

Annual Report 2010



Timber And Building Materials Association (Queensland) Limited

TABMA

QUEENSLAND

QUALITY · SERVICE · INTEGRITY

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I submitted an application for a Home Loan with our banking facility earlier this year. As to be expected, they asked for the incomes of myself and my wife Joanne, along with any other pertinent details. Job done, and we just waited for their searches to be completed. So it was with a great deal of surprise when the manager contacted me only to advise me that they had discovered that I had not declared my earnings from my position as a Director of TABMA Queensland. I laughed!! The manager didn't? It was apparently beyond their comprehension that ten good men would involve themselves with being a Director of such an Association, for no monetary reward.

Which leads me to enlighten you all as loyal members of TABMA Queensland, just what we Directors do when in the performance of our duties. We meet five times at Board meetings and agenda such items as governance issues, interaction with our Southern counterparts, traineeship and apprenticeship targets, training of industry members for the betterment of the entire industry, renew ethical expectations of our members, as well as impromptu issues that arise from within our ranks. Apart from these meetings, many hours of preparation for these Board meetings goes in by smaller sub groups with issues such as Government applications, financial auditing and reporting, timber treatment awareness, and marketing of TABMA Queensland and what we, as an Association, can continue to provide for you, our members.

I take this opportunity to present my whole-hearted appreciation for my fellow Board members for 2009-10 along with Karen Johnston as CEO. They have raised, objected, supported and debated with their own levels of passion for our industry, about any agenda points that have been tabled. Above all else, it has been totally apparent that they have placed the industry and the entire membership of TABMA Queensland ahead of their own agendas to allow your Board to maintain a transparent and progressive movement towards a bigger and stronger 2011.

I wish to thank both Steve Johnson of 5 Star Timbers (Mackay) and Brad Ford from Finline Timbers for their close interaction with me this year in their roles as Senior and Junior Vice Chairman respectively. To the other seven current Board members and to the recently retired Board members, I thank them for all of their invaluable input. As I step down from the role as Chair in the coming election after four years, I offer my continued and undivided support to my successor, with the intention of maintaining a strong TABMA in Queensland.

As the market faces a tough year ahead, TABMA Queensland has plans to continue on in its drive to provide outstanding service and facilities to assist you in improving your businesses. Your CEO, Karen Johnston and her small team which includes Alicia Oelkers and Jaimie-Lee Ratcliffe, continue to be a powerhouse of enthusiasm for our industry. I commend each and every one of you to make regular contact with the office, and utilise the myriad of provisions available to you as members. I cannot thank the girls enough for the dynamism that they provide for us all.

Yours sincerely

Keith Maitland
Chairman TABMA Queensland

"Industry associations provide valuable assistance to members - they facilitate the flow of knowledge to an industry, effectively represent their members' interests to government, organise training, promote ethical behavior, set industry-wide standards of service and quality, and more."

Check, check and check for TABMA Queensland!

Regardless of the lull in construction activity over the past two years, the need for the information and services TABMA Queensland provides has not diminished. Again, over the past year our membership numbers have grown, with many of the players in industry recognising our value and the assistance we provide. So this year has been another busy one; maintaining our service standards, adding to the portfolio that we offer, maintaining our direct and regular connections with industry, fostering relationships with other Associations and doing anything in our power to help. Page five of this report outlines what we have been up to and the range of activities we have conducted.

Busy however, does not mean easy. Rather, the words *stressful* and *frustrating* come to mind to describe 2010. You see, regardless of the not-for-profit nature of our operations and the work we do promoting industry behind the scenes, we do not receive any Government funding assistance separate from that associated with our membership of the Group Training Association (which is connected to the number of trainees and apprentices we sign up). Our financial viability is directly linked with the level of support we receive from industry. The industry's future, and TABMA Queensland's, is dependent on industry providing opportunities for trainees and apprentices to enter our workforce. Apart from the numerous benefits this program offers, it is a key means of addressing the industry wide problem of the lack of skilled, experienced and knowledgeable staff coming through the ranks for the future.

To continue to provide the services we do, we need industry to support us in any way they can. We love getting harassed by members! It means they are using our services, our knowledge and our connections, and we get to help make their jobs easier. We need members to use the services that we offer - the ones included in membership AND the ones we provide at discounted rates, that bolster our income stream. They are designed to be win-win. We are good at them and we allow you to focus on what you do best while they are in progress. It's not hard, for example if you are going to choose to use an external recruitment firm, choose us for our professionalism and our industry expertise, and benefit from the discounts we offer. This is what we mean by helping us, to help you.

From the industry survey TABMA Queensland is currently conducting we already have a number of projects planned for 2011. These will involve much lobbying in conjunction with other Associations, targeted information seminars, the promotion of timber as a superior building product, communication forums to promote ethical business practices and weed out the renegades not following the appropriate standards, further education of timber users and sellers and much more. But we will need your help, your support and your passion to succeed.

Yours sincerely

Karen Johnston
CEO TABMA Queensland

CHAIRMAN

Keith Maitland Tasman KB

SENIOR VICE-CHAIRMAN

Steve Johnson SAM Family Trust
T/A 5 Star Timbers Mackay

JUNIOR VICE-CHAIRMAN

Brad Ford Fineline Timbers

DIRECTORS

Paul Rutledge Gunnersen
Myles Forsyth Forsyth & Romano Group
Mal Goatham Pacific Wood Products
Graham Leddy Versace Timbers
Michael Gaske Ozline Timbers
Justin Lanyon 5 Star Timbers
Mitch O'Mara Tradeware Building Supplies



Karen Johnston
CEO TABMA Queensland

Qualifications:
 Bachelor of Business Management (Marketing & HR)
 Bachelor of Arts (Economics & Psychology)



Alicia Oelkers
Group Training & Recruitment Manager

Qualifications:
 Bachelor of Business Communications (Marketing)



Jaimie-Lee Ratcliffe
Office Administrator

Qualifications:
 Certificate III Business Administration
 (Currently Completing)

2010 ACTIVITIES

Training: Take Off Materials Quantities Course

Feb 10, Mar 10 (x2), May 10

This unit is a nationally recognized subject ran as an individual training course to teach the skills required to estimate the correct material quantities and pricing in relation to take off items.

Senior First Aid Courses - Feb 10 & Jul 10

These industry specific First Aid courses were attended by a great group of people from industry. The one-day course was industry focused using practical examples and our service providers from ALAQ maintained a friendly environment.

CPR First Aid Refresher Courses - Sep 10 & Nov 10

Required every 12 months these 2 hour sessions ensured those who completed their first aid certificates last year remain qualified in being able to deliver CPR.

Mill Operations Tour - Mar 10

Attended by industry personnel from NZ, Germany & all over Australia representing the supply chain from forestry through to timber merchant, this 3 day tour was an excellent educational & networking event organised jointly with Timber Queensland & Hoo-Hoo Club 218.

Information Breakfast: Employer Rights & Responsibilities, Fair Work & Modern Awards - Apr 10

We engaged professional guest speakers CCIQ to present information about general Fair Work changes including Unfair Dismissal, Performance Management, Redundancy & Termination and information relating to the Modern Awards introduced in 2010.

Chainsaw Training Course - May 10

Responding to a request from a TABMA Queensland member who required staff to have their nationally recognised certificate for insurance & safety, we organised a two day training course by opening .

Prevocational Course:

Introduction to the Timber Industry - May 10

To assist in addressing skills shortages in the timber industry we hosted a month long course that included one week of theory and three weeks of on-the-job work experience with organisations throughout Brisbane. Candidates tested careers in our industry & hosts trialed an eager jobseeker.

Qld Timber Industry Awards - Oct 10

At the Sofitel Brisbane Central on 9th October 2010 the Gala evening, including awards presentation, was a sensational success with a record 325 attendees. The Casino theme idealised fun, winning and success as guidelines for business decisions with a focus on continual improvement of business practices. Local band The Hodads were once again superb in setting the dancefloor alight.

FREE Product Information Sessions - May 10

To increase the level of product knowledge throughout industry & encourage the concept of continuous training, key industry wholesalers and manufacturers supported our goals in providing a total of 15 FREE afternoon sessions about a number of timber related products scheduled throughout the year.

SERVICES

Group Training

Trainees & apprentices are an investment in the future employment & security of our industry. We can handle the entire process; recruitment, government paperwork, payroll & training. Reduce the risk by going through us.



Chain of Custody; Consultation & Auditing

Two professional services to make implementation of certification easier & cheaper, these services aim to limit the operational impact on your business of introducing Chain of Custody Certification.

Recruitment

Providing professional recruitment services specialising in the timber & building industries, TABMA Queensland can save you the time & stress of advertising, vetting & interviewing. Our rates are lower than commercial recruitment companies & members receive further discounts, including the ability to join our Loyalty Program which rewards repeat users of this service with further discounts.

Publications - Industry Information Distribution

Each month TABMAtalk, our Queensland Association newsletter is distributed to industry; sharing information about upcoming events, introducing new members, excerpts about topical issues, & announcing new deals available for members. Members also receive a number of informative emails throughout the year to keep them abreast of legislative changes with industrial relations, workplace health and safety and any other issue that could impact their business.

Training Development Service

With the formal qualifications to conduct training needs analysis and the knowledge of qualifications & courses, we can generate a training plan complete for an individual, department or entire organisation.

ASSOCIATION CONTACTS

Industrial Relations - Chamber of Commerce & Industry

TABMA members can access IR support through our membership with CCIQ. If you have a larger organisation with employees under a number of awards we have discounted joint membership with CCIQ to ensure you receive accurate information & advice.

Technical Advice - TDA

Through our membership with the Timber Development Association, members can obtain expert advice on complex issues relating to the correct use and/or specifications of timber products.

QTIEWA

Joint membership with the Importers Association offers discounted fees and the sharing of pertinent supply information concerning imports.

QLD Connection; Timber Queensland, EWPA, FITEC

We have excellent relationship with other industry bodies, communicating regularly to ensure we are all informed about issues affecting different sectors. We are working together on topical issues for the benefit of industry as a whole.

COST SAVING ARRANGEMENTS

Fuel Savings - Caltex Fuel

Electricity Savings - Power Choice

WH&S Audits - WHSO's For Hire

GPS Monitoring System - Ezy2C

First Aid Course Savings - ALAQ

Insurance Savings - Gow Gates Insurance

Computer Training Savings - Odyssey Training

Car Savings - Bryan Byrt Ford Upper Mt Gravatt

Forklift Training & Licencing - AIMM Industrial Training

Travel Savings - Travelcorp

Strapping Solutions - AWS

Waste Management - Veolia Waste Management

Debt Collection Savings - Professional Collection Services

Legal Services - MSB Lawyers

Electronic Devices - Ryda.com

Brand Management Deals - Invigorate