

## **INQUIRY INTO SKILLS SHORTAGES IN RURAL AND REGIONAL NSW**

**Organisation:** Narromine Plumbing Co.  
**Name:** Mr Mark Beahan  
**Position:** Owner  
**Telephone:** 02 6889 1565  
**Date Received:** 7/10/2005

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**Theme:**  
20 October 2005: Secretariat contacted by Mr Beahan.

Mr Beahan would like his correspondence to Dawn Fardell MP, dated 4 July 2005, to be considered a submission to the inquiry into skills shortages in rural and regional NSW.

### **Summary**



**Narromine Plumbing Co**  
141 Alagalah Street  
Narromine 2821  
Ph: 02 6889 1565  
Fax: 02 6889 1523

4 July 2005

Attention: **Dawn Fardell, MP**  
116-118 Macquarie Street  
DUBBO NSW 2830

Dear Dawn

I request your assistance in ensuring the objections that New South Wales and interstate tradespeople have to the proposed Continuing Professional Development and the ensuing threat to our licences and livelihoods are heard.

Recently I received the attached letter from the Office of Fair Trading.

The concerns and opinions of a great many tradespeople need to be considered in the forthcoming review of licensing. I have paperwork and documents we wish to present to Ms Irene Moss and Professor Kevin Rice on behalf of these tradespeople. Copy also enclosed.

I have been trying to contact the offices of these people, but have got nowhere. **I ask you to please ensure the enclosed information is presented to the review before it goes to Government.**

Thanking you in anticipation.



**Mark Beahan**

**Narromine Plumbing Co.**

Licensed Plumbers & Drainers  
LIC. 10629

**Mark & Glen Beahan**

141 Alagalah Street, Narromine 2821

Phone: (02) 6889 1565 A/H: (02) 6889 1884 • 6889 1650

Fax: (02) 6889 1523

• LP GAS SUPPLIERS, SERVICING & FITTING •  
• TANK MAKERS • BACKHOE HIRE • PUMPS •

MARK JOHN BEAHAN  
46 FIFTH AVENUE  
NARROMINE NSW 2821

Our Ref M05/3149  
File No 01/067770

Dear Licensee

On 2 May 2005 the Minister for Fair Trading, the Hon John Hatzistergos MLC, announced a major review of licensing. This is an important undertaking and one that is welcomed by the Office of Fair Trading.

The review, headed by former Independent Commission Against Corruption Commissioner, Ms Irene Moss, and assisted by former Professor Kevin Rice, will look at whether the current licensing regime, including entry standards and categories of licences, is appropriate and relevant in the modern building industry.

An issues paper canvassing options and other licensing matters is being prepared and is expected to be available for public comment shortly. Up-to-date information, including the issues paper, will be available on the Fair Trading website at [www.fairtrading.nsw.gov.au](http://www.fairtrading.nsw.gov.au).

The outcomes from the review may impact on the continuing professional development requirements that were being developed for the specialist trade groups and due to commence on 1 July this year.

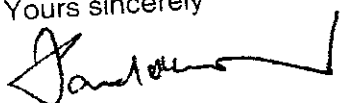
Given these circumstances, I consider it sensible to defer the implementation of any further continuing professional development requirements until the review is completed and Government has reviewed the findings. Accordingly, the further implementation of your professional development requirement will be deferred until further notice.

If you have been voluntarily participating in continuing professional development, you can continue to do so and any points you earn can be claimed when your particular requirement is implemented.

Builders and swimming pool builders will continue with their current requirements, as implemented on 1 March 2004. Adjustments to their requirements, if any, will occur after the outcomes of the review have been finalised and the impact on continuing professional development is known.

I will write to you again once the outcomes from, and impacts of, the review are known.

Yours sincerely



D B O'Connor  
**Commissioner for Fair Trading**  
20th June 2005

# **CONTINUING PROFESSIONAL DEVELOPMENT**

## **INFORMATION FOR REVIEW**

The following document has been compiled by a large group of tradespeople in NSW and I refer you to its contents, as follows:-

- Pages 1, 2 & 3** Information being distributed in Sydney, Newcastle, Orange, Dubbo, Forbes, Narromine and Trangie – at our own expense.
- Pages 4, 5, 6 & 7** Copies of letters from tradespeople sent into Trades Magazines.
- Pages 8 & 9** Accounts I, (Mark Beahan, proprietor of Narromine Plumbing Co) personally, have sent to the Office of Fair Trading for time, travel and fees for two courses. I have to attend 7 of these courses a year and so does my brother (my partner). These two, alone, total almost \$1,000.00.
- Pages 10, 11** A builder in Melbourne, Phil Dwyer, became so incensed with Home Owner Warranty, WorkCover, OH&S, CPD that he, at great expense to himself, started a new TRUE Association, of which I am a member, to represent all tradesmen and their businesses.
- The HIA, MBA, MPA do **not** represent the businesses and tradespeople of NSW.
- Page 12** Notes from 1<sup>st</sup> CPD Meeting at Dubbo TAFE 19.5.04
- Page 13** Notes from HIA communications.
- Pages 14 & 15** Questions for Office of Fair Trading
- Page 16** ‘The Deception’ – further questions derived from the June 2004 issue of the “Plumbing Connection”.
- Pages 17,18,19 & 20** ‘Wiping Us Out’
- Page 21** Summary
- Pages 22 & 23** Petition  
Please note this petition was signed by all tradespeople in our town of Narromine and by tradespeople throughout New South Wales. This is evidence of their strong objection to these new, **expensive, time consuming, and of no value, regulations.**

# CPD

TO LOSE YOUR LICENCE  
FOR DOING NOTHING WRONG  
IS BLACKMAIL.

THIS IS A DIRECT THREAT TO  
YOUR BUSINESS,  
INCOME  
AND YOUR  
FAMILY'S SECURITY.

REFER TO 2.7

# CPD. STATE WIDE NON- COMPLIANCE OF CPD

(CORONARY PULMONARY DISORDER)

The reason trades are being fazed in over several years is a deliberate ploy to fragment the trades so that we can't show unity in our dissatisfaction of this ridiculous CPD system.

PLEASE SUPPORT YOUR INDUSTRY & JOIN THE HUNDREDS ALREADY SENT IN BY FILLING OUT THIS FORM REGARDLESS OF WEATHER YOUR POINTS ARE DUE THIS YEAR OR NOT.

2.7

## **Legal Right to an Income**

The legal right of a person to work at their chosen occupation is a natural law. It is also an issue of human rights. A person's lifetime skills and desires to use those skills cannot be taken away from a person by government legislation. The legal right to work is founded in the United Nation Charter, which states;

"Every person has the right to food clothing and shelter."

To satisfy the UN charter, the Australian social structure and fabric is based upon a monetary system rather than subsistence farming. An extension of the UN Charter to comply with Australian social structure can be legally interpreted as

"Every person has a legal right to a financial income"

All Federal and State Law under United Nations agreement, has unconditional legal obligation to ensure legislation will not deny a person a financial income.

# Annual statement for points earned 2004-2005

## Continuing Professional Development



OFFICE OF FAIR TRADING  
NSW Consumer Protection Agency  
Department of Commerce  
Home Building Service

If you are a:

- **builder** (individual contractors and qualified supervisors only)
- **swimming pool builder**

make sure you:

- complete this statement showing CPD activities and points
- return **with your licence renewal** to the Office of Fair Trading
- do **not** include any attendance certificates or course documents

| CPD activities for 2004-2005 | Maximum points per year | Points you have earned |
|------------------------------|-------------------------|------------------------|
|------------------------------|-------------------------|------------------------|

### Automatic Entitlements

- Mentoring apprentices, cadets, train-
- Recognition of excellence\*
- Associate's learning (wife or other fa
- Professional association or union me
- Subscription to BCA
- Private research

### Other CPD activities completed

Dear Mr LeCompte,

Thank you for giving me the opportunity to explain my Continuing Professional Development for the last 12 months. As a skilled tradesperson I have worked a minimum of 10 hours every working day of the last calendar year. Consequently my skill level, attention to detail and my professional conduct have had a marked improvement over the last 12 months.

The Professional Development gained from this experience is far greater than could ever possibly be achieved by any 'free beer' trade nights or golf days conducted by the HIA. As a result, I have declined your invitation to attend such low-brow functions but rather will attend to my business and my clients in the Continuing Professional manner which has ensured my livelihood to this date.

In short, thanks.....but no thanks!

\*10 points can be claimed each year to recognise an excellent compliance history.

(That is, if you have not had any disciplinary action taken against you under any licence you currently hold or have previously held. Please note: Where you have had a general complaint, Tribunal hearing, or other litigation against you that did not result in disciplinary action, you can still claim points for excellence).

**#Declaration** I declare this to be a true record of my CPD points.

Name [please print] \_\_\_\_\_ Licence number \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

# Under the *Crimes Act 1900* – Section 307A, it is a crime to provide false or misleading information. The maximum penalty is imprisonment for 2 years, or a fine of 200 penalty units, or both.



# Thoughts on CPD

A group of tradesmen from central NSW met with Mr. Lindsay Le Compte, the general manager of Home Building Services Office Department at the Office of Fair Trade, to discuss the introduction of the "Continued Professional Development" (CPD). Following the meeting the group put their thoughts and impressions on paper and sent them to me, I think they are an interesting read. I rang Mr. Le Compte's office on a number of occasions and offered him the opportunity to make comments; unfortunately he did not respond. If you would like to try, his phone number is 02 9895 0111, good luck!



John Baglin

## Vote from meeting 13/09/04

*The meeting was the brainchild of Lindsay Le Compte of the Office of Fair Trading who said he believed further consultation was required with building license holders and contractors, as he had become aware that there was a great deal of concern within the industry relating to the CPD program.*

*Mr. Le Compte spoke for about an hour on the history and reasoning behind the introduction of CPD. He said that the building industry had a somewhat tarnished image in the general public's eye and needed to change. He went on to say that the industry needed to make a genuine effort not only to improve its image but also to keep pace with the ever changing industry requirement and legislation and continually update new product knowledge. A point those attending agreed to in principle, but was also seen by them as more their own responsibility and the main reason they are competitive within the industry. The idea of being forced to attend training to simply gain points to retain their licence, not only threatens their livelihoods but also goes against basic rights, denying them the ability to conduct their businesses as a free enterprises.*

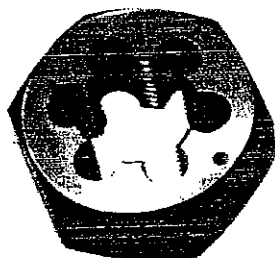
*It was also felt that the HIA, MBA, MPA and Connection Magazine had not clearly represented the true feelings of the tradesmen in the industry in relation to the CPD program. The attraction of financial benefit through increased membership appears to have clouded their view of the real concerns of licensed tradesman in relation to CPD.*

*The threat of losing your license as a result of failing to acquire the required points, was seen by those in attendance as outright blackmail. As a protest it was suggested that there should be a push for total statewide non-compliance with the system.*

continued on page 2

## Franz Nut 1/2" BSP

- Cleans up old threads
- Fixes crossed threads on plastic fittings
- Removes Teflon
- \* A very handy item for the tool box



**\$30.18** plus GST

Fax Order Code 1132

## Styrolag



**\$9.00**+GST

Code 244

100mm x 600mm length

Andrew and his apprentice (Charlie the dog) gave me a useful tip recently. When he has to blow an air lock out of a line he doesn't remove the hot water washer he just puts some tap lube on the valve and puts it back in the spindle, this is enough to hold the washer off the seat while you force out the air lock.

**TIP  
OF THE  
MONTH**

continued from front page

Concerns were expressed, by those in attendance, that insufficient notice had been given of the CPD meetings set down for Dubbo and Bathurst. It was also pointed out that most people attending this meeting only found out about it due to the efforts of a small active group in the Dubbo area. Mr Le Compte agreed that whilst industry associations were notified it was regrettable that most local tradesmen had not been made aware of the meetings.

At the end of the meeting it was agreed that further consideration must be given to the following:-

- Removal of the threat that licence renewal will be denied due to failure to acquire points.
- Three year moratorium to allow consultation with affected trades.
- Notice of meetings to be done through direct mail to licence holders.
- TAFE courses to take into account the needs of tradespersons and be designed in consultation with tradespersons.
- Consideration to be given to the real costs associated with introduction of a CPD program on the industry and the public sector.
- Industry associations need to realize that their roll is to support and inform members, not control and direct.
- Government bodies associated with the building industry to be aware that they represent not only the public sector but also the rights of licenced tradepersons."

Mark Beahan , Narromine Plumbing.

# THE BIGGEST RANGE OF PAN SCREWS


## All Phillips Head Screws

### The New Stainless Steel / Non-Corrosive

|      |           |                     |
|------|-----------|---------------------|
| 65mm | Code 2505 | 33.00 per 100 + GST |
| 75mm | Code 1400 | 37.50 per 100 + GST |

### The Traditional Brass in Four Sizes

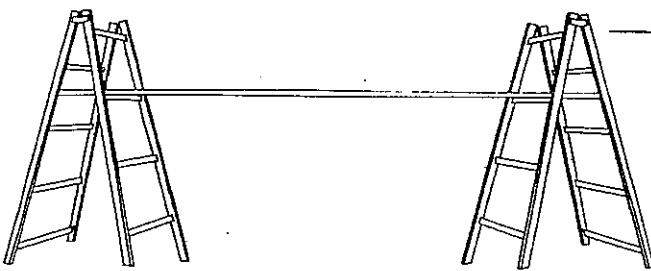
|      |          |                     |
|------|----------|---------------------|
| 25mm | Code 622 | 25.73 per 100 + GST |
| 50mm | Code 711 | 27.20 per 100 + GST |
| 65mm | Code 191 | 28.35 per 100 + GST |
| 75mm | Code 588 | 31.94 per 100 + GST |



### Nylon Pan Guards in Packs of 100

|           |               |
|-----------|---------------|
| Code 1983 | \$11.43 + GST |
|-----------|---------------|

# trestles and planks



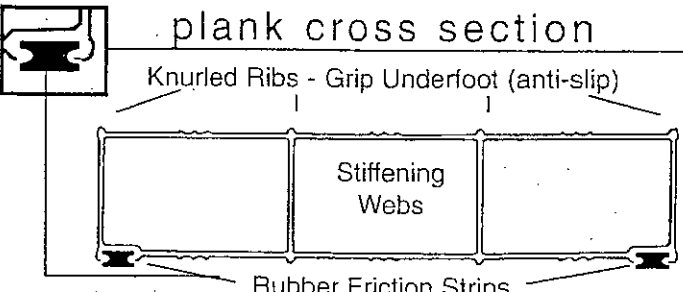
## aluminium trestles

Combined with aluminium planks provide a light weight economical scaffold

|                        |              |
|------------------------|--------------|
| 2.4m Aluminium Trestle | \$276.41+GST |
| 3.0m Aluminium Trestle | \$319.15+GST |

Also available with adjustable legs

## plank cross section



## standard duty planks

Features 4 bold knurled ribs on top face with 2 friction strips on bottom face

|           |              |
|-----------|--------------|
| 3.0 metre | \$137.11+GST |
| 4.0 metre | \$170.04+GST |
| 5.0 metre | \$206.12+GST |
| 6.0 metre | \$242.94+GST |

Prices plus GST

FREE DELIVERY MELBOURNE / COUNTRY AREAS FREE TO YOUR DEPOT

# Letter to the Editor

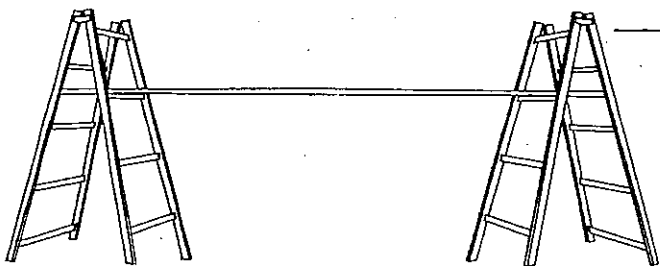
This is an extract from a letter from Alan M. a NSW plumber, sent to a number of NSW politicians. What I am writing about is the ridiculous Continuing Professional Development which has been introduced by the NSW government. I have personally been in the industry as a plumber since 1964 and have managed to survive and prosper without the need to undertake pseudo courses which have no value to the licence holder or the general public. In fact, the only people who will benefit are those who will profit from running these time-wasting junkets and those organisations such as the Master Plumbers who hope to gain increased finances through an influx of forced memberships.

Never before has an industry forced to "heel" to a minority of power crazed beaurocrats who would well be at home in Stalinist Russia. Let's carefully examine the total lie that has been touted to the politicians, that the industry wants this legislation in place. Now if the industry "wants" this, why is there a need to legislate? Why the big stick? It is purely a tactic of a greedy minority who cannot live within a democratic society. I suggest that every licence holder be contacted and we will find out if this is a decision of the majority or minority. There are already a number of towns that have decided to rebel against this draconian legislation and I will be joining the fight.

## My Response to Alan

It is my understanding that compulsory CPD has been deferred due to the backlash from plumbers and other trades. I think Alan's point that the idea is being pushed by those with a pecuniary interest is spot on. Compulsory CPD would cost the state an estimated \$12,000,000.00 a year in time lost and expenses for the plumbing industry alone. In today's world on line access to information could be provided to plumbers far more easily and certainly more cheaply than required attendances at pseudo courses. How much would it cost to put an OH&S course on the web and have a log on system linked to a licence number? In my opinion companies would be lining up to produce such a course for ten grand or less and a plumber could do the course without having to leave home. If the government thinks educating plumbers is so important perhaps they could even pay for it.

## trestles and planks

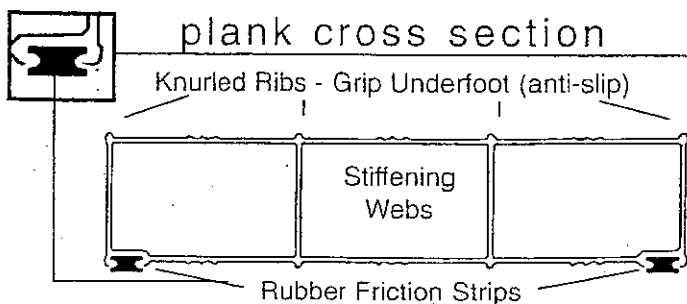


### aluminium trestles

Combined with aluminium planks provide a light weight economical scaffold

2.4m Aluminium Trestle \$276.41+GST  
3.0m Aluminium Trestle \$319.15+GST  
Also available with adjustable legs

NON-SLIP RUNGS - SAFER CLIMBING INDUSTRIAL DUTY LOAD RATING 220 kg



### standard duty planks

Features 4 bold knurled ribs on top face with 2 friction strips on bottom face

3.0 metre \$137.11+GST  
4.0 metre \$170.04+GST  
5.0 metre \$206.12+GST  
6.0 metre \$242.94+GST

Prices plus GST

FREE DELIVERY MELBOURNE / COUNTRY AREAS FREE TO YOUR DEPOT

Office of Fair Trade  
Att. John Hatzistergos

Dear Sir,  
I write a publication for the plumbing industry and the following is one of many letters I have received from NSW plumbers regarding the introduction of compulsory CPD. The letter expresses the sentiment of the majority of respondents and I too struggle to understand the reasoning behind its introduction. I intend to publish this letter in May and invite you to respond to the plumbers of NSW as to what reasoning was behind the decision. I also ask for your comments on the ever increasing safety requirements for employers and the detrimental effect this is having on the employment of new apprentices and on the increasing number of trained plumbers who are leaving the industry to make a living in less regulated fields. I will publish your response in a future issue.



John Baglin

Dear John,  
I run a very small business in Sydney, just two licenced plumbers. This month's article in your newsletter, "Lack of Plumbers" was so spot on it hurts! When is it all going to stop?  
We specialise in maintenance, taps, toilets, hot water etc. Before we start we fill out a risk assessment, then a work method statement, then we can do the job and when we get home at night I start on the paperwork, it's hardly worth it any more! Both of us are very good tradesmen and young kids would benefit greatly from what we could pass on, BUT, I will not employ anyone, I just don't need the added stress. Doing the work is the easy part, collecting money and doing all the paperwork has just taken the fun out of the game now. I have been in business for 15 years, and never needed to advertise apart from a fridge magnet left with clients.  
How does a small business survive with these unnecessary regulations.....I too am paying to do courses I don't b..... need just to get CPD points. How many courses, that I don't need, do I have to do before sanity prevails? When I was at tech I would aim for 80% as a personal pass goal, If the government is so concerned about raising standards why don't they simply lift the pass mark!!!  
I don't know how much longer I will stay in the game, current regulations seem to be all about sucking as much money out of us as is possible. As for OH&S there is no small business that is fully compliant as Work Cover will always find some fault and, oh, a fine to match!

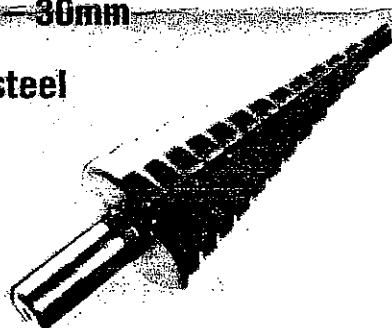
Regards, Dave

## Step Drill 6mm - 30mm

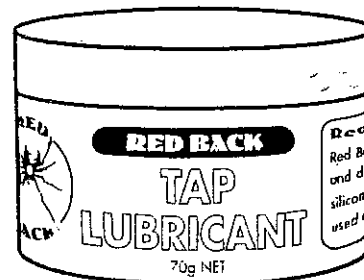
- Drills up to 5mm thick steel
- Easy to sharpen
- Automatic Deburring

\$ 136.50+ GST

Fax Order Code 2319



## Tap Lubricant



Fax Order Code 6 \$9.00+GST

A tip from a roofer this month who sprays the soles of his shoes with CRC Belt Grip when he is working on a steep pitch roof. Whilst it is not a replacement for the required safety equipment it gives you a much better footing on the roof. We don't stock it at this stage but can get it if you are struggling to find it. (about \$15.00)

**TIP  
OF THE  
MONTH**

**NARROMINE PLUMBING CO**

Plumbers/Gasfitters &amp; Appliances/Backhoe &amp; Truck Hire/Pumps

141 ALAGALAH ST  
NARROMINE NSW 2821

TELEPHONE: 02 68891565 A.H. 02 68891884  
FAX: 02 68891523

A.B.N. 39 896 262 042

Auth/Lic No: L10629

5/08/2004 11:01:00 AM

Dept. of Fair Trading  
50 Wingewarra St  
DUBBO NSW 2821

JOB ADDRESS

Dept. of Fair Trading  
50 Wingewarra St  
DUBBO NSW 2821

1

**TAX INVOICE** 00003609

|        |   |   |          |          |
|--------|---|---|----------|----------|
| TRAVEL | Attendance at Professional Development Seminar at Dubbo Tafe on 19/5/04 | 1 | \$275.00 | \$275.00 |
|        | Travel  | 1 | \$50.40  | \$50.40  |

Total includes GST of \$29.58

BSB: 082-753  
A/C No: 525697373  
NAB Nattomine

**\$325.40**

Please detach & return with your Payment to:-

ARROMINE PLUMBING CO  
1 Alagalah Street  
ARROMINE NSW 2821

Dept. of Fair Trading  
50 Wingewarra St  
DUBBO NSW 2821

Amount Paid:.....\$

**TAX INVOICE** 00003609

8

## Plumbers/Gasfitters &amp; Appliances/Backhoe &amp; Truck Hire/Pumps

TELEPHONE: 02 68891565 - A.H. 02 68891884  
FAX: 02 68891523

A.B.N. 39 896 262 042  
Auth/Lic No: L10629

5/08/2004

Dept. of Fair Trading  
50 Wingewarra St  
DUBBO NSW 2821

JOB ADDRESS  
Dept. of Fair Trading  
50 Wingewarra St  
DUBBO NSW 2821

5/08/2004

1

TAX INVOICE 00003610

Total includes GST of \$57.95

BSB: 082-753  
A/C No: 525697373  
NAB Narromine

**\$637.50**

Dept. of Fair Trading  
50 Wingewarra St  
DUBBO NSW 2821

Please detach & return with your Payment to:-

**NARROMINE PLUMBING CO**  
141 Alagalah Street  
NARROMINE NSW 2821

Amount Paid:.....\$

**TAX INVOICE** 00003610

9



# The Builders' Collective of Australia

Representing the small to medium Builders of the nation

<http://www.builderscollective.org.au>

INVITES ALL BUILDERS TO ATTEND A

## **RALLY AGAINST UNFAIR WARRANTY INSURANCE**

**Where: *Parliament House Sydney***

**When: *9:30am Thursday 2nd September***

**Why: *To help get rid of this unfair and ineffective insurance regime***

Sponsored by  
**The Builders Collective of Australia inc**

Contact: Ian Piddington 02 6882 2147

Email [dwyerbld@bigpond.net.au](mailto:dwyerbld@bigpond.net.au)  
<http://www.builderscollective.org.au>

# The Builders' Collective of Australia

Representing the small to medium Builders of the nation

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## Who are We?

We are small to medium builders who are not paid, but believe democracy and want what all Australians expect and take for "FAIR GO".

## View the executive committee

**Are HIA & MBA helpful in changing the insurance? NO!** [click here for details](#)

**CAN THE BUILDERS DO ANYTHING? YES!** [click here for details](#)

**Is this Warranty Insurance good for the consumer NO!** [click here for details](#)

**20 inquiries into Builders/Home Warranty in 10 years!** [click here for details](#)

**The Industry Response to the Grellman Inquiry** [click here for details](#)

**The Queensland model what is it, how does it operate?** [click here for details](#)

## WHO BENEFITS FROM BUILDERS/HOME WARRANTY?

**Not the small to medium builder**, his turnover is limited and the size of his projects can't get the insurance in a timely manner, as well he must pledge his personal assets in a paying insurance premiums.

**Not the Consumer**, he cannot claim and when he tries to, he finds it is all a "CRUEL HOA" to go down the path of civil action for years.

**The Major Builders benefit** from a reduction in competition through the elimination of small building firms who can't get enough insurance cover.

**The real beneficiaries are the INSURERS** who have an assured income stream with little risk, together with the insurance brokers (HIA & MBA) who charge a generous commission them.

<http://www.builderscollective.org.au/>

8/12/2004

↑ CHECK IT OUT - IF IT MAKES SENSE  
TO YOU - SEND TO SOMEONE  
ELSE //



## NOTES

### 1<sup>st</sup> DUBBO TAFE MEETING 19.5.04

#### **180 Tradesmen were in attendance.**

A woman from the Office of Fair Trading was present. A TAFE representative said he had never seen so many tradespeople at a Trade Night and so many interested in their industry. After the presentation there would be question time and he said it was good to see you had all got information for tonight's meeting.

**At that point, the meeting erupted, with the tradesmen saying they had not been informed at all.**

The meeting proceeded in the following manner:-

**1st Tradesman** – “Where did this bullshit come from? Who brought this crap in”??

**2<sup>nd</sup> Tradesman** – “Have a look around the room. Not a tradesman under 40! In 10 to 15 years we're going to get out, if not before. Because of the crap we have to go through, you have the lowest apprenticeship rate in history. Old skills and knowledge are being lost. And what are you going to do then? Bring in underskilled migrant workers to fill the gaps or take our places”?

**Office of Fair Trading Woman** “Oh! That will never happen”.

**3<sup>rd</sup> Tradesman (myself)** – “Both you and the TAFE teacher, in your opening address commented how good it is to see 180 tradesmen interested in our industry. It may have been more to the point had you said you are all here because you are under the duress and threat of losing your licenses and your livelihood”.

**Office of Fair Trading Woman** - “I'm sorry you see it like that”.

**My reply** - “If not for the loss of license, you would be talking to 180 empty chairs tonight”.

And so on, throughout the night. Not one kind word for this scheme.

**Final statement from myself to the TAFE Teacher** “anyone in this room worth their salt should not be put under the threat of losing their license and livelihood”..

**Unanimous Reply** – “You have no right to take any one's licence off anyone for doing nothing wrong”.

## NOTES

### HIA MELBOURNE

**1.11.04 Victor Allan – 03 8620 3702** – rings local builder, Ian Piddington, to ask why he left his HIA Membership and other associated questions.

**Ian Piddington** replied – you did nothing for me and you let this CPD come in.

**Victor** - CPD was not us. It was DFT.

**Ian Piddington** – Yes, and with your Association's backing.

**Victor** – I've made 1500 phone calls in two weeks and only one is in favour of CPD.

### HIA SYDNEY

**14.3.05 Nick 02 9978 3359** – asked myself similar questions to Ian Piddington.

I told Nick that my father and I were members of MPA for years. We never received a phone call, etc. to see if we needed help or 'how are you going'? Just the account for memberships. When I found out that only 10% of plumbers were in the MPA at the time, I dropped out.

I told Nick what we were doing to stop CPD and faxed him this information.

## QUESTIONS FOR OFFICE OF FAIR TRADING (OFT)

1. Can the OFT explain how someone can come into a town, unknown, no technical qualifications, gets a couple of references, goes to the Office of Fair Trading and gets a Builder/Handyman Licence and now is doing all types of building work, structural etc. He was caught by an electrician installing a hot water system and running new wiring.
2. Can the OFT explain to me how a local Real Estate Agent can now employ the local lawnmowing man to do their plumbing work at a charge out rate of \$20 per hour?

Can OFT quote a licence number and type that the lawnmowing man operates under:-

What qualifications and training he had prior to issue of licence;  
What Continuing Professional Development points he has accumulated and  
What is his ongoing obligation?

I've done, all up with other TAFE courses at Orange, (two and a half hours travel time away), 7 years in total.. One week with AGL Mortlake Appliance Training Centre. Our charge out rate is \$55 per hour to run a legitimate business.

3. Can the OFT give one reason why anyone should do CPD, taking into consideration my licence is not worth the paper it is written on?
3. If CPD is all about learning and education, why can you buy your points by joining the HIA, MBA, MPA or subscribing to trade magazines? So much for that argument. Or, maybe, the dollar has got something to do with it?

I also fail to see how attendance at Trade Night booze-ups or Golf Days improve my trade skills, as, with all the requirements of CPD, my time would be far better spent servicing my customers' needs.

**Now – that's an innovative idea!! CUSTOMER SERVICE!! Maybe you should legislate for that instead.**

5. With insurance driven Homeowner Warranty, WorkCover, OHS, Unfair Dismissal and GST, etc. and, now, CPD, is it any wonder that business and trades people will not employ staff and apprentices and are walking away from our trade associations and businesses in this state?

This is just the start! If you continue with this insane legislation, many tradesmen, particularly the older, experienced tradesmen, will walk away from their trades altogether. Then you will have to import sub-standard tradesmen from overseas.

I wonder what Continued Professional Development requirements you will have for them.....

English classes?

Being able to read some of the words in the building regulations?

Being able to understand what some of these words mean?

**The possibilities are endless.**

**Should keep all those brainy bureaucrats at the Office of Fair Trading in meaningful employment for decades to come.**

**Pity about the collapsing buildings, burst sewers, etc. but, of course, progress always did come at a price.**

**Move #1.** I and others, will not participate in a scheme under the threat and duress of losing our licences. It is Blackmail!

We take on the responsibility and pressures of running a business, etc. to try to better ourselves and, hopefully, with some luck, get ahead. To give our families some security.

## **6. Why are we punished for having a go?**

**Surely sanity must prevail!**

**THE DECEPTION**  
by  
**OFFICE OF FAIR TRADING AND VARIOUS TRADE ORGANISATIONS**

**How come Government and Industry Associations knew about CPD and not the trades and business people?**

Why, in the June 2004 'Plumbing Connection', was there a four page spread on CPD? Mike Carroll, from the Office of Fair Trading NSW, says, "There has generally been good acceptance of the new CPD requirements by affected industry sectors", **when, in fact, virtually no operating Trades People were aware of CPD requirements?.**

CITAB Chief Executive Officer, Douglas Greening, says "Feedback indicates that participants are generally in favour of the scheme". **An obviously untrue statement, plucked out of the air.**

The Master Plumbers Association – "why should the building industry, including plumbers, be exempt"? **TREASON!!! To whom do they owe their allegiance???**

How come the meeting, organized by Lindsay Le Compte (13.9.04), at Dubbo was only found out about by sheer accident, the day before? **This venue was booked two weeks prior to the meeting .... Could this be a deliberate cover-up?**

Mr Le Compte agreed that, whilst industry associations were notified, most tradesmen had not been aware of the meetings in Dubbo and Bathurst. **As Mr Le Compte said, "If not for loss of licence, no one would do CPD (blackmail?). Probably the only grain of truth to emerge in this whole, sorry saga!**

Would the millions of dollars that are going to be generated for memberships and courses and the 170 new jobs in the Office of Fair Trading – CPD Department have anything to do with the above, for this 'phantom' industry and their 'phantom' jobs? **Maybe there is a vested interest in this countrywide craze for training – possibly worth checking out the Training Providers.**

**A disgusting state of affairs.  
DECEPTION ON A GRAND SCALE,  
and justifiably condemned by the majority of businesses and tradesmen.  
Why is their backlash being ignored?**

## WIPING US OUT

My father left school at 15 and started in his plumbing career with local plumbers. He worked for General Constructions, Sydney – in Redcliffe, Toowoomba, Sale Victoria, Lakes Entrance, St George Qld, Coonamble and, finally, Narromine as a foreman on silos, sewer and water main construction. He and Mum then started Narromine Plumbing with only a car, and that on hire purchase.

When I started, in 1979, my father employed 4 plumbers and 4 full-time labourers. They had two backhoes. He put 4 apprentices through TAFE. One of these apprentices, who had major social problems, was accepted by my father because of an approach by authorities from a neighbouring small town in which he was causing problems. My father was successful in straightening him out.

My father, at 57, on 10.9.87 at 8.10am, collapsed and died – at work – in front of his best friend, wife, and myself. I had two brothers at school (15 and 13 years old) and I took over after Dad died. Like my parents, I made a go of it and continued a very successful business.

I, myself, have put two apprentices through TAFE – before WorkCover, OH&S, Unfair Dismissal, GST, CPD, and, now, the Death Bill.

To illustrate how ridiculous the situation has now become, with the dramatic rise in the workload caused by official paperwork and red tape, I submit the following:-

In my father's day we had a successful business employing 10 people and my mother did all the bookwork on her own and still had time to do bookwork for a local Accountant and raise 5 children.

Now, with just my brother and myself working, my mother – who is 71 years of age – works on the paperwork at least eleven hours a day, 5 days a week, plus we have to have an Accountant and a Bookkeeper and my brother often has to stop working in the field to assist in the office.

In summary, we used to be able to run a business with 10 in the field and one in the office.....now we have one and half in the field, attempting to support three and a half in the office plus God knows how many bureaucrats. My mother would love to retire but while ever the chair polishers in government departments keep inventing evermore useless, time-wasting schemes to justify their existence, we can't afford to employ anyone to replace her without going bankrupt.

Since 1996, my brother and I have worked 7 days a week. We have jobs 3 to 5 years in arrears. We have 3 young people wanting an apprenticeship in plumbing. We are too frightened to employ anyone. And to think a politician once coined the 'phrase, "the clever country". If we were clever we would force the bureaucrats to get a real job and actually contribute to the economy of the Country instead of stifling it. Then we would have a chance to run our own businesses in a business like way.

I, myself, have put two apprentices through TAFE before WorkCover, OH&S, Unfair Dismissal, GST, CPD and, now, the Death Bill!

My father ran his business on:-

HIS HONESTY,  
HIS SKILLS  
and  
HIS KNOWLEDGE  
and  
HIS REPUTATION

**MY FATHER NEVER HAD A LICENCE!!!!  
AND FOUND NO NEED FOR CPD!!!**

I refer you to Page 3 **"Annual statement for points earned 2004-2005  
Continuing Professional Development**

If you total up the years my father (who started the business before licences were invented), myself and my brother (a partner in our business) have conducted a plumbing business and multiply that by the ten points per annum that you so 'generously' offer for an unblemished record, you end up with **780 points**. So, as a consequence, we should be immune until we leave the Industry or Bureaucratic Bullshit Bankrupts us.

Surely this is indicative of a company which is already 'trading fairly' and which must have kept up with its 'professional development', otherwise it would have been put out of business long ago by the supervising building inspectors and/or competition.

But, then again, the 'academics' that thought up this crazy system may consider that Building Inspectors are also incompetent and lacking 'professional development' and need to be put under the jackboot of bureaucracy.

Our firm would be only one of the huge majority of law-abiding, legitimate businesses who perform top quality work for their customers and keep abreast of the latest innovations in their trade, as a matter of survival in their competitive world.

Sure, there is a small minority of bad apples in every walk of life and at every level. . . Why don't the 'shiny bums' who thought up this ridiculous system, instead of making the task of running a business ever more difficult for honest tradesmen, **go sic them?** Or, would that be too difficult? They may even have to get out of their airconditioned offices and learn what a hammer or a pipe wrench looks like!

## Proposed Act Threatens Tradesmen with Loss of Licence and Jail Terms

Another mentality is, obviously, firmly entrenched when – on the bottom page they quote the Crimes Act and threaten to jail me for 2 years if I make a mistake in filling out the form.....**So much for democracy..**

Others fought in WWII to rid the world of the Nazi menace. They would be in their graves now if they knew that we had imported the entire regime and "THE OFFICE OF FAIR TRADING". It is a wonder they didn't adopt the department logo.

to bulldoze this legislation through, despite its obvious stupidity and opposition from the trades is indicative of the general Public Service philosophy "bring in a law which allows you to surround yourself with layers of like-minded clones, then, regardless of how inept you are at your job, almost impossible to peel away enough layers to expose you".

the originator of this ridiculous concept may even be rewarded with an award for services to the Country. Its just a pity that he had to turn the **Banana Republic** to achieve his goal.!



ers to  
igie

# † Obituary

JACK BEAHAN



wheat research. Mr Zell is representative on the NSW Research committee. It is lives such as Mr Zell that the say in how money levied for. With declining harvests, as ution of the permit system, research are shrinking. Mr i probable that some current ill have to be terminated. cer of the evening will be who is well known as an ir- he Macquarie Valley. vernment has made available esearch into water resources s money will be distributed by the Australian Water y Council. Mr Bennett is a ational committee. He will f research which will be fun- ittee. This should be of par- ill irrigators in the region, as efficient water usage is high- ing water costs, and problems y.

The death occurred at Narromine on September 10 of wellknown plumber, Jack Beahan, of Alagalah Street, Narromine.

Born in Narromine on December 29, 1929, Jack attended Haberworth, Pinedene and Narromine Public schools.

His first job on leaving school was at Stanley's Garage, after which he commenced his career as a plumber, with Bob Wilkins and Ted Jackson.

The implementation of a sewerage system in Narromine during the

early 1960s saw Jack involved in its construction. His reputation as an expert on sewerage construction resulted in him being asked to assist with work in many areas of NSW and Queensland.

From 1966 Jack worked in partnership with Bob Burgess until Bob left Narromine in 1971.

Jack was involved in Rugby League in Narromine, in his early days as a player, and then an avid supporter.

His work for the Argonauts Club saw him being honoured with life membership.

A quiet but generous man, Jack was always willing to assist people whenever possible, and would go out of his way to do someone a good turn.

Jack is survived by his wife Jean, children Garry, Lorraine, Susan, Mark, Michelle, Stephen, Glen and Darrell, sons-in-law Bob, Wayne and Paul, grandchildren Sharon, Ian, Allan, Greg, Michael and Amie, a sister and brother-in-law, Gloria and Max Millgate, and brothers and sisters-in-law Neville and Barbara, and Trevor and Carol to whom deepest sympathy is extended.

highway

WARREN WOOL PTY LTD

**Summary of the achievements of WorkCover, OH&S, Unfair Dismissal, GST, CPD and the Death Bill for Australian Small Businesses.**

**THEN**

Businesses started from nothing and became successful.  
Businesses employed staff.  
Businesses took on apprentices and trained them well.  
Businesses and their employees were major tax contributors

**NOW**

Businesses are not growing.  
Businesses are **not** employing staff.  
Businesses are **not** taking on any apprentices.  
Businesses have been downsized to 1 or 2 people that can be trusted; or family members only.  
Business proprietors are 'sitting on the fence' waiting until we can retire, or get out.  
Businesses struggling to survive and little tax  
Businesses ex staff on welfare.

We feel that tradespeople have lost the right to run our businesses **as a free enterprise in a free country.**

We feel that the abovementioned WorkCover, OH&S, Unfair Dismissal, GST, CPD and the Death Bill has **put a myriad of bureaucratic bums, pushing myriad reams of paperwork around, on a myriad of office chairs.....**

**AND FOR WHAT???? ...**

**THE CERTAIN DEMISE OF THE BUILDING INDUSTRY IN THIS COUNTRY!!!!**

**So much for being the Lucky Country!**

25th Oct November

SYSTEM

# Continuous Professional Development Petition

We the undersigned wish to register our protest against the implementation of the Continuous Professional Development Program as a substantive requirement for the issue of Building and Contractors Licences.

| Name (PLEASE PRINT) | Trade       | Licence No. | Date     | Signature    |
|---------------------|-------------|-------------|----------|--------------|
| WILLIAM BETHANI     | Plumber     | 10629       | 26/6/04  | W. Bethani   |
| BORG TRESCOR        | FITTER      | 19173       | 26/6/04  | B. Borg      |
| BILL LINDAIDS       | Builder     | 13666       | 26/6/04  | B. Lindai    |
| ALAN J. DAVE        | Electrician | 2272        | 27/7/04  | A. Dave      |
| A. ROSSIN           | Electrician | EC36522     | 1/7/04   | A. Rossin    |
| MAT EDWARDS         | concrete    | 156181C     | 31/6/04  | M. Edwards   |
| Paul Robinson       | B.I.D.O.    | 32487       | 2/7/04   | P. Robinson  |
| Russell Jones       | BUMBER      | 47157       | 2-7-04   | R. Jones     |
| GARY IAN ABER       | ELECTRICIAN | 96630       | 17.04    | G. Aber      |
| QUINN HEBBERT       | Electrician | 25891       | 3/7/04   | Q. Hebert    |
| PAUL MURRAY         | CARPENTER   | 108277      | 3/7/04   | P. Murray    |
| Heinz Jablonski     | Builder     | 144769C     | 07-07-04 | H. Jablonski |
| FRANK               |             |             |          |              |
| IAN HAINWAIN        | Painter     | 95347C      | 12-7-04  | I. Hainwain  |
| B.M. MUIR           | Electrician | AS6766      | 15700    | B.M. Muir    |

# Continuous Professional Development Petition

We the undersigned wish to register our protest against the implementation of the Continuous Professional Development Program as a substantive requirement for the issue of Building and Contractors Licences.

[illegible]

# THIS IS OUR INDUSTRY

Not

DFT's,  
HIA's,  
MBA's  
MPA's, etc

We, and our businesses, are the coalface.  
We are the ones who get the dirt on our hands.

We are human beings  
Not a government department's  
or an Association's plaything.  
Just because it's law, doesn't make it right.

**just, ...maybe, ...**

**The Campbell Committee**

# **GOT IT WRONG!**

