem and how to identify when someone may be thinking about suicide. Connectors are then selected and trained on site. A Connector is a MATE who can keep you safe while connecting you to help. There is 1 Connector to every 20 workers on site.

What can you do?

Talk to your work mates, union or employer about implementing MATES in Construction at your workplace. Doing something to save lives is always worthwhile.

If you want to implement this program within your company or on your site please email

Matt Cole – mcole@matesinconstruction.org.au

Bob Clifford – bclifford@matesinconstruction.org.au

Or contact our office on:

Office Telephone - (08) 8373 0122 (9.00am-5.00pm Week days)

Email Address - saenquiries@matesinconstruction.org.au

**If you or your mates need any help, call the
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Dial Before You Dig

The Essential First Step for Plumbers

Dial Before You Dig is the free national referral service for information on underground infrastructure. It directs the enquiries of excavators to underground asset owners who are members of the Dial Before You Dig service. Plumbers should always ensure that a Dial Before You Dig enquiry is lodged before any excavation work is carried out.

How does the service work?

Free Dial Before You Dig enquiries can be lodged online at www.1100.com.au (mobile device compatible), by downloading our iPhone app or by ringing our national call centre on 1100 during business hours. After lodging your enquiry, Dial Before You Dig send you a confirmation sheet which provides details of the asset owners affected and enables you to ensure the recorded dig site is correct. The asset owners will then send you information (generally plans) detailing the location of their underground infrastructure within the vicinity of your dig site.

What type of information is provided?

Underground location plans are sent by asset owners and they provide information on the presence of underground assets. However, they do not always pinpoint the exact location of the cables and pipes. Utilities provide contact details and other information to assist with working safely and carefully whilst excavating around their underground infrastructure. On site locators should also be organised if necessary.

Why should I use the service before I begin excavation?

We all need to do our best to ensure we do not damage Australia's underground infrastructure. Underground pipes and cables carry vital services such as water, electricity, communications and gas.

Damaging these can potentially cause widespread disruption, personal injury and the risk of incurring significant financial penalties. Dial Before You Dig is a quick and free service so it makes sense to lodge an enquiry each time you are planning any kind of work that involves digging.

What else can I do to prevent damage to underground infrastructure?

Once you have lodged your enquiry with Dial Before You Dig and have received the plans, you should also ensure that you work safely once on site. This should include looking for clues that underground infrastructure is present, such as marker posts, water meters, pits, inspection points and warning signs.

Dial Before You Dig is the essential first step. Lodge your enquiry, receive the plans, but also follow safe work procedures on site. For more information on excavating safely please visit www.1100.com.au.

Lodging your free Dial Before You Dig enquiry is simple:

Your Desktop

- Visit www.1100.com.au and logon using your username and password OR register as a new user.

Your Mobile Device

- Use our mobile website service by visiting www.1100.com.au on your mobile device and go to Lodge an Enquiry (You must first have valid login credentials - register on our desktop site)
or
- Visit the App Store and download our iPhone app.

Alternatively you can contact our call centre on 1100 during business hours.



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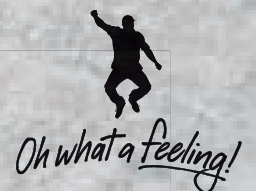
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2016 PLUMBING & GAS ROADSHOW

Master Plumbers Association of SA Inc, in conjunction with the Office of the Technical Regulator will be holding our 2016 Plumbing & Gas Roadshow between February and June in various locations around South Australia. It is highly recommended that Plumbers and Gasfitters, Builders, Council Officers, Plumbing & Building Consultants, Architects and Plumbing Suppliers attend these sessions.

Day	Date	Time	Location	Venue
Wednesday	24th February	5.00pm - 7.00pm	Mount Gambier	Quality Inn Presidential Motel
Tuesday	8th March	5.30pm - 7.30pm	Port Lincoln	Hilton Motel
Thursday	10th March	5.30pm - 7.30pm	Port Pirie	John Pirie Motor Inn
Tuesday	5th April	5.30pm - 7.30pm	Seaford	The Beach Hotel Seaford
Thursday	7th April	5.30pm - 7.30pm	Victor Harbor	The Anchorage Victor Harbor
Tuesday	3rd May	5.30pm - 7.30pm	Gawler	Gawler Arms Hotel
Thursday	5th May	5.30pm - 7.30pm	Clare	Clare Country Club
Tuesday	10th May	5.30pm - 7.30pm	Murray Bridge	Murray Bridge Community Club
Tuesday	17th May	5.30pm - 7.30pm	Berri	Berri Resort Hotel
Tuesday	31st May	5.30pm - 7.30pm	Moonta Bay	Seagate Moonta Bay
Tuesday	7th June	5.30pm - 7.30pm	Thebarton	Master Plumbers Association
Wednesday	15th June	5.30pm - 7.30pm	Thebarton	Master Plumbers Association

Each session will be tailored to suit attendees following Regulation Roundup survey results

PLUMBING

- Plumbing Code of Australia and Standards Update
- New internal drainage plan web based - system 24/7 access for plumbers
- Electronic lodgement of Certificates of Compliance
- Venting requirements for trade waste installations
- Non drinking water and fire service update
- Bedding drains
- Connecting baths, bidets, wall hung urinals, dental units and wok burners
- Drainage requirements for multi-unit development sites
- Overflow relief guides

GAS

- Inspections and work on catering vehicles / events
- Caravan park audit feedback
- Appliances at height

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\$35 Non Members (with CITB funding)

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Life Member Doug Hargreaves



The plumbing industry has lost one of its favourite sons, in Doug Hargreaves. Doug's journey in plumbing began in 1952 when he commenced an apprenticeship with Lyell Jones.

From an early age he showed leadership qualities and a fierceness that made him one of the all-time great plumbers in the industry.

Following on from his apprenticeship, he formed his own plumbing business. Hargreaves Plumbing which he ran for around 3 to 4 years before he joined BDC Plumbing, an offshoot from Cranwell Roofing. He worked his way into a managerial role in a short period of time then he switched to Baulderstone Plumbing, a division of the building company. Part of his role there involved travelling interstate particularly Western Australia.

He left Baulderstone and started his own company called Astra Plumbing, which focused on maintenance and service type work. During that period, he was the sole agent for Technicast – a manufacturer of rubber ring jointed cast iron pipe and fittings. Doug's son Mark also worked in the family plumbing business.

Doug joined the Master Plumbers Association Council and in 1977 became President. He remained in this role until 1980, and then stayed on as a council member.

His contributions to the association were greatly recognised and he always worked hard to ensure members were well represented. He also represented the Federal Master Plumber Association as Treasurer for a number of years. He enjoyed the national conferences that often meant travelling overseas.

Some of his other contributions included being Father Christmas at the plumbers end of year picnics. Colleagues have mentioned that he made the best santa with his passion for fun and caring nature shared amongst the plumbing community.

Doug also supported plumbers by assisting with mentoring and coaching sessions, he also spoke on talkback radio with 5DN giving advice to the public but never to the detriment of the trade.

He was also involved in the formation of the Plumbers Cooperative with a number of other key industry figures. He was involved in Kiwanis International, which is a global organisation of volunteers dedicated to changing the world one child and one community at a time.

In 1992, Doug suffered a heart attack and decided to sell the business and slow down. Never one to sit still for long, Doug became Executive Officer of the MPA from 1993 – 1997 and in that time established PEER plumbing apprenticeships.

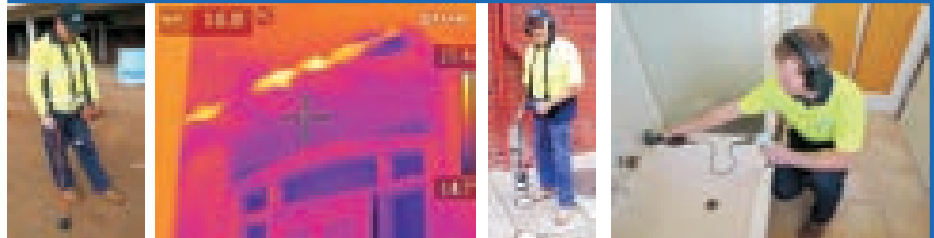
In 1997, he left the MPA and worked as the Plumbing Apprentice Officer with PEER for two years before becoming Chairman of PEER, a position he held until 2001 when he retired.

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Life Member Doug Hargreaves



Above: Doug Hargreaves and Jack Holder at the 2014 President's Lunch

Doug is survived by his first wife Joan, second wife Dianna and son Mark and daughter Caroline.

After speaking to many of his mates in the industry, it is obvious that his contributions to the plumbing industry are second to none. He was a genuine bloke who worked hard to ensure the best for everyone

and gave his all to the industry he loved. He helped to form the "Old Master Plumbers" group and always offered to assist in any capacity.

Doug we will miss you! Thank you for all your kindness, passion and willingness to give your time and energy to others.

MPA SA has spoken to many of Doug's closest plumbing colleagues and there are many stories about his love for the industry and the desire to attend as many events as possible to stay involved with his friends and industry mates.

He attempted to be at last year's President's Lunch with the kind generosity of Bruce Harris. Bruce offered to fly him via a helicopter but Doug's health prohibited him from the journey – to the sadness of all involved.

*"The support by the stalwarts of this industry is nothing short of amazing. To touch a soul of another human being is to walk on Holy ground. Rest in Peace, mate past President Doug."
By Bruce Harris.*



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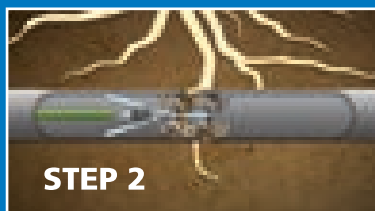
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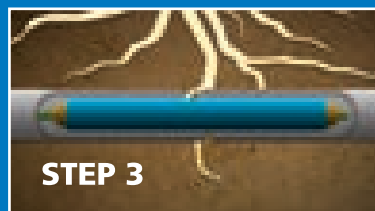
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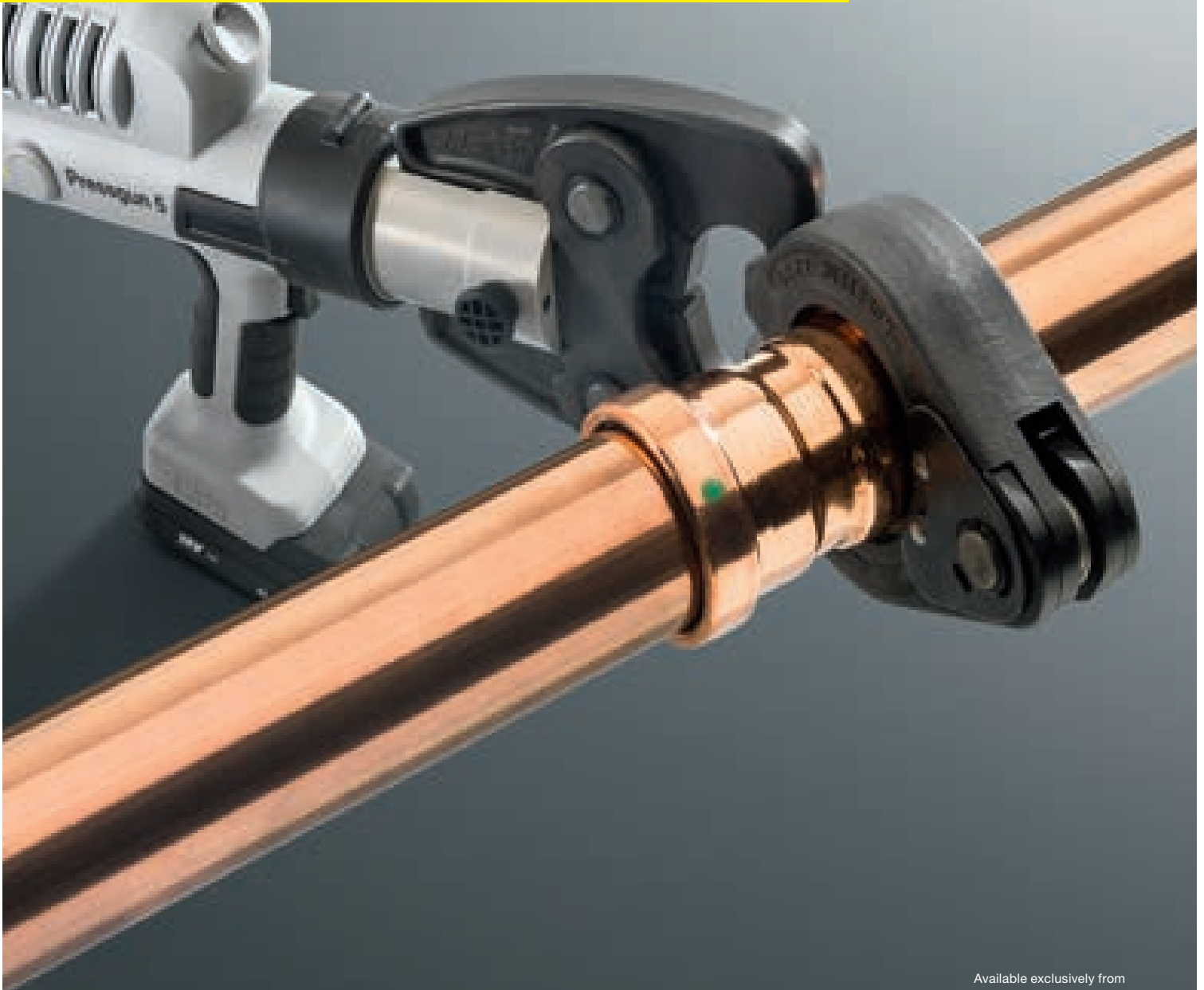
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Training

Apprentice Supervision



In this edition, we would like to provide an overview of the requirements for the supervision of apprentices along with the importance of reporting and documenting injuries.

The supervision requirements for apprentices are as follows: Supervision ratios were introduced on 1 January 2010 for all South Australian apprentices, and apply regardless of the industrial award or agreement under which the apprentice is employed.

To provide effective supervision, the supervisor should remain in line of sight and earshot of the apprentice. Apprentices in their first or second year require direct 1:1 supervision.

The appropriate level of supervision for the employment and workplace training of a third or fourth year apprentice is determined by the employer, based on:

- Any accepted industry supervision standards.
- The level of competence and experience of each individual apprentice in a particular task or skill.
- The risk associated with the worksite and the type of work in which the apprentice is engaged.

The appropriate level of supervision for third and fourth year apprentices is to be determined by the employer but must not be less than 1 supervisor to 5 apprentices.

The maximum number of apprentices that one supervisor may supervise is 5. If a supervisor is responsible for providing direction to a first or second year apprentice, they may also provide

general supervision to any combination of up to four third or fourth year apprentices. While apprentices may act as mentors, they must not be responsible for supervising other apprentices.

Definitions

Direct Supervision: The provision of personal supervision, which requires staying within constant visual contact and/or earshot. This cannot be provided by electronic means. Direct supervision is mandatory for first and second year apprentices.

General Supervision: The provision of supervision on a level deemed appropriate by the employer. This is based upon accepted industry supervision standards, the level of competence and experience of the apprentice in a task or skill, and the risk associated with any particular worksite and task. General supervision is applicable to third and fourth year apprentices.

Resources

The above information has been extracted from a Work Ready document produced by the Department of State Development.

To view the complete paper, go to www.skills.sa.gov.au. Once on the website, go to forms and publications at the bottom of the home page and click on Apprentices and Traineeships.

The document can be found under the heading Brochures and Booklets and is entitled Supervising your apprentice or trainee booklet.

INJURIES TO WORKERS

The MPA highly recommends employers to remind their staff to immediately report all injuries and incidents to their supervisor regardless of how insignificant they may seem at the time.

This will ensure everything can be correctly recorded/ documented and any necessary preventative action can be undertaken.

APPRENTICES

RECENTLY COMMENCED

Luke Tiller

Ian Mills

Peter Stamatelopoulos

Oliver Cosmai

RECENTLY COMPLETED

Tom Draper

Stephen Dunning

Matt Davis

Jake Hatchard

Ben Hochuli

David Sinclair

Training Cont...

Devin Martin – Plumbing Student at TAFE SA



Devin Martin, TAFE SA plumbing student recently won the gold medal in the plumbing category at the recent Worldskills competition. Devin also impressively achieved the highest competitor score across all trades in the competition. At TAPS, Devin was nominated for two awards in 2015 and is eyeing off the 'Best Overall Plumber' award for 2016. "He has been a fantastic employee and we will be cheering him on throughout his Worldskills journey at the Nationals 2016 and hopefully the World 2017" says Luke Walsh, Operations Manager at TAPS.

It was not all smooth sailing for Devin, only a month or so into his apprenticeship, Devin was having second thoughts about the travel required in working as a plumber.

After a lengthy call from his big brother (who was on his honeymoon at the time) they agreed that he needed to stick it out.

Devin bought a motorbike for travel but after suffering a broken nose and leg endured on only his third ride, he was unable to work for 3 months. Devin sold the bike and despite the setbacks, returned to work and has excelled since.

TAPS highly respect Devin's ability to work with minimal guidance, and with the speed and attention to detail that mirrors tradespeople of several years experience.

Devin has recently purchased a block of land and is in the process of building his first home. He is a great example for young people coming into the plumbing industry, his success demonstrating that if you work hard there are great opportunities and rewards both in your personal life and career.

TAFE SA are excited to watch Devin progress in his Worldskills journey and plumbing career.

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SAFE WORK

INCIDENT NOTIFICATION

Under the Work Health and Safety Act 2012 (SA) (the WHS Act), the procedures involved in notifying workplace incidents remain largely unchanged.

Incidents such as fatalities, serious injuries and illness, and dangerous occurrences must still be notified to SafeWork SA immediately and incident records must still be kept for five years.

WHO SHOULD READ THIS?

This fact sheet should be read by a 'person conducting a business or undertaking' (PCBU), and persons with management or control of a workplace.

YOUR OBLIGATIONS

As a PCBU, you must notify SafeWork SA of fatalities, serious injuries and illnesses, and dangerous incidents that arise out of the conduct of the business or undertaking, as soon as you become aware of the incident.

The notification to SafeWork SA must be by the fastest available means and can be made by phone or in writing (such as by fax, email or other electronic means). If the notification is by phone this must be followed up in writing within 48 hours if SafeWork SA requests it.

The person with management or control of a workplace must, so far as is reasonably practicable, preserve the incident site until an inspector attends the site, or directs otherwise. You may disturb the site to move a deceased person, assist an injured person, make the site safe, or assist with a police investigation.

If someone suffers an injury or illness where workers' compensation is, or may be, payable then appropriate notification must be made to WorkCoverSA or Employers Mutual – for more information visit www.workcover.com.

WHAT IS A SERIOUS INJURY OR ILLNESS?

A serious injury or illness includes:

- An injury or illness that requires immediate treatment as an 'in-patient in hospital' (an 'in-patient in hospital' is a person who has been admitted to hospital and requires at least one overnight stay)
- Amputation
- Serious head, eye or burn injury
- Degloving or scalping
- Spinal injury
- Loss of bodily function
- Serious laceration
- Exposure to a substance, which requires medical treatment within 48 hours.

Notification is also required for the following prescribed serious illnesses:

- any infection to which the carrying out of work is a significant contributing factor, including any infection that is reliably attributable to carrying out work:
 - With micro-organisms; or
 - That involves providing treatment or care to a person; or
 - That involves contact with human blood or body substances; or
 - That involves handling or contact with animals, animal hides, skins, wool or hair, animal carcasses or animal waste products.
- the following occupational zoonoses contracted in the course of work involving handling or contact with animals, animal hides, skins, wool or hair, animal carcasses or animal waste products:
 - Q fever
 - Anthrax
 - Leptospirosis
 - Brucellosis
 - Hendra Virus
 - Avian Influenza
 - Psittacosis

WHAT IS A DANGEROUS INCIDENT?

A dangerous incident exposes someone to a serious risk to their health or safety, such as:

- The uncontrolled escape, spillage or leakage of a substance
- Uncontrolled implosion, explosion or fire
- Uncontrolled escape of gas, steam or of a pressurised substance
- Electric shock
- Falls from height of any plant, substance or the like
- The collapse, overturning, failure or malfunction of, or damage to any plant (that requires authorisation in accordance with the Work Health and Safety Regulations)
- The collapse or partial collapse of a structure
- The collapse or failure of an excavation or of any shoring supporting an excavation
- An inrush of water, mud or gas in workings, in an underground excavation or tunnel
- The interruption of the main system of ventilation in an underground excavation or tunnel
- The unplanned loss of control of heavy earthmoving machinery (including brake or steering failure) at a mine.

Hot Products



Milwaukee

The new M18 FUEL Magnetic Drill delivers a strong magnetic hold and functional design that benefit magnetic tool users. Featuring a patented magnetic base and auto-stop lift-off detection, this new tool allows safe drilling in 1/4" steel that automatically ceases power to the motor if excess motion is detected while drilling. It also utilises a permanent magnetic base which operates without electricity. This feature ensures that the drill does not deactivate if the battery has exhausted, which can pose a potential hazard for frequent magnetic drill users.

www.milwaukeetools.com.au



Ridgid

Building upon a proud heritage of delivering innovative tools to the market, Ridge Tool Australia announces the Inner tube core barrel wrench as part of RIDGID's commitment to continual development of technological precision products. Introducing the newest RIDGID® specialty wrench with a unique gripping surface that prevents damage to the surface of the core barrel shape.

- Replaceable inserts significantly extend the life of the wrench
- Specially engineered insert surface maximises grip strength while minimising tube abrasion
- Three jaw design prevents tube distortion
- Double torsion spring prevents disengagement and allows single handed ratchet action

Contact Ridge Tool Australia for more information:

Phone: 1800 743 443

e: ridgid.australia@emerson.com

web: www.ridgid.com.au



• Since 1915 •

Dux

With the New Year comes Dux Hot Water's release of a superior range of continuous flow water heaters. Engineered and made by Noritz, Japan's leader in continuous flow water heater technology and the new owner of Dux.

Dux's latest range of condensing and non-condensing water heaters boasts a minimum 6 star energy rating and 12 year heat exchanger warranty. In addition to the traditional, non-condensing range in Natural Gas and LPG, Dux is introducing the Continuous Flow condensing water heater in both 21L and 26L capacities. These higher performing, next generation models offer lower running costs and higher efficiency in a compact size and are fast becoming the products of choice in Japan, Europe and USA.



So, how do they work? Essentially, the condensing range uses a secondary heat exchanger to capture around 150 degrees in heat energy. This is put to use to heat the water a second time, while lowering the output exhaust temperature, resulting in lower running costs and gas bills for homeowners.

With a 6.7 star energy rating, payback under 2 years and ongoing savings for at least the 12 year warranty period, it's easy to see why the Dux range of Condensing Systems is the future of Continuous Flow Gas Water Heaters. For further details, please contact Dux on:

Phone: 1300 365 115 or visit www.dux.com.au

Rain Harvesting

The Rain Harvesting Slimline Rain Head has been designed to blend into the architecture of your home.

The 90mm product will discretely fit in alignment with a 100mm x 100mm house post.



The Slimline features an easy removable filter body which contains a mosquito proof stainless steel screen and a red overflow indicator which will pop out alerting when maintenance is needed.

The enclosed product also allows for high water flow capture during rainfall.

www.rainharvesting.com.au

www.mpasa.com.au

NEW

CONTINUOUS FLOW JUST GOT A LOT BETTER!

Dux Condensing Continuous Flow

6.7
STARS
★★★★★

12
YEAR
WARRANTY*

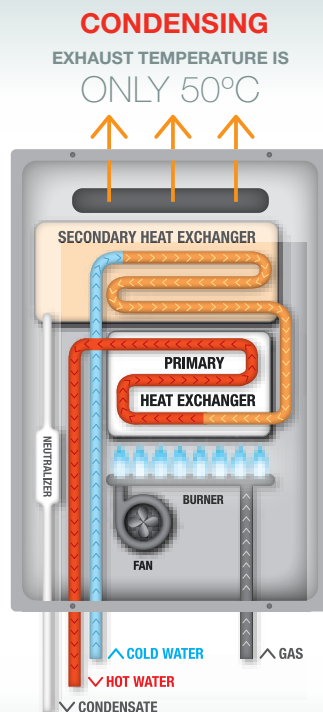


The next generation in continuous flow

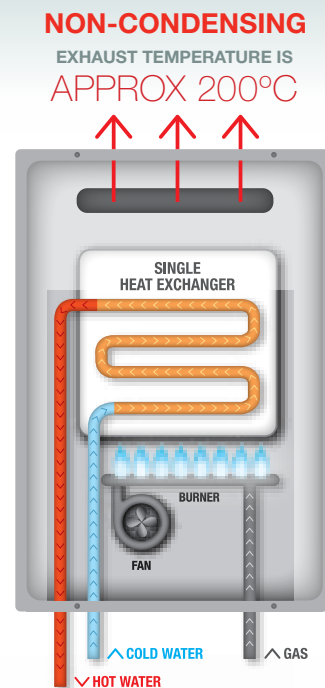
- Next generation delivers over \$1000* in savings over the 12 year warranted heat exchanger life
- Captures and re-uses circa 150°C of exhaust heat normally wasted, which delivers big energy savings and reduces emissions
- Providing Australian homes with superior technology straight from Noritz, Japan's leading manufacturer of household water heaters
- Features superior condensing technology that boasts over 90% thermal efficiency by capturing additional heat in the secondary heat exchanger
- Compact size and light-weight like traditional continuous flow models
- Inbuilt neutralised condensate tank

*Running cost savings compared to a 5 star natural gas storage water heater over the 12 year warranty of the heat exchanger.

†12 year warranty on heat exchangers including 3 years full parts and labour.



(Condensing technology)
Thermal efficiency = 90-96%



(Conventional technology)
Thermal efficiency = 80-84%



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Receiving CITB Funding Assistance



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MPA EVENT CALENDAR 2016

MARCH

- Tuesday 8** Plumbing & Gas Roadshow
Hilton Motel, Port Lincoln
- Thursday 10** Plumbing & Gas Roadshow
John Pirie Motor Inn, Port Pirie
- Friday 11** World Plumbing Day Golf Day
- Tuesday 15** Industry Forum
Lockleys Hotel



AUGUST

- Tuesday 23** Industry Forum
Lockleys Hotel

APRIL

- Tuesday 5** Plumbing & Gas Roadshow
The Beach Hotel, Seaford
- Thursday 7** Plumbing & Gas Roadshow
The Anchorage, Victor Harbor
- Tuesday 20** Industry Forum
Robin Hood Hotel

SEPTEMBER

- Tuesday 20** Industry Forum
Robin Hood Hotel

MAY

- Tuesday 3** Plumbing & Gas Roadshow
Gawler Arms Hotel
- Thursday 5** Plumbing & Gas Roadshow
Clare Country Club
- Tuesday 10** Plumbing & Gas Roadshow
Murray Bridge Community Club
- Tuesday 17** Plumbing & Gas Roadshow
Berri Resort Hotel
- Tuesday 24** Industry Forum
Woodcroft Tavern
- Tuesday 31** Plumbing & Gas Roadshow
Seagate Motel, Moonta

OCTOBER

- Friday 18** AGM, Thebarton
- Friday 19** Industry Forum
Woodcroft Tavern
- Friday 28** President's Lunch



JUNE

- Tuesday 7** Plumbing & Gas Roadshow
Master Plumbers Association, Thebarton
- Wednesday 15** Plumbing & Gas Roadshow
Master Plumbers Association, Thebarton

JULY

- Tuesday 26** Industry Forum
Highbury Hotel

NOVEMBER

- Friday 11** Remembrance Day

DECEMBER

- Sunday 25** Christmas Day





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- > Quality RTO's
- > Quality Results

> Flexibility

- > Solutions to Meet Your Needs
- > Apprentices from 1 Week to 4 Years



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Get the Right Apprentice

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Gramall Hot Water Systems
GWA Bathrooms & Kitchens
HD Pumps
Harsmith Building Products
Heaven Fresh Australia
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Iplex Pipelines
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LWG Zurn Australia Pty Ltd (SA)
Milwaukee Power Tools
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PEER Training
Pentair Water Australia
Perks
Philmac Pty Ltd
Quantum Energy Technologies
Rain Harvesting Pty Ltd
Reece Pty Ltd
Rehau Pty Ltd
Reliance Manufacturing Company
Rheem Australia Pty Ltd
Ri-Industries
Ridge Tool (Aust) Pty Ltd
Rinnai Australia Pty Ltd
Robert Bosch (Australia) Pty Ltd
Samios Plumbing Supplies
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Executive & Staff



Master Plumbers

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*Terms and conditions apply: Plumbers must purchase between the promotional period 1st March 2016 - 31st July 2016 from a participating merchant/reseller and submit their claim/s by 12th August 2016. Cash back paid via EFT. Not available as point of sale discount. Claims must be lodged at www.rheem.com.au/plumbercashback. The Category A Participating Products for the \$50 Cash Back are: • Rheem 125L & 160L electric water heaters (Model No. 191125, 191160, 192160); • RheemPlus 125L & 160L electric water heaters (Model No. 121125, 121160); • Rheem Stellar Stainless Steel 50L, 80L electric water heaters (Model No. 4A1050, 4A1080); • Rheem 4 Star 135L & 170L gas water heaters (Model No. 347135, 347170); and • Rheem 6 Star 12L/min, 16L/min, 20L/min Continuous Flow gas water heaters (Model No. 874612, 876612, 874E16, 876E16, 874620, 876620). Category B Participating Products for the \$100 Cash Back are: • Rheem 250L, 315L & 400L electric water heaters (Model No. 491250, 492250, 491315, 492315, 491400, 492400); • RheemPlus 250L & 315L electric water heaters (Model No. 121250, 121315); • Rheem Stellar Stainless Steel 125L, 160L, 250L, 315L electric water heaters (Model No. 4A1125, 4A1160, 4A1250, 4A2250, 4A1315, 4A2315); • Rheem Stellar 5 Star 330 & 360 vitreous enamel gas water heaters (Model No. 850330 & 850360); • Rheem Stellar Stainless Steel 5 Star 330 gas water heaters (Model No. 8A0330); and • Rheem 6 Star 27L/min Continuous Flow gas water heaters (Model No. 864627, 866627, 874627, 876627).



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