

# BRUSHSTROKES

JUNE + JULY 18

THE MAGAZINE OF MASTER PAINTERS + DECORATORS AUSTRALIA

**NEW**

Haymes Paint Artisan Collection

White set plaster  
update

Latest from MPA Skills

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## BRUSHSTROKES

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## PRESIDENT'S REPORT

To say that the last few years have been exceptionally challenging for everyone in the building and construction industry, I realise this is somewhat of an understatement and a much harsher reality has been the experience, norm or status quo event for our members. Unfortunately, the only constant is the ever-spiralling rates and the phrase 'race to the bottom', where standards and safety have been severely compromised.

While I certainly don't wish to dwell on these particularly difficult times, the fact of the matter is, we all have or know someone who has not been paid for a project or has been drastically undercut in the quoting process. It has become a far more common occurrence and is now a case of not if, but when it happens.

Recently, one of Western Australia's long-standing builders went into voluntary administration and as a consequence, an MP&DA member found itself largely out-of-pocket. The frustration and unjust nature of working in an industry with such tight profit margins is highly challenging, but couple that with not receiving payment – and you have a very unacceptable set of circumstances.

The problem is commonly referred to as security of payment and is attributed to a combination of well-documented factors including:

- Low financial levels into the industry;
- Tight margins and high demand on cash flow to sustain business;
- Limited business acumen and financial skills particularly among smaller business;

- Builders putting risk on those least able to bear it such as subcontractors.
- A culture which is resigned to payments being delayed; and
- Higher average business failure with most subcontractor creditors being unsecured and receiving little or no payment.

The issue with non-payment is nothing new but in the last election, the State Government committed to introduce reforms to provide a fairer system for all.

In February, the Association received an invitation to be a part of an industry advisory group. The group is comprised of stakeholders within the building and construction industry and is designed to address payment issues by:

- Providing protections for subcontractors and suppliers working on government-funded projects;
- Ensuring a robust and responsive registration/licensing framework for those working in the industry;
- Encouraging fairer contracting practices;
- Improving the effectiveness of the State's security of payment laws; and

- Providing greater protections for subcontractors and suppliers in the event a head contractor experiences financial difficulty.

Although MP&DA cannot promise the outcome will be exactly what it is after, the Association commits to fighting the good fight for its members for a fairer outcome.

On a more positive note, MP&DA Chief Executive Officer, Amanda Dawes, is doing a stirring job; members support is second to none; and the message of being part of MP&DA is really getting out there with the addition of many new members coming on board.

This year's Awards for Excellence continues to grow with 2018 looking like it will the largest to date with the introduction of monthly judging. I encourage any member who wishes to submit projects for the Awards to so do now and showcase them to judges while they still look fresh.

**Ian Glen**  
President  
Master Painters & Decorators Australia

## CEO'S REPORT

I can't believe we're half-way through 2018. MP&DA hit the ground running at the start of the year implementing a number of its initiatives, while also trying to progress the white set plaster issue and address the increasing number of unregistered painters operating in the industry.

While the Association commits to resolving white set plaster, please know the issue still remains, so please do not paint unless you are 100 per cent sure that the substrate is fit for purpose [unless you have it in written in your contract from the Builder to say that you will not be held liable].

That being said, the Association has made some progress with Building and Energy over the last couple of months, and it has agreed to engage a company to develop a test to determine whether or not white set plaster is fit for purpose. MP&DA will keep you updated on this test and any further developments.

For those members using phosphoric acid treatment, please be aware that it is a band-

aid to soft plaster and will only address surface issues, and is not recommended by several of the plaster manufacturers.

Please let MP&DA know of any unregistered painters operating in the industry so the Association can continue to lobby the government and its governing bodies with hard-cold facts and not just hearsay. It is a widespread problem, so it's important that as much factual information be gathered so action is taken.

On a positive note, MP&DA visited Albany earlier this month and it was great to catch up with the painting fraternity and welcome four new members to the association. Haymes introduced its amazing new Artisan Collection



and is offering MP&DA members the exclusive opportunity to train with its specialist team and become a selected few in Western Australia approved for its application.

Remember, you can now enter the Awards for Excellence monthly and please save the date for the Gala Dinner, which will be held on Saturday 20 October at the Pan Pacific Perth.

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

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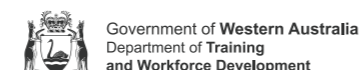
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## WARNING: TEST WHITE SET PLASTER PRIOR TO PAINTING

Master Painters & Decorators Australia [MP&DA] has been working tirelessly with the building and construction industry, stakeholders, and Building and Energy [formerly known as the Building Commission] over the last three years to resolve the white set plaster issue. Unfortunately the outcomes desired is an ongoing battle which means **painters are still not protected**.

Building and Energy continue to enforce that it is the builders and painters responsibility [and painters liability] so please do not paint white set plaster unless you have followed the recommendations of *Guide to Painting of Buildings [Australian Standard AS/NZS 2311:2009]* or manufacturers recommendations and are **100 per cent sure that the substrate is fit for purpose**.

Please ensure you test:

1. Moisture levels
2. pH levels
3. Thumbnail test or the use of a hard object in order to test incoherent softness, plus general visible observation such as efflorescence and powderiness.

If you do not follow these procedures, you may be held liable for any future failure because the very act of painting a surface may be interpreted as accepting that surface as being suitable for painting.

Please ensure that you refresh yourself with the *Building and Energy Bulletin 71 [IB071]2016* on *Paint adhesion to white set plaster* and be fully aware of what Building and Energy expects of painters as a registered trade.

MP&DA will continue to lobby government bodies on this important issue but in the meantime, the Association has developed a form for members to use to record white set plaster testing. Use this as part of your record-keeping and perhaps get it signed by the builder and [or] homeowner as a further safeguard prior to painting. For a copy of this form [PDF or Word Document format], please access your Member Centre on [masterpainters.asn.au](http://masterpainters.asn.au)

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# HAYMES NEW ARTISAN COLLECTION

A new range of textural finishes by Haymes Paint is set to fire the imaginations of homeowners, designers and painters and decorators across Australia.

The company's new Artisan Collection, launched in late 2017, features a variety of unique effects that inject dimension and personality into spaces.

"We developed the Artisan Collection to encourage people to see what's possible through using paint products innovatively, whether it be accentuating raw materials such as concrete or stone, or adding a touch of luxe with beautifully-designed metallics," says Wendy Rennie, Colour and Concept Manager at Haymes.

Inspired by a visit to Milan – a city where high-end finishes easily juxtapose with natural materials, and where surface diversity is prized – the collection consists of three core categories.

The extremely versatile *Surface* series is one product with four handcrafted, but distinct applications: Industrial, Bloom, Gravity and Brushed. The subtle qualities of the product bring out the beauty in the finish, giving walls a contemporary yet timeless feel, and adding a sense of movement and tactility to a space.

The *Metallics* range, encompassing Matte Polish, Metal Trace, Real Iron and Real Copper, as well as an Oxidising Patina, offers a grittier but high-end quality with ultra-premium finishes. For example, Matte Polish is an understated silken metallic, which is brought to life with a simple trowel application that creates a low-lustre overlapping pattern. Highlights and lowlights are accentuated with the fall of light, simulating the look and feel of Venetian plaster.



Finally, *Textures* is highly diverse and tactile, suitable for both residential and commercial settings. Each of its textured finishes – Rendercoat, Mortar, Soft Chalk and Sand – are available in their own colour ranges, and have been carefully considered in the context of where they will achieve the best results. For instance, when used externally, the Mortar texture gives an aged look and feel, which adds to the authenticity of the product within its surroundings.

Each finish in the collection was designed specifically with the end consumer in mind, but carefully considered and tested to be holistically cohesive. Each category feature its own palette and application techniques, which can be employed by a painter and decorator specialising in decorative effects. Experimentation to achieve a unique, customised result for clients is also highly encouraged.

**"We want to see people transform their homes by offering exciting alternatives, and that challenge the status quo through unique effects in texture, surface and colour," Rennie says.**

## Meet the new Artisans in our Haymes Family.

Our **Artisan Collection** is a family of **ultra-premium** finishes designed to create the **perfect imperfection**.

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Find out more at  
[haymespaint.com.au/artisancollection](http://haymespaint.com.au/artisancollection)



## MP&DA MEMBERS: HAYMES ARTISAN COLLECTION APPLICATOR TRAINING COURSE"

Haymes in conjunction with MP&DA are holding a special Artisan Collection Applicator Training Program on Tuesday 21 August 2018.

This is a perfect opportunity for members who specialise in decorative effects to broaden their existing skill set and train on application techniques for the Artisan Range. Plus they will become one of a selected few approved by Haymes to apply this range of products for the Western Australian market. Course fee applies. Only 15 positions available so hurry as places are limited.

For more information, please call 08 9471 6614 or email [painters@masterpainters.asn.au](mailto:painters@masterpainters.asn.au)

**Haymes**  
PAINT



## INDUSTRY PULSE SURVEY RESULTS

Early this year, MP&DA distributed an online Industry Pulse Survey to members and non-members asking them to comment on issues they think are affecting the painting and decorating industry right now and in the future.

The Association received a 20 per cent response rate which was much higher than anticipated and in line with the industry average.

The results were not entirely surprising, but it did highlight that the main issues of concern were universal, whether that be members or non-members, regional or metropolitan, different stages of business growth and industry covered [residential or commercial].

The three main issues being:

**Unregistered painters** such as illegal workers, unqualified workers, 457 visas and overseas workers. A number of respondents also questioned the \$1000 threshold and whether this could be lowered.

**Building and Energy** [formerly known as the Building Commission] and the policing of unregistered painters, and increasing the number of painting inspectors to reduce this widespread problem.

And lastly but not least, **white set plaster** with some respondents questioning how the Australian Standards are written and its impact on builder and painter responsibilities and liabilities.

MP&DA has and will continue to lobby these issues as a matter of priority for its members and as the voice of the painting and decorating industry.

The questionnaire also provided invaluable feedback in terms of what benefits members value the most and reinforced that MP&DA is in alignment with these findings. Having said that, there are always ways in which the Association can continue to add value to its members and it will continue to explore these opportunities.

**Thank you to all of you who participated in this questionnaire. And congratulations to the following winners who won a \$100 Woolworths voucher for their efforts: R Whittleston, J Yates, J Zappacosta, R De Azevedo and L Van der Linden.**

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Winners will be notified by email and telephone.



Congratulations to Nicole Weissenfels who won the Makita Bluetooth Cordless Job Site Radio from *Brushstrokes* December edition.

# PAINTS YOU SHOULDN'T GLOSS OVER

By Geraldine Chua



Image courtesy of Resene

Next to colour and durability, sheen may seem like a minor factor when choosing the best product for your paint project. After all, the conventional advice has always been to go flat for ceilings, satin for living areas, and a higher sheen for kitchens, bathrooms and laundries.

"A higher sheen, in products such as a semi-gloss paint, means the surface is less porous and therefore more resistant to moisture and easier to clean," Scott Cattell, Product Training Manager at Haymes Paint, explains. This makes it suitable for environments with frequent exposure to high levels of moisture and humidity.

The catch, however, is that glossier finishes tend to highlight surface imperfections more clearly than their flatter counterparts. They can also be glarier on the eyes, especially in white or brighter colours, and in rooms with artificial lighting.

At the same time, the market has trended towards lower sheens, which feature a more luxurious, restful feel. As Bonnie Jenkinson, Dulux Interior Product Manager, puts it, low sheens are a "more appealing option to home owners as they do not give off as much reflection as higher sheens."

There are several products on the market today that cater to this less reflective aesthetic, without compromising on the benefits of glossier wet area paints, such as washability, and anti-bacterial and anti-mould properties.

One example is Dulux's Wash & Wear +Plus Kitchen & Bathroom in low sheen. Launched in 2015, the product is powered by 101 Barrier Technology, which provides a washable and durable finish able to withstand lasting wear and tear. Another kitchen and bathroom paint that comes in a low sheen finish while offering superior washability and a stain-proof barrier is Haymes Ultra Premium Expressions Interior.



Resene also supplies its bathroom paints in a low sheen finish. The company traditionally only sold solvent-borne enamels for wet area applications, before launching waterborne versions – Resene Enamacryl [gloss] and Lustacryl [semi-gloss]. But this too, gave way to demands for a low sheen finish.



"[We were] working on a more durable finish for general living areas that would be more washable than a standard acrylic. Out of this work, Resene SpaceCote Low Sheen was developed," Karen Warman, Resene's Marketing Manager, explains.

"Resene SpaceCote Low Sheen very quickly started to be used in all interior areas of a home. Because wet areas are subject to additional bacteria and mould issues that are not so prevalent in other areas of a home, Resene chemists created a new version, Resene SpaceCote Low Sheen Kitchen & Bathroom, that would have all the durability and washability of the original Resene SpaceCote Low Sheen, but with the added benefits of anti-bacterial and additional mould resistance."



Image courtesy of Haymes

A more recent introduction is Taubmans' new formulation of its flagship Endure Interior paint. Featuring 3M® Ceramic Microsphere technology, which creates a protective shield so dirt and stains can be wiped away without scratching the surface, the new product comes in a 'Matt' finish but performs like a low sheen in terms of washability and stain resistance.



"Up until now, choosing paints has necessitated compromising on one or more of the key elements of the perfect product," Taubmans' paint expert, Fiona King, says. "For example, a paint that washes well and doesn't leave any shiny patches may never resist the initial stain, so the mark remains."

However, with Taubmans' new Endure Interior range – and the various low-sheen, highly durable paint options on the market – painters today "can have the lot".

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# WATER VS OIL: THE CASE FOR NON-YELLOWING PAINTS

By Geraldine Chua

It is widely recognised and expected that alkyd enamel paint, no matter how high quality or expensive, will yellow over time. This occurs due to the presence of chromophores—coloured chemicals that are sensitive to light.

"Yellowing is inherent to oil-based enamels due to their curing process and is often worse in dark spaces with not much access to natural light," Caitlin O'Brien, Dulux Product Manager, explains.

Some paints discolour more or faster than others depending on the type of vegetable oil blend used in the formulation. Discolouration may also be accelerated by the presence of ammonia, found in certain types of household cleaners, as well as in acrylic water-based paints. On the contrary, natural light can provide natural bleaching to offset the yellowing.

In 2017, following a number of complaints, Building and Energy [formerly known as the Building Commission] released a bulletin advising painters to inform their clients of these issues from the outset of a project. It stated: "Unless brought to their attention prior to painting, homeowners may not expect an alkyd enamel surface to yellow prematurely."

"Building and painting contractors are deemed to be the experts in the building industry, and it is their responsibility to inform homeowners and clients in writing of the potential for alkyd enamel paints to yellow."

Some paint manufacturers had already been doing that. Taubmans, for example, has been providing warnings and disclaimers on the labels of its alkyd-based products for several years.

"The paint industry in general has also worked to raise awareness and put out documents online [about this issue]," Taubmans Technical Manager, Paul McCorkell, notes. "From our point of view, the more communication, the better."

### NON-YELLOWING OPTIONS

An easy way to avoid miscommunication and prevent complaints is to select a system that does not discolour over time. Water-based acrylic products not only do not yellow; they are also easy to work with, durable, easy to clean up, and feature a high gloss.

"Painters who tend to stay with solventborne products have usually done so because they like the smoother finish, or they find waterborne paints dry faster so it is harder for them to keep a wet edge," Karen Warman, Resene Marketing Manager, explains.

However, many are gradually moving to waterborne enamels, which can be used for trim and joinery, both indoors and outdoors.



Resene's most popular waterborne enamel for trim and joinery is the semi-gloss Resene Lustacryl. The Lustacryl formulation was recently updated with a Resene Brushing Additive that provides a smoother finish, as expected in a solventborne product. If a higher gloss level is desired, the company recommends the Resene Enamacryl gloss waterborne enamel.

Comparable products on the market include the Dulux Aquanamel, a water-based enamel that is chip resistant and hard wearing for a long lasting finish.



Dulux also offers the Professional Fast Finish Water Based Enamel – a water-based formula that is non-yellowing and designed specifically to be sprayed by a professional painter. This allows for a very smooth finish, again similar to what is expected from an oil-based enamel.



The Taubmans Water Based Enamel, a low VOC product with a non-yellowing formula for doors, trim, skirting boards and windows, is yet another option. Providing protection against mould and mildew, it is approved by the National Asthma Council Australia's Sensitive Choice program.



McCorkell also recommends the Taubmans Ultimate Enamel, an alkyd-based product that provides the durability and performance of a traditional oil-based enamel, while being environmentally friendly.

"It's still an alkyd, so it has a tendency to yellow, but nowhere near as much as solvent-based options. It delivers high gloss and hardness you can't get from other acrylics."

So should painters choose water-based paints over oil-based options? For McCorkell, it boils down to the client's preferences and priorities.

"Lot of trade painters will prefer the Ultimate Enamel, whereas DIY-ers will choose a product that does not yellow over the time," he adds.

"But we're always looking to make improvements to our products, especially in the trim space.

"Customers want it all at the end of the day: high gloss, non-yellowing, so we're figuring out how to deliver that."

# SECRETS TO SUCCESS

Whether you're just starting out in business, or you've had a business of your own for years, the Small Business Development Corporation [SBDC] is an organisation you need to know about.

As a business owner, surrounding yourself with a team of experts will provide you with the skills your business needs, without the cost of having skilled personnel permanently on your payroll.

## Gathering expertise

Your expert team may include a lawyer and an accountant, reliable suppliers, a bank or other financial lender, a marketing professional and an industry or business association.

If you're just starting out, consider securing the services of the accountant and lawyer before you buy or start your business, so you can have the right advice and business structure in place for a smooth launch or takeover. Choosing the right structure for your business is also one of the most important decisions you'll make early on. SBDC's free business advisory service can explain the pros and cons of the various business structures available to you.

When choosing a professional service, check they're registered with an appropriate peak professional body, and ask for referrals from other business owners.

## Evaluate suppliers well

Having positive and mutually beneficial relationships with suppliers is crucial to running a successful business. Before signing contracts, agree on well-defined expectations of quality, delivery and payment arrangements.

Evaluate your sales representatives to check their product knowledge and understanding of your business needs, and maintain good relationships so they'll keep you updated on new products, services and special deals. Research your supply options and rank them against your priorities including quality, reliability, returns policy, price, location, speed of delivery and trading terms.

To further minimise your risk, do credit checks. There are trade and industry specific credit reporting bodies that undertake checks and risk ratings on potential suppliers – and customers.

## Building your skills

Your team should also include a reliable and supportive financial institution and online service operator for EFTPOS.

The availability of money is vital to every small business so investigate the type of financial services that suit you and your business. Facilitating quick, easy ways for your clients to pay their accounts will help you maintain a healthy cash flow.

To prove why your business is worthy of investment, you'll most likely need to provide potential lenders with a business plan, marketing strategy and financial plan.

To help prepare these documents, the SBDC offers free guidance and advice, along with low cost skill-building workshops to help you with the process of starting and growing your new enterprise.

## Building a website

Every business today needs an online presence but deciding who to use to develop your business website can be confusing. You can build your own but there are many advantages to hiring an expert in this field. Here's some tips:

- Do your homework by searching the websites of other businesses similar to yours.
- Seek referrals from the ones you like and from industry colleagues, family or friends.
- Create a clear written brief of what you expect from the website professional and use it to obtain at least three quotes.
- Ask for written answers to your questions and keep a copy in case you have future concerns.
- Make sure your website has a content management system [CMS] which allows you to edit and update your content, without having to pay a third party.

The SBDC has a suite of business skills workshops covering all you need to know about designing and building a website. For minimal cost [\$50] you'll be armed with all the information you need to take the next step.

## Cash flow is king

Incorporating systems and procedures to help your business finances run smoothly is a good early investment. Being able to easily track your finances and maintain a healthy cash flow will allow you to pay creditors on time and avoid costly debt recovery.

If you would like more information on starting or running a business, visit [smallbusiness.wa.gov.au](http://smallbusiness.wa.gov.au) or call 13 12 49.



# SHAM CONTRACTING ARRANGEMENTS —

## TO SHAM OR NOT TO SHAM, THAT IS THE QUESTION.

Chris Johnson  
Horizon HR | [horizonhr.com.au](http://horizonhr.com.au)

Sham contracting is where an employer attempts to disguise an employment relationship as an independent contracting relationship. If this occurs an employee may not receive a number of employment entitlements such as paid leave, superannuation and workers compensation.

In a recent decision by the Federal Court, the Fair Work Ombudsman secured more than \$220,000 in compensation for employees and more than \$440,000 in penalties against a company that engaged in a calculated sham contracting scheme. If you value your business it is an important issue to get right.

To check if your worker is an employee or contractor, you need to review the whole working arrangement. There are a number of factors regarding the relationship between both parties that determines if the relationship is one of an employee or independent contractor. Interestingly it is not up to the parties to determine the relationship but rather how the relationship works. So for example, just because the worker has an Australian

Business Number [ABN] it does not mean that the worker is a contractor. To give you an idea of the factors that are considered compare the following factors to your own relationship with your workforce.

**Ability to subcontract** – If the worker can subcontract or delegate the work and pay someone else to do the work then the relationship is contractor.

**Remuneration** – If the worker is paid for a result achieved based on the quote they provided usually by using hourly rates or a price per item to work out the total cost of the work then again this would be deemed a contractor relationship.

**Equipment and tools** – If your business provides all or most of the equipment, tools and other assets required to complete the work, or the worker provides all or most of the equipment, tools and other assets but your business provides them with an allowance or reimburses them for the cost then this would be an employee relationship.

**Commercial risks** – If your business is legally responsible for the work done by the worker and liable for the cost of rectifying any defect in the work then this would be an employee relationship.

**Control** – If the worker has freedom in the way the work is done, subject to the specific terms in any contract or agreement then this is a contractor relationship.

**Independence** – If the worker is operating their own business independently of your business, performs services as specified in the contract or agreement and is free to accept or refuse additional work then this would be a contractor relationship.

If you would like to find out any further information on sham contracting arrangements, or if you have any other human resources-related issue or concern, please contact MP&DA on 08 9471 6614 or email [painters@masterpainters.asn.au](mailto:painters@masterpainters.asn.au) who will refer you to Horizon HR. Remember, member discounts apply where applicable.



Simple and easy super administration with

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Your choice of SuperStream compliant online administration solutions to suit your business:

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Business Superannuation  
Consultant, WA



0437 688 538



[james.moore@cbussuper.com.au](mailto:james.moore@cbussuper.com.au)

Read the relevant Cbus Product Disclosure Statement and other related documents to decide whether Cbus is right for you. Call **1300 361 784** or visit [www.cbussuper.com.au](http://www.cbussuper.com.au) for a copy.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792  
Cbus ABN 75 493 363 262.



# A NEW DEFINITION OF CLEAN PROTECTION FOR THE MOST DEMANDING ENVIRONMENTS



**NEW**

**ANTIBACTERIAL  
ANTI MOULD  
ADVANCED  
CLEANABILITY**

## INTRODUCING THE NEW WATTYL INTERIOR DESIGN ADVANCED RANGE

New Wattyl Interior Design i.d Advanced incorporates Total Clean Technology to deliver a new level of protection. With improved stain resistance, antibacterial agents, improved anti mould properties and superior washability (an industry benchmark test).

Specially developed to cope with regular cleaning, Wattyl Interior Design i.d Advanced is ideal for use on walls and surfaces that

are subject to intense scrutiny in commercial applications including the health industry, schools and sports facilities.

Low in VOC and with virtually no odour for less disruption, so rooms can be re-occupied sooner; in clinical situations and for commercial and industrial applications, early re-occupancy minimises down-time.



Graeme Franklin  
Safety Solutions WA | safetysolutionswas.com.au

## GENERAL LADDER SAFETY

Every year, large numbers of workers are seriously injured whilst using portable ladders. Ladder use is an activity that is carried out every day at many workplaces, which can lead to a sense of complacency and poor practices. Gravity usually always wins. As soon as you set foot on the ladder's first rung and pull your body off the ground, gravity works to bring you back to earth.

Proper ladder setup will help prevent slips and falls. Always inspect your ladder prior to use, looking for signs of damage or wear. Place the base on a firm, solid surface. Avoid slippery, wet or soft surfaces. If you must put the ladder on a soft surface, place a board under the ladder's feet to provide firm footing. Make sure the top of the ladder has firm support and you secure or tie off extension ladders.

Never lean a ladder against a window pane or other unstable surface. If you're using a straight or extension ladder, the angle of the ladder is the next critical safety factor. A straight or extension ladder should be placed with the '1 to 4 Rule'. Ensure that for every four metres in height the ladder extends, the base [or feet] of the ladder is one meter away from the support structure.

If you use a ladder to access a roof or platform, make sure the top of the ladder extends at least one metre above the roof or platform edge. Be sure to securely fasten straight and extension ladders to an upper support. If you have angled the ladder properly and still have doubts about its stability, have someone hold the ladder before climbing up.

If you're using a step ladder, be sure to open it completely before you climb and check the locking/support mechanism. If you use a step ladder near a doorway, lock or barricade the door and post signs so no one will open it and knock you off the ladder.

When climbing, always face the ladder and grip the rungs of the ladder to climb, not the side rails. Never get on or off a ladder from the side unless it has been secured to prevent movement. Never climb with equipment in your hands. Use your pockets, equipment belt, or a tool pouch and raise heavy objects with a hand line. If you forget something, always climb down the ladder to retrieve it yourself; don't have someone throw it up to you.

When you descend a ladder, practice the same safety rules. Face the ladder, keep your body square and hold on to the rungs. Lastly, step off at the bottom rung of the ladder. Never jump off of a ladder.

Ladder safety may seem simple, but many serious injuries occur every year throughout their use. Below are some ladder safety dos and don'ts:

- Do use the right ladder for the job [industrial or tradesman-rated].
- Do inspect the ladder before and after a job.
- Do read all warning labels carefully and follow directions before you climb.
- Do clean the ladder after each use to prevent dirt build-up.
- Do wear clean, dry, slip-resistant shoes and use ladders with slip resistant feet.
- Don't stand any higher than the third rung from the top of the ladder.
- Don't lean too far or overreach. Reposition the ladder closer to the work instead.
- Don't use a ladder as a bridge or scaffold.
- Don't put a ladder on a box, crate or other object to gain additional height.
- Don't use a damaged or unsafe ladder.

For more information on this topic or any other OSH inquiry, please contact MP&DA on 08 9471 6614 or email [painters@masterpainters.asn.au](mailto:painters@masterpainters.asn.au) who will refer you to Safety Solutions WA.

Remember, member discounts apply where applicable.

# APPS MAKING WORK LIFE EASIER

Life is tough enough for a tradie but what if there were some extra tools you had access to that were right at your fingertips? Apps are a tool of a different kind but just as valuable – they are becoming smarter, you can take them everywhere, access them any time and the best bit – they fit right in your pocket. Here are some great examples of time saving productivity improvers:



#### Dulux Colour App **FREE**

The Dulux Colour App has an innovative digital tool which allows you to experiment and find inspiration with paint colour, whether it's for a particular room, a wall or ceiling.

The App is simple to use by selecting the 'ColourView' feature. Simply take a photo of a room or upload an existing one to the App, then select any Dulux colour to virtually paint a section of the image and see ideas come to life.

The App has more than 4,500 Dulux colours and the clever 'Colour Capture' function easily finds the closest Dulux colour match to any colour using the device's camera. It has the latest information and images showcasing popular colour trends from Dulux and is compatible with iPhones, iPads and Android devices.



#### Facebook **FREE**

Not only is it one of the most used social media applications but it's also free and can act as a terrific marketing tool. Look at it as a free billboard – use it to publish posts of work done, testimonials from clients and advise on painting trends. Become the MP&DA guru by posting content showcasing your work. Through your network of followers liking your posts, you can increase your profile and attract new customers.



#### Instagram **FREE**

Similar to Facebook, Instagram can share photos and video and is an excellent online portfolio that can showcase your creativity and painting and decorating work.



#### Evernote **FREE**

Keep everything together with Evernote. You can create notes and to-do lists, save voice memos, save photos, scan documents including receipts and sketches and share it all with co-workers and clients. To scan your documents just open the App on your device and on the main screen, top-left, is the camera icon. Tap that and you will see the camera kicking in. You can preview everything before it goes to Evernote, so any bad scans can be easily discarded and redone.



#### Genius Scan – The Grizzly Labs **FREE**

The Genius Scan App can use your smartphone as a scanner in your pocket to scan receipts and documents on-the-go and export them to PDF files. These PDF files can then be integrated with many cloud services such as OneNote allowing you to keep your documents in one location and not worry about losing paper based documents.

Genius Scan is free and you can export documents to various cloud storage products such as Dropbox, Google Drive, Evernote and One Note to name a few.



#### Square

Square Reader is a small mobile credit and debit card reader available that allows you to accept card payments quickly and securely on a smartphone or tablet device.

At only \$19, Square Reader is the lowest-cost card reader available on the Australian market. It takes moments to get set up and start accepting card payments with Square Reader, which plugs directly into the headphone jack of your iOS or Android smartphone or tablet. Within minutes sellers can be securely accepting Visa, MasterCard or American Express credit or debit card payments. Sellers pay 1.9 per cent no matter which card is processed, and funds are deposited into any Australian bank account as fast as the next business day.

**If you know of any other good Apps that can assist your fellow painters and decorators, email [Brushstrokes at painters@masterpainters.asn.au](mailto:Brushstrokes@painters@masterpainters.asn.au)**

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## Total Protection Technology



## Protecting Aussie homes since 1915

# THE RISE OF BAUWERK



A West Australian paint manufacturer is on track to open the world's largest natural lime paint factory in the Middle East.

Bauwerk's new painting plant in Saudi Arabia is expected to complete construction by early 2019, and will operate under its joint venture, Dry Mortar Company [DMC]. The factory will have the capacity to manufacture two million litres of natural lime paint annually.

"The last few years have been exciting yet challenging," Bauwerk's co-founder, Bronwyn Riedel, tells *Brushstrokes*. "The [Saudi] market has experienced turmoil with the political situation and the economy, but in 2018 we are seeing good growth as the political climate has become more stable."

An unlikely location at first glance, the Middle East is a key market for Bauwerk for one simple reason: the company's mineral-based limewash paints are especially compatible with the region's brick and render surfaces. Best known for its depth and chalky textures, limewash paint is easily absorbed into render, allowing for a fully permeable finish that can withstand the Middle East's harsh conditions.

In addition, Bauwerk takes the title of offering more colours than any other limewash paint brand in the world, making it highly sought after in Saudi Arabia and beyond.

The Perth-based company got its start in 2000 when Riedel, a textile designer who also taught colour theory, and her stonemason husband Andreas, were renovating their home, as well as several other heritage projects.

"We had always made limewash for our own projects, and loved how beautiful they were and how well they worked on the masonry buildings found in WA," Riedel says.

"We decided to merge our skills and began Bauwerk, with me creating the colours and Andreas making the lime paint. We started in an old bakery in South Fremantle including a cafe to share our ideas, and it took off in the first week."

By 2004, Bauwerk had begun exploring the idea of exporting its paints internationally. Today, it supplies its products to the Middle East, Europe and most recently, the United States.

However, the team still faces several challenges, from expanding into culturally different markets such as Saudi Arabia, to changing perceptions within the Australian industry. One of the biggest hurdles is education. Although Bauwerk offers an extensive range, the application of its lime paints remains completely different to more conventional competitors. This means that while designers may love their products, painters often need a bit more convincing.

"But we find once they understand how it works, they love it," Riedel notes. "And we have many customers looking for painters which specialise in these types of finishes."

"We also offer advice and phone support to any painter using our paints."

Another major drawing point is Bauwerk's sustainability credentials. Not only are its natural paints made with soft technology and 100 per cent green power, they also contain no VOCs, making them a healthy solution for professional painters and everyday customers alike.

With its painting plant in Saudi Arabia nearing completion, the wheels on Bauwerk's expansion plans continue to spin at full force. Currently, the company is focused on building its presence online, and is in negotiations with a major online retailer to partner on their platform.

The team also consistently searches and trials new pigments for new, strong lightfast colours to be added to its range. One of its latest creations is a black limewash called ONYX, which can be used on both interiors and exteriors.

Clearly, the innovation never stops either.

# TRAIN WITH THE BEST AT MPA SKILLS

Train with MPA Skills and you will be well on your way to starting a successful painting career.

MPA Skills is a Registered Training Organisation [RTO] and train apprentices from either direct indenture or from the Group Training Organisation [GTO], as well as providing advanced training programs.

Renowned for producing the state's best tradesmen and women, each year MPA Skills delivers a substantial number of painting and plumbing apprentices to the industry, and trains more than 1,200 students with its apprenticeship programs.

MPA Skills is backed by industry, so you know you will get the best training to meet current industry needs.

It also runs advanced training programs so you can even go further in your career, including running your own business.

- Training facilities North and South of the River
- Payment plans available
- Flexible learning where MPA Skills can come to you
- Industry-recognised qualifications and training
- Flexible arrangements to meet your business needs

For more information, call MPA Skills today on **08 9471 6600**.

W [mpaskills.com.au](http://mpaskills.com.au) E [mail@mpaskills.com.au](mailto:mail@mpaskills.com.au)



Training & Apprentice Employment

RTO 1892



The pre-apprenticeship and apprenticeship training are subject to funding by Jobs & Skills WA



## TOP TEAM AT MPA SKILLS

It is renowned for producing the state's best tradesmen and women each year and 2018 is no exception with MPA Skills delivering more than 300 painting and plumbing apprentices to the industry and training more than 1,200 students with its successful multiple pre-apprenticeship and apprenticeship programs.

MPA Skills, which is both a Registered Training Organisation [RTO] and group Training Organisation [GTO] – is Western Australia's largest provider of specialised apprentice programs.

"This year's students are fantastic and interestingly, they cover all the possible permutations that MPA Skills cater for including those straight out of school who finished a pre-apprenticeship course, older students who have switched trades or occupations, students that are directly employed in the industry and MPA Skills Apprentice Employed," said John Makrillos, MPA Skills' Painting Training Supervisor.

"It just highlights how many ways MPA Skills can cater for the needs of students at different levels and the industry at large, all whilst achieving quality training and results.

"This is largely attributable to MPA Skills flexibility as a RTO and GTO, its highly qualified staff and strong industry knowledge."

**If you would like to find out more about MPA Skills programs, visit [mpaskills.com.au](http://mpaskills.com.au) or call 08 9471 6600.**

## MPA SKILLS STUDENT GOES FOR GOLD



The World Skills Australia National Competition 2018 is most likely taking place while you are reading this and MPA Skills' third-year apprentice, Terah-Jade Cross, will be competing for gold in the painting and decorating category.

*Brushstrokes* spoke with Terah-Jade [known as TJ to her colleagues] to find out what's involved in training for such a competition.

"I started training with the MPA Skills Painting training team back in April once a fortnight and then it increased to once a week, and then twice a week in the lead up into the competition," said TJ.

"You cover every aspect of the competition from glossing to colour matching and different decorative effects. Training is hard work. It's physically and mentally challenging, but I know the experience will be worth it in the end.

"The team of mentors really challenge me and I am grateful for their support. I feel like I have grown personally and professionally and this opportunity has motivated me even more in my career."

The 23-year-old started her painting and decorating apprenticeship later than most but her drive and determination will see her go far quickly.

"I would love to become a full-time trainer and set up my own business like Sharlene Kidd [another MPA Skills student who won gold in painting and decorating at the 2015 WorldSkills National Competition and later on when onto to compete at the International Competition in Brazil]," said TJ.

**The *Brushstrokes* team knows that TJ will go far with whatever she does and wishes her the best of luck with the competition.**



## BUILDING AND ENERGY UPDATE

### FORMERLY KNOWN AS THE BUILDING COMMISSION UPDATE

The newly formed Building and Energy Division of the Department of Mines, Industry Regulation and Safety [Building and Energy has recently launched two new initiatives to support those working in the building and construction industry.

#### Construction Contracts Act Videos and Fact Sheets

Building and Energy has undertaken a full redesign of the section of its website which provides information and guidance to industry and the general public in respect of the Construction Contracts Act 2004 [the CCA]. The CCA establishes a process through which construction sector participants can access fast, cost effective dispute resolution services in respect of payment disputes under construction contracts.

It has developed a series of short, accessible videos on the following topics concerning the CCA:

**Topic One:** An overview of the CCA

**Topic Two:** How to make a payment claim under the implied provisions of the CCA

**Topic Three:** How to apply for adjudication

**Topic Four:** How to respond to an application for adjudication

**Topic Five:** The 'determination' [or decision-making] process of the adjudicator

Each of these videos is supported by a corresponding fact sheet which outlines more detailed information on the topics and answers common questions about the CCA.

The videos and fact sheets are available on the Building and Energy Division of the Department of Mines, Industry Regulation and Safety's website at [commerce.wa.gov.au/building-commission/information-using-construction-contracts-act](http://commerce.wa.gov.au/building-commission/information-using-construction-contracts-act)

#### Free Contract Management Seminars

Building and Energy has partnered with HHG Legal Group to deliver a series of three information seminars on contract management. These seminars are aimed to assist industry participants to understand common contractual issues and pitfalls that can arise on construction projects.

The seminars are suitable for builders, painters, plumbers, electricians and all other trade contractors who provide goods and services on construction projects.

Each of the three seminars will be run twice throughout 2018/19 in Cannington and are free to attend.

- **Contract Variations and Time Bars**

Tuesday 5 June 2018 and Tuesday 4 December 2018  
4.30pm–6.00pm

- **Defects Liability and Warranties**

Tuesday 17 July 2018 and Tuesday 5 February 2019  
4.30pm–6.00pm

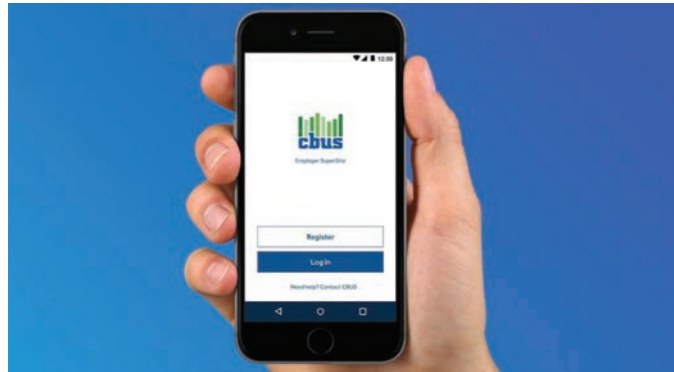
- **Contractual Disputes and Debt Recovery**

Tuesday 28 August 2018 and Tuesday 9 April 2019  
4.30pm–6.00pm

To register for these seminars, please visit [commerce.wa.gov.au/building-commission/events-and-seminars](http://commerce.wa.gov.au/building-commission/events-and-seminars)

**For more information, please contact Building and Energy on 1300 489 099.**

# PRODUCT NEWS



## CBUS EMPLOYER APP IS MAKING SUPER SIMPLER THAN EVER

At Cbus, we're committed to making super hassle-free for businesses.

With the Cbus Employer App, managing super on the go has never been as easy for Cbus employers. Employers can:

- Login with a simple four-digit pin
- Add or remove employees
- Submit and pay super contributions
- Get PDF receipts
- Keep your business details up-to-date
- Receive notifications and messages

To find out more, visit [cbussuper.com.au/eapp](http://cbussuper.com.au/eapp) or search 'Cbus Super' in your App Store.

### Any questions?

Cbus can help with your business super needs. Contact your local Cbus Representative, James Moore on 0437 688 538 or visit [cbussuper.com.au/employers](http://cbussuper.com.au/employers)

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Contact 1300 361 784 or visit [cbussuper.com.au](http://cbussuper.com.au) for a copy. Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.

## BONDALL TURPS WATERBASED

Bondall TURPS Waterbased is a highly effective water-based alternative to mineral turpentine that is safer for you and the environment.

The revolutionary formulation contains all biodegradable ingredients and a high-tech mix of low VOC components that are non-toxic, virtually odourless and non-flammable. Waterbased TURPS can be used to clean all water-based and oil-based, including fast dry enamel paints from brushes, rollers and paint pads. Incorporating a non-greasy conditioning agent to leave brushes soft and supple and an excellent solution to clean up paint spills from surfaces such as worktops, laminate flooring, most textiles and glass.



Waterbased TURPS has a highly concentrated formula providing a cost-effective way to clean, maintain and revitalise paint equipment. Available in 1L and 2L.

For more details, visit [bondall.com/turps](http://bondall.com/turps)

## NEW GENERATION WAGNER VECTOR INFINITY AIRLESS GUN

Designed with user-friendliness and ergonomics at its core, the new generation Wagner Vector Infinity Airless Gun is perfectly tailored to the tough demands of residential, commercial and industrial painters alike.



The Vector Infinity is the premium airless gun in the Vector range [which is also comprised of the Vector Pro, and Vector Grip] offering an unmatched spraying experience.

The extra-light 'All-day trigger' allows painters to spray large jobs with ease, while the endlessly adjustable FingerPrint+Grip means you can adjust the gun to perfectly fit your hand.

With improved material flow due to the direct material supply, and a free-moving swivel for comfortable working, this is Wagner's most advanced and ergonomic gun yet.

Rated to operate at up to 5000 PSI, the Vector Infinity can tackle the toughest of jobs. Taking cues from the Vector Grip, the Infinity also has a replaceable ball and reversible ball seat that can be quickly changed – increasing the service life of the gun.

Wagner – Pioneering spray technology.

To find out more, visit [wagner.com.au](http://wagner.com.au)

## DULUX AQUANAMEL

Dulux Aquanamel [Gloss and Semi Gloss] is becoming a cult-favourite with painters and decorators as a durable, non-yellowing, water-based interior/exterior enamel. It's low in odour, chip resistant, fast-drying but hard wearing for a long lasting finish. Available in White, Deep, Ultra Deep, Extra Bright and Blue bases.

To find out more, visit [dulux.com.au](http://dulux.com.au)



## EBM INSURANCE HAS YOU COVERED

If you own a painting company or work as a professional painter you will need to take out some form of insurance.

Any work that requires physical labour is going to carry with it some level of risk, and a painting job is no different. You will need cover against spills, property damage, paint overspray, loss of records, theft of tools [including from unlocked vehicle or premises] and the related repercussions.

Aside from making a painter's job safer, easier and relatively free of liability stresses, a professional painter or painting company with comprehensive insurance will be more appealing to prospective clients.

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

## WHY UPGRADE TO DULUX ACRATEX TOP COAT?

Dulux AcraTex AcraShield® Advance offers elastomeric barrier coat protection which is up to three times thicker than paint. It is the 'system lock' that ensures maximum resistance to atmospheric pollution and protection from ultra violet radiation, moisture ingress and salt penetration, extending system life cycle. By choosing to top coat with AcraShield, the additional benefits to the consumer include:

- Wide range of Dulux colours
- Reduces mould and dirt pick-up
- Easy to clean and maintain
- Cost savings over system life cycle



New formula AcraShield® Advance has been upgraded to significantly improve its application properties – specifically to extend its 'open time'. In laboratory testing, using Rheolaser™ HOURS™ equipment, open times have improved by up to 50 per cent. Product is manufactured across all tint bases and is available now from Dulux Trade Centres and selected Inspirations stores.

## CONSTRUCTION TRAINING FUND

The Construction Training Fund collects a 0.2 per cent levy on all eligible construction projects in Western Australia. Revenue from the levy provides grants of up to \$19,000 for eligible employers of apprentices or trainees and subsidies of up to 80 per cent for a range of short training courses including construction skills, occupational licencing, software skills and occupational safety and health. The Fund also runs a career promotion program to encourage young people into construction career pathways. This includes coordinating and fully funding student Try-A-Trades throughout Western Australia to give students a hands on experience of the construction industry.

To find out more, visit [bcitf.org](http://bcitf.org) or call 08 9244 0100.

## WATTYL SOLAGARD DESIGNED FOR THE AUSTRALIAN SUN

Made and developed in Australia for lasting protection in all conditions, Wattyl Solagard with Total Protection Technology™ provides total protection against Australia's harsh weather. Self-priming, 100 per cent acrylic, Solagard blocks harmful UV rays, preventing them from penetrating the substrate. UV Cross Link technology toughens the surface so it stays cleaner for longer. Solagard resists blistering, chalking and fading in the extremes of sun and weather and inhibits growth of mould and mildew.

Visit [wattly.com.au](http://wattly.com.au) for details.



## ONLINEMEASURES.COM SAVES YOU TIME AND MONEY

Onlinemeasures.com is an online quoting system that specifically caters for the painting and decorating industry and assists busy tradespeople with quoting take off measures.

Simply submit your plans and specifications to [onlinemeasures.com](http://onlinemeasures.com) or email [support@onlinemeasures.com](mailto:support@onlinemeasures.com) and select the plan that best suits your job, then the Onlinemeasures team of highly quantity surveyors do the rest.

Within five days you will receive an accurate and itemised room-by-room take off measure, ready for you to input your unit cost, apply your company logo and apply any discounts, additional charges or PC Sums.

Plans start at just \$275 plus GST for up to 450m<sup>2</sup> off the floor plan project [this includes interior and exterior works]. Pricing caters up to 4500m<sup>2</sup> and custom measures for larger sites and commercial buildings.

Onlinemeasures.com is a New Zealand-based business employing 12 qualified surveyors working with painting and decorating companies in Auckland, Wellington, Christchurch, Queenstown, Sydney, Melbourne and the United Kingdom.

To find out more, call 0064 21942 370, email [support@onlinemeasures.com](mailto:support@onlinemeasures.com) or visit [onlinemeasures.com](http://onlinemeasures.com) today.

## TUFFTEX: 25 YEARS IN THE MAKING

Tufftex Acrylic Texture is designed to give a high quality finish to any residential or commercial project. Manufactured in Western Australia, Tufftex products are designed to endure the toughest of climates, and better still it comes complete with a seven-year product warranty.

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

To find out more, visit 3 Hunt Street in Malaga, the display at Home Base in Subiaco or visit [tufftex.com.au](http://tufftex.com.au)



# UPCOMING COURSES

## HAYMES ARTISAN COLLECTION APPLICATOR TRAINING COURSE

21 August [One Day]

Hurry as places are limited. Course fee applies. See Page 8 for more details. To register, call 08 9471 6614 or email [painters@masterpainters.asn.au](mailto:painters@masterpainters.asn.au)

## AWARDS FOR EXCELLENCE MONTHLY SUBMISSIONS

Entries for the MP&DA Awards for Excellence are now judged monthly, which means that if you've just finished a project that you want to enter into a category, it can be judged at the time rather than having to wait until the end of the year. This gives you more opportunities to win and showcase your fantastic work.

To find out more, visit [painters@masterpainters.asn.au](mailto:painters@masterpainters.asn.au)



## MPA SKILLS

### Advanced Training Painting Courses

#### Estimate

25 June [Part-Time Evening]

#### Trade Test

28 and 29 June [One Day]

#### Expressions of Interest [EOI]

MPA Skills is taking EOI for Advanced Training Courses. To register your interest in any of MPA Skills Advanced Training Courses, please call 08 9471 6600 or email [advancedtraining@mpaskills.com.au](mailto:advancedtraining@mpaskills.com.au)



Receive up to \$19,000 to help train an apprentice.



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

That's why the Construction Training Fund provides up to \$19,000 in grants for you to reduce the cost of training each apprentice you employ.

For details on eligibility, visit [bcitf.org](http://bcitf.org) or call 9244 0100.



# Aquanamel® Low Gloss

Designed to more closely match your low sheen or matt wall paint finish.



- ✓ Hard wearing low gloss finish
- ✓ Low odour water based enamel
- ✓ Low gloss finish reduces the appearance of imperfections



**Worth doing, worth Dulux.**

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