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TASMANIAN BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD

# Building & Construction Training News

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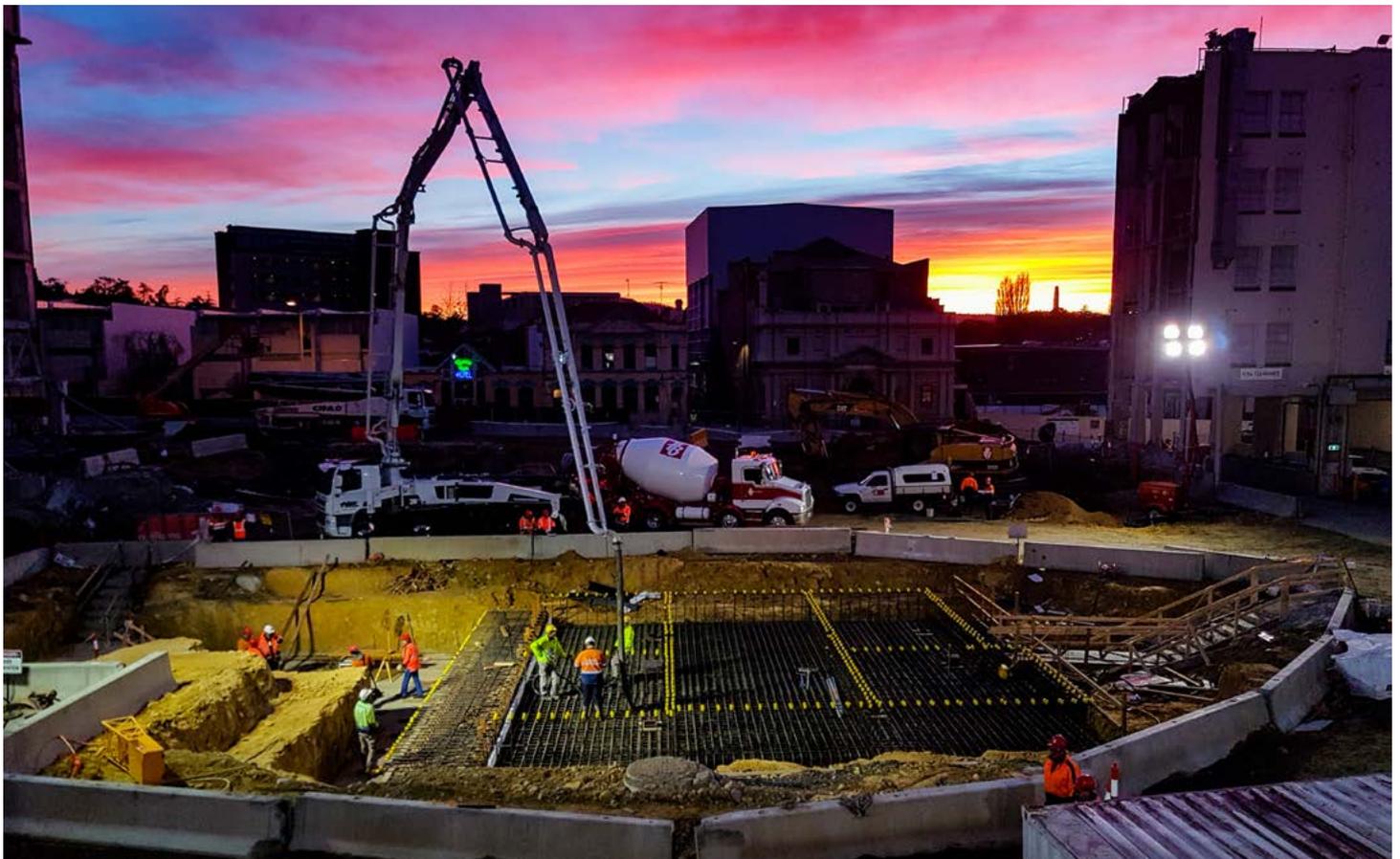
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NUMBER 92

Print Post Approved PP739016/00048

JUNE 2017

## RHH PROJECT LEAVES A LEGACY OF SAFE PRACTICE



*Workers welcome the sunrise on site at the Royal Hobart Hospital Redevelopment.*

MORE than 270 contractors involved in the John Holland Fairbrother Joint Venture (JHFJV) Royal Hobart Hospital project have now undergone critical safety awareness training since February to increase their knowledge in hazardous manual handling, hearing protection and asbestos awareness.

Run by Masters Builders Tasmania with funding assistance from the Tasmanian Building and Construction Industry Training Board, the Commercial Contractor Awareness Program runs at least once a week and will continue for the duration of the project.

As head contractors for the project, JHFJV health, safety and environment

director Keith Rolls, said it was part of an overall duty of care for all employers to ensure workers were sufficiently trained to complete their work safely.

Keith said JHFJV were “very willing” to assist contractors to meet these obligations.

“This training is all about bringing our contractors up-to-speed on the current national industry standards, codes and legislative requirements, especially considering the changes that have occurred in legislation over the past few years,” he said.

“We have the capacity to diligently commit to contractor training and hopefully our

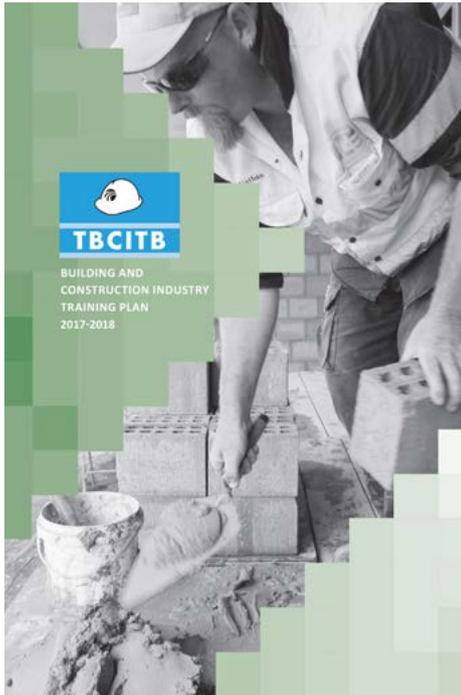
efforts will help to leave a legacy of safe practice in the building and construction industry in Tasmania.”

The program’s asbestos awareness module was designed to assist in the identification and risk management of asbestos containing materials in the workplace, while the manual handling section sought to classify hazardous manual tasks and highlight who has the health and safety duties for these tasks.

The hearing protection sessions covered the management of noise and the prevention of hearing loss at work, as well as how to control these risks and the review of control measures.

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# \$2.4 MILLION ALLOCATED FOR TRAINING



- Business Skills Training Program (\$180,000).
- Vocational and Tertiary Training Program (\$800,000).

Tracy said the Board would provide funding assistance for training associated with major projects including the Royal Hobart Hospital Redevelopment from across these five program allocations.

“The training and skill needs, as well as the potential for apprentice employment of this major project, will be monitored,” she said.

Through the Training Plan, the Board is seeking to create an environment where the building and construction industry actively participates in and fully appreciates the benefits of training.

The Board is committed to producing a more productive, safe, employable, adaptable and innovative workforce.

The Board will collaborate with other organisations where necessary to address the training priorities identified by industry practitioners.

Tracy said the Training Plan was designed to ensure funding could be made available to meet emerging training requirements identified by employers during the year.

“In addition, the Plan will support the building and construction industry as it faces identified skill demands and retention challenges,” she said.

There is overwhelming support from the industry for the Board’s demand-driven funding approach.

This approach is consistent with the policy direction adopted by the State and Federal Governments for training entitlements and outcome based funding.

The Board continues to build on and maintain the number and range of courses as well as the level of industry participation in training.

THE Tasmanian Building and Construction Industry Training Board’s Training Plan for 2017-2018 allocates \$2.4 million for the training of more than 9,800 eligible industry members.

Chair Tracy Matthews said apprenticeship training continued to be the main priority for the Board.

“The Board’s initiatives will include specific programs that provide incentives to employers taking on apprentices,” she said.

“The Board will be closely monitoring apprentice numbers into 2018 to assess the need for further intervention.”

The plan specifically addresses the following training priorities:

- Upskilling and Multiskilling Program (\$650,000).
- Workplace Safety, First Aid and High Risk Training Program (\$650,000).
- Industry Innovation and Information Technology Training Program (\$120,000).

## RHH PROJECT LEAVES A LEGACY OF SAFE PRACTICE

*From front page*

Keith said these training areas were identified as an early priority due to the dynamic working nature of the Royal Hobart Hospital Redevelopment site.

“Manual handling is a part of our everyday life and we are constantly required to mobilise to new locations or areas of the construction site, which involves the relocation of sometimes heavy equipment,” he said.

“Hearing protection on the other hand is something that is often overlooked as the damage is not immediately apparent.

“As someone who suffers from approximately 40 per cent deafness, I personally understand the effects of this condition and the importance of educating those around us.”

As the Royal Hobart Hospital was originally built in a time when asbestos was an approved product, Keith said the project works would come across the product throughout various construction phases.

“With this in mind, the asbestos awareness training was incorporated to ensure that when we do come across the substance, we can manage, control, or remove it correctly,” he said.

“We will also have the confidence that our contractors have enough information to react and support these processes appropriately.”

Master Builders Tasmania manager of training services Ottmar Helm said promoting an awareness of these topics benefitted all the companies and employees involved.

“It will undoubtedly aid in reducing the risk of incidents in the future, not only at the Royal Hobart Hospital site, but on any other workplace and in their private lives,” he said.

Keith said the training had so far received a mostly positive response from all those involved.

“Having access to information is empowering and all our contractors understand the benefit of completing this training and having this knowledge refreshed and at their fingertips,” he said.

JHFJV currently has plans to implement future training including working in confined spaces, working at heights and training for the operation of specific plant equipment.

# STAYING ABREAST WITH INDUSTRY CHANGE



Mark Chladil, left, and Chris Collins from the Tasmania Fire Service.

WorkSafe Tas workplace advisors Tim Ashlin, left, and Les Kieliszek.

WITH the building and construction industry in constant flux, it is increasingly important for industry participants to stay abreast with recent changes.

To provide a helping hand to those wishing to remain up-to-date and informed, the Housing Industry Association (HIA) regularly hosts a number of member forums across the state – the most recent of which were held in April in Burnie, Launceston and Hobart.

Designed specifically for small to medium builders, tradespeople and business partners, the forums were provided with funding assistance from the Tasmanian Building and Construction Industry Training Board (TBCITB).

The forums featured a range of guest speakers from organisations including Tasmania Fire Service, Dial Before Your Dig, Australian Brick Cladding, Austral Bricks, Dulux, WorkSafe Tas, Asbestos Free Tasmania Foundation and the TBCITB.

HIA Tasmania executive director Rick Sassin said the HIA Member Forums were held to keep industry participants up-to-date and provide them with the tools to enhance their skills and grow their businesses.

“Each forum features presentations focusing on industry issues or business management topics that HIA members

need to be aware of,” he said

“Of particular interest in our most recent forums was the question and answer sessions conducted by Consumer Building and Occupational Services, Department of Justice regarding the Building Regulations introduced on 1 January 2017.

“In addition to the presentations, each forum also hosts a networking area so attendees can learn more about the latest products and services through interacting with our partners.

“The HIA Member Forums are also the perfect opportunity for branding, product awareness and networking.”

With issues regarding Asbestos back in the spotlight, the forums also acted as a timely opportunity to provide members with a reminder about how to safely identify and dispose of the product.

One industry participant who has taken advantage of these forums is DF & JR Crawford Builders partner Dale Crawford.

A building and construction industry participant of 40-years, Dale said that constant changes in laws and regulations meant that it was all too easy to be left behind.

“If you are unaware of both current and upcoming industry regulations then you can’t fulfil the wishes of your client and

provide them with the best possible recommendations,” he said.

“Although I’m always on top of any new changes to the industry, this forum is a valuable way for me to receive detailed information from someone who knows the new legislation inside and out and can answer any questions I may have.”

## NEWSLETTER BY EMAIL

THE Tasmanian Building and Construction Industry Training Board (TBCITB) wants to increase the circulation of its newsletter among building and construction industry participants by developing an email contact list.

While there are no plans to stop printing the TBCITB Training News that is distributed four times a year, distributing an electronic copy of the newsletter – in addition to the hard copies – allows recipients to easily distribute it to their colleagues.

If you are interested in receiving an electronic copy of the newsletter by email, which you could then forward to other people in your business and others with an interest in building and construction industry training, please send your email details to [email@tbcitb.com.au](mailto:email@tbcitb.com.au).

# INDUSTRY-FUNDED TRAINING VITAL

THE Building and Construction Industry Training Fund and Levy administered by the Tasmanian Building and Construction Industry Training Board was established to improve and develop industry training.

The Training Levy payable by industry participants is 0.2 per cent of the estimated value of building or construction work worth more than \$20,000.

The definition of building and construction work under the Building and Construction Industry Training Fund Act is very broad and includes the erection, extension, repair, resurfacing or alteration of buildings, structures, water and sewerage works, dams, roads, tunnels, piers, jetties, docks, silos, masts and demolition work.

The Training Levy must be paid prior to commencement of work.

For work requiring a Building Permit, the Training Levy must be paid to the relevant council prior to approval.

For Notifiable Work, a building surveyor will need to sight a Training Levy payment receipt before authorising work to start.

For building work deemed low risk, and all other work not requiring a Building Permit, the builder/project owner must pay the Training Levy directly to the TBCITB prior to commencement of work.

Options for paying the Training Levy to TBCITB include direct funds transfer and credit card. On confirmation of receipt of the funds, the Board will issue a receipt. Further details and assistance with these may be found at [www.tbcitb.com.au](http://www.tbcitb.com.au) or by calling the Board during business hours on 6223 7804.

Failure to pay the Training Levy is an offence under the Act with a penalty payable that is the sum of twice the amount of the levy and a fine not exceeding 50 penalty points.



## Completion bonus for apprentices still available

A COMPLETION bonus payable to employers by the Tasmanian Building and Construction Industry Training Board (TBCITB) continues to be available for out of trade apprentices.

The TBCITB bonus is available to employers that sign up an apprentice who has been out of trade for up to 24-months commencing prior to 31st March 2017.

The bonuses available are \$6000 for first year (first instalment of \$2000 payable after 12 months), \$5000 for second year, \$4000 for third year and \$3000 for fourth year.

The sign up period is 1 July 2017 to 30 June 2018.

The bonus is in addition to any federal or state government subsidies.

Places are limited. Applications that meet the TBCITB's requirements will be considered on a first in, first approved basis.

The out of trade completion bonus is available in bituminous surfacing, bricklaying, cabinet making, carpentry and joinery, civil construction, concreting, electrician (Certificate III in Electrotechnology), fire protection, floor and wall tiling, painting and decorating, plant operators, plastering, plumbing, road construction and maintenance, road marking, roof tiling, signage, stonemasonry and waterproofing.

For further information contact the TBCITB on telephone 6223 7804, [email@tbcitb.com.au](mailto:email@tbcitb.com.au) or visit [www.tbcitb.com.au](http://www.tbcitb.com.au) to download the application form.

# UPSKILLING TRAINING PROGRAM EXTENDED



MATURE aged and experienced Tasmanian building and construction industry employees can continue to benefit from an incentive aimed at offering on-the-job training.

The Tasmanian Building and Construction Industry Training Board (TBCITB) has extended its \$6000 training incentive for long-term employees into 2017/18.

Under the program, employers that sign up an experienced existing employee who has worked in the building and construction industry for six years in an eligible trade, and he or she starts training between 1 July

2017 and 30 June 2018, the TBCITB will pay the employer \$6,000.

The \$6,000 is on top of all other government incentives available for employing existing staff as new apprentices.

TBCITB business manager Paul Lockwood said the program had enjoyed strong support from industry since it was first offered in 2005.

"317 apprentices have completed, and 56 apprentices are still in existing programs," he said.

The TBCITB incentive is only applicable to Certificate III qualifications and needs to be completed within two years of commencement.

The 2017/18 program includes bituminous surfacing, bricklaying, carpentry and joinery, civil construction, concreting, floor and wall tiling, painting and decorating, plant operators, plastering, road construction and maintenance, road marking, roof tiling, signage, stonemasonry and waterproofing.

For further information contact the TBCITB on telephone 6223 7804, [email@tbcitb.com.au](mailto:email@tbcitb.com.au) or visit [www.tbcitb.com.au](http://www.tbcitb.com.au) to download the application form.

# APPRENTICES PROVE HANDY FOR BUSINESS



Scott Penney on a Caterpillar 740 40-tonne articulated dump truck.

AS a company that regularly submits tenders for large civil construction projects, it is essential that all Digga Excavations employees have the necessary qualifications and competency requirements.

“Large jobs, particularly those that receive Federal funding, require a rigorous licensing and training process, which is becoming increasingly more strict,” Digga Excavations safety and compliance officer Christina Poesiat said.

“As a result, it is essential that our employees have formal evidence of their competency.

“As a business, we find that there are so many skilled tradespeople who have years of experience under their belt, but just lack the formal qualification to fill out their skillset.”

As a way of ensuring a high level of training among its employees, the Breadalbane-based civil construction services company regularly takes on apprenticeships, employing a total of 19 apprentices in the past two-years.

The most recent to achieve formal qualifications were Scott Penney, Bradley Spilsbury and Luke Griffiths, who are all now fully qualified operators working within the company.

Taking a total of two-years to complete – with the majority of training occurring on-the-job – Christina said the apprenticeship adopted an “old dog, new dog” approach.

“All our apprentices are teamed up with more experienced tradesman to ensure they are receiving a high level of practical training,” she said.

“A lot of work goes in to training an apprentice, from determining whether they will fit in with the business and are suitable for a certain role to overseeing the completion of their units during the two-years of rigorous training.

“But, at the end of the day, taking on apprentices is a win-win situation for all parties involved.

“From a business perspective, overseeing their training means that we emerge with a skilled and fully-qualified tradesperson

that will help us meet the licensing requirements needed to secure large jobs.

“From an apprentice’s point-of-view, they gain a high standard of training, secure employment and the chance to continually upskill and expand their skillset.”

By taking on Scott, Bradley and Luke as apprentices, Digga Excavations was eligible for the Tasmanian Building and Construction Industry Training Board upskilling training program available at that time.

Christina said this funding assistance provided the company with additional resources to ensure that it’s employees received a professional standard of training.

“Having access to this financial support gives us better access to higher quality training providers,” she said.

“From a broader Tasmanian perspective, it also means more skilled personnel and a higher probability of securing work, helping local Tasmanian jobs go to local Tasmanian companies.”

# EMPLOYEE TRAINING RECEIVES A LIFT



Bridge Pro Engineering's newly qualified "riggers" work on the construction of a bridge after completing a basic and intermediate rigging course in Victoria.

PERFORMING rigging work is all part of a day's work at Bridge Pro Engineering – a Latrobe-based business specialising in civil and commercial engineering.

"Rigging and lifting work is a regular part of Bridge Pro's operation, be it constructing and lifting precast moulds or lifting and constructing a bridge on site," Bridge Pro Engineering general manager Rod Bramich said.

"In the bridge building business, rigging is considered high risk as the weight of the structures being lifted is considerable and can be in the order of more than 20 tonnes.

"If not managed correctly, a lift can get out of control and worst case scenario, the item being lifted can break free."

To ensure its employees are fully equipped to perform this fundamental task, the business recently enrolled a number of its team leaders, labourers and welders in

a basic and intermediate rigging course thanks to funding assistance from the Tasmanian Building and Construction Industry Training Board.

Delivered in Dandenong in Victoria, the course covered the basics of using cranes, hazard identification, hazard control measures, the use of personal protective equipment, communicating with crane drivers and what to do in an emergency.

It also provided information on the characteristics of different types of cranes, lift management, planning and coordination, calculating loads and load sharing, types of rigging gear and the how to handle demolition.

Rod said the benefits of this qualification were "immeasurable" to all those involved, especially as lifting and rigging work were an integral part of the building and construction industry.

"In addition to upskilling our employees and providing them with a qualification that is applicable across the industry, this training also ensures that our business is meeting its national legislative and licensing requirements," he said.

"But above anything else, this qualification helps to ensure our employees and anyone else around them are kept safe and arrive home to their families at the end of the day.

"The feedback we receive is very positive and our employees are always favourable to the course and what they have learnt."

Since gaining their new qualifications, the Bridge Pro Engineering employees have tested out their skills on the businesses most recent projects including "The Dolphin" at Burnie Port, which allows larger cruise ships to berth at the wharf, and the Devils Gate dam restoration.