



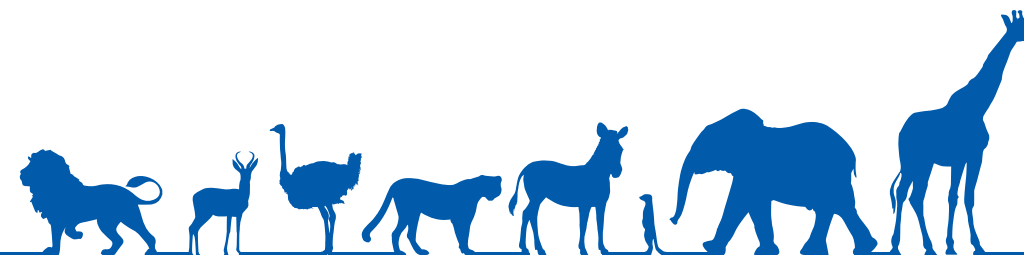
A blue-tinted photograph of a vineyard with mountains in the background. The vineyard is in the foreground, with rows of grapevines stretching towards the horizon. In the background, there are several mountain peaks under a clear sky. The entire image has a monochromatic blue color scheme.

2016

Management Reports



Presidents' Report



Part 1: January-October

It's been a privilege to have served a second year as NECA's National President. 2016 was a busy 12 months, and the highlight for many will have been our industry conference in South Africa in May. I believe the conference, in Stellenbosch – near Cape Town, was a huge success.

We took over a wonderful old winery, and we had almost 260 attendees – a record number for a NECA conference. There were some great presentations and the theme from two keynote speakers was “embracing technology”. The excursions and dinners were exceptional. For most of us, each day brought something even more spectacular than the day before – and all the events were great opportunities for networking. My favourite evening was the drums night. To see, and hear, 260 people playing bongo drums like professionals was a real pleasure!

NECA has now turned 100 years old. Victoria was our first Chapter and was established in 1916, and then in 1917 our first President was appointed. Our first celebratory event was, quite fittingly, the 2016 Victorian Excellence Awards in July, and the closing event will be our next industry conference in Port Douglas in July 2017. We are very proud of our 100-year history and when you reflect on what's happened in our industry over that period it is quite astonishing how far we have come. Today NECA is represented in all states and territories in Australia. NECA's membership continues to grow, Western Australia and Queensland are the two stand-out growth successes of 2016 with over 1,000 members and 350 members respectively. And the total number of NECA members is up 10 percent on 2015.

The non-compliant product issue, sadly, continues to haunt us. I believe we all have a role to play in our efforts to stamp this out. Unfortunately the combination of easier access to products, and lower costs from online purchasing from overseas, via the internet, only makes the situation more volatile. We are even seeing people purchase products from global manufacturers operating in other markets,

not realising that these products are also often non-compliant in Australia. Infinity Cables is the best current example of how badly things can turn out. Initially seen as compliant due to golden batch testing we saw thousands of kilometres of cable sold across Australia over a five-year period. Today, just when the early batches of this cable are at the stage where deterioration will be evident, we still have approximately 35% to identify. The state most adversely affected is NSW, and we are working with the ACCC to help the remediation process. The next stage in this two-year recall process will most likely be a consumer campaign in NSW. We hope you will support us making consumers – as well as the broader industry, much more aware of the ramifications of leaving this cable in place in our homes.

Finally, I'd like to thank all those people who support NECA. Firstly, our volunteer NECA Board members, who so generously give their time to help us steer NECA in the best possible way to serve you, our members. Secondly our sponsors. Our conference in South Africa, and the many events we run across the country, would simply not happen without their support. The, last but not least, NECA staff who work across our Chapters and the National office – who I'm sure you will agree do a great job.

My term as National President ended in October and Alan Brown – from NSW, has taken over as the new National President. I wish Alan, the Councillors and all the staff across NECA, well for the future. It has been a very interesting two years for me as National President and I thank you, our members, for your ongoing support.

Dave McInnes
NECA President
2014 – 2016



Presidents' Report



Part 2: October-December

Firstly on behalf of the National Executive, and the broader NECA, I would like to thank Dave for all his hard work over his two years as National President. Dave's term saw a lot of change across the industry and 2016 has certainly been a great year for NECA.

I am honoured to have been elected as National President, and I look forward to representing my fellow NECA members, at this exciting time for our industry. At the same time that I took on my new role (October 2016), Mike Green (WA) and John Cutler (VIC) stepped down from the National Executive. Mike had been a state and national Board member for ten years and we would like to thank him for his much valued support on both boards, and wish him well for the future. John remains on the Victorian Board, and similarly we would like to thank him for his contribution during his tenure on the National Executive. The two new National Executive members are Alan Charlton (WA) and Michael Purnell (VIC), and we welcome them to our Board.

My first major event as President was the National Excellence Awards in Canberra, towards the end of November. We were privileged to hear some encouraging words from Senator Bridget McKenzie – representing Karen Andrews, Assistant Minister for Training, who talked about the importance of training and apprenticeships in particular. The Senator also discussed the challenges surrounding the passage of the ABCC and Registered Organisations (RO) Acts through both Houses. It also seemed appropriate that a Senator from Victoria was the guest speaker at the Excellence Awards, to help her NECA Victoria constituents celebrate the marvellous 100 year anniversary NECA Victoria has achieved.

It has been many years since we held the awards in Canberra, so we seized the opportunity to organise a Parliamentary luncheon for 50 of our guests. The Minister for Small Business – The Hon Michael McCormack, was our luncheon speaker. He gave us an update on what's been happening in the Small Business space including changes to unfair contract conditions which would definitely help our members many of whom have to deal with this issue. He also said that the ABCC was still a major issue at that point, and so I am very confident he will be as pleased as we are that this legislation was passed by the Senate.

Both Parliamentarians were very complimentary about NECA's role and contribution to legislation that affects our industry – both currently and for the future. Winning projects such as the Alternative Pathways in the wake of the MAPS project is testament to the effectiveness of our Government Relations. Therefore, I am sure we will be talking about this initiative, and the other programs the National office is currently working on with Government, in the future.

Finally I would like to mention two 2017 initiatives.

Firstly a reminder to all NECA members that the 2017 **Market Monitor survey is now underway**. This market research – which we facilitate every two years, is the only true gauge we have of our industry and it assists us enormously in developing our advocacy platform. This year the survey has been split into sections so that you only need to spend 15 minutes or so for each section – and you can do the sections as and when time permits. We have also opened up the survey to business owners, business managers, employed electrical contractors and apprentices. In 2015 we had over 1,500 respondents and we're aiming to better that in 2017. This research is only possible because of the generosity of our sponsors and we'd like to publically thank the big-four wholesalers and the five manufacturers that have supported this initiative. So please do participate in this essential piece of research.

And secondly, along with our CEO and National Executive, I encourage all members to follow the NECA website for news about the 2017 National Conference being held at the Sheraton Mirage Port Douglas in tropical North Queensland. The organising committee has arranged a great conference agenda in one of Australia's top holiday destinations. This is an event not to be missed.

For bookings, click here.

Alan Brown
NECA President
2016 –



Chief Executive Officer's Report



2016 was a busy year for NECA. As you saw from the joint Presidents' report, our membership across the country is in growth mode, we ran our first truly national industry conference in South Africa and we concluded the year in the nation's capital for our National Excellence and Apprentice Awards.

After a long period of advocating for change in both the way our industry is regulated and the way we train the next generation of electrical contractors, we finally saw some positive results in 2016. The ABCC legislation was finally passed through both houses and we were selected to be a part of the follow-on work post-MAPS – which is great news for future generations of apprentices. We were also pleased to see the Registered Organisations (RO) Act passed through both houses. We believe that this is a positive step for all ROs – including NECA, and the more transparent reporting will only serve to encourage better behaviour across our industry.

I don't need to say any more about the ABCC as it has already been reported on in this Review. We will however keep you up-to-date through our state-based updates as it comes into effect. With regard to the Alternative Pathways Project (generally now known as APP) we were one of two associations selected by the government to roll out this pilot. The pilot is now underway and will run over a two-year period. It has been built on the findings of the hugely successful MAPS project where NECA also played a major role. It will be delivered by NECA's private and public sector training partners with the aim of exploring new opportunities to encourage broader skills development. It is a significant program for our industry given the changing requirements of employers and the challenges of securing skilled, and job-ready, apprentices. A more detailed update can be found on page 15.

Following the July election we released our 2016 Policy Statement. We now have six major policy themes and more than forty recommendations to improve the wellbeing of our sector.

Our recommendations include:

- Further solidifying the security of payments legislation by establishing an industry-wide, low-cost, retention trust account scheme,
- Introducing home safety and energy audits,
- Enhancing building & contents insurance, and
- Better promoting renewable energy initiatives.

If you would like to see our Policies in more detail [click here](#).

Another commendable development for our industry is the introduction of Continuing Professional Development (CPD) in Tasmania. NECA has worked with the Tasmanian Government to establish a CPD platform and run the nation's first electrical industry CPD courses across the three main centres of Tasmania. Participants receive points for not only attending courses, but also from reading NECA News, and submitting Excellence Awards nominations. The initial events were well attended and it is estimated that more than a third of Tasmania's electrical license holders have already attended one of NECA's CPD courses to date.

We have a busy year ahead of us as we look forward to continuing our advocacy efforts in the Federal arena. Issues such as Security of Payments and Renewable Energy are likely to feature in the minds of Government throughout 2017. In addition, we have our national conference moving back to home soil at Port Douglas in tropical North Queensland for our Centenary year. The Sheraton Mirage is a wonderful resort and a great location for our 100th year as an industry association.

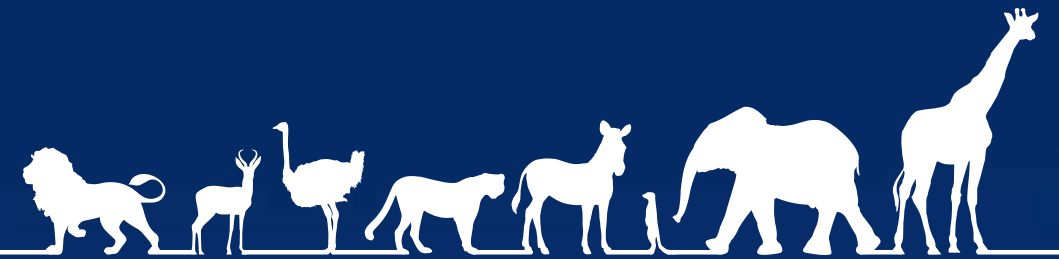
I look forward to seeing you in Port Douglas and I welcome, and echo, our new President's sentiments. It will be a great event.

Suresh Manickam
Chief Executive Officer



2016

The year
in review...



Five fun-packed days... ...260 very happy delegates!

Best presentations

1. Michael Mol/"...playing to your strengths", 4.65 out of 5.
2. Glenn Platt/"The next five years", 4.62.
3. Martin Janse van Rensburg/"The connected world", 4.47.

Best events:

1. Drum Night, 4.71 (highest rating overall).
2. Beach party, 4.28.
3. "Magic of Africa" gala, 4.25.

Best excursions:

1. Table Mountain, 4.66.
2. Robben Island, 4.61.
3. Langa Township, 4.43.

Personal highlights:

- 60% focused on the "amazing entertainment",
- 25% on the "terrific keynote speakers"
- 15%: "everything!".



African dancers welcome us



Face painting for fun



Getting in the mood



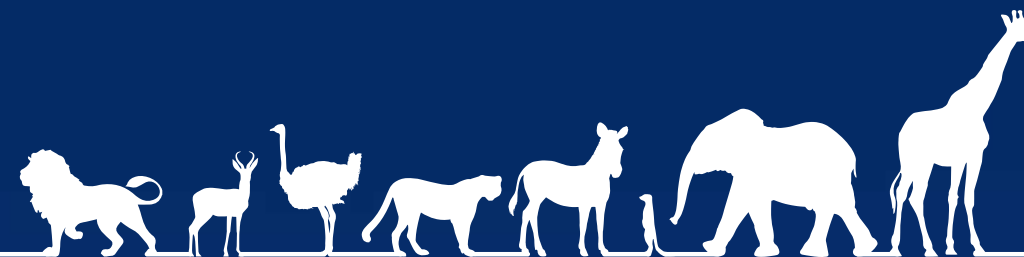
Meeting new people



Tasting new dishes



A perfect evening in South Africa



Challenging our speakers



Catching up with old friends



A full house



Making us think



Port Douglas 2017

2017

ELECTRO-TECHNOLOGY CONFERENCE

14 - 17 JULY 📍 PORT DOUGLAS



national
electrical and
communications
association

100
1916-2016



The venue – Sheraton Mirage, Port Douglas



A stunning sunset at Port Douglas



Port Douglas Sugar Wharf

JOIN US IN Port Douglas!



AT THE Sheraton Mirage Resort

ABOUT THE CONFERENCE



The Program

The conference program has been developed to ensure that the issues and interests of all NECA members are addressed.

The popular **'Buyer-Meets-Seller'** sessions are returning this year providing delegates more face-to-face time with our sponsors – the industry's key manufacturers, wholesalers and service providers.



Don't miss this year's **Business Sessions** which include:

- Behavioural Simulation presented by Phuel
- WHS Mock Trial presented by Albert Giubin of Deloitte
- Tradies & Technology, are you ready for an industry changing shift?



This year's exciting **Social Program** features some of the most unique experiences that Port Douglas has to offer.

For more info & registration:

Go online to:

www.necaconference2017.com.au

Email: neca2017@conceptevents.com.au

Telephone: +61 2 9436 0232

PROUDLY SUPPORTED BY OUR SPONSORS:



Market Monitor 2017



It's time to have your say... ...and win \$500!

We had a great response to the 2015 study – over 1,500 responses, up a third on the previous study (2013). And the results were very informative. It seems that technology is playing a bigger and bigger role in the work you do, and online purchasing is exacerbating the non-compliant products issue.

The 2017 questionnaire is now live, and will stay up on our website – and the websites of our survey partners until the end of January. To make things even easier for you, the questionnaire has been broken into four sections. That means you can either do it all in one go, or take a break after each section and come back to it when you are ready. We will send you a link to remind you to continue your feedback each time you take a break.

Everyone who provides their email address will go into a draw for 10 prizes of \$500 each.

We are fascinated to see how you think things have changed since 2014/15?

Is price more important now than quality?

Do you see yourself buying more products online?

Are your training needs changing?

[Click here to start the questionnaire](#)

2016

Excellence Awards



Excellence Awards Winners

Category	Company	State	Project Name
Domestic Residence	Argus Technologies Solutions	VIC	Private Residence - Sandringham
Contracting Business	Recips	VIC	Box Hill Institute of TAFE Lilydale Campus
Energy Efficiency and Environment	Martin Donnelly	ACT	1 Canberra Ave
Lighting Project	Gordon McKay	VIC	Pakenham Racecourse Night Racing Lighting
Industrial – Small Project	Nilsen	WA	Perth Airport T1 Ring Main Unit Replacement
Industrial – Medium Project	Gordon McKay	VIC	Primary Electrical Distribution Replacement and Central Distribution Unit 3 High Voltage Upgrade
Industrial – Large Project	Downer EC&M	WA	Yandi Sustaining Project - Electrical Works
Voice/Data	Programmed Electrical Technologies	VIC	Victorian Comprehensive Cancer Centre
Commercial - Small Project	Kerfoot	NSW	Australian National Maritime Museum Warships Pavilion
Commercial - Medium Project	Fredon Electrical	WA	Aldi Distribution Centre – Jandakot
Commercial - Large Project	Downer EDI Engineering Electrical	VIC	The Victorian Comprehensive Cancer Centre

Excellence Awards Commendations

Category	Company	State	Project Name
Industrial – Small Project	Kerfoot	NSW	The Plasser Rail Redevelopment
Industrial – Medium Project	RBD Electrical & Instrumentation	TAS	Hydro Tasmania Fisher Power Station Upgrade
Commercial - Large Project	Shepherd Electrical	ACT	AFP Forensics Facility Majura

Apprentice Awards

Category	Name	State	Employer / Host
Industrial	Thomas Townsend	NSW	NECA Group Training/Hosted by J V Holt & Company
Commercial/Domestic	Ashley Hammond	VIC	Appselec Pty Ltd
Communications	Jakeb Solley	SA	PEER VEET – Hosted by Adelaide Health Tech

Trade Teacher Award

Placing	Name	State	Employer
Joint Winner	Brett Jotta	WA	College of Electrical Training
Joint Winner	Glenn McMurtrie	QLD	Skills Tech Australia

2016 Excellence Awards



[Click here](#) to see all the photos from the Apprentice and Excellence Awards



The industry's future stars

Jakeb Solley

Jakeb Solley is one of our three 2016 national apprentice winners.

Following the National Apprentice Awards in Canberra in November – where Jakeb was the national winner in the Communication's category, Barry Jackson from NECA caught up with him to find out a little bit more about what made him choose the Electrotechnology industry as his career.

Q. What made you become an electrical apprentice?

A. Early on in life I realised how much I enjoyed using both my hands and my head to achieve an outcome. Plus my uncle was an electrician and helping him gave me good exposure to the industry at an early age. So I set my mind on becoming an apprentice.

Q. Was the four-year training experience what you were expecting?

A. The training experience was more or less how I had pictured it would be. But there were some surprises along the way. The leap between the 2nd and 3rd years was when I felt I had found my feet and I started to feel less like an apprentice, and more like a worker. In regards to the training, PEER do a great job at delivering the material at an appropriate time. So the bookwork was pretty straight forward and easy to manage.

Q. Any particular highs (and/or lows)?

A. One of the most memorable highs would have to have been completing a major construction job (Tonsley TAFE) from start to finish. I feel like this gave me the exposure a lot of apprentices miss out on.

Q. If you were the head of NECA's GTO/RTO what changes (if any) would you like to see in the apprenticeship training and on-the-job work experience?

A. I think the whole industry would benefit from apprentices gaining more experience across the board - domestic, industrial and commercial. I know this isn't always easy, and I appreciate the logistical reasons why not all apprentices can move around as easily as I could. But maybe NECA could run workshops on each area to make up for any missed experience?

Q. How would you encourage more females to become apprentices?

A. I was lucky enough to have worked with a number of fantastic female apprentices, and it has made me realise that there really isn't any stigma around females working in the industry – contrary to popular beliefs. I just think it's an old-school idea and I would love to see that message shared with more females looking at getting into the industry. I think it would give them the confidence, and reassurance, that it's nowhere near as male-dominated as you may think.

Q. How did you find completing the project and the interviews to get to the finals?

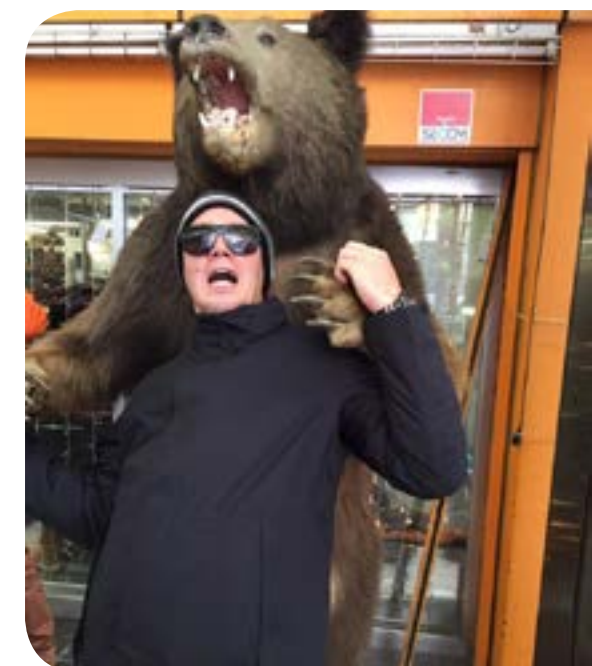
A. I enjoyed working on the project. There were a few small administrative issues that had me scratching my head. And flying over to Melbourne was super stressful. But once I was in the room with the judging panel and I saw how relaxed they were, it made it a lot easier to present well – and with confidence.

Q. Do you still manage to keep a good balance between work and fun (sport/interests etc.)?

A. I would like to believe I do. My employer (Adelaide Health Tech) has a fantastic culture that stresses the importance of time outside of work, and enjoying life. I play football, golf and love fishing. Gives me plenty of time to wind down from a busy or stressful week. Testament to the encouragement of AHT.

Q. Where to from here (life and career)?

A. From here I would love to continue growing with AHT. There is plenty of opportunities in front of me and not once has a suggestion for further education been dismissed. I'd like to up-skill into security and automation which would give me, and the company I hope, more to offer our clients. Further into the future I can see myself in a project management, or estimating job, but I'd need more experience under my belt to make that move. I've got plenty of mileage to go at AHT, and I'm in no rush.



Even an apprentice has to fit in the odd holiday!



2016 Report ACRS

The Australian Cablers Registration Service (ACRS) is an official Registrar of Cablers in Australia licenced by the Australian Communications and Media Authority (ACMA). ACRS is operated by NECA and has grown its registrations to 25,418 during 2016. These registrations include Open registrations as well as Restricted and Lift registrations.

“The ACRS is the second largest Registrar of Cablers in Australia and provides the most inexpensive registration service in the country for business and workers.”

ACRS has adapted well to the new ACMA competency requirements associated with these registrations in the lead up to the roll out of the NBN which is one of the biggest publicly funded infrastructure projects Australia has ever seen.

ACRS ensure that competency levels are appropriate for registered cablers to ensure the high quality of cabling work across Australia and keeps its registered cablers up-to-date with quarterly enews bulletins on the latest issues in this rapidly changing field of technology.

Recent articles have covered topics such as Structured Cabling, Cyber Security and Power over the Ethernet. ACRS lobbies on behalf of Cablers to ensure the ACMA regulations are effective in ensuring quality in the industry without being too restrictive on legitimate businesses.

ACRS has a quality website at www.acrs.com.au that keeps cablers in touch with the latest news and regulatory requirements and has partnered with other Registrars to create the Find a Registered Cabler website at <http://www.registeredcablers.com.au>

ACRS Cablers can register to be on this site so that consumers can find them when connecting their premises to the internet and this site has been picked up by the NBN Co. website as a referral for their customers also.

The ACRS is the second largest Registrar of Cablers in Australia and provides the most inexpensive registration service in the country for business and workers.

ACRS is a sponsor of this year's NECA Conference and supports the needs of NECA members in the industry.

Mick Logan
ACRS Director



Electrical Innovative Delivery and Pathways Project for Apprentices: Update for members



During 2016 NECA embarked on the “Electrical Innovative Delivery & Pathways Project” (referred to as the Alternative Pathways Project or “APP”). This project is supported by the Federal Government’s Australian Apprenticeship Program - Alternative Delivery Pilots.

NECA believes that for our industry to continue to be successful and relevant, we must continue to innovate and be more efficient. NECA has taken a leading position, in conjunction with the Federal Government, in the development of training programs through the APP program.

To put this issue into context we reiterate the following crucial points in relation to a Certificate III in Electrotechnology:

NECA supports:

- pre-apprenticeship programs to ensure sufficient numbers of literate and numerate applicants enter the industry;
- courses that are a combination of on-the-job and off-the-job training. These are underpinned by an agreement in a competency based system where the training contract is formulated through discussion with the employer, apprentice and Registered Training Organisation (RTO) and meets the needs of all parties involved;
- the completion of “electrical work” by employees with Certificate III qualifications and the relevant workers licence;
- theoretical training taught as part of the Certificate III and taught by an RTO; and
- blended learning, facilitated by an RTO;

However NECA does not support:

- a two-year apprenticeship; nor
- fully-institutionalised training.

This Pilot is operating across Australia for a two-year period from July 2016 and will be delivered by public and private sector training partners across the electrical contracting sector. It will explore opportunities to encourage broader skills development approaches for entry level and qualified tradespeople to enter the sector. The Pilot will examine the challenges and regulatory burdens to increased industry participation and training practice development.

It is critical to know that NECA is committed to retaining the on-the-job and off-the-job training rigour in the current system to ensure that training outcomes continue to be appropriate for obtaining a licence under electrical safety legislation to safeguard workers and the community.

Project providers

A range of different providers has been chosen across different jurisdictions to maximise the scope of the trials and to assist NECA in delivering four core activities:

- NECA College of Electrical Training and Electrical Group Training (WA)
- NECA Education and Careers (Victoria and Tasmania)
- PEER VEET (SA)
- TAFE Queensland
- NECA Training and NECA Group Training (NSW, ACT and Queensland).

These four core activity areas are:

- Training Relevance to Industry Needs
- Training for New Business Opportunities
- Attracting New and Diversified Entrants
- Workplace Support and its Effectiveness.

The initiatives that will be trialled

Within the four core activities there are nine programs that are being developed and trialled to address critical issues needing attention in skills development and training approaches in the highly regulated electrical and communication industry. Each initiative is being developed in consultation with partner providers, i.e. NECA, relevant government departments and employers. These nine programs are:

- Pre-apprenticeships and focussed on-the-job and off-the-job skills training
- Expanding customised training for employers with partner providers
- Examining current practices and developing resources for better targeted simulated training for partner providers
- Developing training pathways, resources and trialling training under energy efficient technologies
- Operationalising a nationally industry endorsed and available Readiness Assessment tool which assists recruitment and identifies literacy and numeracy needs and trials a related course
- Trial innovative approaches to increase the number and outcomes for women into the industry
- Developing more streamlined resources and pathways for Adult Apprenticeship Pathways, particularly for those with some relevant experience
- Developing and implementing nationally consistent and effective Capstone assessment arrangements
- Developing and trialling a course for apprentice mentor/supervisors.

Employer Involvement

Local Employers will be identified in each state by the project providers. Selected employers who choose to be interviewed or surveyed will be contributing to the strong future of the electrical apprenticeships and quality of future electricians.

2016

State Reports



State Report

New South Wales & Australian Capital Territory

The NSW & ACT Chapters have been very busy during 2016 across all divisions of the business.

Industrial Relations

The Commercial Sector Union Enterprise Agreement was up for negotiation during this period.

Whilst NECA took the strategic position not to get directly involved in negotiations with the Electrical Trade Union, the Industrial Relations team has been very busy providing advice and assistance to members that were affected by the negotiations.

The Electrical Trade Union engaged in a very tough industrial campaign that saw a number of members involved in legal proceedings and strike action. The NECA team assisted with the provision of key legal advice which saw our members successfully navigate their way through the process.

Technical

The Technical Division is a new area of membership services. During the year we appointed Leon Dickson to the role of Technical Advisor. Leon's role is to represent NECA on a number of Australian Standard and other technical committees.

We also introduced the Technical Knowledge Base, a digital platform, comprising 16 Australian Standards and a library of technical information. This platform is available to all members as part of their subscription to NECA with no additional fees.

Our technical advisor is also available and on-hand to answer those tricky technical questions that members might have.

To date, the take up has been fantastic, with a number of great testimonials received from the membership.

Workplace Health and Safety

The WHS Division developed a number of new safety management systems for the membership. We now have three products available to cater to the different types of membership organisations.

Most important, was the decision to provide a complete safety management system to members as part of their membership with no additional fees attached. This new product is called safety star and is also available at no cost on the Technical Knowledge Base platform.

The decision to make this service free was based on a philosophical position that NECA should not put a price barrier in the way of Safety for our members and their employees.

NECA Legal

NECA Legal has now been trading for seven years and what started out as a very small operation has now expanded to be an employer of seven solicitors and support staff.

NECA Legal has now employed its first solicitor in Queensland and we are looking to grow and assist members of the QLD Chapter.

NECA Training & Apprenticeships

The Group Training and Apprenticeships business is the envy of group training businesses in the Country. We continue to maintain our record of never having an apprentice out of work and our numbers continue to grow.

The Training Division now under the direction of Tom Emeleus and Andrew Loukopoulos is moving from strength to strength. We continue to increase the type of training available to the industry at very competitive rates, with further discounts to the membership.

NECA Trade Services

NECA Trade Services is the fledgling business within the NSW Group. It was established to complement the safety offering provided to members by the Association.

The business offers members highly competitive rates for clothing and PPE and together with the WHS Department, our members now have available to them some really fantastic safety resources.

State Report

New South Wales & Australian Capital Territory (continued)

Membership

Our membership levels continue to push new ground and remain in record territory. This is thanks to the grass roots approach to membership that has been developed and delivered by Brian Davies.

We are now getting out to all areas of NSW and the ACT at frequent intervals and meeting with our members face to face. It is through this process and the feedback received that we have used to develop the range of services available to our membership.

During the year, we surveyed members to understand what services of NECA are important to them. One of the most popular services provided is the update of information. On the back of this feedback, we have ramped up of delivery of content through our Electronic Digital Mail services as well as creating a portal for members to customise their individual newsfeeds and share content with people within their business.

NECAGuard

This was an important project for the Chapter in 2016.

The most critical feature of the new program is that NECA owns the book of business. By owning the portfolio of the business, NECA has achieved portability of the scheme, meaning we can shop around to ensure that members are getting competitive products and pricing.

It will take us some time to rebuild the business, but once we have achieved our aims, NECAGuard will become a pillar for the long-term sustainability of the Association's improved products and services.

What is Coming Up?

We have a really exciting range of projects scheduled to come on line in 2017. They include the introduction of NECA TV, a technical portal where members will be able to access technical advice and assistance via video.

We have appointed a Northern Region Manager. This has been a long time in the pipeline, but is now seeing the light of day. Our Northern Regional Manager is a pilot project aimed at better servicing our members in the northern regions of NSW. If successful, we should attract more members from the region and maintain higher retention rates.

The role of the NR Manager will be to represent our northern members to head office to ensure that their needs and concerns are being properly addressed. Should this pilot be successful, we would be looking at rolling out a similar project in the Southern and Western regions of the State.

NECA is looking forward to growing its leading position in 2017 and working with its members and stakeholders to deliver further benefits for the Electrotechnology Industry.

Oliver Judd

Executive Director

“Our membership levels continue to push new ground and remain in record territory”



State Report

Queensland

The Queensland Chapter has grown its membership by over 30% in the past calendar year including substantial growth in North Queensland.

Our members include both the 'big end' of town and the smaller contractors. Collectively they employ over 4000 electrical professionals engaged on some of the biggest and most challenging jobs around the state and purchased more than \$400M of electrical equipment in 2016.

We are also proud to say that in November we employed our 130th apprentice under our NECA Group Training Scheme and seen a high number of our former apprentices become tradespersons. Many Queensland major contractors now use NECA exclusively for their apprenticeship program.

New developments over the year we have launched a number of new and/or enhanced member services, including:

- Taking a leadership role in the 2016 – 19 Enterprise Bargaining process with the Electrical Trades Union acting as Bargaining Agent for all but a few of the current EBA contractors in Queensland achieving improved outcomes including an Apprentice Wage freeze and improved competitiveness in Service Divisions
- Assisting members to enter into Single Enterprise Agreements directly with their employees and having them certified by the Fair Work Commission
- Providing an advocacy service to members in the areas of Unfair Dismissal, Protected Action Ballots and Adverse Action Actions in the Fair Work Commission and the Federal Court
- Expanding our presence and use of our office in Cairns incorporating state of the art testing and training facilities, and meeting and networking space for suppliers and contractors
- Expanding the use of the Technical Knowledge Base (TKB) online technical information and access for members to standards, codes, legislation, rules and forms commonly needed by electrical contractors

“Over the year we have launched a number of new and/or enhanced member services”

- Expanding our new local regional Queensland Electrician branding for uniforms, vehicles, offices and stationery
- A new suite of NECA Safe products including Certificate of Currency, Safety Calendar and Self Audit Kit
- Group buying discounts including the new Telstra Tough Max Deal and Puma Fuel Deal
- Quality networking and award presentation events such as the Raceday, Barra Bash, Conference, Excellence Awards and Apprenticeship Awards
- An expanded Magazine published bi-monthly and distributed across the electrical industry
- Running a successful Lean-and-Green campaign in Cairns promoting NECA EcoSmart electricians.

Growing our membership

As we are still in growth mode, a membership drive is currently underway. We are promoting NECA as a brand in Queensland via a program of regional engagement. We had member meetings in North and South Brisbane, Noosa, Hervey Bay, Rockhampton, Mackay, Townsville, Toowoomba and Cairns during the year focusing on TKB information sessions and member's advantages with our Sponsor partners.

The Queensland offer

We are seeking to create a niche market for our services by offering a more personalised and multi-skilled staff/member relationship model to provide our members with better value-for-money. And it's working.

Advocacy & community work

In 2016 we put your views to government in relation to licencing, apprentice wages and escalating industrial action, electrical safety and WHS issues. We also met with federal Senate Crossbenchers in Queensland advocating on issues like the reinstatement of the ABCC and the Building Code as well as state representatives on issues like Energy Queensland's proposed contracting arm.

We have also been active on the Electrical Safety Board serving on a panel to select the new Electrical Safety Commissioner and having input to the Board's new Strategic Plan. All in all a most productive year for NECA Queensland in 2016 with a promising 2017 ahead.

Mick Logan
Executive Director



State Report

South Australia/Northern Territory

The past year has again proved to be a difficult business environment for NECASA members, which fortunately at the end of the year did show some signs of potential improvement for 2017. There is no doubt that both Federal and state governments need to lift their game and provide financial stimulus to the economy and worthwhile projects for our industry.

Notwithstanding the financial effect of the economic climate we have continued to deliver quality products and services to members and provided significant representation and advocacy for the electro-technology industries in a number of important areas.

Two such areas have been in relation to the new trade training package development process and participation in the national Security of Payments Roundtable an initiative of the Honourable Nick Xenophon Independent Senator for South Australia.

The new training package development system is of critical importance to our industry because it has carriage of the development and maintenance of our trade training programs a role previously provided by Industry Skills Councils. From the very beginning NECASA has played a pivotal role in the development of an appropriate Industry Reference Committee (IRC) having been elected as the interim Chair in February 2016 and subsequently appointed Chair in December 2016. This role has required extensive consultation with both Industry and the Australian Industry Skills Committee who formally established the Committee in December 2016.

“Our new Chapter NECA SA/NT will now have direct coverage of electrical contractors based in both South Australia and the Northern Territory”

We have also continued our involvement with our industry training partner, PEER VEET, holding two positions on the Board of Directors which continues our significant focus and involvement in training for our industry and more particularly our members.

The Security of Payments Roundtable, which included representatives from all major stakeholders in the construction industry, reviewed the Senate Economics Reference Committee 2015 inquiry into insolvency in the Australian construction industry and their subsequent recommendations in regard to the current status of Security of Payments legislation across the Commonwealth. This is an extremely important matter for our industry generally but also in the context of Commonwealth procurement policies and insolvency laws which NECASA again played an important role in representing trade contractors. Unfortunately as we all know there have been a number of high profile insolvencies in the building and construction industry in recent times and must acknowledge the cascading impact of such insolvencies has on all participants in the supply chain, including clients, trade contractors, suppliers and their employees.

Another significant milestone achieved during the past year was the successful amalgamation of the NECASA and NECANT Chapters in December 2016. Our new Chapter NECA SA/NT will now have direct coverage of electrical contractors based in both South Australia and the Northern Territory which will provide an impetus for increased membership in the Territory with the provision of improved benefits, services and advocacy, which we are confident, will be at the local level in the not too distant future.

In regard to other representative and advocacy roles we have continued our strong working relationship with South Australian industry stakeholders the Office of the Technical Regulator (OTR), SA Power Networks (SAPN), Consumer & Business Services (CBS), Safework SA, Workcover Corporation, SA Government Small Business Roundtable, manufacturers and wholesalers. The representative roles have included the position as Chair of both the SafeWork SA - Construction Industry OHS Committee and Energy Skills SA (ESSA - state based industry skills Board), Director of Energy Skills Australia (national industry skills council) and the Australian Refrigeration Council (national licensing regulator for the refrigeration and air conditioning industry), membership of the Consumer and Business Services (CBS) - Electrical Industry Liaison Group, Office of Technical Regulator - Technical Advisory Committee and continued to provide industry Assessors for the Administrative & Disciplinary Division of the District Court of SA in relation to electrical contracting issues.

The past year has also seen the continuation of our NECASA Industry Advisory Group who contributed their valuable time finding solutions to issues affecting business efficiencies in our sectors.

State Report

South Australia/Northern Territory (cont)

We have continued our constant improvement of resources and systems in the NECA Office noting that NECA Victoria has joined NECA WA in the usage of our extremely successful HSEQ Management System widely acknowledged as the best system throughout NECA Australia wide.

This year also saw another successful Industry Roadshow where we travelled to all regions of the state providing invaluable information to industry. This annual event has again received very positive feedback in regard to the quality of the information provided at the Road Shows which are widely recognised as the only continuous professional development for our industry in SA.

The delivery of another very successful member's dinner that included presentation of the 2016 Excellence Awards and NECA Apprentices of the Year Awards where some of our brightest and talented apprentices, were rewarded for their skills, knowledge and commitment to the trade. The event continues to show the excellent work of NECASA members with the display of many high quality South Australian projects and we would encourage all members to consider participating in the program in 2017.

We have continued to excel in the provision of relevant information and services to members in a number of important areas including Human Resource Management, Industrial Relations, Technical and Contractual matters, as well as actively participating and organising promotional and industry events.

The recording of a sound financial position for the Chapter for the 2015/2016 year, which despite the current economic difficulties confronting our industry, has continued the improvement experienced in recent years.

I would like to take this opportunity to acknowledge and thank our sponsors of the many events that we held throughout the year and personally thank the Committee of Management and the NECASA team for their untiring dedication, commitment and support of the Association.

Larry Moore
Executive Director

NECA SA Director to head up Electrotechnology IRC

At the beginning of 2016 the Australian Government introduced a new framework for engaging industry in the development of training packages that will guide the delivery of VET.

The new training package framework consists of three key entities:

- Australian Industry and Skills Committee (AISC),
- Industry Reference Committees (IRCs), and
- Skills Service Organisations (SSOs).

Industry Reference Committees (IRCs)

IRCs are the industry engagement mechanism at the centre of training package development providing a conduit for industry feedback to government on industry trends and for promotion of VET to employers. They are the formal point through which industry requirements for skills are considered and defined in training packages.

Each IRC is comprised of industry representatives with expertise from a cross-section of their industry/sector tailored to the particular circumstances of that industry or sector. The primary purpose of the IRC is to provide advice to the AISC about the skills needs of their industry or sector, based on their experience and expertise.

Larry Moore – NECA Executive Director in South Australia, was formally appointed as Chair of the Electrotechnology IRC in December 2016, after a year as the Interim Chair.

"NECA welcomes the reforms made by the Government in terms of VET, and it's an honour for one of our state Executive Directors to be invited to chair our industry's IRC," said NECA's CEO Suresh Manickam. "Larry has over 30 years' experience in this field and we know he will do a great job," he added.

"It is also very pleasing to see that both Carl Copeland – the General Manager of our College of Electrical training in WA, and Peter Beverage – an electrical contractor and NECA board member, from WA, are also on the Electrotechnology IRC.

"We wish the committee well," Mr Manickam concluded.



State Report Tasmania

With the passing of 2016 the batten of State President of the NECA Council and Secretariat has been passed onto myself to keep up the excellent work completed by my recent predecessors Anthony Damon and Andrew Farr.

I would like to thank the councillors, Dion Frame, Anthony Damon, Andrew Farr, Shane Hill, Jim Heerey, and Martin Jackson who volunteer their time and efforts to support and improve the electrical industry in our state through our Association.

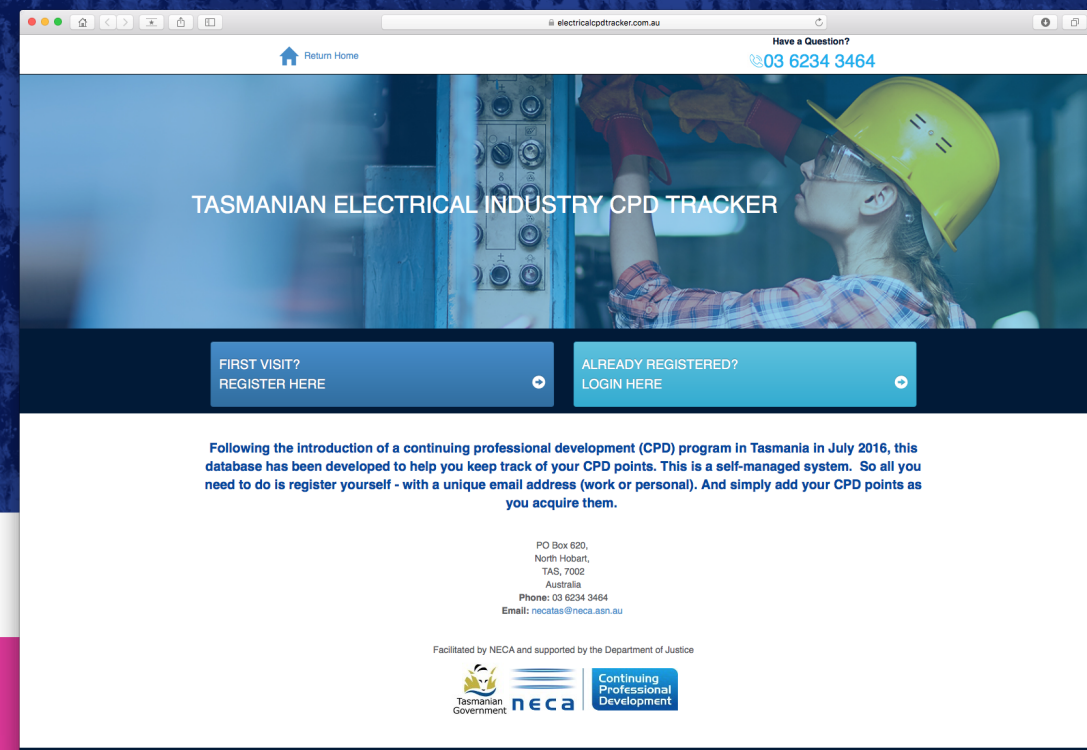
Our marquee events, the Business Luncheon and the Excellence Awards were both great successes and I acknowledge the efforts of the staff from Leishman Associates for the success of these events. I would like to congratulate all the state entrants and ultimately the winners for the high standard of their entries. Again apprentice award nominees were of a very high standard this year making it a difficult decision for the judges.

Our golf day in the South was initially rained out but the re-scheduled day proved to be a great success. A special thanks to our business sponsors for their donation of prizes and sponsored holes. Many thanks to Clipsal/Schneider for supplying breakfast once again.

The introduction of the Continuous Professional Development (CPD) by the state government has brought a new dimension to the industry in the state. NECA Tasmania has been able, in co-operation with the state government, to deliver training events throughout the state for the benefit of the electrical industry in general.

Finally, I would like to thank all our members and business partners for their support in 2016 and I'm excited about us all working together in 2017.

Wayne Hobson
Tasmania President



A bold step forward for the building industry

In July 2016, the Tasmanian Government introduced Continuing Professional Development (CPD) for occupational licence holders (plumbers, gas-fitters and electricians). This means that electrical workers are now required to maintain, and develop, their skills by committing to ongoing learning. The new scheme will be progressively phased in over a three year period from the commencement date of 1 July 2016. Licensees will need to accrue and average of 12 CPD points per annum or 36 CPD points over the three-year licence term. Those who renew between 1 July 2017 and 30 June 2018 should have accrued at least 12 points; if renewing between 1 July 2018 and 30 June 2019 then at least 24 points should have been accrued and those renewing beyond 1 July 2019 are required to have accumulated at least 36 points.

NECA worked closely with the Tasmanian Government to finalise the details of the CPD scheme and as the peak industry body for the state's electrical contractors, was selected as the Facilitator for the delivery of the program. The CPD scheme was launched in three locations: Launceston, Hobart and Burnie. The Minister for Building and Construction, the Hon. Guy Barnett MP attended two of the launch events. The response from the 400 plus attendees of these three events (which is more than 10% of the registered electricians in Tasmania) was extremely positive.

Points can be obtained from a range of relevant areas, including; Work Health and Safety, reading trade publications, attending industry events, attending training sessions and technical research. In general, events require prior approval and allocation of a point value. All relevant accredited training delivered by a Registered Training Organization, is automatically approved for one point per nominal hour.

For more information on the Tasmanian CPD scheme please check our website and/or the government's site. Or register on the CPD Tracker if you are a Tasmanian electrical contractor <https://electricalcpdtracker.com.au>

“The Business Luncheon and the Excellence Awards were both great successes”



State Report Victoria

It has been a great year to be a NECA Victorian member, as we have been able to celebrate our 100 year anniversary, recognising the legacy of past achievements all with a keen eye for the future. It has also been a year of change as we reposition ourselves for growth based on a simple premise of bringing increased value to members.

The hard work of 2015 has started to yield results and we appreciate this change being started by John Cutler (President) and Mike Purnell (Acting Executive Director). The old guard has passed on the day to day responsibility to Dean Spicer (President) and James Keegan (Executive Director) in 2016.

Health Safety Environmental and Quality

We have a rich legacy with providing members with support in this area, having sold more than 700 systems to help our industry contractors stay injury free. Our old system was strong in content but lacked the functionality expected by contractors in this digital age. In April 2016 we launched the new HSEQ platform and have increased our field representation by welcoming Phyllis Edwards to our team. Each month, new vital content is being added and members are commenting favourably which inspires us to find additional solutions.

In addition we launched our Wellness Campaign, as we believe NECA should lead the way in the industry to assist people with looking after themselves.

Workplace Relations

NECA is fortunate to have a strong Advisory Council. This team meet monthly to discuss aspects of the industry. This year the environment has been tricky to navigate with expiring Workplace Agreements, a Federal Government Election, new Industrial Relations legislation for Registered Organisations and the return of the Australian Building Construction Commission (ABCC). To assist us with the strategic plan, Andrew McIlroy has lead with great expertise with the assistance of Alana Costa on the technical elements. We expect that 2017 will allow us to focus on compliance and having stable workplace relations to increase productivity across Victorian job sites.

NECA Education & Careers

Had a big year, from increases in enrolments across our courses (we trained over 2000 electricians, contractors and apprentices in 2016) to employing nearly 400 apprentices and trainees in Victoria and Tasmania. We saw the design, installation and start of our new battery storage and data and communication courses and we introduced our new training resources which has seen more rigour and practical hands on activities in the pre-apprenticeship and apprenticeship course.

As you may have heard there are a number of private dodgy RTO's being closed and some TAFE's are struggling. We successfully secured re-registration for 5 years and government funding to deliver qualifications. We're also excited to report many of our students train with us because they think we are the best rather than going somewhere closer.

We continue to be the largest employer of electrical apprentices across Victoria and Tasmania, demonstrating the high calibre apprentices we supply the industry. New and existing host employers continue to work with us and it's great to report that longer term placements are gaining momentum, as host employers see the benefits of partnering with us.

Technical

In 2016 we engaged many of our members with their views on the proposed AS/NZS 3000 standard under review. During these 15 consultation meetings we understood the positives and negatives of the proposed changes. As a result we put forward these views for the new release which is expected in mid-2017. Our new Technical Knowledge Base (TKB) online tool allows us to communicate with electricians in the field with real time access to standards plus questions and answers. Over 2,000 Victorian users have logged on to the TKB, saving them valuable time & effort.

Suppliers

Our suppliers have been heavily engaged with members this year and we can see the value of the relationship working well for both parties. Some suppliers have commented on the value they receive when members provide real issues for resolution – by having this conversation the suppliers are able to engineer out problems for others. Our members have enjoyed having a deeper relationship and understanding of future business opportunities from the suppliers. We are committed to leveraging our combined purchasing power to assist members gain the most economic benefits, we have focused on Fuel, Insurance, Health and Telecommunications this year to ensure our members save time and money.

Awards

We are most proud of our awards as we are able to take the time to celebrate the success of our best apprentices and our best projects. Those winners then go on to compete at the National level where the competition is even tougher again. This year Victoria was successful in having the Commercial Apprentice of the Year - Ashley Hammond and Industrial Apprentice (runner up) Winston Waters. Victoria won 6 of the 11 categories in the Excellence Awards. Congratulations go to Argus Technologies Solutions, Recips, Gordon McKay (2), Programmed Electrical Technologies and Downer EDI Engineering Electrical.

State Report

Victoria (continued)

Roadshows and Regional functions

It is important that NECA is close to its members. In 2016 we increased Roadshow attendance by more than 30%. The comments we received were very favourable as to the content value and the information which was shared. NECA Members enjoyed coming together as an industry to look, learn and listen. In 2017 we expect to multiply this result significantly as we bring people together to discuss the new AS/NZS 3000 standard.

Communications

Our external communications has been revamped this year to give members more of what they like. Our NECA News magazine has continued to evolve with rich, meaningful content often referred to by others. Our NECA weekly emails (eAlerts & eNews) provide just enough information in a timely manner. Our proactive membership services team are now making more visits and calls to ensure members are kept well informed. This is a key reason why our membership is increasing so well.

Finance

Even our finance team are building on the customer experience and have developed better ways to receive payments for services by setting up micro payments for contractors on a monthly basis. We recognise “Cash is King” for our members and therefore have adjusted our methods to meet their needs.

“Our centenary year would not have been complete without a commemorative 100 Year Book. We were delighted by the response the book has been given by the industry and it is only fitting the accolades be directed to Brian Seymour our author.”

Life Members

We were delighted to honour two members with Life Membership at the Excellence Awards Luncheon in 2016. Neville Palmer, has served, and continues to serve, the organisation for over twenty years both at the state and national level as President and in a variety of other roles. Wes McKnight served as President of NECA Victoria for a record eleven years and during that time also served as our National President and Vice President. Both gentlemen have served us with distinction, dedication and a determination to protect and provide our Association and members with the services and support that is required to keep our industry at the forefront within the Australian economy.

100 year book

Our centenary year would not have been complete without a commemorative 100 Year Book. We were delighted by the response the book has been given by the industry and it is only fitting the accolades be directed to Brian Seymour our author. You will be pleased to learn that not only have many people purchased a copy for their office but also the main State and National libraries also have a copy on their shelves. We have captured a century of ground breaking development and invaluable history.

We continue to be well served by a Council made up of members, who give of their time to provide strategic direction and monthly governance. We are always keen to increase the mix and diversity and hold our elections on an annual basis.

James Keegan

Executive Director





State Report

Western Australia

The NECA WA Group welcomed over 300 new members this year, hired 95 new apprentices for the group scheme and provided college training for over 1,600 apprentices at the Jandakot and Joondalup campuses.

With membership growing to 1,150 members, we experienced a significant increase in demand for our technical and legal services. This is despite very difficult trading conditions for contractors and a state-wide drop in apprentice numbers.

Anticipating that we had hit the bottom of the current economic cycle, Electrical Group Training (EGT) hired about 20 apprentices in December and plans to increase apprentice employment through 2017. This will be good news to CET (College of Electrical Training) who undertakes a large portion of the classroom training of EGT's apprentices.

Our industry events were very well supported with record numbers of entries in the Excellence Awards, strong numbers at both our Golf Day at our numerous Industry Information Nights.

Congratulations to one of our College lectures, Brett Jotta, who jointly won the Trade Teacher of the Year Award.

Congratulations also to our WA members who won the following National Excellence Awards:

- Nilsen – Industrial Small Project: Perth Airport Terminal 1 Ring Main Unit Replacement
- Downer and EC&M – Industrial Large Project: Yandi Sustaining Project
- Fredon Electrical: Commercial – Medium Project: ALDI Distribution Centre

Member services

Over the year we have run a number of new and/or enhanced member services, including:

- TKB, our electrical industry Technical Knowledge Base is now regularly accessed by more than 2,200 users
- There were more than 16,000 article views and almost 5,000 searches using TKB's search engine
- On the back of this success TKB has now been launched in NECA QLD, NECA VIC and NECA NSW
- Strengthened our Technical Advice service with additional staff who responded to more than 6,000 technical queries from members
- Provided refresher training on areas such as maximum demand calculation, determining volt drop of cables and cable selection

- Ran two fully subscribed series of Contract Administration & Commercial Awareness seminars for members (5 seminars on specific topics)
- Ran free quarterly Security of Payments (Construction Contracts Act Awareness) seminars for members
- Commenced the second intake to our Future Leaders Program
- Ran 35 Technical Titans industry talks at various locations around WA
- Tony Mancini joined NECA WA as General Manager Member Relations.

Growing our industry footprint

Whilst the electrical contracting sector has slowed in all areas of traditional business, members are adapting to the 'new normal' market conditions.

We celebrated our 1,000th member with a fantastic function at Linton Kay Gallery and are already on our way to achieving 1,300 members by the end of 2017.

With these more difficult trading conditions members are in many cases choosing not to direct indenture apprentices. Instead they prefer to use EGT (our group scheme) for apprentices as they can engage these apprentices when work is available.

NECA's WA based legal firm has supported members with enterprise agreements, assistance with IR disputes, contractual advice and debt collection.

Advocacy & Community work

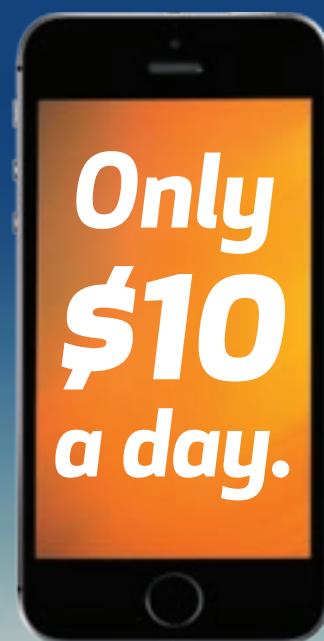
In 2016 we put your views to Government in relation to licencing, workplace health and safety, the review of the Construction Contracts Act, unfair contract conditions, a review of AS/NZS 3000, proposed working live regulations, proposed changes relating to regulations effecting PV installations and apprentice supervision.

Looking into 2017 we see steady membership growth, an increase in the intake of apprentices in our group scheme of 200 new apprentices (bringing the total number of EGT apprentices to more than 500 and maintaining our dominant position in industry training at our colleges.

Garry Itzstein
Executive Director

NECA has teamed up with Master Builders Connect and Telstra to offer members more of the good stuff at exclusive mates' rates.

Anywhere anytime access



**International roaming
in 58 countries.
Unlimited voice calls & SMS
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Includes: Automatic International roaming, International data allowance of 100MB per day, unlimited voice calls and SMS to standard numbers anywhere in the world. **To find out more and for full terms and conditions, visit mbconnect.com.au/NECA or call 1300 88 13 72.**



CONNECT TO MORE

Call 1300 88 13 72

Bupa Australia

Corporate cover to suit your needs

As a member of the NECA Members and Staff health plan, you can relax knowing your health cover is in good hands. When you take out hospital and extras cover you can look forward to:

- Benefit Bonus - receive 2% more back on your extras claims each year, up to a maximum of 10%. On the NECA Members and Staff health plan, we will treat you like you have been a loyal customer for 3 years from day one. This means you can claim more back on extras straight away. To benefit, simply take out Platinum, Gold or Silver Extras cover.*
- ClickFit - An interactive online tool to help you plan and track your food, fitness and health. Retail value of \$239 annually. Visit bupa.com.au/corporateclickfit
- Wellness Dialog - a series of up to 4 phone sessions with a designated health coach to help guide you on a range of goals like quitting smoking, nutrition, sleep and stress management. Visit bupa.com.au/corporatewellnessdialog
- A 2% discount on your health cover⁺

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*Increases for the next 3 years until it reaches the maximum of 10%. Only available on Platinum, Gold and Silver Extras. Existing Bupa customers will start from the Benefit Bonus year of their existing plan or transfer, whatever is greatest. Fund and policy rules, waiting periods and yearly limits apply. ⁺Discount is reviewed periodically by Bupa and your Company and is subject to change. Must pay by direct debit or payroll deduction (if available). Bupa HI Pty Ltd ABN 81 000 057 590.