

# PTEU

WINTER EDITION 2015



## Journal



**SUPPORTING  
OUR MEMBERS  
IN A WHOLE RANGE OF WAYS**



Indigenous Apprentices getting first class training at PICAC



World Plumbing Day 2015



Bill Shorten Visits PICAC



## President's Report

Welcome to the Winter Edition of the PTEU Journal for 2015, the first since Labor's victory at the last State Election. Thanks to the hard work of many people in the Labor movement, including our members, Labor won what is an important victory for our industry.

The State Libs had shown over and over again that they had no idea about our industry, and how important our Registration and Licensing system is to our members, but also to ensuring we have a skilled and sustainable plumbing workforce going forward. Importantly, the threats from the deregulation zealots seems to have been seen off for now, but, as our Secretary points out in his Report, the Victorian Building Authority is still treating Plumbers like the poor cousins of our industry and its high time that situation was remedied.

The Libs might be gone from Office in Victoria, but as long as Abbott and his Conservative mates are in power in Canberra the attacks on working Australians are set to continue. The Federal Government has shown that it has workers – and workers from the building and construction industries especially – firmly in its sights. All of us involved in the Union movement and those of us in the building sector in particular, need to stand together and fight back. With a Federal Election not due until next year we have to withstand Abbott's attacks, be it through the Royal Commission into Trade Unions, on the job site or on the waterfront, until we get the chance to work together and get Federal Labor back in power.

In the shorter term, a key focus of our Union is the negotiations around the new EBA for our industry. Negotiations are already underway and our members, led by our strong and united team of Secretary Earl Setches, Assistant Secretary Paddy McCrudden, the team of experienced Organisers and other Officials – the team that delivered the current EBA with the best pay and conditions our industry has ever had – is working hard to make sure our members get the best deal possible this time around too.

As well as a focus on some of the major projects and developments our members are busily plying their trade on at the moment, like the massive Pro-Build job at Eastland, and some familiar candid shots of some of our boys on the job, this edition highlights some of the really exciting training opportunities available to our members.

We are so privileged to have available to us such incredible training facilities, like PICAC in Brunswick, and to have available to us such a range of training opportunities. PICAC, which is our industry owned and run facility, has grown to a point where in 2014 it delivered very high quality, current and up to date industry training to over 5000 individual students in over 500 individual courses. And it's expanding. Following on from managing a \$1M upgrade to the Brunswick facilities, a second PICAC facility in Victoria's second largest city Geelong will be opened. This \$4M construction project is currently on time and on budget and set for an October handover.

I encourage all members, young and old, to think seriously about taking up further training, growing your skill set and prolonging your career in our great industry. And if you haven't had a look at PICAC, get along and visit, you are sure to get inspired!

**Nazza Ottobre**  
PTEU President



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### GENERAL MEETING DATES FOR REMAINDER OF 2015

#### Melbourne

52 Victoria Street, Carlton South  
September 29th  
November 24th

#### Geelong

127 Myers Street, Geelong  
September 23th  
November 18th





## Secretary's Report

Thank you to all members and supporters for getting behind Labor at the State Election last November. The Election of the Andrews Government means that the Liberals' ideologically motivated quest to deregulate our industry was stopped in its tracks. I know thousands of members contributed great time and energy to ensure this result, which is important not just for the Plumbing Industry but for Victoria as a whole.

The Andrews Labor Government has already shown that it listens to and understands our Industry, and the vital importance of a strong, skilled and sustainable Plumbing sector – to the economy, to consumer safety and to the environment.

The Andrews Government knows, like we do, that the most fundamentally important way of keeping our industry strong, skilled and sustainable – and the community safe – is our Licensing and Registration system. It is our strong Licensing and Registration system that guarantees that only competently skilled and qualified Plumbers are working in the various Classes of Plumbing. Without that guarantee, community safety, as well as economic prosperity – both of which are underpinned by quality plumbing – cannot be guaranteed. With the Libs out of Office in Victoria we have seen off, for now, moves to potentially undermine our Licensing and Registration in a range of Classes of Plumbing including mechanical services, duct work, medical gasses, fire protection and roofing – the inquiry into which is now abandoned.

What we now need is a wide ranging review and overhaul of the industry regulator in Victoria, the VBA, and in particular how much effort and energy and focus it brings to the Plumbing Industry. Plumbing was made the poor cousin of the building and construction sector under the former State government and its time that changed. It is high time our industry, which contributes millions of dollars to the VBA coffers each year, was properly represented on the Board of the VBA (none of the current Board members have any plumbing industry knowledge or experience). It is also time that the millions our industry contributes to the VBA, directly through Compliance Certificates and indirectly through value adding to Victoria's building stock by installing plumbing works on buildings later subject to the Building Levy.

Having Labor back in power in Victoria is especially important given the attacks on Trade Unions and working people by the Abbott Federal Government. Much like its Liberal predecessors, the Abbott Government has conducted an all-out campaign against the country's workers, particularly in the construction industry. It has been frustrated in its attempts to bring back the ABCC, and so is now trying to extend the coercive powers of the body that replaced it, the Fair Work Building Construction Inspectorate.

The Abbott Government is relying on unsubstantiated assumptions about workplace productivity and arguments of improved safety as a stalking horse for their real agenda to curb worker representation. It wants to subject workers to backroom interviews, denial of legal representation and threats of imprisonment for refusing to cooperate. These are unfettered powers where workers will not have the right to silence and are denied the right to be represented by a lawyer of their choice. As a sector, those of us involved in building and construction need to work hard and together to prevent a return to the bad old days of the ABCC.

Not only do these draconian coercive powers do nothing for productivity in the construction industry – they don't work. They don't create any jobs, any apprenticeships and they've got a negative effect on safety. There is no denying the damning statistics concerning workplace injuries and deaths that occur under the watch of the ABCC (2005-2012). There were 36 fatalities in the construction industry in 2007-08, twice as many as in 2004-05, immediately before the ABCC commenced operations in late 2005. During the years of the ABCC construction became the industry with the highest number of deaths. The record shows that the first ABCC was a \$135 million dud. Despite its coercive powers it failed to uncover any of the major illegalities its supporters claimed existed in construction.

As well as working hard to preserve our system of Licensing and Registration, and defending the rights of our members against the attacks of the Abbott Government, in the second half of 2015 we will be negotiating a new Enterprise Bargaining Agreement on behalf of our members.

Our experienced and united team will of course be focussed on preserving our existing conditions, including our RDO Calendar, and our pay rates, which – if you take the gap between the Award rates and the EBA rates (which is now more than 100%) as a guide – are better now than at any time in our history.

In this edition of the PTEU Journal you can read more about the upcoming EBA negotiations in the Assistant Secretary's Report, as well the usual snapshot of the sector and our members at work across the State. This edition also includes:

- a great story on how the PTEU supported Commonwealth Boxing Gold Medallist Andrew Moloney and his twin brother Jason, two champion young boxers, champion young blokes, and members of our Union (see cover);
- an update on the two new PICAC Industry Training Centres in Geelong and Narree Warren;
- an overview of the events that took place for World Plumbing Day in March; and
- stories and information about staying safe at work, about how this industry and this Union look after each other when things go wrong, like serious illness or injury.

Thank you for your ongoing support and I hope you enjoy the PTEU Journal Winter Edition 2015.

**Earl Setches**  
PTEU Secretary

## Assistant Secretary's Report

One of the great things about our Union, and other Australian Trade Unions, is that the leadership and official roles of the Union are determined by the votes of members. I am very proud to be a part of that process and prouder still that last month an overwhelming majority of members re-elected me to continue to serve as Assistant Secretary of this great organisation.

Receiving the votes of approximately three quarters of the membership is an extremely encouraging show of support, one which I see as a very strong endorsement by our members of the work done and direction taken by the Union as a whole. Under the uncompromising leadership of our Secretary Earl Setches our team of officials and our dedicated staff have been, and will continue to be, strong and united, working together in the best interests of members. My re-election as Assistant Secretary is a strong signal from our members that they recognise the importance of that of unity and strength within the Union, and want it to continue.

Keeping together the united team is as important today as it's ever been. Last year we saw off a Liberal State Government which, driven by an ideological obsession with deregulation and free market economics, was a threat to not only our industry and our jobs through attacks on registration and licensing. But there remain many challenges ahead. The Abbott Government's apparent determination to reduce the rights of workers, particularly those of us in the building and construction sector, requires that we maintain and strengthen our collective resolve to defeat Abbott's hostile agenda.

The centrepiece of Abbott's anti-worker agenda is the new industrial rules he wants to apply to the Building and Construction Sectors. The Draft Code will come into force if and when the proposed new ABCC commences. The Draft Code will replace the existing Building Code 2013. The Draft Code sets out the workplace relations terms for contractors who want to perform Commonwealth-funded work, and could have a very serious impact on our members and the industry more broadly. This is because there is an alarming divide between what is allowable in an Enterprise Agreement under the Fair Work Act, and what is permissible under the Draft Code. For example, the following types of currently allowable provisions and worker protections, would be prohibited under the Draft Code:

- *one-in all in type arrangements* - which could directly impact conditions for our members and jeopardise our industry wide RDOs; and
- *requirements to seek union approval as to worker resourcing on projects* - which could see the removal of existing worker protections against things like sham contracting.

Other elements of the proposed Code that are clearly anti-union and anti-worker in their intent, and which must be vigorously resisted, include proposed stricter Right of Entry laws and compressed timelines and rules of Union conduct for EBA negotiations. Current arrangements that allow parties to agree to ROE provisions that are broader than those in current legislation would be illegal under the proposed Code. That is, inviting a union official to enter site other than permitted under ROE requirements would be illegal. The proposed new Code will also have the effect of shortening the period for negotiation of EBAs before matters are able to be referred to the industrial relations umpire, the Fair Work Commission for decision to just 3 months. Employers will no doubt seize on the opportunity to frustrate negotiations, shut out unions and seek to go direct to the Commission.

In the second half of this year we will be working hard to negotiate the next Enterprise Bargaining Agreement for our members. The preservation and maintenance of the current rates and conditions enjoyed by our members, which are both hard won and much deserved, will be the focus of the Union in these negotiations.

As well as negotiating the best possible terms and conditions for our members, we have been and will remain focussed on ensuring that our members receive all their entitlements. For example, with respect to the Superannuation Guarantee, we work with employers and policy makers to ensure as far as we can that our members' compulsory super contributions are paid. Super non-compliance is a massive issue for the sector with some estimates putting the cost (to employees) of non-compliance at up to \$2.5B in Building and Construction. This is an appalling situation, and we know that some Employers use all sorts of tricks to avoid, delay, or pay incomplete or short contributions. I encourage all members to check your Super Guarantee contributions are being made by your Employer, and then check it again!

Workplace safety for our members is, as ever, another key focus of our activities and a key focus of this edition of the Journal. The safety of our members and the community is a top priority, and, led by our first rate OH&S Representatives, we are doing all we can to ensure accidents are prevented. But, when something does go wrong and members are injured at work, the Union is there to offer support and I draw your attention to the articles on page 28 – about two young members who were injured in a nasty scissor lift accident earlier this year – and the support the Union was and is able to offer them.

Thank you again for giving me the privilege of serving the PTEU membership as Assistant Secretary for the next four years. Together with the entire Union team, I look forward positively to the remainder of 2015, and to pushing back against the Abbott Government's outdated ideologically driven attacks on our industry. We also look forward to continuing to advocate for our members and our Industry and to negotiating an EBA that continues to see our members receive pay and conditions that reflect their experience and skill.

**Paddy McCrudden**  
PTEU Assistant Secretary





# REGIONAL

## BENDIGO REGIONAL HOSPITAL PROJECT

The Bendigo Hospital Project is the largest regional hospital development in Victoria. Over 100 Members are working on this \$1B Project which will deliver a world class regional hospital to the people of Bendigo. The new facilities include 372 inpatient beds, 72 same day beds, 10 new operating theatres, a regional cancer centre, an 80 bed integrated mental health facility, a mother and baby unit, a helipad and parking for 1,350 cars.

Construction of the new hospital began in 2013 and is due for completion by the end of 2016. The steel framing for the whole building is now complete. Prefabricated mechanical service modules are being installed. This innovation allows the complex services to be more safely assembled off site and then fitted to the building. Along with the mass of cables, medical gas pipes and electrical services these form the skeletal system of the hospital from an operational perspective. The completion of the Hospital itself will be the end of Stage 1, with Stage 2, which is the carpark and a bridge linking the hospital and helipad will be underway early in 2017.



Cooke and Dowsett



Coombs and McCaigs



PPC Roofing



Contract Fire

# ROUNDUP

## ALBURY WODONGA REGIONAL CANCER CENTRE

The new Albury Wodonga Regional Cancer Centre is currently under construction at the Albury Base Hospital, facing Borella Road. Albury Wodonga Regional Cancer Centre is a \$65M project and will consolidate and expand existing cancer services in the region. We estimate that there will be potentially approximately 100 Members that will work on the site in its various stages of construction.

The Project will comprise a new three level building of approx. 8,000 m2 floor area plus internal courtyards and covered entries.

The project includes extensive hospital roadworks, car parking and landscaping to the 14,000m2 site. The new facility will provide the community of Albury Wodonga with:

- Three radiotherapy bunkers and linear accelerators
- Inpatient and ambulatory haematology and oncology services
- Wellness centre including support and information services
- Research, education and e-health facilities
- Chemotherapy services
- Consulting rooms

- Infrastructure and electrical power upgrade including integration with the existing hospital
- Link bridge to the Albury Base Hospital
- Extensive external works comprising roads, car parking and landscaping
- Structural capacity to add four additional levels in the future



Paddy McCrudden presents Peter Rogerson with his 30 year Membership Badge



PTEU Organiser Andy Wallace with Tony Rendina



Members from OP Industries and Fox Fire Protection



# Geelong Roundup

## Construction of the New PICAC Geelong

The construction of the PICAC Geelong Campus, located at 66 Tanner Street, Breakwater in Geelong is well underway, with handover of the building set to occur at the end of October this year.

The new two storey development, was designed by FSMA Architects and is being built by Lyons Construction, is a precast concrete building supported by a structural steel portal frame with a light weight steel mezzanine level.

The new facility will accommodate a specialized training at heights centre, four training rooms, machinery and operating area, two large meeting rooms as well as office and car parking facilities. The building footprint itself is just over 1000m2 and covers a total area of about 1500m2.



The building incorporates a range of innovative and cutting edge water and energy efficiency features. These include:

- Insulated precast sandwich panels to the Open Learning Area
- Light weight and high spanning structurally insulated panels to the Building Room
- Polycarbonate façade and vertical aluminum sun shades
- Hydronic heating and cooling coils cast into the concrete slab
- Retractable water and power service points suspended from the ceiling over the open learning area



# Geelong Roundup

## Epworth Waurm Ponds Hospital

About 120 PTEU Members from a variety of companies are currently part of a massive construction workforce currently building the new Epworth Geelong at Waurm Ponds. This \$277 million project is funded by Epworth Hospital, Deakin University, government grants and philanthropic donations. The new Hospital will be a comprehensive acute and rehabilitation private hospital integrating clinical practice with teaching and research.

Working on the various and often complex plumbing works for the new Hospital are CDC Plumbing, D&E Airconditioning, Geelong Fire Sprinklers, Syphon, SGI, Ofinac, AGL, Mulgrave Insulation, Steve Toohey Plumbing, Matt Dean Plumbing, Geelong Roofing, HP Refrigeration, SITC Lagging, LGP Ladders, Tasman Tanks, and Tank Industries.

The hospital, owned and operated by Epworth HealthCare, is located on Pigdons Road just north of Deakin University's Waurm Ponds campus, on a site which measures approximately 10 hectares.

Construction of Epworth Geelong commenced on 28 April 2014 with stage one expected to open in mid-2016.

Epworth Geelong will be developed in stages, with the first stage to provide a fully functional hospital to meet the needs of the growing community of Greater Geelong and the Colac-Otway, Golden Plains, Queenscliff and Surf Coast regions of southwest Victoria.

Further stages will be built as patient volume increases and will include a new consulting suite building linking to the main site, increased capacity for inpatient and rehabilitation beds, theatres and additional car parking.



Geelong Hospital Artists impression



Epworth Hospital Waurm Ponds Construction



Epworth Hospital Waurm Ponds Construction



# AROUND THE TRAPS

## Eastland Shopping Centre

One of the biggest jobs our Members are working on is the Eastland Shopping Centre Project. Across its 5 development stages upwards of 100 Members will work on this massive \$575M Probuild development, including roofing, drainage, air conditioning and fire protection works. The project is due for completion in the middle of next year.

The development will increase the size of Eastland by approximately 50% from 79,000 square metres to approximately 127,000 square metres. The new center will be heavily focused on retail and will include - Myer, David Jones, Target, K-Mart, Big W, H&M, Coles, Woolworths - as well as more than 350 specialty stores on completion. The Centre will also include a fully integrated Maroondah City Council library, and space for a 1000 cars. The pictures below give a sense of the scale and complexity of the construction at Eastland.



Darcy A&E Hire Sprinkler Fitter



Jason All Staff



Brian & Ian Signal & Hobbs Roofing



Harry Cam Andy Mulgrave Insulation



"Kappa" All Staff



Darcy A&E Hire Sprinkler Fitter



Lucas Signal & Hobbs Roofing



Shaun 3 All Staff



Neil & "Kappa"



Harry A&E Hire Sprinkler Fitter



Neil Craig Curly & Pete



Scotty All Staff



Harry Mulgrave Insulation



# AROUND THE TRAPS

## Epworth Hospital Waurin Ponds Geelong



## Opposition Leader Bill Shorten visits PICAC

Opposition Leader Bill Shorten visited PICAC for a tour of the Training Centre in early May. Our Secretary and PICAC Chair Earl Setches joined PICAC CEO Shayne La Comb and representatives from the Master Plumbers and the NFIA to show Mr Shorten the state-of-the-art facility.

Mr Shorten, a great believer in the importance of training for jobs and growth, was very impressed with the facilities and had the opportunity to meet and chat with some of the students, including some of the Indigenous Apprentices currently training at PICAC.

Of his visit Mr Shorten said, "It is great to be here at this Plumbing Industry Climate Action Centre where they're training tomorrow's plumbers today. What we see is the intersection of employers and unions working together to train a future generation of Australia's plumbers. This is all about the jobs of the future, it's about a high-skilled economy, it's about training young Indigenous people to become plumbers in their communities, it's about catching the wave of renewable energy."



Bill talking to students



Earl, Shayne La Comb, Ken Gardner Carmel Coate and Bill

## VALE

### Ron (Bat) Masterson

Ron, former Secretary of the Newcastle Branch for over 30 years and sadly, passed away late last year.

Ron was a proud person of the Left and would not hesitate to take on an employer or government to protect the wages and conditions of his membership. He and the Newcastle Branch played an important role in the winning of the national award. Ron also participated in many of the social issues of the day.

He strongly and actively opposed uranium mining, Australia's involvement in the Vietnam War and the damming of Tasmania's wild rivers to name but a few. He supported such issues as land rights for indigenous Australians, public housing, the Peace Movement, campaign

for shorter working hours and protection of the plumbing and associated trades.

History should record that Ron was a product of his environment as a kid from working class Newcastle who grew up to become a defender of his union members over many years. Ron was also a dedicated family man and is survived by wife Joy, two children and a number of grandchildren who he adored. Ron's passing is a sad loss to the trade union movement.

"Farewell fellow worker - others will now carry your load"

### Rob McBain

The Union also wishes to acknowledge the very sad recent passing at just 36 years of age of a member who had fought an extremely brave battle against cancer. Rob McBain, a Sprinkler Fitter with Leemark, was a much loved co-worker and friend to many within the industry.

Rob leaves behind wife Sofia and two young daughters, Zoe 6 and Ruby 3.

*We also wish to express our sympathies and best wishes to the families of other Members who recently passed away, including:*

### John (Jack) Frank Beal

21/08/1930 - 22/03/2015

### Daryl Kenneth Corkery

03/08/1943 - 0/4/2015

### Alan Lough

Passed away in November 2013

### Robert Thorne

Sadly passed away on May 27 this year.

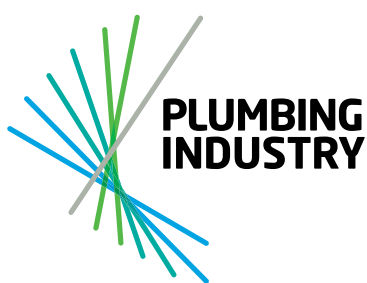
### Richard Glabb

Passed away at just 57 and will be remembered for his great laugh.



# PLUMBING INDUSTRY CLIMATE ACTION CENTRE

## OUR VISION, OUR FUTURE



The Plumbing Industry Climate Action Centre (PICAC) continues to expand, setting new standards of training delivery, while many traditional training providers have struggled to keep pace.

The result of a successful industry collaboration, PICAC is a partnership between the Plumbing Trades Employees Union (PTEU), the Master Plumbers' and Mechanical Services Association of Australia, Air Conditioners and Manufacturers Association of Victoria and the National Fire Industry Association (NFIA).

The Centre began with a vision to play a key role in providing the best training available to the critical, highly skilled trade of plumbing, and has since become the preferred industry provider for training delivery. PICAC has gladly taken up the responsibility of meeting the continuously evolving development demands of the workforce, the plumbing industry and the community.

In order to continue providing access to the best industry training available, PICAC will significantly increase the courses on offer and its geographical footprint with the construction of new purpose built, world-class facilities. Through this expansion PICAC will provide new standards in accessibility for students and be uncompromising in delivering training excellence.

With the support of the Andrews Government, two new sites have

already been secured in Narre Warren and Geelong. Development of the Geelong Campus is well underway, with completion scheduled in October. The new Training Centre will house the best in training equipment and provide services to the western regions of Victoria.

Maintaining the existing high standards of the current facility, the Centre in Geelong will consist of two levels. Ground floor will comprise of a reception area, Facility Manager's Office, Lunch Room, Toilets, Plant Room, Four Training Rooms, double height Open Training Area and Machinery and Operating Area. The second level will feature a Specialised Training area (for training at heights), two large Meeting Rooms, Staff Toilet, Server Room, Store Room and four Offices/classrooms.



**PICAC is a whole-of-industry collaboration, committed to investing in this industry to drive innovation and efficiency across the sector and the economy.**



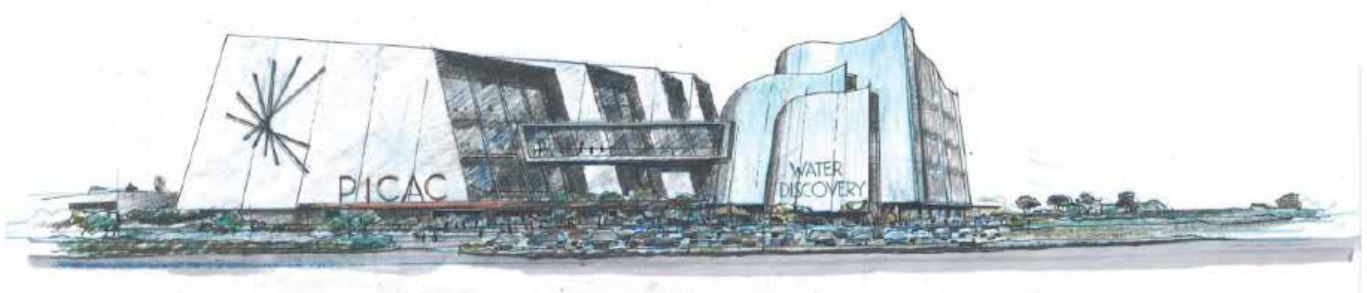
Artists impression of PICAC Geelong Campus

These acquisitions are designed to meet the training needs of all the partner organisations, but importantly to also re-train highly skilled workers being forced to exit the manufacturing sector with large companies closing or reducing operations. For existing qualified tradespeople including welders, metal fabricators, machinists, fitters and turners customised training, leveraging off their experience, could enable these displaced workers to re-enter the industry quickly. It is anticipated that more than

400 of these workers would be trained at the facilities year on year, representing a secure new start in life for them and their families.

In the future there will be three PICAC campuses with world class equipment, delivering hundreds of thousands of training hours to thousands of industry operatives. PICAC and its partners are dedicated to ensuring that Plumbers have access to the best training available, to maintain the high standards of industry we know today.

**By 2016, there will be three PICAC campuses with world class equipment, delivering hundreds of thousands of training hours to thousands of industry operatives.**



Artists impression of PICAC Narre Warren





# TRAINING AT PLUMBING INDUSTRY CLIMATE ACTION CENTRE

The Plumbing Industry Climate Action Centre (PICAC) offers a wide range of plumbing related courses. A one-stop Centre for all of the industry's training needs, PICAC has options for Plumbers at every stage of their career life cycle. Popular courses for upskilling, career progression and improving industry knowledge include Type A & Type B Gas Servicing and Asbestos Removal.

## TYPE A & B GAS

### Type A Gas Appliance Servicing

This course will provide participants with the skills and knowledge required to diagnose and repair faults on domestic and commercial Type A gas appliances (domestic and light commercial appliances). The class teaches skills in;

- Apply safety and quality assurance requirements and demonstrate effective work methods relevant to Type A gas appliances
- Disassemble and assemble Type A gas appliances.
- Diagnose and remedy electrical and electronic circuitry faults.
- Diagnose and remedy gas system faults on Type A gas appliances.
- Identify and complete all relevant documentation



### Type B Gas Appliance Servicing

This course covers the skills and knowledge to install, test, adjust, commission and service Type B gas appliances. Participants learn to identify, diagnose and rectify system faults in Type B appliances.

It is desirable that participants hold gas registration and/or licence. Participants with appropriate industry experience in this field are advised to seek approval from the Victorian Building Authority prior to enrolling. Participants must hold a restricted electrical workers licence.

On successful completion of this course participants will be able to:

- follow safe work procedures relating to the installation, commissioning and servicing of Type B appliances
- Install Type B gas appliances
- Commission Type B gas appliances
- Service Type B gas appliances.
- Identify and complete all relevant documentation.

As the only Victorian provider of these courses, spaces fill up quickly. Contact PICAC for information regarding class dates and how to enrol.



## ASBESTOS SAFETY

These OH&S Courses are vital for anyone working with or around asbestos. Asbestos can be a dangerous health risk if fibres are breathed into the lungs. Breathing in asbestos fibres can cause a range of health problems including mesothelioma and lung cancer.

### **Asbestos Removal Class A**

Three day program designed to provide knowledge and practical skills for the safe removal of friable asbestos containing material. It covers part 4.3 of the Workplace Health & Safety/Occupational Health & Safety (OH&S) regulations and meets the needs of removal personnel and supervisors to competently remove friable asbestos.

### **Asbestos Removal Class B**

This one day program is designed to provide an appropriate level of training for Class B (Non-Friable) asbestos removal. It will provide participants with an understanding of the nature, health hazards and regulatory requirements for identification and removal of asbestos containing material.

For more information on these, or any of the courses offered at PICAC, visit the website at [www.picac.vic.edu.au](http://www.picac.vic.edu.au) or call 03) 9356 8902.



# PTEU and Master Plumbers – A Training Partnership



Trainer David Moyle has the undivided attention of his students at PICAC

## Preapprenticeship and apprenticeship training

The Master Plumbers and the Plumbing Trades Employees Union (PTEU) have formed a partnership to deliver industry based preapprenticeship and apprenticeship training. Training delivery is overseen by the board of a new company, Plumbing Industry Training, which consists of representatives of Master Plumbers and PTEU. Training is delivered at PICAC.

## Preapprenticeship training

The 22138VIC Certificate II in Plumbing (Preapprenticeship) program has been running for two years, with more than 50 successful graduates. The Preapprenticeship program has two intakes a year; February and July. The course is growing in popularity and competition for a place is strong. The entry process involves an application and an interview. The 13 week course is full time and preapprentices are expected to undertake work experience each Wednesday with a host employer. The course is delivered in streams that reflect the different registration areas of the plumbing industry, including mechanical services and sprinkler fitting. This delivery approach provides learners with a solid overview of the plumbing industry and ensures they are 'work ready' when they complete the course.

## Apprenticeship training

In February the first group of 12 apprentices commenced in CPC32413 Certificate III in Plumbing. The second group of 12 started late in March. Initially, the apprenticeship

program will train Plumbing Apprentices Victoria group scheme apprentices who have completed a preapprenticeship. The development and design of the course was a very inclusive process. Group scheme hosts, plumbing employers, PTEU and Master Plumbers members and other industry stakeholders have provided important and informed input and feedback about the best way to deliver skilled apprentices to the industry at all year levels.

We offer three skills stages;

- Stage 1 Foundation plumbing skills (including a six week 'bootcamp' block)
- Stage 2 Installation plumbing skills
- Stage 3 Trades plumbing skills

In the Plumbing Certificate III industry has realised its objective to design and deliver training that will broaden and deepen the skills set of industry participants.

It is a course that will give students both the technical skills industry requires, but also prepare them to work safely, to be compliant with regulations and to understand the principles behind the technical work they will do in the industry.

Master Plumbers and the Plumbers Union are very proud and appreciative of the level of industry co-operation involved in developing the Plumbing Certificate III.

# WORLD PLUMBING DAY 2015



The Minister for Planning the Hon Richard Wynne and Minister for Skills and Training the Hon Steve Herbert are joined by Ken Gardner and Earl to officially unveil Plumbing Industry Training.

## PICAC World Plumbing Day Overview

According to the World Plumbing Council (WPC), 1 billion people around the world suffer from a severe lack of access to clean drinking water and 2.5 billion people have no access to safe sanitation. Up to 80% of diseases in developing countries can be traced back to inadequate water and sanitation facilities. What is worse is that most of these life threatening diseases are completely preventable.

World Plumbing Day (WPD) is an international event held on 11th March every year, initiated by the WPC to unite the Plumbing Industry and to promote the important role that plumbing plays in the health, safety and sustainability of our communities. In order to raise awareness and promote this important day, the Plumbing Industry Climate Action Centre (PICAC) has held an event to mark the occasion since 2012.





PICAC CEO Shayne La Combre and Chair Earl Setches welcome stakeholders to World Plumbing Day at PICAC

The 2015 PICAC WPD event was a resounding success, with over 400 people attending the Industry Forum, Trade and Career expo and Apprentice Skills Competition held at the PICAC facility in Brunswick.

A capacity crowd made up of plumbers, apprentices, industry experts and representatives from all over Australia filled the Great Hall to attend the Industry Forum and kick off the day's events. The theme for the forum was 'Impacts on the future of the plumbing industry – risks, challenges and opportunities'.

Minister for Skills and Training, The Honourable Steven Herbert and Minister for Planning, The Honourable Richard Wynne, attended the forum as guest speakers and to show their support for the industry. Both Ministers recognised the important role plumbing plays in the community and the key role training and development will have in strengthening its future.

Minister Herbert acknowledged that "Plumbing is a growing industry embracing new technologies that's helping to build a more sustainable Victoria." Reconfirming the Government's commitment to

supporting the training industry, in particular the development of PICACs two new facilities in Geelong and Narre Warren, saying that "The Andrews Labor Government is supporting people of all ages to get the skills they need for rewarding careers."

The Honourable Natalie Hutchins, Minister for Industrial Relations, Aboriginal Affairs and Local Government was also in attendance, arriving for a tour of the facility and a greeting with the latest intake of first year indigenous apprentices.

Earl Setches, National Secretary of the Plumbing Trades Employee Union (PTEU) and PICAC Chair, along with Ken Gardner, CEO of Master Plumbers and PICAC Deputy Chair, officially unveiled the exciting industry partnership between Master Plumbers and the PTEU, which will see the commencement of the Certificate III in Plumbing Apprenticeship qualification to be delivered at PICAC.

Earl then provided an update on the on the Indigenous Plumbing and Sanitation Foundation working to improve access to reliable drinking water and effective sanitation in the remote communities of Australia. He



Victorian Minister for Aboriginal Affairs, the Hon. Natalie Hutchins MP, flanked by first year Pre-Apprentices and Apprentices at PICAC

also took time to acknowledge the many contributions of an important friend of the centre. PICAC Patron Tony Arnel, was cited for his support of PICAC going right back to the conception of the centre.

Following the forum, attendees gathered for an industry luncheon and were able to visit displays at the Industry and Careers Expo, where representatives from Registered Training Organisations and Industry Sponsors provided information about their organisations.

The Apprentice Skills competition finished in the afternoon after a demanding 6 hours of hard work put in by the competitors. The judges reviewed the impressive show of skills and high standard of

workmanship and selected the finalists. First place for the Sprinkler Fitting competition was awarded to Liam Minogue from Fire Industry Training and the Plumbing top prize was awarded to Aaron Bridger from Holmesglen Tafe.

A special mention also goes to second and third place Sprinkler Fitters, Brett Caton and James Flynn. As well to second and third place Plumbing competitors Sam Gifford and Calan Haydon. Everyone was extremely impressed with the calibre of work presented by all participants.

For information about the **2016 World Plumbing Day Event** to be held at PICAC, please contact [events@picac.vic.edu.au](mailto:events@picac.vic.edu.au) or call 03) 9356 8905.



The industry coming together for World Plumbing Day.



PICAC Patron Tony Arnel receives his citation from Chair Earl Setches



# The Indigenous Plumbing and Sanitation Foundation – More Important Than Ever

**The Indigenous Plumbing and Sanitation Foundation (IPSF) launched just over a year ago, but the foundation is already making a contribution to improving the health and employment opportunities of Indigenous Australians.**

In its first year of operation, the IPSF provided practical, hands on support as well as training and development support to Indigenous Australians. One of the first organisations to benefit from the Foundation's program was the Melbourne Aboriginal Youth Sport and Recreation Co-operative (MAYSAR) in Gertrude Street Fitzroy.

This culturally and historically significant community hub had been refurbished but was not open for use due to a number of plumbing issues. Through its industry connections, the IPSF assisted in providing the materials and labour for a major plumbing upgrade at MAYSAR. The centre is now fully operational and has reopened, providing services including a gym and fitness centre, a teaching and learning centre and a cultural and community meeting place.

Whitelion CEO, Mark Watt said "Whitelion is an organisation that helps young people have the courage to choose a better future, so the partnership with MAYSAR is a powerful partnership. It's making a difference in the lives of Indigenous young people.

The reopening of the centre is fantastic, it gives young people a place to belong, it gives young people a place to be and to engage in our programs. Whitelion and MAYSAR are very excited about the partnership we have with IPSF. We would like to thank the IPSF, the Indigenous plumbers and everyone involved for helping to bring the Centre back to life."

In March this year, nine young Indigenous students commenced their training at the Plumbing Industry Climate Action Centre (PICAC) in Brunswick. These young Apprentices and Pre Apprentices are embarking on the initial steps of a successful plumbing career and it is hoped they will be the first of many such groups.

These are encouraging steps in the right direction, but much more needs to be done. The work of the Foundation, which includes a Grants and Assistance Program, has never been more important. Sadly, conditions in many remote Indigenous Communities, particularly in Western Australia and the Northern Territory, remain unacceptably poor and Indigenous Australians remain amongst the most vulnerable.

The IPSF believes that safe water and sanitation is at the front line in the defence against disease and promoting better health in Indigenous Communities. Access to safe water and sanitation is a very real challenge for many of these groups - where the level of risk associated with plumbing works is significantly higher than it is in other parts of



the country. The existing plumbing infrastructure within many of these remote locations is often old and poorly maintained. This can result in higher risks than the plumbing works in city or suburban dwellings. Unlike those in metropolitan areas, who benefit from a mains water of a quality and standard ensured by effective regulatory frameworks and managed by Water Companies, in many remote Indigenous Communities all of the drinking water comes from local, unregulated sources like rainwater tanks or is pumped from a local natural source.

IPSF Chair, Earl Setches says "Our vision is simple. We believe that Indigenous Communities and Indigenous People have the same rights to access basic sanitation as the people have living in the cities. Our mission is to expand our programs and take the next step to individually fund projects like water treatment plants, to bring mains water standards to communities that have terrible third world conditions".

The Foundation is aiming to enhance the existing Indigenous Apprenticeship Program, increasing the number of trained and qualified

Indigenous Plumbers in remote Australia. When trained, these local Plumbers could then work within their own communities to maintain water, plumbing and sanitation systems.

Another way the Foundation will seek to meet its objectives is through the mentoring of Indigenous youth. A growing body of research demonstrates that mentoring can have powerful and lasting positive effects in improving behavioural, academic and vocational outcomes for at-risk youth. In an Indigenous context, mentoring is a particularly promising initiative because it fits well with Indigenous teaching and learning styles and can help to strengthen ties within and between communities.

The IPSF also contributes to the broader policy debates regarding the best way to improve the outcomes for Indigenous Australians, in order to "close the gap".

Most recently, the IPSF made a submission to the Western Australian Government which was in effect seeking to lower the standards required to work on plumbing in

remote Indigenous Communities. The IPSF argued strongly to the WA Government that any lowering of standards in remote Communities is unacceptable. The submission highlighted that the poor pre-existing sanitary and plumbing conditions in many remote Communities and the associated risks to health, makes it more vital to ensure competently skilled and qualified persons work on these systems and installations.

Earl Setches, Chair of IPSF has put the call out for support of the Foundation. "We would like any help we can get. There's only so much we can do on our own. You can help make a difference to all the Indigenous communities across the country. Government, companies, individuals, we all have to put our hand up. We all have to stand up and have a go at this. It's an issue that's been ignored, and we're not going to ignore it anymore."

To make a donation to the IPSF, or to inquire about the Foundation's Grants and Assistance Program, the Indigenous Apprentice Program or any other aspect of the IPSF's activities, please contact Razia Dzananovic on 9356 8905.





Andrew and Jason Moloney are two young members who have, and who will continue, to achieve very special things on the world boxing stage, and for almost a decade the PTEU have been very proud to be right behind them.

Under the guidance of master trainer and "trainer of champs" Brian Butler and his team at East End Boxing Gym in Croydon, and with the backing of the PTEU, the 24 year old twins are taking on the best in the world, and winning. Born and bred in the eastern suburbs of Melbourne, Andrew and Jason Moloney are both plumbers, both great blokes, and both champions.

Andrew "The Lil' Bull" Moloney has already translated his Australian Amateur Boxing Championship into international success, winning a Gold Medal in Glasgow at the 2014 Commonwealth Games in the 52kg Flyweight division.

Beginning formal competition in 2007, Andrew has amassed numerous State and National Titles and has also achieved outstanding results at an International level having represented Australia at three consecutive World Championships and two consecutive Commonwealth Games.

Jason "The Smooth One" Moloney is also an Australian amateur boxing champion now making his way in the professional ranks, making his pro debut in August 2014.



Having begun formal competition in 2007, Jason, like his twin brother, has amassed numerous State and National Titles and has also achieved outstanding results at an International level including representing Australia at the 2010 Oceania Championships and Commonwealth Games.

# THE PTEU IN THE MOLOONEY'S CORNER

The PTEU supports its members in a whole range of ways. We of course fight for members rights at work, and make sure the workplace is safe. We get behind members who, through illness or injury, need a helping hand. And, when our members need some support to achieve something very special and fulfill world championship talent, we love to get behind them too.



Andrew (left) and Jason Moloney with Secretary Earl Setches

Andrew's International record includes victories in the USA, Italy, Indonesia, Russia, India, Turkey, Kazakhstan and Singapore with major tournament medals won in Italy, Russia, Cuba and the UK.



Since 2009, Andrew has amassed more than 30 international competition bouts in countries including Russia, Cuba, USA, Turkey, Italy, Belarus, Czech Republic, India, Azerbaijan, Kazakhstan, Indonesia and Scotland. The major tournaments Andrew has competed in include the AIBA World Championships in 2009, 2011, 2013; the AIBA Presidents Cup - 2009, 2011; the Cuban Olympiad Games in 2009, 2010, 2011, 2012; and the Commonwealth Games in 2010 in his gold medal winning performance in 2014.

Jason's International record includes victories in the USA, Russia and India providing invaluable experience in the lead up to the professional ranks. Since 2009, Jason has amassed more than 20 international competition bouts in countries including Russia, Cuba, India and the USA. The major tournaments Jason has competed in include the Cuban Olympiad Games in 2010, the Korotkov Memorial in Russia in 2010, the Commonwealth Games in Delhi in 2010 and the Cordova Cardin Tournament in Cuba in 2010.

Both the boys have now had three professional bouts, and between them won all six. Jason has won all three by knock out and Andrew two. Andy is ranked number 1 in Australia at Bantamweight and in the Commonwealth top 20. Jason is ranked number 2 in Australia at Super Bantamweight and is also ranked in the Commonwealth top 20.

The boys recently returned from a trip to the US where they got a real feel for the tempo and atmosphere of big time US boxing. The boys were ringside for some big bouts, in Vegas and elsewhere, and held their own sparring against some top fighters, including IBF Featherweight Champion Evgeny Gradovitch and WBO Featherweight Champ Vasyl Lomachenko and IBF Flyweight challenger Milan Melindo.

The future is looking very bright for the Moloney twins. Keep up the great work boys!





## THE MEDALS, AND THE NATIONAL AND STATE TITLES ANDREW AND JASON ALREADY HAVE TO THEIR CREDIT ARE IMPRESSIVE:

### “THE LIL’ BULL”

#### MEDALS WON

##### GOLD:

Commonwealth Games (Glasgow, 2014);  
A Moloney vs W Christen (Chicago USA, 2014);  
Australia vs Singapore (Singapore, 2013);  
Oceania Championships (Aus, 2010);  
Australia vs Ghana (Aus, 2010);  
Australia vs Team Italia (Italy, 2009).

##### SILVER:

Ahmet Comert international (Turkey, 2013);  
Korotkov Memorial (Russia, 2010).

##### BRONZE:

Korotkov Memorial (Russia, 2011);  
Minsk Tournament (Belarus, 2011);  
Cordova Cardin Tournament (Cuba, 2010).

#### NATIONAL TITLES

Australian National Champion: Junior  
Champion: 2008. Elite Male Champion: 2009,  
2010, 2011, 2013, 2014. Australian Golden  
Gloves: Gold Medal: 2012.

#### STATE TITLES

Victorian State Champion: Junior Champion:  
2007, 2008. Elite Male Champion: 2009, 2011,  
2012, 2013, 2014. (2010, not contested due  
to international competition). 2010 Arch Tanner  
“Outstanding Sportsmanship” award.

### “THE SMOOTH ONE”

#### MEDALS WON

##### GOLD:

J Moloney vs Y Sal (Chicago USA, 2014).  
Oceania Championships (Aus, 2010).  
Australia vs Ghana (Aus, 2010).

##### SILVER:

Arafura Games (Aus, 2011).

##### BRONZE:

Korotkov Memorial (Russia, 2010).

#### NATIONAL TITLES

Australian National Champion: Junior  
Champion: 2007, 2008. Elite Male Champion:  
2010. Commonwealth Games Trial: Gold  
Medal 2010 Elite Male Silver Medal: 2009,  
2011, 2012, 2014. Australian Golden Gloves:  
Gold Medal: 2012.

#### STATE TITLES

Victorian State Champion: Junior Champion:  
2007, 2008. Elite Male Champion: 2010, 2011,  
2013. Silver Gloves Champion: 2008, 2009.  
“Outstanding Achievement” awards: 2007,  
2008, 2009, 2010.



# 2015 CALENDAR

03 9662 3388  
www.pteu.asn.au

JANUARY	FEBRUARY	MARCH	APRIL
S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4
8 9 10 11 12 13 14	8 9 10 11 12 13 14	8 9 10 11 12 13 14	5 6 7 8 9 10 11
15 16 17 18 19 20 21	15 16 17 18 19 20 21	15 16 17 18 19 20 21	12 13 14 15 16 17 18
22 23 24 25 26 27 28	22 23 24 25 26 27 28	22 23 24 25 26 27 28	19 20 21 22 23 24 25
29 30 31		29 30 31	26 27 28 29 30
MAY	JUNE	JULY	AUGUST
S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5 6 7	1 2 3 4 5 6	1 2 3 4	30 31 1
8 9 10 11 12 13 14	7 8 9 10 11 12 13	5 6 7 8 9 10 11	2 3 4 5 6 7 8
15 16 17 18 19 20 21	14 15 16 17 18 19 20	12 13 14 15 16 17 18	9 10 11 12 13 14 15
22 23 24 25 26 27 28	21 22 23 24 25 26 27	19 20 21 22 23 24 25	16 17 18 19 20 21 22
29 30 31	28 29 30	26 27 28 29 30 31	23 24 25 26 27 28 29
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S
1 2 3 4 5	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5
6 7 8 9 10 11 12	4 5 6 7 8 9 10	8 9 10 11 12 13 14	6 7 8 9 10 11 12
13 14 15 16 17 18 19	11 12 13 14 15 16 17	15 16 17 18 19 20 21	13 14 15 16 17 18 19
20 21 22 23 24 25 26	18 19 20 21 22 23 24	22 23 24 25 26 27 28	20 21 22 23 24 25 26
27 28 29 30	25 26 27 28 29 30 31	29 30	27 28 29 30 31

Public Holiday Annual Leave RDO No Work Weekend School Holidays Picnic Day World Plumbing Day Return to work on 11 Jan 2016

**VICTORIAN SCHOOL TERM DATES**  
TERM 1: 28 January 2015 - 27 March 2015  
TERM 2: 13 April 2015 - 26 June 2015  
TERM 3: 13 July 2015 - 18 September 2015  
TERM 4: 5 October 2015 - 18 December 2015

**PUBLIC HOLIDAY DATES**  
New Year's Day: Thursday 1 January  
Australia Day: Monday 26 January  
Labour Day: Monday 9 March  
Good Friday: Friday 3 April

\* Please note: Monday 27 April Public Holiday in lieu of Anzac Day on Saturday 25 April  
Easter Saturday: Saturday 4 April  
Easter Sunday: Sunday 5 April  
Easter Monday: Monday 6 April  
Anzac Day: Sat 25 & Mon 27 April  
Queens Birthday: Monday 8 June  
Melbourne Cup Day: Tuesday 3 November  
Christmas Day: Friday 25 December  
Boxing Day: Sat 26 & Mon 28 December

**GENERAL MEETING DATES MELBOURNE**  
52 Victoria Street, Carlton South  
March 31st | June 30th | September 29th | November 24th

**GENERAL MEETING DATES GEELONG**  
127 Myers Street, Geelong  
March 18th | June 17th | September 23rd | November 18th

**PTEU**  
52 Victoria Street, CARLTON SOUTH VIC 3053  
TEL: 03 9662 3388 FAX: 03 9663 2613  
www.pteu.asn.au

**Nazza Ottobre**  
President

**Earl Setches**  
State Secretary

**Paddy McCrudden**  
Assistant Secretary

**C+BUS (SUPERANNUATION)**  
Caselden Place, Lonsdale Street,  
MELBOURNE VIC 3000  
TEL: 1300 361 784

**INCOLINK (REDUNDANCY)**  
1 Pelham Street,  
CARLTON VIC 3053  
TEL: 9639 3000

**PICAC and CEPUTEC offer the following courses to union members:**

- CI Induction (Red card)
- Initial 5 Day Occupational Health & Safety Training Course
- First Aid Level One - Two - Three
- Traffic Management
- Poly Butt Welding
- Fire Training (Sprinkler Fitters Only)
- Computers - Basic - Intermediate - Advanced
- Confined Space Entry
- Backflow Prevention
- Earthmoving
- Asbestos Removal
- Asbestos Awareness
- Elevated Work Platform
- Boom Lift
- Forklift
- Install primary Ground
- (Trench Shoring)
- Safe Work Roofs
- Welding (MIG & TIG)
- Installation of Split Air Con (Mechanical Plumbers Only)
- Gas Type A
- Gas Type B
- Disconnect/Reconnect
- Thermostatic Mixing Valves

For further information contact your training office on 9356 8910



# PTEU SUPPORTING YOU ALL THE WAY



Brett Warwick (seated) and Mark Saffin (standing), with Paddy and Earl

**When two young members were injured in Scissorlift incident earlier this year, the Union response was immediate, getting right behind the injured workers and their colleagues**

At approximately 2:30 on Wednesday 21/1/2015 I received a call from Organiser Norm Kelly informing me that there had been a serious incident on a site in Tullamarine where a Scissorlift had toppled over, seriously injuring two of our members. Norm arrived shortly after the call and gained entry to the site. Two of our members had been injured and already been taken to hospital in an Ambulance.

Upon arrival at the Quanstruct Constructions Site in Tullamarine, Organiser Kelly firstly insisted that all plant still operating on site stop until a complete investigation was conducted. The Scissorlift the two workers were operating was an all-terrain scissor and was lying on its side and it was clear the workers had fallen approximately 11 meters.

The following morning Organiser Kelly and I conducted a "Report Back" meeting in Hallam at 7am at the factory with the injured workers' workmates. The purpose of the meeting was to inform the group of what had happened. See how the guys were feeling about it, and to provide information about how they could access support services such as counselling. Steve Cornell from Icolink attended and made himself available to the group for those who wished.

After this meeting we once again attended site in Tullamarine and conducted a broader site meeting to update the site on the injuries of the workers involved and to ensure counselling was offered to all onsite affected.

Since this incident the Union has assisted the injured workers and families with access to legal assistance, representation and support through the Worksafe investigation the union has established a rehabilitation fund to assist the two workers and their families on the long journey towards a return to work.



**Chris Giblin**  
OH&S Officer



# DON'T LET THIS HAPPEN

Working at any height  
can result in serious  
injury or death.

## When working at height

- ✓ know your SWMS
- ✓ get the right tool for the job
- ✓ an operator must hold a competency in scissor lift
- ✓ an operator must hold a HRW licence in WP (boom type)
- ✓ use bump stops, water barriers or fencing if operating near unsafe areas
- ✓ consider using a spotter.



Don't chance it,  
report it.  
Contact your HSR,  
or ring your Union.

## Support for young Member IN THE FIGHT OF HIS LIFE

One of the great things about our industry is the way its people rally together to support their mates in difficult times. There are countless examples of where this industry has come together to get behind one of their number in need.

The support offered to young Jake Dive, a 22 year old Refrigeration Mechanic with AJ Baker & Sons who is battling cancer, is a case in point. Jake was an Apprentice of the Year at AJ Baker and considered by his bosses and workmates to be an absolute gun Refrigeration Mechanic with a great attitude to work and life.

The staff at AJ Baker, led by Jake's boss, Service Manager Luke Pearson, by his colleagues, family and friends, as well as the Union, have been right behind Jake. Fundraising efforts by AJ Baker have allowed Jake to embark on a trip of a lifetime to visit the US and watch some of his beloved NBA stars in action.

The support of employers, and of family and friends is very important. So too is the support that our members can get through the services and supports available through Incolink. I encourage members to talk to their Union coordinator about Incolink entitlements and services.

I know you will join us in wishing Jake, pictured below with Western Bulldogs coach Luke Beverage, all the best in his brave battle against his very grave illness.



Jake Dive with Western Bulldogs coach Luke Beverage

## Be SunSmart Download the free SunSmart App

You can download a free SunSmart App, which will let you know when you do and don't need sun protect. Simply download the App and select your location in Australia.

You can then set up a sun protection alert and receive daily reminders of the times of day sun protection is required. You can also select to receive the alert at the time of your choice or at the exact time the UV is forecast to reach a level that can damage your skin and eyes. The App also has a sunscreen calculator which determines how much sunscreen you need to apply, taking account of your size and clothing.

# SAVE — THE — DATE

-02-12-2015-

The Retired Members' Function  
will be a lunchtime event on  
Wednesday 2nd December 2015.

Venue and other details to be confirmed  
but make sure you keep the day free for  
lunch to catch up with old mates!

CFMEU

ETU  
VICTORIA

AMWU



Authorised by the Building Industry Unions.



# HELP YOUR WORKMATES

FUNDRAISER

**Two sprinkler fitters sustained life threatening injuries, falling 11 metres when the scissor lift they were working on tipped over.**

After numerous surgeries, they have a long road of rehabilitation ahead.

## **We look after our own**

In a show of solidarity, a trust fund has been established to support both Mark and Brett and their families during their long journey towards a return to work.

## **How you can contribute**

**Boost the Mark Saffin and Brett Warwick Rehabilitation Fund by kicking in through your bank or financial institution to:**

The Mark Saffin & Brett Warwick Rehabilitation Trust.  
Bank: CBA, RMIT Union House, 360 Swanston St, Melb 3000.  
BSB: 063 114. Account: 1050 3995

**Support our injured mates. Kick in today!**



CFMEU

ETU  
VICTORIA

AMWU



Authorised by the Building Industry Unions 37231.



## Members Services



It's often said about Australian men that they are hard to get to the Doctor. Aussie blokes are getting better at getting things like their blood pressure and cholesterol checked, and increasing numbers of men engaging prostate cancer and other detection and screening programs. But still too many men adopt a "soldier on" attitude when they should be seeking early medical intervention. This is particularly so when it comes to mental health.

We know that nationwide and across the community, rates of depression, suicide, addiction and family breakdown are all increasing. Our industry is no exception and we know that at any given time, a

large number of our members are experiencing emotional or mental health issues, or just struggling to come to terms with some of the complexities and challenges of things like divorce, isolation from children and financial distress.

There is no need to deal with these issues alone. Incolink member services can help.

If you or one of your mates is showing signs of distress, be it relating to family breakdown, substance abuse, or financial problems, you should contact Incolink Member Services and learn about the range of member services and programs. Incolink offer crisis counselling and also can help develop longer term strategies

and solutions for members. For example, the Staying Connected is a program to help separated dads stay in touch with their children. On the Staying Connected page on the Incolink website at [www.incolink.org.au](http://www.incolink.org.au) fathers will find resources and practical hints to support them after separation, as well as contact information about resources, and how to get involved in Incolink's free half day Staying Connected Information Session.

Email Member Services :  
[memserv@incolink.org.au](mailto:memserv@incolink.org.au)

Telephone Member Services  
Direct: (03) 9688 3061

[incolink.org.au](http://incolink.org.au)



# ONE STEP WRONG ENDS CAREER OF LIFELONG PLUMBER

Union member Patrick Moloney started working as a plumber way back in 1962, at the tender age of 16. In 1998, Patrick commenced working for Trident Airconditioning Services, employed as a plumber to do plumbing and air conditioning on large building sites.

**However, his working life was cut short as a result of an incident at work on 22 October 2003.**

On this day, Patrick was working on a multi-storey, partly constructed building site in Footscray. The building was surrounded by scaffolding. Patrick was carrying his tools when he stepped out from the building onto the scaffolding. Unbeknown to Patrick, this was the only exit where the scaffolding was at a considerable distance lower than floor level and Patrick suffered injury to his right knee.

Over the following years, Patrick's right knee injury progressively became worse. He required four lots of surgery, including a total right knee replacement. His plumbing career was cut short and his ability to enjoy activities (such as playing golf, supporting the Chelsea Football Club and gardening) was curtailed.

Clearly, this was a preventable workplace injury. It could easily have been avoided if the uneven scaffolding had been taped off.

The big question in Patrick's fight for compensation was: who was to blame? As is often the case in there were a number of people who had a role to play in erecting and taking responsibility for the scaffolding.

Patrick and his lawyer, John Salanitri, principal at Maurice Blackburn, issued Supreme Court proceedings against his employer, the occupier of the building, the designer of the scaffolding and the company who supplied the scaffolding.

In March 2014, before a jury in a crowded court room, each company tried to blame the other. However, eventually on day four of the trial, the defendants caved in and Patrick received a substantial settlement sum for his pain and suffering and loss of earning capacity.

Patrick's story illustrates the importance of ensuring safety on building sites, as a seemingly small incident can have a huge impact on a worker's capacity to work and quality of life.

Although Patrick had to fight for fair compensation all the way to the Supreme Court, the final outcome shows that when it comes to workplace safety, everyone has a part to play.



Proudly supporting PTEU members.

## NEED LEGAL HELP?

### PTEU member benefits

Free telephone advice  
Free first consultation  
No win - No fee\*

### We Can Help

Work related injuries  
Road accident injuries  
Injuries resulting from medical treatment  
Illnesses related to asbestos exposure  
Superannuation & disability insurance benefits  
Injuries sustained in public places  
Injuries caused by faulty products  
Financial advice disputes  
Will disputes

**1800 810 812**  
**MAURICEBLACKBURN.COM.AU**

\*conditions apply

**Maurice  
Blackburn**  
Lawyers

Since 1919





# PTEU PLUMBERS

## Wage Rates

**TRAVEL ALLOWANCE INCREASED TO 1 HOUR**  
FROM 1ST SEPTEMBER 2015

PLUMBERS				
	Plumber	Unregistered Plumber	Irrigation Installer	Plumbers Labourer
Hourly Rate	\$43.70	\$42.67	\$41.42	\$38.69
Total Weekly Rate	\$1,573.20	\$1,536.19	\$1,491.26	\$1,392.77
Fares (per day)	\$20.71	\$20.71	\$20.71	\$34.03
Travel (per day)*	<del>\$32.78</del>	<del>\$32.00</del>	<del>\$31.07</del>	N/A
*Please Note: Travel increases from 1st Sep 2015	\$43.70	\$42.67	\$41.42	N/A
OVERTIME				
Double Time	\$87.40	\$85.34	\$82.84	\$77.38
Double Time & 1/2	\$109.25	\$106.68	\$103.55	\$96.72
SUPERANNUATION				
Superannuation 9.5% as per the SGC or the following per week (which ever is the greater)	\$165.00	\$160.00	\$160.00	\$150.00
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$15.96	\$22.66	\$28.27	\$35.81
Total Weekly Rate	\$574.56	\$815.62	\$1,017.79	\$1,289.09
Fares (per day)	\$18.61	\$18.61	\$18.61	\$18.61
Travel (per day)	\$3.99	\$5.66	\$7.07	\$8.95
OVERTIME				
Time and 1/2	\$23.94	\$33.98	\$42.41	\$53.71
Double Time	\$31.92	\$45.31	\$56.54	\$71.62
Double Time & 1/2	\$39.90	\$56.64	\$70.68	\$89.52
SITE ALLOWANCES FROM 1ST OCTOBER 2014				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$3.0 Million - \$224.0 Million = \$4.00 per hour		\$224 Million - \$298.6 Million = \$4.15 per hour		
\$298.5 Million - \$447.9 Million = \$4.30 per hour		For projects over \$3.0 Million see chart below:		
Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.45 per hour				
Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour	
\$3.0 – 7.6 Million	\$2.25	\$74.7 – 149.3 Million	\$3.90	
\$7.6 – 18.6 Million	\$2.45	\$149.3 – 224.0 Million	\$4.00	
\$18.6 – 37.4 Million	\$2.75	\$224.0 – 289.6 Million	\$4.15	
\$37.4 – 74.7 Million	\$3.25	\$289.6 – 447.9 Million	\$4.30	
For projects above \$447.9 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.				
Height Allowances				
From commencement of building 15 <sup>th</sup> Level \$0.45 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	
\$0.55 per hour	\$0.84 per hour	\$1.08 per hour	\$1.36 per hour	

# PTEU SPRINKLER FITTER

## Wage Rates

FROM 1ST MARCH 2015

REGISTERED SPRINKLER FITTER				
Hourly Rate	Weekly Rate	Fares Per Day	Travel Per Day	Registration
\$42.72	\$1,537.92	\$19.93	\$42.72	\$33.28
Minimum Service/Testing/Site Allowance \$2.62 per hour				
Overtime x 2	Overtime x 2.5	Minimum Super Per Week		Total Weekly
\$85.44	\$106.80	\$165.00 or 9.50% as per the SGC (which ever is the greater)		\$1,873.01
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$19.18	\$21.09	\$28.76	\$34.52
Total Weekly Rate	\$690.48	\$759.24	\$1,035.36	\$1,242.72
Fares (per week)	\$99.65	\$99.65	\$99.65	\$99.65
Travel (per week)	\$71.93	\$79.09	\$107.85	\$129.45
Min Site	\$94.32	\$94.32	\$94.32	\$94.32
OVERTIME				
Time and 1/2	\$28.77	\$31.64	\$43.14	\$51.78
Double Time	\$38.36	\$42.18	\$57.52	\$69.04
Double Time & 1/2	\$47.95	\$52.73	\$71.90	\$86.30
SITE ALLOWANCES FROM 1ST OCTOBER 2014				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$3.0 Million - \$224.0 Million = \$4.00 per hour		\$224 Million - \$298.6 Million = \$4.15 per hour		
\$298.5 Million - \$447.9 Million = \$4.30 per hour		For projects over \$3.0 Million see chart below:		
Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.45 per hour				
Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour	
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\$7.6 – 18.6 Million	\$2.45	\$149.3 – 224.0 Million	\$4.00	
\$18.6 – 37.4 Million	\$2.75	\$224.0 – 289.6 Million	\$4.15	
\$37.4 – 74.7 Million	\$3.25	\$289.6 – 447.9 Million	\$4.30	
For projects above \$447.9 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.				
Height Allowances				
From commencement of building 15 <sup>th</sup> Level \$0.45 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	
\$0.55 per hour	\$0.84 per hour	\$1.08 per hour	\$1.36 per hour	





# MAKING A CLAIM WHEN INJURED OR ILL OUT OF WORK HOURS.

Your EBA entitles you to 24/7 accident and illness insurance cover if you are injured or become ill out of work hours, and it prevents you from working. Conditions apply, such as the first 14 days is on the worker. Also be aware that claims are only accepted when they occur within the insured period.

Not all claims are straight forward, and they can become complex or frustrating. A trend has emerged where members are attending their doctor and don't make it clear that the injury or illness in their belief is work related or not. This can sometimes be the case; for example a hernia, which can be congenital or develop over time; muscle and joint complaints that you have carried over a period of time; or no specific event to relate the complaint to. In these types of examples, the doctor may state on the medical certificate that the reason for the time off work may be work related, and therefore the claim may be rejected on those grounds.

Even though the worker is adamant that it is not work related, the process will now be to submit a WorkCover claim on your employer and have it rejected. The accident/illness insurer will now reconsider the claim. It is strongly recommended that when you attend a doctor, and you require time off work, be clear whenever possible that the injury/illness is due to a specific event

outside work if you are adamant that it is not work related.

Either way, your claim will be considered by the relevant insurer; be it work related or not, however to avoid delays in receiving payment, make sure what the doctor has written on the medical certificate is consistent with the injury or illness.

Whenever you are uncertain about making a claim, had any claim rejected or need advice, contact the Union office and ask to speak to either OH&S Officer; Chris Giblin or Steve Rocco from the OH&S Unit.

Go on-line to [www.incolink.org.au](http://www.incolink.org.au) to download the publication "Building and Construction Industry Accident and Illness Benefits Program" for information on all of your insured coverage. While you're at it, set up your 24/7 account access if you haven't already done it.



**Steve Rocco**  
OH&S Officer



# OFFICIAL MERCHANDISE OF THE PLUMBERS UNION



ZIP UP

\$50



HIGH VIS ZIP UP

\$50



GREY HOODIE

\$50



BLACK HOODIE

\$50



ZIP UP HOODIE

\$50



COLLARED JUMPER

\$50



PTEU SHIRT

\$26



WORK SHIRT

\$35



SAFETY VEST

\$35



CASUAL SHIRT (1)

\$26



CASUAL SHIRT (2)

\$26



SKULL SHIRT

\$26



LOGO CAP

\$10



PTEU CAP

\$10



LOGO BEANIE

\$10



GREY BEANIE

\$10



BLACK BEANIE

\$10



STUBBY HOLDER

\$5



FLAG

\$40



LEATHER WALLET

\$30



LEATHER BELT

\$20

## 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: \_\_\_\_\_ / 20\_\_\_\_\_  
 Order you product via email, fax or mail:  
**Mail** 52 Victoria St Carlton Sth 3053  
**Email** [reception@pteu.asn.au](mailto:reception@pteu.asn.au)  
**Fax** (03) 9663 2613

Item	Size	Price	Quantity	Total \$
Zip Up		\$50.00		
High Vis Zip Up		\$50.00		
Grey Hoodie		\$50.00		
Black Hoodie		\$50.00		
Black Zip Up Hoodie		\$50.00		
Collared Jumper		\$50.00		
PTEU Shirt		\$26.00		
Work Shirt		\$35.00		
Safety Vest		\$35.00		
Casual Shirt (1)		\$26.00		
Casual Shirt (2)		\$26.00		
Skull Shirt		\$26.00		
Logo Cap	one size fits all	\$10.00		
PTEU Cap	one size fits all	\$10.00		
Logo Beanie	one size fits all	\$10.00		
Beanie (Black)	one size fits all	\$10.00		
Beanie (Grey)	one size fits all	\$10.00		
Stubby Holder	-----	\$5.00		
Flag	-----	\$40.00		
3 Fold Leather Wallet	-----	\$30.00		
Leather Belt	-----	\$20.00		
<b>TOTAL</b>				<b>\$</b>

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

Note: Please add \$5.00 for postage per item.



# cbus

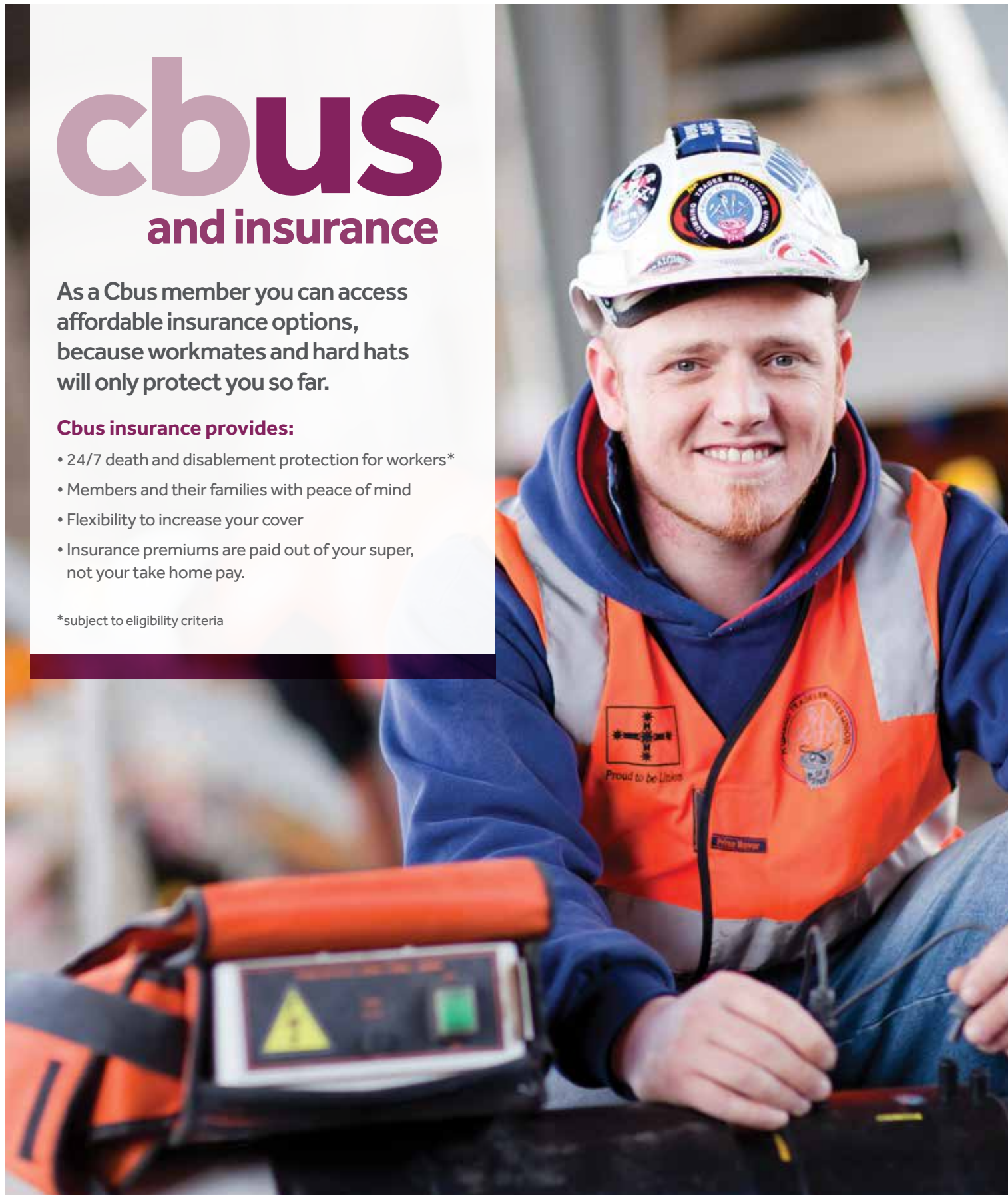
## and insurance

As a Cbus member you can access affordable insurance options, because workmates and hard hats will only protect you so far.

### **Cbus insurance provides:**

- 24/7 death and disablement protection for workers\*
- Members and their families with peace of mind
- Flexibility to increase your cover
- Insurance premiums are paid out of your super, not your take home pay.

\*subject to eligibility criteria



Call Cbus on **1300 361 784**  
or visit **[www.cbussuper.com.au](http://www.cbussuper.com.au)**



This information is about Cbus. It doesn't take into account your specific needs so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide if Cbus is right for you. Contact 1300 361 784 or visit [www.cbussuper.com.au](http://www.cbussuper.com.au) for a copy.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262