



TABMAtalk

quote of the month

"Stop worrying about the potholes in the road and celebrate the journey!"
- Barbara Hoffman



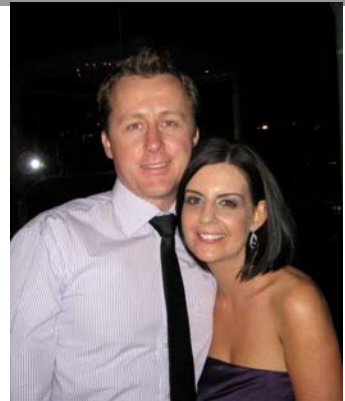
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2011 Timber Industry Dinner

Another successful QLD Timber Industry Dinner was held on the 15th of October at Victoria Park Function Centre. The timing of the passing storm was perfect and the sky cleared up and the stars were out as guests arrived on the beautiful timber deck, over-looking the city for pre-drinks. We then moved inside and the catch ups amongst friends and colleagues continued all night. There was a brief presentation to TABMA QLD's members who are now in the 'Ten Year Club' (please see page 2) and to the departed TABMA QLD CEO Karen Johnston. Guests were then treated to the very entertaining 'Eagles Band' which had most guests up on the dance floor. After a tough year it was great to see members of industry let their hair down and enjoy each other's company.

We are now already thinking about next year's dinner which will of course be the 2012 Timber Industry Awards Evening so start thinking about sponsorship and nominations.



Martin & Telia Pauchet



Jodie McPhie & Monique Cawte

Professional photo's from the evening are available at www.checkmyphoto.com Search TABMA 2011

(left) TABMA QLD Girls, Alicia Oelkers & Corinne Tickle



Ashleigh Henderson, Dee Atkinson, Jacinta Colley



Mal Goatham & Chris Gabb

Timber & Building

Materials Association (Queensland) Ltd

500 Brunswick Street, PO BOX 532

FORTITUDE VALLEY QLD 4006

P (07) 3254 3166 F (07) 3254 4599

E info-qld@tabma.com.au W www.tabma.com.au

Colin Fitzpatrick
Alicia Oelkers
Corinne Tickle

STAFF:

CEO TABMA Australia
State Manager TABMA QLD
Office Administrator Trainee

WELCOME TO THE TEN YEAR CLUB...

Can you believe it? TABMA QLD has been in the sunshine state for ten years. As I mentioned at this year's timber industry gala event, not only have we been here but so have some of our wonderful members. These members have been with us, supported us and shared our journey to get us to where we are today. We couldn't go by without thanking them so we have introduced the 'TABMA QLD Ten Year Club'. The 2011 members were welcomed into the club at this year's Gala Evening.



INTRODUCING TABMA QLD'S NEW MEMBER...



Natbuild is a member-owned marketing organisation that is Australia's largest independent hardware & building supplies group. Its 38-members operate 140-stores, located in metro and regional centres, having a combined turnover in excess of \$1.7B.

In addition to its store network, Natbuild members operate 28 frame and truss plants across Australia.

With its focus on the professional building trades, the Group has 300+ dedicated trade representatives servicing 60,000 trade accounts nationwide.

For more information, please contact Administration Office:

Phone: (03) 9501 9555 Fax: (03) 9501 5568

Email: admin@natbuild.com.au

TRAINEE COMPLETION

NOVEMBER 2011

CONGRATULATIONS to **John Walker** who completed his School Based Certificate II in Timber Merchandising. John was hosted to Fineline Timbers.



MEMBERSHIP ANNIVERSARIES

For the month of **OCTOBER / NOVEMBER**, the following TABMA

Queensland member is celebrating their membership anniversaries. Thank you for your fantastic support of the Association!

Timbeck Cedar Products
Thora Wholesale Timbers
Watts Wood & Mouldings
Gunnensen

Asian Pacific Timber Marketing
Brett's Timber & Hardware
TLB Timbers

The Timber Depot
Simmonds Lumber
Ozline Timbers

▪ **10 Years -**

Narangba Timbers
▪ **9 Years -**

Porters Home & Building Centre
Zenith Timber Industry
▪ **8 Years -**

Tilling Timber
Chermside Building Centre
▪ **6 Years -**

The Fastner Place
▪ **3 Years -**

Austrbrokers Premier
▪ **2 Years -**

Greenlands Timber
Bunnings Frame and Truss
Imperial Profilers
▪ **1 Years -**

2012 QLD Public Holidays

New Year's Day	Sunday 1st and Monday 2nd of January
Australia Day	Thursday 26th January
Good Friday	Friday 6th April
Easter Saturday	Saturday 7th April
Easter Monday	Monday 9th April
ANZAC Day	Wednesday 25th April
Labour Day	Monday 7th May
Queen's Diamond Jubilee	Monday 11th June
Royal QLD Show (Brisbane area only)	Wednesday 15 August
Queen's Birthday	Monday 1st October
Christmas Day	Tuesday 25th December
Boxing Day	Wed 26th December

* From 2012 the Queen's Birthday holiday moves to the first weekend in October. In 2012, a special Queen's Diamond Jubilee holiday will be celebrated on the current day.

2012 QLD State School Term Dates

Term 1:	Monday 23rd January - Friday 30th March
Term 2:	Monday 16th April - Friday 22nd June
Term 3:	Monday 9th July - Friday 21 September
Term 4:	Monday 8 October - Friday 14 December



HR HOT TIP!

Are you always being told that training is an important part of running your business but not sure why? Well below are few key points listed to help you understand.

- **Training Increases productivity.** Research shows that staff who complete formal training are more productive than staff who have not. They learn how to complete tasks and take on more responsibility as well as learn new advanced techniques.
- **Reduces turnover.** Employees who are being trained are less likely to leave because they are learning new skills and are able to keep up in their industry.
- **Improves Job Satisfaction.** Employees who have had time and money invested in them through training feel more valued and appreciated. They are also challenged to learn and get involved more in the business.
- **Training aids recruiting process.** When your company invests in training, while recruiting you will be more likely to employ a desirable candidate who may lack a particular skill. Your company will also be more desirable to candidates.
- **Rewards long-time employees.** You will be more likely to promote internal staff who has completed training and taken on more skills and responsibilities.
- **Training reduces the need for employee supervision.** Employees are taught skilled-based training, and they are more capable of doing their jobs.



Australian Government
Department of Agriculture,
Fisheries and Forestry

2012 Science Awards

*Grants to realise big ideas
from young rural innovators*

Grant applications are now open for the **2012 Science and Innovation Awards for Young People in Agriculture, Fisheries and Forestry**. If you're 18-35, this is your chance to apply for up to \$22,000 to fund your project on an innovative or emerging scientific issue to benefit Australia's primary industries.

More information and applications forms at www.abares.gov.au/scienceawards. Applications close 5pm (AEDT) Friday 18 November 2011.

Questions? Contact the Science Awards team on 02 6272 2260 or scienceawards@daff.gov.au

ANNOUNCEMENT FROM THE DEPARTMENT OF AGRICULTURE, FISHERIES AND FORESTRY

Illegal Logging Prohibition Bill 2011

On 23 November 2011 Parliamentary Secretary for Agriculture, Fisheries and Forestry, the Hon. Mike Kelly MP, introduced legislation into Parliament on behalf of the Australian Government to restrict the importation and sale of illegally logged timber in Australia.

The *Illegal Logging Prohibition Bill 2011* will prevent illegally logged timber products from entering the Australian market.

In the context of international legislative trends, including the United States *Lacey Act* and measures being implemented in the European Union, the *Illegal Logging Prohibition Bill 2011* will support Australia's efforts to advocate better governance for forest management in our region.

This legislation, if passed, will drive improvements to the way timber is harvested and traded world-wide.

The practice of illegal logging has many consequences, both economic and environmental. Once the Bill is passed, it will be a criminal offence to import or process any illegally logged timber and significant penalties will apply. The Bill will provide a level playing field and support both our Australian forestry industry and the global environment.

The introduction of this legislation is an important milestone and demonstrates once again the Government's commitment to the forest industries.

The Government recognises the development of this Bill has been closely watched by the domestic industry, retailers, importers, trade unions, environmental, and social justice non-government organisations. The Government has welcomed the interest and input of each of these groups.

The Government acknowledges the contribution of the Senate Rural Affairs and Transport Legislation Committee, chaired by Senator Sterle from Western Australia.

The Bill and the Explanatory Memorandum, and Media release are available through www.daff.gov.au/illegallogging. The Government's formal response to the Senate Rural Affairs and Transport Committee inquiry will be posted shortly on the above webpage.



ANNOUNCING THE NEWLY ELECTED BOARD OF TABMA QLD...

Friday 25th of November TABMA QLD held the 10th Annual General Meeting.

We are sad to say goodbye to past Chairman Steve Johnson and Directors Justin Lanyon and Mal Goatham but we thank them for their contribution, dedication and guidance over the years.

It is with great pleasure that I announce the newly elected Board of TABMA QLD:

Chairman: Michael Gaske, Ozline Timbers
Vice-Chair: Graham Leddy, Versace Timbers

Directors: Keith Maitland, Tasman KB
Paul Rutledge, Gunnersen
Myles Forsyth, Forsyth & Romanno
Mitch O'Mara, Tradeware Building Supplies
Roger Healy, Simmonds Lumber

This group of men are passionate and dedicated to helping the industry and representing members voices in QLD.

An end of year message from our new Chairman, Michael Gaske;

“Seventy years ago today 7th December 1941 the Japanese bombed Pearl harbour and I'm sure the Americans thought the world was coming to an end. A bit of the same feeling for the businesses involved in the building industry this past year. However history shows that the world grew stronger through those most difficult times, and I believe the businesses involved in the building industry can do the same .

TABMA QLD OFFICE CLOSURE

Christmas has fast approached and like most of you, we are looking forward to a break over the holiday season. Our office will be closed from;

Thursday 22nd of December and will re-open Monday 9th of January.

Wishing you and your loved ones a happy and safe Christmas and a prosperous New Year.



The following information is an excerpt from the *Model Work Health and Safety (WHS) Regulations 2011*.

The full WHS Regulation 2011, WHS Act 2011, and associated Codes of Practises can be downloaded from [Safe Work Australia](#).

With the exception of Victoria and Western Australia, All Jurisdictions have committed to implementing the new regime from 1 January 2012.

Part 8.3 Management of asbestos and associated risks

421 Application of Part 8.3

This Part does not apply to naturally occurring asbestos.

422 Asbestos to be identified or assumed at workplace

- (1) A person with management or control of a workplace must ensure, so far as is reasonably practicable, that all asbestos or ACM at the workplace is identified by a competent person.

Maximum penalty:

In the case of an individual—\$6 000.

In the case of a body corporate—\$30 000.

- (2) A person with management or control of a workplace must:
 - (a) if material at the workplace cannot be identified but a competent person reasonably believes that the material is asbestos or ACM—assume that the material is asbestos; and
 - (b) if part of the workplace is inaccessible to workers and likely to contain asbestos or ACM—assume that asbestos is present in the part of the workplace.
- (3) Subregulation (1) does not apply if the person:
 - (a) assumes that asbestos or ACM is present; or
 - (b) has reasonable grounds to believe that asbestos or ACM is not present.
- (4) If asbestos or ACM is assumed to be present at a workplace, it is taken to be identified at the workplace.

423 Analysis of sample

- (1) A person with management or control of a workplace may identify asbestos or ACM by arranging for a sample of material at the workplace to be analysed for the presence of asbestos or ACM.
- (2) If a person with management or control of a workplace arranges for an analysis, the person must ensure that the sample is analysed only by:
 - (a) a NATA-accredited laboratory accredited for the relevant test method; or
 - (b) a laboratory approved by the regulator in accordance with guidelines published by Safe Work Australia; or
 - (c) a laboratory operated by the regulator.

Maximum penalty:

In the case of an individual—\$1 250.

In the case of a body corporate—\$6 000.

424 Presence and location of asbestos to be indicated

A person with management or control of a workplace must ensure that:

- (a) the presence and location of asbestos or ACM identified at the workplace under regulation 422 is clearly indicated; and
- (b) if it is reasonably practicable to do so, indicate the presence and location of the asbestos or ACM by a label.

Maximum penalty:

In the case of an individual—\$6 000.

In the case of a body corporate—\$30 000.

425 Asbestos register

- (1) A person with management or control of a workplace must ensure that a register (an *asbestos register*) is prepared and kept at the workplace.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

- (2) The person must ensure that the asbestos register is maintained to ensure the information in the register is up to date.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

- (3) The asbestos register must:
 - (a) record any asbestos or ACM identified at the workplace under regulation 422, or likely to be present at the workplace from time to time including:
 - (i) the date on which the asbestos or ACM was identified; and
 - (ii) the location, type and condition of the asbestos or ACM; or
 - (b) state that no asbestos or ACM is identified at the workplace if the person knows that no asbestos or ACM is identified, or is likely to be present from time to time, at the workplace.
- (4) The person is not required to prepare an asbestos register for a workplace if a register has already been prepared for that workplace.
- (5) Subject to subregulation (6), this regulation applies to buildings whenever constructed.
- (6) This regulation does not apply to a workplace if:
 - (a) the workplace is a building that was constructed after 31 December 2003; and
 - (b) no asbestos has been identified at the workplace; and
 - (c) no asbestos is likely to be present at the workplace from time to time.

426 Review of asbestos register

A person with management or control of a workplace where an asbestos register is kept must ensure that the register is reviewed and as necessary revised if:

- (a) the asbestos management plan is reviewed under regulation 430; or
- (b) further asbestos or ACM is identified at the workplace; or

(c) asbestos is removed from, or disturbed, sealed or enclosed at, the workplace.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

427 Access to asbestos register

(1) A person with management or control of a workplace where an asbestos register is kept must ensure that the asbestos register is readily accessible to:

- (a) a worker who has carried out, carries out or intends to carry out, work at the workplace; and
- (b) a health and safety representative who represents a worker referred to in paragraph (a); and
- (c) a person conducting a business or undertaking who has carried out, carries out or intends to carry out, work at the workplace; and
- (d) a person conducting a business or undertaking who has required, requires, or intends to require work to be carried out at the workplace.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

(2) If a person conducting a business or undertaking carries out, or intends to carry out, work at a workplace that involves a risk of exposure to airborne asbestos, the person with management or control of the workplace must ensure that the person is given a copy of the asbestos register.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

428 Transfer of asbestos register by person relinquishing management or control

If a person with management or control of a workplace plans to relinquish management or control of the workplace, the person must ensure, so far as is reasonably practicable, that the asbestos register is given to the person, if any, assuming management or control of the workplace.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

429 Asbestos management plan

(1) This regulation applies if asbestos or ACM is:

- (a) identified at a workplace under regulation 422; or
- (b) likely to be present at a workplace from time to time.

(2) A person with management or control of the workplace must ensure that a written plan (an *asbestos management plan*) for the workplace is prepared.

Maximum penalty:

In the case of an individual—\$6 000.

In the case of a body corporate—\$30 000.

- (3) A person with management or control of the workplace must ensure that the asbestos management plan is maintained to ensure the information in the plan is up to date.

Maximum penalty:

In the case of an individual—\$6 000.

In the case of a body corporate—\$30 000.

- (4) An asbestos management plan must include information about the following:

- (a) the identification of asbestos or ACM;

Example

A reference or link to the asbestos register for the workplace and signage and labelling.

- (b) decisions, and reasons for decisions, about the management of asbestos at the workplace;

Example

Safe work procedures and control measures.

- (c) procedures for detailing incidents or emergencies involving asbestos or ACM at the workplace;

- (d) workers carrying out work involving asbestos.

Example

Consultation, responsibilities, information and training.

- (5) A person with management or control of a workplace must ensure that a copy of the asbestos management plan for the workplace is readily accessible to:

- (a) a worker who has carried out, carries out or intends to carry out, work at the workplace; and

- (b) a health and safety representative who represents a worker referred to in paragraph (a); and

- (c) a person conducting a business or undertaking who has carried out, carries out or intends to carry out, work at the workplace; and

- (d) a person conducting a business or undertaking who has required, requires, or intends to require work to be carried out at the workplace.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

430 Review of asbestos management plan

- (1) A person with management or control of a workplace that has an asbestos management plan must ensure that the plan is reviewed and as necessary revised in the following circumstances:

- (a) there is a review of the asbestos register or a control measure;

- (b) asbestos is removed from, or disturbed, sealed or enclosed at, the workplace;

- (c) the plan is no longer adequate for managing asbestos or ACM at the workplace;

- (d) a health and safety representative requests a review under subregulation (2);

- (e) at least once every 5 years.

Maximum penalty:

In the case of an individual—\$3 600.

In the case of a body corporate—\$18 000.

- (2) A health and safety representative for workers at a workplace may request a review of an asbestos management plan if the representative reasonably believes that:
 - (a) a circumstance referred to in subregulation (1)(a), (b) or (c) affects or may affect the health and safety of a member of the work group represented by the health and safety representative; and
 - (b) the person with management and control of the workplace has not adequately reviewed the asbestos management plan in response to the circumstance.