

OnSite •
Incolink

25
YEARS

Anniversary Edition

Incolink reaches

25

YEARS

milestone

Incolink continues to play a crucial role for the Victorian Building and Construction Industry. From the industrial challenges, and ever-changing economic landscape that is the construction industry, Incolink's success is not by luck – there has been a dedicated Board of Directors, who have organically and prudently ensured Incolink's unique position has been established and remained stable.

Managing millions of dollars in workers funds has allowed Incolink to help shape and support the construction sector of Victoria. An achievement of 25 years, has had a significant impact on the building and construction industry and will continue to have success into the future.

25 Years Celebrations

For 25 years, Incolink has had the privilege of providing a foundation of redundancy benefits and services specifically designed to support workers in the Victorian building and construction industry.

Incolink's range of benefits for workers and their dependants provides peace of mind that should something unforeseen occur there is a true safety net in place.

In June 2014, Incolink celebrated its quarter of century in style, by hosting an event at Luminare in South Melbourne overlooking Melbourne's city skyline. Incolink recognised their stakeholders, leaders, icons and innovators who have helped shape the organisation over the past 25 years.

'It's incredible to see how far we have come since our very humble beginnings. From the establishment of Incolink, back in 1989, through to the current day, we have many workers, employers, stakeholders, business partners and office staff who have been with us throughout the journey, transforming from a small business into the leading redundancy fund we are today. We are honoured to say it has been one amazing journey!'

- John Glasson,
Incolink Chief Executive Officer &
Executive Director.



Incolink **25**
YEARS

August 2014 | Issue 66

OnSite

A Magazine for the
Building and Construction
Industry from Incolink

A photograph of a construction site. In the foreground, a worker in an orange and yellow high-visibility vest and a hard hat stands on a pile of rebar. In the background, two other workers in similar gear stand near a white truck. The scene is set on a street with trees and a modern building in the background.

OnSite at Oxley Apartments in Collingwood

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Changes to Genuine Redundancy Rates

In accordance with the Australian Taxation Office (ATO), the tax free amount on Incolink's Genuine Redundancy Accounts has changed from 1 July 2014.

If you have any questions regarding Incolink's Genuine Redundancy Accounts contact:

Tony Cordier

Phone: **0448 870 225**

Email: tonyc@incolink.org.au

Tax Treatment of Payments – 2014/2015

Reason for Payment	Genuine Redundancy Account
Genuine Redundancy Before Preservation Age*	Tax free up to \$9,514 plus \$4,758 pa. Excess up to cap of \$185K at 30% plus the Medicare levy.
Genuine Redundancy After Preservation Age* and Before Age 65	Tax free up to \$9,514 plus \$4,758 pa. Excess up to cap of \$185K at 15% plus the Medicare levy.
Genuine Redundancy After Age 65	15% tax up to \$185K cap amount plus the Medicare levy.
Retirement After Age 65	15% tax up to \$185K cap amount plus the Medicare levy.
Retirement Before Age 65	N/A – no payment available from GRA
Death	Tax free up to \$185K cap if payment is made to a dependant. Otherwise 30% tax plus the Medicare levy up to \$185K cap amount.
Disability up to Age 65 and Before Preservation Age*	Tax free up to "invalidity component". Excess up to cap of \$185K at 30% plus the Medicare levy.
Disability up to Age 65 and After Preservation Age*	Tax free up to "invalidity component". Excess up to cap of \$185K at 15% plus the Medicare levy.

Tax Free amount is for 2014/2015, the amount shown is indexed on the 1st of July each year. The tax free amount does not apply to all situations. Please refer to the ATO for the most recent Medicare levy.

Preservation Age*

A person's preservation age depends on their date of birth, as set out in the following table:

Date of Birth	Preservation Age	Date of Birth	Preservation Age
Before 1 July 1960	55	1 July 1962 to 30 June 1963	58
1 July 1960 to 30 June 1961	56	1 July 1963 to 30 June 1964	59
1 July 1961 to 30 June 1962	57	From 1 July 1964	60

Mission Statement

OnSite is published as a Victorian building industry magazine in the interests of all relevant stakeholders of the Victorian building industry.

The OnSite magazine supports an even-handed approach to giving voice to how the key stakeholders (building unions and employer associations) go about their day to day affairs, in this crucial component of the Australian economy in respect to issues such as safety, jobs creation and investment. The magazine has a policy of not publishing overt political commentary, but does invite contributions aimed at promoting the positive aspects of the industry.

Consistent with the above, stakeholder advertising in OnSite will be on an equal basis or not at all.

Editorial Board

Brian Boyd: Victorian Trades Hall Council

Lawrie Cross: Master Builders Association of Victoria

Ron Smith: Media Consultant

Disclaimer

Please note the opinions expressed in articles published in OnSite magazine are not necessarily those of Incolink unless otherwise stated.

Published by Incolink on behalf of employer associations and unions in the Victorian Building Industry.

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Incolink's Privacy Policy

Incolink has recently completed an audit of its processes and updated our 'Privacy Policy' and 'Collection of Personal Information Statement'. Details of these documents can be found on our website at www.incolink.org.au

OnSite at Oxley Apartments in Collingwood

Icon Co's \$52 million project, the Oxley Apartments, at 46-74 Stanley Street, Collingwood, comprises 234 apartments and ground floor retail across four separate buildings facing two street fronts.

The site is in the heart of Collingwood, in Melbourne's progressive inner suburbs.

The development has a two-level split basement, spacious common landscaped areas to the ground floor and sun decks and pool to level four.

The project boasts highly energy efficient glazing and intricate form-liner precast facade walls.

The current workforce of 70 personnel will increase to an estimated peak workforce of 300 as the project progresses.

Construction on the Oxley Apartments began in late 2013 and the project is due for completion mid-2015.

Incolink
Mezzanine Fund

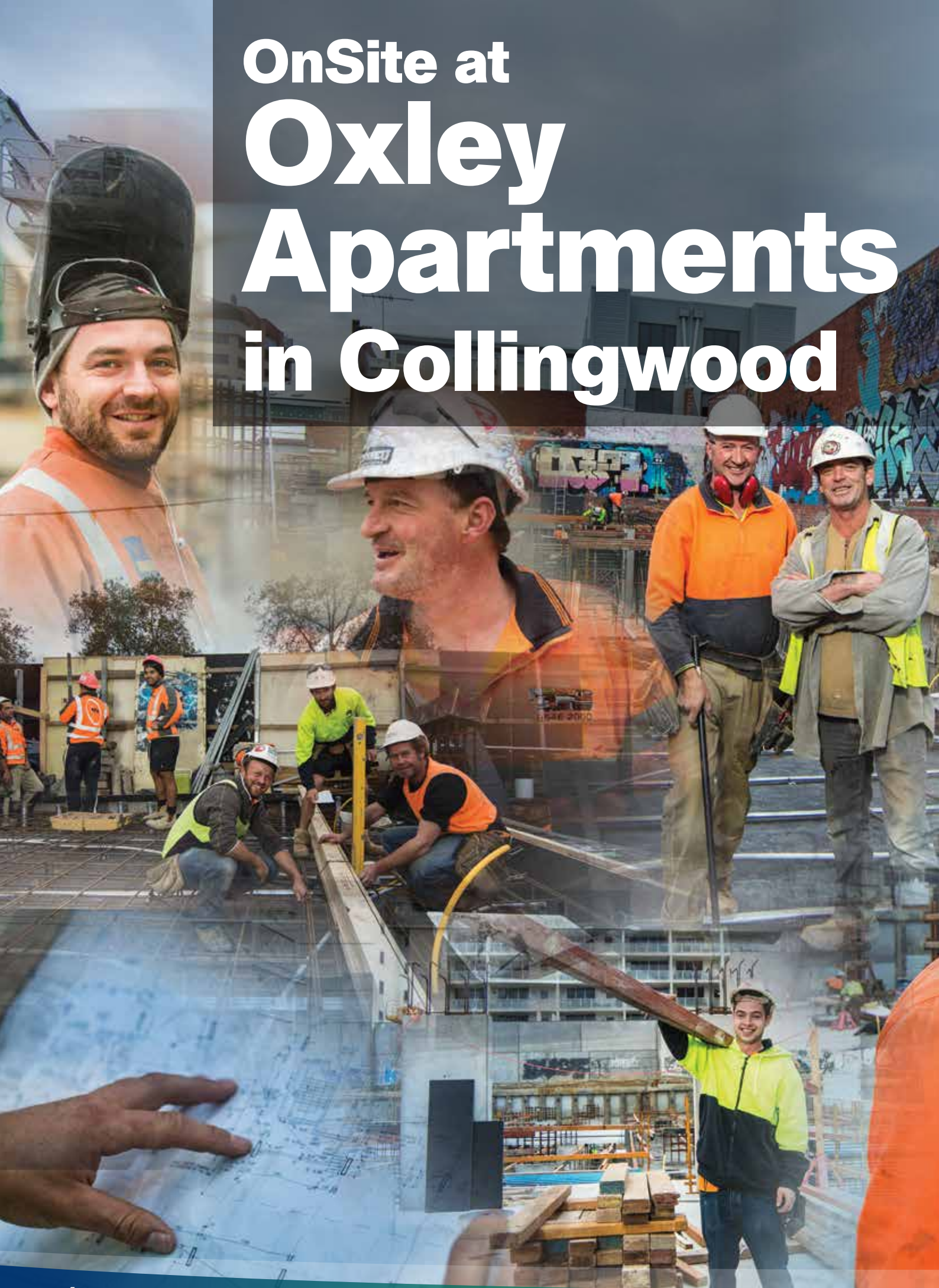
Creating jobs
for members

Managed by
MaxCap Group

ICON CO



OnSite at **Oxley** Apartments in Collingwood



Icon CO





Brian Boyd

Secretary Victorian Trades Hall Council
Convenor Building Industry Group of Unions (BIG)



25 Years On Incolink an Industry Success Story

Incolink turned 25 years old in June. Many building workers today weren't born or were just going to school when this industry achievement in Victoria occurred.

The 1980s were turbulent times for the construction industry, industrial relations reform and unrest nationally, including in the construction sector. Productivity, redundancy and severance pay were issues at the centre of a number of major disputes. This story in itself is worth learning about, but it is a story for another time and place.

What needs to be said in 2014 is that the industry stakeholders – the unions, the employer associations and the governments of the day – got their heads together to solve a key, persistent problem: redundancy. There was always an ongoing issue of finding work

as soon as possible after a job finished, for many workers. A long period between starts created frustration. There was a tendency sometimes for this angst to “spin back” into a project in its final stages.

Creating a redundancy fund allowed a worker to build up, while on the job, an account that could be tapped into during the downturns.

In 1988, Incolink took over management of the fund and employers involved in commercial construction projects who signed up to the scheme made their initial contributions in February 1988. Employers contributed \$20 a week per worker, increasing to \$40 a week in 1990. In 2014, contribution rate increases were fixed to movement in the CPI and in 2014 the weekly rate is \$72.15.

The Birth of Incolink – The Redundancy Payment Central Fund

Incolink began life as the Redundancy Payment Central Fund (RPCF), a trustee company jointly established in 1988 by the Master Builders Association of Victoria (MBAV) and building industry unions to administer the redundancy funds for the building and construction industry in Victoria.

The redundancy fund scheme was a central plank of the first Victorian Building Industry Agreement (VBIA) in 1987, which was negotiated between unions and employers to overcome major issues confronting the Industry at the time. Redundancy pay was high on the agenda and the Agreement was the catalyst for establishing the RPCF, known as Incolink.

With the inability to reach an agreement nationally, Victoria set about establishing its own scheme as the first of its kind in Australia.

A quarter of a century on, Incolink remains the largest redundancy pool funds manager in Australia and in late 2013 confirmed its

leadership position when it expanded its coverage to the Tasmanian commercial construction industry as its first foray interstate.

Over time, Incolink began to look at other ways to be useful and contribute to the betterment of the construction industry. Investing in membership services and training became established hallmarks of Incolink. Incolink members have become eligible to access many other benefits and services that have been introduced through Incolink's Member Services Department and insurances through Windsor Insurance Management and dedicated claims team through Total Claims Solutions. The day-to-day operation of Incolink is conducted by the staff of the fund, which in 1988 numbered 14 and in 2013 had increased to more than 50, to deliver the range of services and benefits offered to members.

Incolink is determined to continue to move forward, by improving its relevance and being even more pro-active to its membership base.

“Incolink has become much more than a redundancy fund; it is a key to solving broader issues facing the industry stakeholders such as lifestyle issues, insurance, and health issues for members and their families.

Other than the fund itself, Incolink's most valuable contribution over the past 25 years has been through its counselling services, particularly for young building workers. Traditionally, the union office has been the first port of call for a shop steward or delegate in assisting young workers. Today, Incolink's counselling service is likely to be the first number on the speed dial on their phones.

Over the next 25 years the challenge for Incolink is to survive the buffeting of the landscape by the politics. We need to appreciate and never lose sight of where Incolink came from and why they were formed; to benefit workers and overcome the angst of redundancy and severance pay issues.”

– Brian Boyd, Incolink Director



Stay Well - Skin Cancer Checks Worth Doing

Being vigilant about your skin is more than just a summer sentiment – it needs to be a year-long practice, as melanoma can occur in any month.

While the hottest days of summer might be behind us for the year, it's no time to get lax about protecting your skin. And it's especially important to continue checking your skin for sunspots and melanomas, or signs of irregularity. After all, the better you know your skin, the easier it will be to spot changes.

What is Melanoma?

Melanoma is a type of **skin cancer**, and while it usually occurs on parts of the body that have been overexposed to the sun, it can occur anywhere on the body. Melanoma is the least common of the three skin cancers, but it is the most serious because it can easily spread to other parts of the body.

What to Check for

It's hard to pinpoint how melanoma looks, but generally it will stand out as an area of skin that looks unusual or different. It's especially important to check your own skin (or ask a friend or family member to check for you) every three months for new spots or changes to existing moles.

Look for changes in: **size** (growing larger or elevation), **colour**, an irregular shape (asymmetry) or **border/edge** or if the mole starts to itch or bleed from time to time.

If you notice any of these changes, have them checked by your doctor immediately.

Preventing Skin Cancer

Unprotected sun exposure is the cause of the majority of skin cancers so make skin-smart practices part of you and your family's routine.

Melanoma Fast Facts

1. Australia has the highest incidence of melanoma in the world.
2. Melanoma affects more 15 to 39 year-olds than any other cancer.
3. Protecting your skin from the sun is the simplest and most effective way to lower your chance of developing melanoma.

Things to Remember:

- ✓ Check the UV index as well as the daily temperature. Try the free SunSmart app [for iPhone, iPad and Android] for the daily UV rating.
- ✓ A UV rating of above 3 is high and means you require sun protection.
- ✓ Always wear protective clothing (including a broad-brimmed hat and sunglasses) and use a broad spectrum SPF30+ sunscreen or higher.
- ✓ Choose your sun time wisely – early morning or late afternoon are the best times to be out, as the UV is highest in the middle of the day.
- ✓ Apply sunscreen 20 minutes before you head outdoors and reapply regularly.
- ✓ Even on cloudy days the UV rating can be high.
- ✓ Melanoma can occur on skin not exposed to the sun too.

Incolink *Life!* Program

Following on from the WorkHealth program, which has paved the way for health awareness in our industry, a new partnership with Diabetes Victoria Australia has developed.

Along with Diabetes Victoria Australia - Incolink is now on worksites delivering the Diabetes *Life!* Program.

The *Life!* Program is an exciting new program designed to help those recognised at high risk of type 2 diabetes and cardiovascular disease to reduce their risk.

The *Life!* Program provides awareness raising sessions, coupled with health professionals coming out to worksites. The sessions run to date have proved popular, with high take-up rates at sites throughout the industry.

The *Life!* Program is also being offered over the phone for those that can't attend the group sessions on site.



Healthy Corner

What is Dietary Fibre?

Dietary fibre is the part of food your body cannot break down and digest. Fibre is only found in plant foods such as grains, cereals, vegetables, fruit, legumes, lentils, nuts and seeds.

Why is Fibre Important for Good Health?

Soluble fibre helps reduce blood cholesterol levels, and also helps control blood glucose levels. Insoluble fibre is important for maintaining a healthy bowel.

How Much Fibre do I Need?

A good rule of thumb is to aim for 30 grams of fibre every day.

For more information or to register your interest in this FREE industry-friendly program, call Dave Cronin, Incolink's Health Coach on **(03) 9668 3067** or email davidcr@incolink.org.au.

If you want to get more out of *Life!* Why not give it a go visit: www.incolink.org.au/life

Master Builders Safety Products & Services

MASTER BUILDERS SAFETY PRODUCTS & SERVICES

Contact the OHS Unit on (03) 9411 4569

SAFETY TOOLBOX

- OHS Acts & Regulations
- Codes of Practice (Building & Construction Industry Related)

Master Builders Member price \$265

FIRST AID KITS

- Master Builders Tradesperson Kit (Softpack or Toolbox) \$96
- Medium (Metal Container) \$210
- Large (Metal Container) \$240
- All first aid kits come with optional Register of Injury/Disease books

MASTER BUILDERS REGISTER OF INJURY/DISEASE BOOKS

(conforms to all legislative requirements)

Master Builders Member price \$33

HAVE A SAY ON SAFETY

Effectively using Job Safety Analysis (interactive CD Rom)

Master Builders Member price \$20

SITE SAFETY INDUCTION KIT

Basic information explaining how to conduct the site safety induction – Master Builders

Master Builders Member price \$120

FREE INITIAL SITE-SAFETY AUDITS FOR MASTER BUILDERS MEMBERS

Be pro-active. Take advantage of this opportunity to ensure that your website business fully complies with Victoria's health and safety laws and you have a safe workplace for your workers and sub-contractors.

(Prices include GST)



Lawrie Cross

General Manager

Industrial Relations & Corporate Services



Security of Payment Law Reform

The Society of Construction Law Australia has published a paper on security of payment reform. The paper is currently only available to Society members, and this will be the case until it is in its final form.

However, the Society's approach to reform is similar to that advocated by Master Builders: to adopt the position first set out in the Cole Royal Commission Report, which calls for the Commonwealth to use the corporations' power to institute uniform legislation.

There are a number of recommendations in the Society's paper aimed at the following:

- Improving the quality of adjudicators;
- Removing institutional bias from the system;
- Giving adjudicators more power to look at the real merits of a claim, to see if the sum claimed is really due;
- Putting some flexibility into the system, so that small cases can be dealt with very quickly, while allowing more time for large, complex cases;
- Ending the large number of successful challenges to adjudication determinations in the Supreme Courts around Australia and the considerable attendant cost to the parties and court system of those challenges;

Above all, by bringing the system up to international standard, to give the parties confidence in the fairness in the system, so that if they cannot avoid disputes, at least the disputes can be resolved in a way that the parties can accept as reasonable and without rancour.





Radley de Silva
Chief Executive Officer
Master Builders Association of Victoria



Confidence Builds in Victoria's Construction Sector

Victorian builders and construction companies have a renewed sense of confidence in our economy, the industry and their own businesses, according to Master Builders' latest quarterly sentiment and conditions survey.

The survey was conducted in March before the State and Federal Government handed down budgets allocating billions in dollars to major projects that will boost activity in our local industry, particularly the commercial and civil sectors. More than 150 members in Victoria participated in the survey, which acts as a major lobby tool for Master Builders.

The headline results paint a positive picture for the industry, coming off tough times in many sectors across parts of Melbourne and regional Victoria. Our latest research shows:

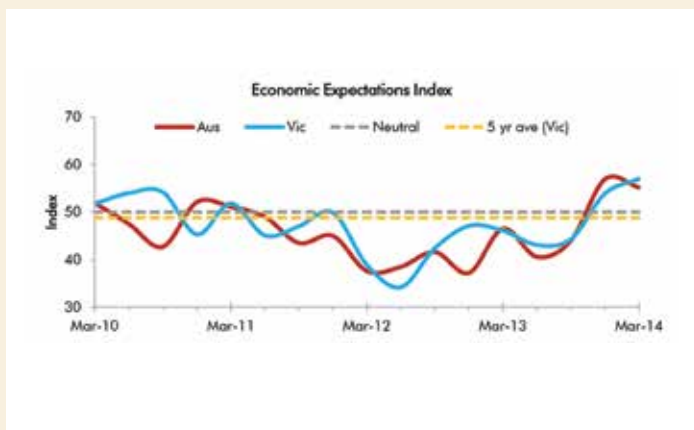
- Victorian builders are more confident about our community's short-term economic prospects than at any other time since late 2009;
- In 23 of the past 24 quarters, builders in Victoria feel more confident about our current economy than those in other states;
- Confidence in how your industry will perform over the next six months is now at its highest point since the September 2009 quarter; and
- Builders' expectations for their own businesses are as good as we have seen since mid-2010.

Pleasingly, builders and construction companies are also reporting improvements in the amount of work they have on their books, on their profitability and on display centre traffic as well as commercial enquiries.

With record low official interest rates helping stimulate interest in home building, renovating and extensions projects combined with governments injecting billions into infrastructure projects, builders have every right to feel optimistic about the future.

You can access our full report at:

www.mbaynews.com.au/wp-content/uploads/2014/05/140528-Sentiment-Survey-M2014.pdf



Are Your Incolink Insurance Covers up to Date?

Insurance cover will only be provided whilst an employer continues to pay the agreed redundancy contribution payments and IPT contribution payments on a worker's behalf. Where there are GAPS in redundancy contributions or insurance contribution payments, no cover will apply for those periods.

As the Administrator of these schemes, Incolink, is continually following up overdue employer contribution payments. It is also important workers check their quarterly benefit statement to ensure your Redundancy and IPT contribution payments have been made. You can check a live balance by logging on to the Incolink website using your Incolink member number and password.

Call Incolink on **(03) 9639 3000** or email redund@incolink.org.au if you have forgotten your password to reset it or obtain a new one.

If contribution payments have not been made, contact your employer immediately as you may not be covered by these insurances.

Remember, contribution payments are made monthly in arrears; ie, the employer has until the 14th of the following month to have payment and paperwork to Incolink. Eg; August payments must be paid by 14th September.

To obtain more information about the Accident and Illness Benefits Program, please contact Incolink on **(03) 9639 3000** or download the brochure from www.incolink.org.au.





John Setka
State Secretary
CFMEU Construction and General Division
Victoria and Tasmania Branch

CFMEU
CONSTRUCTION

CFMEU Training: Always Growing

The CFMEU Education and Training Unit is committed to the continual improvement and expansion of our Training courses.

Cranes

In late May we took delivery of our Liebherr 55t mobile crane. Its addition means that having delivered courses for non-slewing (Franna) and tower cranes for several years, the Unit will now offer the full range of crane training options.

Bookings are open for mobile crane courses but, as always, new entrants to the industry will be expected to work their way through the licence classes, beginning with courses such as Forklift or Elevated Work Platform, gaining some experience in general labouring and then doing a Dogging course.

Scaffold

Our Wharf Road, Port Melbourne, training base was recently visited by German scaffold manufacturer Layher.

Utilising lighter, high grade steel and with a number of design innovations, Layher scaffolding is in increasing demand, particularly in the mining industry. Participants in our scaffold courses receive hands-on training using the Layher, Kwik Stage and, where appropriate, tube and fitting systems.

For more information or to register call **(03) 9341 3444** or visit: www.cfmeuvic.com.au/training



The Liebherr 55t mobile crane arrives at Wharf Rd.



CFMEU Trainer Barry Kearney, flanked by Training Coordinator Anne Duggan and State Secretary John Setka, receives the keys to our new mobile crane from Lieberr Victorian Sales Manager John Strach.



Sales Manager Brad Leggett demonstrates to CFMEU instructor Paul Allwood Layher's lock-against-lift-off method of securing planks. Also pictured is Georg Layher, the company's German shareholder representative.





Membership Card Activations

A

ll actively employed members of Incolink now have been sent their new Incolink Membership Card.

The majority of the cards were sent early 2014, so if you haven't received one and you have been employed in the industry since then, please call Incolink on **(03) 9668 3025**.

If you have received a card you must activate it before the end of August 2014.

The cut off date for workers to activate their cards sent out during February and March is 31 August 2014 after which time those cards still not activated will be suspended pending cancellation in due course. Not having an active card may affect your ability to claim your Incolink funds when Incolink moves to its new contributions management software in the coming months.

- Activating your card will ensure Incolink has your correct details, preventing any delay if you need to make a claim.
- Once you activate your card you will be sent a password via email. Once your card is activated we will email you a password and some instructions.
- Follow the instructions in the confirmation email to access your Incolink balance online.
- Visit: www.incolink.org.au/activate.

If you don't have an email address, access to a computer or a smart phone, don't worry. Just call Incolink and we can activate your card, help you to see your online balance, and answer other queries you may have.

If you are unsure about your account or your membership you can talk to your union delegate, your employer or call Incolink. It's important to ensure your redundancy contributions and relevant insurances benefit payments are up-to-date so you're covered if you have an accident and can access your payout as soon as possible.

If you have lost your card, call Incolink and we will order a replacement.

www.incolink.org.au/activate

Incolink Smart Phone App

If you have downloaded the new Incolink smart phone app you can also access your balance via the Worker section of the app.

The Incolink Smart Phone app is free. It can be downloaded from the Apple App Store for iPhone or Play Store for Android phone. The Incolink App contains lots of useful information. You can use it to help make a claim, download forms and contact Member Services to access counselling and unemployment assistance.

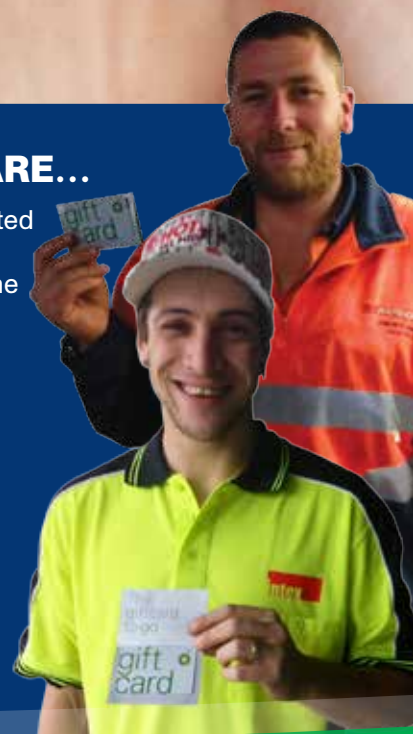


AND THE WINNERS ARE...

All new card holders who activated their cards since February to May 2014 were eligible to win one of four BP \$250 Gift Vouchers. We are excited to announce the winners of the competition:

Zane Wright, Paul Dzousdanis, Trevor Waite & Brad Williams.

Congratulations and enjoy!



Has your job changed from tools to paper?

Accident & Illness Insurance for Office Workers

The Incolink Employer Member Staff Insurance - Accident and Illness Benefits Program provides protection for non-manual workers who are at least 50% office based.

A weekly benefit of up to \$1,250 (maximum of 156 weeks) is payable to staff who have an accident or suffer an illness outside of working hours.

The program offers a range of benefits including:

- Leisure time capital benefits
- Journey cover up to \$1,500 per week for injury in direct travel to and from work
- Broken bones benefit up to \$8,000
- Workcover top-up benefit
- Workplace trauma cover
- Family cover for accidental dental and ambulance usage
- Funeral cover - \$9,000

Terms & Conditions Apply

This is an exclusive offer for Incolink employer members and their staff.

For more information including cost of the program, or a copy of the brochure, contact Windsor Management Insurance Brokers.

Client Testimonial:

"I am very happy with the scheme and very thankful the employer had it in place." - Kevin, Employer

Tim Little

T: 0448 037 116 • **E:** tlittle@wmib.com.au



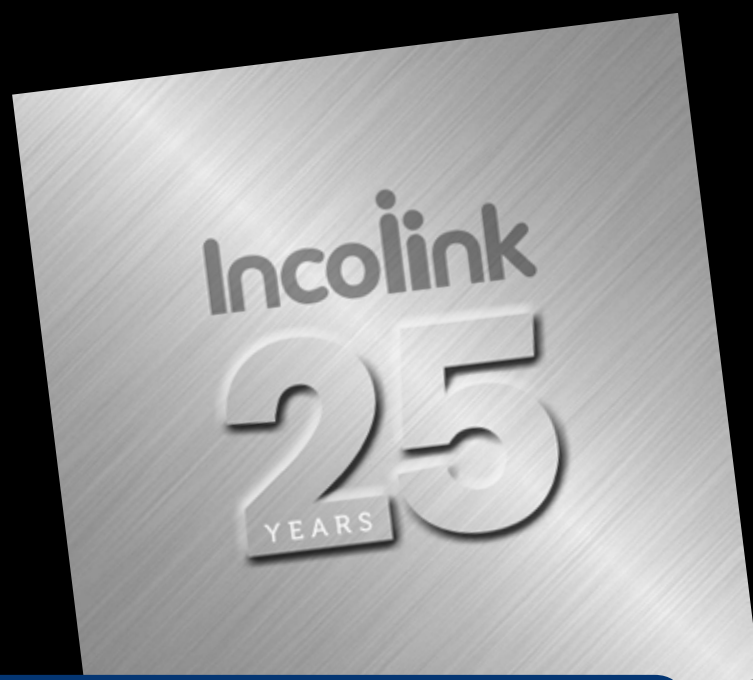
www.wmib.com.au

Windsor Management Insurance
Brokers Pty Ltd
ACN 083 775 795
AFSL Number 230747

Incolink reaches

25 YEARS mile

Incolink celebrated a milestone of 25 years supporting the Victorian building and construction industry, on 18 June 2014, at Luminare, South Melbourne and has launched a book to capture its achievements as the largest redundancy fund over the past 25 years.



Visit Incolink's website to download a copy of the History book: www.incolink.org.au/about.aspx or watch the YouTube clip: youtu.be/ZWFXLfxCkFU

stone

Tommy Watson, Incolink Chairman said "The celebration was a proud moment for Incolink, where we were able to reflect on our past, and look to the future as a dynamic leader, alongside our stakeholders into what lies ahead for the Industry."

Founded in 1989, Incolink established itself as a leader in redundancy funds management and has experienced growth over 25 years. Incolink has transformed from a small business through to the leading industry redundancy fund.

It is purely coincidental, but looking back to 1988 when Incolink was formed, the Industry was facing somewhat similar, difficult times. Over the 25 year journey there have been a number of challenges for the Industry and there is no denying it is doing it tough at present.

2014 highlights 25 years of operation for Incolink, a successful and respected redundancy funds manager. Incolink manages in excess of \$700 million, along with a vast array of benefits and services to workers, employers and the Industry.

Despite the current economic climate, Incolink's business has continued to remain strong and has expanded through further innovative investments. Over the years Incolink has evolved from a redundancy fund, having more recently begun to support the creation of jobs through our Mezzanine Fund.

Incolink Chief Executive Officer, John Glasson, commented; "It has been an outstanding achievement to have reached this milestone. The past 25 years have been an incredible journey of determination and commitment by many people in the industry.

We have supported thousands of workers and their families, having paid out millions of dollars in redundancy benefits and insurances.

Importantly Incolink with its wide range of services has been at the side of workers and their families at times when they most needed help.

I wish the Organisation the best with the next 25 years!"

The Board of Directors thanked John Glasson for his 25 years service to the Organisation.



Indigenous Plumbing & Sanitation Foundation Launched



Essendon Football Club great Michael Long launched the Indigenous Plumbing and Sanitation Foundation (IPSF) on 28 May 2014 to coincide with the Indigenous Round of the AFL, National Reconciliation Week and the 10 year anniversary of The Long Walk.

Determined to make a difference, the Plumbing Trades Employees Union (PTEU) in 2004 began working with business and the Indigenous community to find a solution to the low plumbing standards that often exist in the remote areas of Australia.

An Indigenous Apprenticeship Program started, giving Indigenous youth the opportunity to gain plumbing trade qualifications and skills that could then be put into effect back in their local community.

"Over the last 10 years almost 40 young Indigenous men and women have completed their apprenticeships, with many returning to their communities as fully qualified plumbers to enrich their regions with a skill base to improve water and sanitation infrastructure," said Earl Setches, Federal Secretary of the PTEU.

Building upon the success of the Indigenous Apprenticeship Program, the IPSF plans to expand the training capacity to embrace more Indigenous apprentices from regional and remote areas, while also funding initiatives that improve sanitation standards within these communities.

"We are committed to building productive partnerships with the community, the business sector and government to increase the number of Indigenous youth obtaining training and employment, by creating more plumbing apprenticeships."

The main aim of the IPSF is to provide relief from poverty and sickness for people in Indigenous communities who are confronted with poor sanitation that puts them at risk of disease and sickness.

Michael's role as a board member on the IPSF illustrates his commitment to making a real difference in the everyday lives of Indigenous Australians.

"As a board member, I'm committed to building productive partnerships with the community, business and government sectors to help raise funds for worthy projects," said Michael.

The reality for many self-administered remote Indigenous communities is that they face acute challenges in maintaining access to reliable clean water and effective sanitation.

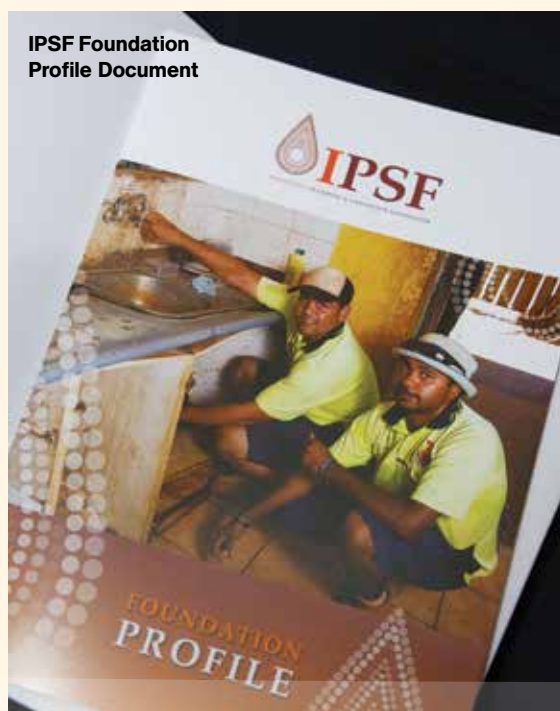
"This is due to a lack of available, skilled tradespeople, with the end result being that access to basic sanitation is often denied," said Earl.

"Plumbing is on the front-line in the defence against disease and this is where the IPSF has an important role to play."

For more information about the Indigenous Plumbing and Sanitation Foundation visit: www.ipsf.org.au or email info@ipsf.org.au.



Michael Long speaks at the Luncheon



IPSF Foundation Profile Document



Earl Setches
Secretary
CEPU (Plumbing Division)
and Chair PICAC



Minister Peter Hall Leads World Plumbing Day 2014 Events

Minister for Higher Education and Skills Peter Hall led celebrations at the Plumbing Industry Climate Action Centre (PICAC) on Tuesday, 11 March 2014 to mark World Plumbing Day (WPD).

WPD is an international event on March 11 every year, initiated by the World Plumbing Council, as a means of highlighting the important role plumbing plays in the health, safety and sustainability of our community.

PICAC hosted a series of events to mark WPD in Victoria. These events included:

Plumbing Industry Luncheon

270 industry stakeholders attended a luncheon with speakers focusing on 'Emerging health risks effecting the plumbing industry'.

In speaking on this important day, Minister Hall said: "I am pleased to be able to play a role in supporting the plumbing industry through increased government subsidies for training people in this vital trade. Well trained plumbers are as important today as they ever have been and are in the front line in the fight against disease and ensuring the healthy standard of living we enjoy."

Guest speakers included:

- Peter Tighe, Chief Executive Officer of the Asbestos Safety and Eradication Agency, who launched Asbestos: The Silent Killer DVD starring Kevin Sheedy.
- Rodney Dedman, Department of Health.
- Paul Bonsak, Energy Safe Victoria.

Plumbing Apprentice Skills Competition and Sprinkler Fitting Apprentice Skills Competition

13 leading apprentices from across Victoria displayed their skills and knowledge of plumbing, mechanical services and fire protection in practical demonstration. The finalists are eligible for selection to represent PICAC and Australia at the *United Association International Apprentice Skills Contest* in Ann Arbor, Michigan. Congratulations to Swinburne University's Nathan Frauenfelder and Fire Industry Training's Brent Eacott, who won the competitions.

Plumbing Careers Expo

70 students considering a future in the plumbing industry took the opportunity to meet representatives from registered training organisations, TAFE institutes, group schemes, employers and others involved in vocational education and training.

Plumbing Trades Expo

Organisations including Incolink, IAPMO, Reece, Standards Australia and Energy Safe Victoria set up informative displays of industry innovations, cutting-edge products and sustainable solutions for guests.



Left – Shayne La Combre, CEO of PICAC; Carmel Coate, Executive Director of National Fire Industry Association; The Hon. Peter Hall MLC, Minister for Higher Education and Skills; Earl Setches, Federal Secretary of Plumbing Trades Employees Union; Ken Gardner, Chief Executive Officer of Master Plumbers and Kelvin Thompson, Federal Member for Wills



Left: Brent Eacott, Daniel Fox, Earl Setches CEPU, Michael Edwards and Matthew McAuliffe.



Wayne Smith
Executive Director
National Fire Industry Association of Victoria



Training for the Fire Industry

Fire Industry Training (FiT) is the training arm of the National Fire Industry Association Victoria (NFIA). The FiT training program includes:

- Certificate III Fire Protection
- Testing and Maintaining Fire Pump Sets
- Flow Testing
- EAHL qualified licence one, two and three competencies
- 2-D Drawings using CAD software
- Diploma of Fire Systems Design

FiT worked with the Victorian Building Authority on the conduct of the registration exams in April 2014. The exams were conducted very professionally and successfully and our thanks are extended to the examiner and our NFIA Victoria members who gave their time to overview the conduct of the examinations.

NFIA Victoria is totally committed to working very closely with the Victorian Building Authority to ensure the skills needed by industry are recognised in the examination and registration processes. This will ensure that the fire industry has tradespersons with world class skills and knowledge allowing our industry to continue to deliver life safety to the Victorian community.

The eLearning project has started, with work on the first units well under way. The outcome of this project will engage

students and provide access to units on an "as needs basis" for student review.

FiT continues to deal with enquiries from the aviation and military sectors seeking delivery of training for special hazards and EAHL licensing. The two new Phoenix Street training rooms are now completed, furnished and occupied and in constant use, reflecting how quickly the organisation is growing.

On 11 March 2014, the Plumbing Industry Climate Action Centre (PICAC) conducted their World Plumbing Day event, which was attended by more than 150 people.

For the first time, the fire industry conducted the inaugural *Sprinkler Fitting Apprentice Skills Competition* as a part of the World Plumbing Day celebrations at PICAC; the event was held in conjunction with the Plumbing Apprentice Skills Competition. The competition in the fire sector is by invitation and the invitations are issued by the FiT trainers, recognising the real skills being developed in our industry apprentices.

The competition was very hard-fought, there was an extremely small margin between first, second and third. The winners of the Apprentice Skills competitions have been interviewed and one apprentice from each skill area will represent Australia in their trade in the United Association (USA) skills competition in August 2014.

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States, Canada and Australia (UA), affiliated with the national building trades, represents approximately 370,000 plumbers, pipe fitters, sprinkler fitters and service technicians in North America and Australia. The "UA", as it is commonly known, is a multi-craft union whose members are engaged in the fabrication, installation and servicing of piping systems and no quarter is given or asked for in their apprentice skills competition.

Plumbers, pipe fitters, sprinkler fitters, service technicians and welders from five regions in the United States, and Canada and Australia hit the ground running mid-August and for five days will not slow down until seated in the Eastern Michigan University's Convocation Centre to hear the results. Each contestant has been through their local union's competition, state/provincial and regional competitions to get there. They will be challenged by theory exams, interviews to assess leadership skills and hands-on practical skill tests/projects. The United Association International Apprenticeship Competition has been running since the 1940s.

NFIA Victoria, through Fire Industry Training, is committed to ensuring positive outcomes are delivered to the apprentices who are the future of our industry.

Incolink Foundation Fund Raffle



The Incolink Foundation Fund (IFF) conducted a raffle at the Swanston Square Probuild site on Friday 13 June 2014, to promote the Foundation.

The purpose of the IFF is to build on the work of the Incolink Member Services Department, with a focus on the health and wellbeing of workers in the building and construction industry.

A big 'THANK YOU' to the workers on site who dug deep to raise such a generous amount of money, especially Ciaran, Matt and Arty for helping Incolink's David Cronin, Workplace Health Coordinator, to organise the raffle. The prizes raffled included a \$250 BP voucher, \$100 Bunnings voucher, Incolink hoodie along with other Incolink merchandise.



Incolink Foundation Fund
Building Better
Lives and Healthy
Workplaces



Ken Gardner
Chief Executive Officer
Master Plumbers



Top Students and Apprentices Recognised in Plumbing Awards

Outstanding plumbing apprentices and a bright Indigenous secondary school student have won awards for academic and skills excellence at the 107th Master Plumbers Gold Medal and Training Awards 2014.

Benjamin Cheng won the highest award, the Andrew Letten Gold Medal Award, which was presented by the Hon Nick Wakeling, Minister for Higher Education and Skills, at a ceremony held at Federation Square on Friday, 27 June. Benjamin was one of three nominees for the top award, along with Mitchell Saillard and Aaron Williams.

Eleven awards were given to plumbing apprentices in Victoria who have excelled in their pre-apprenticeship or apprenticeship studies and on-the-job performance.

One award recognised academic excellence and commitment of an Indigenous secondary school student to encourage them to embark upon higher education. It went to Elson Tuitupou.

As Australia's largest plumbing industry association, the Master Plumbers provides its members with business services, industry representation, training and advice on industrial relations, employment and safety. Part of this work involves recognising the development and achievements of students and young workers to ensure a skilled workforce into the future.

Ken Gardner, Chief Executive Officer of the Master Plumbers Association, said the awards, which were established more than 100 years ago, are an ongoing reminder of the talent that continues to flourish in the industry.

"This is the result of the ongoing development of new training and teaching methods, coupled with the appropriate support and encouragement by employers in the workplace," Mr Gardner said.

"Industry awards such as the Master Plumbers Gold Medal and Training Awards focus on young talent in the industry, demonstrating to other students, both male and female, that it is possible to strive and achieve in this industry.

"It also shows employers that there is a pool of committed and capable young people coming through the ranks," Mr Gardner said.



Left; Gold Medal winner Benjamin Chang, with Master Plumbers President, Scott Dowsett and Master Plumbers CEO Ken Gardner.

Right; Winners in the Master Plumbers Gold Medal and Training Awards 2014



The winners are:

Award Name	Winner
Andrew Letten Gold Medal Award	Benjamin Cheng
The Cooke & Dowsett Sir Rohan Delacombe Award	Suberia Sailor
The Cbus George Stone Pre-Apprenticeship Award	Luke Pettenon
The Alfred Atherton Award 1 st Year Apprentice	Will Heaven
The Alfred Atherton Award 2 nd Year Apprentice	Alan Caldwell
The Incolink Don Pritchard Award	Nathan Frauenfelder
The Reece Frank Maskell Award	Mitchell Saillard (Gold Medal Award nominee)
The Marsh Rose Curtis Award	Kimberley Smyth
The AG Coombes Award	Benjamin Cheng (Gold Medal Award nominee)
The PBA Safety Indigenous Apprentice Award	Elson Tuitupou
The HCAA Encouragement Award	Dean Prizmic
The NA Smith Energy Safe Victoria Encouragement Award	Aaron Williams (Gold Medal Award nominee)

Master Plumbers acknowledges this year's Awards sponsors:

AG Coombs, Atherton, Australian Duct Manufacturers Alliance (ADMA), Cbus, Cooke & Dowsett Pty Ltd, Energy Safe Victoria, Heating and Cooling Alliance of Australia (HCAA), Incolink, Marsh, PBA Safety, Plumbing Industry Climate Action Centre (PICAC) and Reece.



Ian Swann
Executive Director
Association of Wall and Ceiling industries Victoria (AWCIV)



Developing a Workforce of Quality Plasterers

The Association of Wall and Ceiling Industries Victoria (AWCIV) is the principal organisation advocating the interests of contractors, suppliers and manufacturers in the wall and ceiling industry.

The AWCIV's major event for the year is the Awards of Excellence Gala Dinner and Presentation Evening and Product Exhibition, which will be held on 15 August 2014 at the Sofitel Melbourne on Collins.

In 2013 the event attracted 300 plasterers and manufacturers and we are proud to say that the night has become bigger and better each year. We strongly encourage as many contractors as possible to enter projects they believe are of a high industry standard and demonstrate top-of-the-range work in all fields of plastering.

To register for the Awards of Excellence or to enter a project please contact Elise Pearson on **(03) 9553 6363** or email membership@awciv.com.au

AWCIV RTO Training Update

Our quality onsite training in CPC31211 Certificate III Wall and Ceiling Lining and 22137VIC Certificate III Fibrous Plaster (Shop Work) is available, so please contact the AWCIV for further information.

CPCCB4047A Quality Assure Passive Fire Rated Lining Systems Course

Full day course. A Statement of Attainment and a Quality Assure Passive Fire Rated Lining System card are issued upon completion. Builders need to be seeking contractors with this qualification.

CPCCOHS1001 – Work Safely in the Construction Industry

White Card courses and Red to White Card transfers available.

Contact The AWCIV for information regarding dates on all courses.

AWCIV Facilities for Hire – An enclosed meeting room is available for hire in Moorabbin for training, conferences, planning days or other functions.

Please contact AWCIV RTO

Phone: **(03) 9553 6363**

Email: admin@awciv.com.au



Where Technology Meets Best Practice



BIM-MEP^{AUS} CONSTRUCTION INNOVATION 2014 FORUM
7-8 August 2014
Melbourne Convention and Exhibition Centre

When 7 – 8 August 2014

Where Melbourne Convention and Exhibition Centre

Cost \$790* AMCA members
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Register Register today at the BIM-MEP^{AUS} website – www.bimmepaus.com.au

* Contact the AMCA on **(03) 8831 2800** to enquire about a 25 per cent discount when purchasing five tickets or more.

Hosted by the Air Conditioning and Mechanical Contractors' Association (AMCA), the 2014 Construction Innovation Forum brings together thought leaders and practitioners from across the world to provide insight into how leading firms are using technological advancements to deliver innovative best practice solutions in the building and construction industry.

AMCA is particularly excited by the keynote speakers visiting from abroad, who will provide an international context for how Building Information Modelling (BIM) is helping the industry achieve productivity improvements. The keynote speakers include:

- Mr James Barrett, Director of Integrated Building Solutions, Turner Construction Company (US)
- Mr Steve Butler, Revit MEP Product Manager, Autodesk (UK)
- Mr Josh Getz, Corporate BIM Manager, Southland Industries (US)
- Mr Andy Robins, Fabrication Product Manager, Autodesk (UK)
- Mr Andy Sneyd, Head of Design, Crown House Technologies (UK)
- Mr Victor Hoog Antink, Managing Director, Capital Concepts
- Mr Tim Lowery, Co-Founder and Vice President, ClearEdge3D (USA)

For the first time, the event will also feature a workshop demonstration of the functional developments of the BIM-MEP^{AUS} initiative.

Equally anticipated is the participation of some of Australia's most forward-thinking firms who will provide local examples of how BIM is being integrated into everyday practices to deliver improvements in cost, timeliness, risk management, productivity and on-site coordination.

- BIM-MEP^{AUS} template
- Industry Foundation Model generic design content
- Manufacturers' content
- Shared parameter schedules for design, construction and procurement.

Delegates receive:

- Entry to the two-day global leading event
- Lunch and refreshments during session breaks
- An invitation to post-forum drinks following both days
- A delegate pack
- Access to a select group of innovative trade exhibitors servicing the building and construction industry.

The 2014 Forum promises to be an exciting, educative and enjoyable event that offers not only an insight into BIM development and practices, but also networking and professional development opportunities.



Mark Amos
CEO
Master Painters Australia



Master Painters Australia Awards for Excellence

More than 200 people celebrated the Master Painters Australia Awards for Excellence at Rydges Hotel Bell City Ballroom on 24 May 2014.

The awards recognise excellence in Painting and Decorating in Commercial and Domestic as well as Apprentice of the Year awards for Victoria and Tasmania. It is the Painting and Decorating Industry night of nights, with entries of exceptional quality and high standards of workmanship.

The winner was Programmed Property Services for their two entries in New Projects – Commercial and Enviropainter Project of the Year.

Programmed Property Services' New Project Commercial winning entry was The National Gallery of Victoria Community Hall Now Exhibition. This project utilised artistry and unique technical skill in specialist painting to bring to life the signature rainbow hues of the Community Hall. The overall outcome is colourful blemish-free surfaces, straight clean lines and smooth finishes of vibrant colour.

Programmed Property Services' Enviropainter Project of the Year entry was Brown Brothers Milawa Winery. They utilised an environmental management plan and sustainable painting practices to ensure the project at Brown Brothers Milawa Winery passed all key points of the judging criteria. Low VOC paints were used, pollution minimising and containment procedures were in place, recycling strategies and off-site cleaning of paint was implemented to minimise the impact on the environment.

Congratulations to the two Apprentices of the Year Awards for third and fourth year apprentices. These awards were named after our prestigious life member Frank Jacobs, who passed away in 2012. Frank's daughter Lynne presented these awards.

Third Year Apprentice of the Year was Joshua Dever, employed and nominated by Mattioli Bros Pty Ltd. Fourth Year Apprentice of the Year was Anthony Leju, employed by Rod Bundle from Warragul and nominated by Gippsstafe. It was great to see Joshua and Anthony receive a standing ovation.



Anthony Leju 4th Year Apprentice of the Year, Lynne Pearce and Mark Amos, CEO, Master Painters Australia



Left: Sean O'Leary of Programmed Property Services winning Enviropainter Project of the Year, with Nathan D'coutho, National Sales and Marketing Manager at Programmed Property Services and Mark Amos, CEO, Master Painters Australia.

Certificate III Painting & Decorating Online



Lynne Pearce, Joshua Dever 3rd Year Apprentice of the Year and Mark Amos, CEO, Master Painters Australia.

Congratulations to the winners:

Domestic New Project Over \$30,000:
Top Notch Coatings Commercial Pty Ltd

New Project – Commercial:
Programmed Property Services

Repaint – Domestic Under \$30,000:
McRyan Master Painters and Decorators

Repaint Commercial Under \$100,000:
Johnson Painting Group

Repaint Commercial Over \$100,000:
Commercial Industrial Painting Services

Heritage Restoration:
Barry Davies Painting Pty Ltd

Decorative Finishes:
Top Notch Coatings Commercial Pty Ltd

Enviropainter Project:
Programmed Property Services

Apprentice of the Year

Frank Jacobs Awards

Third Year Apprentice:
Joshua Dever

Fourth Year Apprentice:
Anthony Leju

The night was a great success and Master Painters looks forward to an even bigger and better event next year.

Master Painters Australia (MPA) was formed over 100 years ago by a group of likeminded tradesmen that identified the need to have an organisation that would be able to support them by providing business information, support in training and the capacity to negotiate with state and federal governments. Master Painters Australia has functioned as an independent association representing companies, individuals and consumers.

The MPA is the Peak Industry Body for the Painting and Decorating Industry in Australia.

We have been approached by a number of organisations for a comment on Certificate III Painting and Decorating online training for apprentices and asked if we support this type of training.

The MPA has always supported the apprenticeship system in Australia and the Registered Training Organisations (RTOs) that deliver the quality training that is required to train our apprentices and future leaders of our industry.

MPA does not support an online Qualification Certificate III Painting and Decorating training package. However, the MPA does acknowledge there are some parts of some competencies to help underpin apprentices' knowledge that are able to be delivered online, but not all 27 competencies.

We also have concerns that there are some RTOs that have painting and decorating on their scope of registration although they do not have painting and decorating departments. Some of these RTOs that do not have painting and decorating departments are being used by training brokers to sign off students who have undertaken their competencies via the Recognised Prior Learning (RPL) system. The RPL model gives people who have been in the industry for at least five years an avenue to receive their trade qualifications based on their years of experience and knowledge gained while working in the industry. From all the feedback we have received through employers within the P&D industry it is our belief, training brokers are not assessing all the elements and critical criteria required against all the competencies of Certificate III in Painting and Decorating.

What Does this all Mean to our Industry?

People receive their trade qualifications without meeting all the requirements that the title "Painter and Decorator" means including the required skillset as outlined in the training package.

This in turn reflects badly on all painters and decorators in the industry and exposing the consumer to substandard work. This could impact on availability of work, as the consumer lacks the confidence in employing a contractor to complete a painting project and electing to complete the work themselves.

To be a qualified painter and decorator requires skill, knowledge and a practical hands-on approach to produce the quality paint finishes expected within our industry. With over 100 years of knowledge behind MPA, it has become a known fact that not all employers cover the full aspect of the painting and decorating trade.

There are some companies that are not interested in whether their employees' specialise in all aspects of the trade if they feel it is not relevant to their work at that time. This is another reason that having training in either a classroom and/or an onsite environment delivered by trade-qualified trainers/assessors in the painting and decorating industry is beneficial to deliver the appropriate skillset to meet all the requirements in the Certificate III Painting and Decorating training package.

Get Checked and Get Back \$50*

September is Prostate Month, so make sure you get your annual prostate check-up by having your PSA blood test.

September is Prostate Awareness Month and Incolink is encouraging their members to book in for an annual prostate check-up. Incolink will reimburse the gap between the cost of the doctor's appointments and the tests involved in one round of prostate cancer screening and the relevant Medicare rebate to a maximum of \$50 per member.

To claim, Incolink members will need to take the test, pay the medical accounts, claim the Medicare rebate, and provide us with:

- The original accounts, showing that the visit/tests related to the prostate screening process; and
- The Medicare receipts, showing the gap between the account and the Medicare rebate.

Once Incolink receives your completed claim form and attached receipts, we will pay the gap into your nominated bank account by Electronic Funds Transfer (EFT) within two working days.

PLEASE NOTE: if the accounts have been bulk-billed by your medical provider and you have not had to pay towards the cost of the test, you will NOT be able to make a claim through Incolink.

Incolink also offers their female members under the age of 40 breast cancer screening rebate of \$50. Members complete and submit the 'Breast Cancer Screen Form' to Incolink who will cover the difference between the total bill and the Medicare rebate up to \$50 in order to help with early detection of breast cancer.

Walking Proof of the Importance of Regular Prostate Checks



When Mark Forbes went to the doctor in August 2011 with an upset stomach, the father-of-two never expected to discover that the cause of his discomfort was prostate cancer.

My doctor requested a blood test and the results showed my PSA levels were high, which then led to the discovery that I had prostate cancer, despite having no other symptoms," Mark said.

After hearing the news, the then 42-year-old sat in the car wondering what he would do next.

"It was pretty ordinary having to break the news to my wife and two children, I can tell you," he said.

"I had to try and be brave throughout the whole ordeal, which put a strain on things.

"It was a bit of a scary ordeal but the staff at Mater (Hospital, Brisbane) helped me understand exactly what to expect, particularly with my surgery."

In the lead-up to his radical prostatectomy surgery in May 2012, Mark found that his life had changed considerably.

"The actual surgery and recovery period was okay, but I had to take three months off work which was a big change," he said.

A biopsy after the surgery indicated that the cancer had broken through the prostate wall slightly, which means Mark is at a higher

risk of having the cancer return in his body. As a result he continues to undergo regular PSA blood tests to monitor the situation.

Mark now makes a point of encouraging the men around him to get tested for prostate cancer.

"Blokes need to talk to blokes about getting themselves checked. Not just a general check-up but really a specific prostate check."

After his prostate cancer diagnosis, Mark insisted his best mate Dave get tested. Dave then discovered that he too had prostate cancer.

"I wouldn't have normally gone for a test because I felt good and I had no symptoms," Dave explained.

"Since being diagnosed I've been talking to a lot of my colleagues at work about prostate cancer and I'd like to think that a few of them are now getting tested."



Mark Forbes

"I encourage blokes to talk about this and get checked out – it could save their lives."

Sadly, one in seven Australian men will develop prostate cancer in their lifetime and nine will die of prostate cancer every single day.

You can take control by talking to your doctor about getting tested for prostate cancer.

Mater Research is pushing the boundaries of medical science by expanding its research work into prostate cancer, including looking at ways to better understand, prevent and treat the disease.

Incolink is a proud supporter of the Mater Foundation, having funded approximately \$400,000 of research into prostate cancer and obesity since 2002.

Incolink's System is Changing



Over the Melbourne Cup long weekend Incolink staff will be working hard to implement our new contributions software management system.

Some time ago Incolink's Board of Directors and Management identified the need to upgrade our Contributions Management Software to remove unnecessary paperwork and improve communications and processing for both employers and workers.

Incolink Software Upgrade - 1 November 2014

The implementation of the upgraded software, which will take place over the Melbourne Cup weekend, will transform the way Incolink does business. The aim of the upgrade is to provide employers and workers online access to all the facilities which are currently paper based. This will significantly speed up return processing which will in turn provide access to up to date information online.

What will the new system mean to employers and workers?

Employers

- All monthly returns will be processed online and processing will be available 24/7
- Payments will be processed online and receipts available much quicker
- The majority of communications will be handled electronically providing a quicker and easier service
- Electronic reminders will be provided when payments become due
- Registration and termination of workers will be completed online
- The system will automatically calculate payments based on data entered, to removing errors and processing delays
- Tax invoices will be available online
- Payments will be able to be made via credit card or BPay
- Online use of Incolink's employment placement service

Incolink will be contacting employers directly between now and November 2014 to assist in getting set up to use the new contributions management system.

As well as providing employers with online demonstrations and direct customer service assistance, Incolink will be holding information sessions for employers during September and October 2014.

Workers

- Live online access to account balance details
- Option to receive benefit statements via email / online
- Advice via email or SMS when payments are late
- Facility to update personal details online such as address, phone, email address and password
- Introduction of the option to make an initial redundancy claim online
- Online facility to register as looking for work and use Incolink's employment placement service
- Further enhancements to services offered via Incolink Smart Phone App

Incolink will keep workers informed of when the enhancements will be available.

FREQUENTLY ASKED QUESTIONS

What is EmployerLink



EmployerLink is an online system designed to save time and reduce the paperwork associated with managing employers redundancy contributions, insurance and training levys.

Q: Are there any fees or charges for using EmployerLink?

A: Incolink provides EmployerLink free of charge to registered Incolink employers.

Q: How do I register to use EmployerLink?

A: Simply register via Incolink's website www.incolink.org.au/EmployerLink

Q: Why should I use EmployerLink?

A: Incolink's EmployerLink will undergo an update in November 2014. The new system will enhance processing Incolink payments online.

Q: How do I obtain a receipt once my payment is made?

A: Once payment has been received and processed by Incolink you can log on to EmployerLink and print a tax invoice.

Q: When can I use the EmployerLink Service?

A: The EmployerLink service is accessible 24 hours a day, 7 days a week.

Q: Must I be connected to the internet to use EmployerLink?

A: Yes. EmployerLink system is only available via the internet.

Q: Do I require an email address to use EmployerLink?

A: Yes. EmployerLink requires a business specific email address to enable Incolink to communicate with you.

Q: Who do I contact if I have questions or comments regarding the EmployerLink Service?

A: You can contact the Incolink operations team on **(03) 9639 3000** email redund@incolink.org.au.

Q: What happens if I forget my login or password?

A: If you have misplaced your login, you will need to contact Incolink during business hours.

If you forget your password, you may retrieve it online by accessing the "Forgot your Password" page. The password will then be sent to your registered email address.

Mates look out for mates.

If your mate is doing it tough,
call Incolink.



Incolink. Here to help.

Metro: (03) 9668 3061

Regional: 1800 337 789

(Not available from metro Melbourne or mobile phone)

www.incolink.org.au

Incolink

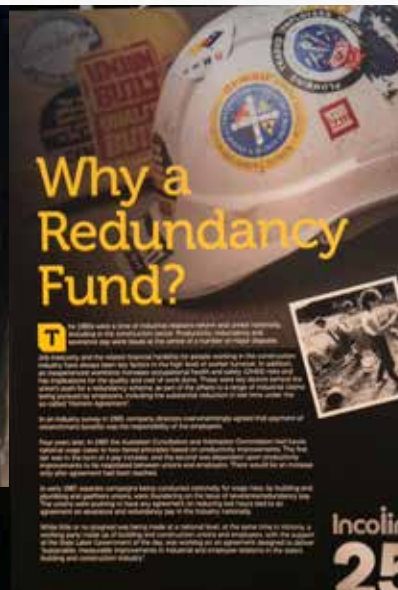
Incolink is a joint enterprise of employer associations and industry unions in the Victorian Building and Construction Industry. It is a highly unique organisation where both parties come together regularly to make decisions for the benefit of the industry.

Incolink's core business is managing redundancy funds for workers, due to the project based nature of the Industry, who may need to claim their funds between jobs. Further, Incolink manages workers funds, to generate interest. Interest is then used to provide a range of support services and insurance benefits which could have a significant impact on the Victorian economy if the members (up to 300,000 workers) were to require the support provided by Incolink.

Incolink invests surplus funds back into the Industry through a range of training grants, insurance benefits and support services to support the building and construction industry as a whole.

Incolink also invests back into the Industry through a Mezzanine Fund, which supports developers and construction projects getting off the ground, in turn creating jobs for members.

Visit: <http://youtu.be/ZWFXLfxCkFU> to watch a short film on Incolink's 25 year milestone.



'While celebrating the 25th anniversary of Incolink we have reflected on these foundations, which are the catalyst for our strategic direction for the future. Today we are perceived by our stakeholders as an integral part of the industry; sometimes pivotal to the constantly changing landscape of the building and construction industry and its pivotal impact on the Australian economy'

- Tommy Watson,
Incolink Independent Chairman.





25 YEARS

Providing a valuable safety net for the
building and civil construction industry
for over 25 years.

incolink.org.au

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