

# PLUMBING INDUSTRY REACHING NEW HEIGHTS

- ✓ **HUGE PIPELINE OF WORK**
- ✓ **LICENCE AND REGISTRATION LOCKED IN**



**RESPECT  
WOMEN**

Let's stop it at the start

R.E.S.P.E.C.T

**NEW REGULATIONS**

NEW PLUMBING REGS



WATER SCARCITY BACK IN FOCUS



*A message from your President...*

## THE WELL-BEING OF OUR MEMBERS AND THEIR FAMILIES IS CORE UNION BUSINESS

**Nazza Ottobre | PPTEU President**

Welcome to the Spring Edition of the PPTEU Journal. As our Secretary Earl Setches and Assistant Secretary Paddy McCrudden cover very thoroughly in their Reports, in our industry at the moment "it's all happening".

There are elections on the horizon in Victoria and federally, the ABCC and the ROC are still trying to hunt down unionists like criminals, the Regulations which govern our industry are being reviewed and there is construction work going on everywhere you look. In Melbourne and Geelong there are more cranes on the skyline than I have seen in my many years in the industry.

The good part about that is that there is likely to be plenty of work for members for the foreseeable future. But, when things get very busy, and timeframes get tighter and hours get longer, our members, like so many in the construction centre, can run into trouble in terms of their mental health, and that's the time we need to look out for ourselves and each other.

**Suicide is not a nice subject to talk about. Blokes tend not to want to discuss things like mental health and suicide, but all the research is telling us that we have a massive problem on our hands and we need to talk about it and encourage others to speak up.**

We need to get serious about this issue. We need to get past all that blokey bullshit about "hardening up" and start to talk about it. Our mates, our brothers, sons and friends are dying at a ridiculous and tragic rate. More men die by their own

hand than from either skin cancer, liver disease, heart failure or car accidents. The scourge is greater still within the building industry.

Suicide among construction workers – who are almost exclusively men – aged 15 to 24 is more than twice as high as other young males, according to the Australian Institute for Suicide Research and Prevention. Australian workers in the construction sector are six times more likely to die from suicide than through a workplace accident. For those under the age of 24, the increased risk is 10-fold. Only the armed services and emergency services sectors have higher rates of suicide than the construction sector.

An important part of being a strong and effective union is to show leadership on important issues, issues which directly impact the lives of our members and their families, like suicide and mental illness. Being a good union member also means looking after your fellow members and supporting them when they need it. That's what solidarity is about, looking after your mates. **So, ask a mate tomorrow, "are you ok?"**

Incolink are in the process of reviewing and updating their support services in this area, to make sure members get even better help and at the time they need it most. Through Incolink Member Services, our Members have access to free, confidential support from experienced counsellors. If you or anyone you know is struggling with depression or stress and having trouble with the day to day management of life, you should contact Incolink Member Services On (03) 9668 3061 or 0419 568 605.

Another issue, which is too often hidden away and not talked about, but which as proud union men we need to show leadership on, is the appalling levels of violence and disrespect towards women currently being experienced in the broader Australian community. Violence against women is occurring in our society at an alarming rate. In the year to August 2018 39 Australian women had been killed in family violence related situations, many by their intimate partner, or ex-partner.

According to the experts, like Our Watch (an independent, not for profit organisation working to establish, raise awareness and engage the community in action to prevent violence against women and their children), disrespect for women is at the heart of the problem. As they put it, "not all disrespect ends in violence, but all violence starts with disrespect".

**So, my message to members on this issue is to manage your own issues and resolve conflict in a non-violent way, and call Incolink Member Services if you want to talk to a professional about how you're feeling. And, call out and challenge attitudes of others. Sexism leads to violence, and violence is never funny.**

I am confident that PPTEU members can show leadership on these complex social issues which affect us all. I encourage all members to read the article inside about steps we can all take to reduce violence against women in the community. I also encourage all members to throw their active support behind Victorian Labor this November, and make sure we keep the Andrews Government in power in Spring Street for at least another four years.



# Inside This Issue...



## SPRING EDITION 2018

### 2018 / 2019 GENERAL MEETING DATES

#### Melbourne

52 Victoria Street, Carlton South

27 Nov 2018 | 26 Mar 2019 | 25 Jun 2019  
24 Sep 2019 | 26 Nov 2019

#### Geelong

PICAC Building: 66 Tanner St Breakwater  
(Please note the change of location)

28 Nov 2018 | 27 Mar 2019 | 26 Jun 2019  
25 Sep 2019 | 27 Nov 2019

<b>8-9</b>	Regulations
<b>10-12</b>	Infrastructure Boom
<b>13</b>	The Accidental Prime Minister
<b>14-19</b>	PFIA Awards
<b>20-23</b>	Stopping Violence Against Women
<b>24-25</b>	Victorian Elections
<b>26-29</b>	Drought in Australia
<b>30-31</b>	"Fire Up" Union Radio
<b>32-33</b>	Eddie's Right on Target
<b>34-46</b>	Around the Traps
<b>47</b>	Calendar
<b>48-49</b>	Geelong PICAC
<b>50-51</b>	Long Serving Members
<b>52-53</b>	Helping our Members
<b>54-55</b>	My Health Record
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<b>56</b>	Maurice Blackburn - Opt Out
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<b>61-62</b>	Merchandise Order Form
<b>63</b>	Meme-while

## PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

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*A message from your Secretary...*

## THE PIPELINE OF WORK IS BULGING, AND THE SKILLS OF OUR MEMBERS ARE HIGHLY VALUABLE AND IN DEMAND

**Earl Setches** | PPTEU Secretary

After a long, cold, and unfortunately very dry winter, the weather is not the only thing starting to warm up. The infrastructure led construction boom is really getting going, with a record number of cranes on the skylines of Australia's cities.

**It is a great time to be a qualified plumber or sprinkler fitter with record infrastructure spend by governments driving an unprecedented demand for skilled workers.**

Even in major regional centres like Geelong (see story inside on Geelong development boom), the level of construction activity is stretching available resources in terms of both building materials and skilled labour.

In terms of a pipeline of work for members things are looking very positive. In another positive development, in the months since our last edition of the Journal, the review of the Victorian Plumbing Regulations (the document that enshrines our licensing and registration system in law and sets the scopes of works for that licensed or registered plumbers can do in the various classes of plumbing work) which we covered in some detail last time, has progressed. And it progressed broadly in the right direction as far as we are concerned. We don't think the Government has got everything right, and we are still in discussion on a few things, but on the big-ticket items – such as preserving the existing licensing and registration system and clarifying that only qualified and licensed or registered professionals can inspect and test systems – we are happy with the outcome for our members.

Regulations are re-made every ten years, but there is nothing to prevent an incoming Government

changing them any time they like. That is why, despite securing new Regulations that protect our trade and scopes of work, we need to make sure we re-elect the Andrews Labor Government. Only Labor understands our industry and the key role our trade plays in growing the industry and the economy, and in keeping the community safe. The Libs have no idea about our industry and there is no telling what damage an ideologue like Matthew Guy could do if he had the chance. In the lead up to the State poll in November, it is important that we all work together to see the Government returned.

Against a backdrop of record activity in our sector, the political and industrial attacks on the trade union movement, especially construction sector unions, from the Federal LNP Government and the Victorian Opposition continue unabated. At the time of writing the Liberal Government is hanging by a thread. They have changed the figurehead, but their policies are the same.



## **The Coalition is clueless when it comes to policies to take this country forward, and are nothing more than an assortment of zealots, racists and climate change deniers.**

They are a rabble, but as long as they remain in Office they pose a serious threat to every working Australian. While the Federal Coalition Government's beloved Australian Building and Construction Commission (ABCC) and the Registered Organisations Commission (ROC) remain a part of the industrial landscape, unions like ours will be under threat. Through these clearly political entities the Federal Government is seeking to undermine fundamental worker, and human rights. Rights like freedom of speech, and freedom of association, the right to silence and the right to collectively organise. We won't rest until both the ABCC and ROC are dispensed with for good.

We need to be ready for a Federal Election at any time. When that time comes it is up to all of us – you, our union, the union movement, and the Australian Labor Party - to make sure the campaign to elect a Shorten Labor Government is successful. Only when that happens can we get on with restoring fairness to our industrial relations system, enacting a genuine energy and climate policy, and changing the rules that have allowed corporations to avoid tax and make eye watering profits while workers' wages

flatline, and housing and utilities costs push families to the brink.

The union bashers on the conservative side of politics have been falling over themselves for five years to try and land blows on the construction unions and the individuals who lead them. That is what sets this Government's approach apart, it goes after individuals, and is always looking for opportunities to criminalise and personalise industrial relations.

And it has failed, miserably. It's Royal Commission into trade unions was a complete fizzer, just like Turnbull. The trumped-up blackmail charges against CFMEU officials were thrown out of court. The debacle of the AWU raids and the media tip offs from Michaela Cash have shown the ROC to be nothing but a political attack dog – and not even a very good one.

## **The Coalition can attack us all they like, it won't stop us pursuing our objective of making sure our members' safety, pay and conditions is looked after, that our trade is preserved and our licence and registration respected, and that we have the capacity to train our own, and make sure the next generation of plumbers and fire protection professionals are the best they can be.**

That's why we are building a network of the best industry training centres in the country.

PICAC Brunswick has been operating for several years, delivering and facilitating the best industry training available, and making that training free to PPTEU members. We have now added PICAC Geelong, which is up and operating, and last year received \$4M from the Queensland Labor Government to help us build a massive new Fire Protection Centre of Excellence in Beenleigh, between Brisbane and the Gold Coast. And then there is the incredible and transformative project at Narre Warren, Australia's first Net Zero Energy training facility which we covered in detail in our last edition.

All members should feel positive about the broad economic outlook for our sector, and for our trade. The pipeline of work is bulging, and our skills are highly valuable and in demand. And, for now at least, our Regulations have preserved our licencing and registration system. But the only way we can make sure we keep it this way, and that the economic boom does not open the floodgates to cheap, unskilled labour hire, is to keep the Andrews Government in place in Victoria and get a Shorten Government into Office in Canberra.



*A message from your Assistant Secretary...*

## THE NEW REGULATIONS PROTECT OUR LICENCING AND REGISTRATION FOR THE NEXT DECADE

**Paddy McCrudden** | PPTEU Assistant Secretary

The middle part of 2018 has been a productive period for our union and our members. As the Secretary mentioned in his Report, the sector is experiencing something of an infrastructure boom, with record government and private sector spending in transport and health infrastructure.

As covered in the "Round the Traps" section of this and every issue of the Journal, our members are working on some very exciting and complex projects, and there is no shortage of them, either now or coming down the line.

A major focus for us in the past few months has been the re-making of the Victorian Plumbing Regulations. The

process is being undertaken by the Department of Energy, Land and Water (the Department).

**The priority of the PPTEU with respect to the review and re-making of the Regulations, was to ensure that the licensing and registration system which underpins our trade, and protects our pay and conditions, is maintained. We pushed hard for the retention of the system and we were successful - the registration and licensing system is locked in for another 10 years.**

Inside this edition is an article setting out in more detail what the big issues were in the consultation process, and the outcomes that resulted. In summary, we believe members

should be very happy with the Regulations that were finally made. For example, in relation to fire protection, the old Regulations were a bit unclear on this point and left some room for interpretation so, at the request of our industry, **the new Regulations will explicitly state that "routine serving" work is regulated fire protection work and can only be done by a licensed or registered practitioner. That's a big win for our Sprinkler Fitter members.**

We had to fight back against a couple of proposals, relating to refrigerated air conditioning and type B gas in particular, which would have lowered the bar for entry level to those parts of our industry, creating unnecessary community risks, and driving up costs for consumers. We won those

battles, and the community will be safer as a result.

That's not to say that all the regulatory challenges faced by our industry have been addressed, far from it. The Department elected to not address several issues which we, and other parts of the industry, had been raising as important for several years. One of those was the issue of off-site constructed bathroom "pods" and the fact that the current regulations don't apply to plumbing work which is assembled off-site which creates a regulatory gap and therefore a community risk.

The Department has put in place a "future works" program to work in an ongoing way with industry stakeholders to develop solutions to emerging issues like the regulation of off-site constructed pods. We are looking forward to working with the Department and the Government to make sure we keep our regulatory framework current.

On the industrial relations front, the war on unions continues to be waged by the Federal Coalition Government. And, with a state election just around the corner the Matthew Guy led opposition in Victoria is ramping up its anti-union rhetoric too. Members should ignore all that and know that it is the union that delivers them

the best wages and conditions our industry has ever had; it is the union that gives them access the best industry training in the world; and it is the union that keeps them safe at work.

**With more and more labour hire crowds trying to infiltrate our sector, your union membership, your regulated and licensed trades, and your union led worker safety practices have never been more important.**

Those are the things that stand between our successful, thriving, safe and skilled trade continuing, and the Federal Government's ideal of a race to the bottom, dominated by low skilled, low paid, inadequately trained workers flooding the construction sector.

The most fundamentally important thing we can do to preserve our trade and our future, is to have Labor Governments in Office in as many states and Territories as possible and in Canberra. At a Federal level, the next election can be held at any time from now. The only way to guarantee we stop the attacks on workers and unionists by the ABCC and the ROC is to throw this Government out and elect a Shorten Labor Government.

**This November, Victorians have a chance to return the Andrews Government for four more years.**

As several articles inside this edition show, the Andrews' Government deserves re-election more than any government in living memory. The amount the Government has been able to achieve in four short years has been incredible. In infrastructure, jobs, regional development and on social issues, Premier Andrews and his team are driving the State forward at a rapid rate.

The volume of work in the pipeline for our members has never been greater. So make sure you do what you can to support Labor this November, and let's make sure the Andrews Government is returned.



# VICTORIAN BUILDING AUTHORITY PLUMBING REGISTRATION

## FILE SAMPLE

Registration No: **51029**

Expiry: **2018**



See reverse  
registered.

VICTORIAN BUILDING AUTHORITY  
PLUMBING LICENCE

FILE SAMPLE

Registration No: **51029**

Expiry: **2018**



See reverse side for classes in which holder is licensed or registered. Ring 1300 815 127 to verify that licence is current

d or  
current

## VICTORIAN REGULATORY RE-SET 2018

The proposed new Plumbing Regulations have been released, and we think the Government has got it mostly right, on the really big-ticket items at least. The biggest of those items of **licensing and registration**, which, we are glad to report, will be preserved for at least the next 10 years.

As we advised members in our last edition, the Victorian Plumbing Regulations 2008 are being reviewed and re-made in 2018. In July the proposed new Regulations were circulated to stakeholders along with a Regulatory Impact Statement, a document which assesses the costs, benefits, risks and implications of any proposed regulations.

The priority of the PPTEU with respect to the review and re-making of the Regulations, was to ensure that the licensing and registration system which underpins our trade, and protects our pay and conditions, is maintained. We pushed hard for the retention of the system and we were successful - the registration and licensing system is locked in for another 10 years.

We didn't have it all our own way. Where we had to fight hardest to make sure only qualified and registered or licenced individuals undertake regulated work - was in the class of fire protection. Some parts of the industry, with large servicing and inspection contracts, like the Fire Protection Association (FPA) for example, lobbied the government hard to try and persuade them to change the scope of works for fire protection to remove "routine testing" from the scope. Basically, they wanted to create a new class of "routine servicing" and allow non-registered or licensed "technicians" to be able to do all the maintenance and servicing work on hose reels and hydrants.

The old Regulations were a bit unclear on this point and left some room for interpretation so, at the request of our industry, the new Regulations will explicitly state that "routine serving" work is regulated **fire protection** work and can only be done by a licensed or registered practitioner.

That's a big win for our Sprinkler Fitter members, a big win for the industry because

only competent people will be working on these vital and often complex systems, and a big win for the community which will be safer as a result.

As members are aware, the risks to life and property posed by inadequately maintained or poorly installed fire protection systems is significant. It was the fire protection systems at the Lacrosse building in Docklands that prevented it becoming a Grenfell style tragedy.

**Amazingly, the night before one of the scheduled stakeholder meetings on the issue of whether to retain the existing regulatory settings around fire protection, there was a small fire in the Departmental building where the meeting was to take place. Apparently, there was a fire in the electrical riser and the sprinkler heads were activated. Everyone was safely evacuated, and the incident contained, but our point could not have been better made.**

That point is that it is vitally important that only those with the skills and knowledge to do so are permitted to install, service, inspect and test fire protection systems. Continuing the existing entry level requirements (Cert III in fire protection including approved competency units, plus completion of apprenticeship or 4 years' experience) in the proposed Regulations is necessary to achieve the relevant health, safety, amenity, sustainability objectives of the overall regulatory framework.

Another of the proposals which was floated in the initial draft of the new Regulations, and which we strongly objected to and lobbied against, was a proposal to create a new class of plumbing work refrigerated air conditioning – basic.

This proposal was a sub component of the broader proposal to change refrigerated air conditioning work from a specialised class of work under the main class of mechanical services work, to a main class of work. The intent was to clarify the differences in scopes of work between refrigerated air-conditioning and mechanical services (refrigerated air-conditioning work will be limited to refrigerated air-conditioning equipment used for the heating and cooling of a building).

The new Regulations de-couple **refrigerated air conditioning** work from **mechanical services work**. Practitioners seeking registration or licensing in refrigerated air-conditioning will no longer be required to first be registered or licensed in mechanical services work. We support the intent of this change.

However, as part of his move, the Department wanted to create an additional class of work called refrigerated air conditioning – basic, which we didn't think was necessary or sensible. For the proposed new basic class, the scope of work would have been confined to installation, replacement and commissioning of single split head systems and other small basic refrigerated air-conditioning systems, including ceiling cassette systems and add-on units to ducted systems. The proposed competencies required to be eligible for registration or licensing in this new class of work were just be three identified competencies from the electrotechnology training package.

It would have meant that work that has always been in the scope of registered or licenced mechanical services plumbers would be open to "technicians" without even a Certificate

III level qualification. We believe such a move would have unnecessarily disadvantaged existing mechanical services qualified members and been dangerous and reckless and was aimed solely at reducing costs to builders and developers at the expense of safety.

While the proposed Regulations provided for existing qualified mechanical services plumbers to automatically qualify for registration or licensing in the proposed new basic class, an otherwise qualified mechanical services plumber seeking registration under the new Regulations would have been effectively locked out of the class of work for which they been specifically trained (unless or until they completed the identified additional competencies).

The outcome we got was a better one for our members and the industry. Under the new Regulations, the issue of overlap or confusion between mechanical services work and refrigerated air conditioning work as it relates to single head systems is clarified. Under the new Regulations, the installation, commissioning (and incidental design work) is within both the scope of mechanical services practitioners, however the repair, alteration, maintenance and testing of those systems is within scope of refrigerated air conditioning licensed or registered practitioners. The introduction of this change will be delayed until November 2019 to allow time for practitioners to apply for appropriate licenses or registration.

The new Regulations also establish **type B gasfitting** as a main class (separate from gasfitting work) and mean the general gasfitting class will cease to be the "parent" class for the type B and type B advanced classes of work. We lobbied hard and ultimately successfully to ensure that the qualification requirements for the new class aligned with the risks associated with this type of work. The qualification requirements for registration in type B gasfitting work in the new Regulations include a minimum Certificate III level qualification that provides underpinning knowledge in type B gasfitting work. This will ensure individuals have an acceptable level of knowledge and skills while providing the flexibility to assess individuals from a range of training backgrounds relevant to the type B sector.

Overall, we are pleased with the outcome we were able to achieve through the regulatory re-making process. We were able to push back on a few proposals and make sure that safety, for our members and the community, was the priority when setting these scopes of work and entry level requirements, not developer costs. As a result, we have a set of Regulations which will support the development of the industry for the next decade.





# IN DANIEL ANDREWS' VICTORIA, BOOMING AND THE WORK JUST



As our members are well aware, the construction sector in Victoria is going gangbusters, with private and public sector investment in construction and infrastructure hitting new highs and a population racing towards 5 million people.

According to the latest ABS data, Melbourne last year added 125,424 people which is the largest annual increase of any city in Australia's history. It is the equivalent of adding one new Darwin to Melbourne each year.

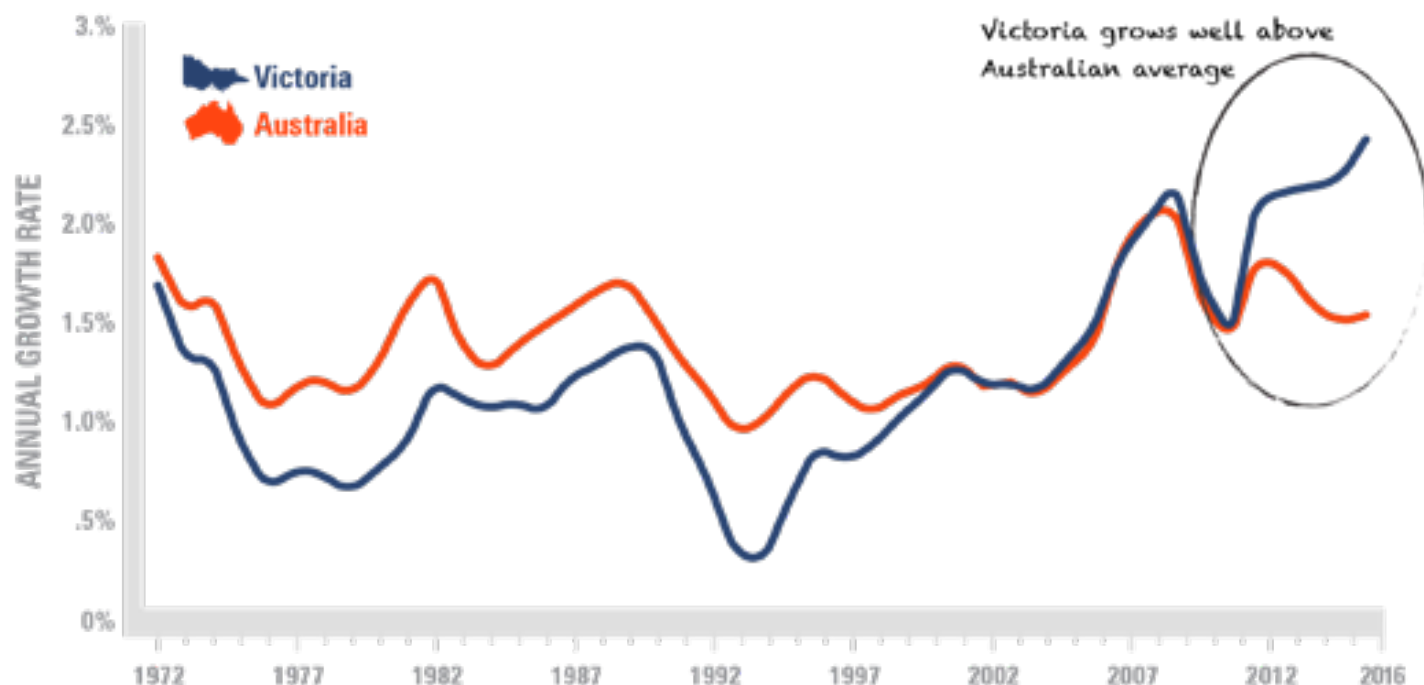
The only city in Australia growing faster than Melbourne is the neighbouring city of

Geelong, which grew by 2.71% in the last year. Geelong isn't the only regional city being fed by the overflow of Melbourne's population growth. Other regional cities in Victoria are also growing faster than the national regional growth average such as Ballarat (1.9%), Bendigo (1.6%), and Albury/Wodonga (1.5%).

Victoria is also Australia's fastest growing state. Last year the state added 143,400 people which is larger than the growth of NSW, SA, TAS, NT and ACT combined.



# THE POPULATION IS KEEPS ON COMING!



Compiled and presented by **id** – the population experts.

Source: ABS, Australian Historical Population Statistics (Cat. 3105.0), 2014. ABS, Australian Demographic Statistics (Cat. 3101.0), 2017.

In our Autumn edition we outlined in some detail the enormous scope of the Andrews Government's infrastructure program it is rolling out to accommodate this growth. We covered several projects either underway or planned, including the metro rail project and the 7000 new jobs it will create, including 500 for local apprentices and trainees.

With more cranes on the skylines of Australia's capital cities than at any time in history, the pipeline of works for our members is huge. And, providing the Andrews Government is returned in November, the pipeline of work is about to get a whole lot bigger. The Premier has unveiled plans for a massive underground rail loop that would link all Melbourne's suburban lines, meaning passengers could travel across the city by train without first commuting towards the CBD.

The \$50 billion proposal – which would be the biggest public transport project in Australian history – is truly visionary, and reflects a

Government prepared to make decisions for the long term. The project would include 12 stations, including at Tullamarine airport, and potentially at Monash and Doncaster in Melbourne's east, where rail links have long been mooted.

Construction on the project would begin in the latter half of 2022 and would be expected to be completed by 2050, and the Government has set aside \$300m for a business case if re-elected at the November poll.

The project would involve laying 90km of new track and would end at Werribee in Melbourne's outer west.

The layout of Melbourne's network means outer suburban commuters need to travel into a number of stations on the fringes of the city to change lines, meaning buses currently carry the bulk of passengers travelling across rather than into the city.

# THE GOVERNMENT SAID 200,000 CARS WOULD BE TAKEN OFF THE ROAD AS A RESULT OF THE NEW RAIL LINE, WHICH WOULD SERVICE 400,000 PASSENGERS EACH DAY.

The project would link up with the proposed Melbourne airport rail line, which the state and federal governments committed to building earlier this year. Construction is already under way on the Melbourne metro project, which will add new stations to the city loop.

The Premier, Daniel Andrews, conceded the project would take a long time, but said linking the city's suburban train lines was "critically important".

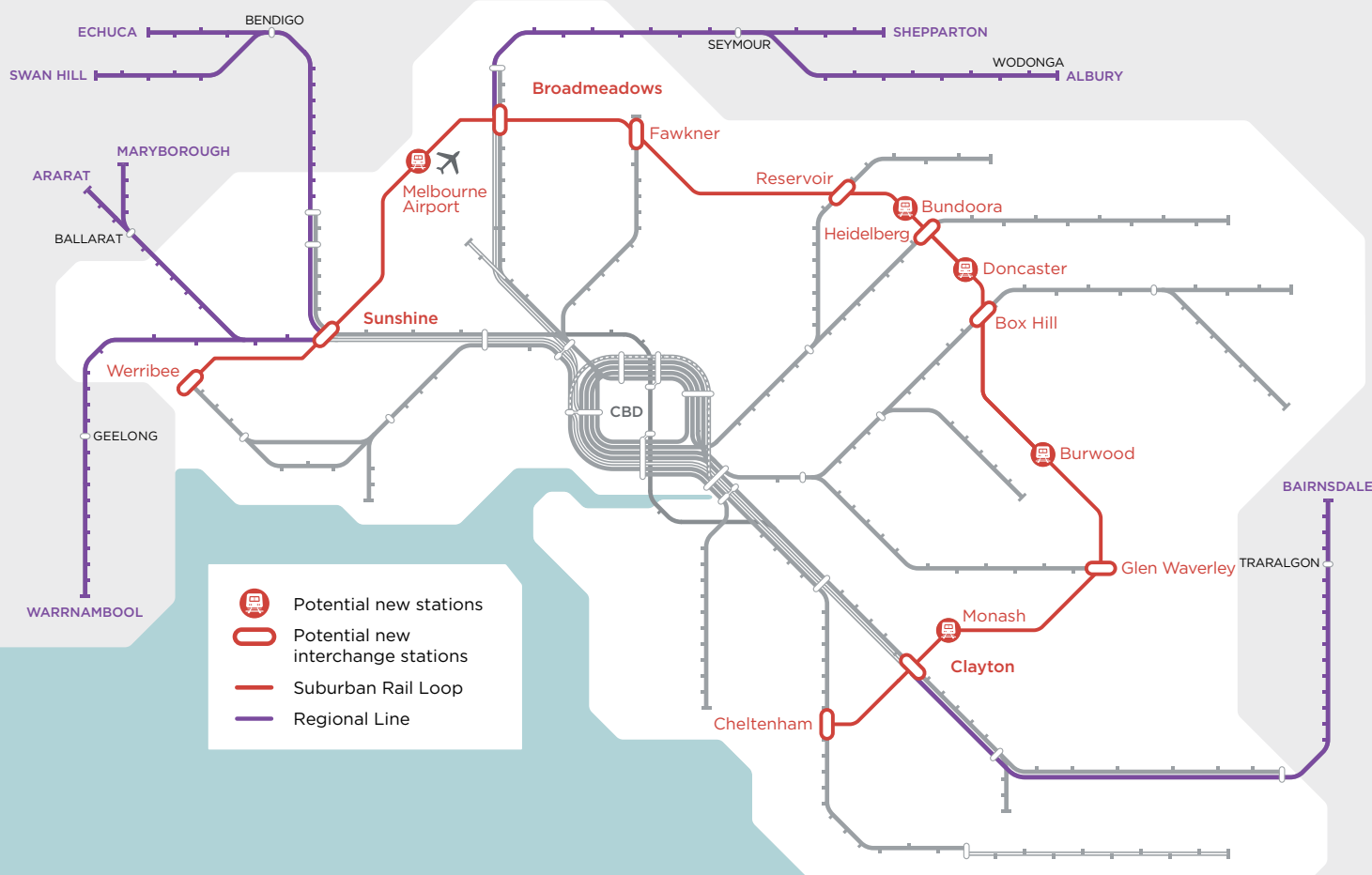
"Our train system is built at the moment based on everybody wanting to go to and from the city, and that's just not the way our city and suburbs work," Andrews told radio station Triple M.

**"I won't finish this project. It'll take a long time. But if we're re-elected I'll be the one who starts it."**

There would be potentially up to 20,000 jobs created by the project, which the Government expects to be funded by a combination of State, Federal and private sector contributions.

Apart from the direct jobs, the project will ensure Melbourne has the capacity to keep moving as it grows, which facilitates economic growth and even more jobs.

We are 100 per cent behind the project, which, like others being driven by the Andrews Government, will guarantee opportunities for hundreds of apprentices, in plumbing, fire protection and other critical trades.



# THE ACCIDENTAL PRIME MINISTER IS NO FRIEND OF THE WORKING AUSTRALIAN

As much as we are pleased to see the back of Malcolm Turnbull, and even more pleased that Peter Dutton failed in his attempt to steal the Prime Ministership for the far right, what we ended up with was Scott Morrison, and he's not exactly a friend of Australian workers.

**In fact, Scott Morrison is Australia's biggest fan of failed trickle-down economics.**

As Treasurer he presided over record low wage growth, saw inequality go to 70-year highs and watched on as 40 percent of Australians were pushed into insecure work.

- ✓ He was behind the failed corporate tax handout that sought to take billions from pensions, hospitals and schools to feed big business greed.
- ✓ He voted eight times to cuts to penalty rates, he slashed funding to schools and hospitals, and tried to push the pension age up to 70.

**He voted to establish the politicised ABCC and ROC to harass and pursue working people's representatives, while calling the Royal Commission into the Banks "a populist whinge".**

So what else do we know about old ScoMo?

- ✓ As Treasurer, he slashed the ABC's funding by \$84M and tried to impose even tougher drug testing regimes for people on Commonwealth income support.
- ✓ He was a big fan of the NT Intervention into Indigenous Communities and, along with Mr Abbott the new Indigenous Affairs envoy (whatever that is), supported the WA Indigenous community closures because "we can't fund lifestyle choices".
- ✓ On climate change too, his record is appalling. Remember he brought a lump of coal into the Parliament (supplied by the Minerals Council of Australia), slashed funding to the Australian Renewable Energy Agency and oversaw an almost 50 per cent reduction in funding to tackle climate change.

**DON'T LET HIM  
TAKE OUR RIGHTS!**





# AWARDS NIGHT

Saturday 1 September 2018



PLUMBING & FIRE INDUSTRY  
AWARDS



# The spectacular Sofitel Hotel on Collins Street was the venue for the fourth annual Plumbing and Fire Industry Awards (PFIA), which were held on Saturday September 1, 2018.

The PFIA is a joint initiative driven by key industry stakeholders -the Plumbing and Pipe Trades Employees Union, the Master Plumbers, the National Fire Industry Association, the Plumbing Industry Climate Action Centre, the and the Association of Hydraulic Service Consultants Australia. The aim of the Awards is to recognise excellence in the training and development achievements of individuals and companies and acknowledge professionals at every stage of their career and across the various disciplines.

The Awards cover a broad range of industry activities and contributions, and recognise Indigenous and female industry professionals, excellence in OHS, education and sustainability, and outstanding contributions from the fire protection industry.

This year over 500 people celebrated the achievements of their peers at the sold out event. Guests were entertained in style by polished stage performer and MC Tim Campbell, who kept the night moving and had the guests up and dancing.

Several distinguished guests attended including Cr Oscar Yildiz, Moreland City Council, VBA Commissioners Anne Barker and Carmel Coate, Mr Neil Coulson, Director of the Victorian Skills Commissioner, Mr DJ Nunez, President of IAPMO and Mr Alberto Fossa (Brazil), Director of the World Plumbing Council.

Official proceedings for the evening began with an address from Commissioner Carmel Coate of the Victorian Building Authority and Chair of PICAC who spoke about the importance of effective regulation in the industry and the commitment of the industry stakeholders to compliance to ensure community protection.

**Congratulations to all those who received an Award in 2018, in particular the recipients of the major awards, several of which are featured below. Special congratulations to former Master Plumbers CEO, Ken Gardner, who received the William P. Hite Leadership Excellence Award (see below). Special mentions also to Troy Peden Jr, who was awarded the Indigenous Professional of the Year Award, and to Thomas Dunn from David McCarthy Plumbing who received the Andrew Letten Gold Medal. The Andrew Letten Gold Medal Award is the highest honour provided by the Master Plumbers and the highest industry award provided to apprentices.**

Also well done to Geelong Fire Services for Project of the Year (Bunjil Place). Geelong Fire Services has delivered outstanding workmanship and innovation within the plumbing, fire protection or HVAC scope of works on a commercial project, and the award provides the winner with Industry wide recognition.

The announcement of the new Lou Maglio Medal for National Fire Protection Apprentice of the Year was a particularly poignant moment in the evening. Wayne Smith, CEO of the National Fire Industry Association and our Secretary Earl Setches paid tribute to good friend, industry champion and 2017 William P. Hite Leadership Excellence Award winner Lou Maglio who tragically passed away in late 2018 and announced the medal to be awarded in his honour, which will be presented for the first time at the PFIA in 2019.

PICAC CEO and World Plumbing Council Chair, Shayne La Combre announced that the international World Plumbing Conference that will be held 11-13 September, 2019 at the Melbourne Convention and Exhibition Centre will be open for registrations from 11 September 2018 and launched the website

**[www.worldplumbingconference.com](http://www.worldplumbingconference.com)**

Thank you to all our members that supported the event and to all those who worked hard to ensure it was a stunning success. Our thanks also go to the PFIA stakeholder committee, which once again did an outstanding job, and to the PFIA sponsors, whose support is so important to the success of the event.



## 2018 PFIA SPONSORS:

**EVENT SPONSOR:** Victorian Building Authority

**PLATINUM SPONSORS:** CBUS, Conex Banninger, Davey Water Products, Energy Safe Victoria, Fire Industry Training, Hutchinson Builders, Incolink, InSinkErator, Plumbing Joint Training Fund, RAW Recruitment, Reece, Tradelink and Victaulic.

**GOLD SPONSORS:** Caroma, FireMate, IAPMO Oceana and Milwaukee Tools Australia

**SILVER SPONSORS:** Commerce Press, Maurice Blackburn Lawyers, Rinnai and simPRO.



### Ken Gardner

Winner

#### William P. Hite Leadership Excellence Award

The William P. Hite Award is presented to an industry participant who has excelled in a leadership role in the Plumbing, Fire Protection and Pipe Trades Industry (the Industry), making a real difference for the benefit of all.

It is the highest honour the Industry can bestow. The Award is named after the great leader of our union brothers and sisters in North America and Canada, the United Association (UA) General President William P. Hite. General President Hite led the UA for more than a decade before retiring last year and is widely regarded as one of the preeminent labor leaders of his generation. He adopted an approach based on collaboration not confrontation, and forged positive partnerships between industry

employees and employers, while protecting the trade by developing industry training models to ensure the quality and integrity of the plumbing and pipe trades. He was a giant of the industry and the labor movement and provided both inspiration and advice to our union and our industry as we have sought to emulate his success in Australia.

In 2018, the winner of the William P. Hite Award for Leadership Excellence was Ken Gardner. The Award recognises Ken's outstanding contribution to the Industry, in a variety of roles over the past two decades. Ken has made a valuable contribution as a regulator, as Chief Executive Officer (CEO) of Energy Safe Victoria for the five years to 2009, and before that as CEO of the Office of Gas Safety.

However, it is in the role he only recently retired from, as CEO of the Master Plumbers and Mechanical Services Association of Australia, that Ken made arguably his greatest contribution to Industry. Ken commenced in the national leadership role in 2009. This was just about the time that PICAC as we now know it was taking shape. Ken Gardner's skills, intellect, experience and collaborative approach were all key to PICAC growing from what it was in 2009 to what it is today – a multi-campus, multi-jurisdiction, nationally award winning, world class training provider and industry hub.

From our union's perspective, we are very grateful to Ken for his contribution over the past decade or so. As a PICAC Board member, and in his role as CEO of Master Plumbers, Ken has demonstrated genuine leadership and driven governance and compliance standards to new levels. A leader

who puts the good of the Industry he loves above the interest of any of its component parts, Ken models the values and professionalism befitting the winner of an Award named in honour of General President Hite.

When asked about being awarded the Industry's highest honour, Ken said he was honoured to be in such "humbling company", a reference to the esteem in which he holds previous winners, such as Carmel Coate, Vin Ebejer, Doug McClusky and the late Lou Maglio.

Ken was particularly thrilled to receive an award named in honour of General President Hite, who he had the privilege of meeting several times.

*"I know General President Hite, and I also know the enormous contribution he has made to our industry both in the US but also here. He has been a huge source of knowledge, inspiration and guidance as we have developed the whole of industry model. He's a truly great man and so this award is a huge honour".*

Ken said the PFIA event itself demonstrated how far the industry had come, and that the positive energy in the room reflected the level of harmony and collaboration that now characterises the Industry.

Looking forward Ken says the future for the Industry is very bright...

*"we are a very sophisticated and dynamic industry, with new products and innovations emerging all the time. I look forward to*



*remaining involved in the sector which, if we can all keep working together for the betterment of the industry overall, will become increasingly significant. Our industry has tended to under promote itself a little bit, but I think that's starting to change and plumbing and fire protection are being recognised for the vital role they play in keeping our community safe, and keeping the economy growing".*

**Congratulations Ken Gardner, and thanks for your outstanding contribution to the Industry.**



## Ron Burgess

Winner

**Excellence in Occupational Health & Safety Award**

Ron Burgess is not the kind of man who seeks the limelight. So when he was awarded the 2018 Excellence in Occupational Health & Safety Award at the PFA's, he was "a bit out of my comfort zone. I like to give rather than receive".

And that's typical Ron Burgess. He is humble, and cares about the safety and well-being of others, first and foremost.

Working in OH&S was a "natural fit" for Ron –

*"I like people, and I like working with other people to keep everyone safe. Making sure construction industry workers get home at night is what gets me up in the morning"*

Ron's passion for safety in the workplace goes back to his very early working life as an apprentice printer. Ron was a 16-year-old kid when working in a building adjacent to the Westgate Bridge when it catastrophically collapsed killing 35 workers.

*"That was in 1970, and I was a young kid and saw in very graphic detail just how dangerous a worksite can be. I saw my first dead body that day. I also saw lots of other people injured and traumatized. It made a very big impression on me. I was working in the printing industry at the time, which, like construction, was very dangerous. Workers would lose limbs and fingers in machine accidents and I was always determined to do what I could to make workers safer."*

When OH&S regulation as we now know it was first adopted, in the mid 1980's, Ron says basically nobody had any idea how to make it work. Systems, procedures, protocols to support compliance had not been developed and training in OH&S was virtually non-existent. So, as a 39-year-old, Ron went to University to get himself a Diploma in OH&S and has been an OH&S professional ever since.

Fortunately for our union, Ron accepted the role as National Training Manager for the then PTEU back in 2005 and has been doing a fantastic job ever since. Under Ron's guidance, and as result of the hard work he and others have put in, CEPUTEC (our Union's training arm) now delivers first class industry led and designed training in dozens of different safety and related courses, from working at heights, to working in confined spaces, to working safely with hazardous materials. Today CEPTEC delivers thousands of hours of training, to hundreds of members at multiple sites. CEPUTEC delivers training to members in NSW, Victoria and Queensland and to both city and regionally based members in those states.

Ron says he still can't believe what PICAC, the PTEU and the other industry partners have been able to achieve.

*"We have come so far as an Industry. Safety was once considered an add-on to trade training, now it is an integral part of apprentice and post apprentice training."*

He says the key to CEPTEC's success, and the success of the PICAC industry training model more broadly, is all about collaboration.

*"Consultation not confrontation, that's the key. We work with employers to identify their training needs, which do change as the industry evolves, and then design training that works for them and keeps workers safe"*

**Congratulations Ron Burgess for your outstanding contribution to occupational health and safety in our industry.**





## Breanna Szitarity

Winner

### Tradelink Women in Plumbing Rose Curtis Award

In May this year Breanna Szitarity was signed out of her apprenticeship with Master Plumbers six months ahead of schedule. She “smashed it” at trades school as she puts it, because she “absolutely loved learning about how all the various aspects of plumbing work together, I found it really interesting, so I just jumped right in”.

Breanna is a skilled tradesperson, making up part of the 1-2 per cent of registered or licensed plumbers Australia wide who are women. Breanna describes herself as “a good plumber who happens to be female, rather than a good female plumber, there’s a difference”.

At the PFI’s 2018 ceremony Breanna was awarded the Tradelink Women in Plumbing Rose Curtis Award. This Award is presented to a female professional or apprentice who has excelled in her trade within the plumbing, fire protection or HVAC industries.

Breanna demonstrated exceptional skill and commitment during her apprenticeship with the Master Plumbers, which she says gave her a great balance of work and study and exposed her to a range of different elements of the sector.

*“I worked with several different host employers, who were great. I got to work on some big commercial roofing projects, do gas servicing and gas authority work, and some high-end renos. It was pretty broad, and I loved it all”.*

So why plumbing? Breanna says she is asked this question all the time, which is understandable given women are still very much the exception in our industry. Breanna came to plumbing in her early 20’s having worked in some other sectors like beauty therapy, fitness and hospitality. *“The hours didn’t really work for me, I wanted my weekends, so I was looking for something with more standard hours, but I wasn’t really set on anything to begin with”.*

*“I just woke up one day and realised that life is too short to stress over the small stuff and worry about what people think of you. I needed to commit to something new and thought, bugger it, I can do this, I’m going to get myself a trade”.*

Breanna knew she wanted a licensed trade, so it was down to plumbing or electrical *“My boyfriend is an electrician, we have enough of them around. And I thought, why not plumbing? So, I made a few calls and here I am today. Best thing I ever did”.*



Asked what it is like to be in a trade where women are still very under represented, Breanna is thoughtful and honest. She says that the majority of people in the industry have been very welcoming and supportive, but it has not been without challenges.

*“Don’t get me wrong, on the whole the industry has been great, but it would be wrong to say that it has all been plain sailing. I still get some of that really old school attitude, blokes looking to talk you down or try and make the woman look silly, you know. I had one employer who I had to ring for a job during the*

*apprenticeship say “so Master Plumbers are sending me girls now”, as though that was the worst thing he could possibly imagine. So don’t worry, sexism is still alive and well out there, and it’s not only the older generation either. I get some comments from blokes in their 20s and 30s that make me just think, you know, grow up fellas the world is changing!”.*

Obviously, skill, training and talent are all key ingredients of her success. Breanna says she also thinks that for women in the industry, a certain attitude and level of resilience is also required to be successful. *“Which is not really something the men have to worry about so much, but I have found that when the few of us women in construction do get together, we find we are all a similar sort of personality. We are all the sort of women that can roll with the banter and be resilient etc”.*

*“Another thing we talk about a bit is that you can feel sometimes that you have to be way better than the blokes just to be treated as equal. For me, I’m confident enough in my skills and training, and I have a bit of experience behind me now too, so I can back myself in. Other women who are maybe not as confident/ outgoing, could find the going tough, especially early in their career. I’m part of a small but growing network of women in construction and trades and we want to make it easier for the next generation coming through”.*

Breanna says she regularly gets positive responses and encouragement from people she meets on the job *“people I’ve never met come and say hello and say how great it is to see women in the trade, and how I make them proud and things like that, so that’s nice. When articles have been posted online about me, I have had women and girls I’ve never met messaging me and asking if I can have a chat to them, which I love and am very happy to do”.*

Breanna says she is looking forward to a long career in the plumbing industry and hopes to keep working with and mentoring young women, encouraging them to take it on *“It’s a great industry. It’s not perfect, and there is still change needed, but it is going in the right direction.”*

We wish Breanna all the best in her career in the plumbing industry and look forward to seeing many more women follow in her footsteps in the years ahead.



# The PPTEU CONGRATULATES all the Award winners

A full list of all the award winners and finalists, as well as more great pictures from the night, can be found at [www.plumbingfireawards.com.au](http://www.plumbingfireawards.com.au)

★ Indigenous Professional Award  
*Troy Peden Jr.*

★ Excellence in Fire Protection Award  
*Mark Buckley*

★ AHSCA Corporate Sponsors Award  
*Dean Rowlands*

★ Tradelink Women in Plumbing Rose Curtis Award  
*Breanna Szitarity*

★ Victaulic NFIA Apprentice Award  
*Christopher Dunn*

★ Mechanical Services Award  
*Mokhtar Mahamood*

★ Excellence in Occupational Health and Safety Award  
*Ron Burgess*

★ AHSCA Tom Clements Consultant of the Year Award  
*Ben Rimmington*

★ Frank Maskell General Plumbing Award  
*Thomas Dunn*

★ Excellence in Education and Training Award  
*Warren James*

★ AHSCA Commercial Plumbing Affiliate Award  
*Geschke Plumbing Contractors*

## world plumbing conference

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# VIOLENCE AGAINST WOMEN



Family violence is a gendered crime. Men are overwhelmingly the perpetrators of family violence and in the vast majority of instances, women are the victims. And, according to the experts, like Our Watch (an independent not for profit organisation established to raise awareness and engage the community in action to prevent violence against women and their children), disrespect for women is at the heart of the problem. As they put it, “not all disrespect ends in violence, but all violence starts with disrespect”.

Below are some key facts, produced by Our Watch, that give a sense of scale of the problem of family violence in Australia (source: [ourwatch.org.au](http://ourwatch.org.au)):

## Key facts about violence against women

- On average, one woman a week is murdered by her current or former partner, according to the most recent analysis of homicide statistics in Australia.
- **One in three Australian women has experienced physical violence, since the age of 15.**
- One in five Australian women has experienced sexual violence.
- **One in four Australian women has experienced physical or sexual violence by an intimate partner.**
- One in four Australian women has experienced emotional abuse by a current or former partner.
- **Women are at least three times more likely than men to experience violence from an intimate partner.**
- Women are five times more likely than men to require medical attention or hospitalisation as a result of intimate partner violence, and five times more likely to report fearing for their lives.
- **Of those women who experience violence, more than half have children in their care.**
- Violence against women is not limited to the home or intimate relationships. Every year in Australia, over 300,000 women experience violence – often sexual violence – from someone other than a partner.
- **Eight out of ten women aged 18 to 24 were harassed on the street in the past year.**
- Young women (18 – 24 years) experience significantly higher rates of physical and sexual violence than women in older age groups.

Violence against women is occurring in our society at an alarming rate. In the year to August 2018 39 Australian women had been killed in family violence related situations, many by their intimate partner, or ex-partner. Not all men are violent, but all men, including our members, have an important role to play in making women safer and more respected in our community.

There are many things men can do to reduce levels of violence and disrespect towards women. First and foremost is to make sure you are respectful and managing your own anger and emotions at home. If you are in a situation where violence and disrespect is happening, seek help now. There is a better way, and professional help is available to members through Incolink Member Services which is free with your membership.

**Contact Incolink on 1300 000 129 or email [wellbeing@incolink.org.au](mailto:wellbeing@incolink.org.au)**

As well as making sure that you manage your own issues and resolve conflict in a non-violent way, men can also lead the way by calling out and challenging attitudes of others. When you hear men being disrespectful, call it out. Sexism leads to violence, and violence is never funny. Experts in this field, like Our Watch call on all the good men out there to Challenge gender stereotypes and roles and strengthen positive, equal and respectful relationships between and among women and men, girls and boys.

Prevention efforts will be strengthened if these essential actions are supported by actions which address the reinforcing factors, such as:

- Challenging the normalisation of violence as an expression of masculinity or male dominance.
- Preventing exposure to violence and supporting those affected to reduce its consequences.
- Addressing social norms relating to alcohol particularly by challenging drinking cultures that emphasise male conquest and aggression or excuse men's violence.

**The Andrews Government in Victoria takes this issue very seriously and is doing more to address violence against women than any state or federal government ever has before.**



In August this year the doors opened on Victoria's first ever dedicated family violence prevention agency, as part of the Andrews Labor Government's efforts to create a Victoria free from family violence. Minister for the Prevention of Family Violence Natalie Hutchins officially opened Respect Victoria which will work to address gender inequality as a root cause of family violence. A statutory authority to be enshrined in legislation, it will work to change the attitudes, social norms and culture that lead to family violence and violence against women.

In addition to \$100m for prevention programs over the last 4 years the Labor Government has already provided \$12 million for Respect Victoria and it will continue to receive dedicated and sustained funding. The agency fulfils Recommendation 188 of the Royal Commission into Family Violence, and forms part of the first pillar of the Labor Government's primary prevention strategy, Free from violence. The organisation will lead on two pillars of the strategy: research and evaluation, and community engagement. Respect Victoria will also provide expert advice on best practice and hold quality assurance and accreditation functions. It will engage in whole-of-community campaigns and activities to change the culture that allows family violence to happen in the first place.

# STOP the VIOLENCE

**This is part of the Labor Government's unprecedented \$2.6 billion investment to prevent family violence – more than the Federal Government or any other state or territory in the nation**

At the **PPTEU we are 100 per cent behind the women of Australia**, who have the right to go about their lives free from harassment and violence. We are also 100 per cent behind the Andrews Government's efforts to make Victoria a place where all Victorians are safe, equal, empowered and respected.

Do your bit. Stand up and call out disrespect for women, and help make Victoria a safe place for your partners, sisters and mothers.



# KNOW YOUR A-Z

Prevent violence against women - challenge gender stereotypes and promote respect.



## ASK

women you know about their experiences of sexism and harassment.



## BELIEVE

reports of violence and sexual assault. Offer support, not suspicion.



## CHANGE

the conversation to talk about who she is, not what she looks like.



## DON'T

ask "Why doesn't she leave?"; ask "Why is he violent?"



## ENCOURAGE

men and boys to talk about their thoughts and emotions.



## FIND

ways to support women's choices, whatever they are.



## GIVE

women and men equal opportunities and assume they have equal abilities.



## HELP

young people understand sexual consent and free agreement.



## INSPIRE

boys and girls to be equally strong, thoughtful and compassionate.



## JUST

don't laugh at jokes that put women down.



## KNOW

that gender inequality hurts men, women and kids.



## 'LIKE A GIRL'

isn't an insult; don't use it like one.



## MAKE

an effort to talk positively about strong and powerful women.



## NOTICE

when a woman is interrupted or spoken over, and call it out.



## OPPOSE

gender stereotypes - they disadvantage all of us.



## PUSH

yourself to parent equally with your partner.



## QUESTION

what it means to be a 'good man'.



## RELEARN

your history: Google women who changed the world.



## SHOW

children examples of women and men doing non-stereotypical jobs.



## TALK

about equal pay at work.



## UNDERSTAND

that there are many myths about what causes violence.



## VALUE

women's voices and opinions: ask them what they think.



## WALK

away from mates who don't respect women.



## (E)XAMINE

how women are portrayed in popular culture - don't buy into it.



## YOU

have a role in ending violence - speak up and act whenever you can.



## ZIP-IT

Don't make that sexist joke or demeaning comment.

**Domestic Violence Resource Centre Victoria**

*Preventing violence, promoting respect*



**Our WATCH**

End violence against Women And Their Children

Developed by Domestic Violence Resource Centre Victoria and Our Watch, with support from Women's Health in the North, Women's Health West and the Municipal Association of Victoria.

**The Andrews Government has supported our members so let's support them.**

**Vote 1**

**Victorian Labor one the 24th of November.**



**Victorian  
Labor**

***The Andrews Labor Government would have to be the most re-electable government in living memory. It has hardly put a foot wrong in its first four-year term, and whichever angle you come from, Premier Andrews and his team have delivered. Big time.***

The Government has shown leadership, and a determination to get stuff done. On key **progressive social policy** issues like assisted dying, family violence, safe injecting rooms, gender inequality, renewable energy and the environment, and many more, the Andrews Government has driven change and led national progress.

The **Victorian economy is the powerhouse of the nation**, with real gross state product growth the fastest of any state. Real Gross State Product growth of 3.3%, above the national average of 2.1% and higher than the 2% average recorded by the previous do-nothing Coalition Government.

**Employment has increased** by 370,000 people (12.6%) since the Andrews Government election in 2014, compared to 129,000 for entire Coalition Government term. Current unemployment rate of 5%, below the 6.7% recorded when the Coalition lost government. Since November 2017 233,700 full time jobs have been created. In the same period Victoria's population increased by 143,000 to 6.39 million people.

The 2018-19 State Budget invests more than **\$13 billion in infrastructure projects** that will create thousands of jobs for Victorians, including in regional areas. Total infrastructure



investment committed by the Government is expected to support the creation of over **75,000 new jobs**.

This is all great news for our members. Work, work and more work as far as the eye can see. Hospitals, schools, transport infrastructure projects and residential and aged care

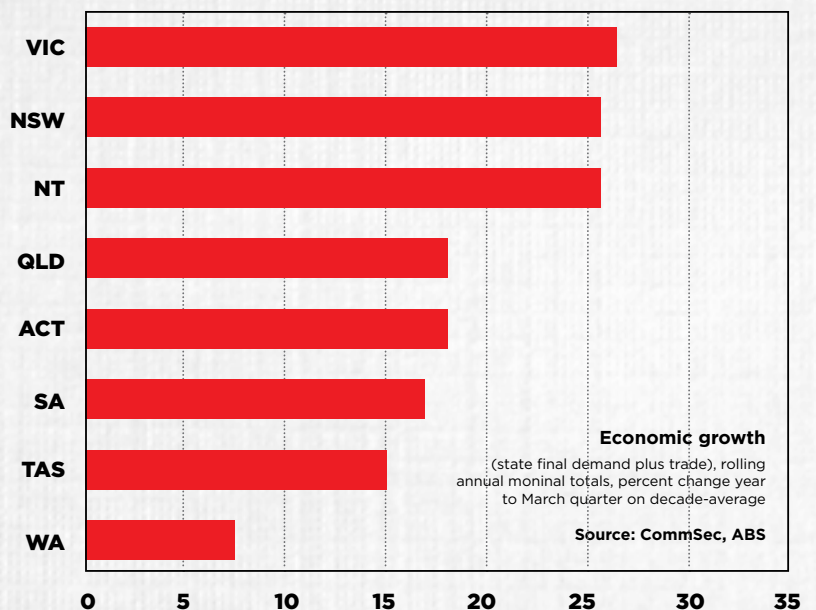
facilities and so on. Dozens of projects are underway in Victoria which will rely on the skills of our members.

The other key reason to re-elect the Andrews Government, if you needed one, was that it has shown that it **understands and respects our trade**, and that he understands and respects worker safety and the need for workplace protections.

This year the Plumbing Regulations were up for review. These are the Regulations that create our licencing and registration system. Despite pressure from some operators wanting to water down the Regulations, the Government held the line and new Regulations were made which continue to **protect our licencing and registration system**. Governments can change regulations whenever they like, and the Liberals don't understand our trade and would be sure to try and change things. That's why it is vital that Matthew Guy does not get his hands on the controls.



## Victoria leads the way ECONOMIC GROWTH



**The Andrews Government has delivered for Victorians and delivered for our members. Let's get behind Victorian Labor this November and make sure the Andrews Government can continue its success.**



# THE FUTURE IS HERE, AND DROUGHT IS THE NEW NORMAL...

Australia is in the grip of a severe drought. Huge swathes of the south east of the continent are as dry as they have been in living memory. So, we thought there would be value in giving members an update on just how bad it is and what the impacts are.



We also wanted to remind members that in these uncertain times - where water scarcity is the economic and public policy issue – it's their trade, plumbing – and the systems that support water capture, storage, transportation, and safe recycling – which is at the forefront of our collective capacity to adapt.

Nationally, autumn rainfall was 57 mm below average, the driest autumn since the 1902

Federation drought. This drought is severe but has not been as prolonged as the Millennium drought – the longest dry spell in history, which saw nine consecutive years of low autumn rains, crucial for the southern cropping season.

In some parts of NSW though, the drought is already the worst one many farmers and other regional residents have ever experienced. The state is 99 per cent drought declared, and there is a long dry summer ahead. Entire communities are in extreme distress. Farming businesses are going

under, livestock are being slaughtered by the thousands and individuals and families are under huge emotional pressure.

Record-low rainfall in some regions and successive seasons of above-average temperatures have blighted vast tracts of Australia's grazing and crop land. While droughts are common in Australia, climate scientists say climate change is expected to cause longer and more intense droughts as well as greater extremes of temperature. With an El Niño climate cycle predicted to be approaching, this drought will neither be a one-off nor short-lived.

The current drought is, for now at least, less intense than the Millennium drought. The point here is not to play down the current drought's effects on families and local economies, but rather to remind ourselves that the Australian landscape and climate has changed dramatically and forever. In many parts of this country that once supported generations of farming businesses, droughts are the new normal, interrupted intermittently by wetter seasons that were perhaps the norm last century.

With grazing pastures turned to dust and feed costly and scarce, the drought is having a major impact on livestock. Farmers have been shipping in hay from growers in the country's west or the far north to feed their livestock. Even those sources are now being depleted, however, and as grain silos in the south are emptied, desperate owners are being forced to slaughter animals, even if it means it will take years for herds to recover.



The cull will ultimately leave the size of Australia's national herd at a record low, ushering in a prolonged period of livestock rebuilding and higher prices for the industry. Last year, drought cut Australia's output to the lowest level in a decade. This season has got off to an even worse start, with farmers planting in some of the driest soil in years.





Australia's official forecaster has trimmed its estimate of this year's wheat crop to 21.9 million tonnes but warned yields would fall further without rain. Some private forecasters say the crop could be as low as 13 million tonnes, which would be the lowest since the drought-stricken 2008 harvest.

Climate change is neither an abstract concept nor a debate. Nor is it the future. It began undeniably last century. We were warned collectively, repeatedly, since the 1970s what will happen. It did. Our weather is hotter and more varied. We have more very-hot days and more very-cold days. We have more extreme storms and longer periods without rain. Once-

arable land is no longer arable, at least in a financially sustainable way. And it will worsen. Nostalgia and pity won't undo any of this.

Our governments' solutions to each new drought crisis are mostly the same: short-term subsidies and welfare for agribusiness. This might make sense if it was part of a plan to help the sector face the reality of our changed climate. Instead, new drought-assistance announcements seem to coincide with the need for ministers to be seen to be "doing something" in response to televised images of farmers' tears and livestock carcasses. The contrast with the approach to Australia's now-dead car-making industry is stark.

**As much as climate change is a global problem that requires united, global solutions, Australian governments could have done far more. We managed to put a price on the costs of carbon pollution for just two years. The single measure that would have increased local rainfall levels – the mass plantation of native flora and aggressive prevention of land-clearing – was too hard; Queensland even encouraged the opposite. Decades-long attempts to ration the Murray-Darling Basin's water have largely failed to reach consensus, and there has been a strong whiff of cronyism around water-licence trading.**



In contrast to government inaction and flip flopping, as an industry the Plumbing and Fire Protection industry has been proactive, strategic and decisive. We identified the changes coming, the need to re-skill and upskill the plumbing workforce to take advantage of water efficient technologies and help the community adapt to climate change and water scarcity. It was the Millennium drought that was the catalyst for the creation of the industry owned and operated Plumbing Industry Climate Action Centre – PICAC late last decade.

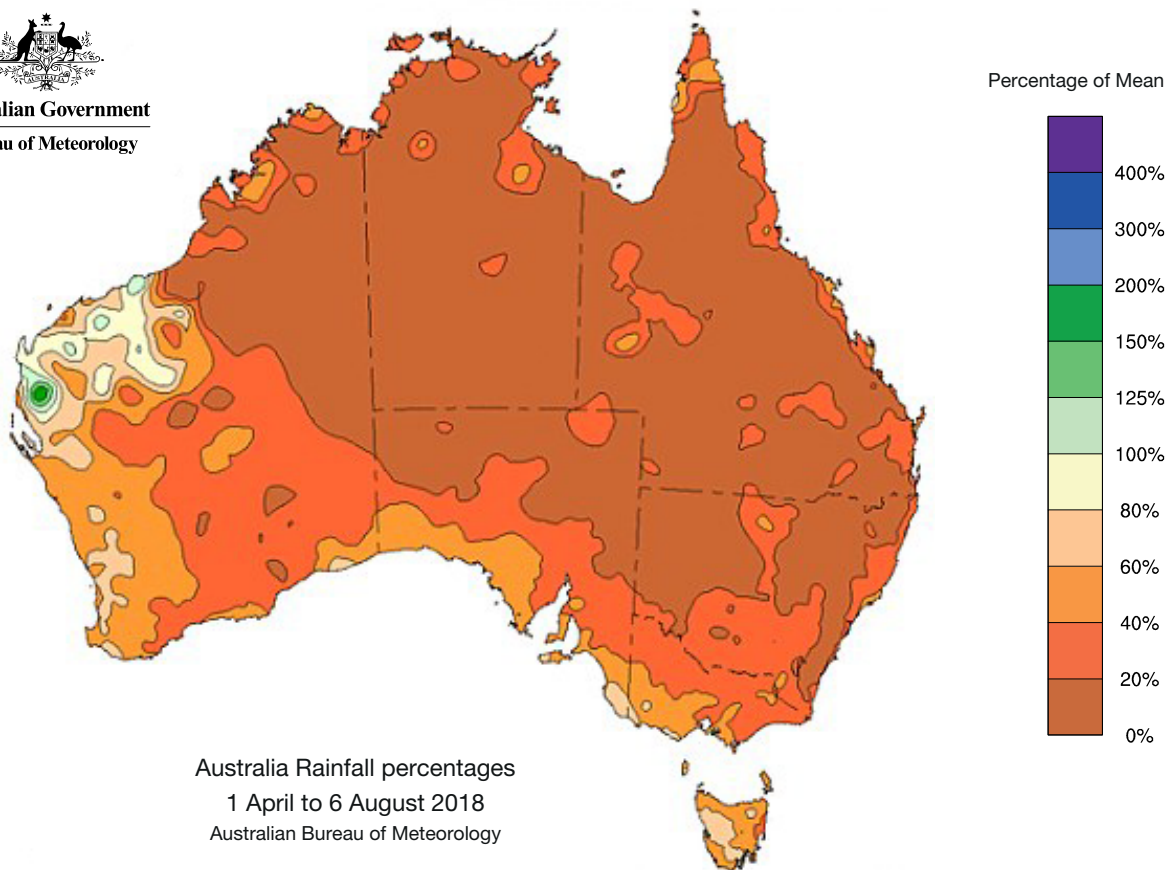
2006 was the then driest year on record in many parts of Australia. Victoria was not spared and as a result there was an enormous public and political focus on water scarcity. Doing more with our available water – through re-use, recycling, rainwater capture and storage etc – was very much front of mind for governments and the community.

The Millennium drought focussed Industry and government on the adequacy of the existing systems and structures (industry and training) and the extent to which they





Australian Government  
Bureau of Meteorology



equipped practitioners with the skills necessary to utilise and take advantage of emerging innovations in water and energy efficiency. It was to the Plumbing and Fire Protection Industry that governments were looking to help lead the community in terms of finding solutions to address the water scarcity crisis.

In response, Industry considered its existing capacity to meet the challenge of government and came to the realisation that the existing models were not going to deliver the skills the community, the economy and the environment required.

Industry knew that it needed to collaborate if it was to deliver what the community was needing it to.

That is when the Industry leaders came together and devised a strategy to develop and deliver contemporary training, tailored to industry requirements. Industry combined the resources of the employers and the employees, secured funding support from the Victorian and Commonwealth governments, and built a state of the art, not-for-profit training facility in Brunswick in Melbourne to train the next generation of plumbing professionals.

That was in 2010, and it was transformative for the Industry. In the years since PICAC has evolved and developed into an industry hub of innovation and skills, a current and definitive point of reference, and a place where the role of plumbing as a key enabler of economic growth and environmental sustainability is recognised, developed and promoted. PICAC has two fully operational campuses in Brunswick and Geelong, a third under construction in the growth corridor of Narre Warren in south east Melbourne and also in Beenleigh in Queensland, between Brisbane and the Gold Coast.

**PICAC has now trained or re-trained upwards of 10,000 Plumbing and Fire Protection professionals in new green technology and water efficiency techniques and will train many more nationwide in future, equipping the Australian community to meet the challenges of water scarcity.**

Sometimes, peeling your head off the pillow when it's cold and dark outside just to crawl through the city traffic to get to work can be a bit of a grind.

**But, not every *second Thursday morning!* That's when the lads from PPTU hit the *3CR* studio to deliver their fortnightly dose of ...**



If you haven't already, make sure you tune in to every chance you will arrive to work every second



Fire Up has been running since 1999. Every second Thursday morning at 6.30am PPTeU Vice President Terry Smart, and Organisers Andy Wallace, Billy Javanovski, Neil O'Brien, Paris Andriske and Simon Jewell take to the air waves. It is a half hour of (very) live radio. It's raw, its un-rehearsed, and it's often hilarious.

From the beginning up until last year Jim Torcasio was a key part of the team, turning the knobs and sliding the dials to make sure it all ran smoothly.

The Fire Up crew don't get too hung up about keeping to a script. As Terry Smart explains it:

**“it's a pretty free-wheeling sort of session. We stir each other up a bit and try and have a laugh. We also try and use the time to speak direct to members about what is going on around town, like the big jobs that are coming up, and what is going on industrially. It's a combination of information and entertainment, and we love doing it”.**

The crew has been firing up the members for almost 20 years now and there is every chance they will be going for another 20.



**3CR on 855** on your AM dial, and there is Thursday with a smile on your dial.



# EDDIE'S RIGHT ON TARGET!



Eddie (squatting, second from the left) with his mates in Iraq in 2016

One of the great things about our union is the diversity of backgrounds our members come from, and the interesting things they do outside of work. Whether its playing elite sport, being a leader in their community or the industry, our members have a broad skill set and a breadth of experiences.

**One such member is Lyndon Edwards, known to his mates as Eddie. Eddie is still a young man, in his early 30's, but he has packed a lot into his life. Eddie's a qualified sanitary and gas plumber, a husband and a father. And he is also a soldier.**

But not just any soldier. Eddie was one of the elite - an infantry sniper with tours of Afghanistan and Iraq under his belt.

When he left school Eddie tried his hand at a couple of things, panel beating and bricklaying included, but given, as he said, all the plumbers seemed to be happy all the time, he thought he'd give plumbing a try. He got himself a job and did an apprenticeship through RMIT and worked in the industry for a few years. He always harboured a dream of joining the army, and by the time he got to about 26, it was "now or never" for Eddie. So, after going through a pretty intense application process that took about a year, he enlisted.

Eddie trained at Wagga and Singleton before being posted to Adelaide. It was from Adelaide that he departed for his first overseas posting, to Afghanistan in 2013. After returning from that tour of nearly a year, he committed to the intense training involved in becoming a sniper.

*"The training program was awesome. Really hard to get into, and then really hard to survive it. Once I got out of that training though I was a really proficient soldier and was keen to return to an overseas posting".*

That came a few years later when Eddie was posted to Iraq. Eddie's main job was to prepare the Iraqi soldiers. He trained Iraqi snipers to defend Mosul from the insurgents. He says it was an amazing experience *"it was rewarding, it was challenging and it was dangerous, but I really enjoyed it"*.

Eddie says that the life of a soldier was not really compatible with being the sort of husband and father he wanted to be. *"I was away for all but about three months a year, which was tough on the relationship. Also, we wanted to have a baby and so I had to make a choice really"*.

So, after 7 years in the Army, Eddie decided to leave and return to civilian life. *"That's not an easy decision or transition to make, especially early on. You get very close to your mates when you are posted together overseas and live together every day, so adjusting is hard."*

Eddie loves his life now though, despite still missing the brotherhood he shared with his Army mates *"I love my job now,*

*but I do miss what I had before too. Not all the time, but sometimes it's hard to realise that you are no longer a part of something that you lived and breathed for so long. Which is part of the issue the guys have coming back to "normal" life. Everyone is affected by the experiences that have over there, everyone".*

The Fitzroy RSL was one place Eddie could go and talk to others who he felt really understood him and the challenges of transitioning back. Eddie is now happy and feeling better adjusted to civilian life, although he misses the action. *"Now my life is a lot quieter. My wife and I have a 4-month-old daughter and I have a good job with the Richstone Group and am a member of the PPTEU. So there is a great deal to be thankful for. Still, I do miss the excitement!"*.

All the best Eddie and thank for your service to our country. It's great to have individuals of your quality and resilience amongst the ranks of the PPTEU.



Eddie with PPTEU President Nazza Ottobre





# CASEY HOSPITAL, BERWICK

Up to 60 members are on the new Casey Hospital development job in Berwick. Watpac are the builder on this \$135 million expansion of the Monash Health facility. The expansion will bring in an extra 128 new multi-day beds, 12 intensive care unit beds, 12 day surgical beds and six new operating theatres.

The work will allow 25,000 more patients to receive treatment at the hospital each year as well as an extra 8,000 procedures and 1,300 births. A short stay unit at the emergency department is included in the development, as well as an upgraded pharmacy, back-of-house areas, 333 extra car parking spaces and refurbished cafe and retail areas.

The City of Casey is one of the fastest growing municipalities in Australia with 7,300 extra people coming to the area per year and 86 babies born there per week. By 2040 the population is expected to be almost half a million.

Wayne "Nicho" Nicholson is the PPTEU Shop Steward on site. CDC are doing the plumbing work, CGM the mechanical services and Trip the roofing work. Precision are doing the fire protection, and also on site are Mulgrave Insulation and BOC Medical gasses.

The Casey Hospital expansion is expected to be complete by the end of 2019.







# ND THE TRAPS



## CABRINI HOSPITAL, MALVERN

The PPTEU has approximately 50 members on site at the \$120 million Cabrini hospital in Malvern, on the southwest corner of its Wattletree Road site.

They are helping construct the state of the art Gandel Wing (named after the Chadstone Shopping Centre co-owner John Gandel and his wife Pauline who were principal donors to the project). The new wing comprises seven above-ground levels as well as an underground carpark.

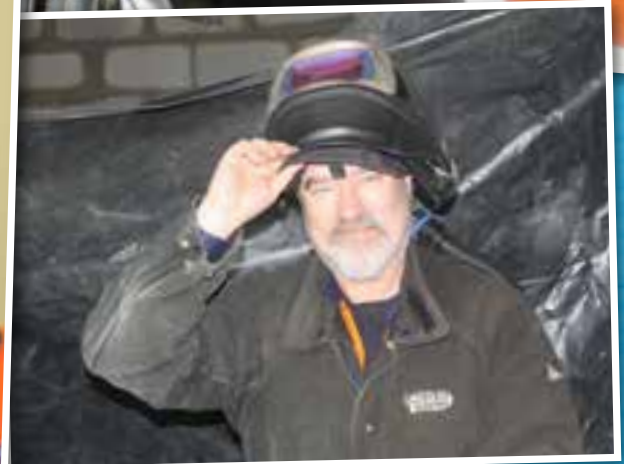
The new facility will allow the hospital to provide patients with access to radiotherapy and other services. It will house 108 patient beds and

include 28 chemotherapy treatment chairs as well as 14 treatment bays for emergency and oncology patients

Shop Steward Jeff Wharton says the project "is going well. It's got a few challenges but they all do and overall its going well". Geschke are doing the sanitary work, and PJM the mechanical services work and medical and lab gas specialists SGI are doing the complex medical gasses work. Precision Fire are installing the fire protection system. The Gandel Wing is due to be completed in early to mid 2019.







# ND THE TRAPS





AROUND





# ND THE TRAPS



# JOAN KIRNER WOMEN'S AND CHILDREN'S HOSPITAL IN SUNSHINE

Rapid population growth in Melbourne's western suburbs has meant increasing call on health services for expecting mums and young families. The need to cater for this growth and meet future demand on health care in the west has led to the development of the Joan Kirner Women's and Children's Hospital in Sunshine. And that growth and demand is seriously huge, which is why the Andrews' Government has committed \$200M to the project. It is projected that the number of births on-site will exceed 7,000 a year by 2026.

Named after the much-loved former Victorian Labor Premier, the new hospital development is well advanced, and scheduled to be completed by the end of March 2019. The world class hospital will include 32 paediatric beds; 64 obstetric beds; 10 pregnancy 'day stay' units, 39 special care nursery cots; an ultrasound unit and a general X-ray room for children.

PPTEU Shop Steward on the site, Stan Harwood, says the site has been a good one to work on "I've worked on a few of these big hospital developments over the years, and they don't all go as smoothly as this one has. They are a really good team here"

Over the course of the build, the PPTEU has had upwards of 90 members on site. Cooke and Dowsett are doing the sanitary work, Contract Fire are looking after the fire protection systems and D&E are doing the mechanical services as well as the highly complex medical gasses installation. Amongst them are several long-time members of our great union, and organiser Andy Wallace took the opportunity at a recent site visit to present several of long serving members with their milestone badges.



# AROUND





# ND THE TRAPS









# ND THE TRAPS



## 80 COLLINS STREET

The \$800M mixed use development in the historic east of Melbourne is hard to miss. This 39- storey architectural showpiece is rising from the open space fronting Collins Street and Exhibition Street at 80 Collins Street.

The development will include 43,000 sq m of some of the most prime office space in the country. There will also be a 300 room super high-end boutique hotel and a retail precinct

spanning around 5800 sq m that will link directly into the prestige shopping precinct of Collins Street.

About 60 PPTEU members have been or currently are working on this world class development. Leemark have the job of installing the fire protection system, CDC are doing the sanitary work and Ellis Air are doing the mechanical services installation.







# ND THE TRAPS





# AROUND THE TRAPS



# 2019 CALENDAR

[www.ppteu.asn.au](http://www.ppteu.asn.au)

## JANUARY

S	M	T	W	T	F	S
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## FEBRUARY

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## JULY

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## SEPTEMBER

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## NOVEMBER

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## DECEMBER

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29	30	31				

Public Holiday Annual Leave RDO Lock Down Weekends School Holidays Picnic Day World Plumbing Day Return to work on 8th Jan 2020

### VICTORIAN SCHOOL TERM DATES

TERM 1: 29 January 2019 - 5 April 2019  
 TERM 2: 23 April 2019 - 28 June 2019  
 TERM 3: 15 July 2019 - 20 September 2019  
 TERM 4: 7 October 2019 - 20 December 2019

### PUBLIC HOLIDAY DATES

New Year's Day: Tuesday 1 January  
 Australia Day: Monday 28 January  
 Labour Day: Monday 11 March  
 Good Friday: Friday 19 April

\* Please note: Monday 28 January Public Holiday in lieu of Australia Day on Saturday 26 January

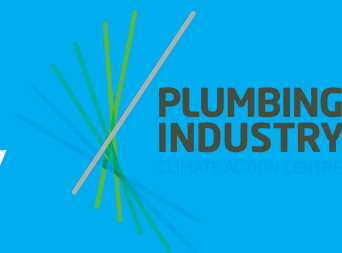
Easter Saturday: Saturday 20 April  
 Easter Sunday: Sunday 21 April  
 Easter Monday: Monday 22 April  
 Anzac Day: Thursday 25 April

Queens Birthday: Monday 10 June  
 Melbourne Cup Day: Tuesday 5 November  
 Christmas Day: Wednesday 25 December  
 Boxing Day: Thursday 26 December





# THE PPTEU IS BRINGING WORLD CLASS INDUSTRY TRAINING TO THE FASTEST GROWING REGIONAL CENTRE IN AUSTRALIA



Over the course of about a decade now, your union, through its industry owned and run training centre, the Plumbing Industry Climate Action Centre (PICAC), has been developing training facilities and opportunities for new and existing PPTEU members.

Building the Plumbing Workforce of the Future

The rationale is a simple one. In order for the economy to grow, and grow safely, (be it here in Victoria, in Queensland or other parts of the country), it needs to have available to it a sufficient number of skilled plumbing and fire protection professionals. Traditional providers were not delivering the quality and currency of training the industry is demanding and so an industry partnership was formed between employers and employees to train our own.

That was back in 2010, and now PICAC has now delivered tens of thousands of hours of high quality, industry informed, pre-apprenticeship, apprenticeship, post trade advanced skills as well as general industry related safety training, to hundreds of students across multiple campuses.

A key part of the training strategy has been to establish training centres in the heart of the growth and where economies are transitioning and growing. The decision by the union and its industry partners to establish a training campus in Geelong is a case in point.

Geelong is booming, with a young, aspirational population seeking to develop skills that will enable them to take advantage of the strong economic environment. The manufacturing factories may have gone but if the number of cranes on a skyline indicates economic health, Geelong is booming. In 2006, the population of metropolitan Geelong was about 168,000; within a decade, it had grown to 191,000 and is now rapidly closing in a quarter of a million people.

Large sections of the city are being revived, residential developments are climbing skywards and the inner suburbs are gentrifying to accommodate the influx of newcomers. Some of those newcomers work for the businesses that have transferred here, others are commuters who travel to offices in Melbourne (a 75-kilometre trip up the Princes Freeway) but enjoy Geelong's more relaxed lifestyle.

For a century, starting in the 1860s, Geelong was one of Australia's largest manufacturing centres, producing everything from paper to cars. These industries have all but disappeared (Ford, which shut its plant in 2016, was the last major manufacturer) but Geelong is booming again. It is rapidly transitioning from a manufacturing-based economy to one focussed on health, education, tourism, business and personal services. It is Victoria's second largest city with the strongest growth forecasts of any regional centre.

Located only 75 kilometres from the Melbourne CBD, the municipality covers Geelong's proximity to Melbourne, its liveability and its price advantages continue to place it in an ideal position to attract new residents and investment. Geelong has a broad industry base with major industry strengths in health and allied services, education and research, advanced manufacturing, tourism, agribusiness, construction and professional services.

All this growth means skilled workers will be in demand, and our state of the art training facility, opened in 2016 by Victorian Premier Daniel Andrews is equipped to deliver the best industry training available. The Geelong facility is located at 66 Tanner Street, Breakwater and enables PICAC to greatly improve training delivery in areas to the West and North of Melbourne, and provide unique, world class training, to more students than ever before.

Through its Geelong campus, PICAC is able to re-train hundreds of retrenched or displaced workers who have had to bear the brunt of a declining manufacturing industry. For existing qualified tradespeople including welders, metal fabricators, machinists, fitters and turners customised training, leveraging off their experience, could provide these workers with a real opportunity to re-enter the workforce with promising job prospects.

Like all PICAC training facilities, the building itself is a working demonstration of the most water and energy efficient systems and installations available in the world. The Geelong campus consists of two levels, totalling approximately 1,800m<sup>2</sup>. Features include four training rooms, double height open training area and a machinery and operating area. The second level includes a specialised training at heights facility.

Keeping with the high-standards of the Brunswick Centre, the Geelong Campus is a Green Star rated building featuring hydronic heating and cooling coils set into the concrete slab for heating and cooling, in addition to other water and energy efficient systems. A key focus of the building was to create multipurpose training spaces that are flexible enough to deliver a range of specialised training, while also adhering to sustainable principles.

Through strong support from the Andrew's Government, who has committed \$5 million to PICAC, the diverse training needs of the plumbing and fire sectors will be greatly enhanced, ensuring the community can continue to benefit from a prosperous and strong industry.

***For more information about courses offered at Geelong PICAC visit the website at [www.picac.vic.edu.au](http://www.picac.vic.edu.au)***



# PPTU RECOGNISES LO



**SCOTT  
TRUSWELL  
20 YEARS**

**PARIS  
ANDRISKE  
PPTU ORGANISER**

**DAVID WARD  
35 YEARS**

**PETER  
MAVROPOULOS  
25 YEARS**

**BENSON  
HEWITT  
20 YEARS**

**TWAIN ROGERS  
20 YEARS**

**ROD  
FANKHAUSER  
30 YEARS**

# NG TERM MEMBERS



**JOHN POLAND  
30 YEARS**

**GEOFF UNDY  
35 YEARS**

**DANIEL  
MCVEIGH  
20 YEARS**

**LES YOUNG  
40 YEARS**

**GRAEME  
DAISLEY  
30 YEARS**

**CRAIG SEERS  
25 YEARS**

**LAURIE SCOTT  
35 YEARS**



# “WE’RE HERE TO HELP”

## AT THE PPTEU, WE DIG DEEP TO HELP OUR MATES!

Sometimes in life we can be going along just fine and then something comes along and knocks us for a six. That’s what happened to Kire Talevski, a PPTEU Shop Steward and Sprinkler Fitter with Leemark.



Kire Talevski and his two children

After a routine test last year, Kire was diagnosed with bowel cancer and his life “changed in an instant”.

Kire, known to his mates as “Kid”, is just 33 years old. He has two little kids, both under 2, and he and his partner are building a house. So, it’s fair to say that getting diagnosed with bowel cancer last December was not in the plan.

*“I couldn’t believe it. It was a real shock. Then they identified that the cancer had spread to the lymph nodes, so I knew then I was in for a tough period”.*

In the months that followed Kire underwent extensive treatments. He had major surgery in May to remove the tumour in his bowel and the cancer in his lymph nodes. He has also undergone extensive chemo and radio therapy.

*“It’s been a tough year for me, and for the family. The diagnosis, the surgery and the post-surgery treatment – it’s all been really intense and stressful for everyone”*

Kid says the support he has received from the union has been “unbelievably important”.

*“The union have helped me out in several ways. They have been fantastic. They organised a fund-raising raffle and the members all dug deep to support me. I’m very grateful for that support. They also helped me out in making sure all my insurances and things were paid so that I could keep the family going financially while I recovered”.*

The union organised a raffle of 40 slabs of beer and raised about \$27K for Kid and his family. Clint Bamberry, formerly of Ellis Air was the lucky winner. (pictured here with Industrial Officer Paul Coffey)

Kire says that now, a few months on from surgery, he is still undergoing chemo but going well *“I’m good at the moment, and, thanks to the support of the union and our friends and family we are ok”.*

We are pleased to hear that Kid and wish you and your family all the best for the future.



Clint Bamberry & Paul Coffey

# SAVE THE DATE

**Wednesday 5 December 2018**

**11.00am – 2.00pm**

**MUA Building**  
46 Ireland Street, West Melbourne

**FOR MORE INFORMATION PLEASE CONTACT  
ROSEMARY CASHEN ON 9662 3388**

# RETIRED

## MEMBERS' CHRISTMAS FUNCTION





# “MY HEALTH RECORD” NEEDS A SERIOUS RE-THINK

It is very important that you have absolute confidence in how your personal medical information is stored, who can access it, and for what reason. If you don't want your personal information to be part of the federal Government's My Health Record you have until **15 November this year to opt out.**

In our Autumn 2017 edition of the PPTEU Journal we drew members' attention to the federal Government initiative to create a mega data base of every Australian's medical and health records called My Health Record. The idea is that all patient records will be available instantly to health professionals, allowing an individual's doctor, hospital and other healthcare providers (such as physiotherapists) to view the individual's health information, and make more informed treatment decisions.

However, as members might have read about in the media, the scope of the My Health Record system has crept out somewhat, and it turns out the \$2.2 Billion (and growing) system

gives much broader access to an individuals' My Health Record than was originally intended.

Some of the very legitimate questions being asked include:

- Is this beneficial to me?
- Can I have confidence in a medico I've never met before or engaged by a prospective employer for a pre-employment check use my information in an unbiased manner?
- What happens if the system is attacked by malware?
- What happens when I put in a WorkCover claim, does the agent really need to know everything about my medical history?
- How about an insurance claim, is my entire medical history relevant to my broken leg?

Other identified issues are that your personal records can be given to third parties such as medical researchers or others without your permission. We are very concerned about the proposed system, with our key concerns being around the privacy of members' information, and the integrity of the system. It is very important that workers have confidence in the privacy of their

personal health information, and the current plan for My Health Record doesn't provide that confidence. Electronic health records should be treated the same as a patient's paper health record. No one should be able to share that record in a workplace who happens to be a physiotherapist, re-hab provider, therapist or a nurse.

Fraudulent behaviour or human error is also a real risk to the integrity of the system. In its Annual Report the Australian Privacy Commission noted several serious data breaches relating to the My Health Record System including:

- Unauthorised My Health Record access by a third party.
- 29 breach notifications had been received from the Chief Executive of Medicare, including reports of "intertwined" records.
- Nine of these notifications involved separate breaches related to intertwined Medicare records of individuals with similar demographic information. This resulted in Medicare providing data to the incorrect individual's My Health Record.
- Medicare claims information being loaded into the wrong My Health Records.
- Twenty notifications, involving 123 separate breaches, resulted from findings under the Medicare compliance program. In these circumstances, certain Medicare claims made in the name of a healthcare recipient but not by that healthcare recipient were uploaded to their My Health Record.

According to the Australian Digital Health Agency, the breaches were caused by fraudulent behaviour or human error. "In each instance the access has been limited to Medicare information related to fraudulent behaviour, or isolated human processing errors," an

Australian Digital Health Agency spokesperson said in a statement to Healthcare IT News Australia.

We all know how insecure online data can be. In April 2018 A cyber-attack on Family Planning NSW's website has exposed the personal information of up to 8000 clients, including women who have booked appointments or sought advice about abortion, contraception and other services. The Facebook-Cambridge Analytica data scandal is another recent example of how your information is stored and used.

If you are comfortable with your information becoming part of the My Health Record system, you don't need to do anything, a record will automatically be generated for you. If you are not, you will need to opt out, and do so before **15 November** this year. To do so, simply log onto the below website:

**[www.myhealthrecord.gov.au/  
for-you-your-family/opt-out-my-  
health-record](http://www.myhealthrecord.gov.au/for-you-your-family/opt-out-my-health-record)**



# VALE

Thank you to the following Members for their service and dedication and we wish to extend all the best wishes to their families and friends.

## ANGELO DURSO

Angelo Durso, Registered Plumber and long-time member passed away earlier this year, just a month shy of his 96th birthday.

## NORM JOHNSTON

Norm was born on the 26th of June 1946. He passed away at the age of 72



# MY HEALTH RECORD: **OPT OUT BY 15 NOVEMBER**

My Health Record is being introduced nationally to keep track of all your important health information in one place online.

**Here's why we're urging you to opt out by the 15 November cut-off.**



“While it is evident that there are benefits in improving health care, there are concerns regarding who will have access to the information,” says Maurice Blackburn lawyer James Marsden-Smith.

“Setting aside data security issues, there are concerns with My Health Record’s consent provisions that are murky and inadequate.

These provisions must be tightened so patients and doctors know what it is they are consenting to in providing access to records, particularly when it comes to insurance claims.

On the face of what’s in the My Health Record Act alone, it is very clear that a doctor performing an assessment for an employer or insurer could access My Health Record without there being any further consent process.

#### **All they need is a Medicare number.**

This means that new employees who may be asked by their new employer to provide access to My Health Record will face potential employment implications, and those seeking to take out cover like income protection may be asked to provide full health records.

There may also be issues for employees injured at work and seeking compensation.

Insurers are often very aggressive in the use of and in seeking to access records to deny someone compensation when such information is not relevant, and we fear this could be exacerbated with greater unfettered access from insurers where consent is not clear.

**Employees seeking to access insurance through their superannuation may be disadvantaged in having their insurance claims denied because an insurer has accessed their full record and used something historical and irrelevant to deny a claim.**

It could even be a disadvantage for people trying to get travel insurance. We have seen instances where there are exclusions on mental health in particular for people trying to get insurance.

There are also concerns people may be disinclined to discuss mental health concerns if they feel this could be brought up later and used against them, even in the absence of an official diagnosis.

If the government is adamant that access to My Health Record is not to be used for employment-related health checks and insurance purposes, they should repeat this kind of exclusion clause in the My Health Record Act and not be pointing to some other legislation that predates this system.

This is essential to ensure insurers are kept in check and not accessing full records inappropriately without proper and informed consent.”

# NEED LEGAL HELP?

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The **Plumbing and Pipe Trades Employees Union (PPTEU)** and Maurice Blackburn have a proud history of fighting for fair outcomes for union members.

Maurice Blackburn's expert lawyers can assist members in:

- **Superannuation & Insurance Claims**
- **Asbestos Diseases**
- **Road Accident Injuries**
- **Medical Negligence**
- **Public Liability**
- **Faulty Products**
- **Comcare**
- **Will Disputes**

As a member of the **PPTEU** you and your family are entitled to:

- **Free telephone advice**
- **Free first consultation**
- **No win, No fee\***
- **Free standard Will (for you and your pouse)**

If you have suffered a loss, an injury or are facing an unfair situation, you and your family shouldn't have to suffer. Contact **Maurice Blackburn** today **1800 810 812** or visit their website **[www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au)** for more information.



**Maurice  
Blackburn**  
Lawyers  
Since 1919







# PPTU PLUMBERS WAGE RATES

FROM 1ST MARCH 2018

## REGISTERED PLUMBERS

	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer
<b>Hourly Rate</b>	\$47.96	\$46.83	\$45.45	\$42.47
<b>X36 (weekly)</b>	\$1,726.56	\$1,685.88	\$1,636.20	\$1,528.92
<b>Fares (per day)</b>	\$23.19	\$23.19	\$23.19	\$38.10
<b>X5 (weekly)</b>	\$115.95	\$115.95	\$115.95	\$190.50
<b>Travel (per day)</b>	\$47.96	\$46.83	\$45.45	N/A
<b>X5 (weekly)</b>	\$239.80	\$234.15	\$227.25	N/A
<b>Total Income (weekly)</b>	<b>\$2,082.31</b>	<b>\$2,035.98</b>	<b>\$1,979.40</b>	<b>\$1,719.42</b>

## OVERTIME

<b>Double Time</b>	\$95.92	\$93.66	\$90.90	\$84.94
<b>Double Time &amp; 1/2</b>	\$119.90	\$117.08	\$113.63	\$106.18

## SUPERANNUATION 9.5% OR WHILST ON WORKCOVER THE MINIMUM APPLIES OR 9.5% - WHICH EVER IS GREATER

<b>Superannuation (per week)</b>	\$180	\$175	\$175	\$165
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## APPRENTICES

	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$17.88	\$20.50	\$25.38	\$31.66	\$40.11
<b>X36 (weekly)</b>	\$643.68	\$738.00	\$913.68	\$1,139.76	\$1,443.96
<b>Fares (per day)</b>	\$20.84	\$20.84	\$20.84	\$20.84	\$20.84
<b>X5 (weekly)</b>	\$104.20	\$104.20	\$104.20	\$104.20	\$104.20
<b>Travel (per day)</b>	\$4.47	\$5.13	\$6.35	\$7.92	\$10.03
<b>X5 (weekly)</b>	\$22.35	\$25.65	\$31.75	\$39.60	\$50.15
<b>Total Income (weekly)</b>	<b>\$770.23</b>	<b>\$867.85</b>	<b>\$1,049.63</b>	<b>\$1,283.56</b>	<b>\$1,598.31</b>

## OVERTIME

<b>Time and 1/2</b>	\$26.82	\$30.75	\$38.07	\$47.49	\$60.17
<b>Double Time</b>	\$35.76	\$41.00	\$50.76	\$63.32	\$80.22
<b>Double Time &amp; 1/2</b>	\$44.70	\$51.25	\$63.45	\$79.15	\$100.28



# PPTU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2018

## REGISTERED SPRINKLER FITTER

	1 March 2016	1 March 2017	1 March 2018	1 March 2019
<b>Hourly Rate</b>	\$44.38	\$46.09	\$47.80	\$49.08
<b>Total Weekly Rate</b>	\$1,597.68	\$1,659.24	\$1,720.80	\$1,766.88
<b>Fares (per day)</b>	\$20.73	\$20.86	\$22.33	\$22.93
<b>X5 (weekly)</b>	\$103.65	\$104.30	\$111.65	\$114.65
<b>Travel (per day)</b>	\$44.38	\$46.09	\$47.80	\$49.08
<b>X5 (weekly)</b>	\$221.90	\$230.45	\$239.00	\$245.40
<b>Registration (weekly)</b>	\$14.61	\$0.00	\$0.00	\$38.27
<b>Total Income (weekly)</b>	<b>\$1,937.84</b>	<b>\$1,993.99</b>	<b>\$2,071.45</b>	<b>\$2,165.20</b>
<b>Service/Testing/Site Allow (min per hour)</b>	\$2.72	\$2.82	\$2.92	\$3.00

**SUPERANNUATION 9.5% OR WHILST ON WORKCOVER THE MINIMUM APPLIES OR 9.5% - WHICH EVER IS GREATER**

## APPRENTICES - 1 March 2018

	1st Year	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$21.48	\$23.62	\$32.21	\$38.66
<b>Total Weekly Rate</b>	\$773.28	\$850.32	\$1,159.56	\$1,391.76
<b>Fares (per day)</b>	\$22.33	\$22.33	\$22.33	\$22.33
<b>X5 (weekly)</b>	\$111.65	\$111.65	\$111.65	\$111.65
<b>Travel (per day)</b>	\$16.09	\$17.71	\$24.15	\$28.98
<b>X5 (weekly)</b>	\$80.45	\$88.55	\$120.75	\$144.90
<b>Total Income (weekly)</b>	<b>\$965.38</b>	<b>\$1,050.52</b>	<b>\$1,391.96</b>	<b>\$1,648.31</b>
<b>Service/Testing/Site Allow (min per hour)</b>	\$2.92	\$2.92	\$2.92	\$2.92

**SUPERANNUATION 9.5%**

## SITE ALLOWANCES FROM 1ST OCTOBER 2017

**City of Melbourne & Inner Suburbs New Projects, Shopping Centres and Melbourne Airport**

<b>\$3.0 Million - \$234.4 Million = \$4.15 per hour</b>	<b>\$234.4 Million - \$310.8 Million = \$4.35 per hour</b>
<b>\$310.8 Million - \$468.9 Million = \$4.50 per hour</b>	

**Renovations, Refurbishment, Melbourne Suburbs \$3.60 per hour**

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 – 7.9 Million	\$2.40	\$78.2 – 156.3 Million	\$4.05
\$7.9 – 19.5 Million	\$2.60	\$156.3 – 234.4 Million	\$4.15
\$19.5 – 39.1 Million	\$2.90	\$234.4 – 310.8 Million	\$4.35
\$39.1 – 78.2 Million	\$3.40	\$310.8 – 468.9 Million	\$4.50

For projects above \$468.9 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.

**Demolition Allowance \$6.60 Per Hour**

**Height Allowances** From commencement of building to 15<sup>th</sup> Level \$0.55 per hour

From 16 <sup>th</sup> to 30 <sup>th</sup> Level	From 31 <sup>th</sup> to 45 <sup>th</sup> Level	From 46 <sup>th</sup> to 60 <sup>th</sup> Level	From level 61 onwards
\$0.66 per hour	\$1.02 per hour	\$1.32 per hour	\$1.64 per hour

Incolink first payment from redundancy increases to \$5429.00

Redundancy \$78.05 per week, I.T.P. per week \$21.05, P.S.L. Per week \$1.54.

Training Levy \$29.96 Building Levy \$40.00



# The Federal Government wants to make it harder for union members to get life insurance



**There's been a lot of talk about superannuation in the media lately – and union involvement in it.**

The truth is, unions fought hard to get superannuation for our members and over time, we've stayed involved to make sure that our members get what they need from superannuation: strong returns, services that work for them and insurance that covers their industry.

The Federal Government is now trying to change that.

**New laws would stop our super fund Cbus providing automatic life insurance and TPD cover to members under 25 years old when they sign up, forcing them to fill out lengthy forms to apply. And they'll remove cover for people who haven't been paying super for 13 months or who have a super balance under \$6,000.**

The current system works well and covers people when they need it. When people sign up to our super fund, Cbus, eligible members get insurance automatically. It's called a default scheme.

Using the buying power of our industry, our union (via our

super fund Cbus) has been able to negotiate a good deal for employees and their families:

- Coverage of all occupations, including those working above 10 metres.
- Recognition that if you're injured in construction, you might not be able to get another job elsewhere easily.
- Cover for suicide which we hope people will never have to use.
- Payouts on more claims than the average insurance policy. We know that people are using the insurance when they need to and get good coverage. Young people in our industry have

families and even with active shop stewards and a good employer, hazards in construction are higher than other industries.

All those benefits are currently at risk. If these laws are passed:

- Many workers won't qualify for insurance or will have exclusions for pre-existing conditions.
- Insurance premiums will go up for all workers, because there will be fewer people covered and a more complicated scheme.
- Coverage could become less generous and have more restrictions.



**If the Government wants to make it fairer for people who they don't think need insurance, they shouldn't make it harder for people who do need the cover. People in more hazardous industries need a different approach.**

For more information visit [www.cbussuper.com.au](http://www.cbussuper.com.au) or call us on 1300 361 784



# OFFICIAL

## MERCHANDISE OF THE PLUMBERS UNION

### HOODIES



### JUMPERS



### FLURO VEST



### COLLARED JUMPERS



### T-SHIRTS



### POLO SHIRTS



### MORE ITEMS & ORDER FORM ON REVERSE.

Please refer to item number under each product when filling out the order form.

[www.ppteu.asn.au](http://www.ppteu.asn.au)





# OFFICIAL

## MERCHANDISE OF THE PLUMBERS UNION

### BEANIES



29



30



33



34



31



32



35



36

### CAPS

### ACCESSORIES



37



38



39



40



41



42

### MERCHANDISE ORDER FORM

#### SHIPPING DETAILS

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Post Code: \_\_\_\_\_

Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

#### PAYMENT DETAILS

Total Amount: \_\_\_\_\_

☐ Cash ☐ Cheque ☐ Credit Card

Name on card: \_\_\_\_\_

Card number: \_\_\_\_\_

Expiry Date: \_\_\_\_\_ CSV: \_\_\_\_\_

**ORDER YOUR PRODUCT VIA Mail:** 52 Victoria St, Carlton Sth 3053 **Email:** info@ppteu.asn.au **Fax:** (03) 9663 2613

Item	Product Code	Size	Price	Qty	Total \$
1	Zip Hoodie CL-PTEU-ZIP-BL		\$65.00		
2	Zip Hoodie CL-HVH-ORG		\$65.00		
3	Zip Hoodie CL-SHZ-BL		\$65.00		
4	Zip Hoodie CL-PTEU-ZIP-GR		\$65.00		
5	Zip Hoodie CL-SKZ-BL		\$65.00		
6	Hoodie CL-HNZ-GR		\$65.00		
7	Hoodie CL-HNZ-BL		\$65.00		
8	Hoodie CL-HNZ-OL-GY		\$65.00		
9	Hoodie CL-HNZ-OL-NY		\$65.00		
10	Hoodie CL-HNZ-RL-GY		\$65.00		
11	Hoodie CL-HNZ-RL-NY		\$65.00		
12	Jumper CL-CNJ-OL-GY		\$65.00		
13	Jumper CL-CNJ-OL-NY		\$65.00		
14	Jumper CL-CNJ-RL-GY		\$65.00		
15	Jumper CL-CNJ-RL-NY		\$65.00		
16	Zip Jumper CL-1/2ZIP-OL-NY		\$65.00		
17	Zip Jumper CL-1/2ZIP-OL-BL		\$65.00		
18	Zip Jumper CL-CJ-1/2ZIP-BL		\$65.00		
19	Zip Jumper CL-SZ-BL/GY		\$65.00		
20	Hi-Vis Vest CL-HVSV-ORG		\$35.00		
21	T-Shirt CL-PTEUS-NV		\$40.00		
22	T-Shirt CL-PTEUSLS-BL		\$40.00		

Item	Product Code	Size	Price	Qty	Total \$
23	T-Shirt CL-SF-TS-BL		\$40.00		
24	T-Shirt CL-SF-TS-NV		\$40.00		
25	T-Shirt CL-SKTS-BL		\$40.00		
26	Polo Shirt CL-HVW-YL		\$40.00		
27	Polo Shirt CL-CPS-NV		\$40.00		
28	Polo Shirt CL-CPS-LB		\$40.00		
29	Beanie AC-BEANIE-GR	Fits All	\$20.00		
30	Beanie AC-BEANIE-BL	Fits All	\$20.00		
31	Beanie AC-BEANIE-SF-BL	Fits All	\$20.00		
32	Beanie AC-PTEULB-NV	Fits All	\$20.00		
33	Cap AC-LOGO-CAP-BL	Fits All	\$15.00		
34	Cap AC-CAPPTEU-BL	Fits All	\$15.00		
35	Cap AC-PPTEU-CAP-BL	Fits All	\$15.00		
36	Cap AC-PPTEU-CAP-NY	Fits All	\$15.00		
37	Stubby Holder AC-SFSH-BL	-	\$10.00		
38	Stubby Holder AC-SH-NY	-	\$10.00		
39	Flag AC-FLG	-	\$40.00		
40	Belt AC-BLT	-	\$40.00		
41	Badge AC-BDG-BL	-	\$5.00		
42	Wallet AC-WALLET	-	\$40.00		

**TOTAL \$**

Note that sizes range from S to XXXL.  
Leather Belt size range from S to XXL

Plus postage





# Meme while around the social media traps....

LOOK AT ME

I'M THE CAPTAIN NOW

Watching. Waiting.

FAREWELL, PEASANTS!



ENJOY YOUR SHIT INTERNET!

HOW DARE YOU CALL ME A MUPPET?



HELLO!



JUST LAYING ANOTHER CABLE FOR THE NBN

When I said we would be an "election winning machine"... I actually meant "wouldn't"



I said, tell me who has been bullying you?

BURN IT ALL



The Three Stooges



My work here is done.



Liberal party





# Be one of cbus



Construction & Building Industry Super

## ✓ Run only to benefit members

As we are an industry fund, all benefits go straight back to you, our members.

## ✓ A history of strong long-term investment performance

Our default investment option Growth (Cbus MySuper) has returned an average each year of 9.29%\* (to 30 June 2018).

## ✓ It's easy to join Cbus

To join just visit [www.cbussuper.com.au/join](http://www.cbussuper.com.au/join) or give us a call on **1300 361 784**.

## ✓ Insurance keeping you covered 24 hours a day, 7 days a week

Cbus offers affordable insurance cover for eligible members, including Death and Total and Permanent Disablement (TPD) with Income Protection options suited for workers in the building and construction industry, from on site to head office.

## ✓ When you invest in Cbus, we invest in you

Through our wholly owned subsidiary company, Cbus Property Pty Ltd, we invest directly in property developments Australia-wide.

## We're here to help



Call **1300 361 784** 8am to 8pm -  
AEST/AEDT Monday to Friday



Simply call us to arrange for a Cbus  
Coordinator to visit your workplace



Visit [www.cbussuper.com.au](http://www.cbussuper.com.au) or  
email [cbusenq@cbussuper.com.au](mailto:cbusenq@cbussuper.com.au)



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PARRAMATTA NSW 2124



Use the Cbus app to check your Cbus account balance and recent transactions.  
Download it for free at [www.cbussuper.com.au/app](http://www.cbussuper.com.au/app)

\* Since inception to 30 June 2018, based on the crediting rate, which is the return minus investment fees and taxes, the Trustee Operating Cost and reserves. Excludes account keeping administration fees. Past performance is not a reliable indicator of future performance.

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