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2014 Edition 1



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- /// Queensland Governor Recognises Contribution of AIB Life Fellow Robin Fardoulis
- /// Queensland Minister reaffirms the role of the AIB
- /// Changing of the Guard



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An introduction to the Australian Institute of Building

The Australian Institute of Building (AIB) is incorporated by Royal Charter and is the preeminent professional body for building professionals in Australia and the Asia-Pacific region. The AIB has a long and proud history of supporting and serving the building profession. For more than sixty years the Institute has worked with the building and construction industry, government, universities and allied stakeholders to promote the building profession, support the development of university courses in building whilst promoting the use of innovative building techniques and a best-practice regulatory environment.

The AIB is proudly supported by:





A Message from the National President

Professor Robert G Whittaker FAIB

The Construction and Property Services Industry Skills Council (CPSISC) national working party for Building Surveying, recently resolved to replace the Diploma of Building Surveying (AQF Level 5) with an Advanced Diploma of Building Surveying (AQF Level 6 - with a Skills Set exit point equivalent to the old Diploma for those who only seek to certify Class 1 and 10 Buildings) and to introduce for the first time a TVET (i.e. TAFE) sector Graduate Diploma (AQF Level 8) in Building Surveying.

The working party's independent chair was Lindsay Fraser AM, with Paul Naylor (General Manager of the NSW Master Plumbers Association) as the independent observer.

Needless to say a lot of vested interests will feel threatened and remain opposed, compliance with Australian Qualification Training Framework (AQTF) requirements will inevitably mean that many of those in the TAFE sector who only possess AQF Level 5 (or indeed older more generic Health and Building Surveying) qualifications themselves will not be able to teach the new National Qualifications unless they update.

However this reform will go a considerable way towards correcting (in time) the current dearth in the numbers of those practising the building surveying discipline of the building profession. As with every discipline of our profession, and indeed other professions, these are defined differently within each jurisdiction – in South Australia Building Surveyors have a statutory responsibility to check the calculations of the structural engineer, yes it does seem odd that a soul with an AQF Level 5 qualification checking the work of another with four year bachelor degree (AQF Level 8), but as our members know if I really wanted to frighten people we would talk about the non statutory definition of engineers outside of Queensland.

John Smolders FAIB (conjoint Senior Fellow at the University of Newcastle) reported that objective research has revealed that as few as twenty percent of the old Council Inspectors were actually qualified to do so, and then only minimally. Whilst TAFE WA last year has completely discontinued the Diploma of Building

Surveying, whilst in NSW TAFE now only offers building surveying at one campus whereas Building and Construction Management courses are still offered at over thirty locations within that State.

What the advent of a new Graduate Diploma of Building Surveying will mean is that existing senior practitioners at local government and elsewhere is that there is now a readily accessible qualification (of suitable duration and cost) commensurate with their 'rank'. Members of other professions such as architects and engineers now have attractive vehicle by which they can attain appropriate qualifications should they wish to add building certification to their portfolio of schools. Whilst the vast majority of graduates of AIB accredited degrees (which are at the same AQF Level as the new Graduate Diploma) will continue to be required to undertake minimal further study.

Further, those who possess a Diploma of Building and Construction, shall have available gap training to attain the Advanced Diploma.

Despite three year degrees (at AQF Level 7) in building surveying (as virtual subsets of the 4 year AIB accredited degrees) being in place for a number of years – the numbers entering the building surveying discipline have continued to decline. The reforms above will permit senior builders, construction managers and project managers to readily enter the building surveying discipline and will likely grow the membership of the AIB as well as that of the AIBS.

Finally shortly before I wrote this column I attended the 38th annual Australasian Universities Building Education Association (AUBEA) Conference hosted by the University of Auckland and participated, as a guest of the NZIOB and its President Warren Chapman MNZIOB, in the re-accreditation visit of Unitec's Bachelor of Construction. This is significant in that now over thirty years since the NZIOB became its own Institute, both our New Zealand colleagues and ourselves still value the ties between our two organisations. I wish to formally thank the NZIOB for their hospitality and professionalism of both their Board and Staff.

AQF (Australian Qualification Framework) Levels: e.g., AQF Level 3 being Trade Level; at AQF Level 6 sits both Advanced Diplomas and Associate Degrees; AQF Level 7 are 3 three year Bachelor Degrees (such as those in Building Surveying); at AQF Level 8 are four year (or honour) Bachelor Degrees (such as those fully accredited by the AIB) as well as both Graduate Certificates and Graduate Diplomas; whilst at AQF Levels 9 and 10 sit Master Degrees and Doctorates respectively.

At this point it would be remiss of me not to mention the good work of my predecessor (and former adjunct Professor) Gregory McLean FAIB as the only non-engineer member of the Board of Professional Engineers Queensland.

Product Conformity is the testing of performance to prove that the material, component, joint or assembly is capable of conforming to the requirements of the relevant Standard. In Australia very few construction Standards include Product Conformity requirements, and unless these are made 'Normative' (compulsory), manufacturers can claim compliance to the Standard without actually doing any testing.

Conformity Assessment is the periodic assessment of manufacturers to check that the products they produce meet the requirements of the product Standard. The requirements for this process are specified in a number of ISO/IEC Standards.

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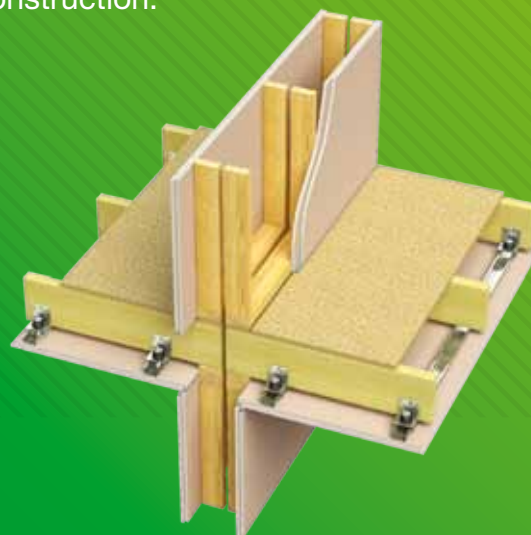


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OFFSHORE PREFABRICATION WILL CHALLENGE BUILDING REGULATIONS

Contributor: Professor Kim Lovegrove FAIB

Amid savage cutbacks in domestic manufacturing capacity, many in the construction sector throughout Australia are becoming increasingly concerned about a growing reliance on imported building materials and the implications this has for the ability of the industry to deliver high performance and safe buildings and infrastructure.

Such concerns are especially relevant in light of the growing use of prefabrication in modern construction. One developer specialising in low cost housing describes homes he sells as being reminiscent of 'kit homes' involving components built offshore which are merely assembled here – all at a fraction of the cost compared with using a local builder even after allowing for expenses associated with regular trips abroad to inspect components on the part of his building surveyor.

Another, when bidding for a recent contract in the Polynesian Islands, found himself undercut by a Chinese developer to the tune of a whopping 60 per cent.

The future has arrived and Australia must be careful to ensure what happened in the fashion retail industry – which has been hammered by the web and its ability to open up competition from imports – does not happen in construction. If offshore prefabrication and 'Lego kitting' becomes the new norm, a large chunk of that which has traditionally been built in local markets will be constructed offshore.

That has implications not just for the employment prospects of local carpenters, joiners and prefabricators, but also for builders, whose function will increasingly revolve more narrowly around assembly as opposed to the full carriage of the project from inception to completion.

It also has consequences for unions, who in order to best serve their members' interests will increasingly need to broaden their focus beyond securing maximum increases in remuneration to engaging in constructive dialogue with employer groups about how to maximise competitiveness and keep jobs onshore.

There are further implications for quality assurance. In the absence of robust inspection regimes, there is a risk of poor quality or even non-compliant materials winding up being incorporated into the final as-built product.

Because of this, Building Acts, codes and regulations will have to evolve. Inspection regimes and quality assurance components of the Building Code of Australia and the NZ building code will need to adapt and become more globally responsive. A good example is Singapore, which has moved away from British influences and bought its regulations into greater harmony with those in Europe.

The future is here. Builders, regulators and Building Acts, codes and regulations must keep pace with the changing environment so we can be ready.

Pre-Action in Disputes (PAD)

By Marcus Jefferies (MAIB) and Mik Ilett (FAIB)

Pre-Action in Disputes (PAD) represents philosophical shifts in the way disputes are handled in the construction industry by letting the parties fully investigate the merits of their claims & defences as a condition precedent to litigation.

The industry must lead the early resolution of building disputes in order to:

1. Present the industry in the forefront of pro-active dispute resolution;
2. Reduce litigation, cost & wasted time; and
3. Safe-guard the relationship with the client and preserve future relationships.

The overall intention of pre-action is to ensure that before proceedings are commenced all reasonable steps are taken to:

- Avoid litigation by agreeing on a settlement acceptable to all parties before commencement of proceedings;
- Shorten and support the management of proceedings where litigation cannot be avoided; and
- Reduce the issues in dispute to facilitate efficient and cost effective litigation.

Referring Matters for Pre-Action

A building matter may be referred for pre-action when:

- //// Multiple items are in dispute that may be possible to resolve.
- //// Both parties have briefed experts.
- //// Experts Reports and Scott Schedules have been exchanged.
- //// Pre-Action is considered to be cost-effective.
- //// On Legal Direction.

The Process

The Pre-Action usually in the form of a Conclave takes place on site, with only the Facilitator and Experts in attendance. The Experts work through all items listed as defective in the Scott Schedule, looking for consensus on the defects & agreement on cost. Results to date have been very successful with approximately:

- //// Consensus on costs - 90% agreement
- //// Consensus on defects - 85% agreement

The use of a skilled Facilitator & independent Experts with a professional approach appear to be paramount in the process. Developing a Scott Schedule that clearly defines the defect, relationship to the contract, and the breakdown of costs forms the basis for successful negotiation.

The Outcome

The Facilitator prepares a report on the outcomes from the Pre-Action called a 'Memorandum of Outcome.' This includes an agreed list of items and a notation as to any matters still in dispute on the Scott Schedule.

The Experts who attended sign the Memorandum of Outcome and a revised joint Scott Schedule reflecting the positions reached at the Pre-Action as:

- ▄▄▄▄ Liability and quantum accepted;
- ▄▄▄▄ Liability accepted, quantum disputed;
- ▄▄▄▄ Quantum accepted, liability disputed; or
- ▄▄▄▄ Liability and quantum disputed.

Roles, responsibilities and qualifications

The Facilitators role is to conduct discussions between the experts. His/her background would include:

- ▄▄▄▄ Extensive experience in the construction industry.
- ▄▄▄▄ Qualifications in mediation, conciliation, contractual issues and construction procurement process.
- ▄▄▄▄ An understanding of construction law including the Home Building Act.

The Experts role is to assist with the resolution of the dispute. His/her background would include:

- ▄▄▄▄ Extensive experience in the construction industry
- ▄▄▄▄ Extensive knowledge of the Building Code of Australia (BCA).
- ▄▄▄▄ An ability to resolve the matter at hand (without acting as an advocate for the applicant or respondent).

Conclusion

Successful Pre-Action adopts a bespoke approach to each individual case, rather than a one size fits all, coupled with the willingness to conduct genuine and reasonable negotiations with a view to settlement. Parties who resolve their dispute will avoid the substantial costs, inconvenience, delay, potential reputational damage and liability risks that can result from litigation. This proposed model for Pre-Action could be further enhanced by developing a successful Scott Schedule and by conducting further case study analysis of building disputes.

Common Terms

Scott Schedule: The form which allows parties to itemize the defects and costs which are the subject of a building dispute.

Building defect: Work required, necessary to produce conformity with the Contract (Plans and Specifications) and be a reasonable course to adopt. The test of what constitutes a defect is very much based on common sense and industry practice.

References

- ▄▄▄▄ Consumer, Trader & Tenancy Tribunal (2009) Conclaves, Fact Sheet CTTT-FS04, Home Building Division, New South Wales Government, August.
- ▄▄▄▄ Ministry of Justice (2013) Pre-Action Protocol for Construction and Engineering Disputes, UK Government, http://www.justice.gov.uk/courts/procedure-rules/civil/protocol/prot_ced (accessed 12/8/2013).

Marcus Jefferies (MAIB) is a Lecturer in Construction Management at the University of Newcastle. His career has spanned the UK, Hong Kong and Australia where he has held senior project and contract management roles in the construction industry, and been involved in significant teaching and research positions at both TAFE and University levels. His areas of expertise include project management, procurement and construction contracts.

Mik Ilett (FAIB) has extensive experience in conciliation and dispute avoidance in construction contracts working with industry, local government and state government bodies such as Fair Trading and the Consumer, Trader and Tenancy Tribunal.

Construct Magazine

Just a short note to remind you of the discounts you can receive by supporting the Australian Institute of Building Construct magazine.

As you are aware the Construct magazine goes to all members of the AIB, the last edition was distributed electronically and has received almost 10,000 reads so far from the AIB website, increasing exposure to more businesses other than members.

AIB member discounts are as follows;

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Following state-wide Mental Health Week activities in October, Construction Skills Queensland (CSQ) and MATES in Construction (MATES) partnered for an industry lunch to raise much needed funds to support positive mental health promotion in Queensland's building and construction industry.

CSQ Chief Executive Officer Brett Schimming said the partnership with MATES in Construction was an important one for the peak industry body.

with such a worthy cause and I encourage more industry employers and organisations to get involved," he said.

MATES in Construction Chief Executive Officer Jorgen Gullestrup said the support from organisations such as CSQ was making a real difference in promoting positive mental health and well-being of workers in the building and construction industry.

“Over the past year, 477 new clients in Queensland were entered into case management for a range of mental health issues at MATES in Construction, and we also intervened in the suicidal thoughts of 35 clients over the same time.”

Since the program's inception in 2008, 32,187 Queensland construction workers have participated in General Awareness Training which explains suicide as a preventable issue in the construction industry, and 2,554 people known as Connectors have been inducted to help keep people safe while they connect at risk people to help.

The sold out fundraising lunch on 17 October at Victoria Park Golf Course, Marquee was attended by more than 400 industry and VIP guests including Executive Director of Mental Health Alcohol and Other Drugs Branch (QLD) Dr Bill Kingswell and head of industry associations, unions and major construction companies.

MATES have recently opened in other three states (NSW, SA and WA) to support suicide prevention and improve the mental health and wellbeing of construction workers at a national level.

Contact CSQ to find out further details on how to access funding and training support. Visit www.csq.org.au or phone 1800 798 488.



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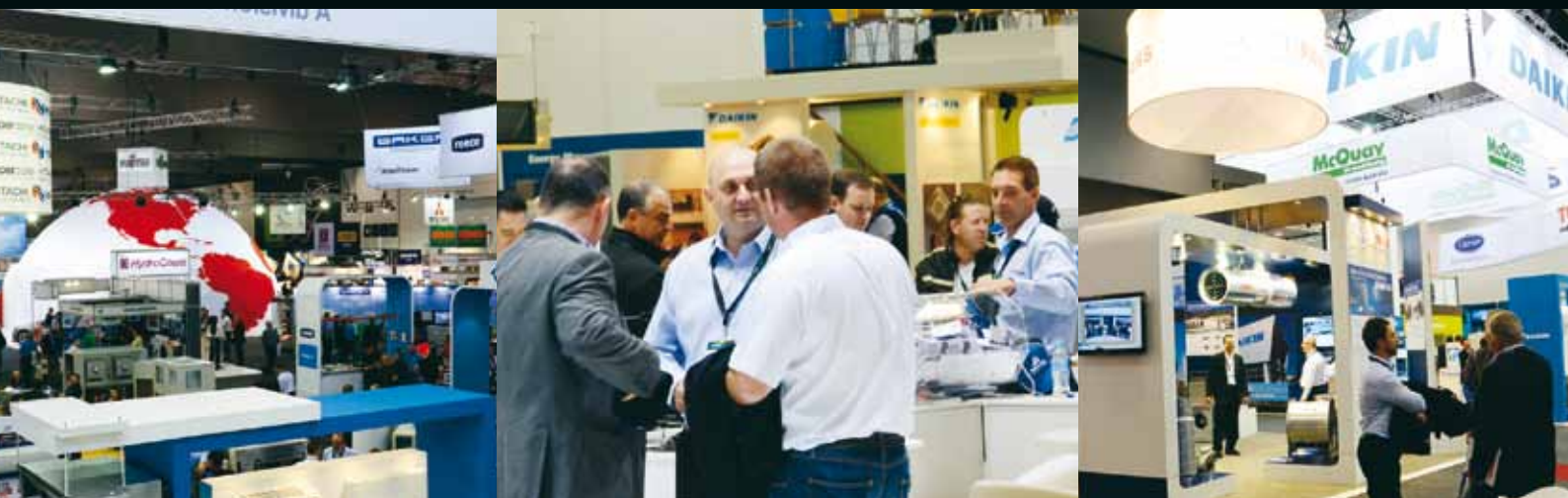


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AUSTRALIA'S UNDER-PERFORMING BUILDINGS SET FOR A GREEN MAKEOVER

After more than two years of industry engagement, the Green Building Council of Australia (GBCA) has launched a rating tool which will improve the efficiency and environmental sustainability of Australia's existing buildings.

The Green Star – Performance rating tool is the result of the collaborative efforts of Australia's property and facility management industries, which have worked together to create a consistent, holistic method of measuring existing buildings.

Green Star – Performance will enable building owners and managers to identify pathways to improve the environmental and financial sustainability of their assets over time.

The launch of the rating tool was held at the iconic Sydney Opera House which is aiming to achieve one of Australia's first Green Star – Performance ratings.

According to the GBCA's Chief Executive, Romilly Madew, Green Star – Performance will be a 'game changer' for the industry.

"We have spent more than a decade focused on the design and construction of new and retrofitted buildings and their interiors – and now have more than 620 Green Star-rated projects around Australia, with a further 480 registered to achieve certification.

"While we are very proud of each and every one of these buildings, Green Star – Performance will help us tackle the far greater challenge of improving the efficiency of our existing building stock.

"Most of Australia's buildings were built at a time when little thought was given to issues such as energy efficiency, water use or indoor environment quality. Green Star – Performance will enable us to transform these 'brown' buildings into the green buildings we need, and reduce their operating costs," Ms Madew says.

The GBCA's development approach to Green Star – Performance has involved more collaboration with industry than ever before.

"From Australand's perspective, it is of particular importance that the tool covers the operational performance of all building types including, for the first time, industrial facilities," says Bob Johnston, Managing Director of Principal Sponsor, Australand. "This is significant, given the growing importance of the asset class to institutional investors. It is also important that the tool has been designed to be applied across entire portfolios and that it recognises incremental improvement by allowing ratings from 1 to 6 Stars."

Green Star – Performance ratings are delivered in a simple and easy-to-use online format. Assessment is quick and easy, so gaining a Green Star – Performance rating will be a cost-effective and efficient process.

The GBCA's Chair, Daniel Grollo, says: "The vast majority of Australia's buildings are under-performing for owners and users, for business and for our environment.

"Whether the building is a school, shopping centre, hotel or hospital, Green Star – Performance will help owners and managers to identify and upgrade building performance in areas such as energy, water,

waste reduction and indoor environment quality.

"From today, existing building owners can put themselves on an equal footing with the owners of new buildings by achieving a Green Star rating and the benefits that it brings, including faster attraction of tenants and buyers, increased employee productivity and engagement, and improved asset value," Mr Grollo concludes.

About Green Star – Performance

Australia has almost 25 million square metres of office stock, and the average age of these buildings is 27 years. Most of these buildings were constructed for as little money as possible, and with little thought given to issues such as energy efficiency.

Australia also has around 9,500 schools and universities, 1,300 hospitals, 1,300 shopping centres, as well as countless square metres of other buildings such as libraries, law courts, town halls and industrial facilities.

Green Star – Performance will help building owners, operators and occupants to measure and monitor the environmental impacts of their existing buildings and take practical action to improve operational performance.

Green Star – Performance is able to rate every type of building, with the exception of single detached homes.

Green Star – Performance was developed by the Green Building Council of Australia over a two year period, with the support of: Principal sponsor Australand; Silver sponsors GPT Group, NDY, Brookfield Multiplex and Sustainability Victoria; Bronze sponsors Energetics and SEED; Sector partner Facility Management Association of Australia; and Supporter Property Council of Australia.

Green Star – Performance joins the suite of Green Star rating tools for offices, building interiors, retail and industrial facilities, healthcare, public and education buildings, and multi-unit residential dwellings. Green Star – Communities assesses developments at the precinct scale, while the Green Star – Custom development service enables projects that are complex or fall outside the scope of other rating tools to achieve Green Star ratings.

Visit: www.gbca.org.au/performance

About the Green Building Council of Australia

The Green Building Council of Australia (GBCA) is the nation's authority on sustainable buildings and communities. The GBCA's mission is to accelerate the transformation of Australia's built environment into one that is healthy, liveable, productive, resilient and sustainable. The GBCA works with industry and government to encourage policies and programs that support its mission. The Council educates thousands of people each year on how to design and deliver sustainable outcomes for Australia's buildings and communities. And it operates Australia's only national, voluntary, holistic rating system for sustainable buildings and communities – Green Star.

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Seven Tips to Improve your Safety Communication

by Marie-Claire Ross

When it comes to managing a safe workplace, communication about safety processes is critical. Yet, so many organisations barely give any thought to the impact of their safety messages.

Tell-tale signs of poor safety communication include:

- ||||| Workers have **no clear or consistent understanding** of what is expected from a safety perspective.
- ||||| Employees just aren't listening to safety messages and it's hard to get their attention.
- ||||| Safety isn't being taken seriously with staff avoiding their responsibilities.
- ||||| Resistance to change that's stopping the development of a healthy workplace safety culture.

What often frustrates safety leaders is that their communication gets confused or misunderstood.

Frequently, safety messages get misinterpreted with people believing they think they know what was being said, rather than what was actually said.

This can occur when information is worded and delivered in a confusing way. The consequences can potentially be very costly. After all, if workers are undertaking the wrong procedures not only could they hurt themselves, but they are most likely working in an unproductive manner that wastes time and resources.

That's why one of the number one skills to learn for any safety leader is communication. Being able to create clear and simple messages that are instantly understandable ensures everyone works to a common standard.

While at the same time, if you talk and write in an approachable manner it will work towards people liking you and in turn, trusting your message.

Seven Safety Communication Tips

When you know how to write and talk about safety in a way that people find engaging, it ensures that you get everyone on the same page.

Here are seven important strategies to include in all of your safety communication:

1. **A Simplified Message** – One of the keys to clear communication is that it is simple and easy to understand. This means learning to throw out redundant information and focus on one core sentence. Our brains aren't designed to process lots of information at once. Instead, we need to learn to create one simple message. Then, repeat it often. For example: Avoiding stuffing an article about sun protection with research data, examples and technical specification which can distract from your real message. The main takeout would be "Wear sunscreen everyday" which is much easier to recall. Write an article or speech about sunscreen that highlights this central message.
2. **Use positive language** – Make sure you tell people what you want them to do. Avoid using negative words like "Don't" or "Can't," as people

will just ignore them and remember the next words. For example: "Don't run," often gets remembered as "Run." Instead, say "Walk".

3. **Use visuals** – Avoid lots of talking or writing an article that is wall to wall text. Use compelling visuals such as photos, diagrams and video content that help those who are visual learners. This is an effective method to get people to understand and remember information.
4. **Explain Why** – To assist people in understanding why a new safety initiative is important, tell them the benefits. Let them know why it is important and how they will personally benefit. For example, if you need workers who are working outside to wear safety boots in the heat, let them know it's because you don't want them to get bitten by snakes.
5. **Tell stories** – The right brain prefers story. It also provides an emotional connection to information that people remember. Adults love stories and are more open to listening to them. What real-life workplace stories can you use that highlight the importance of safety?
6. **End with Action.** Tell people what you want them to do. Always ensure people are clear on their responsibilities. Make them think about their current behaviour. For example: A Victorian Workplace Safety ad ends with the line "Would you do what you ask your workers to do?"
7. **Be authentic.** Only write and talk about a safety process that you believe in. Otherwise, people will not trust your message. As a safety leader, co-workers will follow your actions, not your words. Say you've introduced a new procedure on hand washing. Make sure you also follow the safety procedure, when on site, as well as politely informing people when they're doing it incorrectly (or forgetting). But also ask people how it is going. Follow up to see if they're remembering to wash their hands. You might discover that the soap makes their hands itchy, so you could show that you care by purchasing an allergy free soap. Once employees can see that you mean what you say, they will have the confidence to believe you. This means they will be more open to your messages and trust you.

Safety communication is a continual process that never stops. Constantly practising and improving your safety communication skills will ensure high quality safety leadership. This is how you start to get a high functioning safety culture where people can trust what you say. It also means workers are more likely to follow your instructions resulting in a happy, safe workplace.

If you want to learn more about how to improve your safety communication skills, read "Transform Your Safety Communication." This highly acclaimed book provides five easy to use templates and frameworks to easily update your safety messages. Find out more about the book and get your free sample chapter at: <http://www.safetycommunicationbook.com>

Marie-Claire Ross is the author of the Transform Your Safety Communication and the Workplace Communicator Blog that's read by more than 5000 people per month. As the CEO of Digicast, she works with BRW Top 500 companies to make safety communication more meaningful. She has also been interviewed in BRW magazine and on "Technology Behind Business" for Sky Business News.



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CHALLENGES FACING THE BUILDING AND CONSTRUCTION INDUSTRY IN AUSTRALIA TODAY

The Honourable Reverend, Professor Brian Howe AO, Former Deputy Prime Minister of Australia

The important role of the AIB in the education and training of people who will work or are already working in building and related industries.

Historically there have been many crafts and or disciplines that have been important in creating and sustaining the built environment over thousands of years.

Richard Sennett, The Craftsman

Craftsmanship may suggest a way of life that waned with the advent of industrial society—but this is misleading. Craftsmanship means an enduring, basic human impulse, the desire to do a job well and for its own sake. Craftsmanship cuts a far wider swathe than skilled manual labour: it serves the computer programmer, the doctor and the artist: parenting, improves when it is a skilled craft, as does citizenship. In all these domains, craftsmanship focuses on objective standards, on the thing in it.

In any modern building or construction project or even in the restoration or renewal of buildings or of a community. The overall outcome is very much the sum of the parts, the range of skills and the commitment to get a good result.

Very often in the past buildings were seen to be monuments (the edifice complex) rather today there is much greater pressures to create buildings and structures, forms that are able to match the demands of rapidly changing world.

Of course we will still have some monumental buildings but the overall task is much more pragmatic.

We are more conscious than ever before of being part of global changes from which Australia can no longer insulate itself changes in technology and communications. National economies can no longer separate themselves from differing patterns of investment and of course, as the Club of Rome suggested long ago, the realities of climate change will as will eventually set limits to growth.

The extraordinary pace of change requires constant adaption and adjustment, as we have seen demonstrated in Australia where we have been forced to change the focus of our economy from import substitution to an emphasis on exports from process industries to a much greater emphasis on creativity and innovation, from muscle power to knowledge power.

Urban policy a first order issue. ('Engines of growth')

Politicians have emphasised the need to build a knowledge or information economy but have course this aim of every country with which we compete. I recall a conference I attended a decade ago attended by senior government officials representing twenty different countries. All said that were seeking to build information or knowledge driven economies

It is of course a major challenge to the building and construction industry in Australia as one of Australia's largest industries so important to our quality of life and the efficiency of our domestic economy as well as becoming an increasing important player in the Asian Pacific region.

Australia at the end of the 19th century was one of the most urbanised

countries in the world. At the end of the 20th century Australia is still highly urbanised with more than two thirds of its population living in its five larger capital cities. However even our capital cities are of modest scale compared to the mega cities in the Asian Pacific region. Throughout Asia we have seen the rapid pace of industrialisation with now with urbanisation being the most important forces transforming Asian societies.

Earlier this year I attended a conference on city development in Chongqing, described as a hyper-city of more than 20 million people. The city is close to the three gorges on the Yangtze River and the gateway to western China. Chongqing is one of four cities (also Beijing, Shanghai and Tientsin) that are treated as city provinces that have a direct relationship to the central government of China. Anyone who has visited China in recent years will have been impressed by the rate of change and the quality of the infrastructure investment occurring in Chinese cities especially the more important cities like Chongqing.

Chongqing of course is close to the massive hydro projects on the Yangtze but in the city itself the quality of urban infrastructure whether roads or bridges, subway systems along with office and residential development was of a very high standard.

Of course the rate of economic growth together with the scale of population growth partly driven by rural to urban migration underlies these impressive investment projects.

However it was also impressive to hear at the conference as well, as see for ourselves in Hong Kong, the integrated way in which urban planning and investment is carried out to create a degree of connectivity in that city so absent from many parts of Australian cities. Of course the scale and density is an important factor but even more important are the governance arrangements that are designed to ensure that development and redevelopment projects are designed to ensure balanced outcomes.

As I suggested earlier Australian firms might play an even more important role in our region but not without recognising the importance of scale in our own urban construction and housing industries. My sense of these industries is that there are in city and house construction only a few very large firms operating internationally whereas the scale of most enterprises is quite small and in each firm only a handful of employees. These in-balances between few very large firms and the majority of smaller enterprises may limit our industries potential for those that work in the industry as well as the opportunities that might be seized by the industry as a whole.

Building Better Capital Cities

I am not suggesting that it is only the structure of private industry that may be a problem. Government may also lack the bigger picture vision.

During the last year or so I chaired an advisory panel for the COAG Reform Council to review the planning of Australia's capital cities. COAG, the Council of Australian Governments (essentially the Prime Minister and the Premiers) agreed before we commenced our work on a set of principles that might be used by the government to assess their own planning systems. The most important of these principles was that strategic

planning systems should be integrated across functions such as transport and land use and across government agencies. In our report we found that while this principle had wide acceptance in practice governments rarely were able deliver an integrated planning process. Why is this so? One of the main reasons is that the federal and state governments tend to compete rather than cooperating with each other on issues of urban planning and development. The reason for this may be confusion about roles and responsibilities. We may understand the theory, but we are a long way from best practice in the way that we are planning our capital cities in Australia. There is also little understanding among governments that cities, urban strategy and planning are among the most important issues to get right.

It now recognised internationally that in an information and service economy that the clustering of business activities in cities plays a very important role in driving economic growth. You will know where in Sydney are the most important nodes that play an important role in this state's economy. The Federal government may not want to have a direct role in managing cities but it will have an interest in inefficiencies or barriers in cities that have a negative impact on economic growth. An obvious example that is often cited is the cost of congestion estimated to cost billions of dollars each year. Another example is urban sprawl in all our cities leading to inefficient use of expensive urban infrastructure as well as resulting in serious inequalities within cities as well as between cities and rural and regional areas.

Very often in Australia we have been plagued by jurisdictional disputes about who does what when we might have focused on and agreed on the outcomes that we wanted to achieve. This was the principle behind the Better Cities Program, which our government initiated in the 1990s. In that program States and Territories designated area strategies and agreed with the Commonwealth on the outcomes that were desirable in those areas; economic, social and environmental or some combination of all three. Being clear about outcomes provided a basis for cooperation within governments and between governments. It also made it possible to get the participation of the private sector. The flow of funds was dependent on progress towards agreed outcomes with independent monitoring and evaluation. This program was designed to demonstrate the fundamental principles implicit in good governance arrangements.

Focusing on Place

A principle consistent with this program that I try to emphasise is the importance when undertaking a major construction project is to consider the leverage, the broader ramifications of that investment seeking to achieve broader social economic or environmental benefits. Very often in designing major building or construction projects we focus on people that will use the building or the transit system or live in the new housing state whereas that development will often have a ripple effect impacting adjoining communities. It is important then to think when you are building infrastructure that that capital investment has place building potential. Making Sydney a better place to live or to work in depends on understanding building and construction work as part of the process of place making, building a better city. Many of the tensions that arise when new construction is proposed have to do with taking place seriously.

Focusing on the workers

Of course you can look at the building and construction industry in another way that is by focusing on people like yourselves who are working or will work in this industry one of our largest industries and our largest employers. As you may know I have recently been chairing an independent enquiry for the Australian Council of Trade Unions on Insecure Work. I presented on behalf of our panel our report *Lives on Hold; Unlocking the Potential of Australia's Workforce* to the ACTU Congress here in Sydney in May this year.

In the course of our enquiry we met many people who work in building and construction industry as well as receiving many submissions from trade unions and from a large number of community groups we visited all capital cities and a number of regional centres to get evidence.

We defined insecure work as 'poor quality work that provides workers

with little economic security and little control over their working lives' In summary our enquiry found that almost one in four workers (23.9% or 2.2 million workers) in Australia are working casually (part time or full time) with little economic security. The rate of casualisation in Australia is very high compared to other countries in the OECD. Casual workers employed either full time or part time and are defined by the ABS as workers without an entitlement to the usual leave provisions that apply to people who are part of the permanent workforce

In addition and very relevant to the construction industry has been the trend for an increasing share of employment to be various forms of contractual arrangements that take a character of commercial rather than employment contracts. This in part reflects a combination of firms contracting out work to reduce their responsibility for overheads together with more employees preferring a self-employed status it may also represent a transfer of risk from the corporate sector to individual employees. This is especially the case where employees are being treated as 'self-employed' technically when in practice they look very much like employees but often paid less than the award, are treated as casual workers without casual loading, receive very little training and have none of the normal leave entitlements.

Our concern with insecure employment was that in the search for greater flexibility employers were effectively seeking to distance themselves from the national employment standards and thus from the prevailing standards of what it means to be a fair employer. In effect, these various forms of insecure employment, now so widespread in Australia, reflect unwillingness on the part of employers to invest in workers recognising their importance in maintaining and developing the skills of the Australian workforce.

The rise of insecure work has occurred at a time of declining productivity and may contribute to this trend. One danger associated with a 'disposable' workforce is that casual workers tend to have less skill and are rarely the subject of investment by employers. We will only improve productivity through investment – both capital investment and in education to produce a more skilled workforce. The endless pursuit of flexibility in the workplace risks undermining that goal, by creating a more insecure, less confident and highly casualised workforce.

You may have got your earlier education in TAFE while now graduating at the University of Western Sydney. One worry that our enquiry into insecure work underlined was the growing uncertainty about the foundations of vocational education illustrated by the cutbacks in TAFE and the large numbers of temporary staff in TAFE colleges.

Your challenge

As graduates you are entering one of the most important areas in the Australian economy. As has been said many times the quality of our built environment/infrastructure is crucial to Australia's future both in terms of the economy and social and environmental wellbeing.

I have mentioned China /Asia because in a sense the bar is being raised. We are in danger of being left behind.

You are also entering this industry at a time in which Australia is facing great challenges in terms of the need for a more highly skilled workforce. Our current workforce is now rapidly ageing and this adds to the need to replace the current workforce with a workforce educated in the digital age.

The rate of change in technology places enormous pressure on workers to maintain and update the skills throughout the life course. This is important for individuals and of course it will be crucial for the quality of the industry facing challenge on so many fronts in a new century.

As graduates you will have opportunities to be leaders in your profession helping to set the standard and helping to create the climate in work places that makes people feel it is worth the effort.

'Craftsmanship means an enduring, basic human impulse, the desire to do a job well and for its own sake.'

CONSTRUCTION SKILLS QUEENSLAND REPORT HIGHLIGHTS THE CHANGING FACE OF TRAINING IN QUEENSLAND CONSTRUCTION

A report by Construction Skills Queensland (CSQ) has highlighted the changing nature of trade training in the state's building and construction industry, with resource industry driven civil and electrical trades accounting for 44% of new entrants in 2012, taking over from the more traditional trades such as plumbing and general construction.

The latest edition of CSQ's quarterly Console publication¹ provides practical information for workforce development and focuses on how the state's changing building activity affects labour demand and training requirements.

CSQ CEO Brett Schimming said the peak support body for Queensland's building and construction industry is addressing training needs resulting from the changing skills mix.

"It is evident Queensland's construction industry is responding to resource investment with shifts toward civil, electrical and engineering trades increasing. It's important for our industry to acknowledge the shift in the skills mix being brought about by changes to the industry such as building products and workforce demands - what we build changes how we train," he said.

"Residential construction is stabilising after a soft period, commercial building is showing signs of growth following a public investment boost, and the resources industry still requires skilled workers.

"Electrical trades overtook general construction demands in 2012, and now accounts for the largest share of construction apprentices and trainees in training, with 31 percent engaged in electrical trades.

"Between 2010 and 2012, new entrants to civil trades rose to 18 percent and electrical trades rose to 26 percent.

"With the resources boom occurring at a time when traditional residential housing activity was soft, these emerging trends away from general construction training would be expected. However, as strength returns to the housing market and resource investment begins to level, it is vitally important that industry skilling priorities also shift to support the skills needs of the future," Mr Schimming said.

The report reveals residential building activity is showing signs of growth following a long period of soft conditions.

Mr Schimming said the growth in residential housing and other subsectors will generate additional labour demand for a number of occupations.

"Activity is also increasing across a number of subsectors and building types that share common skills needs, such as townhouses, offices, industrial buildings, roads, electricity and pipelines, water and sewerage and of course, heavy mining.

"This activity will create additional demand for a range of occupations particularly concreters, professionals and technicians, plant operators, structural steel construction workers, managers and electricians.

CSQ's report outlines a need for renewed commitment to training to ensure Queensland's building and construction industry is prepared for growth in the residential sector and a corresponding shift in the skills mix.

For more information on CSQ support services or to view the Console report, visit csq.org.au or contact the team on 1800 798 488.

NEW TOOL TO HELP CONSTRUCTION INDUSTRY GUARD AGAINST MAJOR COST BLOWOUTS

In an Australian first, a new system launched today will give the construction industry access to real-time, reliable cost data, leading to new levels of precision in the pricing and scoping of major building and infrastructure projects.

Developed jointly by the Royal Institution of Chartered Surveyors (RICS) and the University of NSW (UNSW), the Building Cost Information Service (BCIS) is an electronic cost-estimation platform and a new tool for managing project risk - and thereby reducing project cost - at a time when the new Federal Government has designated infrastructure a key economic priority.

BCIS will make available comprehensive sets of cost data, updated in real time, to industry professionals for the purposes of pricing projects, benchmarking commodity and materials, labour and other input costs, and modelling the economic performance of projects. The system will capture price movements of openly traded commodities as they occur, as well as costs attached to real projects as reported by participants in those projects.

RICS Asia Pacific Director, Kaye Herald, said that by improving transparency and precision in project cost estimation, the new service would reduce risk and, therefore, construction project costs.

"The incoming Federal Government has said infrastructure will be one of its most important economic priorities. That is encouraging but we know there is a link between our ability to price and scope a new project accurately, perceived project risk and attractiveness to funders," Ms Herald said.

"We need to manage that link better and BCIS will be a live, organic tool that does just that, by assisting construction professionals, developers and investors estimate project costs more precisely. This is a tool whose time has well and truly come. We expect it will have a significant role to play in supporting the pipeline of new projects and then reducing cost overruns and major delays in these projects," she said.

Providing data on civil and construction projects in Australia, BCIS has been modelled on a similar system pioneered in the UK 40 years ago by RICS, the body accrediting the Chartered Surveyor™ designation worldwide.

Designed for use by groups as diverse as quantity surveyors, contractors, engineers, architects, all levels of government, developers and project investors, RICS expects the real-time data available through BCIS to replace existing estimating services, typically published volumes of cost estimates presented in broad ranges updated annually.

BCIS will give its users the ability to undertake:

- Benchmarking: Extract, manipulate and benchmark cost data in the course of designing new projects, as well as contribute fresh data from projects underway or just completed;
- Cost Comparison: Compare building costs between different locations or types of construction types - for example, the cost of a constructing the same 40-storey building in Sydney and Melbourne;
- Trend Analysis: Over time, build up detailed trends in the costs of materials, labour and other inputs in different parts of the country.

BCIS will be made available to industry participants at no charge for the first two years of operation, after which time a subscription fee will apply.

HIGH EXPECTATIONS: EMPLOYERS MAKING HIGHER DEMANDS ON AUSSIE WORKERS

Yet one in five Australians don't believe they are responsible for developing skills to meet these demands

Employers are demanding more of workers than ever before, with 84% of Australians saying organisations are making higher demands on their skills than five years ago, according to the latest Randstad Workmonitor.

Globally, employers in the Asia Pacific region are among the most demanding with 94% of Chinese workers, 93% of Malaysian and 85% of workers in Hong Kong saying their bosses demand more now than five years ago.

The Randstad Workmonitor, commissioned by recruitment & HR services specialists, Randstad, surveys over 13,000 people across 32 countries each quarter, also shows that almost three quarters (73%) of Australian workers expect their job requirements to become even more demanding in the future, with over a quarter (28%) concerned this increase in demand will leave them unable to fulfil employer expectations.

Despite this, there is a significant disconnect around how workers will meet these changing demands.

While two thirds of Australians say their job requirements have changed significantly over the past five years, 21% believe they don't have any responsibility in ensuring their skills correspond with these new demands, while 89% believe the responsibility lies at their employers' feet.

These figures are dramatically different from the rest of the Asia Pacific region, where employees take far greater responsibility keeping up with the changing workforce. Eighty-nine per cent of workers in Singapore, 94% of Malaysians and 93% of Hong Kong employees all believe they share responsibility with their employer for improving their professional skills.

Steve Shepherd, Group Director of Randstad, believes a highly talented workforce is vital to the continued success of the Australian economy.

"If Australia is going to maintain its position as one of the most successful economies in the region, it's important that businesses and employees alike place a premium on developing skills. This needs to be done at all levels of an organisation, to keep local businesses at the forefront of global industries. As an industry professional, developing strong skillsets will help you stand out from others in your field.

"Ultimately, the responsibility rests with both the individual and the employer. All businesses need to actively invest in training and up-skilling their employees, and Australians should feel more encouraged to seek out opportunities to do so from their employer," says Shepherd.

Interestingly, two areas which stand out for many organisations are digital literacy and social skills, with 87% saying digital skills have become even more vital over the past five years and 66% saying

employers are placing a greater importance on their social skill set.

Steve Shepherd believes this shows the wide range of skills workers should be looking to improve in order to remain attractive in the future job market.

"There are a range of traits and skills employers will increasingly find valuable. People are expected to be far more versatile and knowledgeable in a range of areas than in previous generations. The trick for people is to identify areas where they haven't had previous training, and skills which are important in their industry or business in the years ahead.

"Workers should feel open to discussing this with their managers. Becoming proficient in areas which are vital to a business is not only a good way to prove your value, but also become in-demand in the wider job market.

"Businesses should also welcome the opportunity to develop their workforce in a range of areas, to harness their passions and interests. Finding areas which are useful to both the organisation and the employee is often the key to future growth and higher performance and productivity," says Shepherd.

Job satisfaction low

Australian employees displayed a lower job satisfaction level than their counterparts around the world, with 28% of local workers saying they are unsatisfied in their current position. Only 26% admitted to feeling very satisfied in their position.

This compares to 77% of Canadians saying they are satisfied in their position, 74% of those in the USA and 73% of New Zealand workers. In Europe, employees in Denmark and Luxembourg (both 78%) are most satisfied with their current employer, followed by Switzerland (77%) and The Netherlands (75%). Employees from Hungary (49%) and Greece (52%) are the least satisfied.

Outside Europe, most satisfied employees can be found in India (84%), followed by Malaysia (77%). Employees are least satisfied in Japan (44%) followed by Hong Kong (47%) and Singapore (56%).

Employee confidence increased slightly

The confidence of finding a comparable job within six months increased slightly for the first time after a year long decline to 65%. Sweden, Japan, Argentina and Malaysia all show a rise in confidence whereas confidence declined in The Netherlands and Poland. Confidence in finding a different job increased globally by 1%, reaching 62%.

The overall fear of job loss decreased slightly to 22%, but has increased only in Greece. Belgium and Australia saw a decrease. Significant fear of job loss has increased in Japan.

A global press report is available on <http://www.randstad.com/press-room/research-reports>

ECO-FRIENDLY APP TAKES OFF IN AUSTRALIAN MARKET

A Western Sydney builder has created an online marketplace that is revolutionising the way in which Australians purchase, sell and dispose of unwanted building products, and is looking to partner with government and environmental organisations to maximise the service's impact.

The BuildBITS App and online market allows tradespeople, renovators, homeowners and businesses to sell excess building products that would typically be thrown in skip bins and contribute to landfill.

The service was conceived by Neil Turrell, and his wife Leisa, who were tired of seeing reusable building materials taken off to the tip to the detriment of the environment and clients, who often had to pay hefty disposal fees.

"Many people, particularly outside of the building industry, would likely be shocked by the number of high-quality building products that go to waste from homes, businesses, construction sites and supplier yards – as well as by the expenses associated with disposal processes," said BuildBITS Founder, Neil Turrell.

"It usually costs at least \$400 to hire a skip bin to get rid of unwanted building products, making the method expensive as well as environmentally damaging.

"BuildBITS aims to mitigate these inefficiencies by providing Australians with a dedicated service to acquire building materials at low prices or for free, and to monetise leftover items for extra cash –providing a more cost effective and eco-friendly disposal option."

Since launching in October 2012, BuildBITS membership numbers have risen by more than 300 per cent and website traffic has increased by 670 per cent, with average monthly visits now topping 50,000.

In addition to growing consumer support, the company has attracted some of Australia's leading brands as partners and sponsors such as Century 21, The Housing Industry Association (HIA) and Bendigo Bank, as well as support from several local councils including Hume City Council, Yarra City Council and Warringah Council.

"Our main goal is to expand the marketplace to a point where it makes a noticeable difference to waste reduction and recycling in Australia, and where building projects, for example, can be built mainly from BuildBITS excess materials," continued Neil Turrell.

"Corporate support has been a key driver behind the success of BuildBITS so far, but we are now looking to connect with more government and environmental organisations to ensure that the recycling and conservation benefits of the service are maximised.

"Word-of-mouth endorsements are very important, and local councils are in a unique position to circulate information and promote services that stand to benefit their communities and environments at a micro-level.

"By encouraging people to use the service, councils may be able to substantially reduce the amount of waste picked up on scheduled clean-up days.

"We are looking to actively build partnerships with governments at all levels, whether this means through cross-promoting our services on different websites or distributing information through our respective

LIVABLE HOUSING AUSTRALIA PROVIDES COST-EFFECTIVE COMPLIANCE PATHWAY TO GREEN STAR CERTIFICATION

A Platinum rating from Livable Housing Australia (LHA) now provides automatic Green Star points under the Green Building Council of Australia's (GBCA's) rating system for buildings. Multi-unit residential projects in which at least 10 per cent of the dwellings meet the Platinum Level of the Livable Housing Design Guidelines will be automatically deemed compliant with the Green Star Mat-15 'Universal Design' credit. Project teams that can demonstrate LHA Platinum Level certification will now be automatically awarded one Green Star point within the Green Star – Multi Unit Residential rating tool.

According to LHA's Executive Director, Andrew Aitken, this decision will make it easier and more cost-effective for project teams to achieve the Mat-15 credit, which in turn will drive a faster uptake of livable, versatile and flexible housing. "We congratulate the GBCA for allowing projects to use the up-to-date Livable Housing Guidelines, which are being embraced by industry, instead of the standard that was previously referenced, and which is more than 15 years old," Mr Aitken said. The decision is part of the GBCA's move to make Green Star certification easier and cheaper.

"This new ruling offers a more cost effective compliance pathway to ensure apartment dwellings are livable. Very few projects previously claimed the Mat-15 credit because it was costly and difficult to achieve," Mr Aitken explains.

"LHA offers simple and straightforward certification, and Platinum Level certification can be achieved at very little cost. The Guidelines are easy to apply to any housing project, and more than 250 individual dwellings have already achieved the seal of approval that attests to enhanced livability. More than 30 people have already become LHA Registered Assessors – and the list is growing rapidly. There is a growing list of professionals able to provide advice to clients on how to achieve the LHA Quality Mark. We are confident that many more project teams will seek LHA certification, and will be better placed to meet the evolving consumer demand for more livable homes," Mr Aitken stated.

Livable Housing Australia's Design Guidelines are available for free download from:

www.lha.org.au. The Guidelines can also be downloaded from the iTunes Store:

<https://itunes.apple.com/au/app/livable-housing-design-guidelines/id669832562?mt=8&ls=1>

Or visit Google Play: <https://play.google.com/store/apps/details?id=com.lha.guidelines>

networks," concluded Neil Turrell.

BuildBITS can be accessed via www.buildbits.com.au or downloaded as an App. The Android App is free to download and costs \$1.99 to download for the iPhone. Once the App is downloaded, a user simply takes a picture of the surplus products, enters a short description and a desired price – and the product instantly appears for sale in the BuildBITS online marketplace.

There are no commissions or fees for sellers and buyers on BuildBITS, and all partners of the service receive official recognition and cross-linking opportunities on the BuildBITS website.

AIB Policy on Building Materials Quality and Testing



The following policy was approved by the AIB Council in March 2013.

Summary

Building materials quality and testing is an important issue of risk management that needs to be addressed in a focused and coordinated manner by Governments, industry, research institutes and professionals bodies in the built environment. AIB advocates for research into this issue, product conformity of building products and a thorough and cost-effective testing regime.

Background

In 2003, a hangar at the RAAF Fairburn base in Canberra collapsed due to faulty building materials, which led to twelve people being seriously injured. In 2012, up to 24 imported glass panels fell from the entrance of the new ASIO building being constructed in Canberra, although in this instance no one was injured. These incidents highlight the need for greater emphasis on building materials quality, as well as some form of testing regime.

There are a number of reasons why construction production quality is an issue, and product conformity and conformity assessment for building products do not currently exist in Australia. These include:

- |||| Time and cost are key drivers in the construction process, and quality often comes third behind these two drivers;
- |||| There is a perception that the cost paid for higher-priced products will not bring value for money;
- |||| There is resistance from many manufacturers;
- |||| The Federal Government has not been proactive on this issue, and the market has as a result moved toward reducing 'red tape';
- |||| There has been a loss of technical resources, as well as delegated responsibility;
- |||| Buyers in a global marketplace are often not well informed of whether the products they are purchasing have been subject to product conformity and conformity assessment;
- |||| The procurement market has been and is changing – there is a trend towards integrated project delivery; and there are new stakeholders such as banks, superannuation funds and insurance funds; and
- |||| There is the pressure of international trade obligations, and the desire not to be seen to be putting up trade barriers to the Australian market.

Policy Positions

AIB will be at the forefront of this cutting edge issue of risk management and holds the following positions in relation to building materials quality and testing:

- |||| Product Conformity should be implemented, with a shift from an 'informative' to a 'normative' approach, meaning that some form of testing would become compulsory;
- |||| A voluntary National Register of Certified Construction Products (NRCCP) would be valuable to inform the industry and building professionals;
- |||| AIB will not undertake building materials testing in the foreseeable future, either on behalf of its members, or for third parties;
- |||| Standards and regulations should not be overly harsh, but at the same time should be rigorous enough to adequately protect construction workers and the users of the building or other construction throughout its lifespan;
- |||| Responsibility for adherence to the various applicable Australian standards and regulations should rest with the manufacturers, not with builders;
- |||| Consumer protection, safety and sustainability are the way to advocate the issue, as the Federal Government does not want to be seen to be introducing protectionist trade measures;
- |||| There should be drafting, submission and acceptance of project proposals for individual standards to revise from 'informative' to 'normative';
- |||| The testing of products should ideally be at the point of manufacture, with overseas standards thorough enough to have faith in their processes; and
- |||| There should be some level of identification of the source of product inputs (i.e. traceability).

Actions

- |||| AIB will advocate revising the relevant standards from 'informative' to 'normative'. The types of building products to be revised first will be determined on a priority list in conjunction with the Australasian Procurement & Construction Council (APCC).
- |||| AIB will advocate for a voluntary National Register of Certified Construction Products.
- |||| Quality research is needed addressing:
 1. Identification of high risk construction products.
 2. Non-conformance – what is the level & what the problems are.
 3. Identification of the likelihood of construction product failure.
 4. Cost to the industry and economy of construction product failure.

AIB will assist APCC by helping to coordinate this research.

- |||| AIB will continue to inform its members on this issue.

AQF (Australian Qualification Framework) Levels: e.g., AQF Level 3 being Trade Level; at AQF Level 6 sits both Advanced Diplomas and Associate Degrees; AQF Level 7 are 3 three year Bachelor Degrees (such as those in Building Surveying); at AQF Level 8 are four year (or honour) Bachelor Degrees (such as those fully accredited by the AIB) as well as both Graduate Certificates and Graduate Diplomas; whilst at AQF Levels 9 and 10 sit Master Degrees and Doctorates respectively.

At this point it would be remiss of me not to mention the good work of my predecessor (and former adjunct Professor) Gregory McLean FAIB as the only non-engineer member of the Board of Professional Engineers Queensland.

Product Conformity is the testing of performance to prove that the material, component, joint or assembly is capable of conforming to the requirements of the relevant Standard. In Australia very few construction Standards include Product Conformity requirements, and unless these are made 'Normative' (compulsory), manufacturers can claim compliance to the Standard without actually doing any testing.

Conformity Assessment is the periodic assessment of manufactures to check that the products they produce meet the requirements of the product Standard. The requirements for this process are specified in a number of ISO/IEC Standards.

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Solutions to Sustainable Construction

The importance for sustainability has received greater world attention in recent years, and people are doing a lot more towards the cause. In the building industry, where natural resources from the ground are used to erect majestic structures, may sometimes be unfriendly to the environment.

At Xypex Australia, we believe in minimising such detriment through our Whole of Life Sustainability in Concrete Structures (SCS) Philosophy. Our products have gone through vigorous testings and accreditations for being green, and the qualities of its unique crystalline technology will increase the durability of the concrete structures. This results in the extension of the service life and reduction of the maintenance cost and effects of the structures.



As Mrs Butler, the GM of Xypex Australia perfectly puts it, “We are committed to provide our clientele with long term and cost effective solutions that are backed by sustainable leading products and systems.”

When we were approached by Yarra Valley Water, for their Kalkallo Stormwater Harvesting and Reuse Project, we jumped at that chance. This innovative and sustainable centric project aims to capture and process local stormwater which would normally have been absorbed by the local ground or become part of the natural run off into the surrounding system and creeks and rivers. The plant is constructed as part of the support infrastructure for an adjacent, very large commercial development and it is hoped that the treated water will ultimately supplement the potable water needs for that estate.

Xypex Admix C-5000 has been specified in the shotcrete and used to create the various ponds and other reinforced concrete structures while Rawell RC50 (Sodium Bentonite Watertop) and Xypex Concentrate were applied in the construction joints throughout.

Due to the nature of the project, compliance with AS 1478.1, type SN Special Purpose Admixture and AS 4020 Potable Water Certification were of particular importance to the project designers. Xypex's ability to selfheal static hairline cracks up to 0.4mm wide, resist extreme hydrostatic pressure, and its chemical protection, has majorly contributed to achieving a sustainable concrete structure, which is also watertight.

Mr. Klass Van Brengal, of Delft University of Technology in The Netherlands a leading authority on the effects of micro and macro cracking in concrete is noted as stating that, “The development and use of self-healing materials are most challenging options to accomplish the need for durable infrastructure.” In this case, Xypex Australia believes that we have met and exceeded the challenge of making the Kalkallo Stormwater Harvesting and Reuse Project a sustainable concrete structure for many years to come and with very low ongoing maintenance costs.

Solutions to Sustainable Construction



Kalkallo Stormwater Harvesting & Reuse Project - VIC

Xypex crystalline technology **extends service life** and **reduces ongoing maintenance costs** for both new and existing structures with proven ability to significantly increase the durability of concrete.

Visit www.xypex.com.au for more information or your nearest Xypex office.

XYPEX[®]
AUSTRALIA

Sustainability in Concrete Structures

Textura Construction Payment Management (CPM) is a web-based, collaborative platform which manages the claims and payment process for builders, project owners and their subcontractors.

Textura CPM allows organisations to reduce risk, improve control, and lower cost in the following ways:

Efficient Claims Process

Subcontractors submit claims against an established work breakdown, within their contract value, and on a standard form. Users have clear accountability to outstanding tasks and a consistent claims process can be enforced across all projects – ensuring continuity in the event of staff absence or turnover.

Collaborative Compliance Management

Ensure accurate decision making and reduce the risk of non-compliance with automated notifications, expirations, and payment holds. Colour coded summary display and on-demand reporting allow for easy tracking of contractor compliance. Subcontractors can view their status and attach submissions in a single, shared location.

Security of Payment (SoP) Controls

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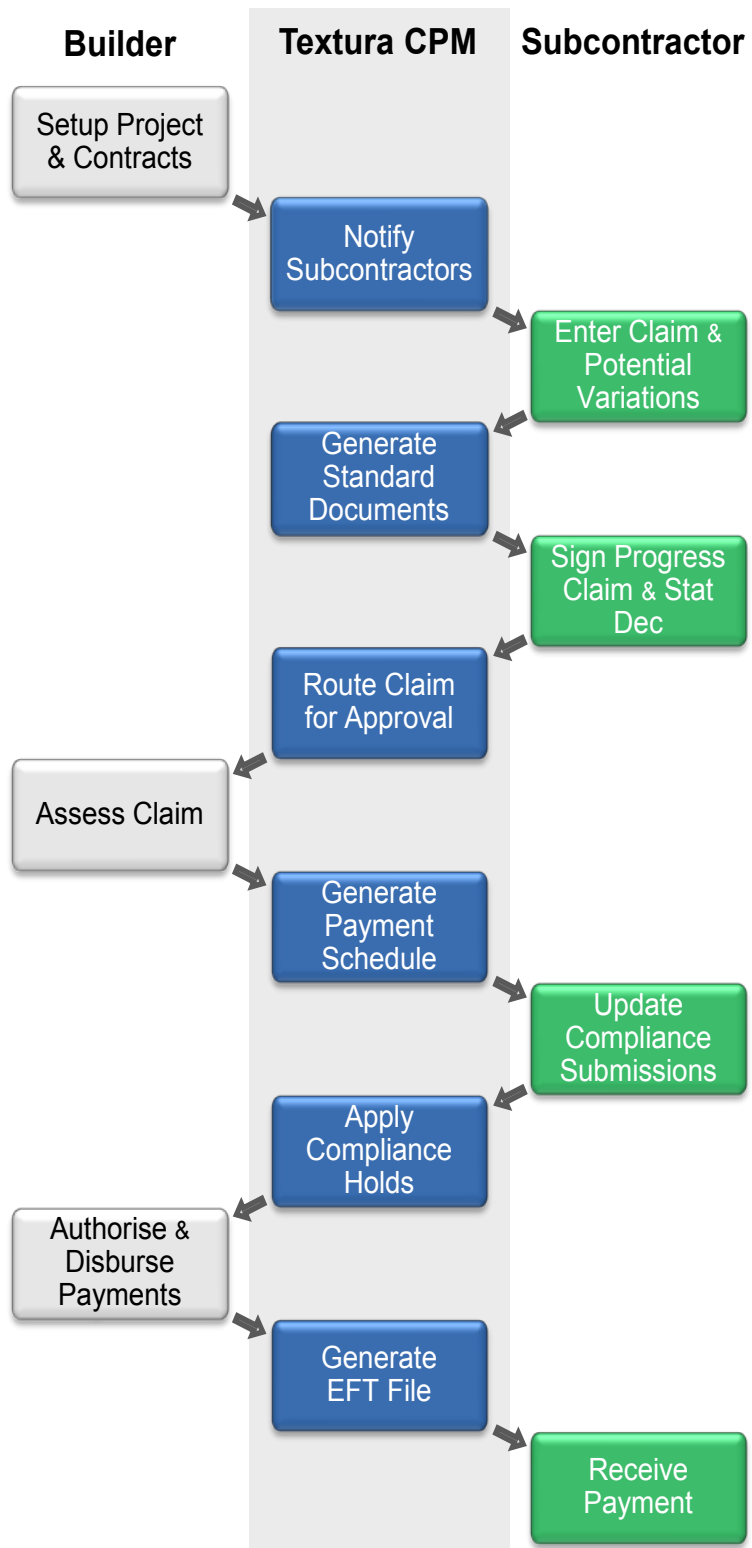
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IS A GLOBAL BUILDING CODE THE ANSWER?

By Kim Lovegrove, Professor & Partner – Lovegrove Solicitors

I was recently in Singapore and read with interest an announcement in the papers that the Singapore government has chosen to dispense with its own British-based building code and adopt that which has been adopted by European Union members following six years of development between the member jurisdictions.

The impetus behind Singapore's shift was a desire to have a harmonised code with a much larger trading block which would enable Singaporean construction companies and construction exporters to gain greater access to this larger market. Hang Giong Tay, the International President of the Institute of Fire Engineers informed me the other day that Malaysia likewise has adopted some elements of the European code.

The readiness of an Asian country to adopt an EU performance code is a game changer but the concept of importing regulatory templates

from offshore jurisdictions is not novel. The Building Code of Australia was developed in the mid-1990s and unbeknownst to many was based upon the New Zealand Building Code; so it was in effect an import, albeit with adaptations.

The ABCB and its New Zealand counterparts may wish to consider whether there is mileage in Australasia following Singapore's lead. In a globalised world that incrementally edges towards ISOs and international codes, there is a risk that countries that do not harmonise their codes and standards with those jurisdictions defined by a large construction industry footprint may become uncompetitive. This could have an impact upon the ability to export construction technology, product and skills. It may also be tantamount to a barrier for our bigger builders and architects to quickly acclimatise to offshore codes.

There is also considerable mileage in adopting codes and standards that have been developed with the collaboration of a large peer review community as this tends to remove the politics and provincially driven inward focus. The net effect is that one can get a purer regulatory product. Furthermore, the critical mass of a large cross jurisdiction community from a technical point of view ensures that international best practices principles can hold sway.

Perhaps it is something that we could give consideration to in the antipodes.



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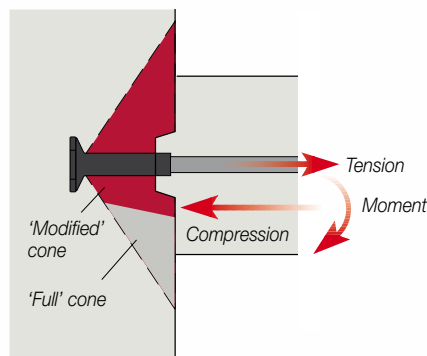


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DON'T BE COMPLACENT ABOUT COMPLIANCE WITH PIPELINE UPKEEP AND SAFETY THIS MAINTENANCE SEASON

Chemicals, waste and other potentially harmful materials accidentally spilled in workplaces can enter the environment through drains and watercourses and seep into the ground and contaminate the soil or groundwater.

Such spills are a major source of concern to both State Environmental Protection organisations and to national bodies such as Safe Work Australia, which has introduced its Code of Practice for Managing Risks of Hazardous Chemicals in the workplace.

The Code says companies must develop good handling procedures for workplaces to minimise the chance of such spills, and also have a spill management protocol in place to make sure spills are safely cleaned up. It stipulates that those conducting businesses or undertakings must manage risks associated with the use, handling, generating or storing of hazardous chemicals in a workplace, including identifying foreseeable hazards and eliminating the risk so far as practicable.

One method of stopping and sealing pipelines that is attracting increasing interest and application in Australasia for maintenance and environmental protection applications involves inflatable pipe stoppers that can be rapidly deployed, easily transported and widely applied in remote, temporary and permanent industrial situations.

"Pipelines are a major component of such a risk management strategy and, while many companies are becoming aware of the issues involved, others have yet to understand them fully," says James Maslin, National Sales Manager for Air Springs Supply Pty Ltd, which distributes a broad range of Pronal inflatable stoppers suitable for all types of pipelines including concrete, cast iron, steel, stainless steel and PVC.

"The issues involved in pipeline maintenance and safety are particularly acute during the maintenance season, when companies may be handling increased quantities and types of hazardous materials associated with cleaning, vehicle maintenance and plant upkeep, for example."

The common factor with maintenance, testing and emergency situations is that they need stoppers that can be rapidly and securely deployed to provide primary or secondary safety and environmental security as required by both by Safe Work Australia and State Environmental Protection Agencies.

"Sometimes such stoppers are permanently located in pipelines for instant remote inflation with compressed air or other gas where there is a risk of toxic runoff at different stages of production, or where spillages occur," says Mr Maslin.

"In other instances they are used to seal off sections of pipe where leaks are occurring, serving the dual role of enabling pressurisation of that section so leaks can be detected, then protecting the men in the pipeline from any product flows while they work to fix the problem."

The enormously strong stoppers are produced by elastomer products specialists Pronal, the company that produced the inflatable bags used to lift sections of the liner Titanic from nearly four kilometres underwater in the Atlantic Ocean. The versatility of the material used and the production method (customised dilatibility) means Pronal inflatable stoppers are suitable for all types of pipelines including concrete, cast iron, steel, stainless steel and PVC, he says.

"They are extremely strong and durable in service, being hot vulcanised in a mould to give outstanding service life." External surfaces are also customised to particular needs, such as exposure to gas or petroleum products or where long term installation is required. "Naturally (as with any rubber-based product) direct or prolonged exposure to petroleum-based products is not recommended, but even so they have strong emergency use applications in such industries, where speed of deployment is vital."

Pronal inflatable pipe stoppers are used for maintenance, testing and emergency tasks in applications as diverse as oil and gas delivery, industrial and municipal water and waste water, and pollution prevention in mining, energy and industrial projects where sealing and testing operations need to be conducted not only with complete safety and environmental security, but also with considerable speed, to maintain flows of liquids and gases.

One of the latest stoppers employed in Australasia is a custom-fabricated OFR type, to fit a pipe with an inside diameter of 900mm. Multi-sized stoppers are also available in an expanded range spanning pipes from 45-2115mm diameter in stock sizes and up to 3000mm for customised types.

Different ranges respond to the needs of particular industries and pressure requirements, with VPE and ORJ types being used for pressures up to one bar and OPV types for pressures up to 3 bar. Higher pressure stoppers are also available.

Ongoing protection against contamination of waterways from spills into water and sewerage lines is provided by Pronal's OPAP and OFR Pollu-Plug stoppers, which are permanently and unobtrusively fitted in water and sewerage lines ready for instantaneous inflation by remote triggering as soon as an emergency arises in industrial, civil and municipal applications.

When pipelines are not subject to an emergency, the uninflated stopper allows normal non-polluted contents to pass beneath the elastomer-coated Pollu-Plug, which in its deflated condition mirrors the inside of the top of the pipeline in which it is located. It is connected by an air supply line to an all-weather control panel and nitrogen inflation cylinder supplied by the customer and located outside the pipe.

"Where water flow needs to be stopped, inflatable stoppers are an efficient solution. By creating an airtight seal within the pipe, they effectively stop the water flow to enable professionals in different industries to do their job and resolve the situation," says Mr Maslin.

"They are also highly versatile in uses such as testing air, gas and water pressure, locating leaks, and even allowing the injection of chemicals or dies into a pipeline when facilitating cleaning or locating leaks in designated sections between two stoppers. By using the bypass function within the appropriate stopper, chemicals can be introduced then subsequently either diluted for disposal or purged to tanker or reservoir. It's very quick and clean, which is very important when seeking to eliminate risk as required by statutory authorities.

"It is also very secure. Pronal products are based on more than

40 years of producing specialist pneumatic elastomer designs for demanding applications, including government, military, heavy industrial, emergency service, sub-sea and exploration" said Mr Maslin, whose own organisation, Air Springs Supply, also has more than 30 years specialist national experience in applying pneumatic actuation and isolation technologies.

"The big advantages of the technology also include simplicity, portability and re-use. Maintenance staff don't need huge amounts of gear on-site and the stoppers themselves are easy to transport around plants to remote locations, where they can be used, moved on, and used again and again. They are an ideal method by which to achieve compliance with statutory requirements in a cost-effective and efficient manner."

Information about Pronal products can be obtained through the Pronal website of Air Springs Supply Pty Ltd, www.pronal.com.au. Air Springs Supply's complementary website, www.airsprings.com.au is one of Australia's most comprehensive guides to pneumatic actuation, isolation and suspension. For more information about Air Springs Supply's national distribution and technical support network, please contact Air Springs Supply Pty Ltd, 10 Angas St, Meadowbank, Sydney 2114, ph (02) 9807 4077, fax (02) 9807 6979, sales@airsprings.com.au

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CONSTRUCTION SECTOR TO PICK UP SKILLS SLACK FROM MINING BOOM

Demand for engineers slumped to a significant oversupply of professionals in the second half of 2013, from a significant shortage in 2012, but demand is expected to grow from the construction sector, according to the new Clarius Skills Indicator.

The fallout from the end of the mining investment phase saw an oversupply of 3,200 engineering professionals in the September 2013 quarter. This is stable from the June quarter, but a turnaround in fortune compared to the 3,000 shortage in September 2012.

Paul Barbaro, Executive General Manager of SouthTech, a division of the Clarius Group of recruitment companies, said engineers should now be looking to the civil and construction sectors which are increasingly demanding skills.

"The fallout from the end of the mining investment phase gathered speed throughout the year, particularly in Western Australia which experienced a dramatic and rapid slowdown forcing people to return to their home states," Mr Barbaro said.

"And since the beginning of 2013 job advertisements for mining engineers dropped by 60 per cent across WA, NSW, QLD and SA. However infrastructure activity in other sectors is showing signs of filling the mining vacuum. While the market is expected to remain weak in comparison to the dizzying heights of the mining investment boom, governments across the nation are progressing multi-billion dollar infrastructure programs which will pick up some of the demand slack," he said.

Construction projects include NSW's Northern Freight Corridor project and the \$11.5 billion 10-year WestConnex project (to widen Western Sydney's M4 Motorway) and numerous hospital redevelopments. In Melbourne, the East-West Link freeway project is being progressed and freight capacity at Port Melbourne is being addressed. Queensland's Pacific Motorway and Bruce Highway upgrades, Perth's multi-purpose sports stadium and Adelaide's upgrade of the Women's and Children's Hospital will all demand engineering input.

Increased buoyancy is being driven by overtures from the Federal Government to lure dollars from the private sector into infrastructure projects through government guarantees and by Tony Abbott's declaration that he wants to be remembered as the 'infrastructure Prime Minister'.

Mr Barbaro said the mining industry eagerly awaits details and a timeline for the expected wind back of the Minerals Resource Rent

Tax, and is watching commodity prices to determine the impact on pipeline projects and staffing in 2014.

Successive interest rate cuts have stimulated the housing market leading to more construction activity.

"The Australian Industry Group's latest data reveals construction activity reached its highest level in three-and-a-half years, indicating a stabilisation in the sector which is also welcome news to architectural engineers," Mr Barbaro said.

Younger engineers who rode the mining boom are now transferring their skills into other sectors, such as civil engineering and construction, while more mature workers are staying in mining.

Mr Barbaro said despite the surplus salaries remained stable following a fall of between 20-50 per cent in early 2013 for contract staff, however hiring managers are taking a conservative approach to recruiting and are willing to wait longer to deploy staffing resources.

"The sector has gained some important lessons when it comes to using salaries as a blunt instrument to attract top staff. Previously, premiums were paid for the right skills, but it hasn't led to loyalty or a stable workforce," he said.

"The focus is now on quality HR practices and programs leading to a scientific, structured and moderate approach to resourcing projects and remunerating personnel which has also flowed through to the civil engineering sector.

"In response, SouthTech continues to create pods of mining engineers with a mix of skills who are shovel-ready to be deployed when demand requires."

The Clarius Skills Indicator showed a surplus of Australian job-seekers of 134,000, exceeding the GFC peak surplus of 90,000 job seekers. The oversupply of job seekers is much smaller at the skilled end of the market where the surplus is 17,900*.

In other sectors, the ICT sector ground to a halt. Where a short year ago the market cried out for skilled professionals reporting a shortage of more than 1,100 professionals, it's now in oversupply by 1,600 professionals and 200 managers. The only sector showing a persistent skills shortage was sales and marketing, undersupplied by 600 managers.

*As seen in the Top 10 skilled employment categories measured by the Clarius Skills Indicator



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HOW SAFE ARE YOUR EMPLOYEES ON THE JOB?

5 need-to-know steps when choosing personal protective equipment

A leading standards certifier is urging employers and site managers in the agriculture, construction, resources and manufacturing industries to evaluate the effectiveness of personal protective equipment for their employees. The recommendation comes in an environment where many suppliers and retailers are continuing to offer protective equipment that fails to meet rigorous Australian safety standards.

With many presuming that all safety products such as hard hats, safety glasses, respirator masks, hearing protectors, fall arrestors and safety footwear meet mandatory requirements, the company behind the well-known Five Ticks StandardsMark™ certification, SAI Global, cautions this is not always the case.

Richard Donarski, Team Leader Health and Safety, Product Services at SAI Global, says that despite there being various Australian Standards® (sometimes optional) for safety equipment, some manufacturers and suppliers may not comply with them, and others are ignorant of them, particularly when a product is developed overseas.

"It's a common misconception that all personal safety items are subject to and must meet mandatory standards," says Richard. "The reality is, as many standards aren't legislated, manufacturers choose not to apply standards to their processes. The consequence is that the very products designed to keep us safe may not necessarily do their jobs as expected. This is why it's essential for employers, safety supervisors and managers to look for an approved symbol from a reputable certifier, like the "Five Ticks", when buying these essential items."

Manufacturers who choose to have their safety products independently certified against Australian Standards® are more likely to have a sound understanding of the hazards their products are designed to protect against, as the manufacturing processes and end products will have been independently tested against safety criteria set by the relevant Australian Standards®.

By introducing personal protective equipment that has not been independently certified into the workplace, organisations may be exposing employees and others to significant illness or injury. Research shows that around 130,000 Australians per year make serious workers' compensation claims due to work related illness or injury, estimated to cost employers around \$60.6 billion collectively [1].

Richard says, "Toxic poisoning through inhalation or skin contact, fragments in the eye, cuts and amputations, skull fractures and even loss of hearing can all be a result of incidents that occur while using uncertified personal protection equipment. A cheap pair of safety glasses may look okay, but are unlikely to withstand the pressure of a fragment of steel that may hurtle through the air at speed. Similarly, a respirator mask may not act as an efficient barrier to any hazardous chemicals or materials you're working with."

As Australia's leading product certification body, SAI Global is continuously working with manufacturers nationally and internationally to ensure

equipment and products that comply with Australian and international quality and safety standards are available to Australian consumers. . SAI Global's well-known Five Ticks StandardsMark™ is the most recognised certification mark for personal protective equipment, applied to many thousands of products per year. The Five Ticks StandardsMark™ logo can provide assurance to consumers that the product has met safety and other relevant criteria set by Australian Standards®.

As an expert in health and safety products, Richard Donarski provides five tips to choosing personal protective equipment in the workplace:

- 1. Ask an expert.** While all equipment looks the same, it doesn't necessarily mean that it does the job. For example, a particular respirator mask may only be compatible with certain chemicals or materials. When unsure, ask the supplier and provide them with the exact details of what the equipment will be used for. If ordering online, then call or submit an enquiry. Don't take a gamble with your employees, especially when working with dangerous equipment or chemicals.
- 2. Purchase certified safety equipment only.** This equipment will be branded with an appropriate certification mark, the Australian Standard reference, and should include the name of the organisation, the date it was certified and a Certification Licence number. Be aware that not all products that claim to be certified are to an Australian standard. To be safe, look out for the Five Ticks 'Certified Product' StandardsMark™ or enter the Certification Licence number online at <http://register.saiglobal.com/> to source further details.
- 3. Be careful when buying second hand.** Do you really know what that piece of equipment has been through? For example, a hard hat may look okay, but if it's been left out in the sun every day, the chances are that its protection is nowhere near the level it should be due to strong UV rays, weakening its shell. Additionally, second hand DIY equipment may come with zero instructions. "They're not the kind of equipment that you want to be playing a guessing game with," Richard says.
- 4. Double check all sizes.** A hard hat or safety harness that's a millimetre too small can be life threatening should an incident occur. Check all sizes with employees before placing orders for products and, once they arrive, test that these fit accordingly. "Manufacturers can work to different sizes, so testing the product on an individual is essential to ensuring it fits appropriately."
- 5. Renew and evaluate equipment regularly.** Setting a calendar reminder to evaluate and renew equipment every few months isn't enough. Some tasks are larger than others and, if an employee has been working on an intense job, then their protective gear may become ineffective at a quicker rate due to wear and tear. Richard recommends evaluating equipment prior to every job rather than per calendar month.

For more information on product certification visit www.saiglobal.com/ assurance

Getting the Fine Print Right

We all recognise that today's property and infrastructure industry is increasingly contractual, with the days of a simple hand-shake agreement between project partners long gone. Contractors need to protect themselves by reading the "fine print" in order to appropriately administer the construction contract and prevent any escalation of issues into disputes. This is particularly so where contractors can find themselves vulnerable in relation to their rights under contract or under Security of Payments Legislation.

Fortunately, there are specialists on hand to help steer a path through such contract complexities and they don't always reside within a large legal practice at the big end of town. Professional services consultancy APP Corporation provides contract and commercial advice to a range of organisations and is positioned as a more flexible alternative to potentially costly, protracted legal avenues when contractual issues arise.

APP's Kevin Moore and Martin Donaldson manage this service and together they bring extensive experience from hard-nosed contractors and law firms specialising in construction law. Says Kevin Moore: "We are both engineers and lawyers who've spent time on both sides of the fence. We understand construction, the pressures on contractors and principals and the importance of a well-structured and administered contractual framework".

APP's Contracts, Claims and Disputes team advises on strategic and commercial management of contracts, harnessing their intimate knowledge of contract law and direct experience in the technical and commercial demands of delivering significant infrastructure and building projects.

Comments Mr Moore: "We can advise on suitable risk allocation strategies at the commencement of projects, and provide ongoing contract administration support throughout the life of a project. However, sometimes, no matter how good the contract is, external influences send the parties in opposite directions and it all falls apart. We come in and sort out the mess. We have acted for government, principals, contractors, sub-contractors and been engaged to resolve disputes as a third party independent."

For some builders, it's common to feel at the mercy of the other side. Tension occurs when you have submitted terms with your quote and believed that those terms have been accepted by the other side, although not incorporated formally into the final contract. It's vital that the contract reflects your understanding of the original agreement reached. Other circumstances arise where the contract is on foot and you've submitted notices of variation and delay, but formal replies have not been given. Your client assures you that they'll "look after you", but what does this mean? APP can help you identify your contractual rights and support you in the preparation of claims and the management of disputes.



Getting the right contract advice starts with APP

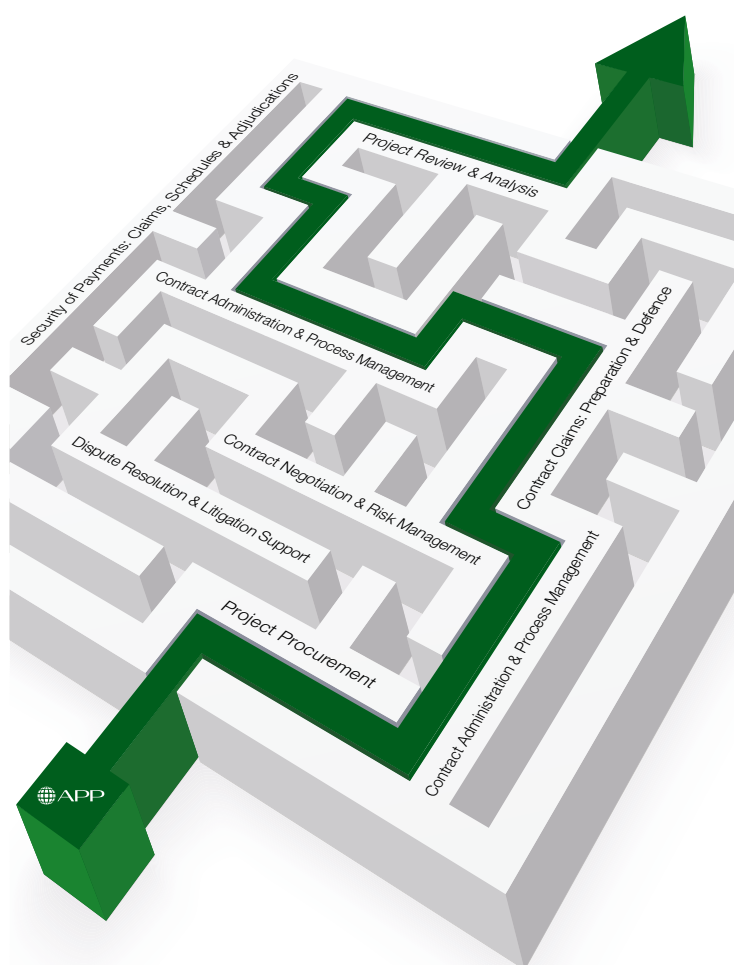
APP's Contracts, Claims & Disputes team can advise and assist you with the strategic and commercial management of your contracts.

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UNDERSTANDING THE SIMILARITIES AND DIFFERENCES BETWEEN PROJECT ALLIANCING AND EARLY CONTRACTOR INVOLVEMENT (ECI) DELIVERY METHODS

Part 1 of 3: Contractual Arrangements

Farshid Rahmani , Malik M.A. Khalfan , Tayyab Maqsood, School of Property, Construction and Project Management, RMIT University, Melbourne 3001

Introduction:

Infrastructure projects require a high degree of integration between design, construction, and operations groups. The relationship based contracting strategy has been found to be more successful than the traditional transactional approach in effecting integration between the diverse groups involved in delivering projects due to the fundamental principles of collaboration and cooperation (Love, Mistry & Davis, 2010). Alliancing and Early Contractor Involvement (ECI) are probably most recent relationship-based procurement (RBP) methods, which have been largely utilised in the Australian construction industry for the public and private infrastructure projects in the last few years. Since both methods aim at generating value through ensuring that the purpose of the project fits strategically with the owner organisation and that the project is effectively defined and designed often based on limited information, they introduce the project delivery contractor's expertise and advice much earlier in the project lifecycle than has traditionally been the case in the construction industry (Walker & Lloyd-Walker, 2012). In spite of many similarities both methods share, there are some substantial differences, which distinguish these two methods from one another. These differences may cause a great deal of confusion when using these terms. This paper series, hence, aims to highlight the similarities and differences between these two methods to help offset this confusion by making comparison and contrast through the review of existing literature focusing on contractual arrangement, behaviour characteristics and involvement of different parties during design and construction phases. The first part of this series focuses on the contractual arrangement, the second will be exploring the behaviour characteristics and the third part will look at involvement of each party at different phases of the project cycle. This series is part of the literature review of a bigger progressive PhD research study by the first author.

Comparison between Project Alliancing and ECI contractual arrangements:

To fully understand the similarities and differences between Project Alliancing and ECI contracting , a brief description on contractual process of each method will be provided separately and then a comparison will be made to discover the similarities and differences between both methods.

Contractual process of ECI

Under ECI the contractor is selected before the statutory procedures have been implemented and when the proposed project may be little more than a line on a plan. Before appointing the contractor the employer will have appointed a Probity Advisor (PA) and Independent Estimator (IE) on the basis of project value or risk to act as a consultant to help client identify the need and objectives for a project, rates, overheads, margins; prepare procurement documents; and assist clients with the process of selecting a contractor for a contract. The PA and IE will be retained by the employer, throughout the contract, to act as client advisor and supervisor (British Highways Agency, 2004; Department of Main Roads 2009). The contractor is then appointed through a

non-price based selection on the basis of the contractor's track record and availability, understanding of the project and quality of new ideas (Laursen & Myers, 2009). With the model commonly used in Australia, the contract consists of two separate phases as follow:

Phase1: Design Development refers to progressing the design from a concept to a preliminary design normally covers around 70% complete design to a point where a price for the final design and construction can be agreed between parties which is similar to a typical professional consultancy services. Most of the clauses in the contract could be described as a hybrid of AS4122 General Conditions for Engagement of Consultants and a typical project alliance agreement.

Phase 2: Design and Construction which is completion of detailed design and construction and the contract uses AS4300 as General Conditions for Contract and Specification Standard.

Once the contractor has been selected, a separate contract for each phase of the process is created (Edwards, 2009).

Since the contractor's responsibilities are limited to only preliminary design completion during phase 1, the majority of risks are assumed by the client, while phase 2 is a typical risk transfer contract from the client side to the constructor.

For phase 1, the contractor is reimbursed for the time of its personnel and designers at the rates contained in the tender on an "open book" basis. This includes allowance for overheads and margin. The total amount of reimbursement for phase 1 may be capped following post-tender negotiations (Department of Main Roads, 2009). At the end of phase 1 and once the client obtains all approvals and acquisition of necessary land, the contractor is requested to submit a phase 2 offer including Risk Adjusted Price (RAP) to complete the works which has been developed on an open book basis. The methods of payment for the RAP can be a lump sum, a schedule of rates with provisional sums, or a combination of both. If the phase 2 offer is in line with the client's requirements and budget, the offer is accepted and General Conditions of Contract and Brief are amended as necessary. The contractor then becomes responsible for the completion of the design, documentation and construction of the project. In the event of the phase 2 offer being rejected, the contract may be terminated and the detailed design is completed by either the current or another designer and the construction is undertaken by another contractor through an open market tender process under a construct-only contract form (Department of Main Roads, 2009).

Contractual process of Project Alliancing

Establishment and development of Project Alliance agreement as commonly practiced in Australia follow a certain process. The process normally starts with appointing an Alliance Facilitator once the owner made the decision to adopt an alliance. The Alliance Facilitator consists of skilled alliance experts who provide some high level external facilitation and coaching services and facilitate the establishment and

implementation of successful alliance culture management programme (Ross, 2003). The owner along side with the Alliance Facilitator select the Non-Owner Participants (NOPs). There are two principle approaches to selecting NOPs with a range of hybrid selection processes in between. The first approach is a non-price competition also referred to as the 'single TOC' or 'pure' alliance where NOPs are selected through a strictly non-price selection process focused on the core selection criteria including track record; technical, financial and management capacity; understanding of alliance commitments; and preliminary ideas on innovations. The second approach is a price competition also referred to as the 'multiple TOC' or 'competitive' alliance where NOPs are selected based on both non-price criteria and target outturn cost (TOC) criteria. There are also various hybrids between the above approaches that include both non-price criteria and commercial criteria but not full outturn price such as design innovation, overhead and profit margins, budget pricing and commercial framework (Evans & Peck and Melbourne University, 2009). Next phase of the process is to develop scope and agree targets prepared by the collaboration of the owner and the NOPs in an integrated team to develop and agree the target outturn cost and other performance targets (i.e. KPIs and KRA). Before moving the project forward into the implementation phase, all targets must be agreed and the owner must still want to proceed on the basis of those targets. Upon the approval of the owner, commercial incentives including gain/pain mechanisms are established and the project proceeds to the delivery phase where the owner and the NOPs work together in an integrated team to deliver the project. Project alliance operates as virtual organisation performing all of the functions required to deliver a project including procuring all goods and services required to deliver the project. Alliance Management Team (AMT) is responsible for day to day leadership and management of activities of the alliance ensuring that the alliance is align with the agreed alliance objectives. The team who provides leadership, governance and oversight to the alliance is called Alliance Leadership Team (ALT) which consists of senior representatives from each of the alliance participants. Fulfilment of all alliance obligations while satisfying the participants' corporate requirements is the responsibility of the ALT (The Secretary Department of Treasury and Finance, 2006).

The alliance continues and stays in place even after the Practical Completion and during the Defects Correction Period (DCP) which the owner and the NOPs remain collectively responsible for attending to any defects in the work. The alliance then terminates and the team adjourns when the project is handed over completely (Final Completion) (Ross, 2003).

Under a project alliance, risks and responsibilities are shared and managed collectively with equitable sharing of the pain or gain as opposed to a traditional form of contract in which risks are generally allocated to the party considered best able to manage them (The Secretary Department of Treasury and Finance, 2006).

The compensation framework of an alliance typically consists of three phases called 'Limbs'. NOPs are 100% compensated of what they directly spend on the work including project-specific overheads at the Limb-1. Limb-2 is a fee to cover corporate overheads and profit but contractor would not obtain all of its corporate overheads and usual profit unless the actual cost was less than the TOC. In Limb-3 there is an equitable pre-agreed share of the pain or gain, depending on how actual outcomes compare with pre-agreed targets. In practice the Actual Outturn Cost (AOC) is compared against the TOC to determine the cost underrun or overrun (Ross, 2003).

Conclusion and Discussion:

This paper has described both Alliancing and Early Contractor Involvement (ECI) contractual processes and the authors attempt to indicate where similarities and differences lie in. Typically, both Alliancing and ECI contracting strategies use a relational approach

during the front end phase where the scope of project and preliminary planning is developed. However, the use of a relational approach during the front end does not necessarily lead to use of such an approach during detailed design and execution phases (Hobbs & Andersen, 2001). With alliancing, the contract is structured around a coalition of firms that form separate virtual organisation responsible for delivery of the project from front end phase through out the detailed design and execution phases while the ECI contract is not characterised by such an arrangement. Under an ECI, although participants work together collaboratively during front end phase, they keep their own identity.

In terms of contractual arrangement, only one alliancing agreement governs the entire project from the project concept through out the delivery phase with a Project Alliancing where as the contractual arrangement with an ECI consists of two separate phases; the first phase is a relational oriented type of contract similar to a Design Alliances for the pre-construction phase and a strictly traditional hard dollar lump sum type of contract for the detailed design completion and construction phases. Alliancing agreement focus on problem-solving within a no blame setting. In the other word, the issue of "no disputes" is an inherent feature of an alliance contract making all project participants responsible for resolving any disputes that arise during the project and only in the event of "wilful default" a participant has an express legal cause of action against another participant under the terms of the agreement (Abrahams & Cullen, 1998) and finally, the gain share/pain share mechanism is a key element of an alliance project that draws distinctive line between this method and ECI.

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Queensland Minister reaffirms the role of the AIB and that of its State's Fellows

On October 31st 2013 the Honourable Tim Mander MP, Queensland Minister of Public Works and Housing took time out of his busy schedule to recognise the talents of a select group of Queensland practitioners - Fellows of the AIB.

Past Chapter President Adjunct Professor (QUT) Tony Avsec FAIB senior Cost Planner with Lend Lease; Adjunct Associate Professor (Newcastle) Dr Penny Galbraith FAIB Director of Galbraith Scott Pty Ltd; Past Chapter President John Gaskin FAIB Regional Director of Brookfield Multiplex (and former Chairman of the BSA); Sean Kelly FAIB; Past National and Chapter President Greg McLean FAIB (Principal of Grecon Constructions, member of the Qld Professional Engineers Registration Board, and former Adjunct Professor at QUT); Gregory Muir FAIB Building Operations Manager Northern Region of Leighton Contractors; current Chapter President Jeffrey Palmer FAIB (formerly of Abigroup); Peter Ward FAIB Managing Director of Probuild Constructions; and Adjunct Associate Professor (USQ) Robert (Bob) Wildermuth FAIB – were presented with Fellow Certificates by the Minister at Parliament House Brisbane.

In doing so, the Minister formally reaffirmed his Government's recognition of the pre-eminence of the AIB and that of its senior practitioner members. The Minister congratulated the recipients on their auspicious attainment.

In doing so the Minister, as per his NSW counterpart the Honourable Anthony Roberts MP, recognised that the role of the AIB is analogous to the very few other Australian organisations to have been granted the honour and responsibility of a Royal Charter:

||||| **The Australian Academy of Science** - there are other learned institutions for the various disciplines of science - chemistry, physics, climatology, cosmology, biology, ecology, etc. - but only one organisation was granted a Royal Charter to pursue the lot (and with a statutory responsibility to ensure the integrity of the same), the Australian Academy of Science (as per the AIB incorporated by Royal Charter - 1969 [last amended 2003]) established in 1954.

||||| **Engineers Australia** - there are other learned institutions, colleges for the various disciplines of engineering - aeronautical, chemical engineering, civil engineering, naval architecture, hydraulic engineering, electrical engineering etc. - but only one organisation was granted a Royal Charter to pursue the lot (and with a statutory responsibility to ensure the integrity of the same), the Institution of Engineers Australia (Engineers Australia) (incorporated by Royal Charter - 1938 [Charter last amended 2011]) established in 1919.

||||| **AIMM, the Australasian Institute of Mining and Metallurgy** - there are other learned institutions, colleges for the various disciplines of mining - chemistry, metallurgy, mine management, environmental mining, mine engineering etc. but only one organisation was granted a Royal Charter to pursue the lot, (and with a statutory responsibility to ensure the integrity of the same), the Australasian Institute of Mining and Metallurgy (AIMM) (incorporated by Royal Charter - 1955 [last amended 2007]) established in 1893.

||||| **The Australian Academy of the Humanities** - there are other learned institutions for the various disciplines of the humanities - Archaeology, The Arts (including architecture - no the RAIA never had a Royal Charter), Asian Studies, Classical Studies, Cultural and Communication Studies, English, European Languages and Cultures, History, Linguistics, Philosophy, Religion and the History of Ideas - but only one organisation was granted a Royal Charter to pursue the lot (and with a statutory responsibility to ensure the integrity of the same), The Australian Academy of the Humanities (as per the AIB incorporated by Royal Charter - 1969 [last amended 2005]) established in 1969.

Whilst the AIB has a remit to protect and serve both industry and the public by upholding the professional standards of all the disciplines of the building profession, its main focus remains that of Construction and Project Management (builders if you will) – however it does fulfil its regal and legal obligations through the National Building Professionals Register in partnership with its kindred associations, notably the AIBS and the AIQS, which are pre-eminent in their respective disciplines of the building profession.

At this point it should be noted that organisations such as the RAIA (trading as the Australian Institute of Architects) are just one of 180+ Australian organisations which today carry the 'Royal prefix' - whereas only 9 Australian (i.e. national) organisations were ever granted a Royal Charter, the AIB, the four listed above, the Red Cross Society, the Scouts, the Chartered Institute of Logistics and Transport in Australia (originally founded in Britain in 1919 and operating under its British Royal Charter of 1926, and established in Australia in 1935) and the Institute of Chartered Accountants in Australia (was constituted by Royal Charter in 1928. It operates under a Supplemental Royal Charter granted by the Governor-General on behalf of Queen Elizabeth II on 22 August 2007).



From Left to Right: Sean Kelly FAIB; Past Chapter President Adjunct Professor (QUT) Tony Avsec FAIB (senior Cost Planner with Lend Lease); Past National and Chapter President Greg McLean FAIB (principal of Grecon Constructions, member of the Qld Professional Engineers Registration Board, and former Adjunct Professor at QUT); current Chapter President Jeffrey Palmer FAIB (formerly of Abigroup); the Honourable Tim Mander MP, Queensland Minister of Public Works and Housing; Adjunct Associate Professor (Newcastle) Dr Penny Galbraith FAIB; Gregory Muir FAIB of Leighton Contractors; Peter Ward FAIB of Managing Director of Probuild Constructions; Adjunct Associate Professor (USQ) Robert (Bob) Wildermuth FAIB; and Past Chapter President John Gaskin FAIB Regional Director of Brookfield Multiplex (and former Chairman of the BSA).

QUEENSLAND GOVERNOR RECOGNISES CONTRIBUTION OF AIB LIFE FELLOW

On November 7th in a rare honour, as much for the AIB as is for the individual, Her Excellency Penelope Wensley AC, personally recognised the contribution of Robin Fardoulys LFAIB to the construction industry and the people of Queensland by presenting him with his Life Fellow Certificate which she had co-signed.

Robin was born in Brisbane and educated at 'Churchie' (the Anglican Church Grammar School) from 1971-77 inclusive, before obtaining a Bachelor of Applied Science - Built Environment from the Queensland Institute of Technology (now QUT) before completing a Graduate Diploma in Building at the same institution.

He then joined the family construction firm, Fardoulys Constructions, of which he is presently a Director, as a Construction manager in 1981. The firm under Robin's stewardship remains prosperous and distinguished in building and development practice.

As a young Construction Manager, Robin built in remote and coastal Queensland for a variety of clients including both State and Commonwealth Governments, private schools, and both Australian and international developers and companies. The fact that much of the firm's on-going work has been with long term clients speaks volumes of both Fardoulys Constructions and Robin personally.

As noted on his Life Fellow Certificate, Robin is a past National President of the AIB (2006-08) as well as a past Queensland Chapter President of the AIB, having also served as an Adjunct Professor of Building and Construction at QUT (2009-11).

The Life Fellow Certificate of Robin Fardoulys LFAIB co-signed by Her Excellency Penelope Wensley AC

A Queensland Building Service Authority (BSA) Open Builder Licence holder his own right, Robin's career has included such highlights as: the Laguna Keys Resort in North Queensland (for which he received an AIB Professional Excellence in Building Award); various defence facilities such as those at Amberley RAAF Base and the Enoggera Army Base; Kooroomba Vineyard (for which he received QMBA's 2002 Project of the Year); oil and gas facilities for Mobil, Shell, BP, and Caltex throughout regional Queensland and northern NSW; various Queensland Government health, education and emergency facilities; as well as numerous private school, aged care, hotel and sports club projects.

But Robin is also the current Chair of the Australian Construction Industry Forum (ACIF) and a board member of the Australian Building Codes Board and a member of the Contracts Committee of the Queensland Master Builders Association.

Robin has supported his community and Queensland society in a number of ways from various school and club boards to past State Cabinet appointee as Chairman of the Mt Gravatt Sports Ground Trust – but Robin most values his role as proud husband of Margaret and father of their four children.

But those on Council know only too well Robin's crucial role in the history of the AIB, and again those on past and current National Councils all congratulate him.



The Governor of Queensland, Her Excellency Penelope Wensley AC presents Robin Fardoulys LFAIB with his Life Fellow Certificate

Tax tips for Australian businesses

The Australian Taxation Office has launched a new campaign to help Australian businesses meet their tax obligations.

The social media and promotional campaign provides business owners with practical tips to increase awareness of their tax rights and obligations and make it easier to comply. It also provides information on support available from the ATO for business owners.

With New Year resolutions in full swing, the first stage of the campaign focuses on tax resolutions to ensure businesses have the help they need to become more productive, efficient and profitable in 2014.

Resolution 1 – lighten your tax debt weight in 2014.

Tips:

Avoid penalties and interest by lodging and paying on time.

Contact the ATO if you can't pay on time.

Keep the GST you collect separate from your business account.

Resolution 2 – give your business a health check.

Tips:

Check your systems and records are in order to avoid mistakes on your BAS.

Leave paper behind and keep records electronically.

Use the ATO's business viability tool on ato.gov.au to help assess the financial performance of your business.

Resolution 3 – better tax habits.

Tips:

Don't be afraid of the ATO – ask for help and boost your business performance.

Always lodge your BAS on time even if you don't have anything to report.

Avoid the paper shuffling – lodge your BAS on line.

Changing of the Guard

As is custom, at the end of their terms as Chapter Presidents, those of a number of states and jurisdictions presented their respective Governor with an official report as to their Chapter Committee's activities during their term and the 'State of the Profession' at the conclusion of the term for each, as well as introducing their successor to their Governor.

2013 is significant in that this is the case (with a couple of presentations still to take place) in no less than seven states and territories.

In a number of States, the Chapter use this as opportunity to present to the Governor those of their Chapter who deserve special recognition such as past Chapter Presidents who due to pressing business schedules could not be afforded the honour previously – and others such as Robin Fardoulis LFAIB (who is subject to a separate article in this edition).

But let us commence in Tasmania Chapter President Peter Spratt AM FAIB, took the opportunity to present his predecessors George Lilley MBE FAIB, Darren Jones FAIB and (now National Vice President) Damian Rogers FAIB.



His Excellency, the Honourable Peter Underwood AC left, receives the Tasmanian Chapter report from Peter Spratt AM FAIB

Darren Jones FAIB, in a feat that cannot be repeated set a record of service in as Chapter President of five consecutive terms as Chapter President, having commenced his career as

an apprentice carpenter, Darren continued his studies before progressing to become a registered architect. Building and construction management degrees were only subsequently introduced to Tasmania (courtesy of the University of Newcastle) due to the good works of Peter Spratt AM FAIB and former Tasmanian and National President – Patrick Toomey FAIB. Whereas, Damian Rogers FAIB commenced his career as an electrician before also progressing his studies in a similar fashion, Damian is the only individual anywhere in the country ever to serve as a Chapter President of both the AIB and AIA – though not at the same time.



His Excellency, the Honourable Peter Underwood AC presenting Darren Jones FAIB with his Past Chapter President's Medal

In South Australia, His Excellency Rear Admiral Kevin Scarce AC CSC formally presented incoming Chapter President Geoffrey Penley FAIB of Crossway Construct Pty Ltd with his President's Medal and received that Chapters Report from outgoing Chapter President (and Adjunct Fellow at Uni SA) Stuart White FAIB and Director of Conform Construction Management, with both Past Chapter and Past National President John Thomas FAIB of John Thomas and Associates; and Past Chapter and Past National Snr Vice President Jeremy Whitehead FAIB Director of WTM



His Excellency, Rear Admiral Kevin Scarce AC CSC (centre) with from left to right: Past Chapter and Past National Snr Vice President Jeremy Whitehead FAIB (and Adjunct Fellow at Holmesglen), current Chapter President Geoffrey Penley FAIB, Past Chapter and Past National President John Thomas FAIB, and immediate Past Chapter President (and Adjunct Fellow at Uni SA) Stuart White FAIB.

Constructions (and Adjunct Fellow at Holmesglen) attending. It should be noted that all those who called upon the Governor are graduates of AIB accredited building and construction management degrees from Uni SA (or SAIT its predecessor).

Chapter President's Medal

In Queensland, John Gaskin FAIB immediate Past Chapter President (and National Councillor) presented his report,



From Left to right: Chapter President Graham Teede FAIB, Alastair Brook AMAIB (Past President YBA WA), His Excellency Malcolm McCusker AC CVO QC, and Peter Iancov FAIB



His Excellency, the Rear Admiral Kevin Scarce AC CSC right, presenting Stuart White FAIB with his past



Her Excellency, Penelope Wensley AC presenting John Gaskin FAIB with his past Chapter President's Medal

his successor Jeffrey Palmer FAIB to Her Excellency, Penelope Wensley AC, and Life Fellow Robin Fardoulis. It should be noted that all those who called upon the Governor are graduates of AIB accredited building and construction management degrees from QUT (or QIT, its predecessor).

In Western Australia, Graham Teede FAIB has stepped up again as Chapter President (after an hiatus of two years) and with Alastair Brook outgoing Chairman of the WA Young Builders Alliance was presented to that State's Governor, His Excellency Malcolm McCusker AC CVO QC by outgoing Chapter President Peter Iancov FAIB former CEO of Doric Constructions.

For copies of the most recent reports by the various Chapters to their State Governors, go to www.aib.org.au



Her Excellency, Penelope Wensley AC receives the Queensland Chapter report from John Gaskin FAIB immediate Past Chapter President (and National Councillor) – left, and current Chapter President Jeffrey Palmer FAIB – right

BUILDING, CONSTRUCTION, ARCHITECTURE AND DESIGN BUSINESSES STILL NOT USING SOCIAL MEDIA

One third of businesses in the building, construction, architecture and design industries are still not on social media, according to the 2013 survey conducted by Infolink.com.au.

Sales Manager for Infolink.com.au, Adrian Wilson said, "Social media and online channels are an essential part of a marketing and communication strategy and if businesses don't jump on board now they will get left behind".

"These businesses may be reluctant to join social media because they are unsure how to use it to build their brand, attract new customers and grow their business," added Mr Wilson.

The survey reveals 36 per cent of businesses are unsure how to use social media to engage their market with two thirds saying more social media training would help.

"Social media is an excellent tool to build relationships with existing and potential customers as it allows you to communicate and engage with them directly. Through this relationship you may have a better chance of improving sales leads and customer loyalty," said Mr Wilson.

For businesses already using social media, 43 per cent are seeing tangible results, with 70 per cent saying a strategy is important for social media success.

"An online marketing strategy can help businesses to define and achieve their goals for social media and target the right audience, with the right messages at the right time. Businesses will then be able to achieve the most benefit," said Mr Wilson.

When asked what social media channels they use, 42 per cent of businesses said they have a Facebook page and 41 per cent have a LinkedIn company page.

Additionally, nearly all businesses surveyed agreed having a website is important for businesses in their industry, yet one fifth still don't have a website.

More than 1,291 Australian businesses in the building, construction, architecture and design industries were surveyed about the effects of major issues in their industry including social media, environmental issues and the cost of resources.

About the survey

The survey of 1,291 Australian business and non-business owners in the architecture, building, construction and design industries over the age of 18 years was carried out over the months of July and November 2013, covering all states and territories of Australia and representing all demographics.

Key Findings from the Survey

Building and construction

- 40 percent of building and construction businesses that took part in the survey have a Facebook page.
- 40 percent of building and construction businesses that took part in the survey have a LinkedIn page.
- 35 percent of building and construction businesses that took part in the survey have a Google+ page.
- 60 percent of building and construction businesses that took part in the survey believe social media is now a crucial part of the marketing mix.
- 36 percent of building and construction businesses that took part in the survey are not sure how to use social media to engage their market.
- 45 percent of building and construction businesses that took part in the survey see tangible results from social media.

Architecture

- 35 percent of architecture businesses that took part in the survey have a Facebook page.
- 42 percent of architecture businesses that took part in the survey have a LinkedIn page.
- 22 percent of architecture businesses that took part in the survey have a Google+ page.
- 60 percent of architecture businesses that took part in the survey believe social media is now a crucial part of the marketing mix.
- 48 percent of architecture businesses that took part in the survey are not sure how to use social media to engage their market.
- 35 percent of architecture businesses that took part in the survey see tangible results from social media.

Design

- 42 percent of design businesses that took part in the survey have a Facebook page.
- 42 percent of design businesses that took part in the survey have a LinkedIn page.
- 30 percent of design businesses that took part in the survey have a Google+ page.
- 64 percent of design businesses that took part in the survey believe social media is now a crucial part of the marketing mix.
- 36 percent of design businesses that took part in the survey are not sure how to use social media to engage their market.
- 43 percent of design businesses that took part in the survey see tangible results from social media.



AIB NEW MEMBERS

Section 1

On behalf of the existing membership, the Chapter Committees and the National Council I extend a very warm welcome to all these new additions to the AIB family

AIB NEW MEMBERS

1 September 2013 – 1 February 2014

Given	Surname	Member Group	State/Country
Shane	Anderson	Member	ACT
Alahna	Lewis	Student	ACT
Greg	Spencer	Member	ACT
Yuk To	Cheung	Member	Hong Kong
Chi Wai	Chim	Member	Hong Kong
Tak Wing	IP	Member	Hong Kong
Ho Yin	Kwok	Member	Hong Kong
Wai Man	Lau	Member	Hong Kong
Nim Sing	LEE	Member	Hong Kong
Ka Yan	Ng	Member	Hong Kong
Wai Man	Wong	Member	Hong Kong
Yuk Keung	Wong	Member	Hong Kong
Kai Fat	Wu	Member	Hong Kong
Wai Lung	Yeung	Member	Hong Kong
Chun Kuen	Yeung	Member	Hong Kong
Kai Ming	Yeung	Member	Hong Kong
Siu Leung	Yim	Member	Hong Kong
Ristead	Carroll	Member	Malaysia
Thomas	Atkins	Student	NSW
George	Gregoire	Member	NSW
Benjamin	Hay	Student	NSW
Anthony	Holmes	Student	NSW
Shadi	Jammal	Student	NSW
David	Linaker	Member	NSW
Georgia	Morrison-Spencer	Student	NSW
Andrew	Rigden	Student	NSW
Riza Yosia	Sunindijo	Member	NSW
Patrick	Templeton	Associate	NSW
Jim	Tragotsalos	Member	NSW
Scott	Wilson	Student	NSW
Madeline	Alford	Student	QLD
Simon	Appleton	Student	QLD
Adrian	Ashman	Affiliate	QLD
Timothy	Baartz	Student	QLD
Michael	Bowles	Student	QLD
Tye	Bridgman	Member	QLD

Rachel	Brook	Student	QLD
Joel	Bruce	Student	QLD
Alexander	Burgess	Student	QLD
Tim	Callaghan	Student	QLD
Jonathan Yii Hean	Chong	Student	QLD
Nicole Angelina	Cilfone	Student	QLD
Carolyn	Cox	Student	QLD
Lachie	Crawford	Student	QLD
Benjamin	Crisci	Student	QLD
Joseph	Cupitt	Student	QLD
Alec	Dawson	Student	QLD
Nick	Dickson	Student	QLD
Robert	Empson	Member	QLD
Laura	Ferrier	Student	QLD
Robert	Galbraith	Student	QLD
Tom	Gurney	Student	QLD
Thomas	Harrison	Member	QLD
Liam	Head	Student	QLD
Richard	Hubner	Student	QLD
Bryant	Hui	Student	QLD
Tim	Hutchinson	Student	QLD
Yushan	Jiang	Student	QLD
Lachlan	Johnson	Student	QLD
William	Jones	Student	QLD
Asiri	Joseph	Associate	QLD
Kim	Kelleher	Student	QLD
Lawrie	Kelly	Student	QLD
Ricky	Kirori	Student	QLD
Jun Kar	Kong	Student	QLD
Michael	Koziel	Student	QLD
Mitchell Scott	Lahey	Student	QLD
William	Lancashire	Student	QLD
Daniel	Lay	Student	QLD
Alex	Lewis	Student	QLD
Robert	Lewkowicz	Member	QLD
Pei Yee	Liew	Student	QLD
Bai-Yu	Lin	Student	QLD

Shun Yi	Liong	Student	QLD
Sam	Lund	Student	QLD
Andrew	Luscombe	Student	QLD
Hung	Luu	Student	QLD
Alex	Macpherson	Associate	QLD
Kieran	Mann	Student	QLD
Erni Syafini	Marzuki	Student	QLD
Colin	Matthews	Fellow	QLD
Declan	Maudsley	Student	QLD
Stephen	McCarthy	Student	QLD
Steven	Meechan	Fellow	QLD
Thomas Vincent	Mitchell	Student	QLD
Khadye	Monish	Student	QLD
Geoffrey	Moody-Nobbs	Associate	QLD
Andrew	Morrison	Student	QLD
Stephan	Muller	Student	QLD
Haley	O'Donovan	Student	QLD
Michael	Paige	Student	QLD
Sian	Phillips	Student	QLD
John	Pradella	Student	QLD
Steven	Prasad	Student	QLD
Matthew	Preston-Smith	Student	QLD
Atikah	Ramly	Student	QLD
Chris	Ray	Student	QLD
Vaughan	Reddell	Member	QLD
Declan	Rice	Student	QLD
Matthew	Roberson	Associate	QLD
Jessica	Robinson	Student	QLD
Melissa	Ross	Student	QLD
Nicholas	Rowland	Student	QLD
Grant	Sanderson	Student	QLD
Wade	Scott	Student	QLD
Daren	Shaw	Student	QLD
Holly	Skinner	Student	QLD
Timothy	Smith	Student	QLD
David James Edwin	Smith	Student	QLD
Kristin	Stephens	Student	QLD
Luke	Stone	Associate	QLD
Colin	Stovall	Student	QLD
Mitchell	Taylor	Student	QLD
Jack	Trevillien	Student	QLD
Scott	Usher	Student	QLD
Jarad	Vivian	Student	QLD
Diego	Vrecko	Student	QLD
Yu-Sung	Wang	Student	QLD
Carey	Wat	Student	QLD
Blaine	Watson	Student	QLD
Kimberly	Williams	Student	QLD

Siew Ying	Wong	Student	QLD
Yao De	Zhong	Student	QLD
Michael	Candeloro	Member	SA
Benjamin	Coombs	Student	SA
Elizabeth	Denning	Student	SA
James	Minarelli	Student	SA
Raquel	Pacicca	Associate	SA
Nicholas	Patsilivas	Student	SA
Sam	Pearse	Member	SA
Tim	Pengilly	Student	SA
Daniel	Vogt	Student	SA
Damian	Abbott	Student	VIC
Brent	Balchin	Student	VIC
Michael	Clemenger	Member	VIC
Samuel	Delmenico	Member	VIC
David	Fountain	Student	VIC
Junfang	Guan	Student	Vic
Jason	Hughes	Student	VIC
Lilian	Hyland	Student	VIC
Kristina	Malinova	Student	VIC
Scott	Matterson	Member	VIC
Alexander	McConnachie	Student	VIC
Kieran	McKernan	Student	VIC
Samantha	Muller	Student	VIC
Coco	Pinnis	Member	VIC
Daniel	Van Schaik	Student	VIC
Zachary	Ashwood	Student	WA
Alexander	Bellombra	Student	WA
John	Cowden	Member	WA
John	Davis	Member	WA
Gary	Day	Member	WA
Paul	Downie	Student	WA
Adam	Goodwin	Member	WA
Wayne	Greensill	Member	WA
Daniel	Hulme	Member	WA
Travis	Jordan	Student	WA
Dananai	Kaseke	Student	WA
Luke	Lucanus	Student	WA
Kate	Marinovic	Member	WA
Greg	Munday	Member	WA
Janko	Panov	Student	WA
Nathan	Phillips	Member	WA
Dave	Prosser	Student	WA
Sam	Schorer	Student	WA
Daniel	Shirley	Student	WA
Matthew	Stenner	Associate	WA
Declan	White	Member	WA
Michelle	Wong	Student	WA

NEW AIB Merchandise

Membership of the Australian Institute of Building (AIB) provides recognition and distinction amongst professionals within the building and construction industry. To assist members demonstrate their support for the building profession through their AIB membership the Institute is pleased to make available a range of merchandise.

AIB Safety Hard Hat \$24.95*
One size fits all

AIB High Visibility Vest \$15.95*
Sizes available – small, medium, large and extra large

AIB Scheduling Calendar \$5.95*

*All prices include GST and postage within Australia.
Orders from outside Australia incur a AUD \$7.50 surcharge.

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No more 28 day render cure delays before painting

Fresh or “green” cement render and concrete is HIGHLY ALKALINE, traditionally requiring time to stabilise before painting, resulting in costly project delays and extended scaffolding costs.

In the real world, project schedules compress and painting sooner often results in coating failures or unsightly alkali staining (white salts or “efflorescence”).

AcraTex® GREEN RENDER SEALER eliminates the “28 Day” wait cycle - meaning project dollar savings and enhanced durability.



Eliminate unsightly efflorescence



Scaffolding costs reduced

Safe, Durable & Assured

- Water Based
- AcraTex® GREEN RENDER SEALER chemically reacts with free cement alkali to bind and block its migration
- Paint after only 2 days* render drying - instead of waiting 28 days
- Superior adhesion to masonry

Safe to paint over render In 2 days* - No more delays

Dulux Approved System for Cement Render

Cement render is highly alkaline and rigid due to the inherent nature of the cement binder. Coating systems for cement render must block alkali (salts) leaching and expand and contract to accommodate render shrinkage cracks. Low build (conventional) paint coatings are NOT recommended for cement render.

System Component	Dulux Recommended System	Feature Benefits
Primer Sealer	AcraTex Green Render Sealer Suitable for application over 2 day old cement render	- Blocks Cement Efflorescence - Reduces Project Delays - Optimises System Performance
Crack Bridging Topcoat	AcraTex AcraSkin Available across the full Dulux exterior colour range	High Build - Crack Bridging Protection Nap Roller - Paint Like Appearance Superior Application - Low Roller Spatter

Note: GRS is “Safe to paint after only 2 days” based on adequate drying of the substrate to a stable moisture content.

For further information about Dulux AcraTex Green Render Sealer please go to our website www.acratex.com.au

Fast track your project completion...

and reduce your scaffolding costs

SAFE TO PAINT
OVER RENDER IN
2 DAYS*
No more delays



AcraTex® Green Render Sealer™

The Anti-Efflorescence Primer-Sealer for fresh cement render eliminates project delays and unsightly efflorescence.



Fast Track - coat Render after only 2 days*



Lower Scaffolding Costs - drop scaffold faster



Restricts Efflorescence



Superior Adhesion



Water Based - low VOC



Dulux recommended system for cement render with AcraSkin crackbridging topcoat.

* Safe to paint over 2 days based on substrate adequately drying to a stable moisture content.



For further information go to: acratex.com.au
Dulux Customer Service: 13 23 77

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**No more 28 day
project delays**

**New
Green Render Sealer™**
- saves time
- improves finish





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