

Business tips, news and events

Inside this issue

- 1 Meyer Timber Pty Ltd
- 2 Fair Work Commission ruling
- 2 Retirement of trading names
- 2 New Staff Member – Ria Stephenson
- 3 From the CEO's desk
- 3 1 in 3 email attacks successfully steal funds
- 4 Upskill your staff and build customer confidence
- 5 Safe loading and unloading practices
- 6 Anniversaries over the last 3 months

TABMA is

a member-based industry organisation representing timber and building material merchants, suppliers, frame & truss fabricators, manufacturers, wholesalers and timber importers and related service providers. TABMA provides companies with practical solutions to improve business management, growth and profitability.



Find us on Facebook 

Visit us online
www.tabma.com.au

Meyer Timber Pty Ltd

A company where progress is the way of life



Left to right:

Daniel Wagus, Sales Manager – 12 Years

Kent Powell, General Manager – 22 Years

David Pullen, Operations Manager – 16 Years

Todd Beazley, Product Manager – 20 Years

A collective 70 years experience in the management team at Meyer Timber NSW

Meyer Timber Pty Ltd was established in Melbourne in 1975 by Mel and Marilyn Meyer. Since then the company has continued to grow to become one of the largest wholesale operations in Australia.

Meyer Timber is a general wholesaler carrying all of the timber that would typically be carried by merchants, Mitre 10 and Bunnings. As well, they are suppliers to the frame & truss and window manufacturing market segments.

In 2007 Meyer Timber acquired Structalam Timber Products from David Cook. NSW chief, Kent Powell who has been in the business since 1996 working for Structalam and now Meyer, is supported by long serving staff Todd Beazley (20 years), David Pullen (16 years) and Daniel Wagus (12 years) not to mention a large number of personnel with 8–10 years service and 3 truck drivers with a collective 35 years of service.

In 2017 Meyer Timber NSW moved from St Marys to an impressive purpose built 40,000 square metre facility at Penrith. At the insistence of CEO David Meyer, the site was a complete timber build with steel never a consideration. Last November and December there were over 600 semi trailer movements of stock between St Marys and the new site that required massive staff participation and cooperation. Staff diversity is something Meyer Timber NSW is very proud of with a mix

of gender, youth and experience that sees 55 employees operating 2 shifts from 6.00am to midnight.

The Penrith facility was built with huge attention to work safe requirements for staff, truck drivers and visitors. It has bulk stock aisles that are complemented with over 4,500 lineal metres of cantilever racking for broken piece custom orders. There has been further investment in new saw technology and an entire new fleet of multidirectional and front loading forklifts. Additional expenditure in Blue Line Treatment will commence this coming July.

Kent Powell states “consolidation of the reseller merchant market has meant we have had to work hard on our store level value and our relationships with our established customer base. Evolving from a business in NSW heavily focused on structural timber products that helped us forge great relationships with the frame & truss market to now being able to supply a full range of structural, internal fit out and architectural products sees us active across all market resellers and fabricators.” Kent goes on to say “a global shortfall in fibre has led us to development and extensive research into securing supply both locally and worldwide to fulfil our ongoing obligation to meet our customers’ expectations.”

Kent is extremely proud of his NSW team and watching people develop gives him huge satisfaction.

...continued on page 2

Fair Work Commission Ruling

Fair Work Commission rules that casual employees can request permanent work after 12 months: What businesses need to know

The principle of the ruling is if you have a casual who has worked with you for twelve months in a regular and systematic pattern of work, then they will have the right to ask for permanent employment. The crux of the provision is that the employee could relatively easily be converted to part time employment, so this doesn't apply to truly casual employees, as truly casual work is random and ad hoc."

In its decision the FWC outlines the provisions apply to employees who worked "a pattern of hours on an ongoing basis which, without significant adjustment, could continue to be performed in accordance with the full-time or part-time employment.

The Commission has also outlined a series of provisions for employers in which they can refuse the request of a casual employee, the main provision being if the switch would require a

significant adjustment to the staff members working hours.

Businesses can also refuse an employee's request if they know they will not need the role in the next 12 months, where it is known or reasonably foreseeable that the casual employee's position will cease to exist.

TABMA members can all the TABMA Workplace Advice Line for information in relation to :

- Leave requirements
- Wage Rates
- Termination of Employment
- Employment Entitlements
- Workplace Health and Safety
- Workers Compensation
- Discrimination and harassment

▶ Trading names retired from November 2018

ASIC is working with the Australian Business Register (ABR) in preparation for the retirement of trading names.

From November 2018, all trading names will be removed from the ABR's free ABN look up facility and only registered business names will continue to be listed.

Prior to the 2012 establishment of ASIC's National Business Names Register, the ABR collected names used by entities to carry out their business activities and displayed them as trading names. Updates to such trading names ceased in 2012.

To continue trading under a specific name it must be registered as a business name. After a business is successfully registered, it will appear on ASIC's business names register and on the ABR's ABN Look up facility.

NEW MEMBER OF STAFF

Ria Stephenson State Manager Victoria



For the past 14 years I have been working in the Recruitment sector across a broad range of industries including retail, energy, and executive to name a few.

Around 5 of those years have been spent working within the apprenticeship space, including 3 years as a field officer with MEGT in their AASN arm, and most recently I have been running the Victorian branch of the GTO MIGAS which has had a large focus on the manufacturing sector and other traditional trades.

Meyer Timber Pty Ltd

...continued from page 2

Warehouse staff recently completed a warehousing and logistics leadership project that included 14 operations and has resulted in an increase in professionalism in this crucial segment of the business.

Kent finishes by saying "our company philosophy is: we haven't come this far to only come this far."

With this attitude prevalent throughout the whole organisation, it is no surprise that at Meyer Timber progress is the way of life.

From the CEO's desk

Vale Andrew Bone

Regrettably Andrew Bone, the Managing Director of Bone Timber Adelaide, TABMA Australia Director and Chairman of the TABMA South Australian Management Committee passed away suddenly on March 20. Andrew was a great friend and huge TABMA supporter and his passing at the age of only 49 has devastated the Adelaide timber community. His

enthusiasm, insightful opinions and experience will be sadly missed by all who knew him.

Vale Bob Frost

Bob Frost passed away over the weekend of Saturday 5th May. Bob had been in the timber industry all his life and is very well known by many within our industry. Bob served as a TABMA director for 2 terms between 1992 and 2007. His contribution will be sadly missed.



1 in 3 email attacks successfully STEAL funds

Australian businesses are losing money in one-third of all email attacks on their networks, a new survey has revealed, with 80 per cent of all businesses targeted in at least one attack.

For its 2018 Understanding Email Fraud Survey, research firm Proofpoint surveyed 2,250 senior IT figures in Australia, France, Germany, the UK and the US about their experiences of fraud over the past two years.

The results found that email fraud is targeting businesses at an alarming rate, with 80 per cent of respondents admitting their firm was the target of at least one such



attack, with a similar proportion expecting to fall to email fraud in the year ahead.

Australian respondents recorded a slightly higher rate of attacks than the 75 per cent average recorded across the five countries.

In just over one-third (35 per cent) of these attacks, fraudsters were successful in their attempt to steal money from the business. Yet the financial losses were dwarfed by those experiencing business disruption (55 per cent) and a loss of sensitive data (43 per cent) as the result of an attack.

Given that the mandatory data breach reporting rules are now in effect in Australia, the level of disruption caused by such attacks, and the corresponding reporting, are likely to increase further.

Interestingly, almost a quarter (24 per cent) of attacks directly led to one or more workers in the business having their employment terminated.

"With 59 per cent of organisations considering email fraud one of the top

security risks to their business, it is encouraging that some are adopting techniques to protect their employees, partners, and customers," Proofpoint's Robert Holmes said of the 48 per cent of Australian businesses using email authentication and the 54 per cent using phishing detection programs.

"As the volume of attacks and level of sophistication employed by cybercriminals increase, organisations need to proactively shut down these tactics before the damage is done."

According to the report, cyber criminals are also broadening their approach to impersonating internal figures in a bid to steal business funds.

"Cyber criminals have moved beyond CEO-to-CFO spoofing, where they pretend to be the chief executive to trick the finance leader into wiring money. Now they're impersonating more identities and targeting a wider range of people within the targeted organization [sic]," it said.

"More than half (55 per cent) of respondents said their finance team is most at risk from email fraud. That's no surprise—attackers follow the money. But 43 per cent of respondents also see accounts payable as a potential target, followed by the C-suite (37 per cent), and the general workforce (33 per cent)."

Source: mybusiness.com.au
ADAM ZUCHETTI
Friday, 23 March 2018

Fill in your knowledge gaps

Free self-paced online learning

Designed for timber salespeople, topics include:

- Managing moisture content
- Timber products and properties
- Building regulations and standards



Enrol now at campus.woodsolutions.com.au



Upskill your staff and build customer confidence

WoodSolutions Campus – a free online training platform

WoodSolutions Campus provides timber industry employers and staff with the opportunity to access an integrated online training program designed to develop their sales skills and customer satisfaction by increasing their knowledge of the characteristics, properties and performance of timber and timber products.

Research by the industry services company, Forest and Wood Products Ltd (FWPA) has shown that two of the major concerns about using wood and wood products in the built environment are durability and maintenance. These factors are often brought into play by the specification and use of products that are not fit-for-purpose, or poor material handling practices. The results are unhappy customers and a poor reflection on the timber industry and the use of wood.

While there's no simple 'silver bullet' solution, a large part of the answer lies in equipping people in the supply chain with the knowledge they need to ensure that the products they supply are suitable for the intended application and that their performance will meet or exceed customer expectations.

Another factor driving the need for more knowledgeable sales people is the increased use of timber systems in mid-

rise residential construction, ranging from traditional stick framing to new mass engineered timber systems (including cross laminated timber (CLT), laminated veneer lumber (LVL) and glue laminated timber (glulam).

While some large timber suppliers have in-house training, until now there has not been a single source providing a comprehensive education program, covering everything from the properties of timber, the range of products produced, appropriate handling, finishes and even the basic requirements of building regulations and standards.

WoodSolutions Campus, a collaboration between FWPA and the University of Tasmania's Centre for Sustainable Architecture with Wood (CSAW), has been created to meet this need by providing topic-based education and skills development opportunities to Australia's timber and wood products supply chain.

Delivered online through the global-leading Moodle platform, WoodSolutions Campus provides employers and participants with a record of modules studied and assessment results. This gives employers the option of assessing the progress and results of their employees as they move through the course modules.

WoodSolutions Campus is free of charge, self-paced and comprises stand-alone modules, each including video lectures and assessment tasks.

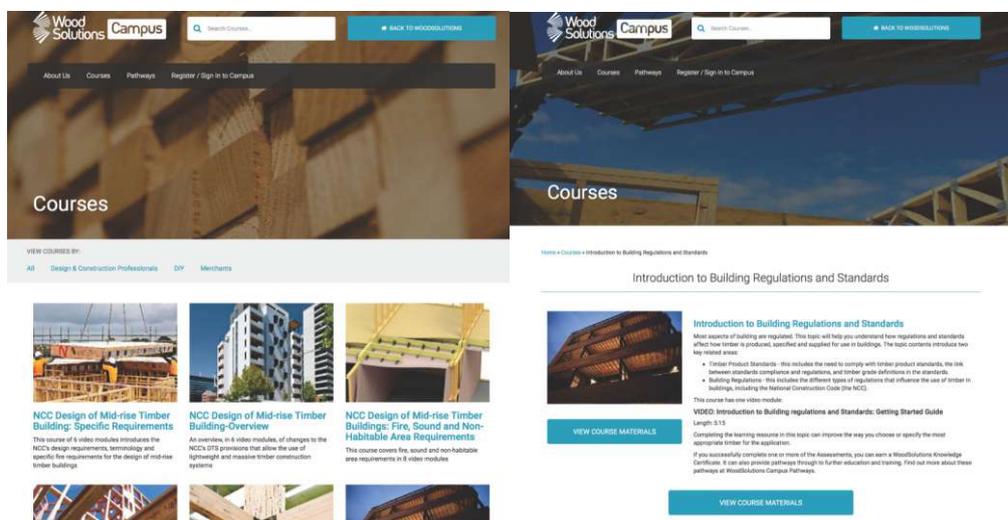
"This is a great opportunity for the timber supply chain," said Eileen Newbury, FWPA's National Marketing and Communications Manager, "and it's something that FWPA, as the industry services company, can provide to the benefit of not only our immediate stakeholders, but the wider industry base."

"Through other WoodSolutions activities, including technical design guides and other publications, the website and seminars, we're working hard with building specifiers to explain the new opportunities for timber, especially in mid-rise residential projects. Increasing the knowledge and skills of people in the supply chain will ensure that they are well-placed to answer enquiries from the design and construction sectors and maximise sales opportunities."

Ms Newbury continued to say that new modules were being added to WoodSolutions Campus that provided extended knowledge for people in the supply chain, while also being suitable for tertiary students and professionals, such as architects, building designers and engineers, who were involved in the specification of wood and wood products.

"Eventually we see WoodSolutions Campus as becoming a resource for timber merchants, designers and other specifiers, builders, tradespeople and even owner-builders and enthusiastic DIY'ers," Ms Newbury said.

For more information and to register, please visit the WoodSolutions Campus - www.campus.woodsolutions.com.au



Safe loading and unloading practices

Companies must ensure they have safe loading and unloading practices and must not be influenced by drivers or anyone else.

The risk to safety must be reasonably foreseeable. In this regard, a duty-holder is expected to adopt a proactive approach to safety issues, having regard not only for the 'ideal' worker but for one who is careless, inattentive or inadvertent.

If a risk is reasonably foreseeable, a duty-holder does not need to take every possible step that could be taken, just reasonably practicable steps to provide and maintain a safe working environment.



A duty-holder is expected to adopt a proactive approach to safety issues

In determining what is practicable, the duty-holder is assumed to have such knowledge of workers generally who are engaged in the relevant field of activity. It will only be reasonably practicable to do something to control a risk if it was within the power of the duty-holder to control, supervise and manage the work.

The offence is committed when the exposure to risk of injury remains in the face of practical measures that could have been taken to eliminate or reduce the risk. The actual injury and the causation of the injury is irrelevant. What is reasonably practicable depends on all the circumstances, including principally the degree of foreseeable risk, the gravity of injury and the implications of suggested methods of avoiding it.

The incident

In *SafeWork NSW v Cosentino Australia Pty Limited (2018)* a stone slab supplier was prosecuted under the Workplace Health & Safety Act 2011 (NSW) for failing to ensure, so far as is reasonably practicable, the health and safety of workers while the workers were at work in its business. The failure exposed a worker to a risk of death or serious injury.

The worker, who was also the driver, was seriously injured while unloading very heavy stone slabs at a customer's site. The slabs were incorrectly loaded at Cosentino Australia's (the defendant's) premises onto the back of a four tonne truck driven by the worker. When the slabs were unloaded at the customer's premises, nine slabs toppled away from an A-frame on the tray of his truck and fell on him.

The defendant had rules for safe loading of slabs on the A-frame but they were not followed because the driver said he was in a hurry and demanded that the slabs be loaded in a way that proved to be unsafe. The warehouse manager directed the trainee crane operator to load the slabs in accordance with the driver's wishes, which created the risk of the slabs toppling over when unloaded.

In doing so, his actions were that of the corporate defendant and constituted a failure to instruct an employee not to load the slabs in the manner directed by the driver. This meant the corporate defendant did not maintain a safe system for the loading and transporting of slabs.

The Prosecution

This prosecution could have been avoided if the defendant had followed their normal procedures and not been

influenced by the driver. In this case the driver, who was in a hurry, influenced the loading of the slabs. The lesson from companies loading timber products including long packs, frame and truss and other items, is that you should:

- Complete a safety analysis and determine the correct procedure for loading the product(s) you are loading.
- Detail this as a safety procedure.
- Not allow any other person to interfere with these procedures (including drivers).
- Prior to allowing any truck to leave your workplace, you should ensure the loading meets your requirements and procedures.

For advice on issues of Workplace Health and Safety members of TABMA can contact the WH&S and IR Line. For non-members wishing to find out how to access this service and other services please visit our website www.tabma.com.au or call TABMA on 1800 822 621.



Insurance solutions for the Hardware and Timber Industry

Gow-Gates Insurance Brokers arrange personalised insurance cover designed to cater to the needs of your industry, at a competitive price.

Free call: 1800 640 535
Visit: www.gowgates.com.au
Email: hardware_timber@gowgates.com.au



Gow-Gates Insurance Brokers Pty Ltd • ABN 12000 837 785 • AFSL 245432

TABMA *talk*

For expert help and advice

Anniversaries over the last 3 months

Member	State	Years as a Member
ADM Global Pty Ltd	TABMA (NSW)	1
John M Fraser Pty Ltd	TABMA (NSW)	1
Space Joinery Pty Ltd	TABMA (NSW)	1
Sydney Frames & Trusses	TABMA (NSW)	1
Tiana Joinery	TABMA (SA)	1
D & S Joinery and Installation Pty Ltd	TABMA (NSW)	2
Hills Joinery	TABMA (NSW)	2
Stairs By Design Pty Ltd	TABMA (SA)	2
Wesbeam Pty Ltd (Smithfield)	TABMA (NSW)	2
Woodlite Joinery Pty Ltd	TABMA (SA)	2
Footersville Timber	TABMA (SA)	3
Langs Building Supplies	TABMA (QLD)	4
Western Sydney Frame and Truss Pty Ltd	TABMA (NSW)	5
Blacktown Timber Pty Ltd	TABMA (NSW)	6
BM Sydney Building Materials Pty Ltd	TABMA (NSW)	6
Direct Truss & Timber	TABMA (SA)	6
Hudson Building Supplies (Nerang)	TABMA (QLD)	6
Hudson Building Supplies (Rouse Hill)	TABMA (NSW)	6
Durable Hardwoods Pty Ltd	TABMA (SA)	8

Anniversaries continued

Member	State	Years as a Member
Freeman Wauchope Timber	TABMA (SA)	8
Mortim Australia Pty Ltd (Mordialloc)	TABMA (VIC)	8
Mortim Australia Pty Ltd (Port Adelaide)	TABMA (SA)	8
5 Star Timbers Pty Ltd	TABMA (QLD)	10
Australian Timber Supplies Pty Ltd (Northmead)	TABMA (NSW)	10
Colli Timber & Hardware (Mundijong)	TABMA (WA)	13
Subiaco Restoration	TABMA (WA)	13
Queensland Forest Products	TABMA (QLD)	15
North Shore Timber & Hardware	TABMA (NSW)	19
Simmonds Lumber Pty Limited	TABMA (NSW)	20
Ramiens Timber Co	TABMA (NSW)	22
Dindas Australia Pty Ltd (St Marys)	TABMA (NSW)	24
Tamworth Building Supplies Pty Ltd	TABMA (NSW)	24
Fedwood Pty Limited	TABMA (NSW)	30
John Cook & Sons	TABMA (NSW)	32
Tasman KB Pty Ltd (Belrose)	TABMA (NSW)	32
Eaton & Sons Pty Ltd Mitre 10 (Forestville)	TABMA (NSW)	63
AW Swadling Timber & Hardware Pty Ltd	TABMA (NSW)	78



TABMA AUSTRALIA

TIMBER & BUILDING MATERIALS ASSOCIATION (AUST) LTD

1800 822 621 (All states)
1300 693 483 (Queensland)

info@tabma.com.au
 www.tabma.com.au



Thinking of hiring an apprentice or trainee?

Call today for a free information kit.
 1800 TABMA1

Think 



www.tabma.com.au  Like us on Facebook

Important: Persons should not act on the material contained in articles in this newsletter as the items are of a general nature only and may be misinterpreted. Also, changes in legislation can occur quickly. We therefore recommend that advice be sought before acting in these areas. The articles are issued as a helpful guide to TABMA members and are for their private information. It is considered confidential and should not be made available to any other person without our approval.