



Skills shortages

TABMA Training

During 2008, TABMA Training has been listening to you about the lack of skilled staff in the industry. It is clear that the Industry is not training enough people to fill gaps caused by natural attrition.

As a consequence we are finding that the industry has unrealistic expectations that younger people already have the skills of those older workers they are being employed to replace.

As a response, early in 2009 TABMA shall be conducting two pilot "Job Ready" programs.

The first program will be in the timber merchandising sector and will be designed to prepare attendees for work, through a mix of theoretical training at TAFE and on the job work experience with organisations in the industry.

More details such as course start dates, locations of placements, whether paid or unpaid work experience and the mix of theoretical and on site training, will be made available closer to the event.

The second program will be based on the timber manufacturing sector of joinery.

This course will be an intensive TAFE course, also with on the job training being an essential component of the "Job Ready" experience. Again, more details



will be made available as course commencement draws nearer.

TABMA Recruitment

The timber, hardware and joinery sectors of our industry are clearly experiencing skill shortages. Besides TABMA Training implementing "Job Ready" courses, TABMA Recruitment is attempting to fill the void by establishing a database of skilled persons in these sectors.

We have found in the past when advertising for a position that often people have the required skills but they have moved out of the industry.

If you know of anyone who would like to come back to the industry please ask them to email a resume or contact details to werner@tabma.com.au.

In addition we will be advertising for positions vacant on our website www.tabma.com.au/recruitment-nsw.php.



TABMA is a member-based industry organisation representing building materials suppliers, timber merchants, timber importers and related service providers. TABMA provides companies with practical solutions to improve business management, growth and profitability.



Visit us on line
www.tabma.com.au

*Need an extra
pair of hands
without
the hassle?*

**Apprenticeships and
Traineeships**



TABMA TRAINING PTY LTD

Find out how easy it is
to get help

(02) **9277 3177**

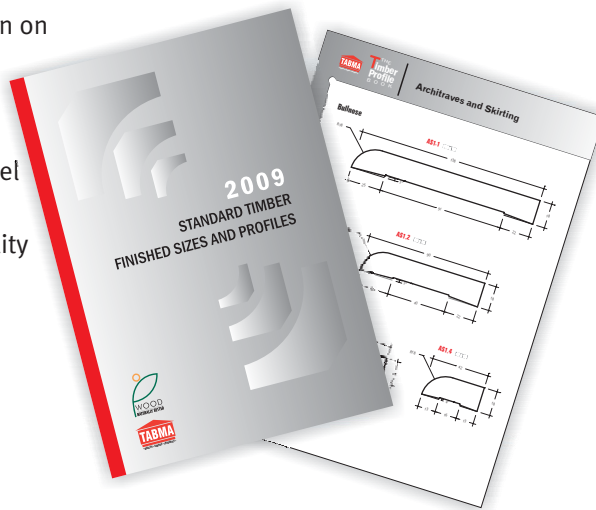
[www.tabma.com.au/
apprentices-nsw.php](http://www.tabma.com.au/apprentices-nsw.php)

TABMA 2009 Standard Timber Finished Sizes & Profiles

During 2008 and with funding from Forest & Wood Products Australia, TABMA's Technical committee worked hard at updating and reviewing the existing 2005 publication.

After consultation with industry the review has resulted in;

- Addition of new profiles and removal of less commonly used profiles;
- Production of all profiles to scale;
- Addition of further information on timber treatments;
- An added glossary of timber terms;
- An updating of the hazard level guide;
- Information on timber durability and timber in bush fire prone areas;
- Addition of timber hardness information; and
- More information in the engineered wood products section.



The principal objective of the document is to describe to the building industry, specifiers, renovators and end-users standard timber sizes and moulding profiles that are commonly available.

Producers, suppliers and importers can use the document, to encourage uniformity in supply to the industry.

The booklet is available on the TABMA website at www.tabma.com.au/resources.php if you wish to make it available directly to your customers.

Insurance and Risk Management

In the hardware & timber industry, it is important to be aware of the impact to insurance that risk management will have on your business and your industry and emerging trends in this area.

Insurers globally have always classified the Hardware and Timber industry as either a "High Hazard Industry" or an "Unacceptable Risk Category". Thus premiums can attract "Significantly High Loadings" and the availability of insurance options for Timber and Hardware merchants are diminished as a consequence.

This situation is unlikely to change and following recent high profile claims

suffered by hardware and timber organisations, some insurers have already reduced their exposures to the industry by exiting this market segment altogether.

The future is cloudy – insurers may either increase their premiums to perhaps unacceptable levels, or have a renewed focus on risk management programmes and claim prevention techniques.

Risk management can be a complex process and the enlisting of an expert could help you to ensure that you manage your risk in an optimum way. Some organisations should consider initiating a customised risk management programme that meets the requirements of both employer and employees.

The methodology behind such



From the CEO's Desk

TABMA Gala Dinner 2008

The board of TABMA (NSW) decided to make the TABMA Annual Awards Dinner a bi-annual event with a Gala dinner to be held every other year. On Friday 7th November then, TABMA hosted its first Gala dinner and the location was the Crystal Ballroom at Luna Park on spectacular Sydney Harbor.

The guest speaker was Mr. Justin Smirk, a senior economist from Westpac Bank, who gave a very interesting perspective about the current global financial situation. Over 250 people attendees enjoying fine food, wine and friendship with entertainment by the jazz band "Buzz."

Reports were all unanimous that the night was a great success.

TABMA Annual Awards November 2009

TABMA's Annual Awards is an evening where the industry meets to socialise and acknowledge the efforts of those TABMA members that are excelling with their businesses.

A judging process is conducted in the months leading up to the evening, where members are judged to a set of criteria.

Awards are given in several categories with the major award being Member of the Year.

The night includes entertainment, fine food & wine and will be again held at the very popular venue as last year's Gala Dinner, The Crystal Ballroom at Luna Park. The date is Friday 6 November 2009, so put this in your diary and we look forward to seeing you there.


Colin Fitzpatrick

Continued on page 4



Walker Bros Pty Ltd turns 75

Walker Bros, located on the NSW Central Coast, recently celebrated their 75th anniversary.



The business was founded in 1933 by Alex & David Walker at Ourimbah Creek but since 1939 has been located at Glennie Street, North Gosford on what is now a 3.5 acre site.

During the 1940's a generation of returning soldiers formed the core of the staff, working together to build the business and provide for their young families. In 1946 Alex Walker's son Peter joined his father in the mill to be followed by Peter's brother Brian.

During the next decade the business thrived with the rapid growth of the Gosford region and the company's move into imported timbers.

In 1961 David Walker decided to retire to concentrate on his farming and the ownership of the business passed to the next generation of Alex's family. In 1968 Alex's daughter Kerrie joined the business and 1969 saw the partnership structure change to a private company with Peter Walker as Managing Director and more recently Chairman.

The existing structure has endured, though suffering from the lows of losing Alex in 1981 and Brian in 1991. Peter's son Dean joined the company in 1980.

Another massive blow that occurred was on October 27 1995 when a deliberately lit fire swept through all the storage sheds destroying almost all the machining capabilities. This disaster saw the staff rally together and with great assistance from the local community and the company's suppliers, only one day's trading was lost because of the fire.

Over the next 12 months the premises were rebuilt to the modern plant that still operates.

Today Walker Bros, run on a day-to-day basis by Kerrie Guest, ably assisted by Keith Sparrow (who joined in 1971), remains a thriving concern and is one of the state's premier timber merchant businesses.

The company looks forward to the next 75 years of continuing to serve the still rapidly growing NSW Central Coast.



Succession Planning

Businesses need to act now to plan ahead

Business owners tend to get so caught up in the daily operations of their business that they often ignore planning, in particular planning for the termination or transition of their business, when they intend to exit the business.

A recent survey by Australia's largest business group, NSW Business Chamber, reveals that over 55% of business owners do not have a succession plan in place. Of these respondents, 68% have not been able to identify an appropriate successor. Among those who have identified a successor less than half of those potential successors have agreed to the plan.

More than 70% of Australian businesses are family owned and typically small to medium size businesses. In the next two years in NSW, the predicted glut of businesses with no identifiable successor equates to 25,000 employing businesses in NSW.

According to NSW Business Chamber's CEO Kevin MacDonald these figures show that while many business owners appreciate the importance of succession planning, they often relegate it to the 'too hard basket'.

"A succession plan is critical if you are planning on retiring in the next five to fifteen years and expect to fund your retirement by selling your business.

"A lack of early planning and shifts in market forces could well see your hard-earned wealth diminished by being one of a surplus of businesses on the market at the same time.

"Tantamount to this is that businesses should not wait, they need to act now."

NSW Business Chamber's research is supported by the KPMG and Family Business Australia Survey of Family Business Needs 2005 launched in conjunction with Deakin University.

The survey found that 57% of respondents indicated they would retire within the next 10 years. Sixty eight percent said they had not chosen a successor and 34% of family businesses surveyed had no formal succession plan with 27% undecided about their exit strategy.

Part 2 of this article will be published in the next issue

Sourced by  NSW Business Chamber



Insurance and Financial solutions for the Hardware and Timber Industry

- Free TABMA membership offer*
- Debtor finance
- Competitive premiums

Free call: 1800 640 535
 Email: hardware_timber@gowgates.com.au
 Visit: www.gowgates.com.au

Gow-Gates Insurance Brokers (Australia) Pty Ltd
 • ABN 29 290 69 562 787 • AFS 245433 •
 *Offer applicable following the appointment of Gow-Gates as Insurance Broker for a minimum period of 12 months.



**Save space
Save money.**

Try before you buy,
with short term leases or rentals from as little as \$190 per week.

Second hand machines available.
Full factory rebuild refurbishment and a 12 month warranty.
Call Hubtex Australia today to find out how affordable a quality Hubtex sideloader is.

1300 365 621
www.hubtex.com.au
HUBTEX.



Insurance and Risk Management

Continued from page 2

programmes should involve a clear understanding of the industry and the business. It should focus on identifying and analysing the exposures to the business that results from selecting the most effective risk treatment methods.

The implementation of a tailored programme should not only significantly decrease the cost of your insurance premium, but result in a more secure workplace, with confident employees.

Presenters at the TABMA Annual Dinner in November communicated a key message, “the timber and hardware industry will be significantly affected by the continuation of a tough economic climate ahead for some time, even years”. This is certainly bad news for those who have already suffered significant losses from the impact of high fuel prices, the rise in interest rates and the housing industry downturn.

Throughout the various presentations, speakers on the night expressed common predictions about the tough times ahead and outlined the implementation of conservative business strategies and consolidation techniques that will provide sustainability for businesses.

Coupled with an effective risk management programme, there are

other important areas that can successfully protect your business. The following should be reviewed to determine the current performance level



and the potential each one has for your business:

- Risk Management;
- Workers Compensation / OH&S;
- Business Protection Planning – Revenue Protection, Debt Protection, Business Succession;
- Personal Insurance – Life, Total and Permanent Disability, Trauma, Income Protection; and
- Receivables Financing – Freeing up your cash flow from your Debtors book.

It is inevitable that risk management controls and practices will be paramount to ensure premiums remain at sustainable levels into the future. As a TABMA member, you will be exposed to the benefits of the development and implementation of specialist insurance programmes centred on practical risk treatment methods to manage, minimise or eliminate potential exposures that could cripple your business.

Having incorporated similar business practices into the development and management of our Hardware & Timber portfolio, Gow-Gates has developed an unrivalled position as a Specialist Insurance Provider to the industry.

We are an advocate of risk management measures and can assist with the development and

implementation of the most appropriate risk management programme, tailored to any timber merchant, retailer, wholesaler, manufacturer, sawmilling operation or timber industry related organisation.

Gow-Gates already provides insurance facilities to well known TABMA members and would like to extend these services to you. Please contact our experienced staff for further information about how you can arrange the best package tailored to your organisation, whether small, medium or large in size.

Brett Duprez – Senior TABMA Account Executive, Gow-Gates Insurance Brokers Australasia

Email: hardware_timber@gowgates.com.au

Phone: 1800 640 535

Web: www.gowgates.com.au

TABMA President:

Peter Hutchinson

TABMA Chief Executive Officer:

Colin Fitzpatrick

TABMA Board Members:

John Harrison (Vice President)
Ian Halliday (Vice President)
Danny Gattone, Ron Gattone,
Michael Swan, John Wilson, Gary Walker (appointed AGM 30/10/08), David Nash (appointed AGM 30/10/08), Glenn Johnston (appointed AGM 30/10/08), Mark Willey (appointed AGM 30/10/08), Brenton Christopher (appointed AGM 30/10/08)

Contacts

TABMA Tel: 02 9277 3100
TABMA website: www.tabma.com.au
Level 7, 28 Foveaux Street, Surry Hills NSW 2010

Building Trade Credit (BTC) Tel: 02 9277 3100
TABMA Recruitment Tel: 02 9277 3177
TABMA Training Tel: 02 9277 3170

For editorial and advertising enquiries contact: John Theoharris 02 9277 3144
For design and artwork enquiries contact: Denise King 02 9319 0509

