

# neca NEWS

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The official publication  
of NECA Western Australia



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December 2014



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*On the cover:*

*Building main switchboard at the Perth Central Law Courts, the award-winning project by PGS Industries. See article on page 20.*



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**NECA Western Australia**

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## NECA WA PRESIDENT'S REPORT

Alan Charlton, NECA WA President

The WA electrical and communications industry is operating in an environment of continual change. Changes to government funding and policy as well as fluctuations in the state, national and global economies have made it a challenging time to be in business. Despite all this, our industry continues to adapt and play a key role in WA's economic and social development. Amidst all the change, NECA WA is working to provide services that actively support member businesses and help them make the most of the opportunities that present themselves.

One of our key roles continues to involve advocacy on industry issues that impact on member businesses. We are currently contributing to the review of the Construction Contracts Act, aiming to ensure that the Act is providing the best possible protection for licensed electrical contractors. An initial paper was released in mid-November and NECA has taken the lead role in preparing a feedback submission in conjunction with other industry associations. NECA WA has also met with the Reviewer to discuss suggested revisions to the Act.

In October, EnergySafety launched a state-wide campaign to inform property owners with private overhead power lines of their responsibilities. To support members who may be assisting property owners, our Technical Team has developed a Private Power Pole and Overhead Lines Visual Inspection Checklist which can be downloaded at <http://neca.asn.au/wa/content/technical-industry-updates>. Electrical contractors can carry out some of the work required in relation to checking wooden poles and replacing them, as well as the replacement of electrical equipment. Our Technical Services Team is available to assist members providing services in this area.

NECA is also in the process of identifying new benefits for members. As part of this initiative, NECA has recently joined with BUPA to offer members discounts of between 10 - 20% off a range of insurance needs including travel, car, home and contents and life insurance. For further information on these and more discounts and benefits that BUPA can offer, refer to page 24 of the NECA News or call our Member Services Team.

EGT and CET are continuing to support industry's strong demand for apprentices and training. EGT is recruiting an average of eighteen apprentices per month and will continue to recruit with a three week recruiting cycle commencing in January 2015. CET's campuses are close to full capacity and CET is reviewing options for expanding the number of training spaces available. CET has also successfully negotiated funding through the Construction Training Fund (CTF) to deliver Vocational Educational Training (VET) - Certificate II in Electrotechnology at the Bunbury Regional Trade Training Centre. This project is the culmination of a significant amount of work carried out by CET staff.

Planning is now well under way for the 2015 NECA Conference and I am pleased to announce that it will be held at the Sofitel Resort in Nusa Dua, Bali. This electrical industry conference, powered by NECA, will be a joint collaboration between NECA WA and NECA NSW and promises to be a very informative event. I urge you to register your interest by contacting our Events Team.

On behalf of the NECA WA Board, I'd like to thank all NECA WA, CET and EGT staff and apprentices for their great efforts throughout the year. Their dedication and hard work are essential to NECA's ongoing success.

As 2014 draws to a close, I hope you have all had a rewarding year and would like to wish you and all your staff a safe, Merry Christmas and a Happy New Year. I look forward to working with you all in the New Year.

Alan Charlton

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# NECA WA EXECUTIVE DIRECTOR'S REPORT



Garry Itzstein  
NECA WA Executive Director

Being the last edition of NECA News for 2014, I would like to take this opportunity to recap some of the year's highlights.

EGT launched the EGT Apprentice App in May to a very positive response from hosts and apprentices alike. The app, designed specifically for EGT apprentices and host employers, has improved communication and reduced the need for paperwork. The app allows EGT to connect with apprentices and host employers in 'real-time', enabling safety alerts and news articles to be sent and received almost instantaneously. Using cloud-based technology, the app has removed the necessity of paper in the submission and approval process of apprentice timesheets as apprentices can now use their smartphone, tablet or PC. If you aren't already doing so, I encourage host employers and apprentices to access the app - contact EGT on (08) 6241 6100 for assistance.

I was very happy with the success of the 2014 NECA WA Conference held in June in Hanoi, Vietnam and I am looking forward to the combined NECA WA and NECA NSW conference in Nusa Dua, Bali, Indonesia in June 2015. Due to the overwhelming positive feedback we received this year regarding presentations given by members, we intend to focus on this area at the 2015 conference and will again be approaching members to openly share their knowledge for the benefit of our industry.

On 1 July 2014 we launched our new Technical Knowledge Base (TKB) to all members. We continue to receive considerable positive feedback on this free product, which is proving itself to be invaluable to members and their staff. If you haven't already had a look at what it offers, you can visit [www.neca.asn.au/wa](http://www.neca.asn.au/wa), click on the TKB image and follow the instructions.

In July, NECA WA held its annual election for Office Bearers, which also coincided with Simon Higgins retiring as President of the NECA WA Board of Directors. As a result we welcomed Alan Charlton as the new President.

We have also launched another Health, Safety, Environment and Quality (HSEQ) product to the NECA WA offering. The new HSEQ Management System is a web-based program specifically designed to meet the needs of the electrical, communications, refrigeration and air conditioning industry sectors. It's suitable for businesses of all sizes but is of particular value for businesses with 10 to 50 employees who can't afford individual certification or a full time safety professional in the

business but still need to demonstrate high standards of workplace safety practice.

Member nights continue to be very well received and we intend to continue these in 2015. As always, we welcome your feedback on ways that we can improve our member events - please email [garry.itzstein@necawa.asn.au](mailto:itzstein@necawa.asn.au) with your comments.

The NECA Golf Day was held in October at the Joondalup Resort and tickets for this event sold out in record time. This event is the perfect opportunity to network with fellow colleagues and I encourage you to contact our events team to register your interest for next year.

In early October NECA WA held its Inaugural Legends Cocktail Party. As a result, in 2015 I will be catching up with our Legends to capture as much of NECA's history as possible. I envision sharing this information with members and staff to give everyone an insight into what the industry was like in years gone by as well as enabling us all to see just how rapidly the industry is changing and evolving.

I would like to congratulate CET Joondalup Instructor Jim Brown on winning the 2014 NECA Trade Teacher Award. Yet again, a CET Instructor has taken out this coveted award. This is a true testament to the calibre of instructors at our colleges.

I would also like to congratulate all the nominees and winners at the NECA National Excellence Awards held in Melbourne on 27 November. In particular, I would like to congratulate NECA WA member PGS Industries on winning the Commercial Small Project category. It is always a pleasure to see the work that is achieved in the industry today.

## Thank you to our committees

NECA WA relies on member and stakeholder involvement and as such I would like to sincerely thank the following members for their dedication and effort throughout the year on the following committees:

### NECA WA Board of Directors

- Alan Charlton, Team Electrical, President
- Mike Green, Bollinger & Co, Vice President
- Ian Swain, Electek, NECA Treasurer
- Paul Mannion, DCS WA, EGT Treasurer
- Stephen Cole, Mizco, CET Treasurer
- Wayne Carter, Williams Electrical, Director
- Simon Higgins, EC & M Ltd, Director
- Jack Grego, Apollo Electrotech, Director
- Christopher Sweeting, Westwide Electrical, Director

### Standards Australia Development

- Jack Grego - Apollo Electrotech

### Residential Committee

- Charlie Terranova, Cam Electrical
- Justin Donnelly, CB Electrics
- Andrew Lucas, ADL Electrics
- Jack Grego, Apollo Electrotech
- Frank Bonomi, Bon Electrics
- Lorenzo Maiolo, Complete Electric
- Jim Moles, Custom Electrics
- Matthew Cairns, Essential Cabling
- Tony Tartaglia, Freeway Electrics
- Rick Moore, Torre Electrics

### Electrical Industry Council

- Jim Moles, Custom Electrics
- Frank Bonomi, Bon Electrics
- Peter Beveridge, Williams Electrical.

### 2014 Vietnam and 2015 Nusa Dua Conference Committee

- Clay Dawson, Metrowest Electrical & Communications
- Alan Charlton, Team Electrical
- Frank Bonomi, Bon Electrics
- Charlie Terranova, Cam Electrical
- Neil Harrison, MMEM
- Ian Swain, Electek
- Di and Bruce Wellington, Wellington Electrical.

### 2014 Golf Day Committee

- Alan Charlton, Team Electrical
- Ian Swain, Electek
- Stephen Cole, Mizco
- Neil Harrison, MMEM
- Graham Parry, Everett Smith

### Southwest Regional Advisory Group

- Glen Smith, Augusta Electrics
- Barry Allen, Barry Allen Electrical Services
- Russell Batley, Batley Industrial Services
- Bob Anderson, John Eiszele and Glenn Collisson, BHP Billiton Worsley Alumina Pty Ltd
- Frank Nordhoff, Bluewater Electrical
- Craig Abbs, Abbs Electrical Pty Ltd
- Jason Curtis, Curtis Electrical Contracting

- Todd Grigo, ERG Electrical
- Luke Altmann, Fusion Electrical WA
- Byron Albrey, Jandco Electrics
- Jay Woolhead, JCW Electrical
- Kevin Robbins, K & K Electrical Services
- Tony Bergin, Overflow Industrial
- Glen Holland, Sun Wise Electrics

### Midwest Regional Advisory Group

- Darren Forrester, Forrester Electrical Pty Ltd
- Graeme Marsden, GCO Electrical Pty Ltd
- Steve March, GCO Electrical Pty Ltd
- Raymond Cooper, GG Pumps and Electrical
- Steven Ariti and Nigel Dobson, Mitchell and Brown Communications
- Laurie Dines, Ocean Air Custom Air-conditioning
- Peter Bech, Oracle Energy
- Mark Reid - Peak Consultants
- Robert Dillon and Karl Oliveri, Robert J Dillon Pty Ltd
- Barry Lawler, Verlindens Electrical Geraldton
- Bruce Wellington, Wellington Electrical.

Finally, I would like to wish you and your families a safe and happy Christmas and I look forward to a successful year in 2015 for the electrical industry.

Garry Itzstein



# NECA NATIONAL CEO'S REPORT



Suresh Manickam  
NECA National CEO

As we all prepare for the Christmas break, I find myself wondering how my first ten months at NECA could have possibly passed so quickly. What's more, when I reflect back on the issues we have been dealing with, I realise that a lot has happened in 2014.

The Infinity cable issue took up a lot of time in my early months at NECA, and then, just when it seemed that we had weathered that storm, we heard that there is another potential issue in the pipeline with Ecables. At the moment it is still quite hard to see how this recall will evolve. But the good news is that the company is still operating and they do have insurance. I will update you further on this matter in the next issue.

Overall it has been a good year for NECA. We now have a well-developed set of policies to support our advocacy and industry representation, which will be up on our website in the new year. We're also making headway with the government departments that are key to our industry.

Our Parliamentary lunches have been well received by our members on the east coast and the ministers who have so far addressed us. We are currently agreeing on dates and topics for 2015 and we are looking for opportunities to bring this initiative to WA.

We have also been involved in more submissions than ever before this year, which suggests that the government is finally fully operational. There is a lot on their agenda at the moment and getting things through the Senate is certainly proving to be a major hurdle as we've all seen in the press. But we are starting to see the roll out of some interesting initiatives.

## ACCI productivity initiative

Training, and anything supporting our apprentices, is always a priority for us and we are very pleased to see the ACCI Productivity Initiative progressing so well.

The ACCI's Productivity Leadership Program is examining the potential

gains that can be achieved by electrical contractors through a better understanding of the performance of their apprentices including:

- Ways to improve cost effectiveness of apprentices
- Training options and alternatives
- Impact of the quality of apprentice supervision
- Impact of workplace relations arrangements i.e. EBAs versus Fair Work Award rates

The first stage of the project has been used to determine the factors that have the most significant impact on an apprentice's productivity and commitment to completion. Information has been gathered through:

- Individual consultations by way of one-on-one interviews of over 20 electrical contractors, to confirm current employer views on the performance of their apprentices. This covered a range of employers who employ directly, use only group training or a mixture of both.
- Outcomes of focus group meetings were held to identify current attitudes of employers in electrotechnology and to discuss possible strategic responses.

A range of factors has emerged from the consultations and focus groups and the findings have confirmed that electrical contractors are experiencing a number of barriers that underlie productivity and retention, including:

- Employer perception that it is at times difficult to invest in training because of economic and building industry cycles and the nature of contracting work
- A perception that many training entrants do not have prerequisite skills, knowledge and/or aptitude
- A lack of understanding of current and potential flexible apprenticeship arrangements
- A belief that although career

and training pathways currently available in the industry are largely appropriate, there is a need to consider the requirements of an apprenticeship in light of increasing specialisation of work which is placing pressure on a broad based 'whole of industry' skills learning pathway

- Costs and understanding of workplace employment options including:
  - Increases to apprentices wages across the board resulting from recent Fair Work Commission decisions and higher wages and conditions for apprentices covered by Enterprise Based Agreements
  - The increase and then large decline of intention to employ mature age apprentices who are eligible for significantly higher wages
  - The Introduction of Competency Based Progression which can lead to an apprentice completing early and provisions for competency based wage

progression to fast track apprenticeships

- Conditions that support mentoring, training and effective supervision of apprentices

The information collected has been aggregated into a general response that will underpin the development and promotion of a range of tools, guides and manuals that can equip business with the skills and knowledge to improve the workplace productivity of their apprentices and for managing apprentices productively. The project will conduct validation workshops (or consultations) with electrical contractors to:

- Examine the effectiveness of the identified tools in assisting business to improve business performance
- Identify assistance and support needed by employers to apply the tools in workplace settings

Based on the validation findings, the project will promote the strategies and enabling factors that can maximise the contributions of apprentices in the electrotechnology sector at all stages across the duration of their indenture.

## The federally-funded "Green Home Project"

NECA is working with Sustainable Business Australia and its business partners – Connection Research, Object Consulting and APEX Australia on the "Green Home Project". This is a Federal Government-funded national study designed to improve the understanding of how households can reduce electricity consumption with better tools and support.

We will need electricians across Australia to install electricity monitors in eligible homes. This is still in its early stages but for further information speak to your WA membership team or check out <http://www.objectconsulting.com.au/lieep/> for more details.

I'm sure 2015 will be as equally a challenging year as 2014, but hopefully our industry is starting to see some signs of an improved economy and more building activity – even in WA.

Finally, I wish you and your families a very festive time and a prosperous 2015.

Suresh Manickam



# 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.

# NECA TECHNICAL NEWS

## Category 1 defects

I would like to draw your attention to some of the serious defects (Category 1), which have been found by the Western Power Inspectorate in the last quarter.

They are not limited to, but include:

- Equipment not earthed correctly or earthing not installed correctly (including MEN connections)
- Equipment installed in a restricted zone (damp situation) that is not correctly installed or inappropriate for the zone
- Situations where contact can be made with live terminal/conductors without the use of a tool i.e. exposed

live parts/conductors (including fittings left off) and wiring joints (including taped joints)

- Incorrect insulation resistance
- Active not switched or incorrect socket outlet/polarity

The purpose of this article is to reiterate the importance of checking and testing your installations. By adopting and applying a systematic process, mistakes can be avoided to deliver safe and compliant installations. The last thing any of us want is for members having to go through the prosecution process.

Julian Payn



Julian Payn, NECA Manager Member Liaison

## Positive outcomes = member satisfaction

Recently a member was having difficulties getting a private subdivision energised to the network due to anomalies with consultant drawings, so he contacted NECA WA to request assistance.

Julian Payn, Member Liaison Manager, attended the site and assisted the member to diagnose the issue.

As the majority of the units on the subdivision were sold and near completion, the ramifications of the installation not being energised were:

- Substantial delay to completion of the project
- Additional costs incurred by the builder for the removal of the original cabling

- Potential loss of confidence by the builder in the experience of the electrical contractor concerned, if the situation was not resolved positively

On behalf of our member, Julian worked in conjunction with the Network Operator (Western Power), to achieve a practical solution and get the installation energised. This involved reconfiguring a universal pillar to accommodate the consumer mains.

NECA WA believes adopting a collaborative, less adversarial approach with regulators and utility providers is the most effective way to resolve issues and avoid further complications.

Another successful outcome using this approach was engaging with the National Electrical Switchboard Manufacturer's Association (NESMA) and industry members to implement change within the WADCM around the removal of main switches in relation to SPD's and meter configuration requirements. This impacts by allowing switchboards to be smaller in size, reducing costs to clients and removes a potential point of failure within the switchboard itself.

If you need Technical advice, please contact us on 6241 6100 or 'submit a request' via our Technical Knowledge Base (TKB). The 'submit a request' feature enables members to upload photos and diagrams to explain a situation in more detail.

Member feedback about this initiative has been very positive.

To read the full media statement regarding the Parkerville report released by EnergySafety or to download the checklist, please visit [www.neca.asn.au/wa/content/technical-industry-updates](http://www.neca.asn.au/wa/content/technical-industry-updates).

## EnergySafety releases Parkerville report

EnergySafety's report into the pole failure that caused the 12 January 2014 Parkerville bushfire has just been released, showing the private power pole failed because of rot and termites.

The report follows the 15 January 2014 finding that the bushfire originated from the failure of a privately owned point-of-attachment pole (PA pole).

In support of EnergySafety's October education campaign to inform property owners with private overhead power lines of their responsibilities, NECA WA developed a Private Power Pole Visual Inspection Checklist. The checklist is designed to assist electrical contractors visually inspect private power poles, in consultation with the property owner.

## 5033:2014 IS NOW AVAILABLE ON TKB!



Australian/New Zealand Standard™  
Installation and safety requirements for photovoltaic (PV) arrays



## Importance of calibration checking and testing

A recent scenario occurred where there was a discrepancy of readings taken at an electrical installation between a member and an Electrical Inspector.

This initially resulted in an Inspector's Order being issued but upon further investigation it was found that a test

instrument may have been faulty.

While it was found that both parties test instruments were calibrated, it highlighted the importance of demonstrating that processes were in place for the checking and testing of instruments.

The National Association of Testing Authorities (NATA) advises that electrical test equipment is checked and tested by an approved NATA tester on a yearly basis.

Should you require the services of a certified NATA tester, contact NECA Technical by phone on (08) 6241 6100 or email [technical@necawa.asn.au](mailto:technical@necawa.asn.au).

## Accessing the free online National Construction Code (NCC) 2015



The National Construction Code (NCC) incorporates all on-site construction requirements into a single code. The NCC comprises the Building Code of Australia (BCA) Volume I and II; and the Plumbing Code of Australia (PCA), Volume III.

The Australian Building Ministers' Forum has agreed to make the 2015 NCC and future editions freely available online, significantly reducing the burden of building regulation.

NB: the NCC 2015 takes effect nationally on 1 May 2015.

From 1 December 2014, users will be able to pre-register for the new edition of the NCC – accessible online from 1 February 2015. Visit [www.abcb.gov.au](http://www.abcb.gov.au).

ABCB and Standards Australia are presenting 2015 National Construction Code Information Seminars in Perth on 3 or 4 March 2015 at the City West Function Centre, West Perth. Visit <http://www.abcb.gov.au/education-events-resources/ncc-information-seminars.aspx> for further details.



## 2014 TRADE TEACHER OF THE YEAR

### CET Instructor Jim Brown wins this coveted award

NECA is very pleased to announce that Jim Brown – long serving Instructor of both apprenticeship and post-trade courses at the College of Electrical Training (CET), is the 2014 winner of the coveted NECA Trade Teacher Award.

Jim, pictured above third from left, has worked in the industry for over 50 years. As he approached the end of his career he thought it would be fitting to spend a short spell ‘giving something back’, and a training role seemed the best way to do just that. And that was more than thirteen years ago.

Jim describes his motivation for becoming an Instructor. “In hoping to fulfil the old adage of ‘Those who can – do, those who no longer can – should (in my view) teach; I chose to help those who were just commencing their journey in this industry and in some small way share my experiences with them. I hoped that I could help apprentices build a solid foundation of the theory and practices

that are required to carry out electrical work safely. I also hoped that by engaging them, I could inspire them to love the trade as much as I continue to do.”

“I find it so rewarding when I see the novice apprentice who, through their own diligence, gradually matures and reaches a level of competence and confidence in order to become a qualified tradesperson.”

“I have always considered my journey through this industry as a career not just a ‘job’. I am fortunate that during this final stage in my career I have the opportunity to share my experiences with the apprentices who are this industry’s future. I have a great faith, that with good guidance and firm theoretical knowledge, my apprentices will be fully prepared for the challenges that will arise during their journey through this great industry.”

Greg Smithson, CET Joondalup Campus Manager provided the following feedback about Jim’s teaching: “Not only does Jim

have extensive industry experience, he also possesses a deep seated passion to impart his wealth of knowledge to others. Jim has the ability to adjust his delivery to suit an individual learner and always goes beyond the required benchmark. Whether a learner is a pre-apprentice or an electrician working toward their contracting license, Jim meets them at their level and both engages and inspires individuals to excel.”

The judging panel – led by Wes McKnight (the former President of NECA), was so impressed by Jim that they asked him what advice he would give to young people entering the industry today. “Just be yourself and focus on your clients,” was Jim’s answer. In addition, for anyone involved in promoting a career in the electrical contracting industry, Jim’s advice is that people should ‘sell the reality of the job to better meet expectations’.

On behalf of our industry, we thank Jim for his great contribution.

## NECA LEGAL NEWS

### Construction Industry Long Service Leave

Long service leave is an additional employee leave entitlement available after a defined period of service with an employer in Australia. Long service leave was introduced in Australia in the 1860s. Even today it constitutes one of the great entitlements for working Australians and one that’s unique to the Australian labour market. The rules governing long service leave entitlements vary for different employees depending on the contractual arrangements of their employment.

Employees in the construction industry have access to a portable long service leave Scheme funded by a compulsory levy on employers. This benefit is only available to eligible construction industry workers who work on site. Employers may think that electrical work is excluded from the benefits provided by this Scheme but under the Construction Industry Portable Paid Long Service Leave Act 1985, the definition of ‘construction industry’ includes the construction, erection, installation, reconstruction, re-erection, renovation, alteration, demolition, or

maintenance of or repairs to works for the generation, supply or transmission of electric power.

The portability of the Scheme is one of the main benefits for employees as they can move from employer to employer, even interstate, without losing their long service leave benefits. Eligible employees receive up to eight 2/3 weeks fully-paid long service leave after 10 years and pro-rata leave is available after seven years.

Employers or labour hire agencies who employ full and part time employees, casual workers or apprentices in the construction industry, need to know about their obligations to contribute to the Scheme. Subcontractors are also eligible to receive long service leave under this Scheme where it is determined that an employer/employee relationship exists.

Employers must register with MyLeave and are required to pay a compulsory levy to MyLeave every three months. This levy covers the cost of administering the



Scheme and the payment of long service leave to construction industry employees.

The Scheme provides a further benefit to eligible apprentices. Employers do not have to make contributions for apprentices. MyLeave funds the long service leave of a person doing an eligible apprenticeship but the employer must register with MyLeave and complete returns showing days of service in the industry.

If you think that you are an employer to whom the provisions of the Construction Industry Portable Paid Long Service Leave Act 1985, applies or you just want to know more about the Scheme, you can contact an Inspector of MyLeave on (08) 9476 5400 or visit the MyLeave website at [www.myleave.wa.gov.au](http://www.myleave.wa.gov.au) for more information.

Source: Alida Crous, Service & Compliance Manager, MyLeave

### Sacking an employee for turning 65 is taking ‘adverse action’

A Federal Circuit Court Judge has found a company had taken adverse action by dismissing an employee and telling him it was policy not to employ anyone who had reached retirement age. (Fair Work Ombudsman v Theravanish Investments Pty Ltd & Ors [2014] FCCA 1170)

The company was ordered to pay penalties and compensation of almost \$40,000.00.

The Court found that the restaurant business and its directors breached the Fair Work Act’s adverse action provisions in both dismissing the employee because of his age and for refusing to communicate with the employee about him returning to work after returning from long service leave, because of his age.

The company was also ordered to pay a penalty for record-keeping breaches. Both directors were also penalised.

The dismissed employee had been with the company for 15 years until his dismissal when he turned 65. The company stated that: “it is the policy of the Company that we do not employ any staff that attains the retirement age which in your case is 65 years. We believe that you will attain that age on 5th September 2011 at which time your employment will cease because of your age.”

The Judge found the breach reflected a “general misunderstanding within the community” about retirement and the retirement age. “I consider it to be the case that the community still does not

understand that retirement ages are not compulsory and that workers may elect to work beyond them. The law protects that right.”

The directors acted on the advice of their accountant, which the judge accepted. However the Judge said “Small businesses rely heavily upon the advice of financial advisers in all matters. This experience, will no doubt, constitute a hard learned lesson for the respondents”.

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

## Christmas and End of Year Functions

The festive season is upon us and many employers are planning their annual office Christmas or End of Year party for employees. This provides a good opportunity to toast the successes of the year gone by and celebrate the upcoming holiday season. Although generally an enjoyable occasion, the combination of alcohol, warm weather and a relaxed party atmosphere can also create legal and occupational health and safety concerns for employers.

These concerns are often dismissed as being overly cautious and not in keeping with the festive spirit, however each year there are numerous claims made against employers due to incidents which occur at office parties. In recent years, employees have successfully brought claims against employers in relation to occupational health and safety, negligence, sexual harassment and workers compensation due to claims arising out of work functions.

In order to avoid possible claims against them, it is important for employers to be aware of their legal responsibilities and the potential risks of holding office functions.

Firstly, employers need to be aware that attendance at a work function is considered to be conduct "in the course of employment" and accordingly, they can be held liable for conduct which occurs during the function. Employers must also be aware that their obligations to employees can extend beyond the actual function itself to conduct which occurs after the function has ended. In one case, conduct which occurred in a private hotel room hours after the work Christmas function finished, was held to have occurred in connection with their employment, so this obligation is onerous.

### Occupational Health and Safety

Pursuant to Occupational Health and Safety legislation, employers have an obligation to ensure the health, safety and welfare of employees whilst at work, which includes the office party.

The best way to avoid occupational health and safety issues is to plan the function carefully and inspect the venue thoroughly. The employer should identify the potential hazards, assess possible risks and implement controls prior to the function, so they are able to show that all reasonable steps were taken to keep the risk of injury as low as possible.

### Sexual Harassment

Sexual harassment is defined to be unwelcome conduct of a sexual nature which a reasonable person would expect to offend, humiliate or intimidate. When determining a sexual harassment claim, the law considers the reaction of a reasonable person in the perpetrator's position, so the fact that the individual involved does not find it offensive is not



a defence. Common examples of sexual harassment include unwelcome physical contact, suggestive comments, leering and unwelcome and persistent questioning into an individual's private life (including inappropriate requests). It should be noted that consensual behaviour does not constitute sexual harassment.

As in relation to occupational health and safety, employers should take all reasonable steps to prevent sexual harassment before or after the Christmas or End of Year function. This includes:

1. Ensuring there are thorough EEO, OHS and dispute resolution policies in place, which are known by employees. It is a good idea to send around an email prior to the function reminding staff of these policies;
2. Ensuring that employees are made aware of the types of behaviour which are inappropriate;
3. Ensuring that all complaints are taken seriously and dealt with quickly; and
4. Ensuring that managers and senior personnel are adequately trained to identify sexual harassment risks and manage the situation accordingly. It is also a good idea to delegate some managers to remain sober so that they are able to intervene if any situation develops.

### Alcohol Consumption

Alcohol consumption is a leading cause of dangerous or inappropriate behaviour at all times of the year, but particularly at End of Year functions. In a case arising out of a work Christmas function several years ago, a court held that an employer who had allowed employees to consume excessive amounts of alcohol had neglected its duty of care to them.

There are several steps which an employer can take to ensure that they meet their obligations to employees in relation to alcohol consumption. These include:

1. Ensuring they have a drug and alcohol policy in place. Again, it is a good idea to circulate an email prior to the function reminding staff of these policies;
2. Formally reminding employees (preferably in writing prior to the function) of the dangers of alcohol consumption;
3. Providing non-alcoholic drinks and a sufficient amount of food;

4. Designating particular staff to supervise and prevent excessive drinking;
5. Making taxis, buses or other forms of transport available to employees after the function; and
6. Ensuring that any employees below the drinking age do not drink.

The office party should be an enjoyable and relaxing time of the year. If employers are aware of the risks that arise at these functions, and ensure that they take reasonable precautions to guard against these, then the festive season should go off without a hitch.

NECA Legal can assist members with policy development to help ensure the safety and protection of their employees. These policies can include social function, equal opportunity, drug and alcohol, bullying and harassment policies as well as grievance resolution processes which can be implemented and updated for particular business circumstances.

## Employer ordered to pay Redundancy pay to former employees

FBIS International Protective Services (Aust) Pty Ltd ("FBIS") lost its contract to supply security services to Asciano Executive Services Pty Ltd and ACG National Pty Ltd ("ACG") won the tender instead.

The claim before the Fair Work Commission ("FWC") related to 49 of the former employees of FBIS, who were employed by ACG following the termination of their employment with FBIS.

ACG did not recognise the previous service of the employees with FBIS in relation to accrued entitlements such as annual leave, sick leave and long service leave.

FBIS applied to the FWC under section 120 of the Fair Work Act 2009 (the "Act") seeking an exemption from paying its former employees redundancy payments, on the basis that it had found the 49 employees their new employment with ACG.

Section 120 of the Act empowers the FWC to determine that the amount of redundancy pay payable may be reduced to a specified amount (which may be nil) if the FWC considers it appropriate, having regard to the applicant's incapacity to pay or if the applicant has obtained other acceptable employment for the employees who were made redundant.

In the first instance, Commissioner Gregory found that FBIS did meet the obligations under section 120 of the Act, in respect of 48 of the employees which meant that those employees were not paid any redundancy entitlements.

The MUA appealed the decision and United Voice also made submissions in the interests of two of the employees.

A Full Bench of the FWC found that FBIS did not meet their obligations under section 120 of the Act, as it had merely

provided lists of the employees and their contact details to AGC and two of the employees did not appear on the lists.

Although FBIS had also attempted to negotiate an agreement with ACG in relation to the employees' accrued entitlements, the Full Bench found that the actions of FBIS did not reach the threshold set by section 120 of the Act to 'obtain' other acceptable employment for the employees. The Full Bench found that the action by FBIS to facilitate contact between its employees and ACG did "no more than to secure the employees an opportunity to enter the recruitment process of ACG which may or may not have resulted in employment" and that FBIS was not a "strong, moving force towards the creation of the available opportunity."

Accordingly, the Full Bench found that FBIS did not obtain the employees their employment with ACG, and that meant that the basis for making an order to reduce the employer's obligation to pay redundancy entitlements had not been established.

**Disclaimer: The above summaries are not legal advice. For more information or if you would like NECA Legal's assistance with policy development or redundancy situations, contact NECA Legal on (08) 6241 6129 or email [necalegal@necawa.asn.au](mailto:necalegal@necawa.asn.au).**





## Model Work Health and Safety Legislation

On 23 October 2014, the Minister for Commerce, the Hon Michael Mischin MLC, tabled the Work Health and Safety (WHS) Bill 2014 in Parliament for a three month public comment period ending on 30 January 2015.

The WHS Bill has been tabled as a Green Bill for public comment and contains the core provisions of the model WHS laws developed by Safe Work Australia for implementation by Australian states and territories. However, the WHS Bill has been modified for the Western Australian working environment.

It is important that those with an interest in Western Australian workplace safety make their views known on the WHS Bill to ensure that it is suitable for adoption in Western Australia.

Members interested in knowing more about this subject or wanting to provide comment are encouraged to examine the WHS Bill and make a submission or comment back to NECA WA by 16 January 2015. NECA WA is keen to include the views of our membership in our submission to the Department of Commerce, as the government goes through the process of finalising this

important Western Australian workplace health and safety legislation.

Please visit <http://neca.asn.au/wa/content/workplace-health-safety-updates> to view further information, including the WHS Bill and a template for making your submission.

Please provide your comments and feedback to Kevin Jose, Manager Quality and Safety, via email to [kevin.jose@necawa.asn.au](mailto:kevin.jose@necawa.asn.au).

# SUBCONTRACTORS UNITE TO SECURE BETTER CONTRACT PAYMENT CONDITIONS

NECA WA led an alliance of Industry Associations to push for changes to the Construction Contracts Act, which will strengthen the rights of subcontractors to be paid for work they have undertaken.

A joint submission was presented to the Building Commission on 14 November by the following associations:

- NECA WA
- Master Plumbers & Gasfitters Association of WA
- Master Painters & Decorators Australia
- Air Conditioning and Mechanical Contractors' Association

thus representing over 2000 subcontractor businesses across the construction industry.

The aim of the current review is to ensure that the Act is providing the best possible protection for subcontractors and head contractors.

NECA WA consulted with members and sought input from an experienced adjudicator who assists local contractors utilise the Act to resolve their payment disputes. Garry Itzstein, NECA WA Executive Director, also took the opportunity to personally raise member concerns with Professor Phil Evans, who is heading the review.

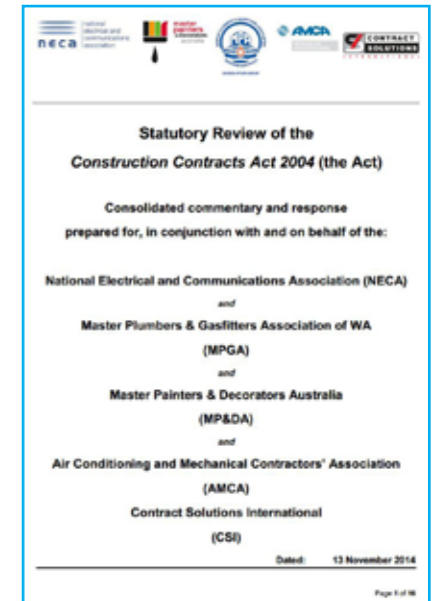
The Construction Contracts Act 2004 ('the Act') provides for security of payment in the construction industry through the use of rapid adjudication processes to determine payment disputes.

The intent of the Act was to keep the money flowing through the contracting chain by enforcing timely payment and sidelining protracted or complex issues. The process is kept simple, and therefore cheap and accessible, even for small claims. In most cases the parties will be satisfied by an independent determination and will get on with the job.

Our comprehensive submission document is available for members to view at [www.neca.asn.au/wa/content/technical-industry-updates](http://www.neca.asn.au/wa/content/technical-industry-updates).

## Key issues and suggested improvements to the Act

1. **Time limits in which an application can be made.** Recommend extending the time limit from 28 calendar days to either 60 or 90 business days.
2. **Counting of days should be business days rather than calendar days and include special consideration of the Christmas period.** The current counting of days in calendar vs business days can catch out both parties for differing reasons. However, the main criticism of it relates to the 'ambush factor' Applicant's take advantage of by filing their Applications on a Friday afternoon, preferably before a long weekend, or worse, the Christmas close down for the construction industry. This shortens and on occasions has been known to completely eliminate the Respondent's opportunity to respond (due to not being aware of the Application served).
3. **Express payment terms** being written which are blatantly (and knowingly) in contradiction of the prohibited provisions of the Act (eg. payment terms greater than 50 days, payment terms that still rely on an implied 'pay when paid' philosophy).
4. **Delayed payments beyond due date for payments** generally being the industry norm, with threats of retribution (eg. even later payments, reduced payments, struck off future tenders, bad press, etc...), if the claimant takes issue or threatens to dispute over this.
5. **Market place propaganda** coupled with ignorance of the Act, which leaves industry players with the assumption that they 'must' engage lawyers and engage in an expensive process to adjudicate – this is not the case. Contractors should not be labelled as 'claims merchants' as a result of engaging in a process they are entitled to invoke.



## Raising industry awareness of the Act

Whilst NECA WA believes that the Act as it stands does need amendments for the reasons stated above, it is equally recognised that the Act is still a **beneficial but underutilised piece of legislation available to contractors, subcontractors and suppliers alike**. The key to resolving this issue is more to do with raising industry awareness of the Act and the benefits it offers in securing payments legitimately owed.

As this submission stage is just the first in a process of reviews the Building Commission will complete in 2015, NECA WA is keen to provide interim support to our members regarding utilising the Construction Contracts Act in its current state.

To this end, NECA WA are currently exploring options to assist both member awareness of the Act and also to provide support in utilising its benefits wherever possible. One such option is providing awareness sessions and training for members in the first quarter of the new year.

Further information regarding Building Commission Review updates and member awareness options will be communicated in due course.

# ELECTRICAL GROUP TRAINING UPDATE

2014 has been a busy year for EGT. The combination of a large number of apprentices successfully completing apprenticeships and a lower than average industry demand has meant that we have had to rethink our business structure and many of our processes. This work aims to produce efficiencies for EGT while improving apprentice quality and customer service levels.

To put this into context, over the course of 2014, EGT will have successfully completed over 210 new tradespeople for you, our host employers, and NECA members. For EGT this means an annual recruiting target of around 225 just to stay at the same size as when the year commenced. With industry demand tapering off as competition for work in the local building and construction sector became even more fierce, EGT's total recruitment for 2014 fell short of maintaining our numbers. This has resulted in an overall decline of apprentice numbers and as I write this, our total number is 610.

## A focus on quality over quantity

The good news from this for both industry and EGT is that we have been able to focus on quality. We have completely reviewed and renewed our recruitment processes with a focus on selecting applicants who are most likely to succeed as quality apprentices for our host employers. Our process now has four discrete steps before an applicant reaches induction and commences an EGT apprenticeship:

1. Application (includes readiness assessment, police clearance and drug screen)
2. Hand skills assessment
3. Interview
4. Pre-employment training (practical OSH and basic wiring)

This has meant making hard decisions about who we will and who we won't take on, but in the end it's a question of reputation for EGT, so these decisions have to be made.

Of course, a more difficult entry process has meant a focus on improving the quality and quantity of people applying to EGT. In light of this, we saw our June restructure as an opportunity to



EGT Apprentices during induction



Stuart Diepeveen, Electrical Group Training General Manager

focus on this aspect of the business. The position of Business Development and Field Services Manager was created from the restructured GTO Manager role and filled by GTO Manager Gary Livett. Gary's new challenge (along with continuing to manage the field officers) is threefold: maintain relationships with existing customers, grow our database of host employers and ensure a constant supply of high quality applicants for EGT. This has meant developing and renewing relationships with schools and training organisations to enable us to attract willing and able students who are well prepared and ready for the challenge of an apprenticeship.

This new role has also allowed us to focus on our all-important host employers. Maintaining contact with existing host employers to discuss current and future apprentice needs has meant we have been able to prepare for upcoming workloads by planning intake numbers and timing. Gary has also been instrumental in signing up new host employers, assisting the NECA member services team with larger and sometimes more complex host employers that benefit from his years of experience with EGT. If you would like to talk to Gary about your current or upcoming apprentice needs, please contact him directly on 6241 6184.

## EGT Apprentice App

In May this year, EGT announced the launch of an innovative, streamlined timesheet submission process. Using a custom-built smartphone app and an online dashboard, EGT apprentices and host employers are now able to conveniently submit and approve timesheets electronically using cloud-based technology. This innovative, streamlined electronic timesheet submission process is convenient and efficient.

Another feature of the app is the ability to complete Risk Assessment Checklists (RACs) electronically for submission to EGT and the host employer. The app also enables EGT to communicate in close to real time any news or safety alert items directly to our apprentices.

To date, almost 2000 timesheets and 800 RACs have been submitted via the app, so if you haven't tried it I urge you to do so – please refer to the ad on page 9 to find out how.

If you are already using the app and have feedback, please call me directly on 6241 6106 or email gm@egt.net.au.

## Industrial relations

2014 has been a challenging year in terms of industrial relations as we implement one of the biggest changes in apprentice wages in the last ten, if not twenty years. The Fair Work Commission decision made in August 2013 saw first year apprentice (hired after 1 January 2014) wages increase by 5 per cent of the grade 5 tradesman's rate in 2014 and an additional 5 per cent or 10 per cent of the grade 5 tradesman's rate (if year 12 high school is completed) from 1 January 2015.

This has meant multiple wage and charge-out rate increases in 2014, as we increased our base rate to match this decision early in the year and honour our annual CPI increase in July. And it's not quite over yet – the final part of the wage increase, as mentioned above, comes into effect from 1 January 2015 with a corresponding charge-out rate increase from the start of February.

**“2014 has been a challenging year in terms of industrial relations as we implement one of the biggest changes in apprentice wages in the last ten, if not twenty years.”**

As always, EGT works hard to keep costs down for host employers so that they can keep our apprentices employed. On that note, I'd personally like to thank all of our loyal host employers for their patience as we implement these changes. Also don't forget there is a 5 per cent discount for NECA members, so depending on your situation this may be more than enough to cover the cost of NECA membership.

## IFAP/CGU Safeway Awards

Along with the challenges of 2014, EGT also celebrated success at the IFAP/CGU Safeway Awards Gala dinner in October with NECA Members Electek, Cable Network Solutions and Team Electrical Services who all received awards on the night. EGT received recognition as a finalist in the innovation category for the EGT Apprentice App as well as receiving a Platinum certificate for maintaining Gold certification for six consecutive years.

## EGT's Award-winning apprentices and hosts

We also celebrated with our outstanding apprentices and hosts who featured as winners and finalists in multiple industry awards including:

- NECA WA Apprentice Awards
  - 1st Year Apprentice – Ryan Gusterson



Left to right – Stuart Diepeveen with Melissa Coutas, Debbie Jose and Kevin Jose from NECA's OSH team at the IFAP/CGU Awards

- 4th Year Apprentice Commercial/Domestic – Robert Hoyles
- 4th Year Apprentice Communications – Stephen Clarke
- EnergySafety Award – Robert Hoyles
- IFAP Award – Jack O'Driscoll
- Group Training Australia State Awards
  - Apprentice of the Year – Stephen Clarke
  - Indigenous Apprentice /Trainee of the Year – Leighton Morrell
  - Metropolitan Host Employer of the year – Metrowest Electrical and Communications
- Department of Finance Building Management of Works Awards
  - Most Outstanding Electrical Apprentice – Dion Brayshaw
- WorldSkills Competition competitors
  - Shaun Steiner
  - Mark Eaves
- Today's Skills, Tomorrow's Leaders

EGT apprentices Kailian Miller, Stephen Clarke and Leighton Morrell were selected to participate in the prestigious Today's Skills, Tomorrow's Leaders Program run by Group Training Australia at the Australian Institute of Sport in Canberra in August.

A winning year is always a good year – well done and congratulations to all.

## Plans for 2015

In 2015 I will be out and about talking with host employers and apprentices, seeking your feedback on how to make EGT even better, so if you would like a visit or have something to say, feel free to give me a call on 6241 6106 or email gm@egt.net.au.

Finally, for those of you in regular contact with EGT, you will have noticed the familiar voices of Rosa and Terri on the phone as they both returned from maternity leave in October. Both are a welcome sight back in the office and strong contributors, along with the rest of our dedicated staff, to our positive culture and a great place to work as we strive to provide you with the simplest and best apprentice solution for your business. Merry Christmas and good luck for 2015.

Stuart Diepeveen



# PGS INDUSTRIES WIN AT THE 2014 NECA NATIONAL EXCELLENCE AWARDS

PGS Industries recently won the 2014 NECA National Commercial Small Project Award for their project, Central Law Courts. After winning the state award in August, PGS Industries was recognised as the best in their field at the annual NECA Excellence Awards, held in Melbourne on 27 November.

Established in 1991, PGS Industries provide innovative, quality switchboard engineering and manufacturing solutions, designing and manufacturing low-voltage electrical switchboards for the industrial and domestic markets. PGS switchboards are supplied to a broad range of sites and projects including shopping centres, hotels and hospitality venues, public and private schools, mine sites, new and refurbished buildings, government projects, multi-unit residential projects and factories.

PGS Industries are very supportive of NECA, being long term members of NECA and NESMA, as well as hosting Electrical Group Training apprentices on a regular basis. This is the second consecutive year that PGS Industries has nominated a project for the awards.

Wayne Panomarenko, PGS Industries Managing Director, acknowledges the unique exposure and status the NECA Excellence Awards provides.

“A significant segment of our customer base is made up of NECA members, making the NECA awards an ideal platform to promote our business to the industry. We also welcome the prestige generated by the awards and the value this brings to our portfolio.”

### The Project - Central Law Courts

The Central Law Courts project involved the design and manufacture of a 2,500 amp switchboard and two MIMs junction boxes, to be installed in Western Australia’s biggest legal facility. For PGS Industries, this was the biggest single switchboard they had built - at 9.6 metres wide, 1.2 metres deep and 2 metres high. PGS Industries had to accommodate the facility’s existing cabling system, and were only given four weeks for the design and manufacture, to enable the onsite installation during the September long weekend.

The main board was fully built and assembled in the workshop for testing and then disassembled and split into seven tiers for transportation and installation ease, before being installed on-site in the existing electrical switch room.

In designing this complex switchboard, PGS industries had to be mindful of the facility’s existing cabling system, the high technical specifications, and the fact that this very large switchboard had to be installed into a small existing switch room. PGS industries also had to work to a very short project timeframe while delivering the largest single switchboard they had ever produced.

Wayne maintains that the success of the project was due to an experienced team, quality workmanship and excellent project management.

As for next year, Wayne advised that PGS Industries are currently on the lookout for their next project that is worthy of nomination. “We are extremely proud of our performance this year and look forward to being involved in future awards”.



PGS Industries accepting their award at the NECA National Excellence Awards on 27 November 2014



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Smart home design begins with Push by Schneider Electric; the most intuitive, affordable and scalable control system available on the market today. Push creates a seamless, connected home. With one simple control, you can operate virtually any device, system or appliance.

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**Convenience.** Most people never think about their home's lighting. After all, it's a very simple system; you walk into a room, flick a switch and the lights are on... but it does have limitations. Push makes that process even easier, by giving you complete control of every light in your home, from one handheld device. You can switch your lights on and off, dim any light on the network and preset lighting scenes to suit your mood.



Forget running from room to room turning lights off, or paying for power you're not using. Push simplifies your lighting, by giving you complete control at your fingertips, while also providing energy-efficiency benefits.

**Peace of mind.** Undoubtedly, your most valuable assets are your family and home, so it's important to protect them. Thanks to Push, you don't have to worry

about leaving the front door unlocked or the windows open at night. You can conveniently activate your security system downstairs, from the comfort of your bedroom upstairs. Push will even send an instant alert to your phone, if your alarm is activated.

**An easy lifestyle at home.** Home theatres, lighting and security systems are just a few of the things Push can control. The possibilities are endless and only limited by your imagination. Air conditioning, climate control, motorized blinds, energy-management systems and numerous other everyday appliances can also be controlled from your iPhone, iPad or Android device.

Push is a simple and affordable home control solution that has the flexibility to change with your lifestyle... It's the Push you've been waiting for.

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## NECA MEMBERSHIP UPDATE

Let's talk business. After all, that's why we are here – to generate an income for ourselves and our families, whilst doing what we love to do. Successful business owners and entrepreneurs will tell you that getting the right business advice is crucial. My favourite business phrase is "cheap advice is costly". We all know of cases where poor advice led to bad outcomes for a business.

When someone asks why be a part of NECA, I often reply that good business owners surround themselves with a panel of experts. Contractors who consult with trusted advisors often make better business decisions based on the advice. NECA is a collective of advisors and experts for different areas of your business. From OSH to marketing and from legal to technical, NECA is a panel of advisors for your business.

Good advisors work together. All the people you surround yourself with should work together to create a single vision for your business. Your accountant should speak with your lawyer, and your OSH officer should liaise with your business mentor. Together they form the information on which you will make important decisions that will greatly affect your bottom line. In that context – having access to experts seems pretty important.

To highlight the need for good advice, let's review some recent stats. In the past three months, NECA has helped over 30 businesses find an apprentice, provided 35 Safety Plans, assisted over 230 members with technical queries and visited another 70 member businesses.

We also know that every month several electrical contracting businesses



Glen Rothlisberger, NECA Membership & Client Services Manager

close due to a combination of factors – economy, cash-flow or poor management. Our goal is to make sure our member businesses are sustainable and profitable.

Let's end on a question, "who are your business advisors, and do they work together to achieve your business vision?"

## Welcome to Bupa - our newest state sponsor

We are very pleased to announce that Bupa and NECA have recently joined forces to provide great value health insurance for all members.

Bupa will be our major health and wellness sponsor for 2015, offering great savings and benefits such as six weeks free health cover when you sign up as a new

member, whilst also waiving all two and six month waiting periods on Extras.

Furthermore, all NECA members will benefit from a discount on other insurance packages such as travel, home and contents and car insurance.

This is an exciting step towards assisting all our members to remain fit and healthy while saving money.



To find out more, please phone Denise O'Neill on 0400 339 917 or email [denise.o'neill@bupa.com.au](mailto:denise.o'neill@bupa.com.au).

## 2014 NECA GOLF DAY

### Proudly supported by E-Oz

The sold-out 2014 NECA WA Golf Day, proudly supported by E-Oz, was a great success.

Held on Friday 17 October 2014 at Joondalup Resort, more than 140 players from the WA electrical industry enjoyed a great day on the green with fantastic networking opportunities and delicious food and beverages.

Winners were announced at an informal cocktail event in the pool-side marquee and festivities continued well into the night.

An invitation to register your interest for the 2015 event will be sent out early next year.



Players heading off to their first tee in style



Applied Electro Team



NECA WA Executive Director Garry Itzstein with the winning team, MetroWest

AWARD	WINNER
First place	Metrowest Group
Second place	MizCo
Third place	Applied Electro
NAGA	Triton Electrical

NOVELTY AWARDS		
Straight Drive, Dune Course, Hole 2	Troy Smith, Shirley Electrical	Sponsored by NECA
Longest Putt, Lake Course, Hole 5	Mitch Rumford	Sponsored by NECA
Nearest to the Pin, Dune Course, Hole 4	Fred Swart, Nilsen	Sponsored by MM Electrical Merchandising
Target Drive, Dune Course, Hole 9	Bob Hatherley	Sponsored by E-Oz
Straight Drive, Lake Course, Hole 9	Ross George	Sponsored by E-Oz
Longest Putt, Dune Course, Hole 7	Chris Wiener, Meelup Management	Sponsored by Clipsal by Schneider Electric
Nearest to the Pin, Lake Course, Hole 3	David Jenkins, Downer	Sponsored by Blackwoods
Hole in One, Lake Course, Hole 8	Garth Gilmour, Gilmour & Joost Electrical	Sponsored by WFI. Garth was the closest to getting a hole in one. Better luck next year!

# 2015 ELECTRICAL INDUSTRY CALENDAR

## Industry RDO's, Public Holidays and NECA Events

JANUARY	FEBRUARY	MARCH
<p>New Year's Day: 1 January</p> <p>Australia Day: 26 January</p> <p>Industry RDO: 27 January</p>	<p>Industry RDO: 16 February</p>	<p>NECA Footy Tipping Competition commences</p> <p>NECA Board Member Sundowner: date TBC</p> <p>Labour Day: 2 March</p> <p>Industry RDO: 23 March</p>
APRIL	MAY	JUNE
<p>Majors' Breakfast: date TBC</p> <p>Good Friday: 3 April</p> <p>Easter Monday: 6 April</p> <p>Industry RDO: 13 April</p> <p>ANZAC Day: 27 April</p>	<p>Industry RDO: 11 May</p>	<p>2015 Electrical Industry Conference: 30 May - 2 June</p> <p>Excellence and Apprentice Award Nominations due</p> <p>WA Day: 1 June</p> <p>Industry RDO: 2 June</p>
JULY	AUGUST	SEPTEMBER
<p>Industry RDO: 6 July</p>	<p>Industry RDO: 3 August</p> <p>NECA Excellence and Apprentice Awards: 21 August</p> <p>Skills West Expo: 21 - 23 August</p> <p>Industry RDO: 31 August</p>	<p>Queen's Birthday: 28 Sept</p> <p>Industry RDO: 29 Sept</p>
OCTOBER	NOVEMBER	DECEMBER
<p>NECA Golf Day: 16 October</p> <p>Industry RDO: 26 October</p>	<p>Industry RDO: 23 November</p>	<p>Industry RDO: 24 December</p> <p>Christmas Day: 25 December</p> <p>Boxing Day: 26 December (public holiday 28 December)</p> <p>The NECA office will be open for business as usual during the festive season, excluding public holidays.</p>

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## The EcoSmart Electrician

# AUSTRALIAN WIND AND SOLAR

In this article, Ian Johnson from EcoSmart Electricians investigates the use of innovative control technology to integrate both wind and solar into a unique requirement.

Winner for Energy Efficiency and Environment category at the recent NECA Excellence Awards, Australian Wind and Solar provide their customers with a range of renewable energy solutions. Managing Director Adam Falzon, who has been in the industry for twenty years, heads a team with a wealth of experience in renewable energy and construction. Of the award-winning project Mr Falzon said, "Our team worked diligently to find solutions and ideas to overcome obstacles to ensure the overall success of the project. We had the opportunity to work with newer technologies like the SMA units and the ImmerSUN and thus creating a suitable efficient hybrid system".

For a recent project, Australian Wind and Solar worked with a school camping ground in Meredith to establish a renewable power setup. This was a unique project as it required the team to come up with creative solutions to technical and design challenges, such as: the number and arrangement of the buildings on the site; the demand for power, which varies dramatically from high usage during a camp to virtually none between bookings; a lot of trees and shady areas on the site, and a limitation on the export capacity imposed by the distributor. Many of these were resolved by implementing a combination of solar panels and wind turbines, with the latter allowing for greater storage potential and offering options for expansion. The export limitation is possibly the biggest challenge, and the technology currently available to deal with it is somewhat limited, but Mr Falzon advised that Australian Wind and Solar were considering developing technology for Australian usage. Excess power can be diverted to the hot water tank rather than sending it back to the grid, as this will help the consumer to pay off the cost of the installation more quickly as

well as being more energy efficient.

The device used by Australian Wind and Solar to achieve this is the ImmerSUN; which monitors the electricity being produced and diverts it to the hot water tank before it can be exported to the grid, even when the consumer is not on site, but power is still available to them for other uses as they need it.

Along with greater consciousness of the impact that our behaviour in many areas has on the environment, the high cost of paying for power from the electrical grid is a motivating factor in the decision being made by increasing numbers of consumers to turn to renewable energy. LED lighting in particular has acted as a starting point for people to take a more proactive role in energy efficiency on a personal level, and along with solar hot water, efficient induction cooking plates and wood heating, it is one of the ways that more environmentally-friendly power solutions can be included in residential projects.

## Some long-term challenges that the industry faces in the area of renewable energy include the need for regulation of products

The inclusion of renewable energy in the construction of a new home in Daylesford was another job that Australian Wind and Solar has worked on lately. The customer wanted to be environmentally friendly while saving money, so a hybrid wind turbine and solar panel power solution was perfect as the cost of a renewable energy installation in a new home also has the potential to be much less expensive than connecting a new site to the grid.

As incorporating renewable technology into the construction process for new builds is easier than implementing it in existing buildings, encouraging the consumer to go with renewable energy from the outset will benefit both them and the installer; not to mention the environment. Whatever the project, good design and an understanding of the client's needs are vital for it to succeed.

Some long-term challenges that the industry faces in the area of renewable energy include the need for regulation of products. Customers or installers may select product which represents lower initial cost but these are not always as reliable and may not provide the adequate longevity expected. Fortunately, those ultimately choosing the cheaper option are in the minority, but better quality across the board will further improve the reputation of renewable technologies. To ensure minimum compliance to standards it is necessary for companies and installers to get the certification locally, this will also be of benefit to the industry. Higher standards for quality will also help improve the reputation of wind power as a worthwhile alternative or adjunct to solar. This greater popularity and demand will translate to lower costs and production times, as currently wind turbines are made in small production runs. Currently wind turbine availability is dictated by production schedules and delivery time lines. As demand grows this helps to reduce capital cost and improve availability.

Mr Falzon's advice to installers was to not be afraid of branching out into renewable energy, or of diversifying from just solar panels and to consider wind as an allied option. With some training, such as provided by the NECA EcoSmart Electrician program, and community information, such as what is available on Energy Matters forums at <http://forums.energymatters.com.au/> installers can gain additional information and resources.

To gain further understanding of the concepts and technology associated with combined wind and solar systems join the forum at [www.australianwindandsolar.com](http://www.australianwindandsolar.com)



**IF YOU HAVE ANY QUESTIONS OR REQUIRE ADDITIONAL INFORMATION, PLEASE EMAIL [IAN.JOHNSON@NECA.ASN.AU](mailto:IAN.JOHNSON@NECA.ASN.AU).**



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We acknowledge the support of the Construction Training Fund in reducing the costs of training for eligible workers.



# NECA STAFF GET ON BOARD TO SUPPORT MOVEMBER

## Changing the face of Men's Health

This year 14 NECA staff members made the pledge for the month of November and got involved in the important men's health initiative - Movember.

Using the moustache as a catalyst, the idea is to bring about change and give men the opportunity and confidence to learn and talk about their health and take action when needed. The Movember community has raised \$580 million to date and funded more than 800 programs in 21 countries.

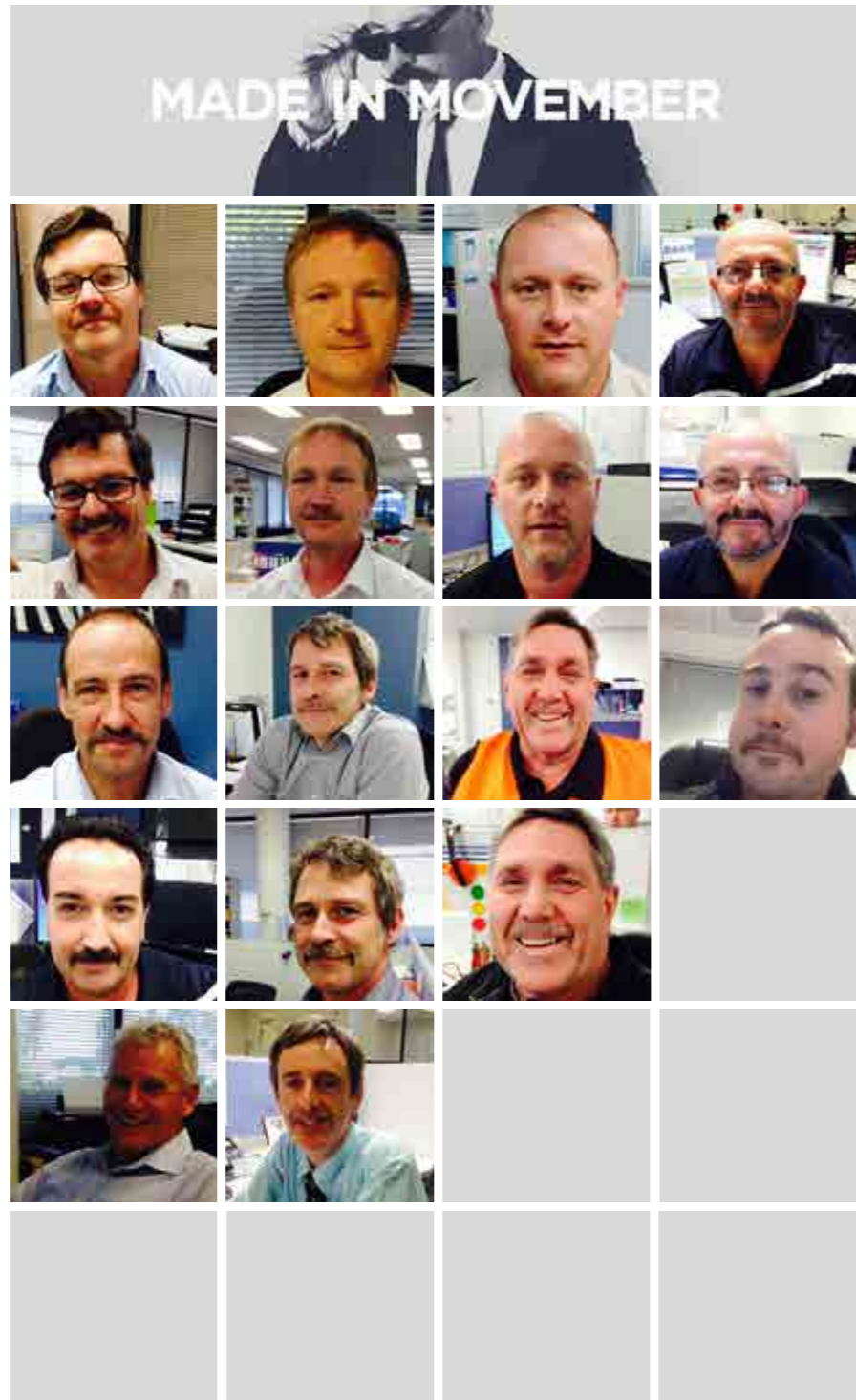
With NECA WA Executive Director Garry Itzstein at the helm as mentor and role model, our intrepid non-shavers consigned their razor blades to the bathroom cupboard in an effort to grow a moustache and put a fun twist on this important cause.

Nevertheless, even in a year when facial hair has become the aesthetic calling card of hipsters, and far be it for anyone to criticise a good cause, let's face it - some of our participants should be forbidden from having facial hair ever! The results ranged from Hercule Poirot-like, those seen on 70s porn stars to something akin to a walrus.

Our OSH team highlighted not only some of the alarming statistics but also provided informative pamphlets and places to seek help.

As a company, NECA supports the notion that when it comes to men's health, knowledge is power, prevention is everything and early detection will undoubtedly save lives. With this in mind, \$614 was raised through donations which will be used to support the two biggest issues in Australia - prostate cancer and male mental health.

We would sincerely like to thank all of our participants (who really didn't need all that much cajoling) namely: Brett Jotta, Kevin Jose, Hannes Boshoff, Giles Snedker, Johnny Brits, Garry Itzstein, Gary Livett, Gordon Massey, Jason Atkinson, Carl Copeland, Derek Lindsay, Perez Lindsay, Charlie Villani and Greg Ross for getting into the spirit of the cause.



Although November has come and gone, it's not too late to make a donation to the Movember Foundation if you would like to support this worthy cause. Please visit <http://au.movember.com/donate>.

To find out more about men's health issues, including prostate and testicular cancer and mental health, please visit <http://au.movember.com/mens-health>.

## HIGH VOLTAGE SWITCHING SYSTEMS OPERATIONS

### DO YOU WORK WITH HV SWITCHGEAR IN INDUSTRIAL FACILITIES AND NETWORKS?

#### Course Overview

This course is intended for electrical workers and engineers working with HV switchgear in industrial facilities and networks. Students will experience both a 'control room' scenario as well as hands-on switching in the field.

#### Course Aims

- Provide an understanding of hazards associated with switching high voltage equipment.
- Highlight the dangers to personnel and the damage that could occur to equipment should correct procedures not be followed.
- Provide participants with knowledge of fault levels and how these can be effected by the operation of various high voltage equipment.
- Provides participants with the knowledge to write switching programs to ensure that high voltage equipment can be safely isolated and earthed for access to work on that equipment.

COURSE DETAILS	
CAMPUS	Jandakot
DURATION	5 days
PRICE	\$1550.00   Subsidised fee \$2550.00   Non-Subsidised Fee
PRE-REQUISITE	At least one of the following: <ul style="list-style-type: none"> <li>• Unrestricted Electrical Licence</li> <li>• Marine Engineer's Certificate III</li> <li>• Certificate III in Electrotechnology</li> </ul>

2015 COURSE DATES	
JANUARY	12-16 & 19-23
FEBRUARY	2-6, 9-13, 16-20 & 23-27
MARCH	9-13, 16-20 & 23-27
APRIL	13-17, 20-24
MAY	4-8, 11-15, 18-22 & 25-29
JUNE	8-12, 15-19 & 22-26



### Wiring systems under wall lining or roofing material

In this article I will continue to discuss clauses in Section 3 of AS/NZS 3000:2007 that you need to consider when designing an electrical installation. I will cover several clauses that relate to flexible cords used as installation wiring and prevention of mutual detrimental effects between services.

The following clause provides information where flexible cords may be used as installation (fixed) wiring. It is important to note that where flexible cords are used for the connection from an installation coupler (see Clause 4.3.2.2) to equipment (e.g. work stations) it is regarded as installation wiring and has to satisfy all the clauses relating to the fixing and mechanical protection of unenclosed cables.

#### 3.9.7.4 Flexible cords used as installation wiring

Flexible cords used as installation wiring shall be of the heavy-duty sheathed type and installed in the same manner as insulated sheathed cables.

**Exception:** Flexible cords need not be of the heavy-duty type if:

- Used for the connection of pendant socket-outlets; or
  - Installed in a suitable wiring enclosure; or
- Note: See Clause 3.10.1 for requirements for enclosure of cables.
- Installed for the connection of equipment, in accordance with the wiring provisions of Clause 4.3.5.

Flexible cords installed as follows shall be regarded as installation wiring and shall comply with the requirements for installation wiring set out in this Section:

(i) Permanently connected flexible cords, including flexible cords used as pendants for socket-outlets and those connected to an installation coupler.

(iii) Flexible cords not open to view.

#### Exceptions:

Flexible cords used as pendants for lamps, luminaires or provided with and permanently connected to an appliance, shall not be regarded as installation wiring.

Flexible cords installed for the connection of a single appliance or luminaire shall not be regarded as installation wiring, provided that they:

- Do not exceed 2.5 m in length; and
- Have a current-carrying capacity of not less than:
  - (a) The current rating or setting of the circuit protective device; or
  - (b) The actual load of the appliance or luminaire, subject to

the minimum cross-sectional area of any conductor being not less than 0.75 mm<sup>2</sup>.

Mutual detrimental influences require all electrical equipment to be selected to avoid any harmful influences between electrical installations and proximity to any non-electrical services. The following clauses provide information covering all different scenarios.

#### 1.5.11.5 Different circuits and installations

Protection shall be provided against injury or property damage because of any harmful influence between:

- (a) Different electrical installations;
- (b) Different circuits of the same electrical installation;
- (c) Electrical and non-electrical installations; and
- (d) The electrical installation and the structure in or on which it is installed.

#### Notes:

1. Requirements for the enclosure of telecommunication cables with other wiring systems, including high voltage systems, are contained in AS/ACIF S009 and for New Zealand in the TCF Premises Wiring Code of Practice.
2. AS/NZS 3080 provides guidance on the effects of electrical interference to circuits, such as telecommunications and data transfer.

### 3.9.8 Prevention of mutual detrimental effects between services

#### 3.9.8.1 General

Wiring systems shall be selected and installed in accordance with Clauses 3.9.8.2 to 3.9.8.4 so as to avoid any detrimental effects arising from the installation and use of the wiring systems in the following situations:

- (a) Between different electrical installations.
- (b) Between different parts of the same electrical installation.
- (c) Between circuits of an electrical installation operating at different voltages, such as extra-low voltage and low voltage.
- (d) Between circuits of an electrical installation supplying different safety services.
- (e) Between safety services and the remainder of the electrical installation.

**Note:** The regulations for safety services provide requirements

for the segregation of such wiring systems from other systems.

(f) Between electrical installations and non-electrical installations, such as gas and water supply.

(g) Between electrical installations and telecommunications and data cable installations.

#### 3.9.8.2 Different electrical installations

(a) Common enclosure/cable Conductors that form part of different electrical installations shall not be installed within the same wiring enclosure or the same multi-core cable.

(b) Segregation Where conductors of different domestic or non-domestic portions of an electrical installation that form part of a multiple electrical installation terminate in a common enclosure, they shall be effectively segregated from each other within that enclosure.

**Note:** Effective segregation may be achieved by the use of independently sheathed cables, barriers of fire-resisting material or by distance.

**Exception:** These requirements need not apply to switchboards at which such circuits originate.

#### 3.9.8.3 Segregation of different voltage levels

Cables of high voltage circuits and cables of low or extra-low voltage circuits shall not be enclosed in the same wiring system.

Cables of low voltage circuits and cables of extra-low voltage circuits may be enclosed in the same wiring system only where one of the following arrangements is employed:

(a) The low voltage cables shall be of a type providing the equivalent of double insulation.

(b) All cables or each conductor of a multicore cable shall be insulated for the highest voltage present.

(c) The low voltage cables shall be installed in a separate compartment of a common cable trunking system having fixed and continuous barriers between compartments.

#### 3.9.8.4 Proximity to non-electrical services

The following conditions shall be satisfied when installing electrical services:

Wiring systems shall not be installed in the vicinity of services that produce heat, smoke or fumes likely to be detrimental to the wiring system.

**Exception:** Wiring systems may be installed in such locations where the wiring system is protected from harmful effects by shielding that does not affect the dissipation of heat from the wiring system.

Where a wiring system is situated below services liable to cause condensation (such as water, steam or gas services), precautions shall be taken to protect the wiring system from harmful effects.

Go to the TKB  
for full access to Wiring  
Rules via your smart phone,  
tablet or computer - visit  
[www.neca.asn.au/wa](http://www.neca.asn.au/wa)

Where electrical services are installed close to non-electrical services, they shall be so arranged that any reasonably foreseeable routine operation carried out on the other services will not cause damage to the electrical services.

**Note:** This may be achieved by suitable spacing between the services or the use of mechanical or thermal shielding.

Wiring systems shall be protected against the hazards likely to arise from the presence of other services in normal use.

Cables without sheathing or further enclosure shall not be installed in enclosures where they are accessible to personal contact or where they may contact other services, such as water, gas, hydraulic or communications systems.

**Note:** Metal parts of other services may require bonding to the earthing system in order to provide protection against earth faults, in accordance with Clause 5.6.2.3.

#### Gas and water services

Requirements for the separation of distributed gas and water systems from low voltage wiring systems are provided in the AS/NZS 5601 series for gas services and AS/NZS 3500 for water services.

Wiring systems shall maintain a separation of not less than 25mm from any above-ground gas or water piping. Separation from underground gas and water services shall be in accordance with Clause 3.11.5.

**Exception:** This requirement does not apply to:

- (a) An equipotential bonding conductor connected to the piping, in accordance with this or another Standard, or
- (b) Heat trace cabling.

By Darrell Hills  
[as\\_3000@neca.asn.au](mailto:as_3000@neca.asn.au)

# NECA'S 40+ YEAR MEMBERS



We would like to acknowledge our incredibly loyal members who have been a part of NECA for more than 40 years. Thank you for your ongoing commitment to supporting our efforts to protect and assist electrical contractors in Western Australia.

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Congratulations to the following apprentices from EGT who successfully completed their apprenticeship between 1 October 2014 and 30 November 2014.

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Ryan Bolland	Dylan Ginnelly	Jamie McNally
Elliott Brownfield	David Glasson	Kieran Murphy
Tristan Bryant	Nicholas Hearn	Luke O'Halloran
Kwok Fu Chan	Benjamin Hughes	Thomas Pallett
Matthew Chapman	Tomas Hughes	Dinh Pham
Christopher Cooper	Andrew Jessen	Daniel Pinzone
Nicholas Corsbie	Thomas Keeffe	David Pratt
Simon Crofts	Hamish Kinsmore	Yuande Qian
Matthew Davey	Warren Laing	Sean Reeves
Mitchell De Boer	Alexander Lennon	Matthew Reid
Ryan Dessent	Brent Livesey	Benjamin Robinson
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<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
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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).

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# HEALTH UPDATE: SKIN CANCER

Australia has the highest incidence of skin cancer in the world due to our sunny climate and the fair complexion of many Australians. People most at risk are those with red or blonde hair, fair skin tones and green or blue eyes. People with dark hair, brown eyes but fair skin also are at risk, even if they tan easily.

There are three main types of skin cancer.

## Basal cell

Basal cell is the most common but least deadly. This cancer is slow growing and occurs on sun exposed areas of the body, commonly found on the face, head, arms and back. This type of cancer tends to occur after 10 to 15 years exposure to the sun. It is easily treated with a cream that stimulates the body's immune system to get rid of this cancer, or it can be cut out. It looks like a red or pink spot on the skin that does not go away, it can be flat or slightly raised and is usually painless. A good clue that this spot is a basal cell skin cancer is that this cancer, unlike others, grows very slowly.

## Squamous cell

Squamous cell skin cancer is not as common as basal cell cancer. It also occurs on areas of the skin that have been exposed to the sun over years. This cancer grows relatively fast and is dangerous because it can spread and kill people if untreated. This cancer must be cut out with clear margins to ensure a cure - many Australians do not realise that this cancer is so deadly. It looks like a sore or ulcer. If a lesion develops on the skin and does not get better by the end of three weeks it could be a squamous cell cancer and must be treated immediately.



Author: Gretchen Lumsden R.N. Dip. Educ.

## Melanoma

Melanoma is the most deadly of the skin cancers. It can occur on any area of the body, not just on the sun-exposed areas! This cancer must be removed surgically early, before it has invaded the skin, to give you the best chance of a cure.

Melanoma is usually dark coloured but can be a variety of colours. The border is often irregular not like a mole which usually has a well-defined border. If a dark spot on the skin starts to grow bigger it must be checked by your doctor. It is important to check over our skin regularly and if any changes are noted, see your doctor immediately. Early detection may save your life.

## Prevention

Prevention of sun damage and skin cancer is important. The best protection is to plan to be indoors in the most dangerous time of the day i.e. between 9.00am and 3.00pm.

When in the sun, use a hat with a wide brim and clothing as your first line of protection. A cap is inadequate as it does not protect all the face and nose, common skin cancer sites. When using sunscreen, layer on the skin - do not rub it in.

Don't forget sunglasses with side protection to protect your eyes from sun damage. Eye problems such as cataracts and pterygium can be caused by the sun. The skin surrounding the eye and lids can also get skin cancer. Good sun glasses with side protection will help protect you from both skin cancers around the eyes and damage to the eye caused by the sun.

For more information, contact Gretchen:

T: 0417 973 077

E: [elumsden@bigpond.net.au](mailto:elumsden@bigpond.net.au)

W: [www.gretchenlumsden.com](http://www.gretchenlumsden.com)

If you would like further information regarding skin cancer prevention and awareness, please visit the Cancer Council website at [www.cancerwa.asn.au](http://www.cancerwa.asn.au) or phone 13 11 20.



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- › More choice – we have 1st-4th year apprentices available for two weeks to four years to suit your project needs. The choice is yours.

# WESTERN POWER

## Are you bushfire ready?

Cricketing great Justin Langer leads this summer's 'Are You Ready?' bushfire campaign as Western Australia's new Bushfire Ready Ambassador.

The campaign drives home the message that preparing for bushfires is a team effort and everyone needs to be prepared for bushfires.

Emergency Services Minister Joe Francis said bushfires continued to be a real threat to the community, with southern parts of WA expecting an above average risk of bushfires this season.

"There's no doubt there will be bushfires again this summer - and we know from bitter experience they can start without warning and cause enormous damage and heartache," Mr Francis said.

"Everybody who lives or travels near bush needs to get ready now. This includes developing a bushfire plan, packing an emergency kit and creating a 20-metre building protection zone around your home or workplace."

As WA's Bushfire Ready Ambassador, Mr Langer will join with career and volunteer firefighters, Western Power crews, local governments and Department of Parks and Wildlife officers in urging the community to be bushfire ready.

Energy Minister Mike Nahan said Western Power was increasing its investment in bushfire prevention, with millions of dollars spent each year on mitigation activities including pole replacements, vegetation management and safety awareness programs.

"Western Power's number one priority is the safety of its employees and the community.



Are you bushfire ready? Ambassador Justin Langer

"I also urge owners of private power poles and lines to accept their responsibility and move promptly to ensure the soundness of their electricity assets for this bushfire season by having them inspected," Dr Nahan said.

# UNIQUIP

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Bupa



NECA



**WE'VE  
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We've teamed up with NECA. NECA members can look forward to competitive corporate premium and benefits such as:

- 6 weeks free cover when you take out both hospital and extras cover through the NECA (National Electrical and Communications Association W.A.) health plan.\*
- get peace of mind, with 60% - 100% back (depending on the level of your extras cover) for selected services at Members First providers\*\*
- no waiting periods for services you were covered for with your previous health insurer#.

Our Bupa consultants are here to help. If you'd like to find out more, request a call back by visiting [www.bupa.com.au/callmeback](http://www.bupa.com.au/callmeback)

To sign up to your health plan:



Call Denise O'Neill on 0400 339 917



Denise.O'Neill@bupa.com.au

\*Only for new customers on new hospital and extras cover policies issued by Bupa Australia Pty Ltd ABN 81 000 057 590, paying by direct debit or payroll deduction (if available) before 31 December 2015. Six weeks free after initial payment. Not with other offers. \*\*For most items covering general dental, physio and chiro services. Annual maximums, fund rules and waiting periods apply. Includes major dental in VIC and SA only. Excludes orthodontics and hospital treatments. Available on selected packages and standalone extras covers. #Applicable if you transfer within 60 days of leaving your previous health insurer and upon receipt of your Clearance Certificate. Waiting periods may apply for benefits or services not fully covered with your previous health cover. Bupa Australia Pty Ltd ABN 81 000 057 590. 11649-10-14S