

quote of the month

"Happy trails to you, until we meet again.

*Some trails are happy ones,
Others are blue.*

*It's the way you ride the trail
that counts,*

Here's a happy one for you."

Dale Evans (& KAJ)



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TABMA QLD Organisational Restructure

Monday the 25th of July, TABMA QLD's CEO Karen Johnston submitted her resignation. Karen had been in the role at TABMA QLD for a little over 3 ½ years and has been a positive bundle of energy in the industry. I know the office most definitely won't be the same without her, neither will the building or the industry. We wish Karen all the best in her new role at Arrow Energy.

Following Karen's resignation and the resignation of our administrator Jaimie-Lee Ratcliffe, TABMA QLD is going through an organisational re-structure. I have stepped into the role as TABMA QLD's Operations Manager after spending the last few years as the Group Training and Recruitment Manager. I have loved working with the company and most importantly the industry and I look forward to the new challenge that the role has presented. We also have a new admin trainee, Corrine Tickle who has started with us and she is looking forward to learning the ropes and completing her Certificate III in Business. The final position that we are recruiting for is a Membership Development Officer and the successful person will be announced in the next news letter.

Although a lot is happening internally, TABMA QLD is still operating as normal, delivering the great services that we have to offer, and looking forward to our up-coming events. We have the Ladies in Timber High Tea on Friday the 2nd of September and for those of you ladies who have not yet returned your reservation form, please do so we would love to have you along. We also have the Bi-annual Timber Industry Gala Event on the 15th of October. We are still looking for sponsorship to ensure that the event is another great night, and invitations will be sent out in the coming weeks. I am looking forward to continuing to work with all of you and if there is anything TABMA QLD can help you with, please give us a call on (07) 3254 3166.

Alicia Oelkers – Operations Manger, TABMA QLD.

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

STAFF:

Alicia Oelkers
Corrine Tickle

Operations Manager
Office Administrator

Welcome to the TABMA QLD team...

Corinne Tickle – Office Administrator

About Me: Hi Everyone. I'm Corinne and the newest member to the QLD TABMA team. I am currently a trainee Office Administrator studying my Certificate III in Business. I moved to Brisbane from Lismore NSW and started working in retail, looking to find a career in Business Administration. In Brisbane I now have the opportunity to go higher up in companies. I hope to gain experience in Business Administration and continue on with TABMA QLD in the future.



My goals at TABMA (QLD): Complete my certificate III & keep on with the company in the future.



EXIT INTERVIEWS

Did you know that 70% of employees leave their jobs because they do not feel valued? Exit interviews are designed to find out why an employee is leaving the company. The parting employee will usually give an honest opinion of the organisation and how well it functions as a team. Exit interviews provide an opportunity to determine what actions could be taken that may improve staff retention, satisfaction and management effectiveness.

TABMA QLD is able to assist you! By using a third party provider to perform the exit interview, means that staff are more likely to be honest and forthcoming with information. Our survey's are completed in tow parts. Part A is completed by the exiting staff member before the interview and Part B is completes as a one-on-one interview with a TABMA QLD staff member.

If you want to know why your staff decide to leave or find out how you can improve your business procedures, contact us on 3254 3166.

MEMBERSHIP ANNIVERSARIES

For the month of AUGUST, the following TABMA Queensland member is celebrating their membership anniversaries. Thank you for your fantastic support of the Association!

TARMAC - 3 Years -

CERTIFICATE COMPLETIONS, CONGRATULATIONS!

Michael Aitken, Certificate III
Floor Covering and Finishing
Host: Premier Floors

Queensland Timber Industry Gala Dinner

Date Saturday 15th October, 2011

Venue Victoria Park Golf Course
Herston Road, Herston QLD

Pre-dinner Drinks 6.30pm

Gala Function The Marquee
7.30 to 10.30pm

Dress Formal

Cost \$140 per person
\$1,325 per table of 10
*Includes 3 course dinner, 4 hours beverage
package & all entertainment*

RSVP 7 October, 2011

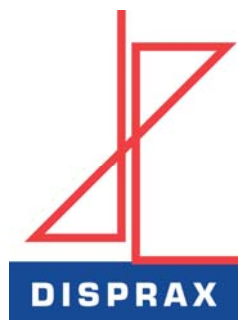
Elegance & Celebration

*Join industry peers as we celebrate
the unification & strength of the
Queensland Timber Industry
in an exciting evening of glamour
& festivity.*

2011



itreat Timber Pty Ltd



Queensland Timber Importers Exporters

Q T I E W A

and Wholesalers Association inc



CLIMATE CHANGE PLAN; THE CARBON TAX & WHAT IT MEANS TO YOU

Daryl Jones (Director - Taxation Consulting) and David Rose (Director - Taxation & Business Solutions), Vincents Chartered Accountants.

VINCENTS
chartered accountants

Gain insight. Take control.

Morgan Elliott :: 1300 766 563

Although the proposed Carbon Pricing scheme (a.k.a. the "carbon tax") is expected to directly impact on only 500 of the country's biggest polluters, there will undoubtedly be effects that filter throughout the economy and will have a direct impact on us all, including SMEs. Taxation & Business Solutions experts Daryl Jones and David Rose discuss what's happening.

On 10 July 2011, the Australian Government introduced its Climate Change Plan, "Securing a clean energy future". This Plan is made up of the following four elements:

- Introduction of a carbon price;
- Promoting innovation and investment in renewable energy;
- Encouraging energy efficiency; and
- Creating opportunities in the land sector to cut pollution and improve productivity, sustainability and resilience.

CARBON PRICE – IMPACT ON THE TOP 500 POLLUTERS

From 1 July 2012, the Government's Plan proposes to set a price of \$23 per tonne of carbon pollution released into our atmosphere. The price will rise by 2.5% a year in real terms during a three year fixed price period until 1 July 2015. Around 500 of Australia's biggest polluters will be required to pay for their pollution under the carbon pricing mechanism. The carbon price scheme will transition to an emissions trading scheme (ETS) on 1 July 2015.

In addition to the price on carbon and the Government's expanded 20% by 2020 Renewable Energy Target, there are also three new measures to create economic incentives for business to invest in low and zero emissions innovation. These are:

- A \$10 billion Clean Energy Finance Corporation;
- An Australian Renewable Energy Agency to manage \$3.2 billion in funding to independently administer existing Federal Government grants for research and development in renewable energy technologies and initiatives to bring them to the market
- A \$200 million Clean Technology Innovation Program - consisting of grants to support business investment in renewable energy, low emissions technology and energy efficiency.

SMALL BUSINESS

While small business will not be required to pay a carbon price, there will undoubtedly be a cost to small business in transitioning to a cleaner and greener future. To assist small business during this phase of transition and in recognition of the important contribution of SMEs to economic activity, \$240 million will be allocated by the Government over the period 2014-15 to help these businesses save energy and get advice on how to grow their businesses sustainably. Specific measures for small business include:

- For businesses with an aggregate turnover of less than \$2 million a year, the small business instant asset write-off threshold will be increased from \$5,000 to \$6,500 from the 2012-13 income year;
- Establishing a \$40 million Energy Efficiency Information Grants program to provide information to small to medium businesses and community organisations to reduce their energy costs;
- A further \$5 million over four years to improve the delivery of clean energy advice and other non-grant business support programs;
- \$240 billion has been allocated over four years to establish Clean Business Australia - a partnership with Australian business and industry to tackle climate change.

In addition, Low Carbon Australia (an independent company established by the Australian Government to provide financial solutions and advice to Australian business, government and the wider community) will work with businesses to help them become carbon neutral.

It's important to remember that many aspects of the Government's proposed tax reform agenda (e.g. small business instant asset write-off) may be subject to the Mineral Resource Tax being made law.

TAX REFORM – TAX CUTS

The Government will provide an \$8 billion tax reform package, including \$7 billion of tax cuts from 1 July 2012 for low and middle-income earners. In summary:

- The Government is proposing the below changes to the tax scales - 60% of taxpayers will get a tax cut of at least 3% from 1 July 2012;
- The tax-free threshold will increase from \$6,000 to \$18,200 (when combined with the Low Income Tax Offset, people will not pay tax until their income exceeds \$20,542);



Tax Scales TABLE	2011-12		From 2012-13		From 2015-16	
	Threshold (\$)	Marginal Rate	Threshold (\$)	Marginal Rate	Threshold (\$)	Marginal Rate
1st Rate	6,001	15%	18,201	19%	19,401	19%
2nd Rate	37,001	30%	37,001	32.50%	37,001	33%
3rd Rate	80,001	37%	80,001	37%	80,001	37%
4th Rate	180,001	45%	180,001	45%	180,001	45%
LITO	Up to 1,500	4% withdrawal rate on income over \$30,000	Up to \$445	1.5% withdrawal rate on income over \$37,000	Up to \$300	1% withdrawal rate on income over \$37,000
Effective tax free threshold*	16,000		20,542		20,979	

- Increasing the tax-free threshold to \$18,200 will mean up to one million people will not have to lodge a tax return from 2012-13;
- In 2015-16, further tax cuts will be provided to taxpayers up to \$80,000 (a cut of at least \$80 per year); and
- In 2015-16, the tax-free threshold will be increased again to \$19,400 (excluding a further 100,000 people from having to lodge a tax return.

*Includes the effect of the tax free threshold and the Low Income Tax Offset

HOUSEHOLD ASSISTANCE

In addition to the tax cuts, the Government has announced a number of assistance measures to support low income households in the form of increased payments through pensions, income support and Family Payments. These payments are to be made based on the one-off increase in prices of 0.07% in 2012-13 as a result of the increase in the carbon price.

Families will get assistance via a combination of personal tax cuts and/or increases in any benefits they receive such as the Family Tax Benefit (FTB), pensions or allowances. In summary:

- The Family Tax Benefit Part A (both the maximum rate and the base rate) will increase by 1.7% (worth up to \$110 per child per year);
- Families receiving Family Tax Benefit Part B will get an increase of 1.7% of the maximum rate (worth up to \$68 per family per year); and
- Families, pensioners and other eligible payment recipients will get this assistance through a one-off tax-exempt lump sum "Clean Energy Advance" from May-June 2012.

ASSISTANCE FOR LANDHOLDERS

The Government's new ongoing Biodiversity Fund of \$946 million over its first six years will support landholders (including farmers) to undertake projects that establish, restore, profit or manage biodiverse carbon stores.

WHERE TO NOW?

It is generally accepted that for now, the Government's announcement has at least provided more certainty to all sectors, industries and individuals in the economy. As noted above, it will be a challenge for small businesses during the transition and the impact of costs that are passed from larger to smaller businesses and then on to end consumers. It will also take time to assess the effects of the tax cuts and assistance funding in compensating those directly and indirectly affected by the carbon price. It is our view that with the introduction of the new carbon tax, the existing cost pressures on business and householders (e.g. fuel and electricity costs) should be considered in the wider context of substantive tax reforms in Australia.

Importantly, to maintain and provide expert advice on the key aspects of the carbon pricing mechanism, the Government will be establishing a new Climate Authority (CCA) as an independent body to be chaired by former Treasury Secretary, Bernie Fraser. The CCA will complete its first review by February 2014 and will make recommendations to the Government on future pollution caps and the carbon pricing mechanism.

The Treasurer, in a radio interview on 13 July 2011, confirmed that extra funding will be made available to the Australian Competition and Consumer Commission (ACCC) to monitor businesses using the carbon tax as an excuse to price gouge.

Legislation to implement the Government's Climate Change Plan is expected to be introduced into Parliament in September 2011 with a start date of 1 July 2012. The Government anticipates that the legislation will be passed by both houses of parliament and become law by the end of December 2011.

Vincent's is ready to assist clients in determining changes in cost structure and pricing of products and services to enable SMEs to adapt in a timely and efficient manner to this altered economic environment. We can help you work your way through any key considerations to make sure you're ready for these changes when they start to have an impact. The Government has proposed that these changes will take place from 1 July 2012, so now's the time to start exploring how it will impact on you and your business. It is obviously early days in the proposed Climate Change Plan, so we will keep you posted on the proposed changes and expected impacts as they develop.



TABMA Queensland Trade Credit Insurance Program (TTCIP)

The TTCIP is a unique, cost effective Trade Credit Insurance Program developed specifically for TABMA Queensland members. The program has been developed, and is managed by, specialist trade credit insurance brokers IMC Newbury and is underwritten by QBE Trade Credit.

Major Benefits

- Protect your business from bad debts
- Protect your profit/shareholder equity
- Trade with confidence and ensure peace of mind
- Improve your credit management procedures
- Access independent credit risk assessment
- Increase your sales to existing and new customers/markets
- Provide additional security to your own suppliers and financiers

The TABMA Queensland Trade Credit Insurance Program offers unique benefits which are only currently available through a similar scheme used by TABMA Australia members.

Unique Features of the Program

- 3-12 months periods of insurance, subject to terms and conditions.
- Very competitive 12 month policy premiums—low entry level from \$7,600.
- A low Shared Claims Excess amongst all Insured Members.
- Exclusion of part of turnover, saving on premium costs.
- 90% indemnity.
- All Limit Administration Charges and Discretionary Limit report costs absorbed by IMC Newbury.
- 100% Reimbursement of collection and legal costs for Insured Buyers—subject to terms and conditions.
- Pay by instalments—subject to terms and conditions.

To take advantage of this Trade Credit Insurance Program specifically developed for our industry, please contact IMC Newbury to arrange a quote for your business.

Support the Industry Association that supports you!

Contact IMC Newbury (02) 8004 7213

Peter Ghaleb :: 0410 912 112 :: pghaleb@imcnewbury.com.au

Henrik Valentin :: (02) 8004 7508 :: hvalentin@imcnewbury.com.au

www.imcnewbury.com.au

IMC
NEWBURY
Trade Credit Solutions

TABMA[®]
QUEENSLAND
QUALITY • SERVICE • INTEGRITY

High Tea

Friday 2nd September 2011

The boys have their Golf Days, now it's time for some REAL networking and sharing of ideas within the Queensland Timber Industry.

CALLING ALL LADIES OF TIMBER

The aim of this is to gather as many women of industry, representing a variety of roles and organisational sectors, to get together and share their knowledge, experiences and ideas.

What key challenges do you face? How do you manage different staff? What qualities make someone suited to a specific role? How do you motivate your staff to work as a team? What communication strategies do you find work? What key relationships have you developed to excel in your role?

So come along, enjoy some sweets and champers, share some really helpful information, meet other passionate and knowledgeable women and develop a network.

COMPLETE RESERVATION FORM ATTACHED

VENUE

CURVEE LOUNGE, THE SOFITEL, BRISBANE CITY
249 TURBOT STREET, BRISBANE

TIME

1.45PM ARRIVAL :: 2.00PM TO 4.00PM EVENT

TICKETS INCLUDE

- œ A GLASS OF AUSTRALIAN SPARKLING WINE OR NON-ALCOHOLIC SPARKLING ROSE
- œ A SPECIALITY COFFEE
- œ ENDLESS CUP RONNEFELDT TEA
- œ ENDLESS HOT CHOCOLATE
- œ ASSORTED RIBBON SANDWICHES
- œ SCONES WITH JAM & CREAM
- œ LEMON MERINGUE TART
- œ PISTACHIO MACAROON
- œ OPERA CAKE
- œ PETITE ORANGE CUPCAKES
- œ CHANTILLY SWAN

TICKET PRICE

\$55 (INCL. GST) PER PERSON

RSVP

FRIDAY 26TH AUGUST, 2011

Reservation Form



ATTENTION: Alicia Oelkers, TABMA Queensland
FAX TO: 3254 4599
EMAIL TO: alicia@tabma.com.au
SUBJECT:

Girls can do Anything

YES! We are excited to be participating in the **Women in Timber High Tea** being held at The Sofitel, Brisbane Central on Friday 2nd September, 2011.

Company:

Contact Name:

Email:

Phone:

Attendee Information: If you have special dietary requirements please advise.

1.
Name Position
2.
Name Position
3.
Name Position
4.
Name Position
5.
Name Position
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Name Position
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Name Position
8.
Name Position

Payment Options:

The cost is \$55 per attendee, inclusive of GST. Upon receipt of this registration form a tax invoice will be generated. Payment by EFT or Credit Card is preferred. Payment must be received prior to the event.

Proudly Organised
by:

