

# neca NEWS

NECA - LEADING THE WAY

The official publication  
of NECA Western Australia



## INSIDE THIS ISSUE

Electrical contractors gain access to Restricted Plumbing Licences

TradeUP Australia - promoting skilled trade careers to women

Western Power delivers Australia's biggest powerline project in 25 years



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electrical and  
communications  
association

April 2015

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## LEGAL

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## ELECTRICAL GROUP TRAINING

Provides electrical contractors with economical and flexible apprentice employment options.

## TECHNICAL

Expert advice on current technical and licensing requirements plus access to our Technical Knowledge Base (TKB).

## HEALTH AND SAFETY

Provides a range of resources and advice to assist your business in addressing occupational health and safety requirements.

## HERE'S WHAT SOME OF OUR MEMBERS HAVE TO SAY ABOUT NECA



“ Wanting to ensure that I had met all the Workplace Health and Safety requirements for an important tender I contacted NECA. NECA's prompt assistance ensured my policies and procedures were in line with current legislative and industry requirements to win this contract. ”

Paul, Law Electrical



“ After winning a contract up north we didn't know where to start with the agreements for our employees. We called NECA Legal who answered our questions straight away. They know employment contracts for the electrical industry inside out! ”

Lisa, Matera Group



“ I was facing a substantial fine for being caught out for electrical work that I thought was correct. NECA Legal stepped in and saved me thousands of dollars by using their industry specific legal knowledge and experience. ”

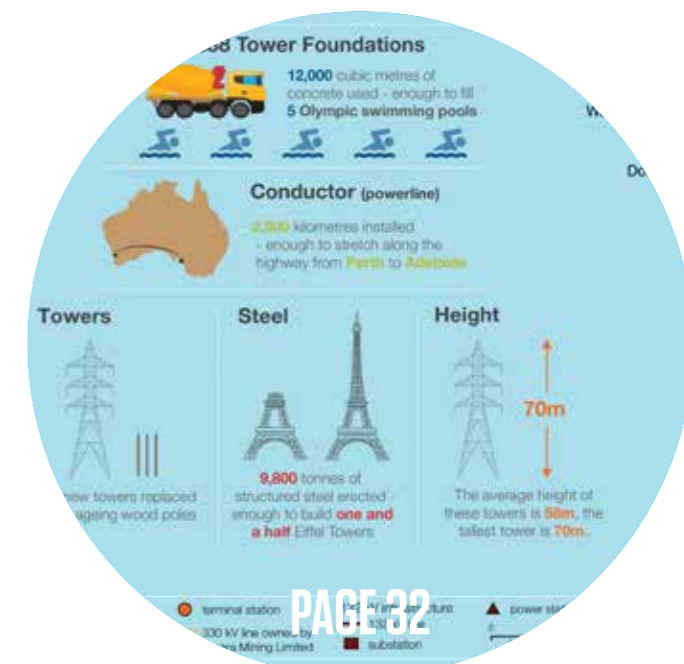
Nathan, MNB Electrical

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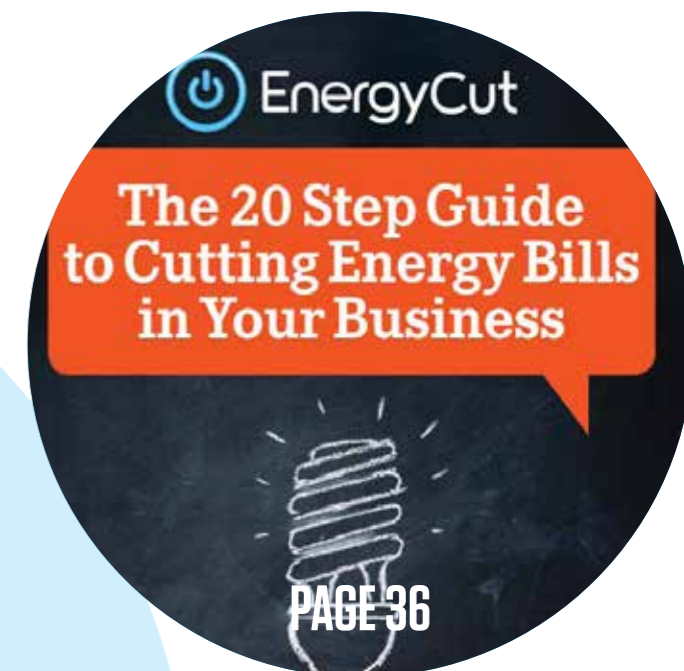
Left to right: Kevin Jose, NECA Quality and Safety Manager, and Barry Allen and Shane Gamble from Barry Allen Electrical Services (BAES). See article on page 10.



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### NECA Western Australia

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1300 NECA WA OR [membership@necawa.asn.au](mailto:membership@necawa.asn.au)





## NECA WA PRESIDENT'S REPORT

Alan Charlton, NECA WA President

I am very pleased to announce a significant industry change that NECA has achieved through its lobbying activities with the WA Building Commission.

Electrical contractors are now able to undertake restricted plumbing work such as fitting and commissioning hot water systems. This has been a contentious issue for contractors for many years and its successful resolution is a welcome development that will benefit the industry. Members are encouraged to view Form 106 from the Building Commission Plumber's Licensing Board Restricted Plumbing Permit at [http://neca.asn.au/sites/default/files//media/state\\_wa/Form\\_106\\_restricted\\_permit\\_initial\\_application\\_20150112.pdf](http://neca.asn.au/sites/default/files//media/state_wa/Form_106_restricted_permit_initial_application_20150112.pdf) to gain an understanding of the new regulation. NECA has joined forces with the Master Plumbers and Gasfitters Association (MPGA) to offer Restricted Plumbing Permits to NECA WA members for \$225. If you would like to register your interest, contact MPA Skills by phone on (08) 9471 6600 or via email at [mail@mpaskills.com.au](mailto:mail@mpaskills.com.au). A significant part of NECA's role involves 'behind the scenes' activities such as lobbying government agencies and regulators. This work is often a long and time-consuming process and it is pleasing to see such a positive outcome for industry.

NECA has also undertaken further lobbying of EnergySafety and, as a result, has recently provided submissions on proposed changes to:

- Electricity (Licensing) Regulations;
- Code of Practice for Inspectors (Electricity) in WA
- Application and Renewal: Designation of Inspectors (Electricity) in WA
- Procedure for appealing against an Inspector's Order issued by an Inspector (Electricity)

A further submission on EnergySafety's proposed ban on contractors working on live works has been submitted. This proposal will have a major impact on the industry and I thank members who have taken the time to submit their views to NECA's Technical team to be included in NECA's response.

The popularity of our Technical Knowledge Base (TKB) continues to grow and it now has more than 600 users. TKB is updated daily with new technical articles, standards, announcements and FAQs. I encourage all members to access this invaluable tool to assist with your business.

The last few months have been a busy period for NECA WA's training arm - CET:

- We have seen the introduction of the new WAE100 refresher course, aimed at updating skills for current check, test and design responsibilities.
- CET has become a Nationally Registered Training Organisation and is working with other NECA training organisations to ensure consistency of courses Australia wide.
- Following the commencement of pre-apprentice training in Bunbury, CET will now be taking expressions of interest for Fee for Service courses to be delivered in the region. Please contact CET Jandakot via email at [jandakot@cet.asn.au](mailto:jandakot@cet.asn.au) if you would like to request a course or obtain further information.

February and March have also been positive months for Electrical Group Training (EGT) with the employment of 52 new apprentices and the completion of 29 qualified tradespeople. We have had a weekly average of 609 apprentices employed over the past two months. These increased numbers and higher apprentice demand are a positive reflection on industry activity.

Finally I would like to take this opportunity to thank everyone who contributed to the NECA WA Morley Galleria Incident Appeal. I am pleased to report that over \$140,000 was raised and the full amount has been distributed equally to the families of those concerned. The families would also like to pass on their thanks - they were very grateful for the generosity shown by everyone involved.

Alan Charlton

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# NECA WA EXECUTIVE DIRECTOR'S REPORT



Garry Itzstein  
NECA WA Executive Director

I hope you had a very enjoyable Easter break. We are now well into the year and our 2015 Electrical Industry Conference at the Sofitel Nusa Dua Beach Resort in Bali is fast approaching.

We have more than 140 delegates already registered for the conference, with a few places still remaining. Don't miss out on this fantastic opportunity to network with fellow contractors and find out the latest business development information. If you wish to join us from 30 May to 2 June, please contact our Events Coordinator, Patrice Duffy, on (08) 6241 6100 or email [events@necawa.asn.au](mailto:events@necawa.asn.au).

## Future Leaders Program

NECA WA is currently developing an innovative Future Leaders Program specifically designed to meet members' business needs. Future leaders can have a variety of roles and may be a person you are developing for general management or someone that could be a successor to the existing CEO/MD. This program aims to provide those people with specific management and leadership skills that will progress their careers.

The Future Leaders Program will give participants exclusive access to informative sessions tailored for our industry, such as business development, their obligations as a manager, contract administration and people management. Speakers will include industry legends who are keen to share their years of knowledge, providing program participants with both the opportunity to learn from the masters and also network with their peers. NECA WA plans to launch this initiative in April/May and will soon be seeking expressions of interest.

On 20 February 2015, Stuart Diepeveen, Electrical Group Training (EGT) General Manager, and I met with Ken Bowron, Don Saunders and Saj Khan from EnergySafety to discuss delays in processing apprentice training licences. Most employers of electrical apprentices will have experienced these delays to varying degrees in the past. Given the broad definition of electrical work and the inability to submit training licence applications prior to the apprenticeship's commencement, the extended processing time is restrictive for both employers and apprentices. It presents a risk and impediment to all employers as they are required to pay wages and provide supervision for the apprentice; however as the apprentice is prohibited from carrying out electrical work, the employer is unable to recover costs by charging their time out to clients.

NECA suggested a number of options including:

- Recognising apprentices as licensed upon applying for the training licence
- Providing an automated online system for application and approval
- Increasing EnergySafety's resourcing so that licences can be issued on the day of application

We look forward to working with EnergySafety on a solution over the coming months.

We were very pleased to see the considerable member interest in our recent seminars on Contract Administration and the use of the *Construction Contracts Act* as a means of contractors securing wrongly disputed payments. In response to this demand, NECA and the Master Plumbers Association plan to host monthly discussions on these topics, commencing in May.

These two hour practical/interactive sessions will provide tips on how to improve your contract administration processes. As the agendas for these meetings will be dynamic, they will provide the opportunity for participants to receive general advice on contract issues they have experienced first-hand, while also learning from the experiences of other attendees. In order to cover costs, the seminars will have a small fee of \$50 per person, per session. If you are interested in attending these seminars, please visit <http://neca.asn.au/wa/content/security-payment-seminars> to find out more.

As part of NECA's ongoing commitment to improving customer service, staff have been calling members at random to gain feedback on their recent experiences when contacting NECA, EGT or CET. I am happy to report that these conversations have indicated an overall high level of satisfaction with the services provided. We have also taken on board all comments about those areas where we need to improve. I encourage all feedback, positive and negative, so that we may continue to improve our service to you, our members.

Garry Itzstein



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# NECA NATIONAL CEO'S REPORT



Suresh Manickam  
NECA National CEO

Autumn has now arrived and we have a number of key priorities before us in the coming months.

## 2015 Electrical Industry Conference

Registrations are still being taken for the 2015 Electrical Industry Conference in Nusa Dua, Bali. This event, powered by NECA NSW and WA, has been developed to cater for the developing trends in the industry and to help electrical contractors to better understand the myriad of regulation and legislation across the sector.

The program is a strong and informative one and I encourage you to not only attend the conference, but pass on the invitation to your colleagues in the wider industry.

## 2015 Market Monitor

The 2015 Market Monitor is the electrical industry's biennial market study. At the end of March we have exceeded the last study's responses by more than 25 per cent. Despite this, we still need more responses to ensure a comprehensive study. This year, we have amended the format so that the survey is fully online and all data will now be analysed by age (under or over 35) and location (metropolitan or rural). We believe this year's survey will gather data from a much wider audience as it's open to all members of the industry, including apprentices. I encourage you to take a few moments to complete the survey and to forward it through to your members and staff to complete. We are offering a variety of prizes to survey participants, including a trip to South Africa for our April 2016 conference. If you haven't completed the survey please go the NECA homepage at [www.neca.asn.au](http://www.neca.asn.au) and look for the lion.

## Productivity Commission Workplace Relations Framework Inquiry

NECA recently entered a submission for the Federal Government's Productivity Commission Inquiry into the current Workplace Relations Framework. The Inquiry was set up to examine the performance of the present system and its influence on the well-being, productivity and competitiveness of the nation, whilst seeking to identify opportunities for improvement.

Our submission makes twelve recommendations and encourages the Australian Government to implement changes to deliver a more balanced and simplified workplace relations system. As with previous submissions, this submission has been formulated via an internal process that has been overseen by an Executive Committee.

Unsurprisingly, our submission is aligned to that of the Australian Chamber of Commerce and Industry (ACCI) and other similar, like-minded industry groups. We look forward to the Productivity Commission handing down their findings in due course. I'd like to thank Kevin McCosh for his assistance in driving this submission.

## We're now LinkedIn

We have been slowly building up our NECA Australia LinkedIn page and have commenced posting a range of discussions including our call for the reinstatement of the ABCC, discussions relating to our Annual Review and of course the 2015 Policy Document. We're keen to have you either contribute to or initiate discussions. The success of our page requires your engagement and involvement and I ask you to join the NECA Australia LinkedIn page at [www.linkedin.com/company/national-electrical-and-communications-assoc](http://www.linkedin.com/company/national-electrical-and-communications-assoc) to get involved.

Suresh Manickam

## Have you seen NECA's Policy Statement for 2015 yet?

The National Electrical and Communication Association's Policy Statement for 2015 has been formulated as a result of an internal process of engagement with our members, state chapters and NECA Councillors. The resulting document was ratified by the NECA National Executive in January 2015.

This document is the first of its type for our organisation as it outlines eight key policy themes and thirty specific policy recommendations. If actioned by Government, NECA believes that it will deliver a more prosperous and effective electrical contracting sector through the creation of new employment opportunities, increased safety and compliance standards and a boost in growth for our national economy.

As the peak industry voice for the electrical and communications sector, NECA will continue to engage with our key stakeholders on a range of policy positions and in a number of forums. NECA holds the view that the ongoing advocacy of our industry, via Parliamentary discussions, parliamentary and departmental policy submissions and policy forums, is a critical element in effecting positive change for our industry.

After reading this document, I hope that you will have a greater appreciation of the needs and contributions of our industry, as well as a deeper understanding as to the policy positions that we have put forward.

Visit <http://neca.asn.au/content/neca-unveils-policy-statement-2015> to download your free copy today.



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appreciated the fantastic support they received from Gordon Massey in NECA's OSH team. "Gordon looked at our existing NECA Safe and myosh systems and helped us make the necessary changes to incorporate HSEQ. Gordon is really knowledgeable and supportive which made the whole process a lot easier" said Barry.

BAES is confident that being certified through HSEQ will have a positive impact on the business. "Not only are we getting more and more requests where

being certified is a job requirement, but HSEQ has really helped with the flow of communication regarding our policies and procedures throughout the organisation. The communication channels are there so that if our staff arrive on site and find out that additional PPE or tools are needed, we now have the systems in place to make those requests and sort it out".

Barry acknowledges that the HSEQ audit was an effective way to test BAES's credibility levels. "I thought we were ready for the audit but I also thought that we

needed to go through the audit process to find out what, if anything, we were missing. I'd rather be audited and know that we are doing the right thing, rather than not be audited and risk the safety of our employees or clients".

To find out more about how HSEQ can help your business, please contact the NECA WA OSH team on (08) 6241 6100 or email [osh@necawa.asn.au](mailto:osh@necawa.asn.au). You can also visit <http://hseq.asn.au/> to find out more about the system.



### Barry Allen Electrical Services (BAES)

[www.barryallenelectrical.com.au](http://www.barryallenelectrical.com.au)

9 Juniper Way, Bunbury WA 6230

[barry@baesbunbury.com.au](mailto:barry@baesbunbury.com.au)

Office: (08) 9726 2442

After hours: 0417 923 877



## MEMBER FOCUS: BAES

**HSEQ**  
MANAGEMENT SYSTEM



NECA member Barry Allen Electrical Services (BAES) recently adopted NECA's Health, Safety, Environment and Quality (HSEQ) Management System and have achieved certification in only six months. Kevin Jose, NECA's Quality and Safety Manager, met with Barry Allen and Shane Gamble from BAES in March this year to congratulate them on this impressive achievement and find out more about how easy it was to incorporate HSEQ into their business.

Based in Bunbury, BAES was founded in 1996 to service the electrical requirements of Bunbury, Busselton and surrounding areas. BAES's team of electrical experts offer a 24/7 breakdown service and are experienced in the domestic, commercial, industrial and agricultural sectors.

BAES have been NECA members since 2008 and have received sound support from

NECA's safety, technical and legal teams since coming on board. BAES also sit on NECA's South-West Regional Advisory Group who meet every two months to ensure effective communication and collaboration between NECA and its regional members.

BAES first found out about the HSEQ system after seeing an advertisement in the NECA News magazine. Although they were already using NECA Safe and the myosh system in the business, they were attracted to HSEQ due to its certification and compliance capabilities - an increasing requirement for some jobs in the industry.

BAES acknowledges that the implementation process helped them realise that they largely had the correct systems in place already, however further work was required in documenting and following up on these systems. BAES

## New EnergySafety Reviews

Whilst responding to day-to-day member enquiries is the visible aspect of our service offerings, behind the scenes NECA continuously represents members at a government level on the issues that impact on your business.

EnergySafety is currently proposing amendments to the Electricity (Licensing) Regulations 1991. A complete list of EnergySafety's recommended amendments to the Electricity (Licensing) Regulations is available to be viewed here [www.commerce.wa.gov.au/sites/default/files/atoms/files/elr\\_1991\\_-\\_proposed\\_amendments.pdf](http://www.commerce.wa.gov.au/sites/default/files/atoms/files/elr_1991_-_proposed_amendments.pdf).

NECA has concerns in regard to the following recommendations in particular, as they may result in some of our members being prosecuted unjustly.

*R.52 Preliminary notices, Notices of completion and Electrical safety certificates.* NECA is seeking legal opinion regarding the suggested amendments, particularly around the wording being proposed.

*R.50 Duty to effectively supervise electrical work.* EnergySafety proposes that additional specific requirements be inserted in the regulation to increase the level of safety of these persons. The requirements will cover: Isolation of electrical equipment; Secure the isolation; Tagging; Proving deenergised.

NECA will scrutinise the definitions of the above to ascertain how the proposed amendments may potentially impact our

members and the practicality of applying them.

An additional and separate aspect of this review involves severely restricting the circumstances under which an electrical worker will be permitted to work on or near live parts of electrical installations.

EnergySafety proposes that the Australian Standard AS/NZS 4836:2011 'Safe working on or near low-voltage electrical installations and equipment' will guide the process to determine the circumstances under which electrical work may be carried out on or near live parts at any voltage higher than extra low voltage. EnergySafety also advises that some additional requirements will be inserted in the regulations to provide for safe working at high voltages. AS/NZS 4836:2011 is available to view by members in our online Technical Knowledge Base (TKB).

EnergySafety advises that in general, working on or near live parts is prohibited. There will be a small number of exemptions to this rule which are described in the Discussion Paper.

Please visit [www.commerce.wa.gov.au/sites/default/files/atoms/files/work\\_on\\_live\\_electrical\\_equipment.pdf](http://www.commerce.wa.gov.au/sites/default/files/atoms/files/work_on_live_electrical_equipment.pdf) to review EnergySafety's Discussion Paper setting out the live work amendment proposal.

Thank you to members who took the time to provide written comments about these proposals to NECA WA, which were taken into consideration when preparing our response to EnergySafety.



Julian Payn, NECA Manager Member Liaison

A separate submission has been made to EnergySafety regarding their review of:

- "Code of Practice for Inspectors (Electricity) in WA"
- "Application and Renewal: Designation of Inspectors (Electricity) in WA"
- "Procedure for appealing against an Inspector's Order issued by an Inspector (Electricity)"

Key themes were: increased consistency in the inspectorates, demonstrated platform of how inspectors keep up to date with relevant standards and consistency of interpretation, more structured and formal processes for appeals process of Inspectors orders and a requirement for inspectors to maintain training of checking and testing.

## WA Electrical Contractors now have access to Restricted Plumbing Licences

After years of inequity where plumbers have been able to hold a Restricted Electrical Licence but electrical contractors have not been granted a Restricted Plumbing Licence, NECA WA is pleased to advise that successful negotiations with the Building Commission have resulted in a Restricted Plumbers Licence now being available for electrical contractors.

This has been a long term issue with many people across our industry angry

that plumbers could carry out restricted electrical work but electrical contractors were prohibited from performing restricted plumbing work. We are delighted to report that NECA's lobbying efforts have been rewarded and that electrical contractors can now undertake restricted plumbing work such as fitting and commissioning hot water systems.

NECA WA urges members to view Form 106 from the Building Commission - Plumber's Licensing Board Restricted Plumbing Permit at [www.neca.asn.au/](http://www.neca.asn.au/)

[sites/default/files//media/state\\_wa/Form\\_106\\_restricted\\_permit\\_initial\\_application\\_20150112.pdf](http://www.commerce.wa.gov.au/sites/default/files//media/state_wa/Form_106_restricted_permit_initial_application_20150112.pdf) to ensure you understand the requirements and restrictions.

NECA has joined forces with the Master Plumbers and Gasfitters Association (MPGA) to offer Restricted Plumbing Permits to NECA WA members for \$225. If you would like to register your interest, contact MPA Skills by phone on (08) 9471 6600 or via email at [mail@mpaskills.com.au](mailto:mail@mpaskills.com.au).

## Changes within Design Quotation Application (DQA)

We are pleased to advise that concerns raised by you in relation to Western Power's design quote application (DQA) time frames are being addressed.

NECA has worked collaboratively with Western Power and in doing so have achieved some positive outcomes. These include Western Power mobilising additional resources within both design and works administration teams to speed up the application process.

Members are advised that they may receive a phone call from Western Power if there is incomplete information on their applications. If Western Power is unable to contact you by phone, a letter will be sent advising you of the additional information they require.

The best way to guarantee efficient processing of your application is to ensure that all of the required information is provided to Western Power at the time of your application. Log into our Technical

Knowledge Base (TKB) by visiting [www.neca.asn.au/wa/content/technical-knowledge-base-tkb](http://www.neca.asn.au/wa/content/technical-knowledge-base-tkb) to access the Design and Access Officer Application form (previously called DQA), located in the 'Western Power forms' section. Should you require further information on this topic, please call Western Power on 13 10 87.

If you are having difficulties with the process, please email your concerns to [technical@necawa.asn.au](mailto:technical@necawa.asn.au).



## ATCO Gas Australia and meter boxes

NECA WA has been working closely with ATCO Gas Australia in relation to the development by ATCO Gas of their Meter Box Location Handbook.

ATCO Gas have different requirements in their metering configurations and this has led to electrical contractors trying to apply the same configurations to electrical meters, resulting in electrically non-compliant installations.

The purpose of working with ATCO Gas is to ensure their handbook references the Western Australian Distribution Connections Manual (WADCM) so that builders have a better understanding of both parties' metering requirements when installing meter boxes.

Members are advised that the WADCM does not permit a combination of both distributed master metering and multi master metering - it is either one or the other. We urge you to look at the builder's drawings when quoting a job and, if necessary, advise the builder of this requirement for electricity meters.

NECA WA, along with ATCO Gas and Network Operators, have agreed to work with builders to better educate them of the requirements for metering, so that meter boxes (if placed by the builder) meet the requirements of the Network Operators, be they gas or electricity.

Please contact NECA Technical by email at [technical@necawa.asn.au](mailto:technical@necawa.asn.au) or by phone on (08) 6241 6100 if you have any further queries regarding the above information.

# NECA TECHNICAL NEWS

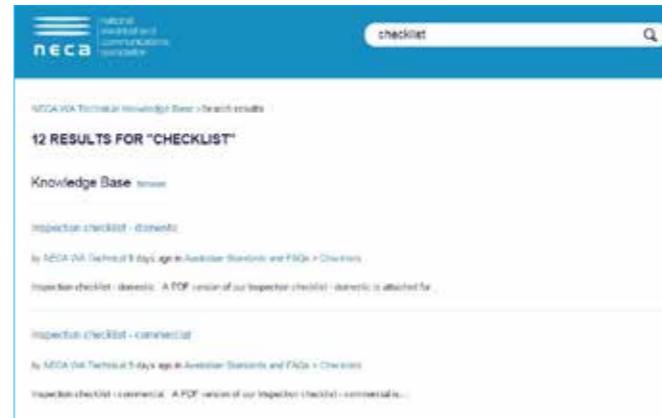
## NECA WA Checklists

Members are advised that the checking and testing of electrical installations is arguably the most important component of the job. No doubt we can all share a story where this hasn't happened and experienced the consequences.

Checklists are available on the Technical Knowledge Base (TKB), just type "checklist" into the search bar and hit enter.

Additionally, they are currently listed in the Latest Updates section on the TKB home page.

Visit [www.neca.asn.au/wa/content/technical-knowledge-base-tkb](http://www.neca.asn.au/wa/content/technical-knowledge-base-tkb) to access the TKB.



## EnergySafety issues a second Order following Morley Galleria Shopping Centre explosion

The following media statement was released by EnergySafety on 24 March 2015:

EnergySafety has issued additional safety precautions for the type of high voltage (HV) switches involved in the 3 February Morley Galleria Shopping Centre explosion.

The first Order pertained to only Long & Crawford Manchester switchgear. EnergySafety has now extended the Order to all HV oil-insulated combined-fuse switches.

At the announcement, the Director of EnergySafety, Ken Bowron said "While the investigation is not complete, it appears that there has been a short-circuit fault in

the switch tank following the rupture and disintegration of a HV fuse within the unit.

"In light of the recent findings, I have formed the opinion that further precautions must be undertaken with this type of equipment.

"I have decided to extend the Order to all equipment with similar design – not just the Long & Crawford switch-fuse units.

"In addition to banning the opening of the lid, I have now also banned the commencement of any electrical work on this type of equipment, including operation of the switching or earthing mechanisms if a HV fuse has operated" Mr Bowron said.

Mr Bowron once again reiterated that it was unsafe to perform work on any item of electrical equipment especially where there are live exposed HV electrical parts.

"EnergySafety's investigation is progressing but is not yet complete. If we identify anything which we believe industry and owners of similar installations need to be made aware of, we will update them without delay" Mr Bowron said.

Like with the first Order, this new Order will be sent to all licensed electrical contractors in WA and property owners likely to have these switches on their property.

## WADCM Addendum #1

Please be advised that an addendum for the Western Australian Distribution Connections Manual (WADCM) has been issued.

As a part of the WADCM 5<sup>th</sup> edition review, the Western Power option for installing four single phase (0200) electronic meters on a standard 450mm by 450mm panel was withdrawn to ensure the sustainability of a standardised customer connection arrangement.

NECA WA has worked with Western Power to ensure that the transitional arrangement is extended until 30 June 2016 for this option.

The changes relate to clause 12.3 Multiple points of supply and Clause 11.9.2 Meter panels, table 10.

The required updates to Sections 11 and 12 of the WADCM have already been reflected on our Technical Knowledge Base (TKB), for members to view online at [www.neca.asn.au/wa/content/technical-knowledge-base-tkb](http://www.neca.asn.au/wa/content/technical-knowledge-base-tkb).

**FOR MORE INFORMATION OR ANY OTHER TECHNICAL QUERIES, PLEASE CONTACT THE NECA TECHNICAL TEAM ON (08) 6241 6100 OR EMAIL [technical@necawa.asn.au](mailto:technical@necawa.asn.au).**

## CERTIFICATE IV IN HAZARDOUS AREAS

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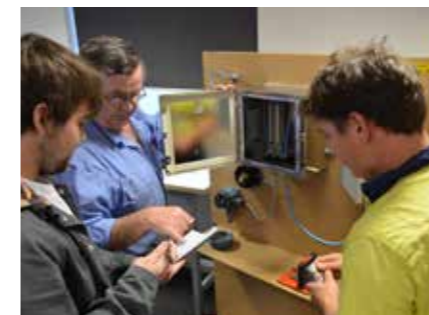
## BECOME QUALIFIED IN HANDLING EXPLOSION-PROTECTED EQUIPMENT AND SYSTEMS

### Course Overview

The course provides students with the competencies to supervise, select, install, commission, maintain and test explosion-protected equipment and systems. It also covers working with explosion protection techniques and how to apply these to pressurisation and gas and dust atmospheres.

### COURSE DETAILS

<b>CAMPUS</b>	Joondalup - on demand
<b>DURATION</b>	2 weeks full time
<b>PRICE</b>	Normally \$4000 <b>discounted to \$2300 for enrolments before 29 May 2015 (save \$1700)</b>
<b>PRE-REQUISITE</b>	Applicants must hold a current WA Electricians Licence







seriousness of this type of conduct and act as a deterrent to others who might be likely to engage in contraventions”.

The MUA’s “significant number of prior contraventions of similar legislation” was another contributing factor in considering the penalties.

This decision serves as a reminder to all employers to consider its decisions carefully before engaging in conduct which might be in breach of the Fair Work Act.

Disclaimer: This summary is not legal advice. For more information or if you

would like NECA Legal’s assistance with employer obligations, especially the ‘general protections’ under the *Fair Work Act*, please contact NECA Legal (WA) Pty Ltd on 6241 6129 or via email.

## Migration Newsflash: Subclass 457 Integrity Review Recommendations - Government Response

Most business sponsors will welcome the government response to the Independent Review of the Integrity of the 457 programme, released 18 March 2015, which supported most review recommendations. Assistant Minister for Immigration and Border Protection Senator Michaelia Cash identified a number of measures which will streamline requirements, while targeting employers who misuse the program.

Current sponsors will generally appreciate government support for measures including extension of sponsorship validity to five years, a simplified

process for renewal, and a revamped accredited sponsorship scheme. However the government will not support all recommendations.

Businesses will welcome changes which reduce administrative burdens but increased monitoring, including data matching, means businesses must ensure they have robust processes and technology to manage their obligations, and ensure that immigration and tax functions are not operating in isolation.

KPMG immigration specialists are available to assist employers in navigating through these changes.

KPMG is on NECA Legal’s panel of external service providers. Please contact NECA Legal on (08) 6241 6129 who can put you in touch with a KPMG immigration specialist.

**DO YOU REQUIRE LEGAL ASSISTANCE? CONTACT NECA LEGAL BY PHONE ON (08) 6241 6129 OR EMAIL [necalegal@necawa.asn.au](mailto:necalegal@necawa.asn.au)**

## NECA LEGAL NEWS



### Company and Union Penalised

Two people applied for work as ship stewards in 2009. A company called Skilled Offshore Australia wished to employ them, but told them they would need to first join the MUA.

The MUA refused their membership applications because of its policy of giving preference to current out-of-work members.

The Federal Court found that both the union and company have taken unlawful adverse action when they combined to deny employment to a “salt of the earth” non-union couple. The Court ordered the MUA and Skilled Offshore to pay almost \$800,000 in compensation and penalties (Fair Work Ombudsman v Skilled Offshore (Australia) Pty Ltd [2015] FCA 275).

In determining the compensation, Justice Gilmour said he considered the

couple would have been “above average employees” and free of an “entitlement mindset”. He said that if they had been engaged, the couple would “not have readily given up such employment” as stewards on the vessel, and calculated their loss of income over a five year period.

The Court ordered that the couple be paid \$723,300 in compensation. The Court however found the “culpability of the MUA was far greater” than that of Skilled Offshore and the MUA was ordered to pay two-thirds of the compensation plus almost \$80,000 in penalties for contravening the Fair Work Act.

Skilled Offshore was ordered to pay the remaining third of the compensation.

While Justice Gilmour accepted the contraventions arose from the joint

conduct of the MUA and Skilled Offshore, he said “there was no parity or even approximate parity” and the MUA’s culpability was “far greater”.

He found that while the employer had contravened the Fair Work Act, it was because of the union’s conduct and not because it chose to do so on its own initiative.

Justice Gilmour said “The MUA was the ‘moving party’ and the party principally responsible for the [couple] being denied employment”.

The MUA requested that its contraventions be understood in the context of its rules namely to “secure preference of employment for members” but the Court said this would contravene freedom of association principles and “penalties must reflect the objective

## Changes to Gender Reporting Obligations

*The Workplace Gender Equality Act 2012 sets out the requirements for “relevant employers” to produce public reports containing information relating to the employer and to the gender equality indicators. A “relevant employer” means a registered higher education provider that is an employer or a natural person, or a body or association (whether incorporated or not), being the employer of 100 or more employees in Australia.*

Changes to workplace gender equality reporting were announced on 25 February 2015, with the changes to take effect on 1 April 2015 for the 2015-2016 reporting period.

The reporting requirements for the 2014-2015 reporting period (due to be lodged between 1 April and 31 May 2015) remain unchanged.

The Government conducted a consultation process undertaken by the Department of Employment, in collaboration with the Office for Women in the Department of the Prime Minister and Cabinet, with reporting organisations, employer representatives

and gender equality advocates to identify how the current gender equality reporting framework can be streamlined while still meeting the policy objectives.

Although there are some requirements for employers to provide information not previously required, the Employment Minister announced that the government would cut additional requirements that were due to commence in April 2015.

From the 2015-2016 reporting period, employers will provide data regarding:

- “appointments, promotions and resignation for managers and non-managers; and
- the proportion of employees that ceased employment following parental leave for managers and non-managers.”

Employers will no longer be required to provide data on:

- “remuneration of Chief Executive Officers or equivalent, key management personnel above the Chief Executive Officer and managers employed on a casual basis;
- workers engaged on a contract for services basis;

- annualised average full-time components of total remuneration;
- information on the number of applications received and interviews conducted; and
- the number of requests made, and approvals granted, for extensions to parental leave.”

Employers will continue to report against the six gender equality indicators, including:

- “gender composition of the workforce;
- gender composition of governing bodies;
- equal remuneration between men and women;
- availability and utility of employment terms, conditions and practices relating to flexible working arrangements;
- consultation with employees on issues concerning gender equality in the workplace; and
- sex-based harassment and discrimination in the workplace.”

Disclaimer: The above summary is not legal advice. For more information or if you would like NECA Legal’s assistance with Employers’ legal obligations please contact NECA Legal (WA) Pty Ltd on (08) 6241 6129 or by email at [necalegal@necawa.asn.au](mailto:necalegal@necawa.asn.au).



## Federal Court rules on ‘Zero Tolerance’ policy

This matter relates to an accident involving a vessel called the Marjorie Jackson that occurred when a ferry master agreed to fill a vacant shift in July 2013, despite having smoked marijuana hours earlier to relieve pain in his shoulder, and crashed the vessel into a wharf.

The employer (Harbour City Ferries Pty Ltd – hereafter ‘Harbour City’) suspended him and then dismissed him some time later after an investigation, in line with its zero-tolerance policy.

The ferry master brought an unfair dismissal application to the Fair Work Commission (‘FWC’) which came before Deputy President Lawrence in April last year. The FWC ordered that the ferry master be re-instated, finding that although there was a valid reason to dismiss him, other factors, including the lack of any evidence that he was impaired, made the dismissal unfair.

The Full Bench of the FWC upheld Harbour City’s appeal in September last year, finding that the “core issue” in the case was the ferry master’s “deliberate disobedience, as a senior employee, of a significant policy”.

“The lack of any impairment arising from drug use, the absence of a link between drug use and the accident and the absence of substantial damage to the Marjorie Jackson are not factors relevant to the ground of misconduct identified as non-compliance with the Policy,” the full bench said.

The ferry master then applied to the Full Court of the Federal Court for a judicial review of the FWC Full Bench’s decision. The Federal Court (Allsop CJ, Siopis J and Buchanan J) found no error in the FWC Full Bench decision.

Justice Buchanan said the FWC Full Bench had not made any jurisdictional errors in reversing Deputy President Lawrence’s decision and that it was “the particular province of the FWC” to examine the merits of unfair dismissal cases and the FWC’s examination should “proceed upon a practical and pragmatic foundation”.

The judge said that the examination “necessarily extends to the possibility of review of reasons and outcomes on appeal. Those are matters not readily susceptible to narrow challenges on the grounds of ‘jurisdictional error’”. “It is clear that “deliberate disobedience” of the respondent’s policy by a senior employee was viewed by the Full Bench as the central factor to be assessed and not, as Deputy President Lawrence had found, whether the drug use had a demonstrated or likely bearing on the incident.”

The Federal Court rejected the ferry master’s argument that the FWC Full Bench should have given more weight to the factors that Deputy President Lawrence relied on to find his dismissal unfair. The Court said such an argument sought to convert the “broad evaluative sweep” required by s385(b) into “a statutory requirement to give weight to each and every factor that could be said to weigh in the balance in favour of an [employee] as a consequence of termination”.

The judge said that “Section 385(b) fulfils no such function,” and that the FWC is entitled to approach its task by focusing on considerations it considers relevant.



“Here, its view... was that the core question – the deliberate disobedience of a significant policy (one central to the safety of the public and the public’s confidence in the safety of ferry travel) was not touched by a lack of evidence of impairment, or by a lack of evidence of causal relationship between the event and the cannabis, or by the other considerations that were said to weigh in the balance in favour of the applicant.”

The implication of this Federal Court decision is that employers should be able to rely more heavily on zero tolerance drug and alcohol policies to discipline or dismiss employees, even in circumstances where there is no evidence of impairment.

(Toms v Harbour City Ferries Pty Ltd (2015) FCAFC 35)

Disclaimer: The above summary is not legal advice. For more information or if you would like NECA Legal’s assistance with disciplinary or termination procedures, please contact NECA Legal (WA) Pty Ltd on 6241 6129 or email [necalegal@necawa.asn.au](mailto:necalegal@necawa.asn.au).



# TRADEUP AUSTRALIA

## Promoting skilled trade careers to women



Sarah Jayne Flatters, TradeUP Australia founder, pictured front row, fourth from left, with TradeUP Australia volunteers.

# TradeUP AUSTRALIA

We recently spoke with Sarah Jayne Flatters, founder of TradeUP Australia, a new not-for-profit incorporated association promoting skilled trades as viable career options for women.

TradeUP has experienced significant success since inception early last year. "The response has been overwhelmingly positive", says Sarah Jayne, a former Electrical Group Training (EGT) apprentice and NECA apprentice award winner.

"I started TradeUP Australia because I absolutely love my job as an electrician and thought so many women like me would suit doing an apprenticeship but haven't even considered it an option" said Sarah Jayne. "I think that trade-based careers provide the flexibility, variety, financial and practical independence that offer a lifestyle that would suit many women."

TradeUP is run by volunteer tradespeople who work on a range of initiatives designed to encourage women to consider trade-based careers. These include community-based workshops and seminars and provide an online forum for women in trades to support and network with each other. TradeUP also works hard to lobby media, government, industry and the community to give women in trades higher levels of support and exposure.

In 2014 TradeUP hosted nine DIY Workshops for Women where attendees were given the opportunity to learn new skills using tools from a range of different trades. Feedback from attendees to these free events, completely run by community volunteers, was incredibly positive. Many acknowledged that these workshops resulted in an increased sense of confidence to not only use their new skills in the home, but in some cases to investigate a trade-based career.

Sarah Jayne, who completed her own apprenticeship at EGT, encourages women just starting out to consider apprenticeships at group training organisations. "I had a great experience. The biggest benefit of group training is that you can get a lot of variety during

your apprenticeship. It's paying off now that I have experience in so many aspects of the trade, making me very employable."

TradeUP's media exposure and advocacy efforts are moving from strength to strength. TradeUP had a stall at the 2014 WorldSkills Australia event at Perth's Convention and Exhibition Centre last September and Sarah Jayne affirms that it was an amazing experience. "We got to meet so many different industry groups and tradespeople who are passionate about what they do" said Sarah Jayne.

Since then, TradeUP's advocacy initiatives have been gaining momentum, with television appearances and articles in an array of print publications. Most recently, TradeUP was invited to take part in a forum led by WA Premier Colin Barnett to discuss initiatives that encourage a greater number of school-aged girls to choose careers relating to maths and science.

Despite the organisation's ongoing success, Sarah Jayne acknowledges that TradeUP's biggest challenge is being a volunteer-based group. "All of our volunteers are also working fulltime in their trade careers of which they

are very passionate about. We require more active volunteers to be mentors and ambassadors to continue the momentum." TradeUP is also seeking sponsorship to ensure that the DIY Workshops and other initiatives can continue into the future.

Individuals and businesses who are interested in getting involved are encouraged to check out TradeUP's website at [www.tradeupaustralia.com.au](http://www.tradeupaustralia.com.au) and to like the facebook page at [www.facebook.com/tradeupaustralia](http://www.facebook.com/tradeupaustralia).

And as for Sarah Jayne's biggest piece of advice to women interested in a trade-based career? "Do it! Don't let anyone hold you back. I know many smart, happy and successful women who are tradies and love it!"

## TradeUP Australia

[www.tradeupaustralia.com.au](http://www.tradeupaustralia.com.au)

[www.facebook.com/tradeupaustralia](http://www.facebook.com/tradeupaustralia)

### What we do:

**Empower:** Presenting hand and power tool workshops for women from all backgrounds to gain confidence through practical and building skills.

**Inspire:** Direct approach through fun speaking engagements and presentations by successful and passionate female tradesmen.

**Inform:** Access to general information and resources about working in a trade.

**Mentor:** We connect women, apprentices and female tradesmen through our volunteer program, meet-up events and online forums.



# SECURITY OF PAYMENT

## Who can afford not to get paid?



**SECURITY OF PAYMENT SEMINARS**  
**WHO CAN AFFORD NOT TO BE PAID?**

[neca.asn.au/wa/content/security-payment-seminars](http://neca.asn.au/wa/content/security-payment-seminars)

Logos: NECA, NECA WA, Contract Solutions International

Contractors deserve fair payment for the work they perform. Unfortunately a large percentage are writing off thousands of dollars a year because they believe payment dispute resolution is too costly and time consuming. This is not the case!

The *Construction Contracts Act 2004* (the Act) provides contractors with a low cost, quick, powerful and legally enforceable means by which to settle disputed payments. However, recent feedback from members indicated that many were either unaware of the Act and how it can assist them in securing (wrongly) disputed payments, or of their entitlements in relation to prohibited provisions their clients impose on them in an attempt to delay or reject payment.

As a consequence, NECA WA, Master Plumbers & Gasfitters Association and Master Painters & Decorators Australia provided two Construction Contracts Act Awareness seminars in February.

The seminars were well attended and overwhelmingly the feedback was for NECA to provide further sessions.

Therefore NECA WA, MPGA and MP&DA are pleased to advise regular Contract Administration & Commercial Awareness seminars will be offered, providing the opportunity for participants to receive advice on their own specific contracts and commercial issues, while learning from the experiences of our presenter and other members of the group.

The sessions will be dynamic and tailored to the groups needs – some suggested topics could include:

- How to write and negotiate terms and conditions
- Contract administration – tips for success
- How to recognise (and more importantly) get reimbursed for all variations executed
- How to write basic but essential contractual correspondence
- Fail to plan, plan to fail – how to implement and maintain basic planning programmes to help preserve your rights to extensions of time and protection from levy of liquidated damages

The seminars will once again be facilitated by construction professional and adjudicator **David Court** from **Contract Solutions International (CSI)**. David has an extensive background in contract dispute resolution. David's experience includes both preparing claims brought under the Act and providing advice to contractors who are pursuing or defending claims. As a Registered Adjudicator, he brings a unique insight into all aspects of the dispute process. Additionally, David provides contractual administration advice and understanding in a broad range of construction sectors, including the electrical industry.

Professionals from **NECA Legal** will also be attending the seminars to assist with your legal queries. Remember, NECA WA members have exclusive access to free generalist legal advice and assistance with debt collection. For the full range of NECA Legal services, please visit our website [www.neca.asn.au/wa/content/legal-industrial-relations](http://www.neca.asn.au/wa/content/legal-industrial-relations).

The seminars will incur a small fee of \$50 and will alternate between Joondalup (NECA) and Maylands (MPGA) locations.

Monthly seminars commencing in May will be scheduled mid-week from 4.30pm - 6.30pm.

If you are interested in attending these seminars, please email [events@necawa.asn.au](mailto:events@necawa.asn.au) to receive further details.



**SATURN ZEN**  
The beauty of simplicity

Life Is On™



## NECA MEMBERSHIP UPDATE

### The high price of doing business in WA

The price of doing business in our great state can be costly, and you are probably thinking "Gee, insightful stuff. Can't wait for next thrilling issue that tells me more about things I already know".

We are now seeing the effects of high wage expectations coupled with overbearing red tape that make being an electrical contractor a profession not for the faint-hearted. You certainly need your wits about you to run a financially successful business in 2015. Your clients want value, head contractors often aim for tight margins and your staff may be wondering why they don't go and chase the big dollars up north. Then there is WA's traffic congestion. It's getting worse. You can literally hear the dollars ticking by with each stroke of the clock whilst your team is stuck in traffic on their way to the next job. Where does all that leave you? Every dollar counts. That's why NECA WA has spent time and resources to come up with better ways for business owners to control their business. Here are two ways NECA members can lower the cost of doing business in WA.

#### 1. TKB

Save time and money with the Technical knowledge Base (TKB). Hundreds of electrical contracting businesses are already saving time and money by

simultaneously searching the Wiring Rules, WAER, WADCM and other common standards on this free digital platform. The ability to access over 400 documents at the touch of a button (or tap of your iPad!) allows your team to be more self-sufficient in the field. Many business owners use NECA's Technical hotline service combined with TKB to avoid time lost solving queries from job to job. Visit [www.neca.asn.au/wa/content/technical-knowledge-base-tkb](http://www.neca.asn.au/wa/content/technical-knowledge-base-tkb) to sign up or log into TKB.

#### 2. WFI

Save money on your next insurance premium with mates rates from Wesfarmers. NECA members have been benefitting for years from lower insurance costs from the WFI/NECA partnership. In an economy where every dollar counts, saving money on core business services helps your bottom line.

Overall NECA WA membership is on the rise. We welcomed 25 new members in the last 8 weeks and welcomed another 9 members in the same period through the College of Electrical Training's Contractor Course. The majority of the 34 new members elected to receive a complimentary Starter Safety Management Plan to cover their short-term OSH requirements. If you and your business would also like assistance with Work, Health and Safety questions please phone (08) 6241 6100 or email



Glen Rothlisberger, NECA Strategic Growth Manager

**ARE YOU GETTING THE MOST OUT OF YOUR MEMBERSHIP?**

**CONTACT THE NECA MEMBERSHIP TEAM BY PHONE ON (08) 6241 6129 OR EMAIL [membership@necawa.asn.au](mailto:membership@necawa.asn.au)**

## CERTIFICATE IV IN ELECTRICAL INSTRUMENTATION

**Enrol before 29 May and save \$1700!**

### GET QUALIFIED IN INDUSTRIAL INSTRUMENTATION!

#### Course Overview

This nationally recognised qualification provides electricians and final year electrical apprentices with training in the functionality, operation, calibration and fault finding of basic Industrial Instrumentation.

The course provides underpinning knowledge of instrumentation theory, calibration and processes through a self-paced, online training program technically and administratively supported by the College. Students have up to 12 months to complete the online theory component.

Knowledge and skills obtained during the online tuition are applied to simulated practical workplace training in pressure, level, temperature, flow and transducers and their application to analytical instruments over a 3 week period.

#### COURSE DETAILS

<b>CAMPUS</b>	Joondalup
<b>DURATION</b>	Up to 12 months for online theory component + 3 weeks practical at the College.
<b>PRICE</b>	Normally \$5000 <b>discounted to \$3300 for enrolments before 29 May 2015 (save \$1700)</b>
<b>PRE-REQUISITES</b>	<ul style="list-style-type: none"> <li>Current WA Electricians Licence</li> <li>Working knowledge of written and spoken English</li> </ul>

**REGISTER TODAY!**

**GET Joondalup | (08) 9301 1560 | [joondalup@cet.asn.au](mailto:joondalup@cet.asn.au)**

**It is time to nominate your best projects for the 2015 NECA Excellence Awards which celebrate outstanding achievements in our industry.**

There is huge competition in all categories and the state finalists and national winners in these prestigious awards are universally recognised as being at the forefront of the industry in terms of best practice. They are applauded by their peers, customers and industry leaders and further acknowledged by the media coverage generated by the awards.

**How to nominate a project**

1. Visit [www.neca.asn.au/wa/content/excellence-and-apprentice-awards](http://www.neca.asn.au/wa/content/excellence-and-apprentice-awards) and download a copy of the Nomination Form and Nomination Guide.
2. Complete the 2015 NECA Excellence Awards Nomination form and send to [events@necawa.asn.au](mailto:events@necawa.asn.au). You will then receive a NECA WA Excellence Awards Process Guide via email.
3. When you are ready to submit your project, go to the NECA's online nomination system <https://eawards.com.au/2015/neca/newentry/wa-intro.php> and follow the instructions.
4. **All projects must be submitted by Friday 19 June 2015.**



**NOMINATIONS CLOSE**

19 June 2015

**NECA STATE AWARDS**

Western Australia  
21 August 2015

**NATIONAL AWARDS**

26 November 2015  
Brisbane



**AWARDS ARE PRESENTED IN THE FOLLOWING CATEGORIES:**

- 1<sup>st</sup> year
- 2<sup>nd</sup> year
- 3<sup>rd</sup> year
- 4<sup>th</sup> year Industrial
- 4<sup>th</sup> year Commercial / Domestic
- 4<sup>th</sup> year Communications

**NOMINATIONS CLOSE**

12 June 2015

**NECA STATE AWARDS**

Western Australia  
21 August 2015

**NATIONAL AWARDS**

26 November 2015  
Brisbane

**Nominate your apprentice or yourself for the NECA Apprentice Awards. It looks great on your CV and there are fantastic prizes to be won!**

NECA has led the industry's apprentice awards for over three decades, and we will continue to work to achieve an ever-increasing level of awareness and respect for electrical and communications apprentices and their employers in the future.

NECA encourages all eligible apprentices who have excelled in any area of their training to apply.

The awards will acknowledge achievement in personal development, effort, academic attainment and workplace competency.

**How to apply**

1. Visit [www.neca.asn.au/wa/content/excellence-and-apprentice-awards](http://www.neca.asn.au/wa/content/excellence-and-apprentice-awards) and download a copy of the Application Form and Nomination Guide.
2. Complete the 2015 NECA Apprentice Awards Application form and send to [events@necawa.asn.au](mailto:events@necawa.asn.au) along with the supporting information listed on the form.
3. **All documents must be submitted by Friday 12 June 2015.**

# SAFETY UPDATE

## No reason someone has to die

In a recent case in the District Court of New South Wales (Inspector Nash v Bulga Underground Operations Pty Ltd [2015]), the court heard that a worker was killed when he was struck by a falling slab of coal, whilst working under a section of roof which was exposed and spanning 1.5 metres. Although the coal mining company claimed that it was "not reasonably practicable" to comply with the legal provision to maintain a safe workplace or control the deceased worker's decision to place himself under an unsupported roof, the District Court Judge rejected the coal mining company's claim.

The court heard that the Bulga Underground Operations shift supervisor had inspected the worksite prior to the deceased worker commencing his shift and identified the risk that the roof might fall; however, the supervisor did not inform anyone of the risk and the necessity to implement controls.

The judge noted that the supervisor's risk assessment was fundamentally flawed; he failed to communicate the risk. The judge also noted that: "The failures to inspect properly and to undertake an adequate risk assessment were major and significant contributory factors in the incident occurring and the death of a worker."

What does an incident in New South Wales in the coal mining industry have to do with the electrical industry in Western Australia?

In 2013, Jayden Zappelli died in the roof space of an East Bunbury home. He was only 18 years old.

He was working as a Trades Assistant when he was electrocuted and his life was cut short because of the same contributing causes as related in the coal mining death above.

In dealing with the prosecution of the company employing Mr Zappelli at the time of the incident and the supervisor, the court heard the following:

- The supervisor had relied on removing fuse wedges in the meter box to isolate and turn off parts of the power supply,



rather than turning the electricity supply off at the mains

- The supervisor used a volt stick rather than a multimeter to test the circuit involved and volt sticks are known in the industry to be prone to giving false negative results
- The supervisor failed to conclusively ensure that any circuit being worked on by Mr Zappelli and himself was isolated
- That the 'company' failed to ensure that the mains were isolated before Mr Zappelli went into the roof

This tragic incident should serve as a reminder of the extreme importance of checking and rechecking that the circuits being worked on are indeed not live. When working with or around electrical circuits, any assumption could be a fatal one.

Like the facts in the coal mining incident, a supervisor and /or the company should have identified hazards, determined risks, assessed the risks, determined controls and implemented the controls intended to eliminate the hazards or reduce levels of risk to as low as reasonably acceptable. Furthermore, the means of risk reduction needed to be communicated to all staff undertaking the

task; supervisors must never assume that their team knows what to do one hundred per cent of the time.

In both cases, risks to workers' safety were not dealt with appropriately and/or no defective risk reduction measures existed. This facilitated the presence of an unsafe work environment and unsafe work practices resulting in two lives being taken needlessly.

In both of these accidents, no one had to die, certainly not an 18 year old young man with the rest of his life ahead of him! The implementation and communication of tried and proven safety practices would have prevented these occurrences – HIRAC: Hazard Identification, Risk Assessment and Control.

All too often when talking to and advising members, NECA WA sees the above lapses in safety practice. If you need advice or assistance on what you need to do and the safety system you need to have in place, contact the NECA WA OSH Team on (08) 6241 6100 or email osh@necawa.asn.au.

## Risk Assessments - just another piece of paper?

For most companies getting paperwork filled out is a never-ending battle. Sometimes rather than telling a tradie to fill out another piece of paper per job it would be easier to pull teeth.

Filling out the job sheet carries a high weighting in the minds of both employer and employee. With every job sheet there should be a risk assessment. Spending a few minutes at the beginning of a job could save a whole lot of heart ache later on.

The purpose is simple, to have the workers stop and think about the safety implications of each job - to look at the tasks, identify the hazards, assess the risk and apply appropriate controls that will reduce the possibility of injury, illness or damage occurring.

The most recognised form of these documents is the Take 5 or JSA, "Those other pieces of paper".

Putting the employer's obligations aside, what is interesting is that the legislation requires the employees to report hazards (see OSH Act s20).

The OSH Team have had the opportunity recently to visit several companies that have found excellent examples of good practice on this issue where companies have added the risk assessment to the job sheet. That is an option that should be considered for many more companies. Contact the OSH team at NECA WA if you need further information or assistance.

## Scissor Lift Competency

NECA's OSH team would like to remind members that legislation states that a high risk licence is required if using a boom lift (cherry picker) with an extended boom length of 11 metres or greater.

Consequently, there is no requirement to have a high risk licence to use a scissor lift. However, there is still a need to ensure that the employee is competent enough to use the equipment without putting themselves or anyone else in harm's way (see OSH Act s19 and OSH Regs 3.1).

How does an employer meet their legislative obligations? If you need a refresher, RTOs such as EquipSafe provide Elevating Work Platform Training (see ad on the right of this page). If you are already familiar with the equipment, spend some time instructing your employees on the operational and safety implications of the equipment that you are asking them to use.

For more information, assistance or any other safety queries, please contact the NECA OSH Team:

T: (08) 6241 6100

E: osh@necawa.asn.au



**NATIONALLY ACCREDITED TRAINING**  
Registered Training Organisation 0846  
[www.equipsafe.com.au](http://www.equipsafe.com.au) admin@equipsafe.com.au

**PHONE: 1300 793 971**

## SCISSOR LIFT TRAINING

On Site or Equip-Safe, Welshpool



- **Yellow Card**
- **Duty of Care Training (Certificate of Competency)**
- **VOC (Verification of Competency)**

**If you hold a High Risk Licence WP class, some sites also prefer you have certification for Scissor Lift.**

**High Risk Work Licence (Class WP) also available.**



The Construction Training Fund provides funding support for training of eligible workers in the construction industry. We acknowledge the support of the Construction Training Fund in reducing the costs of training for eligible workers.

# WORKSAFE WA ISSUES WARNING

## Falsified High Risk Work Licences

WorkSafe has issued a warning to check Statements of Attainment (SOAs) for tilt-up construction work after being alerted to created copies of the document.

WorkSafe Acting Executive Director Ian Munns said today WorkSafe had recently been alerted that SOAs were being electronically created.

"We've recently been made aware that SOAs are being electronically created for workers who have not undertaken the necessary training to work in the tilt-up construction area," Mr Munns said.

"It's vital that anyone involved in tilt-up construction is appropriately trained to work in this high-risk area.

"Our advice to employers or anyone in control of a workplace is to satisfy yourself that anyone you are thinking

of employing for tilt-up work has the experience claimed.

"Always sight the original SOA document and verify that the date on the SOA is in the proper format (dd/mm/yyyy)," he said.

"If there is any doubt about the SOA, contact the training provider to verify that the worker has completed the approved course.

"Finally, it's important to note that the cases of fraud in relation to SOAs for tilt-up construction we have discovered have been referred to WA Police."

Further information can be obtained by telephoning WorkSafe on 1300 307877 or on the website at [www.worksafe.wa.gov.au](http://www.worksafe.wa.gov.au).

Source: WorkSafe

For more information, assistance or any other safety queries, please contact the NECA OSH Team:

T: (08) 6241 6100  
E: [osh@necawa.asn.au](mailto:osh@necawa.asn.au)



# HIRING AN APPRENTICE?

Make it easy with AMAATS

WHAT	HOW	WHO
<b>Wages</b>	Find out the correct wage to pay your apprentice	<b>Wageline</b> 1300 655 266 or <b>Fair Work</b> 13 13 94
<b>Training Contract</b>	Arrange for a AMAATS consultant to sign you and the apprentice on to the training contract	<b>AMA ATS</b> (08) 9273 3042
<b>Registered Training Organisation (RTO)</b>	Select an RTO for your apprentice	<b>AMA ATS</b> (08) 9273 3042
<b>Training Plan</b>	Arrange the set up of the training plan	<b>TAFE or private RTO</b>
<b>Industrial Law Obligations</b>	Familiarise yourself with the conditions of employment including sick and holiday pay	<b>Fair Work</b> 13 13 94
<b>Occupational Safety &amp; Health (OSH)</b>	Ensure your workplace complies with OSH requirements	<b>WorkSafe</b> 1300 307 877
<b>Workers' Compensation</b>	Set up workers' compensation insurance and an injury management plan	<b>WorkCover</b> 1300 794 744
<b>Tax and Superannuation Obligations</b>	Find out information regarding superannuation and income tax payments	<b>Tax office (ATO)</b> 13 28 66
<b>Induction process</b>	Introduce your apprentice to the workplace through an induction	<b>AMA ATS</b> (08) 9273 3042

If you would like more information about employing an apprentice or want to receive our comprehensive guide to starting and completing apprentices: 'A Smart Move,' please contact us on (08) 9273 3042 or email [amaats@amawa.com.au](mailto:amaats@amawa.com.au).

## AMA APPRENTICESHIP AND TRAINEESHIP SERVICES

[www.amaats.com.au](http://www.amaats.com.au)



An Australian Government Initiative

AUSTRALIAN APPRENTICESHIPS  
Your Life. Your Career. Your Future.

AMA Apprenticeship and Traineeship Services

## energy space

online resources

Energy Space has a suite of products and services to assist your apprentices productivity and efficiency.



### LEARNING AND ASSESSMENT PORTAL

An online portal hosting learning and assessment tools for the electrical apprenticeship.



### LIGHTHOUSE REPORTING

Centralised apprentice dashboard reporting on the job, off the job and workplace profiling



### READINESS ASSESSMENT

Pre-assess potential apprentices with this language, literacy and Numeracy assessment aligned to trade school requirements

Contact Energy Space:

[hi@energyspace.com.au](mailto:hi@energyspace.com.au) | [www.energyspace.com.au](http://www.energyspace.com.au)

1300 43 77 22



A division of ENERGY SKILLS AUSTRALIA



# WESTERN POWER NEWS

## Western Power delivers Australia's biggest powerline project in 25 years



Above: Mid West Energy Project (MWEPE) infograph

Western Power's Mid West Energy Project, featuring the construction of one of Australia's largest powerlines, was recently declared ready to be energised by Treasurer and Energy Minister Dr Mike Nahan.

The new 330,000 volt transmission powerline transports electricity 190 kilometres from Perth to the Mid West.

Western Power's chief executive officer Paul Italiano said the new powerline was the largest built in WA since the line to Kalgoorlie was constructed in the mid-1980s.

"The Mid West Energy Project, which includes the construction of a 190 kilometre transmission line from Perth to the Mid West, a 70 kilometre line to power Karara's iron ore mine and substantial upgrades to several substations is a substantial achievement in electrical engineering, planning, budgeting and construction," Mr Italiano said.

"To deliver one of the State's largest infrastructure projects under the \$406 million budget set for the project is a significant achievement.

"The project required extensive consultation with land owners, environmental approvals, a new line route to be planned, the old 132kV wood pole powerline to be dismantled, and access tracks to be constructed, all before the 388 lattice steel towers and almost 2,900 kilometres of powerlines could be installed.

"The average height of the transmission towers is 58 metres, with the tallest reaching 70 metres. To put this into perspective, our 11 floor Wellington Street building is 59 metres tall."

The average weight of each tower is 24 tonnes. Approximately 9,300 tonnes of steel was used – almost the same weight combined as the Eiffel Tower.

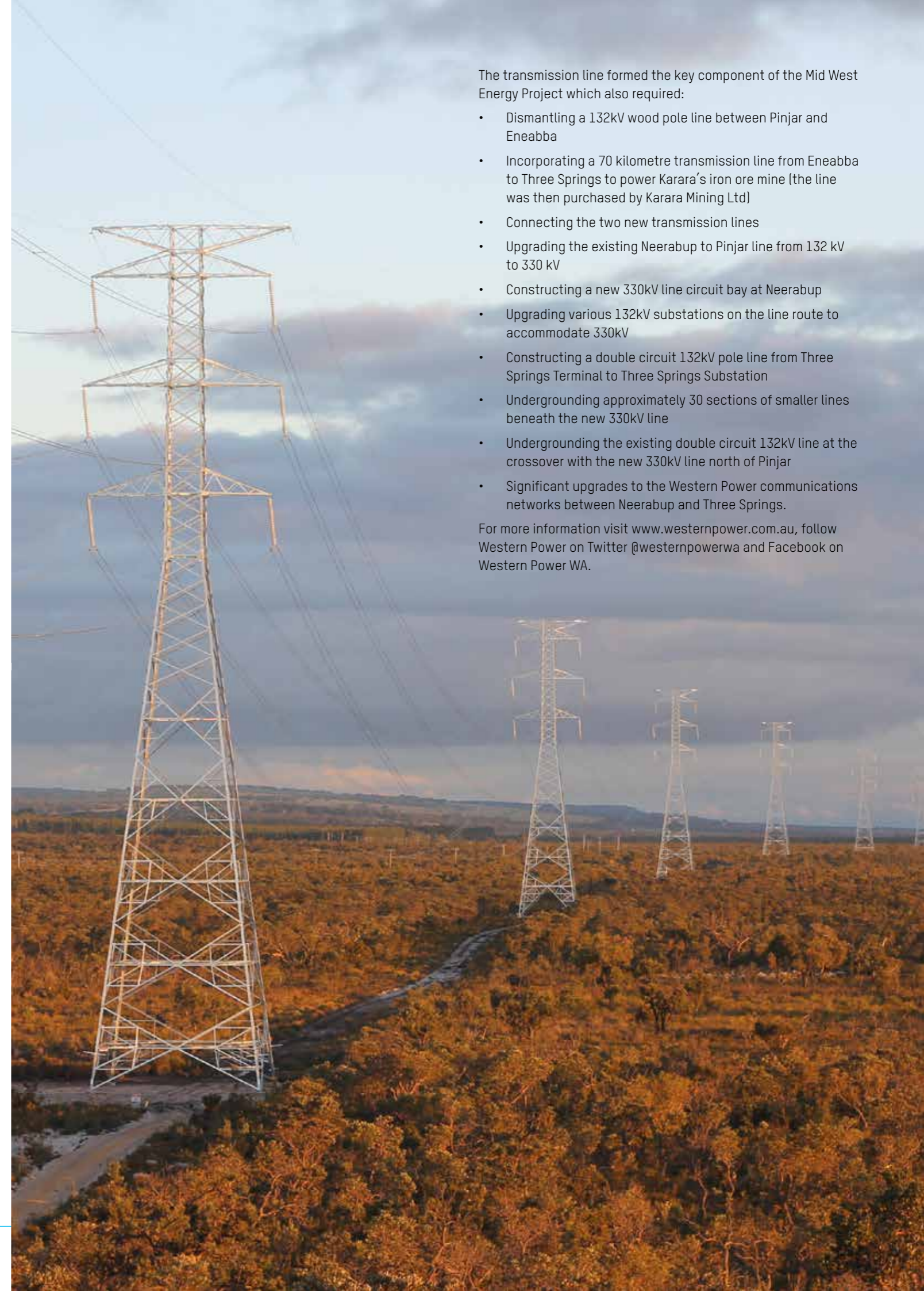
The new line provides a 500 megawatt increase in the capacity of the network in the Mid West, which will increase the potential for industry growth in the region, and provide the potential for the expansion of local industries and economies.

Importantly, it will facilitate the connection of renewable generation opportunities, particularly wind, and future gas-powered generation.

The transmission line formed the key component of the Mid West Energy Project which also required:

- Dismantling a 132kV wood pole line between Pinjar and Eneabba
- Incorporating a 70 kilometre transmission line from Eneabba to Three Springs to power Karara's iron ore mine (the line was then purchased by Karara Mining Ltd)
- Connecting the two new transmission lines
- Upgrading the existing Neerabup to Pinjar line from 132 kV to 330 kV
- Constructing a new 330kV line circuit bay at Neerabup
- Upgrading various 132kV substations on the line route to accommodate 330kV
- Constructing a double circuit 132kV pole line from Three Springs Terminal to Three Springs Substation
- Undergrounding approximately 30 sections of smaller lines beneath the new 330kV line
- Undergrounding the existing double circuit 132kV line at the crossover with the new 330kV line north of Pinjar
- Significant upgrades to the Western Power communications networks between Neerabup and Three Springs.

For more information visit [www.westernpower.com.au](http://www.westernpower.com.au), follow Western Power on Twitter @westernpowerwa and Facebook on Western Power WA.



# ELECTRICAL GROUP TRAINING (EGT) QUALIFIED APPRENTICES



Congratulations to the following apprentices from EGT who successfully completed their apprenticeship between 1 February 2015 and 31 March 2015.

Jordan Adams  
Daniel Black  
Kurt Brownley  
Luke Carter  
Anthony Chila  
Rhett Clohessy  
Stephen Cole  
Max Crawford  
Jake Dale  
Joel Fitch

Josef Fuschtei  
Alexander Gamba  
Martyn Glastonbury  
Jamie Gordon  
Craig Hendy  
Matthew Hendy  
Lakshmen Jeeva  
Ruan Koch  
David McLean  
Keith Millar

Glenn Morrisey  
Daniel Muzzarelli  
Ryan Nevison  
Alexander Percival  
Phillip Pljevaljic  
Callum Quartermaine  
Matthew Ridge  
Zelwyn Rodrigues  
Kevin Von Rotz



national electrical and communications association

# SHARE YOUR WORKLOAD WITH EGT



**WE HAVE 1<sup>ST</sup>-4<sup>TH</sup> YEAR  
APPRENTICES AVAILABLE**

## EGT APPRENTICE APP



### EGT APPRENTICE APP FEATURES

- Submit **timesheets electronically** and track their progress
- Complete and submit **Risk Assessment Checklists (RACs)** online
- Access the **latest news** and industry information
- Receive important **safety alerts** direct to your smart phone or tablet
- Access a **variety of apprentice tools** including Electrical Log Submissions and Dial before you Dig

### EGT HOST ONLINE DASHBOARD

- Approve or reject apprentice timesheets
- View apprentice RACs

### EGT APPRENTICES

#### HOW TO DOWNLOAD THE EGT APPRENTICE APP

- EGT apprentices can download the app onto their smartphones by visiting <http://app.egt.net.au/download>.
- To access the desktop version of the app, please visit <http://app.egt.net.au>.

### EGT HOSTS

#### HOW TO LOG ON TO THE DASHBOARD

- To view and approve timesheets, please visit <http://appcms.egt.net.au> and follow the login instructions.

**CONTACT EGT FOR MORE INFORMATION | T: (08) 6241 6100 | E: [egt@egt.net.au](mailto:egt@egt.net.au) | W: [www.egt.net.au](http://www.egt.net.au)**

PLEASE NOTE: The app can be accessed via Apple iOS 6 and 7, Android versions 3.0 and 4.4 and desktop browsers Chrome, Firefox and Safari.

### BENEFITS OF HOSTING AN EGT APPRENTICE

- **Save money** – taking on an EGT apprentice can cost substantially less than a direct indenture.
- **Minimal paperwork** – we take care of all the tedious administration tasks including recruitment, training, payroll, monitoring and disciplining.
- **More choice** – we have 1st-4th year apprentices available for two weeks to four years to suit your project needs. The choice is yours.
- **Flexible employment arrangement** – facility to return EGT apprentices during slow periods and get them back in during peak seasons.

CALL CLIENT SERVICES OFFICER LINDA ANSTEY ON (08) 6241 6164 OR [LANSTEY@NECAWA.ASN.AU](mailto:LANSTEY@NECAWA.ASN.AU)



## The EcoSmart Electrician

# THE ENERGY CUT BOOK

- The book sets out economic benefits of energy efficiency for small businesses
- Environment Minister Greg Hunt joined author and energy efficiency expert Jon Dee and COSBOA CEO Peter Strong to launch the "Energy Cut" book in Canberra on Tuesday 17 March 2015
- The "Energy Cut" book can be downloaded for free via [EnergyCut.info/SME-book](http://EnergyCut.info/SME-book)

Australians are spending more on energy than many of us realise. In 2012 we spent \$9 billion on air-conditioning-related energy bills and nearly \$5 billion on refrigeration-related costs. On top of that we are spending tens of millions of dollars on fuel products.

A one per cent improvement in Australia's energy efficiency could boost our economy by up to \$1.5 billion.

After staff costs, energy use can be one of the main expenses for small businesses. However, when a business reduces its use of electricity, gas or fuel, it cuts down its energy bills. It's a guaranteed way to improve the profitability, resilience and value of a small business.

Despite this, many small business owners don't know how to reduce their energy costs, or if they do, they're often too busy to do anything about it.

That's why energy efficiency expert **Jon Dee** has written "**Energy Cut: the 20 Step Guide to Cutting Energy Bills in Your Business**". The free guidebook shows small businesses the many ways they can reduce their energy bills. The book has been written as a result of **DoSomething** receiving grant funding from the Australian Government to disseminate practical advice and money saving energy efficiency information to business owners. The 458 page book shows businesses how to cut the running



costs of their **lighting, air-conditioning, equipment and transportation**. The book also contains over 100 real world case studies that show how Australian businesses have reduced their energy bills using methods promoted in the book.

The 'Energy Cut' book is a simple, 20 step guide that shows business owners how to use less energy and slash their energy bills by 10 to 30 per cent or more," said book author Jon Dee. "Implementing the tips in the book can save a business money and improve their bottom line."

The contents of the book have also been turned into a website at [EnergyCut.com.au](http://EnergyCut.com.au).

### Book receives support from Greg Hunt and Peter Strong

"Many of the solutions in 'Energy Cut' can be implemented at little or no cost," said Environment Minister Greg Hunt. "Where businesses do invest in energy saving measures, the financial benefits to a business can be significant."

"By implementing the advice in the 'Energy Cut' book, small business owners can take direct steps to reducing their energy use and the size of their bills."

Peter Strong, CEO of the Council of Small Business of Australia (COSBOA) said "Jon Dee's 'Energy Cut' book demonstrates that energy efficiency can be good for business and the bottom line. In simple steps, this easy-to-read guide shows you how to reduce your energy use and make your business more efficient."

"If you want to save money on energy bills, then this book is for you. It's a must read manual for all small businesses."

### Where can businesses save money?

The book identifies lighting upgrades as one of the easiest ways to reduce energy costs.

"When a small business replaces halogen downlights, with LED

downlights, they can reduce the energy use of that lighting by up to 83 per cent." said Jon Dee.

"An LED downlight can also last for up to 50,000 hours, which is 25 times longer than a halogen downlight," he said. "This significantly reduces the amount of times a tradesperson has to go up a ladder to replace your lighting and it means that you don't have to buy up to 24 halogen down lights."

As part of the book rollout, over 50 local councils and business chambers have already booked Jon Dee to speak to local businesses to show them how the book can help to reduce their energy bills. Until stocks last, a free copy of the book will be given to business owners attending these speeches. An interactive PDF version of the book is available for free on an on going basis from [EnergyCut.info/SME-book](http://EnergyCut.info/SME-book).

"By giving the book away for free, we want to give small business owners the information they need to reduce their energy bills and make their businesses more profitable and more resilient," said Jon Dee.

'Energy Cut' is the follow-up to Jon Dee's 'Sustainable Growth' guidebook for small business. Published by Sensis in 2010, the book had a print run of 90,000 copies.

### What this book means for the electrical industry

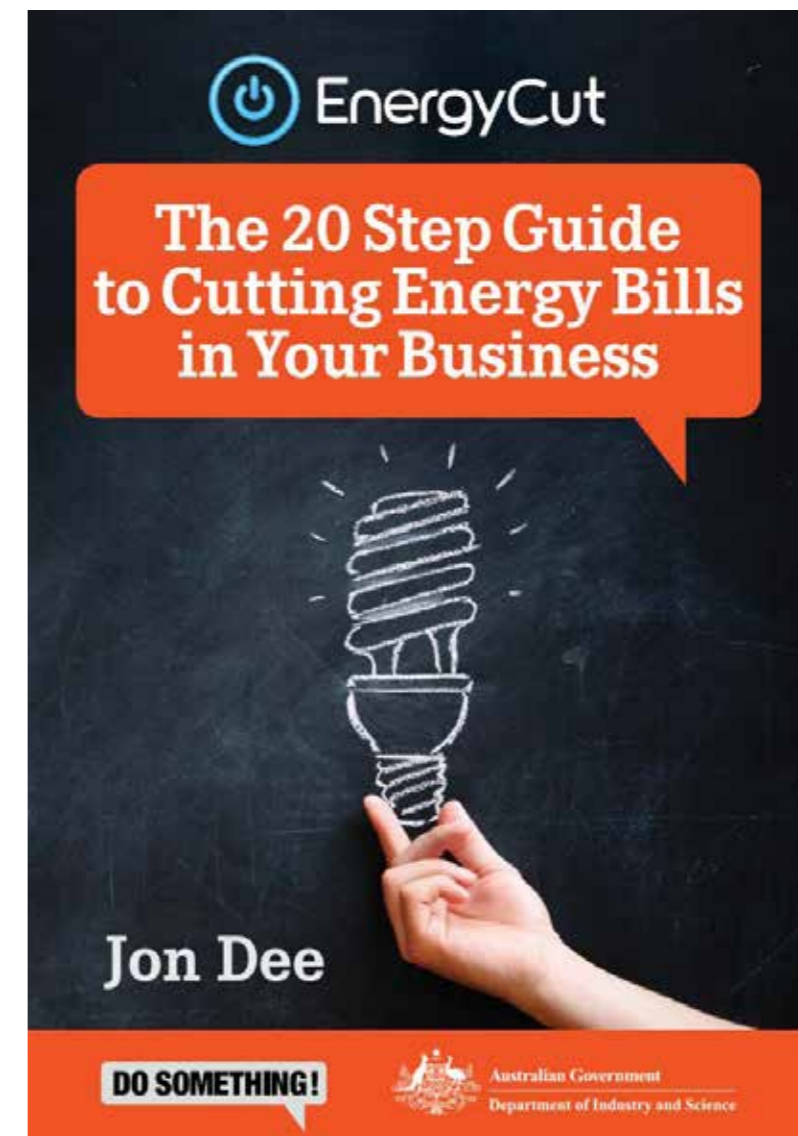
The 'Energy Cut' book has 67 references to EcoSmart Electricians.

"The book sets out a road map, written in plain language, for a business to follow to reduce their operating costs and improve the energy efficiency of their business", said Ian Johnson of EcoSmart Electricians.

"A business owner can adopt all the recommendations from the book or simply cherry pick a solution from one of the chapters that best suits their requirements."

"Once a business has embarked on an energy efficiency strategy most likely they will require specialist assistance from the electrical industry. EcoSmart Electricians has worked closely with Jon Dee on many of the energy saving options open to a business and is uniquely positioned to provide the necessary technical expertise and back up a business owner may require."

**'Energy Cut' can be downloaded for free from [EnergyCut.info/SME-book](http://EnergyCut.info/SME-book). The book has been turned into a website at [EnergyCut.com.au](http://EnergyCut.com.au).**



# NECA WA EVENTS UPDATE

## Major Contractors Breakfast

NECA members met at Frasers Kings Park on Thursday 10 April 2014 for the annual NECA Major Contractors Breakfast. Guest speaker David Court from Contract Solutions International enlightened attendees with some of his practical tips gleaned over the past two decades whilst working globally as a specialist contracts advisor.



## Free Beer and Pizza Nights

Join us on one of the dates below between 4.30pm and 5.30pm for beer, pizza and an open Q&A session with Julian Payn, Manager Member Liaison. These events are free for all electrical contractors - members and non-members alike. We hope to see you there!

- Uniquip Wangara - Wednesday 6 May 2015
- Uniquip Bibra Lake - Wednesday 10 June 2015
- Blackwoods Greenwood - Wednesday 15 July 2015

## NECA 2015 Golf Day

Don't miss out on attending the NECA 2015 Golf Day on Friday 16 October at Joondalup Resort. Make sure you get in quick - last year's event sold out weeks in advance!

Attendees will enjoy a delicious pre-game lunch, 18 holes of golf with cart, cocktail reception with canapes, all day beverages and exciting prizes. Email [events@necawa.asn.au](mailto:events@necawa.asn.au).



# THE FUTURE IS HERE

2015

## CONNECT NOW



- Looking to enhance the future skills in your business and unlock up to \$9,000\* per employee?
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- Want to help your industry colleagues to get the correct certifications?

**Then talk to us.** ASG Integracom run national telecommunications courses that are government funded and satisfy new ACMA cabling regulations.

For more information visit  
[thefutureishere.com.au](http://thefutureishere.com.au)  
or call our friendly Expert Industry Advisors on  
**1300 851 711**

### BONUS

#### \$50 ELECTRICAL RETAIL VOUCHER

Enrol yourself or your employees in eligible courses and we'll send you a \$50 electrical retail voucher. Refer a colleague who registers and you'll both receive one.

Offer ends 30 June 2015.\*\*



ASH Pty Ltd t/a ASG Integracom is a Registered Training Organisation (RTO Id 20749) Eligibility criteria apply. For terms and conditions speak to your ASG Integracom state representative on 1300 851 711. These incentives are correct as at 16 March 2015 and are subject to change. For more information visit [www.australianapprenticeships.gov.au/programme/incentives](http://www.australianapprenticeships.gov.au/programme/incentives) \*\*Suitability criteria and conditions apply. You cannot refer yourself. Vouchers are issued for courses valued \$4,000 or more, where registrations are received by COB 30/6/15. Multiple course referrals to the value of \$4,000 or more also attract voucher. Vouchers will be issued once initial payment is made for the referee's course.

# HSEQ MANAGEMENT SYSTEM



## What is the HSEQ Management System?

The National Electrical and Communications Association (NECA), has developed a Health Safety, Environment and Quality (HSEQ) Management System which is designed to serve the electrical, communications, refrigeration and air conditioning industries. This integrated manual and online system is focused on assisting small, medium and large businesses to take responsibility for their health, safety, environment and quality requirements by providing an integrated and user-friendly management system tailored to your individual needs that will enable you to manage the complex obligations required by Workplace Health, Safety and Environmental legislation.

## Why do I need a HSEQ Management System?

The HSEQ Management System was developed to fulfil a growing need for contractors to have in place a system that is easy to use and meets the requirements of legislation and relevant standards.

Challenges facing businesses today include:

- Ensuring that you, your employees and your subcontractors work safely
- Ensuring that you have the minimum documented compliance required by legislation

## Certification

The HSEQ Management System has been developed by NECA and certified by prominent JAZ-ANZ Accredited Certification Company, TQCSI, to ensure that the system meets the needs of electrical, communications, refrigeration and air conditioning businesses and provides independent and recognised certification in safety, environment and quality. The system is:

- Certified to the QHSE Code: 2013 and
- Fully meets the requirements of AS/NZS 4801: 2001 – OHS Management Systems



## FURTHER INFORMATION

To find out more about the NECA HSEQ Management System and how it can benefit your business, please contact the NECA WA OSH team.

T: (08) 6241 6100 | E: osh@necawa.asn.au | W: www.hseq.asn.au



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