

# MASTER BUILDER

MAGAZINE TASMANIA



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LIFE MEMBER

**FRONT COVER**  
G.J. GARDNER HOMES

**HUTCHINSON BUILDERS PROJECT**  
IBIS STYLES HOTEL

**WHAT IS News Xtend?**

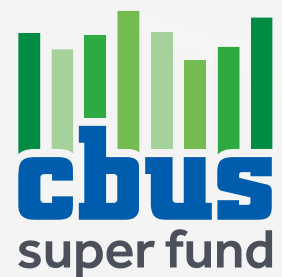


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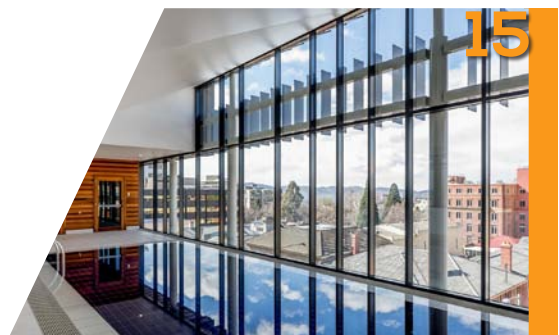
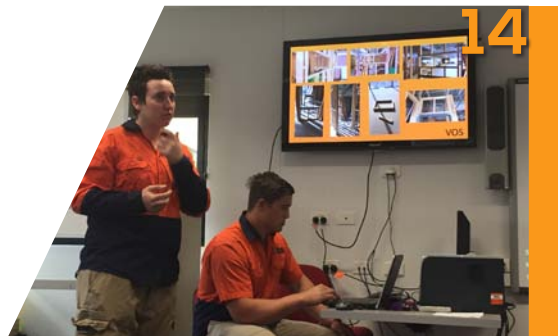
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LYNDON FENTON  
PRESIDENT  
MASTER BUILDERS  
TASMANIA

Master Builders Tasmania is looking forward to hosting the Bi-Annual MBA National Conference in Hobart for the first time from 23rd-25th November.

I would ask all members to join Master Builders from around Australia to be part of the most exciting and rewarding building industry event in 2017!

The conference will deliver a rewarding experience for all members with guest speakers including Olympic Champion Anna Meares and Bernard Salt with game changing technology, just to name a few.

The conference focuses on leadership, innovation and visionaries assisting members in making informed decisions on future trends.

The conference also provides for learning and networking opportunities and will, I believe provide the business edge to place your business at the forefront in an ever changing industry.

I ask all members to come along and support the National Conference, as this will be a once in a life time opportunity. An event that will provide you with endless opportunities for your future requirements.

On Saturday 19 August, I had the pleasure of attending Master Builders Excellence Awards.

Congratulations must go to all Apprentices, the winners, their trainers and employers for the contribution and dedication. Their involvement ensures our industry is supplied with new construction workers dedicated to quality and excellence in workmanship, customer service and business management. In particular I would like to congratulate Jacob Mead, State Apprentice of the Year, Braydon Rosendale, Hands on Skills Apprentice of the Year and Adam Ritson, Young Builder of the Year who will become our Tomorrow's Leaders.

To all winners in all categories, congratulations, you have all done yourselves proud and you have made us all proud of these achievements as Master Builders.

On another note, the importance of the building and construction sector to the Tasmanian economy should not be underestimated. Our industry is the third largest full time employer in the State and with a growing economy, our sector must deliver the houses, roads, schools, hospitals, public transport and aged care facilities needed to maintain the excellent living standards that Tasmanians expect and deserve.

There are challenges ahead, and both Master Builders and the industry must be nimble enough to embrace new technologies, innovation and diversity.

The growing involvement of women in our Association and the evolution of our industry technologies such as 3d printing, are set to revolutionise our work. The ever changing face of our commercial sector and investment from overseas and interstate will be a significant influence in the coming years.

I would like to end here on this note: 'We are good at what we do and we need to celebrate our successes as they arise.'

Work in the building and construction sector continues to build. Despite the fact that commercial and engineering work are at very high levels, dwelling approvals are quite weak. Stronger population growth and an excellent pipeline of work will cause dwelling approvals to rise and ensure that overall employment levels continue to increase over the next several years. Currently there are 22,800 people employed in the industry and this figure is the highest since records began in 1984. With the very positive forward indicators in place I believe that the industry will hit the 25,000 mark in the next few years. The key will then be to sustain employment levels and not allow them to fall back to 17-18,000, which is where they were a couple of years ago.

The most disappointing aspect of the latest employment surge is the lack of apprentice uptake. Given how much the industry has grown over the last few years, MBT would have liked to have seen a commensurate pick up in the number of apprentices in training. However, rather than increase in line with industry employment levels, apprentice numbers have actually flat lined since 2010. This is no surprise when you look at how much the costs to employ an apprentice have risen during that period. In short, it has become too costly to employ an apprentice and a number of employers have walked away from this model; preferring to make do with their existing staff or bring on a labourer or subcontractor as required. Ultimately, this is not a sustainable model and that is why MBT fought for, and obtained the recent employer incentives for putting on an apprentice.

In May Labor announced that, if they were elected, they would provide a \$3,000 incentive to employers who put on an apprentice. Shortly afterwards the Liberal Government upped the offer and advised that small employers would receive a \$4,000 bonus for putting on an apprentice and larger employers (those who pay payroll tax) would be exempt from their payroll tax obligations for the first two years of any new apprenticeships. The changes became effective on July 1. The initiative is a trial and will only be in place for two years, after which it will be reviewed. If apprentice numbers don't increase during this period the incentive could be withdrawn.

While these incentives don't fully compensate employers for the additional expenses that employers have been lumbered with over the last 8 years, they go a fair way. It is now up to the industry to respond by taking on new apprentices and meeting the upcoming demand. There is no doubt that the new few years will put a lot of strain on labour and the training of apprentices will help alleviate that problem. If the industry wants to thrive and prosper in the future it should take advantage of the unprecedented government and market conditions that make it as favourable as possible to put on an apprentice.

The vexed issue of roof plumbing is again a hot topic, with the Government announcing that is reviewing the Occupational Licensing Act 2005. The Government is keen to land on a position with roof plumbing and MBT will be advocating its long held position that roof plumbing should be able to be undertaken by a builder. There are no compelling reasons for roof plumbing to be classified in the same category as gas fitting, electrical or other plumbing disciplines. Quite simply, fitting a roof to a structure poses no risk to the general public unlike the aforementioned "high risk" trades. Requiring roof plumbing to be occupationally licensed makes no sense whatsoever and MBT will be making its case very forcefully.

Michael Kerschbaum  
**Executive Director MBT**



## EXECUTIVE DIRECTOR'S REPORT

## EDITOR'S NOTE



**CLYDE SHARP**  
MEMBERSHIP/EVENTS/  
SPONSORSHIP OFFICER



**ANGELA GUNN**  
SOUTHERN ADMINISTRATOR  
EVENTS/MEMBERSHIP/  
SPONSORSHIP

This edition celebrates the success and contributions of two Master Builder personalities, one being a staff member and one being a board member. Namely, in the first instance Malcolm Grimes - 54 years devotion to the Insurance industry and David Moody who was made a Life Member for his dedication to the Association and contribution to the industry.

This is a high quality publication that places you in touch with a readership which values and strives for excellence. Whether you are Specialist Contractor, a supplier with a message for Builders who would like to reach the key decision makers, our second publication for 2017 offers a powerful vehicle that carries with it the prestige and credibility of Master Builders Tasmania.

I note here that the feature on beware of Cost Plus Building Contracts is a must read as with the recent change to the Tasmanian Building and Consumer Legislation have had a significant impact on the use of this contract. So members who have used in the past must be cautious of using in the future!

The Gala evening for the Excellence Awards was held in August and Wow what a wonderful evening enjoyed by all. Emcee MBT's very first female Jane Longhurst led the proceedings for the evening as she introduced all Finalists and Award winners from Apprentices to Builders who again brought to the event breathtaking projects that are a true reflection of our Master Builders to whom we are so proud. Congratulations to all eventual winners and your contribution to the industry.

MBA Finance Keystart for first home buyers has been launched so if you are thinking of building a new home and not making a repayment until you move in then give MBA Finance an opportunity to discuss this unique offer.

There are many other must reads in this publication with too many to list here so 'Happy Reading'.

In summary, thank you to all who have supported the Master Builder Magazine with your good news stories, staff with educational information and all those who have advertised.

If you would like to contribute to the next edition in December 2017 then give Angela or myself a call.

Kind Regards,  
Clyde Sharp



## WOMEN IN CONSTRUCTION LUNCHEON A CHANGE FOR THE BETTER

Master Builders Tasmania together with our sponsor Austral Bricks held the Women In Construction event in the Brickworks Design Studio in Hobart.

The ambience of the Brickworks Studio was incredible to say the least, booked out with 60 guests who enjoyed a wonderful meal with wine. All were treated to some special words from our guest speakers who included the Honourable Jackie Petrusma Minister for Human Services and Minister for Women, Alicia Leis, Cherie Dance, Tracey Griggs, Emily Hills, Carrisa Wells, Emma Keleher and Vonette Mead.

We thank you all for your special messages delivered on the day, a change for the better. Master Builders Tasmania is leading the way in advancing more women into our industry.

We believe increasing the participation of women in the industry is about ensuring the industry has a high quality skilled workforce which supports your business.

Not only does employing more women suddenly give you access to a whole new raft of new employees, it also brings some unique skills and new perspectives to your business.

Master Builders wants to provide more opportunities to member/ employers as we believe the building industry offers fantastic opportunities for young women to have a pathway to a great job, a rewarding career or being your own boss.

The Mentoring Women in Construction Program was introduced by Master Builders Tasmania on the day. The Program is designed to produce a meaningful impact in your business. It provides a current perspective to those we are encouraging through our program.

We invited all in attendance to consider being a mentor, employers to consider all women for all positions and being an equal opportunity employer.

'If we embrace these changes then we have made a difference to our wonderful industry.'

For more information email Clyde Sharp [clyde@mbatas.org.au](mailto:clyde@mbatas.org.au)





## G.J. GARDNER HOMES HOBART WEST

Ludek and Lenka Valta own and operate G.J. Gardner Homes Hobart West, situated in the charming suburb of Moonah. If anyone can tell you how appealing living in Hobart is, it's them - having fallen in love with the city after moving from the Czech Republic more than 20 years ago.

The Valta's, with their two primary school aged girls, are not the only ones making the move to Hobart. G.J. Gardner Homes Hobart West has experienced rapid growth, riding the wave of development and the popularity of the greater Hobart area, helping many happy clients settle into beautiful new homes.

"Most of our clients are increasingly young families with young children and newly married couples forward planning kid's bedrooms in their designs. Hobart is a great community to raise children. There are great schools, plenty of recreational activities and parklands to get kids outdoors. We personally love taking Lexie and Lucie to the snow at Mount Field National Park", explains owner Lenka Valta.

"G.J. Gardner Homes provide plans to suit everyone's lifestyle, and we are also a custom home builder. The First Home Owner Grant is driving demand for affordable and practical floor plans for first home owners. The Hobart West team are an excellent choice to help you navigate the building process and get you into your first home quickly. You can lean on our knowledge and expertise throughout the build to ensure it goes smoothly and is an exciting, stress-free experience for you. We can customise any of our floor plans to suit your individual needs and personality, putting your unique mark on your dream home."

"Depending on your budget and the lifestyle you're after, our city can offer sparkling waterfront views, breathtaking mountain scenery or unspoilt natural wilderness surroundings. We have the express range of designs that are suited to first home buyers and the investment market, delivering clever design to get you all the features you need to suit your budget without ever compromising on the quality and finishes of your completed home."



"The quality and reputation of G.J. Gardner Homes, coupled with the experience and passion of the Valta's, creates the perfect partnership to build your new home. Simply contact us at G.J. Gardner Homes Hobart West to make your Tasmanian dreams come true."

### **Fernbank Display Home**

"The team at G.J. Gardner Homes Hobart West is excited to announce we will be opening the Fernbank 216 display home at Tranmere on the eastern shore, with views of the water and Mount Wellington, in late 2017. This home, from the Prestige range, is aimed at our 2nd and 3rd home buyers after their forever home."

"The Fernbank cleverly wraps up family time and me time and delivers the answer - an elegant home everyone will love. A large private master bedroom awaits, giving you private time to escape the hustle and bustle of your busy life. The generous ensuite and a large walk-in robe, it is the perfect place to get away from it all and re-charge."

"The striking open plan kitchen, dining and family room is the perfect family hub and becomes the ultimate entertaining space when you open out to the alfresco off the dining. The rear kid's zone, with three well-sized bedrooms, gives them their own wing of the home. This unique design also lends itself to being a split level, subject to site limitations."



"We have had our clients in mind when selecting the fittings and fixtures of our display. It is a contemporary family home, a short drive from the city; we wanted it to be sophisticated, yet be a warm, inviting sanctuary for the family to unwind. It features stunning Tasmanian Oak flooring through the open plan kitchen, dining and family room. It features our most sort after inclusions; Ceasarstone kitchen and island bench tops, free standing bath, an oven tower and higher ceilings in the entry, family and dining area. Our clients love to entertain and the Fernbank design includes an alfresco as standard for you to enjoy the picturesque views."

"We have used an on-trend colour palate of whites, greys and charcoals, concrete, softened by the Tasmanian Oak and soft furnishings to create a warm and inviting experience for our family and their guests."





## WORKPLACE TRAINING

### What is Workplace Training?

Master Builders Tasmania Workplace Training provides your company with the flexibility to have training delivered at a time and location that suits both your work commitments and employee rosters.

#### THE BENEFITS WORKPLACE TRAINING PROVIDES TO YOUR COMPANY

Investing in a Master Builders Tasmania workplace or tailored industry training program provides a learning solution specific to your business.

The benefits to your company include:

- Training and upskilling your employees and subcontractors providing increased confidence in knowing your staff are better equipped to perform their job roles.
- Greater flexibility around program time tabling for example scheduling training when it suits your business
- Program timings (early mornings, evenings or late afternoons) to suit workplace rosters.
- Location, location, location! Workplace training can be conducted at your workplace or at a Master Builders Training venue whichever suits you better.
- Exposing employees and managers to industry best practice.
- Opportunities for team building and increasing organisation and commitment from employees.
- Enhancing a systematic workplace training and development or cultural change program already in place.
- Meaningful opportunities to apply learning directly in the workplace using scenarios, policies and operating systems documentation that are relevant to your specific workplace.





### WHAT DOES THIS MEAN FOR YOU?

Saves you time and money, just tell us what sort of training you would like or require and we will do the rest leaving the only thing you are required to do is organise your employees.

### EXAMPLES OF THE POPULAR TAILORED TRAINING PROGRAMS INCLUDE, BUT ARE NOT LIMITED TO;

- First Aid
- Asbestos Awareness
- Condensation and Insulation
- Work Safely at Heights
- EWP
- Business Solutions
- SWMS & SMP

This is what Adam Ritson - AJR Construct Pty Ltd had to say about Workplace Training that he organised for his workers- Work Safely at Heights.

*“Booking a workplace training day through MBT was beneficial to AJR Construct because the flexibility of location and time made the training easier to organise our workers and work commitments to suit availability. We would definitely look into booking future staff training days using the same method”*

Tailored training programs can incorporate your company’s policies and procedures. All costs are negotiable. For further details please contact Wendy Bridges - Manager Training Services: [wendy@mbatas.org.au](mailto:wendy@mbatas.org.au) or 62 10 2000.




**Our Partners are Master Builders**

Learning Partners is celebrating 7 years of working in partnership with Tasmania’s builders delivering the following programs:

- Certificate III in Carpentry
- Certificate IV in Building and Construction (Building)
- Certificate IV in Project Management Practice
- Diploma of Project Management
- Certificate III and IV in Work Health and Safety
- Leadership Programs
- Supervisor and mentor programs

**Our success is based on:**

- Developing programs in partnership with employers
- Increasing real time skills in the workplace
- Flexible delivery around construction activities and
- Providing coaching support and mentoring

To become a learning partner please contact:  
Peter, Ben, Kim or MBT’s Training Manager

[www.learningpartners.com.au](http://www.learningpartners.com.au) [email@learningpartners.com.au](mailto:email@learningpartners.com.au)  
03 63276 666

## 54 YEARS DEVOTED TO THE INSURANCE INDUSTRY



Malcolm began his career in insurance at the age of 16 in the UK, moved to Melbourne from the UK in 1980 then to Darwin and finally settling in Hobart. By default he chose the insurance industry and went looking for a job as he didn't want to stay at school. Malcolm was employed by Commercial Union Insurance in the UK. Malcolm said he had some good solid training there and liked what he was doing but decided to move to Australia.

One of the many highlights of his career was meeting Annette in Darwin, the lady he married and now in retirement will be able to spend more time with.

Malcolm has enjoyed all his insurance opportunities since arriving in Australia and really enjoyed Darwin as he was able to make the Darwin office one of the top

performing offices for MBAIS Australia. He is proud of this achievement considering it was a two person office. Since moving to Hobart he has thoroughly enjoyed those seven years and acknowledges the wonderful support he has had from MBAIS Melbourne. If he required time off, for example his recent trip for surgery, they took over and ran the day to day agenda and it made for a seamless process for when he returned knowing all his clients had been well looked after.

Malcolm would also like to thank Wendy Bridges - Manager Training Services for all her help and assistance.

## THE BROKER YOU OWN

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- ✓ Builders home warranty
- ✓ Surety & performance bonds
- ✓ Tradesman & tools cover
- ✓ Commercial vehicles
- ✓ Professional indemnity
- ✓ Workers compensation



Work can be fun, the rewards are the people you deal with. Appreciation from clients and there have been many over the years, including Gabe Horsley who had the misfortune of his car going up in smoke. Well it was a pleasure to help a young man who had insurance in place - the rest was easy.

Malcolm says "Insurance is there for your protection! So don't be without it as the consequences will have huge ramifications to your lifestyle, business and family should you not have it in place."

"To be in the insurance industry you need good qualifications and certain skills. A good underwriter demonstrates recall, knows their product and is confident about what they advise."

Two more quotes from Malcolm as he leaves to retire. "What you get from a job is what you put in and you will be recognised for your ability and you will be rewarded."




"If you have an idea share it as this will provide the organisation the ability to achieve and beyond."

Finally Malcolm, thank you from all of us at Master Builders Tasmania, you will be sorely missed but you have been an amazing stalwart to the industry. We all wish you well in retirement. Enjoy your walks, golf and above all many special moments with Annette. Best wishes and good luck for many years of health and happiness from the team at MBT.



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# BEWARE COST PLUS BUILDING CONTRACTS



With a wealth of experience in contractual issues that can affect your business, Master Builders Tasmania provides invaluable service.

Master Builders Tasmania offers a broad range of commercial and residential building contracts that are specifically tailored to assist businesses and clients to meet their regulatory requirements associated with the construction and building process.

One of the contracts supplied to builders by Master Builders Tasmania has had significant changes, so we say beware of Cost Plus Building Contracts with the main reasons given here as to why?

Recent changes to Tasmanian Building and Consumer Legislation have had a significant impact on the use of Cost Plus (CP) building contracts. Members who have used CP Contracts in the past must be cautious if using them in future! Builders should be aware that a high number of builder/owner disputes arise from the use of CP contracts which is one reason that the Tasmanian Government has instigated the changes.

In the past builders and owners alike have used CP contracts as a convenient minimum effort way of entering into an agreement to carry out building work. The use of CP contracts is often associated with a minimum level of documentation (plans & specifications), only superficial discussions regarding the scope of work and its timing and if discussed at all, a budget may only consist of 'off the cuff' costings which are little more than a guess.

Historically, CP contracts are "open ended" and owners misguidedly believe that such a contract will give them greater control of the project whilst delivering them their desired outcome at a cheaper price. Conversely, builders foolishly believe that a CP contract lessens their responsibilities yet is a low risk way to ensure full payment for all work done. The reality though is that neither of the above beliefs are true. Cost Plus contracts are more complex than lump sum contracts and they require good and frequent communication throughout the build, close monitoring of and absolute transparency around budgets/cost/variations and a much higher level of administration in general.

There are a significant number of changes to all the MBT Domestic Building Contracts, however an incorrectly used CP contract has the greatest potential to impact badly on the builder so we urge all members to "get up to speed" before signing on the dotted line! The changes are many and complex so Contracts training is strongly recommended, even for experienced Builders. In the mean time, this is not a complete list but the following is a snapshot of significant changes to the CP contract:

- 5 day cooling off period required
- An accurate project budget must be provided to the owner prior to starting
- Definition around start and finish times is important
- Provisional sum and prime cost allowances must be documented
- All changes to the scope of work and or the contract must be authorised (variations in writing)
- Project Completion procedures and defects register/identification process must be followed
- Administration of a CP Contract must be compliant with the provisions of the Residential Building Work Contracts and Dispute Resolution Act 2016

## C2 DEMOLITION

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**Web: [www.c2demo.com.au](http://www.c2demo.com.au)**



**Only use a COST PLUS CONTRACT if there is no alternative!!**

Cost Plus Contracts (CPC) can be a useful alternative to a fixed price contract, however they require vigilance in record keeping, accounting and administration. We recommend that they should only be used **where it is very difficult or impossible** to estimate the value of works without undertaking **BUILDING WORK**.

As stated above the Building Act 2016 has changed how CPCs must be used. A CPC is now NOT an open ended agreement, rather it is an agreement which is flexible but requires much more administration and tighter financial management than a Lump Sum Contract.

Remember, since January 2017 a Cost Plus Contract must include:

- a cooling off period
- a project budget (must be accurately calculated)
- a start date and nominal completion date
- a scope of proposed works
- a schedule of PC & PS allowances,
- authorisation of changes to the time & cost (variations)
- a project completion and handover process

The Residential Building Consumer Guide to building must still be given to the owner.

Many Builders are not aware that upon the owner request the Builder is required by the contract to provide the customer with copies of; supplier invoices, time sheets, job cards and any other documents which are evidence of the actual cost of the work. That is a task which requires good accounting practices and a considerable amount of time !

Also, many Builders are not fully aware of how labour should be charged nor the scope of services, materials etc that they are entitled to bill the Owner for under a Cost Plus Contract, so it is very important to know what the contract does and does not permit.

Under Consumer Law there is a requirement to fall within 10% of the budgeted sum unless the budget is otherwise varied and authorised. Historically Cost Plus Contracts have been misused and at times resulted in massive cost overruns so when disputes arise over Cost Plus Contracts, Courts of Law do not look favourably on their use. A court will rigorously examine why a fixed price contact was not used and there is a risk that the court will determine that the use of a cost plus contract is an avoidance of responsibility in the tendering process.

If used correctly in appropriate circumstances, and if they are well managed, a Cost Plus Contract can be an equitable solution where the extent and value of the work (or parts of the work), cannot be adequately determined prior to commencement.

If you do not understand the Cost Plus Contract, please phone one of our regional offices for assistance or Wayne Higgs - Executive Officer, who will be able to provide training dates on the use of contracts for your business.



**Your Local Apprenticeship Network Provider**

JobNet Tasmania has been an Apprenticeship Support Service Provider since 1998 and provides the following free services to both employers and apprentices on behalf of the Australian Government:

- access the Australian Apprenticeships Incentive Program
- gateway services to help match employer and Australian Apprentices
- completion and registration of the Training Contract with Skills Tasmania
- ongoing support throughout the duration of the apprenticeship
- mentoring to assist apprentices overcome barriers

**for further information call**  
**1300 367 776**  
**www.jobnet.org.au**

**AUSTRALIAN APPRENTICESHIP SUPPORT NETWORK**  
An Australian Government Initiative



## PATHWAYS INTO THE BUILDING AND CONSTRUCTION INDUSTRY

During August and September 2017 Master Builders Tasmania delivered the Pathways Program to Grade 9 and 10 students - 51 schools that's just over 2000 students Statewide.

The Pathways Program provides information by way of a facilitator and uses a pathway video that provides career opportunities within the building and construction industry. The program provides information on the construction industry to both young women and men, which also provides encouragement to all those who attended to at least consider and/or give our industry a "go".

Pathways is supported by the Tasmanian Building and Construction Industry Training Board which provides funding for the delivery and plays a vital role in Master Builders ongoing involvement in the program.

Master Builders Tasmania would like to personally thank our facilitators Tony Cook and David Garden. We also thank our apprentices who gave their time to present to the students as well. The apprentices were Taidgh Rowley, Bree Kelly, Charlie Johnson, Jack Lynch, Mathew Williscroft and Trent Griggs.

Also, we thank the following employers who provided the apprentices, Vos Construction and Joinery Pty Ltd, Fairbrother Construction and MEADCON.

All in all a very successful outcome for all concerned and feedback from the schools being very positive. We do hope that we have at least encouraged young women and men to consider a career in the building and construction industry.

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embracing the  
challenges of a  
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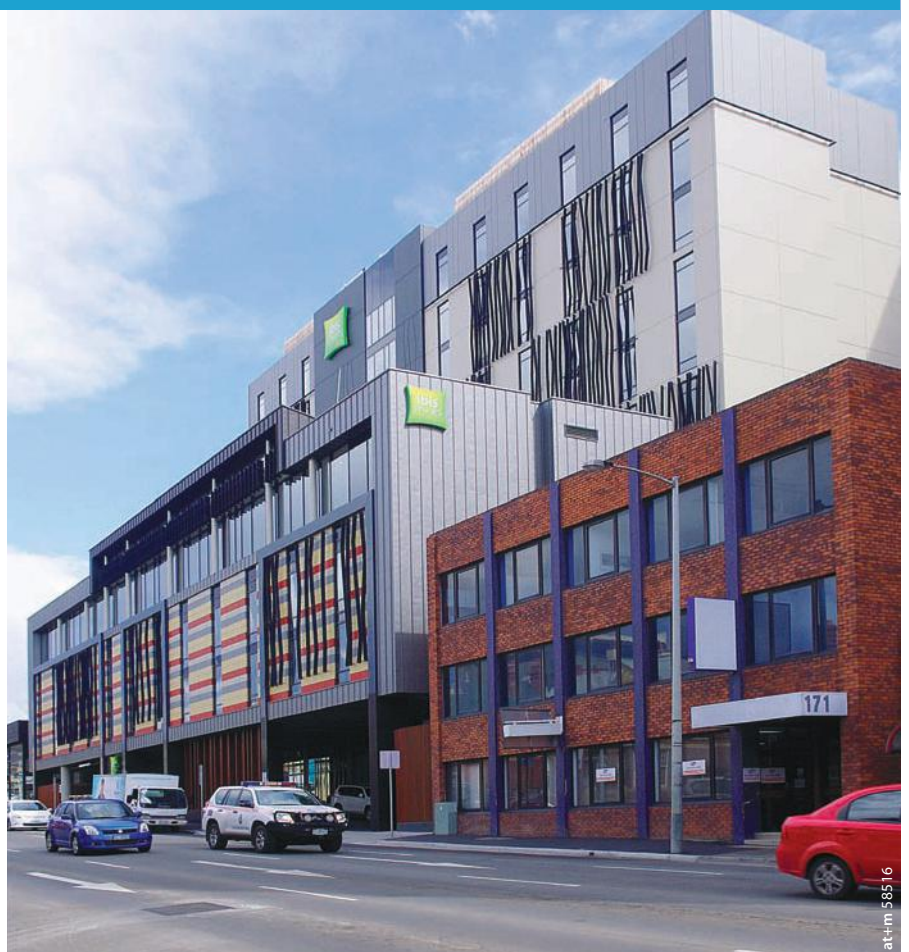


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# IBIS STYLES HOTEL MACQUARIE STREET, HOBART

Hutchinson Builders has recently completed one of many proposed hotel developments in Hobart.

The 296 room hotel is owned by Singaporean based The Fragrance Group, and is being operated by ibis Styles (part of the Accor Hotels Group).

The \$52 million hotel is situated in Macquarie Street, within close proximity to the city centre and Salamanca Place. The Hotel is the largest in Hobart, and features an indoor heated lap pool, two saunas, a gymnasium and views over the River Derwent. The meeting room, has proven to be popular, with a number of ongoing bookings already made.

The construction programme incorporated a fast tracked design and integrated fit out of the ground floor, including Back of House, Reception / Lobby and Restaurant / Bar. The restaurant, named Mr Good Guy serves Asian street food and has a quirky drinks menu.

The finishing touches to the ground floor were continuing as the operator took possession of the accommodation floors for placement of Furniture, Fixtures and Equipment, integrated IT installation and staff training. This enabled the target completion date of trading for the new financial year to be achieved. This in itself presented a uniqueness to enable operator staff training to occur.

The Project is striving for 5-star Greenstar Building Council of Australia certification with a few innovative points being targeted, which could make it one of the first hotels in Australia to reach this standard.

Hutchinson Builders Project Manager, Ms. Jo Gregg said one of the greatest challenges was the capacity of the industry to deliver against the required programme. The number of competing projects in Hobart at the time, with similar completion time frames put unprecedented strain on all resources across the board. It is great to see our industry booming in Hobart, which will present real opportunities and potential for companies and individuals alike, to increase capabilities and gain invaluable experience that will benefit Hobart and Tasmania in the long run.

- **Architect** - Xsquared Architects
- **Structural Engineer** - Gandy and Roberts
- **Services Engineer** - SEMF Pty Ltd
- **Building Surveyor** - Pitt and Sherry





## MASTER BUILDERS TASMANIA EXCELLENCE AWARDS JUDGING 2017 PETER SCOTT

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Following the completion of the 2017 Master Builders Tasmania Excellence Awards process at a packed event held in Hobart's Grand Chancellor Hotel on 19th August, I have been asked one question over and over: "how was it for you?" As a new judge this year, it is a fair question, and my answer has been consistent and heartfelt - it was a pleasure and a privilege to be involved and to have had the opportunity to see so much of the fantastic work produced around the state in the last 12 months.

I was asked if I'd like to comment on the judging process, and this is a good opportunity for me to expand on what was involved, on the insights gained, and on a few of the outstanding experiences that we had. And although I was the sole judge for the residential and commercial categories, I use the word "we" very consciously, as I want to acknowledge the team that supported me and accompanied me ... and chauffeured me around ... and looked after the navigation ... and even fed me occasionally. The job would not have been possible without, from the north Victoria, Judy and David, and from the south Malcolm, Ottmar and Wendy. Thanks! I'd like to call out Tim Holmes and Phil Matthews as well, who took time out to visit a couple of projects with me. Their insight and experience was invaluable. Thanks also!

So, the process started with Victoria delivering a huge box of folders, one for each of the hundred or so projects entered. To be honest, it was a bit overwhelming to be confronted by just so much data, but I slowly broke them down into region and category. It is an extraordinary commitment by Master Builders Tasmania to support the visitation of every entry, but it is also extraordinarily valuable and crucial in achieving the best possible assessment of entries.

So then we drove around the state, on the road for 13 days. There were a few shades of the 1969 movie 'If It's Tuesday, This Must Be Belgium', but at every stop the projects stood out, even if the scenery tended to get a bit lost in a blur out of the car window. And the weather, as it had done for many builders entered in this year's Awards, played its part, dropping temperatures to well below zero as we careened around the backroads to Liawenee, or I trawled up the Midland Highway. Thousand Lakes Lodge was surrounded by ice and blanketed in frost when we arrived for example, and a couple of projects in Newstead were a bit hard to find in the early morning fog...

Everywhere we went though we met great builders who showed us wonderful projects. It's hard not to want to award them all. Sometimes we met owners too, and on every occasion that we did they were full of praise for what their builder had done for them, notwithstanding that sometimes they had given their builders hell with limited budgets, shortened time frames or relentless changes! In every case we saw builders who rose to these challenges and delivered "fantastic" over and over again. It was particularly noteworthy that many entrants had completed multiple exemplary entries in the 12 month eligibility period - for some of the larger builders, tens of projects. So then, let me describe a couple of standouts.

First, from the residential categories, the Yaxley Residence by Simon Cunningham represents an extraordinary confluence of circumstances - an enlightened and passionate client, an expansive brief, a strong design, an outstanding builder, and a great site to put it all together on. Listening to Simon describe the considered thinking behind his approach to the selection of materials or the way in which they were put together is corroborated by the beauty, quality and workmanship of the finished result.

Then, from the commercial categories, the Blue Derby Pods by Adam and Marcel Anstie represents an extraordinary story with an extraordinary outcome. This was a case of the client from hell also being the client whose vision, aspiration and ambition seems to have inspired the whole construction team to achieve more than perhaps even they thought they could. The time frame was ridiculous, the finish date non-negotiable, the budget probably inadequate, the site inaccessible, the documentation sketchy - do builders live for days like these? It seems that some do, as the buildings that have resulted sit exquisitely in their site, function amazingly well, and look great.

But to pick out just two projects is almost unfair. More than anything, the judging process revealed the incredible skills that reside within the construction industry, and the personal commitment that every entrant made to the projects they were given charge of. And in every case they delivered. To return to where I started, it was a pleasure to meet these builders, to hear their stories, and a privilege to see what they have been able to create.



VICTORIA LYND  
EVENT CO-ORDINATOR

## MASTER BUILDERS TASMANIA – 2017 EXCELLENCE AWARDS

Master Builders Tasmania gala night - the 2017 Awards for Excellence - was held on 19 August, 2017 at the Hotel Grand Chancellor, Hobart.

A wonderful evening with 390 patrons attending. Congratulations to all who entered their amazing projects and those who entered in the special award categories. Everyone is a winner just for participating but special accolades go out to the finalists and of course to all the winners, congratulation's you should be very proud of the highest standard possible you have set as industry leaders. Thank you to our sponsors as without you all we could not put together this special night for our members and the industry.

I would encourage all members to be involved in this night of nights - put your projects forward - get recognition for the wonderful work that you do - as a builder, as an employee, enter the special awards including Young Builder of the Year, State Apprentice of the Year and Women In Construction. Every one of you deserves to be recognised for the work you produce and what better stage than your very own Awards for Excellence. And it does not stop there - as a winner there is also an opportunity to have your project or special award nominated for a National Award.

Everyone worked hard behind the scenes to ensure those who attended had a great night - the room looked magnificent (black and white theme was just right for the night), our emcee, Jane Longhurst, lifted the bar and ensured that the night ran smoothly - adding her own sense of humour and fun throughout the evening. The entertainment in the breaks by members of band Everburn showed off the local talent and they really stepped it up at the end of the night - everyone eager to get up and the band filled the dance floor with their great music.

From start to finish the atmosphere is one of expectation and enjoyment and I would like to see more and more members embrace the Awards. You do not have to be an entrant - come along and join in the celebrations of others and be part of your Association's gala night.



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- Site tour
- Access to Exhibition
- Lunch and morning tea on Friday and Saturday
- Conference satchel
- The National Excellence in Building and Construction Awards Dinner on Saturday evening.
- 15% discount to all Pre and Post conference tours (18 Nov to 2 Dec with our approved tour providers).

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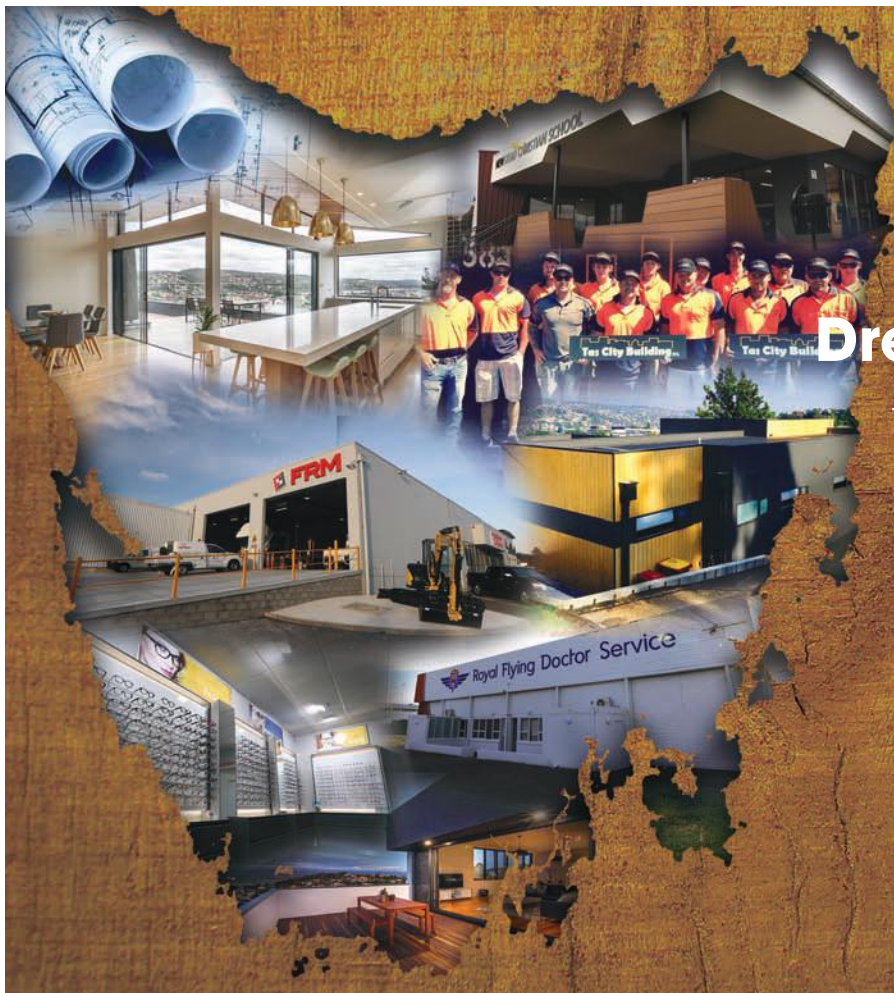
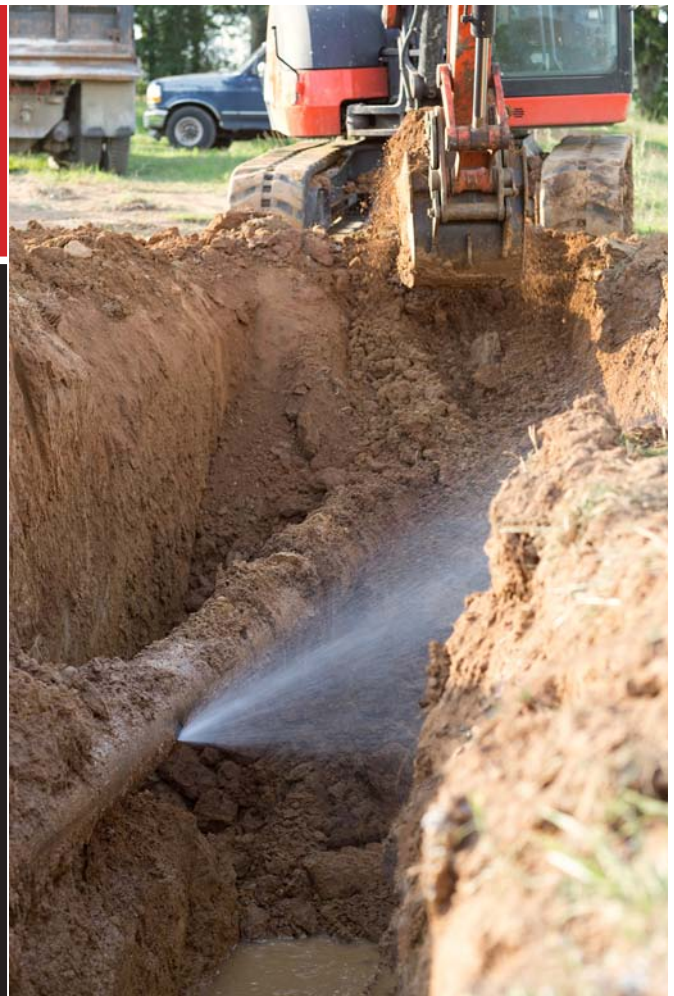


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## DAVID MOODY LIFE MEMBER



David has followed in the footsteps of his grandfather A.B. Moore who was also made a Life Member of Master Builders Tasmania in 1971.

David grew up in a house with construction at the forefront. He worked in his grandfather's hobby workshop creating furniture using lathes and woodworking tools and learning about different timbers and their performance characteristics. David's grandfather had a strong influence on his decision to enter the building industry but just as he was about to enter when David was 15 years old his grandfather suddenly passed away.

"At this point all I ever wanted was to be a builder" and the path for David to achieve this was through an apprenticeship with Laver Constructions (now Vos Constructions and Joinery Pty Ltd).

David had a very good education with Laver including commercial (multi-storey) schools and a small amount of domestic construction.

David completed his apprenticeship with Laver and at the ripe old age of 23 joined Master Builders Tasmania.

Many years passed and David attended many meetings to learn and gain more knowledge of the industry. In the late 90's David was approached by one of his greatest mentors Graham Keating to join the Management of the Association on State Council. This started with the role of Chairman and he completed various courses with the Australian Institute of Company Directors.

It was at this point that he revealed he was the grandson of A.B. Moore. David went on to contribute to many committees and learn from others to whom he feels totally indebted to including Richard (Dick) Bloomfield, Paul Abbott, Graeme Keating and Denis Reid. He believes he has gained an extraordinary amount of

knowledge from participation with the Association over the years.

One of his mentors, Dick Bloomfield, said to David. 'I will answer any questions you have for me, you just have to ask the right questions.' David thanks Dick and others for their time, as this was a way of mentoring future builders.

David believes Master Builders has continued to promote all these values for over 125 years and this shows the strength of the industry today.

David suggests the greatest honour and highlight was representing the industry on the MBA National Board.

Master Builders has been a major part of his life and his family's life for many decades. He says it has been a tremendous privilege to be part of Master Builders and will always mention that it has given him far more than he was able to give in return.

David, from all of us at Master Builders, thank you for your contribution to the Association and the industry. Congratulations on becoming a Life Member of the Association. The Industry is considerably better off for having a person like yourself involved as you have given so much over the years.



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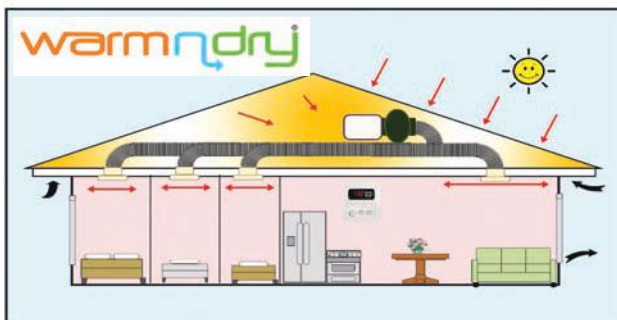


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# WHAT IS News Xtend?



**BEN DUNCAN**  
DIGITAL STRATEGY MANAGER

## So what is News Xtend?

News Xtend is part of News Corp Australia and is basically the digital marketing arm of the business. Locally we work side by side with the Mercury team and our role is to specifically help our clients navigate the digital marketing space; not just across News Corp assets but also campaigns across; Google (Google Adwords and Search Engine Optimisation), social media (Facebook and Instagram) and other digital platforms. Building campaigns is to ensure your business is placed in front of the right audience at the right time.

## How does digital marketing relate to the building and construction industry?

I speak to people a lot about how Google is our 'go to' for information gathering, research and comparing services. For a business in today's market to not have a strong Google presence would be like a business 20 years ago not having a listing in the yellow pages you'd be doing your business a massive injustice - how would people find you?

There are approximately 1,500 Google searches per month specifically for builders in the Hobart area alone for example. If your business isn't visible on Google, you can not only never fully measure how many potential new leads you are missing out on; but how many opportunities your competitors are taking advantage of which you might have otherwise realised.

## Why should we consider digital marketing over traditional marketing and advertising?

Traditional marketing for me is a great way to build brand awareness and some of the best digital campaigns have been tied in with traditional media, but the digital space is now growing as lead generator, unmatched in a lot of ways. Globally there is now more money invested on digital marketing than any other medium so it must be working!

Further; everything in the digital space is trackable; a great example of this is the News Xtend reporting, we can measure phone call frequency, website clicks and the leads our campaigns are generating for our clients, demonstrating an accurate return on investment. We even have the capability to record phone calls for our clients to listen back to. We've found this is an excellent insight into our clients' markets. Our reporting provides live data to analyse and is completely transparent so you can see what's working and what's not.

## Where do I start if I want to build a digital marketing campaign?

You could start by calling me directly, I'd be more than happy to sit down and talk you through the digital space in more depth and build a campaign that would work with your budget and desired outcomes.

As a minimum, I can't stress enough, my recommendation for dealing with, or seeking advice from, an accredited Google premier partner; there are a lot of people out there that are guessing their way through the digital space and I see a lot of people waste money working with people who simply don't have the knowledge, resources or technology to get the job done.

Ben Duncan is the Digital Strategy Manager at the Mercury  
E | [ben.duncan@news.com.au](mailto:ben.duncan@news.com.au) P | 03 6230 0408 M | 0431 236 211

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Master Builders is an Industry leader. When you become a member we will help you with tailored services, whether you are a small or large business. We are here to help you and to support your endeavours to achieve your business goals. Master Builders can help you by providing innovative training and up-to-date advice, products and services.

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**FOR MORE INFORMATION**

**Contact:** Clyde Sharp  
**Call:** 03 6210 2000 or 0437 727 236  
**Email:** clyde@mbatas.org.au



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**A NAME YOU CAN TRUST**



# MASTER BUILDERS TASMANIA WELCOMES NEW MEMBERS SINCE MAY 2017

- Alicia Jade Roughan t/n Soul Interior Architecture
- William Joseph Cranny t/n Home Communication Networks
- Independent Roller Door Services
- EJ Building Solutions
- Craftsman Investments Pty Ltd t/n Aspect Building Solutions
- Hivis Building Services Pty Ltd
- Guy D'Orey
- Mathew Grant Page t/n Page Building & Joinery
- P & L Pearce Family Trust
- Hill Street North Pty Ltd
- James William Jubb t/n James Jubb Labour
- Optimus Consulting Tas Pty Ltd
- Statewide Constructions (AUST) Pty Ltd
- Chase Beau Armstrong t/n C and M Armstrong Building
- Construct Creative Pty Ltd t/n Creative Homes Hobart
- E Cromer & G.J Pettigrew t/n Barefoot Timberworks
- SEMF Pty Ltd
- Christopher Richard Spillane t/n Oak Building and Construction
- The Rowena Trust t/n Unicorn Business Solutions

***Congratulations on joining  
Master Builders Tasmania***



## HEALTH, SAFETY AND WELLBEING IS EVERYONE'S JOB



## DON'T LEAVE IT TO SOMEONE ELSE.

October is all about health, safety and wellbeing, with a huge range of informative events being held across the state. Engage with industry leaders, strengthen your knowledge and increase your health, safety and wellbeing skills. **Don't miss out.**

**WORKSAFE TASMANIA MONTH  
OCTOBER 2017**



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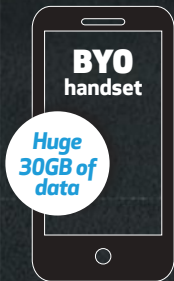
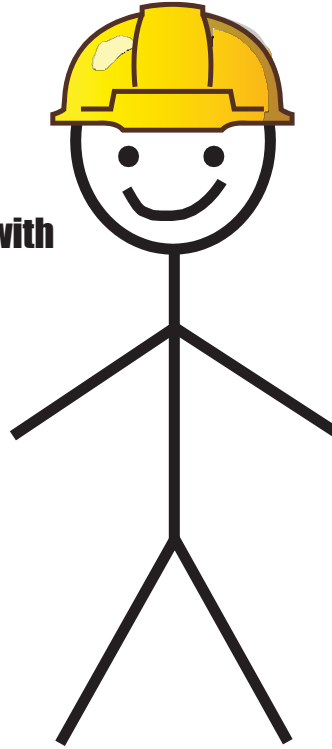
**This is John; he is an employer in the  
Construction Industry.**

**John employs single contractors.**

**John registers his contractors with  
TasBuild, it's the law.**

**JOHN IS SMART.**

**Be like John.  
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- Unlimited international calls (IDD) and text
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INCLUDES:

- Range of handset options
- Unlimited standard national calls, text and MMS
- **8GB DATA\***



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INCLUDES:

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**TURBO**

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# Investment in Apprenticeships Drives Strong Results in 2016/2017

During the year to June 2017 Australian Brick & Blocklaying Training Foundation (ABBTf) achieved the following outcomes:

- 1,664 apprentices financially supported with employment and training through ABBTf's Brickstart Subsidy, despite economic challenges in some states.
- 12 Supervisors courses conducted with 368 Builder Supervisors in attendance to share ABBTf strategies in addressing the bricklayer skill shortage.
- Provided evidence and SME advice to Government on the bricklayer shortage to successfully advocate for bricklaying to remain on the Skilled Occupations List.
- 2,200 students participated in ABBTf programs including: Work Ready, Try-a-Trade and Step Out.
- 450+ students referred to an 'on-site trial' and potential commencement as an apprentice.
- 89 major careers expos and events attended with focused, accurate and timely career and industry advice.
- 2,500 secondary schools and 4,500 students and job seekers reached twice yearly with e-newsletters.
- Conducted a Tertiary campaign targeting the 16 to 25 year demographic over January - March.
- Conducted an ongoing Recruitment and 'You're in Demand' campaign via Google AdWords and Facebook targeting unemployed and school leavers.
- 13,900 Facebook Fans reached, targeting Gen Y, Z and Millennials.
- 600+ national apprentice job vacancies identified through the support of Bricklayers and Group Training Organisations.
- 66 adult apprentice bricklayers supported with an incentive of up to \$2,000 for employers to partly offset the higher pay rate applicable at age 21.
- Surveyed 1st Year apprentices to identify the influences and reasons for deciding to become a bricklayer.
- Commenced the delivery of ABBTf's retention program for apprentices and their employers which included mentoring and employment support.
- E-newsletters and 50+ blog articles to inform industry and stakeholders on ABBTf programs and activities.
- Provided advice and recommendations to Government and industry training organisations on workforce participation and training strategies.
- Financially supported quality apprentices participating in WorldSkills Australia competitions at regional and national level.
- Continued a Scholarship to support the training and preparation of Bricklaying's competitor for the 2017 WorldSkills International event.

| OPERATING RESULTS                   | 2016/17<br>Nos. | 2015/16<br>Nos. |
|-------------------------------------|-----------------|-----------------|
| Apprentices in Training (NCVER Dec) | 2,407           | 2,549           |
| ABBTf Supported Apprentices         | 1,664           | 1,669           |
| ABBTf Commencements/Reco's          | 1,092           | 1,134           |
| ABBTf Supported Completions         | 376             | 405             |
| Adult Apprentice Support            | 89              | 81              |
| Work Ready Course Commencements     | 459             | 468             |
| Careers Expo Events Attended        | 89              | 106             |
| Step Out Program and Try-a-Trade    | 1,733           | 1,144           |
| Peak Monthly Websites Visits        | 14,671          | 16,214          |
| Facebook Fans                       | 13,900          | 13,200          |

| FINANCIAL RESULTS               | 2016/17<br>\$000's | 2015/16<br>\$000's |
|---------------------------------|--------------------|--------------------|
| Revenue                         | 4,248              | 4,566              |
| Total Expenditure               | 4,117              | 3,955              |
| Operating Surplus               | 131                | 611                |
| Training Reserve                | 2,946              | 2,814              |
| App Subsidies to Employers      | 1,158              | 1,202              |
| Recruiting and Training Support | 439                | 426                |
| Taster and Work Ready           | 66                 | 146                |
| Promotion                       | 401                | 412                |
| Development                     | 1,119              | 970                |
| Administration                  | 934                | 800                |

The full Statutory Annual Report will be available on the ABBTf website or as a hardcopy on request.

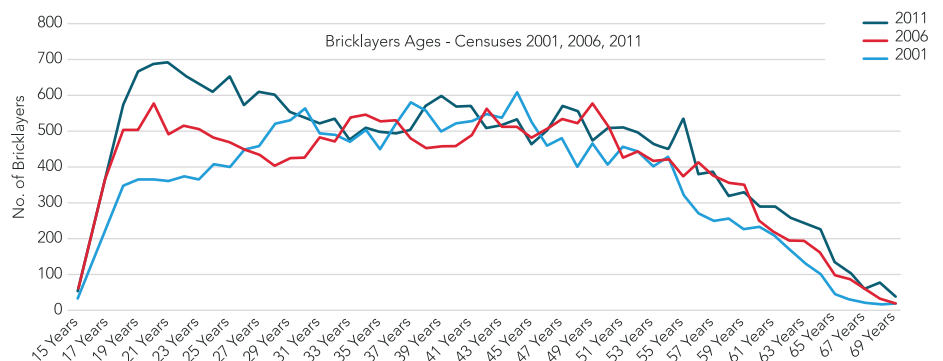
**Ian Stoneman, Chief Executive Officer**

**August 2017**

## ABBTf Strategy Achieves Younger Workforce

A comparison of ages of bricklayers at each of the past three published Censuses shows a marked increase in younger bricklayers in the workforce. ABBTf programs over past years have boosted apprentice numbers and younger people joining the trade. Joint contributions by Brick and Block Manufacturers and the building industry purchasing their products continues to be a sound investment in addressing the skill shortage in bricklaying.

2016 Census data available Oct 2017



Source: Australian Bureau of Statistics 2011 Census compared with two prior Census Reports data.

# At Choices Flooring, we know that good interior decorating starts *from the floor up*

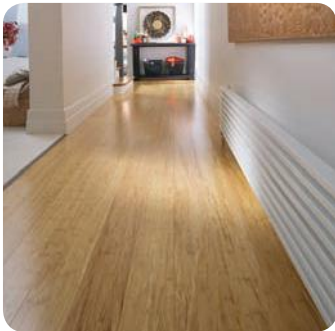
**Carpet**  
*choices*



**Timber**  
*choices*



**Bamboo**  
*choices*



**Laminate**  
*choices*



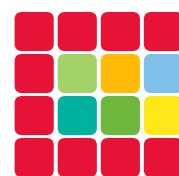
**Luxury Vinyl**  
*choices*



**Tile**  
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