

# BRUSHSTROKES

NOV+DEC 19

THE MAGAZINE OF MASTER PAINTERS + DECORATORS AUSTRALIA

**2019 MP&DA**

## Awards for Excellence

**MASTER PAINTER &  
DECORATOR OF THE YEAR  
– METRO**

Barker-Whittle  
Pty Ltd

**MASTER PAINTER &  
DECORATOR OF THE YEAR  
– REGIONAL**

Bob the  
Painter

**BUSINESS OF  
THE YEAR - LARGE**

Classic  
Contractors

**BUSINESS OF  
THE YEAR - SMALL**

Hopkinson  
Painting

**APPRENTICE OF THE YEAR**

Jessica Ferguson



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## BRUSHSTROKES

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## PRESIDENT'S REPORT

This year, my first as President of the MP&DA, has been fulfilling and challenging. Our industry is as old as the hills, but we continue to change with the times, take up new ways of doing things, welcome new technology and improve our knowledge and techniques.

**Today, we have some of the best products and equipment we've ever had, and our State's population and economy, continue to grow. This is all good news to businesses like ours.**

At the recent Awards for Excellence event held in Perth on 4 November, it was clearly demonstrated just how important our industry is, in the scheme of things.

Not only is painting and decorating a significant creator of employment and a generator of economic wealth, the remarkable workmanship and expertise shown by the finalists and category winners this year was outstanding. On one occasion, our judges awarded a perfect 10 out of 10 score, saying 'it doesn't get better than this!'

Our apprentices are also to be congratulated. Apprentice of the Year, Jessica Ferguson, showed great skill and tenacity to win from such a strong field of contenders. MPA Skills does a remarkable job training our next generation of tradesmen and women and we are supporting their efforts to attract even greater numbers of apprentices in 2020.

Our trade is one to be proud of. In my speech at the Awards, I referred to another important role that we all play. As members of this industry, we work hard to put life back into tired buildings and we make beautiful things

even more beautiful. If you look around you, almost every structure, of every kind, has some sort of covering on it. It's our work that preserves, protects, enlivens and improves surfaces. Imagine a world without skilled, qualified master painters and decorators.

The challenges we're facing today are not any worse than those we've faced before and we are confident that our efforts to engage with government to help tidy up the industry and create a fairer working environment, will be successful.

We have further work to do in this area and we will be calling on your support to give strength to our campaigns. We need to demonstrate the vital importance of our role, the need to protect consumers from poor workmanship and how simple the remedy really is.

In closing, I send my hearty congratulations to all the finalists and winners of this year's Awards for Excellence. You have been recognised by your industry as the cream of the crop and we wish you every success in the future.

**Gary Cox**  
President  
Master Painters & Decorators Australia

## CEO'S REPORT

2019 has been a year of steady progress for Master Painters and Decorators (MP&DA). We've been growing in membership and I hope this will continue into 2020 and beyond.

**There is still a number of registered painters who are not members of the MP&DA and I would like to appeal directly to those painters, to please consider joining our ranks in the new year.**

For our organisation to be as effective as it can be in negotiations with the government, we need to show we are a united force, representing all registered painters and decorators in WA. This will definitely add strength to our arguments and increase our lobbying powers.

Being a member of the MP&DA has many benefits including information and support in the event of disputes with clients, contractors or the government. We provide workshops and demonstrations on new products and techniques, and we will advocate on behalf of members when necessary.

When you identify yourself as a member of the MP&DA, your clients see you as a quality business that has the backing of the industry. Our professional branding, advertising and public relations efforts add a further layer of professionalism to your business.

As we prepare to close 2019 on the back of the outstanding Awards for

Excellence, I'd like to congratulate this year's Master Painter and Decorator of the Year winners Barker Whittle Pty Ltd from Perth and Bob the Painter from Albany. The judges had their work cut out for them this year with the calibre of entries being extremely high.

Congratulations too, to the Apprentice of the Year, Jessica Ferguson, all the apprentice finalists and painting award category winners. A big thank you too, to our sponsors without whom our fantastic awards presentation event could not have happened. Major sponsors; Watty!, Dulux and Cabot's as well as Cbus, ReddiFund, CTF, EBM, Inspirations Paint, MPA Skills Painting, Murphys Spray and Blast Equipment, Oldfields, LPA, Haymes Paint and Paintback.

I also say a special thank you to Oldfields for their generous gift of a Pro Series, premium quality 63mm brush, enclosed with this issue of Brushstrokes for our members. If you'd like to know more about the Pro Series range, Peter Goble would be happy to help. Call him on 0432 701 761.

**Amanda Dawes**  
Chief Executive Officer  
Master Painters & Decorators Australia

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To find out more about TradesPlusCover, contact EBM on 1300 755 112 or visit [tradespluscover.com.au](http://tradespluscover.com.au)



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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.

For more details including your nearest Paintback collection site, visit [paintback.com.au](http://paintback.com.au)

**HERE'S HOW THE PROGRAM WORKS:**



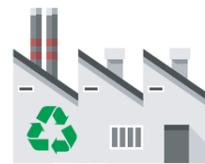
DIY and trade painters take their unwanted paint and packaging to a Paintback site. Paintback accepts up to 100L per visit stowed in containers of up to 20L.



The unwanted paint and packaging is stored at the collection point ready for Paintback to pick up.



The containers are recycled subject to contamination. The solvent paint is used as an alternative energy source. Water is separated from acrylic paint, with the by-product used in a variety of industrial applications, significantly reducing landfill.



Paintback's R&D program aims to improve the current resource recovery towards 100 per cent diversion from landfill and movement up the waste hierarchy.

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**ReddiFund**  
More than Redundancy

Sponsorship of over **\$2.5 million** to Mates in Construction



## MURPHYS SPRAY AND BLAST EQUIPMENT GETS A FACELIFT

Providing SURFACE SOLUTIONS to trade painters for over 35 years, Murphys Spray and Blast Equipment (MSBE) has recently undergone a brand refresh, including not only a minor update to the company logo, but a major update of its building signage and showroom.

At the Wangara showroom/shop location, members will find a huge range of spray and blast equipment, including all the latest technology from the Wagner Group. This group incorporates the Wagner, Titan, and C.A. Technologies brands, which have collectively been servicing the spray needs of professional painters for decades.

Recently launched onto the Australian market, the C.A. Technologies (CAT) brand features a large range of conventional spray guns of exceptional quality with unique design features. They are now available and on display

in the Murphys showroom, along with a huge range of airless spray equipment, accessories and PPE.

In addition to spray, Murphys offers all manner of blast equipment from small portable units that are available to hire, to large on-site custom setups.

When asked what makes MSBE unique, Brendan Murphy says, "our team strives to continually deliver the best possible service and expertise to our customers, driven by our values and heritage as a family run business".

The business was built around its fundamental values of providing a professional, personalised, practical service and this is delivered by an expert team clearly passionate about what they do.

So if you're in the Perth Metro area, be sure to drop in to see the team at Murphys and check out their great range.

Tel: (08) 9309 1599 Web store: [www.sprayandblast.com.au](http://www.sprayandblast.com.au)

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Cbus employers and members can access a team of advisors by calling 1300 361 781 or visit [www.cbussuper.com.au](http://www.cbussuper.com.au).



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- 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?

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## JUDGES KEEPING INDUSTRY STANDARDS HIGH

The Apprentice of the Year competition and the Awards for Excellence are held to acknowledge and support the traditions of the trade as well as encouraging the use of modern techniques and materials.

L-R: Jack Mast, Terry Parsons, Doug Stewart, Steve Mackie, David Anderson.

**Each year, a small group of highly skilled tradesmen travel around the State inspecting, grading and choosing the best painting and decorating projects and skills, worthy of recognition and much sought-after awards.**

Esteemed judges; David Anderson, Doug Stewart, Steve Mackie, Terry Parsons and Jack Mast collectively represent more than 250 years' experience in the industry and their eye for detail and careful evaluations have contributed immensely to the popularity, quality and esteem enjoyed by the awards today.

According to David Anderson, there are many different categories to be judged with the main areas that apply to most categories being surface preparation, application techniques and degree of difficulty.

"In these areas the contestant has the opportunity to demonstrate their level of skill, application techniques, technical capacity and their passion for the industry."

The meticulous styles of each judge mean contestants need to be diligent in all areas of the trade with individual judges also looking for traits dear to their heart. Terry Parsons looks for cleanliness, no brush or roller marks and straight cutting in. Steve Mackie looks for consistency and attention to detail as well as the contestant being proud to show their work.

Doug Stewart encourages contestants in the Awards for Excellence to take photographs throughout the project to show what was required to achieve the final outcome.

"It's also good to establish during the judging, how much input the contestant had in colour selections and advice."

Doug believes the decision to allow judging by category, where practical, was a good move in terms of ease and consistency on the final judging day.

The judges, most of whom have been judging for more than 20 years, have seen many changes that they believe may present challenges for the trade in the future.

Terry noted the drop in numbers of apprentices and hopes that programs and initiatives aimed at encouraging a swing back to the trades will help create a new generation of young painters and decorators. David sees the rate of new products and skills hitting the market as a challenge for current contractors.

"There's also the time constraints and pressure applied by clients these days, to have contracts completed in an unrealistic timeframe," David said.

Steve Mackie is concerned by a general decline in work standards across the industry, evident since the demise of the Painters Registration Board.

"There's been a downward spiral in work standards mainly due to underpricing by unregistered handymen and painters on low profit margins," Steve said.

Doug has seen a positive change amongst some smaller contractors who, upon seeing how thorough the judging is, have stepped up to the mark and improved their work.

"Smaller contractors have learned what's expected at this level of finishing, which has resulted in more of them getting awards. They see the judges doing things like looking at tops and bottoms of doors and mirror frames, checking they've been coated.

"They see our hands are constantly feeling all of the different surfaces for grit or the like, and how involved the process of marking can be. At times it can come down to a quarter or half a point that makes the difference," Doug said.

So what advice do the judges give to apprentices or contractors thinking about entering the awards?

David's advice to apprentices is to have a passion for the industry, learn the many disciplines and skills that make a professional painter and decorator, then join in the competition with other apprentices.

"The competitive environment will not only enhance their skills in the profession, it will build life skills generally."

Terry says it's the perfect launching pad for anyone looking to start their own business with the accolades and the free publicity being the best you can get.

Doug would like to see apprentices having passion and pride in what they do, and not treat painting as 'just a job'.

"Pride will always drive you to strive for better outcomes in whatever you take on in life, and if you don't understand something, don't be backward in asking."

Doug also advises apprentices to do extra curricular skills projects such as colour concepts to help broaden their understanding and prepare them for questions that will be asked.

Doug and Steve join forces in telling apprentices to 'never be afraid of a challenge, don't rush, and do your best!'

For business owners entering the Awards for Excellence, David would like to see enhanced business acumen and increased knowledge of managing the administrative side of running a business.

They all agreed that judging the awards was an honour and despite the additional workload and long distances, there had been many memorable experiences along the way.

Doug recalled, when protocols were stricter than they are today, he managed to get two winning apprentices into the presentation event to see their work recognised and acknowledged, despite them being officially denied an invitation.

Recently, Steve was most impressed while judging contestants from the Great Southern region. He said their work was 'as close to perfect as you will ever see'. Terry will forever remember the trip home from Esperance when car trouble had him doing 35kph all the way back to Perth.



## MP&DA AWARDS FOR EXCELLENCE

It really was a Hollywood-inspired, Oscar-winning night of nights. The room sparkled, the statues glowed and the finalists, winners and guests had a wonderful time at the 2019 MP&DA Awards for Excellence.

This gala presentation evening was held at the Pan Pacific Perth on 4 November 2019 to recognise and reward the outstanding achievements of Western Australia's finest painters and decorators, across twenty categories.

The regions excelled this year with a total of ten awards being presented to members from Albany, Dunsborough and Geraldton. Metropolitan winners won twelve awards across a range of categories and top billing went to Barker-Whittle Pty Ltd winning three awards and Bob the Painter from Albany winning four awards.

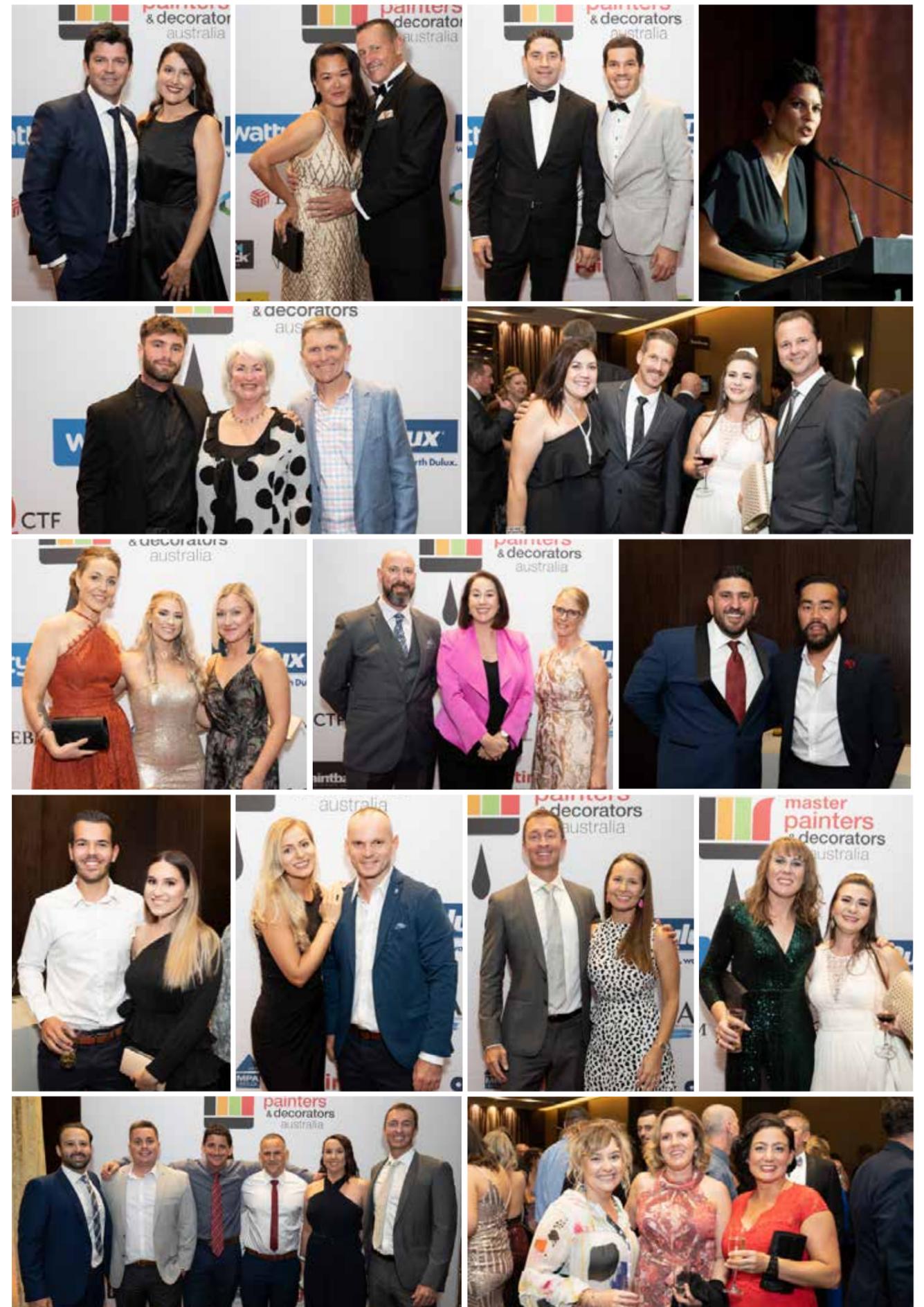
With more than ten consecutive years as a winner in the decorative finishing categories, our special mention goes to Karl Saxon from Creative Colours

who was once again in the 'winners circle' this year.

Apprentice nominees this year were of a super high quality with Apprentice of the Year for 2019 being awarded to Jessica Ferguson, an MPA Skills success story and a very worthy winner. In second place was Dylan Fernandes and third, David Weiske.

Finally, congratulations to all 2019 finalists and winners. You are a credit to the industry and the MP&DA wishes you great success and prosperity.

**If you have any feedback or suggestions for future Awards, please call 08) 9471 6614 or email: [painters@masterpainters.asn.au](mailto:painters@masterpainters.asn.au).**



# 2019 MASTER PAINTERS & DECORATORS AUSTRALIA AWARDS FOR EXCELLENCE



## MASTER PAINTER & DECORATOR OF THE YEAR



**MASTER PAINTER & DECORATOR OF THE YEAR REGIONAL**  
Sponsored By Wattyl  
**Bob the Painter, Albany**  
Bob Savage (Bob the Painter) and Sheridan Mattioli (Wattyl)



**MASTER PAINTER & DECORATOR OF THE YEAR METRO**  
Sponsored By Dulux Trade  
**Barker-Whittle Pty Ltd**  
Ted Bucknell (Dulux Trade) and Peter Barker (Barker-Whittle Pty Ltd)

## MP&DA APPRENTICE OF THE YEAR FINALISTS

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**WINNER**  
**Jessica Ferguson**  
Employed by MPA Skills  
Hosted by Denis De Rossi Painting  
Sponsored by EBM



**RUNNER UP**  
**Dylan Fernandes**  
Employed by MPA Skills  
Hosted by Gavin Vucic  
Sponsored by Wattyl



**THIRD PLACE**  
**David Wiesk**  
Employed by MPA Skills  
Hosted by A.J. Cochrane and Sons  
Sponsored by DuluxTrade

## BUSINESS OF THE YEAR



**LARGE BUSINESS**  
**Classic Contractors**  
Ted Bucknell (Dulux Trade) and Mark Stewart (Classic Contractors)



**SMALL BUSINESS**  
**Hopkinson Painting**  
Michael Hopkinson and Sheridan Mattioli (Wattyl)

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Tom Perrott with Peter Goble (Oldfields)



**COMMERCIAL OVER \$100,000**  
**Perrott Painting**  
Michael Castrilli (Perrott Painting) with Peter Goble (Oldfields)



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**Roadrunner Painting & Decorating**  
Alanna Smith ((Roadrunner Painting & Decorating) with Peter Goble (Oldfields)



**HOUSING OVER \$20,000**  
**Bob The Painter**  
Bob Savage (Bob the Painter) with Peter Goble (Oldfields)

## NEW CONSTRUCTION

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**Dunsborough Painting & Decorating**  
Brent Jones (Dunsborough) and Kieron Gubbins (Reddifund)



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**Classic Contractors**  
Mark Stewart (Classic Contractors) and Kieron Gubbins (Reddifund)



**COMMERCIAL OVER 1 MILLION**  
**Lunar Painting Services**  
Jason Nash (Lunar Painting Services) and Kieron Gubbins (Reddifund)



**HOUSING UP TO \$3000**  
**Bob the Painter**  
Bob Savage (Bob the Painter) and Kieron Gubbins (Reddifund)



**HOUSING UP TO \$3000 - \$8000**  
**Hopkinson Painting**  
Michael Hopkinson and Kieron Gubbins (Reddifund)



**HOUSING OVER \$8000**  
**Barker-Whittle Pty Ltd**  
Peter Barker and Kieron Gubbins (Reddifund)

# 2018 MASTER PAINTERS & DECORATORS AUSTRALIA AWARDS FOR EXCELLENCE

## COATINGS



### INDUSTRIAL | PROTECTIVE COATINGS NEW

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Rauno Kuus (Delicate Painting) with Noel Abercrombie (MPA Skills)



### TEXTURED FINISHES TROWEL ON

#### Bob The Painter

Bob Savage (Bob the Painter) with Noel Abercrombie (MPA Skills)

## DECORATIVE FINISHES



### GRAPHIC DESIGN OPEN VALUE

#### Creative Colours

Craig Goodwin (EBM) and Karl Saxon (Creative Colours)



### WALL COVERINGS OPEN VALUE

#### Barker-Whittle Pty Ltd

Craig Goodwin (EBM) and Peter Barker (Barker-Whittle Pty Ltd)



### DECORATIVE PAINT EFFECTS OPEN VALUE

#### Creative Colours

#### Van Didden Painting & Wallcovering

Craig Goodwin (EBM) with dual winners Bill Van Didden and Karl Saxon (Creative Colours)

## HISTORIC RESTORATIONS



### HISTORICAL RESTORATIONS OPEN VALUE

#### Van Didden Painting & Wallcovering

Kevin Davies (Haymes Paint) with Bill Van Didden

## WOODCARE



### WOODCARE UP TO \$10,000

#### Regency Decorators

Mike Reeves (Regency Decorators) with Andrew Nash (Cabots)



The MP&DA Winners for 2019

# WAGNER

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**FINE FINISHING**

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## TOP APPRENTICES MAKE THEIR MARK IN 2019

Today's apprentices are tomorrow's master tradesmen and women and the winners of this year's MP&DA Apprentice of the Year competition wowed the judges with their skills, knowledge and enthusiasm.

Chief Executive Officer of Master Painters and Decorators, Amanda Dawes, says the challenges included in the competition are designed to test skills and resilience.

"All the finalists this year put in one hundred percent effort to produce some outstanding work," Amanda said.

Jessica Ferguson, in her final year of her apprenticeship, was placed third in last year's competition but her performance this year saw her take out the top prize as 2019 Apprentice of the Year.

As an MPA Skills apprentice, Jessica did a 15 week pre-apprenticeship with painting trainer Stephen Delaney, who is very proud of his protege.

"Jess was very attentive from the beginning and always keen to learn more," Stephen said.

"Her hand skills developed quickly and she showed great attention to the finer details and creative elements of painting. Jessica really does strive for excellence and I'm so thrilled for her to receive this acknowledgement."

Stephen said he was also very proud of Dylan Fernandes and David Weiske who are both MPASkills apprentices with great potential.

"I'm proud of Dylan, David and all the other competitors for having the courage to enter the competition and giving it their best shot."



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0424 162 862

# WHERE ARE THEY NOW?

Over the years, hundreds of talented painters and decorators have undertaken apprenticeships through MPA Skills in WA. Recently, Brushstrokes caught up with four of our very deserving success stories.

## KRIS PARENTÉ LANDS ON HIS FEET

**Sometimes the best apprentice is the one who's tried other jobs before discovering the career prospects and long-term advantages of becoming a painter and decorator.**

Kris Parenté was working in a skateboard shop when two of his painter friends introduced him to the trade. Those were days well spent and at 24 years of age, he wasted no time enrolling with MPA Skills.

"I wasn't bothered by the thought of a four-year apprenticeship - I considered it a short time to get prepared for the rest of my life."

Kris was fortunate to do his apprenticeship with Dirk Tander, David Hart and Gavin Vucic. During this time he worked on a broad range of projects and was encouraged to enter the MP&DA Apprentice of the Year (AOTY) competition in 2014 and 2015.

"I enjoyed pitching my skills against the other apprentices - it was friendly competition but we were all in it, one hundred percent, to win," Kris said with a smile.

He rounded off a successful apprenticeship with two silver medals in the AOTY competition.

After graduating in 2015, Kris started his own business and contracted to Spadiccini Homes, one of Australia's top boutique builders specialising in



high quality luxury homes - a contract that still continues today.

"From the start, I wanted to work for myself, to make the decisions about how to do things, take the responsibility - and the credit," he said.

"There's nothing better than seeing a beautiful award-winning home in a glossy magazine and thinking 'I know that house - I painted it!'"

Kris recommends apprentices coming through the ranks should seriously consider entering the AOTY competition.

"Don't be afraid of stepping outside your comfort zone," he said. Give everything a shot."



## MICHAEL GALAL SUPPORTS THE FUTURE OF THE INDUSTRY

**Michael didn't follow a family tradition, nor did he have painting in his sights as a boy. It was the unsociable hours of his work as a personal trainer that steered him to a career in the trade and ultimately to owning his own business, MG Aussie Painting.**

Michael completed his painting qualification in 2009, his Painters Registration in 2011 and started his business in 2012. Since then, he's supported a steady stream of apprentices, passing on what he's learned and giving others the same break he was given.

To date, Michael has trained two apprentices to full qualifications - both of whom have now started their own business - and he is currently training another mature-aged apprentice, Cowan Lovell.

Michael's easy-going nature and big smile belie a strong work ethic, keen eye for detail and the desire to provide high quality, professional painting and decorating services to domestic and commercial clients.

He has proved he's an effective mentor and trainer, preferring to always be on hand to keep his apprentices motivated, and to handle any issues straight away.

"Making sure the job's done properly means you don't get called back to fix mistakes. Having to come back to a job is not only a blow to your reputation, it's money out of your pocket, so it pays to do a perfect job first time," Michael said.

Reflecting on his journey, Michael says he's happy with his career choice and how his business is travelling. "I wouldn't change a thing. A four year apprenticeship is the right timing to cover everything you need to know - from preparation and painting techniques to safety measures, including working at heights.

"If you're going to do the job, do it properly, it sets you up for life.

"I'm happy with my small team of two or three painters, we work together and we have a laugh but it is important to choose the right people to work with and to work well together. Painting was a great career change for me, and one I'm happy to recommend," Michael said.



## HARD WORK PAYS OFF FOR YOU LU ZHAO

**Youlu Zhao was a teenager when he migrated to Australia from China and spent his first years learning English and working in hospitality in Sydney. However, following a trek across the Nullabor, he was able to follow his dream to become a painter and decorator.**

Since then, Youlu has put in the hard yards completing a four year apprenticeship, followed by further education and training to become registered as a master painter and decorator. He is now fully qualified and has started his own business, Finesse Painting and Decorating.

As a 27 year old apprentice, his goal was to do whatever it took to be the best painter and decorator he could be.

Youlu was employed by MPA Skills, the training arm of Master Painters and Decorators Australia, and hosted by master painters Pretl & Williams whose director Billy McLaren was highly impressed by Youlu's dedication and skill.

"He was an exceptional apprentice who showed initiative right from the start," Billy said.

"It's unusual to keep an apprentice for the full four years but we could see his potential and were happy to put in the time to give him a very broad range of experiences in the industry.

"In return, he showed that he had the ability, confidence and responsibility to complete tasks on his own. We knew he'd get there on time, do a great job and clean up afterwards," Billy said.

MPA Field Officer, onsite assessor and apprentice mentor, Donna Austin says Youlu was a model apprentice and made the most of all the opportunities that came his way.

"His supervisors gave Youlu valuable training in the use of methods and applications that most painters don't see in a lifetime.

"He was even able to apply gold leaf coating during the renovation of the Palace Hotel in the Perth CBD," Donna said.

Youlu has now started his own business and has landed his first major contract. He says being his own boss is a dream come true.

"Painting is not just a job, for me it's a passion".

"At the time, I had my wife and baby girl to support so I did a lot of overtime, working on weekends and any spare time I had. I was lucky to get so much painting experience across all aspects including wallpapering," Youlu said.

"I think in some ways it was better to be a bit older because it was easier to focus on what's important and not waste time."

## SHARLENE'S A NATURAL LEADER

**Sharlene Kidd was always going to do well. If she'd chosen hairdressing, make-up artistry or mechanics, she would have been outstandingly successful.**

While these occupations were once genuine options, it was fortunate for the painting and decorating trade that in 2011 Sharlene chose an apprenticeship with MPASkills.

She loved the 'hands on' teaching methods and thrived in competitions with her peers. She won the Apprentice of the Year locally before achieving amazing results in competitions at national and international levels, including the World Skills finals in Brazil in 2015.

As an apprentice, Sharlene was mentored by the best in the business and understands how influential this support can be in the long term.

During Sharlene's apprenticeship, her leadership qualities were noticed and after graduating she was appointed Supervisor for the company that had hosted her apprenticeship.

Sharlene went on to start her own business, which she combined with a casual role as a trainer at MPA Skills. By 2017, Sharlene had become a full-time trainer of apprentices.

Under her watch, Sharlene's protégés have won gold, silver and bronze in national and international competitions and she's working hard to increase the number and quality of potential apprentices enrolling in training through the Try Trades initiative for years 9 and 10.

"I really enjoy giving back to the trade and being able to mentor others as I was in the beginning.

"I know the great feeling that comes from doing a good job and being acknowledged for it.

"Competition is great for maintaining high standards in the trade and for pushing people to heights they didn't know they were capable of."

"I'd like to pass on everything I've learnt to others coming through, to have better quality painters in the industry and to encourage more females to do any trade they like."



# SBDC TAKES OVER BUILDING AND CONSTRUCTION CODE MONITORING UNIT

Early this year, the Minister for Small Business announced a major shake-up in the support and protection of contractors and subcontractors in the WA building industry.

Once adopted, this legislation will provide the Small Business Commissioner with the authority to investigate complaints of non-payment and poor industry practice. It is expected to pass through Parliament before the end of the year.

In the meantime, the Small Business Development Corporation (SBDC) has already taken over the Building and Construction Code Monitoring Unit, previously managed by the Department of Mines, Industry Regulation and Safety – formerly the Department of Commerce.

A major component of the WA Building and Construction Industry Code of Conduct 2016, which the SBDC is now compelled to uphold, is the promotion of fair subcontracting practices and timely payment of subcontractors within the building and construction industry.

Once passed, this initiative will provide an effective, free alternative for contractors and subcontractors affected by unfair practices in the marketplace, particularly in relation to late or non-payment of invoices.



For more information on the progress of this legislation, visit [smallbusiness.wa.gov.au](http://smallbusiness.wa.gov.au)



## BE SAFE AT WORK

There are five major hazard areas that occur in the typical workplace of a painter and decorator and should be the focus of any workplace safety inspection. Most of these safety hotspots are also included in WorkSafe WA's key priority areas.

-  **WORKING AT HEIGHTS**
-  **ELECTRICAL**
-  **CHEMICAL AND HAZARDOUS SUBSTANCES**
-  **NEW AND/OR YOUNG WORKERS**
-  **PLANT AND EQUIPMENT**

substances are noted in WA legislation as being 'must-haves' in a workplace.

Most construction works require that your business has Safe Work Method Statements (SWMS) in place. These are to be developed in consultation from your workers and signed prior to works taking place.

Young or new workers can represent a potential hazard at workplaces. They may not have the necessary skills, training or experience to conduct their tasks in a safe manner. Competency assessments and undertaking specialised training may be required, along with adequate levels of supervision.

Risks in working at height vary dependent on the equipment being used (ladders, trestles, elevated work platforms). Daily visual inspections of equipment and the removal of any faulty items must be undertaken as a minimum. Plant used on site should have pre-start log books completed and maintenance schedules adhered to.

Electrical equipment used on site has the potential to cause harm if not maintained and visually inspected prior to use. An inspection tagging schedule as detailed in AS/NZS 3760 is required, along with an electrical register kept at the workplace.

### How do you meet your obligations?

Contact Safety Solutions WA on 9434 1680, [info@sswa.net.au](mailto:info@sswa.net.au) or [www.safetysolutionswa.com.au](http://www.safetysolutionswa.com.au) to arrange an assessment of your workplace, or to further discuss how our team can assist you with meeting compliance.

Effectively identifying and managing these hazards is the key to creating a safer workplace. Conducting a risk workshop with your team can also assist in raising potential hazards relating to works. During this risk workshop you can discuss these hazards and develop a risk register, allocating adequate controls, documenting and communicating with your team.

Some controls such as induction documents and competency assessment forms are documentary. Others such as chemical register, material safety data sheets and risk assessments for hazardous



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# LUCKY STRIKE FOR IAN DOBSON IN HAYMES PAINT COMPETITION

Ian Dobson from Dobson Painting Service, Myalup, was the lucky winner of the Haymes Paint Pack valued at over \$750 in the MP&DA mid-year competition.

This fabulous prize came at a good time with summer almost here and Ian has promised to put his Haymes painters' pack and cricket cooler to good use. The toolbag, platform and brushes will all come in handy too.

SEE OUR NEW COMPETITION ON PAGE 7 AND ENTER TODAY



# SKIN CANCER KILLS MORE AUSTRALIANS EACH YEAR THAN CAR ACCIDENTS

## IF YOU PAINT OUTDOORS, YOU HAVE A 5 TO 10 TIMES HIGHER RISK OF SKIN CANCER THAN INDOOR WORKERS.

Ultraviolet radiation (UV) can be sneaky. You can't see or feel it, and it's different to heat – that's why UV levels can still be high even on cooler days. It can also reflect off surfaces and penetrate water. Studies show that only a small fraction (9%) of outdoor workers protect themselves fully from UV radiation.

### The silent killer

Your skin is like a memory bank – it remembers all the sunburns, all the tans and all the times you spent exposed to the sun's UV radiation, without sun protection. Over time, this UV damage can result in premature ageing, eye damage, sunspots, and ultimately, skin cancer.

Ninety-five to 99 percent of skin cancers in Australia are caused by exposure to UV radiation and around 200 melanomas and 34,000 non-melanoma skin cancers are linked to workplace exposures every year. Melanoma (the most dangerous type of skin cancer) will kill around 1,725 people this year.

### Prevention is easier than you may think

Skin cancer is one of the most preventable types of cancer. Before you start thinking 'the damage has already been done', keep in mind that it's never too late to start protecting your skin to prevent further damage.

Regardless of the temperature or the UV level, outdoor workers should be using sun protection whenever they are outside, all year round. The best way to protect yourself is by using a combination of measures. That means slipping on sun-protective clothing, slopping on SPF 30 or higher sunscreen, slapping on a broad-brimmed hat, seeking shade and wearing sunglasses.

### Did you know?

You can claim the cost of sunglasses, hats and sunscreen as a tax deduction. This is because wearing sun protective clothing, sunglasses, sunscreen and hats is no different from wearing safety boots, hard hats or gloves to reduce workplace injury. For more information visit the Australian Taxation Office website.

Additionally, State Occupational Health and Safety Acts require employers to provide and maintain safe working environments. Employers must ensure their employees can work safely and without risk to their health - this includes exposure to UV radiation. In turn, employees have a responsibility for their own safety and health and must follow UV protection policies and use sun protective measures provided. For more information and an example policy visit UVdaily.com.au.

### Be safe rather than sorry

Be aware, spot the warning signs, and catch skin cancer early. It's important to keep your eyes open and know your own skin. Don't just leave your skin check to the once a year checkup with your GP. The sooner you spot something wrong, the better.

See [www.myuv.com.au/skincancer](http://www.myuv.com.au/skincancer) for more information.



## THINK ABOUT YOUR LAST PAINT JOB OUTDOORS; DID YOU:



### SLIP

Wear long-sleeved clothing?



### SLOP

Apply 30+ SPF sunscreen to exposed skin every two hours?



### SLAP

Wear a broad brimmed hat?



### SEEK

Try to avoid painting outdoors when the UV was 3 or above; or attempted to avoid being outdoors when the UV was at its highest?



### SLIDE

Wear sunglasses?



Receive up to \$25,000 to help train an apprentice.

**Apprentices bring leading edge skills to your business and they help strengthen the building and construction workforce.**

**That's why the Construction Training Fund provides up to \$25,000 in grants for you to reduce the cost of training each apprentice you employ.**

**For details on eligibility, visit [ctf.wa.gov.au](http://ctf.wa.gov.au) or call 9244 0100.**





## CASHFLOW IS KING - PROTECT YOURS



Cashflow is king in small business and it's up to you to give your business every chance of success.

It's estimated that almost half of all small and medium sized businesses in Australia have more than \$20,000 tied up in overdue invoices or bad debts, affecting cashflow and stressing business owners.

According to the Australian Small Business and Family Enterprise Ombudsman, small businesses across the country are experiencing cashflow problems with the latest SME Growth Index indicating 7.3 per cent are significantly worse off and 12.3% saying it is worse now than in the previous year.

There are primarily two ways in which painters and decorators can deal with bad or disputed debts. One is to 'roll over', write off the loss and hope you can recover the money on the next job; or set yourself up better from the outset and defend your position in the event of refusal or reduction in payment.

Here are two real life examples of painters who chose different methods of dealing with their cashflow issues. (For privacy reasons, names have been changed.)

Paul was confronted with a problem client who refused to pay part of Paul's invoice on a large project. To make matters worse, Paul fell for the 'lure' of future work on other projects, as consolation for short payment on the current project.

Paul ended up with debts owed on three subsequent projects with little likelihood of recovering any of his losses. When he refused to do any further work without payment, the client engaged an alternative painter to complete the works and threatened to back-charge Paul for the cost.

Peter used to employ the same approach as Paul until he sought the help of a registered adjudicator.

Peter had an adjudication application prepared and lodged for him. It resulted in a decision being handed down which ordered the client to pay a large portion of what Peter was owed, payable within 5 business days of release of the adjudicator's decision.

The errant client failed to pay on the adjudicator's directions however, legislation had accounted for such circumstances, allowing Peter to get his decision enforced in Court.

The enforcement process is swift and very powerful, providing applicants with alternative remedies such as winding up a client (if the client is a building company), or sending the bailiff to seize assets as collateral for the debt owed.

So if you have ever been refused payment, received short payment, had delayed payment or been back-charged for things you were not responsible for - or you've previously walked away from chasing payments because you thought it was too hard or too expensive, then perhaps it's time to think again.

David Court, registered adjudicator, works closely with small business owners in dispute resolution and debt negotiations and says there is no reason for small business owners to give up when chasing legitimate claims.

**For more information, contact MP&DA on 9471 6614.**

## LATEST NEWS



### WATTYL ANNOUNCES NEW COLOUR PALETTES FOR 2020

Wattyl has created two distinct palettes that reflect its vision for 2020 - Bright Future and Natural Connection.

The Bright Future colours are; Space Odyssey, Firefly, Secret Shrine, Grey Ember, Pretty Polly and Made in Mars. These saturated colours are bright, deep and bold, creating vibrancy and drama.

The Natural Connection colours of Red Ochre, Sea Grape, Ridgely, Indiana's Gold, Point Byron and Moccacino, are more organic and unrefined, connecting with nature.

The 2020 Colour Palettes are available in Wattyl's ultra premium I.D Interior ultra-low VOC paints - Contemporary Matt, Luxury Low Sheen, Silky Satin and Advanced Low Sheen. RRP starts at \$71.90 for four litres.

Available nationally at Wattyl Paint Centres and selected Mitre 10 and Home Timber Hardware.

**For more information, visit [colourtrends.wattyl.com.au](http://colourtrends.wattyl.com.au)**

### MORE PAINTBACK COLLECTION SITES IN WA

Australians buy more than 100 million litres of paint each year but around five per cent of it ends up as waste, making paint and its packaging major sources of liquid waste into landfill. Now with Paintback Trade and household painters have a cost effective solution to dispose of unwanted paint and packaging.

Paintback is a national scheme that diverts architectural and decorative waste paint from landfill and waterways. It is a world-first, cost effective initiative with a goal to keep 45,000,000 kilos of paint waste and packaging out of Australian landfill over the next five years.

There are now 16 collection points located throughout Western Australia including Broome, Busselton, Canning, Canning Vale, Cockburn, Dunsborough, Eastern Metropolitan Regional (Red Hill), Fremantle, Kalgoorlie, Karratha, Kwinana, Mandurah, Mindarie Regional, Port Hedland, Rockingham and Stirling.

**Visit [paintback.com.au](http://paintback.com.au) to find out more.**

### TUFFTEX: 25 YEARS IN THE MAKING

Manufactured in Western Australia, Tufftex products are designed to endure the toughest climates, backed up by a seven-year product warranty.

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



**Products are on display at 3 Hunt Street, Malaga, Home Base Subiaco or visit [tufftex.com.au](http://tufftex.com.au)**

### HAYMES PAINT SCORES TOP RATINGS TWO YEARS RUNNING!

Australia's first family of paint is proudly Australian-owned and passionate about its role as a key manufacturer of quality paint.

In 2019, Haymes has received the Canstar Blue Award for Most Satisfied Customers in the Paint category. This is a back-to-back win for Haymes Paint having won the same award in 2018.

Ahead of the pack, Haymes achieved the top five-star rating for six out of six categories being:

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The Haymes' premier paint store at 352 South Street, O'Connor features the Ultra-premium range renowned for quality finish and lasting durability. To set up a trade account, speak with the specialist staff in-store.

**Haymes O'Connor is open from 7am to 5pm, Monday to Friday and 8am-midday on Saturdays or visit: [hamespaint.com.au](http://hamespaint.com.au)**



# DIARY NOTES



## MPA SKILLS

2 December 2019

The MPA Skills' pre-apprentice group will be honing their skills on a 'real-life' project when they commence works on the Maylands Peninsula Primary School.

This project follows the very successful and creative community projects undertaken at Morley Library, Eighth Avenue amenities and the Maylands Salvo's Store.

The pre-apprentice students will be painting various play equipment and feature walls to invigorate, inspire and brighten up the school environment. Watch Facebook for the results.

Many thanks to Dulux for supplying the paint for this project.

## MPA SKILLS AND MASTER PAINTERS & DECORATORS AUSTRALIA

Christmas shut-down hours:

Our offices will be closed from  
Friday 20 December 2019 at 11am to  
Monday 6 January 2020 at 8am.

## JOIN THE MP&DA TODAY

Are you not (yet) a member of the MP&DA? Here's 5 reasons why you should be:

- 1 Peace of mind that you have the endorsement and backing of a professional, independent association that represents and speaks for, your industry.
- 2 Access to logos and other branded items that identify you as a valued MP&DA member, when you are dealing with clients and potential clients.
- 3 Access to specialist advice and assistance relating to trade related technical difficulties, contractual issues, inspections and mediation.
- 4 A listing for your business on the exclusive 'Find a Painter' section of the MP&DA website to help you generate new business leads.
- 5 Exclusive offers from paint manufacturers and other suppliers.

Call Roger Stevenson on 0413 082 095 to arrange your membership.



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