

BRUSHSTROKES

JUNE+JULY 19

THE MAGAZINE OF MASTER PAINTERS + DECORATORS AUSTRALIA

SPECIAL EDITION

The regions

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BRUSHSTROKES

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PRESIDENT'S REPORT

As this is my first President's report, I'd like to take this opportunity to tell you a little about myself, what Master Painters & Decorators Australia [MP&DA] has been for me, the vision I have for the association going forward and how together, we can make our industry stronger.

I'm proud to say I've been painting for 27 years and in business for almost 17 years. I started my first business in New South Wales before moving to Perth with my wife Kate in 2007 to be closer to her family. I started a new business here and we've never looked back.

My first contact with the association came when I was looking for information about local laws and regulations. Without fail, Amanda Dawes had the answers I needed which made my life so much easier.

I started turning up at Annual General Meetings [AGM's] and what I discovered there was networking and a close-knit community that was only too willing to share its knowledge. Through this community, I've developed friendships that feel like they've been there all my life, with the bonus that if I'm ever stuck with a technical problem, one of them knows the answer.

I'd like to see the MP&DA grow by increasing the number of members we have and therefore making our community bigger, stronger and more united than ever before.

This brings me to how we can also make our industry stronger. At our most recent AGM we invited a representative from the Building Commission to talk about the severely lacking, almost non-existent policing of non-registered painters operating in Western Australia. To my surprise and that of many others who witnessed it, the officer agreed that the Commission was doing an injustice to all fee paying businesses and that it was completely overrun by its workload, and that it was inadequately funded to employ the staff needed to do the job properly.

While this would seem a legitimate explanation for the Commission's shortcomings, it's simply not good enough. Not only are we [the registered

painters who pay our fees] doing it tough trying to compete for work against individuals who have no business in the industry, but the consumer is also left to pick up the pieces when their jobs go wrong.

We've had an overwhelming response from the members who came to the AGM calling for action to fight this issue. In response to this we've put out a media release highlighting the problem. This is just the start. By making our industry association bigger, we become stronger. In this case strength is in numbers and governments listen to strong associations. As a call to action, I invite everyone who is affected by this situation to become a member of the MP&DA, if you're not already. To all our members I say please support us in this campaign and spread the word.

Gary Cox
President
Master Painters & Decorators Australia

CEO'S REPORT

As we're fast approaching the midway mark in the year, I'm pleased to say we've already had great success with our lobbying efforts on behalf of you, our members.

In particular, we've had a win with the Painting and Decorating Certificate III by ensuring it remains a Class A classification and not a Class B.

We've also had a win to ensure Private Training Organisations [PTOs] cannot deliver Recognised Prior Learning [RPL] courses for painting and decorating, when they are not scoped to train apprentices in our trade. These measures will help to ensure the highest standards for the next generation of painting and decorating professionals, along with maintaining the integrity of the trade.

More recently, we've taken the Building Commission to task over its appalling record in regard to policing our industry. Following our AGM in March and a subsequent media release from the MP&DA, this issue is gathering momentum. We've provided the Commission with a proposal for improved policing alternatives and we look forward to ongoing

discussions on this issue. There's more to come on this topic and we'll keep you informed of our progress.

In this issue of *Brushstrokes*, we're shining a light on regional Western Australia and our regional members. A recent government survey indicated that regional people are resilient and steadfast in their commitment to their communities, and this is evident in the member profiles we've included in this edition.

Although these award-winning businesses are all quite different from each other, they share a common value that sees them running successful businesses while also supporting their communities and our industry.

It's also a pleasure to welcome our newest Associate Members for 2019. REDIMED is an occupational health service providing pre-employment medical assessments, as well as general medical services and 24/7 urgent care.



Oldfields is a proud Australian company that's been supporting our industry for more than 100 years, first with quality paint brushes and now also with a broad range of safety scaffolding. BioZone is also a local company that provides equipment for neutralising odours and eliminating VOCs in painting products.

We hope you enjoy this edition of *Brushstrokes* and that you will keep it on hand for future reference. Don't forget, if you're a member and you have a great story to tell, please let us know by emailing painters@masterpainters.asn.au

Amanda Dawes
Chief Executive Officer
Master Painters & Decorators Australia



ReddiFund
More than Redundancy

ReddiFund celebrates 30 years in the building and construction industry!

ReddiFund has been supporting employers and employees in WA's building and construction since 1989.

Over
\$191 million
paid out in redundancy payments

Over
101,000
redundancy claims processed

Over
\$230 million
received in redundancy contributions

ReddiFund
More than Redundancy

Sponsorship of over
\$2.5 million
to Mates in Construction

PAINTBACK ON TRACK TO SUSTAINABLE RECYCLING

It's estimated that Australians throw away more than seven million litres of unused paint every year – and until recently much of it was ending up in landfill.

In 2016, the Paintback recycling program was created and a levy of 15 cents per litre on eligible products was introduced. While Dulux, Haymes Paint, PPG, Resene and The Sherwin-Williams Company were founding members of Paintback, 26 paint manufacturers and importers in Australia are now supporting the initiative.

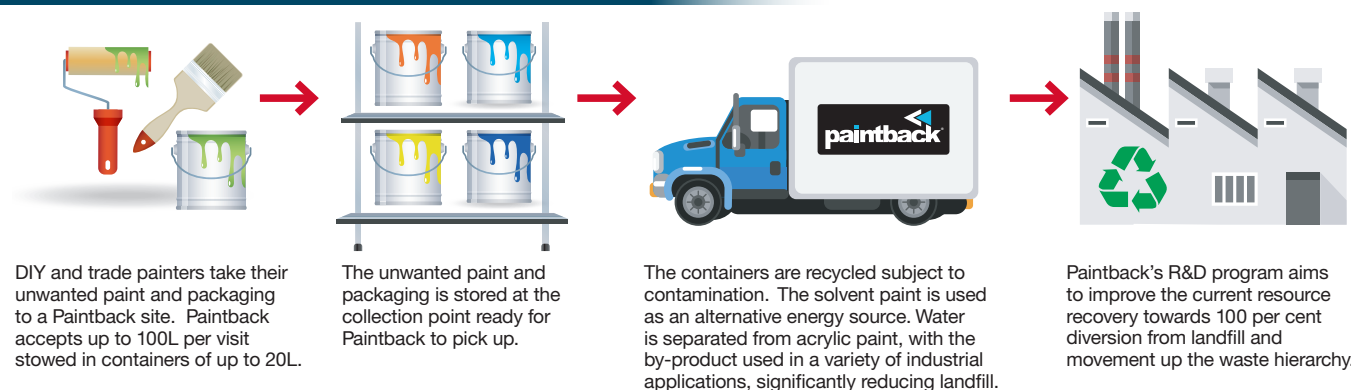
The response has been positive and in its first year, with more than 50 collection stations around the country, Paintback was able to divert over four million kilograms of paint and packaging from landfill to recycling.

Paintback is continuing to grow its national network of collection sites and aims to have a site 'within 40km of 85 per cent of Australian households within three years' through a national network of over 100 locations. By 2021 it aims to collect, divert and recycle 45 million kilograms of unwanted paint and packaging from landfill.

Three good reasons to support Paintback:

- Declutter your workshop or storage space.
- Dispose of your leftover paint responsibly and help find new ways of recycling in the future.
- Reduce the amount of waste going to landfill.

Here's how the program works:



For more details including your nearest Paintback collection site, visit paintback.com.au



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Established in Ballarat in 1935, Haymes Paint is now in the hands of fourth generation Haymes family members. Over the years, each generation has taken care to pass on the family's commitment and passion for crafting quality products while maintaining the family name and reputation.

As a family owned business, Haymes Paint acknowledges the importance of sustainability and the protection of the environment for generations to come. It also has a strong focus on product stewardship to ensure environmentally aware products are manufactured under waste-wise production processes.

Consistent with aiming to produce the best products available, consumer health and comfort is a major focus for Haymes. To ensure user comfort, Haymes products are manufactured using low-odour raw materials and minimal solvent content wherever possible.

Haymes Ultra Premium Expressions interior paints are amongst the highest quality products available and are virtually VOC free.

A deep understanding of environmental issues underpins and informs Haymes Paint as it strives to achieve its sustainability goals. Reducing water usage, energy consumption and emissions are examples of areas Haymes is targeting to improve sustainability and protect the environment for future generations.

For more information about Haymes Paint or to find your nearest stockist, visit haymespaint.com.au



WIN A HAYMES PAINT PACK VALUED OVER \$750

Haymes Paint and *Brushstrokes* are giving away a Haymes Paint Pack, valued at over \$750.

This fantastic prize includes:

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- Haymes Cricket Cooler

To enter, simply email painters@masterpainters.asn.au with your Full Name, Address, Contact Details and type 'Win a Haymes Paint Pack' in the subject heading. Entries close Friday 30 August 2019.

Winners will be notified by email and telephone.

Haymes
PAINT

REGIONAL MP&DA PROFILES



[Left - Right] Apprentice David Bostock, Brandon Morfitt, Jamie Hunter and Bob Savage at the multi -coloured wall they painted at the Spencer Park Primary School, Albany.

BOB THE PAINTER LOOKING ON THE BRIGHT SIDE

Diane Graham

If it wasn't for a 'sliding door' moment when he was 14 years old, Bob Savage could be laying bricks in the hot sun today. Instead, he's one of Albany's most popular painters and decorators and the owner of a multi-award winning business.

Meeting Bob, the painter, is an experience in itself. This affable young man with the ready smile and bucket-loads of good humour is also a master of his craft and a smart business operator.

When his brick-based career plan hit a dead end, Bob wasted no time grabbing the opportunity for a painting apprenticeship at Albany Hospital, back in the day when the Government was a major trade employer for apprentices.

Bob credits his eye for detail and breadth of knowledge to those early days of meticulous training, followed by broader commercial work with tilt-up constructions and project homes. By age 22, Bob was a foreman in charge of 11 painters.

For high achievers, time moves fast and it wasn't long before he was considering the benefits of working for himself. In 2010, he started his new business as a one-man-band. It grew steadily until he realised he had more work than he could handle on his own.

Taking the first step to employ others can be a daunting prospect but in 2014 Bob's experience at man-management and supervising teams led to recruiting Jamie Hunter, a young local painter with broad experience, followed by apprentice David Bostock in 2016. Brandon Morfitt, who

joined the team in 2018, says working for Bob is enjoyable and 'not at all like going to work'.

Bob says the key to an effective team is to test skills upfront, don't leave things to chance and make sure the 'fit' is right. There's no room for specialists, everyone must be able to do whatever is required – to a high standard.

"The team has to work together and support each other so it's important we all get along. In our case it could be a matter of passing the 'laugh test', " Bob said with a smile.

"There's a massive change going from worker to business owner and knowing that you're responsible for the livelihoods of other people. It's up to the boss to have work constantly coming in, and to make sure everyone knows what's required of them.

Bob says, as much as he doesn't want to go off the tools, he knows there may come a time when he'll have to step back and work on the business instead of in the business.

"Over the years, I've learned the importance of being well-connected and respected in the community and that's particularly so in the regions.

"Word-of-mouth recommendations are gold and you have to make sure you do the right thing by your clients, and your fellow tradies."

Bob the Painter made a splash in the 2018 MP&DA DuluxGroup Awards for Excellence winning three category awards for Housing up to \$300,000; Housing between \$300,000 and \$800,000; and Spray-on textured finishes. Bob has also taken home winner's trophies in 2011, 2014 and 2015.

ROADRUNNER – AHEAD OF THE PACK IN ALBANY

Diane Graham

Alanna Smith, owner of Roadrunner Painting and Decorating, Albany, seems to have created the impossible - an award-winning, successful business with an all-apprentice workforce.

Apprentices Dale Woodhams [21], Kollie Smith [18], Lochlan Matheson [18] and Troy Woodhams [17] are reaping the rewards of their boss's unique training and management style. As well as on-the-job training in preparation, painting and maintenance and the MPA Skills sessions in Perth, there's also flexible working hours and rostered days off.

Alanna is proud of her young team, who attract compliments from clients on the high standard of their work, how well they work together and how well-mannered they are towards clients and fellow trades onsite.

Each member is at a different stage in their apprenticeship, making it easy for them to encourage each other to continually improve, and the successful outcomes are clear for all to see.

"We've been fortunate to work on some outstanding projects that have given us the opportunity to really showcase our work," Alanna said.

The project [pictured], is an architect-designed home at Middleton Beach. This house was a challenging but inspiring project for the team as it involved multiple surfaces requiring custom coatings particularly suited to the wind and salt of the southern coast.

"The team knows and appreciates that we've been entrusted to do a high quality, professional job for the client that will not only protect their property for years to come but will look fantastic as well."

Alanna says her formula works by creating new painting professionals who in turn will become well-credentialed, registered painters and decorators.

"I believe training the painters of tomorrow is a very important role for people in the trade today, and it's a massive part of what I do.

"It's an investment in the individual as well as a proactive way of contributing back into the industry.

"We're very fortunate to have an engaged, supportive Master Painters & Decorators Association in WA. It's widely acknowledged that the services here are vastly better than in any other state.

"I've been involved in some of the policy discussions around the future of the trade and I'm pleased to be able to contribute, particularly at the local level in the Great Southern region."

Alanna says she'd like to see painting included in the school trade curriculum and for the trade to benefit from the Construction Training Fund [CTF].

"If we are to raise awareness of the trade as a vital component in the construction industry, and an employer for the future, we need to be seen and included."

Roadrunner Painting and Decorating was established in 2003 when Alanna left her job as a chef in a four-star resort in Broome, to be her own boss in a new trade and spend more time with her family.

She achieved trade qualifications and transitioned her managerial skills from hospitality to painting and decorating.

Alanna and her team of apprentices have some impressive wins under their belts including the 2018 MP&DA DuluxGroup Award for Excellence in the New Construction Commercial category over \$800,000 and Woodcare up to \$10,000.



[L-R] Dale Woodhams, Lochlan Matheson, Kollie Smith and Alanna Smith at their award-winning project at Middleton Beach, Albany. Inset: Troy Woodhams

REGIONAL MP&DA PROFILES



Ben France from City in Colour

BEN FRANCE – SPLASHING GERALDTON IN COLOUR

Diane Graham

A work experience stint at automotive spray-painting was enough to put Ben France off painting cars, but not enough to put him off painting altogether. Instead, he's gone on to establish a very successful business of his own in Geraldton.

When Ben finished his apprenticeship in 2008, he hit the ground running with a plan to work with others in the industry, get a clear picture of the opportunities and then start his own business.

He cut his teeth on FIFO work with a major contractor on Barrow Island working four weeks on, one week off. It was hard work and long hours but good preparation for what lay ahead.

In 2013, Ben and his accountant wife Alicia started City in Colour Painting and Decorating as a home-based business. They became a formidable team with Ben providing the industry and management knowledge and Aleisha the finance, commerce and legal expertise. In under ten years, the business has grown from a staff of three to its current workforce of 19 including 16 painters, two of whom are apprentices. At the same time their family has also grown to include two new additions; 19 month old Eloise and baby Theodore born in February 2019.

Ben says he enjoys employing apprentices and young painters and training them in the way his business operates.

"We work hard to be different, we're highly professional and offer high end services," Ben said. "But we're also flexible and family friendly because the average age of our employees is 25, and 50 per cent of them have young families."

As well as painting and decorating, Ben has incorporated a broad range of other materials and services to meet customers' needs. Wallpapers, particularly for children's rooms, are popular in regional WA and a range of seamless flooring and decorative epoxies are also proving invaluable to commercial and residential clients.

Ben's spacious new showroom, opened in 2018, allows clients to see and experience new flooring options and a colour consulting service provided by Office Manager, Renee Morgan. Clients can view digital displays where a variety of colour schemes are overlaid on existing photographs to help them imagine what new colours will look like on, or in their homes and businesses.

Ben has also created a unique service tailored to the needs of Geraldton's multi-million dollar fishing and boating industry. Under the watchful eye of specialised marine paint manager Paul McConnon, City in Colour carries out full painting maintenance on three to four vessels per year, with each taking two to three months to complete.

Having established a strong reputation in Geraldton, Ben has plans to further grow his business throughout the regions. He has already undertaken projects in Exmouth, Newman and Narrogin, and maintains a policy of 'buying local' whenever possible.

"We're always looking to buy as much of our paint and materials as possible in the location of the job," Ben said. "We're a regional business and we're keen to support other local businesses wherever we go."

ROBERT ARANGIO – THE TRADITIONALIST

Diane Graham

Robert Arangio's father migrated to WA from Sicily in the 1950's, craving wide open spaces and new opportunities. He fulfilled his dream by working around the State before taking his young family to live in Geraldton.

Fast forward to 1988 and Rob's own adventurous spirit saw him fly out of WA to see the world. He traveled through South Africa, London and Europe before following his heart to France where he got married, settled down, and raised a family.

It was during this time that he had the opportunity to study and learn traditional European painting and decorating methods and techniques. He was fascinated by the colours and styles of decorative finishes such as false marbling and Italian stucco, honed over many hundreds of years.

Rob completed his training under French master tradesmen, travelling around the country and working on a broad range of buildings and surfaces. Many of the walls and buildings Rob was working on in France had been damaged through war, and hundreds of years of wear and tear.

In 2001, the Arangio family moved back to Australia and Rob established himself in Geraldton as a quality painter with an eye for detail and a preference for traditional painting practices including brush and roller techniques and oil-based gloss enamels.

This has proved particularly useful given Geraldton's legendary weather conditions that can range from gale force winds from all directions, to baking heat and salty sea air. Preparation is everything and knowing the suitability of different products is a must.

Although wallpaper represented more than 60 per cent of his work in France, Rob discovered it was not as popular in WA. During the boom times of the early 2000's he worked primarily on commercial and industrial projects, but today is involved mostly in private, domestic work where he can apply his skills to greatest effect.

Rob enjoys being 'different' and having a range of unique options to offer his clients including traditional European finishes such as trowelled and waxed decorative surfaces.

Rob is continually learning and keen to try modern techniques when they come on the market but says he has, in recent times, been re-inspired by Phil Reeves' work on the Geraldton Cathedral.

"I saw the massive research that Phil had undertaken to identify the right colours and techniques to use in repainting the cathedral. I'm very interested in restorative work of that kind."

Rob recently renewed his membership to Master Painters & Decorators Australia [MP&DA] in time to take part in a decorative paint application course for a range of new products, but the real reason behind his decision to re-join was to stay in touch with what's happening in the industry and to support the Association in its efforts to assist the trade.

"I don't know who would stand up for us if they weren't around," Rob said.

To find out more about the benefits of MP&DA, call 08 9471 6614 or email painters@masterpainters.asn.au



Robert Arangio from R & B Arangio Painting Service

CATHEDRAL RENOVATIONS A SIGHT TO BEHOLD

Diane Graham



You don't need to be religious to be amazed at the artistic paintwork inside St Francis Xavier Cathedral in Geraldton. A walk through the door provides a breathtaking sight.

Designed in 1916 by priest and architect Monsignor John Cyril Hawes, the cathedral took 23 years to build. It is often referred to as a national treasure, with nothing like it anywhere in Australia.

In 2016, exactly 100 years after the cathedral began to take shape, sufficient funds had been raised to pay for extensive interior renovations. These improvements also included reversing extensive damage to paintwork and decorative finishes caused by budget renovations in the late 1960's when much of the original designs were painted over.

Accredited conservation consultant and Perth-based heritage architect, Dr John Taylor, was tasked with overseeing the renovation project, Crothers Construction was the contracted builder for stages three and four, and Phil Reeves from Renaissance Decorators researched and identified the original colours used in the Cathedral, developed colour-boards and honed the final choices. In turn, these colours were provided to Hopkinson Painting who were contracted to do the repaint.

In addition to colour selections, Phil Reeves was personally responsible for restoring original artwork within the Cathedral, in particular the Prussian blue with gold leaf stars representing the night sky in the dome, and the Latin text written in Monsignor Hawes' own handwriting around the base of the major dome. Phil's 30 years' experience in decorative arts and historical restoration enabled him to scrape away the grey paint and reinstate an historically accurate fresco featuring gold leaf.

The interior of the Cathedral has been meticulously redecorated in distinctive colour striping, reminiscent of its origins. The addition of adjustable lighting and audio-visual systems installed into the fabric of the 100 year old heritage-listed building is a cleverly disguised melding of old and new and helps to accentuate its majestic appearance both inside and out.

Be sure to visit the St Francis Xavier Cathedral in Geraldton on your next visit to the Mid West region to see the extraordinary painting and decorating talent we have here in WA.



Phil Reeves from Renaissance Decorators

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⁺Price based on a Junior Painting Apprentice without overtime or travel allowance in the metropolitan area.



Painting

TRAINING AND APPRENTICE EMPLOYMENT
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THE EOFY IS NIGH

Diane Graham

With the end of the financial year [EOFY] just around the corner, now's the time to get your financial accounts in order, in preparation for the 30 June.

Check that you're up to date with BAS and superannuation payments and any fringe benefit tax [FBT] returns.

\$20,000 instant asset write-off has been increased and extended

According to a survey by American Express in November 2018, almost half [47 per cent] of small and medium-sized businesses in Australia were unaware of the Government's initiative that allowed businesses to write off a purchased asset worth \$20,000 or less in their tax return, for the financial year in which it was purchased.

It's hoped that more small businesses will benefit from this initiative now that it has been increased to \$30,000 and extended to 2020.

If handled correctly there are some serious savings to be made. Keep in mind that you have to spend money to save money so make sure the purchase is something you really need – not just a purchase for the sake of it.

If you're a small business [with a turnover of less than \$10 million], you can immediately deduct the business portion of most assets that each cost less than \$30,000 if the assets are first used or installed ready for use from 2 April 2019 to 30 June 2020.

If you're in the market for new, business related equipment, this initiative is definitely worth considering. Check all the details at ato.gov.au/business/small-business-entity-concessions/what-s-new-for-small-business/

Take care when claiming your entitlements

The ATO has made it clear that scrutinising expense claims and cracking down on the black economy will be high on its agenda this year.

In the 2018-19 Federal Budget, the ATO received a package of over \$133 million specifically earmarked for recouping tax and superannuation debts, closing deduction loopholes and better policing dodgy claims – and its spotlight will be on small to medium-sized businesses.

In particular, the ATO will be using its benchmarking data to more accurately predict the expected financial positions of businesses in each industry. If your business is not within these benchmarks, the ATO will want to know why.

To help small and medium-sized business owners navigate tax information, a new website has been created to explain tax obligations and responsibilities and help business owners meet their commitments on time.

Learn more at ato.gov.au by searching 'Starting your own business' for new businesses or 'Supporting your small business' for established businesses.

EXPECT THE UNEXPECTED - RISK MANAGEMENT

Diane Graham

As we come to the end of another long, hot summer there will be business owners around the country counting their losses from unexpected disasters that have severely affected their livelihoods.

These losses may be as a direct result of naturally occurring events such as bushfires or floods, or through secondary impacts where primary customers are the victims and projects are destroyed or cancelled.

Risk management is an important consideration for all businesses, large and small, and should be included as a basic business procedure. How well your business recovers from an incident will depend on the how well you planned beforehand.

To properly protect your business, you need to understand what keeps it ticking.

A risk is any event that has a negative impact on a business and can range from having money stolen or sustaining damage from a flood or fire, through to the death of the business owner.

Properly preparing for an incident means understanding how your business operates and knowing what's essential to keep it going.

- Are there transport systems or suppliers that you could not do without? What will you do if they are suddenly unavailable?
- What technical systems, records or information does your business need to survive? Do you have back-up copies located off-site?
- Do you have a safe place for computer passwords, office keys and safe combinations? Is there more than one person who has this knowledge?
- Are there people outside your business on whom you depend or who depend on you? What will you do if they [or you] are suddenly unavailable for a lengthy period of time?
- Are there legal or contractual obligations you need to meet as part of your daily business? Do you have an alternative way of meeting these commitments?

Developing a risk management plan specific to your business, identifying all possible risks, and documenting how these risks should be managed, will help get your business back on track quickly and efficiently.

Having job descriptions for each role in your business will also help identify potential risks and, if the need arises, will allow for others to step in.

It's important to have written records and systems in place, easily accessible by more than one person.

For more information on risk management and business continuity, download the Australian Government's booklet *Good Security – Good Business* at nationalsecurity.gov.au/Media-and-publications or visit business.gov.au/Risk-management/Emergency-management



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- Create jobs in the building and construction industry
- Contribute to the Australian economy and deliver returns

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 James Moore
 Business Superannuation Consultant, WA

0437 688 538 | james.moore@cbussuper.com.au

*Cbus Property Pty Ltd is a wholly-owned subsidiary of Cbus and has responsibility for the strategic performance and management of Cbus' direct property developments and investments.

Read the relevant Cbus Product Disclosure Statement and other related documents to decide whether Cbus is right for you. Call **1300 361 784** or visit www.cbussuper.com.au for a copy.

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

LATEST NEWS

REDDIFUND PROTECTS REDUNDANCY PAYOUTS

Meeting unexpected redundancy payment obligations can have a significant impact on cashflow, particularly when it occurs at financially challenging times.

ReddiFund has been managing redundancy entitlements on behalf of the WA-based building and construction industry employers for 30 years with more than \$195 million paid out on over 101,000 redundancy claims.

ReddiFund provides employers with important cashflow protection by allowing them to contribute via regular payments and releasing the funds to workers within 48 hours, in the event of employee redundancies.

Previously known as the WA Construction Industry Redundancy Fund, ReddiFund has the backing of major building and construction associations and unions and ensures workers receive their redundancy payments, at the same time removing the administration burden from employers.

In 2010, the Building and Construction General On-site Award ensured employees in the industry were entitled to a minimum of two and a half week's redundancy, or severance pay, after a year of continuous service. This increases exponentially to eight weeks pay for four or more years of service.



Entrusting ReddiFund with the management of redundancy entitlement payments means tax deductibility, reduction of liabilities and less administration for employers.

While it's not mandatory for employers to contribute to ReddiFund, being part of the Fund can help relieve uncertainty for employers and workers in the case of redundancies.

To find out more, visit reddifund.com.au or call 08 9481 0259.



CBUS RETIREMENT SEMINARS

To help members better plan for retirement, Cbus organises retirement planning seminars.

Cbus retirement planning seminars are designed to help members understand their likely financial position at retirement, while providing information on a number of pre-retirement strategies.

The evening seminar will be hosted by a local Cbus Coordinator and presented by a Cbus Senior Technical Adviser. It'll cover information on:

- How much you're likely to need in retirement
- How to make your savings work harder for you, now and in future
- Contribution strategies such as salary sacrifice and transition to retirement to grow your super
- Who can benefit from the Government Co-contribution
- Centrelink Age Pension benefits
- How you can structure your retirement income once you stop working full-time.

You can book a seminar using the online calendar at cbussuper.com.au/tools-resources/retirement-seminars, email seminars@cbussuper.com.au or call Cbus on 1800 655 748.

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Contact 1300 361 784 or visit cbussuper.com.au for a copy. Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262

NEW ULTRA-LOW VOC PRODUCT HITS THE MARKET

Wattyl recently launched I.D.Advanced, the only paint to carry both GECA [Good Environment Choice Australia] and APAS [Australian Paint Approval Scheme] accreditation.

Available in water-based matt, low sheen, satin finishes and ceiling white, it has less than one gram of VOC per litre, exceeding green-building requirements and the Green Star requirements of the Green Building Council of Australia.

I.D.Advanced is touch dry in 30 minutes and ready for recoat in two hours. Unlike other low VOC paints, coverage is up to 16m² per litre. In addition, the Total Protection Technology™ used in I.D. Advanced resists the growth of mould and fungus while providing greater washability and stain resistance.

Together with Wattyl's I.D Advanced finishing coats, an extensive range of ultra-premium water-based and oil-based prep-coats and enamels are also being launched. In a recent independent study of Australian interior paints*, Wattyl was shown to offer a superior level of durability.

These products will be available nationally from Wattyl Paint Centres, Mitre 10, Home, Timber & Hardware and other leading paint specialists. Wattyl I.D Advanced will retail from \$71.90 for a 4L can.

+Canstar Paint ratings 2018 – 5 stars for durability and ease of application.

For more information, visit wattyl.com.au



EBM INSURANCE HAS YOU COVERED

If you own a painting company or work as a professional painter you will need to take out some form of insurance. Any work that requires physical labour is going to carry with it some level of risk, and a painting job is no different. You will need cover against spills, property damage, paint overspray, loss of records, theft of tools [including from unlocked vehicle or premises] and the related repercussions.

With the recent increase in fines and penalties for Work Health & Safety offences, protection of the Company and it's Officers for the potential fines and defence costs is increasing in importance, particularly in an industry where there are at times a requirement to work at heights or with equipment.

Aside from making a painter's job safer, easier and relatively free of liability stresses, a professional painter or painting company with comprehensive insurance will be more appealing to prospective clients.

To find out more, contact EMB Insurance on 1300 755 112 or visit tradespluscover.com.au

CONSTRUCTION TRAINING FUND

The Construction Training Fund [CTF] administers the BCITF Levy and utilises this revenue for two purposes; to increase the number of skilled workers in the industry and increase the training participation rate.

There are grants of up to \$25,000 for eligible employers of apprentices or trainees and subsidies of up to 80 per cent for a range of short training courses including construction skills, occupational licencing, software skills and occupational safety and health.

TUFFTEX: 25 YEARS IN THE MAKING

Tufftex Acrylic Texture is designed to give a high quality finish to any residential or commercial project. Manufactured in Western Australia, Tufftex products are designed to endure the toughest of climates, and better still it comes complete with a seven-year product warranty.

Available in an endless range of colours and a variety of finishes, Tufftex is the number one choice in acrylic texture coatings.

To find out more, visit 3 Hunt Street in Malaga, the display at Home Base in Subiaco or visit tufftex.com.au



The CTF focusses on the next generation with the Construction Future Centre, Try-A-Trade and Scholarship programs for WA's school students, as well as attending career events and delivering presentations across the state.

To find out more, visit ctf.wa.gov.au or call 08 9244 0100.



It's your business to register.



CONSTRUCTION INDUSTRY LONG SERVICE LEAVE SCHEME

If you employ workers in the construction industry you may be required by law to register in the Construction Industry Long Service Leave Scheme.

Find out by visiting www.myleave.wa.gov.au or by calling **08 9476 5400**.

Our team has all the insurance solutions for painters and decorators



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MPA SKILLS' PRE-APPRENTICESHIP TRAINEES PAINT WITH HEART



There's nothing like a good cause to bring out the best in people and the recent collaboration between MPA Skills and the Salvo's shows what can be achieved when everyone works together.

MPA Skills is a Registered Training Organisation [RTO] specialising in training apprentices for the painting and decorating trade.

Three times a year, it offers a 12-week painting pre-apprenticeship course, for young and mature-age participants which serves as the ideal introduction to a full-time, four-year apprenticeship.

MPA Skills General Manager, Frank Fernandez says the course endeavours to give participants as much 'on the job' experience as possible so they can make an informed career decision for their future.

"The Salvos project was a fantastic opportunity to be able to do this."

According to painter, decorator, artist and experienced MPA Skills trainer, Stephen Delaney, there's a lot more to the trade than rollers and brushes.

"The pre-apprenticeship course is interesting and includes a broad range of tasks a painter and decorator may encounter in the course of their career.

"Our groups have been involved in many community projects including a large scale indoor mural, and the landmark Salvo's store on Guildford Road.

"These large projects allow students to experience life as a painter and decorator including developing concept drawings, scaling designs, working with and around the public, working on scaffolding, and preparing surfaces - all of which take place well before the painting starts," Stephen said.

How the Salvo's project began

City of Bayswater Councillor Catherine Ehrhardt was so impressed by the eye-catching mural painted by MPA Skills students at the Morley City Library in 2017 that she was keen to see if something could be done for the Salvo's in Maylands.

This brought the Councillor together with Frank Fernandez and Stephen Delaney from MPA Skills, Jay Patel, Area Manager Central, WA Salvos Stores and Dulux who kindly donated the paint for the Salvo's project.

Stephen devised the 'love heart polka dot theme' for the overall design as it complemented the Salvo's existing logo and created a striking pattern in red and white.

"Everything came together beautifully," Stephen said.

"With Dulux generously donating around two thousand dollars' worth of paint, Jay Wilson from Accent Painting [himself a past pre-apprenticeship participant] helping on the project and the MPA Skills' input, it was a 'win, win' for everyone."

For more information, visit mpaskills.com.au or call 08 9471 6600.

As a mark of respect to Drew Gronow, a young, dedicated MPA Skills trainer who passed away in 2017, a plaque has been placed at the Salvo's building acknowledging Drew's 10 year contribution to MPA Skills apprentices and the painting and decorating industry.



UPCOMING EVENTS

MP&DA

Apprentice of the Year [AOTY] Competition

Thursday 22 August

Awards for Excellence Gala Dinner

Saturday 02 November

AWARDS FOR EXCELLENCE MONTHLY SUBMISSIONS

Entries for the 2019 Awards for Excellence are judged monthly which means that if you've just finished a project that you want to enter into a category, it can be judged at the time rather than having to wait until the end of the year. This gives you more opportunities to win and showcase your fantastic work.

To enter, visit masterpainters.asn.au
For more information, call 08 9471 6614 or email painters@masterpainters.asn.au

MPA SKILLS

52784WA Painters Registration

Business 2 Weeks Part-Time

4 - 6 November | 11-13 November [Monday - Wednesday at 4.00pm - 8.30pm]

Estimate 3 Weeks Part-Time

5 - 7 August | 12-14 August [Monday - Wednesday at 4.00pm - 8.30pm]

Practical Trade Test 1 Day 4 July | 5 July | 12 September | 13 September

For more information, please contact MPA Skills on 08 9471 6605 or email advancedtraining@mpaskills.com.au



MPA SKILLS ADVANCED TRAINING



- Q. Are you a painting and decorating business owner that needs to upskill staff?
- Q. Are you a tradie painter that wants to become a registered painter?
- Q. Would you like to learn how to do different decorative finishes?
- Q. Are you a fourth-year painting apprentice interested in completing your Painters Registration Course in the last six months of your apprenticeship?

If you answer **YES** to any of these questions, call MPA Skills today to get enrolled and get started.

Please call **08 9471 6605**, email advancedtraining@mpaskills.com.au or visit mpaskills.com.au for further details.

CTF Subsidy may be available. Restrictions apply.



Painting

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