

## quote of the month

*"Many of the great achievements of the world were accomplished by tired & discouraged men who kept on working."*

Anonymous



## this issue

- Easycraft Takes Control P.1
- Timber on top of Safety P.2
- IR: Increase to Award Wages P.3
- Increase to Directors Personal Liability P.3
- Contract Presentations P.4
- PCS Services P.4
- HR Tip: Managing Gen Y P.4
- Lawn Bowls Networking & Info Arvo P.5
- Waste Seminar Report & Info Links P.6
- Wood Solutions Website & PlanetArk P.6
- WH&S & Labour Hire Workers P.7
- Timber Masterclass 2 P.7

## EASYCRAFT INSTALL NEW CNC MACHINE

Easycraft have been providing Acoustic Panelling nationally for about 2 years now using external contractors for the board perforation. But with the installation of their new CNC Flatbed machine at their Wynnum site, they now have greater control over the quality they can produce.

Their new machine is 3m x 1200mm wide with a full auto load and unload system. It has an infrared safety barrier which automatically shuts down operation if breached (I accidentally tested it out while visiting - it works a treat!) It is also extremely accurate (to 0.1mm) and has the capability of routing the typical slots and holes for Acoustic application, as well as almost any other design such as a name or a picture of a tree.

Easycraft have the option of going that step further to assist customers with the ability to apply black matting, insulation, pre-primer, clear lacquer as a seal and/or final coat and a white wash finish to the board. A hardener can also be added to improve surface toughness. The benefit of these options is that the product can arrive onsite, ready for installation.

Andrew Penny, General Manager of Easycraft reported they had done jobs for every major city in Australia, and their limed white wash option was particularly popular with architects.

Easycraft have also recently installed a Briquette machine that turns their MDF and Plywood residues into pallets that are then returned to Laminex as a source of bio energy. It's the perfect circle of recycling and sustainability, all happening in SE Queensland by a TABMA Queensland member!

For more information, please contact:

**Andrew Penny**  
 Phone: 3906 7200



**easycraft**  
 walls made easy.®

### 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:

Karen Johnston

Alicia Oelkers **Group Training & Recruitment Manager**

Jaimie-Lee Ratcliffe

**CEO TABMA Queensland**

**Office Administrator**

## TIMBER INDUSTRY LEADING THE WAY:

**Collaboration & commitment to establish Best Practice WH&S & cost reduction!**



Rod McInnes (TQ), Jo Kitney (CCIQ), Cameron Dick (MP) & Karen Johnston (TABMA QLD) launch the Sawmill Safety Guide.



Neil Jones (Versace Timbers) & Sam Brooker (WH&S QLD) chat about Zero Harm.



Bob McMaster (Redland Bay Roof Trusses), Chris Hay (Northside Truss & Frame) & Mitch O'Mara (Tradeware Building Supplies) compare notes over tea.



Rod McInnes (TQ), Curly Tatnell (Dale & Meyers) & Wayne Hulin (AustSafe Super).

The **Cut the Cost & Lift the Load; WH&S in the Timber Industry** Seminar coordinated by TABMA Queensland, Timber Queensland, CCIQ, WH&S Queensland, Q-Comp & WorkCover in May was an overwhelming success.

The feedback from attendees has been extremely positive with 92% of respondents reporting they were very likely to recommend others to attend another/similar event. Of interest to many presenters and attendees alike was the open discussion about the high rate of alcohol and drug usage among industry workers.

The key highlights from the feedback forms we collected include:

- The Young Workers presentation.
- The opportunity to network with others in the industry.
- Upcoming changes to WH&S Act.
- Chris Hay's Power of Passion Presentation.

A main improvement suggested was a follow up event later in the year, prior to the introduction of the new Act on 1st January. The organisers held a meeting in late May during which we went through all feedback, all topics raised from the table-top discussions and discussed, 'where to now?'. TABMA Queensland and Timber Queensland will be working together to combine our knowledge and resources to continue to educate our members about WH&S and provide all assistance necessary.

We have established excellent relationships with key stakeholders in WorkCover, Q-Comp and WH&S Queensland, all of whom are committed to helping any business with their WH&S obligations, preferably BEFORE an incident occurs. If YOU want more information, please contact me and I'll point you in the right direction.

## MEMBERSHIP ANNIVERSARIES

For the month of **JUNE**, the following TABMA Queensland members are celebrating their membership anniversaries. Thank you for your fantastic support of the Association!

**GILL & CO CLEVELAND**  
- 10 Years -

**GILL & CO ROCKLEA**  
- 10 Years -

**VERSACE TIMBERS**  
- 10 Years -

**WOODHOUSE TIMBER CO.**  
- 10 Years -

**LAZARIDES TIMBERS**  
- 7 Years -

**BIG RIVER TIMBERS - STACKS**  
- 3 Years -

**REDLAND BAY ROOF TRUSSES**  
- 1 Year -

**SID'S PLACE - TOOWOOMBA,  
COOLUM & RACEVIEW**  
- 1 Year -

**SAM FAMILY TRUST**  
- 1 Year -

## CERTIFICATE COMPLETIONS CONGRATULATIONS!!

John Faiumu, Certificate III  
Timber Manufactured Products  
*Host: Lazarides Timbers*

Emma Tavella, Certificate III Business  
*Host: Simmonds Lumber*



## FAIR WORK AUSTRALIA INCREASES MINIMUM WAGE

On 3 June 2011, Fair Work Australia awarded a percentage increase of 3.4% to award wages, which amounts to lifting the National Minimum Wage by \$19.40 a week to \$589.30 or \$15.51 an hour from 1 July, 2011.

This means that the Federal minimum wage is increased by .51 cents per hour. This is not an across the board increase, but **all** award rates must be increased individually by 3.4%.

**If your staff are paid in excess of 3.4% above the award rate of pay you do not need to pass on this increase – but be mindful of pay relativities between classifications.**

***This increase will apply from the beginning of the first pay period on or after 1 July 2011***

Unlike all previous minimum wage increases in the last twenty years, this increase must apply to all award classification rates proportionally as a percentage increase. Previous increases were applied as a flat rate to all award classification levels.

The last proportional increase was in 1991. Since then the wage setting bodies - the AIRC, AFPC and the FWA's minimum wage panel - have awarded flat dollar increases (ie. last year it was a flat dollar rate of \$26.00 per week). In this latest ruling the minimum wage panel said it had decided on an increase "which will not further compress award relativities and which will at least maintain the real value of minimum award wages".

## DIRECTOR'S PERSONAL LIABILITY INCREASED IN FEDERAL BUDGET



***In the frenzy that follows the release of any budget by the Government, one minor inclusion that has not received much publicity (if any) but will no doubt have serious consequences for directors of companies that employ staff, is the amendment to the director penalty regime. Vincents director of Insolvency & Reconstruction, Nick Combis explains.***

Previously, the Australian Taxation Office (ATO) had the power to issue a Director Penalty Notice (DPN) to a director of a company that failed to remit outstanding PAYG remittances and hold that director personally liable for those outstanding PAYG remittances. A director could of course avoid such penalties if he or she did one of the following:

- Paid the debt in full
- Liquidated the company
- Placed the company in voluntary administration

As a result of recent changes, the Government will strengthen its ability to hold a director of a company personally liable for the unpaid debts of a corporate entity. The changes are primarily targeted at phoenix activity, which involves a company intentionally accumulating debts to improve cash flow or wealth and then liquidating to avoid paying the debt. The business is then continued as another corporate entity controlled by the same person or group and free of the previous debts and liabilities.

With effect from 1 July 2011:

- The director penalty regime will be extended to superannuation guarantee amounts, making directors personally liable for their company's failure to pay employee superannuation;
- The ATO will be given the power to commence recovery against directors under the director penalty regime, without providing a twenty-one (21) day grace period for certain unpaid company liabilities that remain unreported after three (3) months of becoming due; and
- In certain circumstances, directors and associates of directors will be prevented from obtaining credits for withheld amounts in their individual tax returns where the company has failed to pay withheld amounts to the ATO.

This represents a material change to the current regime, which directors of all companies should take should take careful note of.

### **More information**

*If you have any questions about the changes to the above material and how it affects you and your business, please contact Karen at TABMA Queensland for Nick's contact details.*



# NEED TO MAKE A PRESENTATION?



Call Karen  
3254 3166

But you don't have the time or skills with powerpoint to put it together?

**WE DO...let us help!**



- Content to be provided by you.
- Developed specifically for your target audience.
- Matching your corporate style and colouring.
- Custom animation, graphs, pictures, tables.
- We go through the final presentation with you one-on-one.
- Depending on the length of the presentation, on average it should take us 3-4 hours to generate.
- TABMA Queensland Member Flat fee of \$50+GST per hour.
- Non-members \$65+GST per hour.

*"I needed a professional presentation to introduce my company, it's people and our products to a government procurement service. TABMA Queensland were able to provide exactly what I needed at a very reasonable cost, and fast too. The presentation was a hit with many positive comments and feedback regarding the professionalism of our company. I highly recommend the service to anyone with limited resources, time or money that wants to project a corporate image to its clientele" Justin Lanyon, 5 Star Timbers*

## BAD DEBTS, SLOW PAYERS OR BOUNCED CHEQUES...



**Don't let these disrupt your CASH FLOW  
Pass the problem to PCS**

- With over 15 years experience.
- Performance based:- No win, No Commissions charged.
- All accounts actioned within 1 hour of receiving.
- Your own personal Accounts manager.
- Legal advice available to all clients through MSB Lawyers.
- Regular account updates provided.

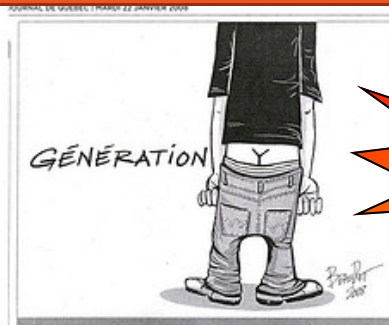
**PHONE US NOW TO SOLVE YOUR PROBLEM SO YOU CAN CONTINUE TO FOCUS ON THE MORE IMPORTANT THINGS**

### OFFICE LOCATIONS:

Brisbane :: Sunshine Coast :: Sydney :: Melbourne

Phone 1300 799 067 :: Fax (07) 3831 5655

Email [abey@profcoll.com.au](mailto:abey@profcoll.com.au)



Here are some great tips to help you to understand how to manage the Gen Ys in your organisation:

- Understand their motives and values. Work is a social outlet for them and they value being part of a bigger community, so engage them in the team's vision. If they feel part of the team, they'll work towards the common goal.
- Involve them in decision making. They like to contribute.
- Embrace their ideas. Ideas are their strength and they often bring them to managers, even if not requested,
- Salaries and promotions are not the big motivators, though they expect to be paid well. They want to have fun at work, so create a social environment with training opportunities.
- Be flexible. They like to travel, explore new pursuits and get engaged in big social issues like animal rights and the environment. Finding ways to allow them to pursue their activities through unpaid leave will increase their longevity with the company.
- Provide lots of stimulation. They've grown up watching five different screens at the one time so they're used to being entertained. Offer a variety of roles or the chance to move between positions and divisions.
- They like to be mentored.

Set ground rules around social networking and technology usage early and firmly. Expect to be challenged on them and be ready to justify your policies. They will comply if the rules are explained.



# NETWORKING & INFORMATION

Show us how YOU roll...

## FRIDAY ARVO DRINKS BY THE RIVER

Get some important tips on managing your **cashflow**, while catching up with industry **colleagues**; having a few relaxing **drinks** & a turn on the green...for **\$10!!!!**

### TOPICS:

- Debt Recovery
- Cashflow
- Insolvency
- Legals; contracts, retention of title, credit applications, terms & conditions
- Tricks of the Trade
- BE PROACTIVE & AVOID ISSUES!

**DATE:** Friday 12th August, 2011

**VENUE:** Merthyr Bowls Club  
Oxlade Drive, New Farm

**AGENDA:** 1.30pm - 3pm BBQ Lunch  
3pm - 5pm Lawn Bowls  
Drinks All Afternoon

**COST:** \$10 per person

**RSVP:** 1 August 2011

**BOWLS NUMBERS ARE LIMITED**  
**Get in quick to reserve your spot!**  
**SPECTATORS WELCOME**

Fax/Email the Reservation Form (attached) ASAP  
**F** 3254 4599 :: **E** karen@tabma.com.au

**BUSINESS CARD LUCKY DOOR PRIZE DRAW!**  
☆☆☆  
EXCLUSIVE DEALS FOR  
**TABMA QUEENSLAND MEMBERS!**

**THIS EVENT IS PROUDLY SPONSORED BY THESE ORGANISATIONS:**

**VINCENTS** chartered accountants  
Gain insight. Take control.

## WASTE REFORMS; THE WHY & INFORMATION TO HELP

On Thursday 2nd June, Timber Queensland hosted an information seminar about the new Waste Reforms being introduced by the Queensland Government. According to statistics from the Government, from 2000 to 2008/2009 the Queensland population increased by 10%, Retail Consumption increased by 20% and Waste Generation increased by 40%. This is an unsustainable level of waste generation and an inefficient use of our resources.

The new strategy aims to change behaviour with reduced dependence on landfill as the first choice for waste management and focused efforts on increasing recycling, boosting investment in recycling and resource recovery, the development of markets for recycled materials and encouraging 'green' jobs in recycling and reprocessing industries. What does this mean our members in the timber industry?

On 1st December 2011 a levy on LANDFILL will apply, with timber waste attracting a \$35 per tonne fee. This includes treated timber (which was potentially going to fall into a more expensive category). This fee will be charged at the landfill gates, so if you presently use a contractor they are likely to pass this additional cost on in your fees. They are not allowed to charge more than this and it does not take effect until 1st December, so if you notice this charge before this date, contact them. The income derived from these fees will be put back into programs to assist small business and industry to implement other mechanisms than disposal in landfill with emphasis on recycling, reusing and diversion to bio-energy. Below are some tools/information sheets that you might find useful for your own business:

- **Toolkit to assist you to conduct a WASTE AUDIT on your business & identify some areas of recycling/reusing:**

[http://www.derm.qld.gov.au/environmental\\_management/waste/pdf/material\\_collection\\_sheet.pdf](http://www.derm.qld.gov.au/environmental_management/waste/pdf/material_collection_sheet.pdf)

- **Guide to reviewing waste and recycling contracts:**

[http://www.derm.qld.gov.au/environmental\\_management/waste/pdf/guide\\_to\\_reviewing\\_waste\\_and\\_recycling\\_contracts.pdf](http://www.derm.qld.gov.au/environmental_management/waste/pdf/guide_to_reviewing_waste_and_recycling_contracts.pdf)

- **Free posters for your workplace to identify areas/correct bins for recycling:**

[http://www.derm.qld.gov.au/services\\_resources/item\\_list.php?category\\_id=201&topic\\_id=61](http://www.derm.qld.gov.au/services_resources/item_list.php?category_id=201&topic_id=61)

Additionally, you may or may not know about the National Timber Product Stewardship Group (NTPSG). This is an initiative of the timber and wood products industry to double the recovery of post-consumer timber and wood products to one million tonnes per year by 2017. Since its commencement in 2007 it has worked on a number of projects to assist business throughout Australia to achieve their target. Their website has information and tools to assist you further: <http://www.timberstewardship.org.au/>

The presentations from the Don't Get Wasted! event can be downloaded from [www.timberqueensland.com.au/news](http://www.timberqueensland.com.au/news)

The FWPA has launched a world-leading online wood products database, [www.woodsolutions.com.au](http://www.woodsolutions.com.au). Responding to market needs identified by research, this site will provide specifiers (architects, engineers and other building professionals) with the information they need to increase their use of wood and wood products.

The site has been structured to expand over time to become the sector's equivalent of "Wikipedia" and I encourage all in the wood products industry to register to review and make suggestions to increase the value the content and effectiveness of the site.



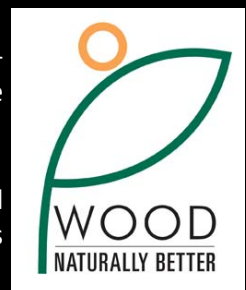
Additionally, in partnership with Planet Ark they have launched a television commercial under the Environmental Edge and Wood. Naturally Better.™ brands. You can view the commercial by visiting the site below:



<http://www.youtube.com/watch?v=3lmAAkjIzKs>

The commercial went to air on 5<sup>th</sup> June and will feature prominently in some of Australia's leading free-to-air and cable TV shows. The campaign will run for over four months with a planned investment of more than \$1 million.

In the advertisement, Peter Maddison, architect and host of Grand Designs Australia, explains that wood stores carbon and that carbon is better locked away in wood than free in the environment. He suggests that by choosing wood, people are doing good – and as an industry member I am sure that you agree!



# WH&S & LABOUR HIRE WORKERS

## Who has Obligations?

Both labour hire agencies and host employers have obligations towards the health and safety of their workers.

Labour hire agencies and group training organisations are usually the direct employers of on-hired workers and have obligations under the [Workplace Health and Safety Act 1995](#). However, host employers also have legal obligations to provide and maintain a safe work environment.



## Labour Hire Agencies

Along with the general WHS obligations of an employer, labour hire agencies should also take the following steps for every placement:

- provide an induction
- assess the placement
- monitor the workplace.

A labour hire agency can not 'pass on' its legal obligation, even if the host employer agrees to this.

Further guidance is available in [http://www.deir.qld.gov.au/workplace/resources/pdfs/labour\\_hire\\_agency\\_guide.pdf](http://www.deir.qld.gov.au/workplace/resources/pdfs/labour_hire_agency_guide.pdf)

## Host Employers

A host employer is responsible for the health and safety of all workers in their workplace including labour hire workers and contractors.

Host employers are expected to:

- analyse the job requirements and potential hazards
- provide training and consultation on WHS matters
- encourage participation in WHS activities
- cooperate with the labour hire agency in meeting the WHS obligations

Further information is available in [http://www.deir.qld.gov.au/workplace/resources/pdfs/labour\\_hire\\_host\\_employers\\_guide.pdf](http://www.deir.qld.gov.au/workplace/resources/pdfs/labour_hire_host_employers_guide.pdf)

## FLEXIBLE REGISTRATION REGIME



### MASTER CLASS

### Timber technology and wood science

Brisbane 21 July 2011 . Launceston 28 July 2011

The University of Tasmania's Centre for Sustainable Architecture with Wood (CSAW) is pleased to announce the second of its Master Classes series in timber production and use. This series is tailored specifically for businesses that **design timber buildings or structures, produce timber, fabricate and provide timber components, or supply timber and wood products to the construction industry.**

Titled "Timber technology and wood science", it is about timber, its origins and key technical aspects influencing its behaviour in production and use in the building environment. Master Classes are not just information sessions. They endeavour to move beyond this and provide understandings of key topics and issues relevant to timber production, fabrication and use. The series includes full-day sessions in Brisbane on July 21.

In recognition of industries needs a flexible registration regime is available including:

<b>Normal registration</b>	<b>\$300 per person</b>
<b>Bring-a-customer</b>	<b>\$250 per person</b>
<b>Book 5 – 9 participants*</b>	<b>\$220 per person</b>
<b>Book 10 or more participants*</b>	<b>\$200 per person</b>

\* Conditions apply to these group booking rates. See the program for details.

Contact CSAW for more information at [timber@arch.utas.edu.au](mailto:timber@arch.utas.edu.au), or for a copy of the program email [karen@tabma.com.au](mailto:karen@tabma.com.au).

Associate Professor Gregory Nolan

Centre for Sustainable Architecture with Wood, School of Architecture & Design

University of Tasmania

# REGISTRATION FORM



**ATTENTION:** Karen Johnston, TABMA Queensland  
**FAX TO:** 3254 4599  
**EMAIL TO:** karen@tabma.com.au  
**SUBJECT:**

**THIS is how WE roll...**

**YES!** We are excited to be participating in the **FUN! INFORMATION & NETWORKING Lawn Bowls Arvo** being held at Merthyr Bowls Club on Friday 12th August, 2011.

Company:.....

Contact Name:.....

Email:.....

Phone: .....

I am unable to attend, however would like to access the information to be presented.

### Attendee Information:

Please note, only 70 spots are available for bowls and will be allocated on a 'first in' basis. However we are also offering a spectator option to make sure as many people who wish to attend are able to access the information presented and enjoy networking with colleagues. There is a limit of 4 attendees per company. If you have special dietary requirements please advise.

- |                 |  |  |
|-----------------|--|--|
| 1. ....<br>Name | <input type="checkbox"/> Lunch & Bowls | <input type="checkbox"/> Lunch & Spectator |
| 2. ....<br>Name | <input type="checkbox"/> Lunch & Bowls | <input type="checkbox"/> Lunch & Spectator |
| 3. ....<br>Name | <input type="checkbox"/> Lunch & Bowls | <input type="checkbox"/> Lunch & Spectator |
| 4. ....<br>Name | <input type="checkbox"/> Lunch & Bowls | <input type="checkbox"/> Lunch & Spectator |

### Payment Options:

The cost is \$10 per attendee, inclusive of GST. This includes a BBQ Buffet Lunch, drinks and green fees. 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.

**This event is brought to you by:**

**MSB** | Lawyers

**FIFOCAPITAL**  
CASH FLOW SOLUTIONS

**PROFESSIONAL COLLECTION**  
SERVICES

**VINCENTS**  
chartered accountants

Gain insight. Take control.



**TABMA**  
QUEENSLAND  
QUALITY • SERVICE • INTEGRITY