

BRUSHSTROKES

NOV+DEC 18

THE MAGAZINE OF MASTER PAINTERS + DECORATORS AUSTRALIA

2018 MP&DA DULUXGROUP

Awards for Excellence

**MASTER PAINTER & DECORATOR
OF THE YEAR
– LARGE BUSINESS**

Platinum
Finishes
Painting &
Decorating

**MASTER PAINTER &
DECORATOR OF THE YEAR
– SMALL BUSINESS**

Hopkinson Painting

**LARGE BUSINESS
OF THE YEAR**

Higgins
Coatings

**SMALL BUSINESS
OF THE YEAR**

Hopkinson
Painting

APPRENTICE OF THE YEAR

Natasha Sleath





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Historical Restorations Winner
St Francis Xavier Cathedral in Geraldton [Hopkinson Painting]

BRUSHSTROKES

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108 Caledonian Avenue, Maylands WA 6051

PO Box 126, Maylands WA 6931

T +61 8 9471 6614

E painters@masterpainters.asn.au

W masterpainters.asn.au

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PRESIDENT'S REPORT

It's that time of year when we take a harder look at what we have achieved over the last 12 months. Whether the gauge is calendar year, financial year or the MP&DA Awards for Excellence, it is always good to reflect on not only what we have achieved, but how we can improve.

Let's take a moment to focus on what it means to be excellent.

Excellence is the quality of being outstanding or extremely good. It is not a skill but an attitude, desire and passion to surpass ordinary standards. Achieving excellence is not easy, it takes true, pure commitment all the time; excellence is not the result but the pathway. If we focus every day on continuously improving what we do, we can achieve a totally committed approach 100 per cent of the time and the results will take care of themselves.

Striving for excellence does not mean that you must be perfect. It means that you use your talents, skills and expertise in the best way possible and give that little bit extra. This is what creates your competitive advantage and sets you apart from the pack. This is what it means to be a Master Painter and Decorator and something of which we all can be proud.

It is very important that we maintain our high standards and reputation for quality workmanship and service. The cost to consumer may be a little higher, but we know from experience that clients are usually happy to pay because the results speak for themselves.

Unfortunately, my term as MP&DA President is drawing to an end and soon I will be handing the reins over to the very capable Gary Cox. I would like to thank you and all the Association staff for your help and positivity over the years and wish you all success in your future endeavours.

I would also like to wish you and your families a happy festive season and prosperous 2019.

Ian Glen
President
Master Painters & Decorators Australia

CEO'S REPORT

As we reach the end of 2018 it is important to reflect on the year that was and acknowledge what has been achieved in the past 12 months.

It certainly has been a busy year for Master Painters & Decorators Australia [MP&DA] with a number of initiatives implemented.

These include business seminars and events to help members grow their businesses; advanced training opportunities with industry; and the Don't Risk It campaign, which has been running for the past three years to educate the community about the benefits of using a Master Painter.

A highlight on the Association's annual calendar is the Awards night. Congratulations to all MP&DA DuluxGroup Awards for Excellence winners and finalists including Apprentice of the Year winner, Natasha Sleath, runner-up Bailey Newton and third placegetter, Jessica Ferguson.

This generation of painters and decorators is securing the trade's future so it's important that the industry as a collective invests and reinvests in quality apprenticeship training to ensure it remains registered and protected.

This year has also had its challenges including trying to get a better resolution on white set plaster that doesn't disadvantage the industry and lobbying for more restrictions around illegal painters and decorators entering the market. I encourage you to continue to be actively involved in MP&DA campaigns. MP&DA is the voice for the painting and decorating industry and your support is critical so the Association can make a difference.

I would also like to take this opportunity to thank MP&DA President, Ian Glen for his



support and commitment as he steps down as President, and welcome Gary Cox into the role. I know he will continue the great work done to date and add great value to the Association. Thank you to the Executive Committee for their hard work during the year and all the sponsors for their continued support.

I hope that all members and their families have a safe and happy festive season and prosperous New Year, and I look forward to seeing you all in 2019.

Amanda Dawes
Chief Executive Officer
Master Painters & Decorators Australia

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Over the last 12 months, Monarch has also been actively involved with community projects such as renovating regional schools, scout halls, and playgrounds just to name few.

To find out more, visit monarchpainting.com

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Winners will be notified by email and telephone.

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WORKING TOGETHER TO PROTECT OUR INDUSTRY

The scourge of unregistered painters continues to plague the Western Australian building and construction industry. Complaints from owner-builders and renovators about dodgy, over-priced paint jobs are on the rise again and while the MP&DA's *Don't Risk It* campaign helps educate customers about how to avoid these problems, there's more our industry can do to protect itself.

Quality workmanship

Experts and non-experts alike know a good paint job. Master Painters are renowned for high quality workmanship so members should anchor their marketing to this point and emphasise the difference to unregistered competitors.

Appropriate quoting

Take the time to price and quote jobs correctly and appropriately. In highly competitive markets, it's tempting to reduce quotes and undercut prices, but all that does is lower the bottom of the market. No one wins in a price war and not only does it hurt the industry short-term, but its impact is far greater taking years to recover to an acceptable level.

Professionalism in all things

A customer's experience starts before they make contact. From the business marketing, interaction over phone or email and quoting process, to how staff turn up to the job, the uniforms they wear and the service offered and provided, to the way in which invoicing is done and the job followed-up. Ensuring all of these elements are taken care of all the time will contribute to creating positive, lasting impressions for customers and repeat business.

Make the most out of your MP&DA Membership

Being recognised as a Master Painter gives you a significant point of difference that provides customers with reassurance and peace of mind.



As a Master Painter, you can display the MP&DA logo on vehicles, clothing, business cards, quotes, invoices, marketing material and more. Plus you have access to a whole range of business-building resources including business seminars throughout the year and the member information portal so use it to your advantage.

To find out more about MP&DA membership benefits, call 08 9471 6614 or email painters@masterpainters.asn.au

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EMPLOYER MEMBER



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Haymes Paint is a passionate family owned and run business, who have been manufacturing quality paint since 1935. Haymes can now be found in O'Connor, located at 1A, 352 South Street, as well as many other paint specialists throughout Western Australia.

The store features its Haymes Ultra-Premium range, which is known for its quality finish and lasting durability; Haymes Artisan Collection, which is a new innovative collection of textured finishes that adds impact to traditional walls; and for your decking and timber areas, the Haymes Simply Woodcare range has a variety of products and stains to suit.

To set up a trade account, speak with the Haymes Paint specialist staff who will be able to assist you with all your product and service needs.

Haymes O'Connor is open from 7am to 5pm Monday to Friday and 8am-12pm on Saturdays.



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MP&DA CELEBRATES TOP APPRENTICE AWARDS

Master Painters and Decorators Australia [MP&DA] value its young apprentices, and each year holds its Apprentice of the Year Competition to challenge and assess students on a range of painting and decorating skills.



Winner Natasha Sleath and James Moore [Cbus]

Held over two days in September, students first sat a Theory Assessment, from which the top 10 were selected to go on to the final Practical Assessment.

Competition judges had the difficult task of evaluating the entries across all stages and choosing the winners, who in turn had a nerve-wracking wait until the award presentation in October.

At the MP&DA DuluxGroup Awards for Excellence Gala Dinner held on 20 October at the Pan Pacific Hotel Perth, Natasha Sleath from Colourific Painting Contractors was named 2018 Apprentice of the Year.

Natasha's prize included \$1,200 from the Construction Training Fund [CTF], a \$400 insurance voucher from EBM and a GRACO 390PC Airless Spray Gun, valued at more than \$2,000.

She was thrilled at her win saying she tried her hardest and enjoyed the challenge of the Awards competition.

"I'm doing my apprenticeship through South Metropolitan TAFE, Thornlie and am due to qualify next year, so I hope winning this award will be good for my career," Natasha said.

Runner-up was Bailey Newton, who took home \$700 from the Construction Training Fund [CTF], a \$300 insurance voucher from EBM and a 17N221 Ultra Cordless Handheld spray gun, valued at \$799 kindly donated by Phillro Industries.

Jessica Ferguson came third, winning \$500 from the Construction Training Fund [CTF], and a \$300 insurance voucher from EBM Insurance Brokers.

Amanda Dawes, MP&DA CEO congratulated the winners saying the high calibre of this year's entrants was very impressive.

"It's exciting to see the skills coming through from our young apprentices this year, and much of this is due to the quality training they are receiving from institutions such as MPA Skills and TAFE," Ms Dawes said.

"Special thanks go to John Makrillos from MPA Skills and Neville Eastabrook from TAFE Thornlie who were adjudicators on the practical day, and judges Steve Mackie, Jack Mast and Karl Saxon who had an unenviable task in picking the winners."

Thank you to major sponsor Cbus and event sponsors including Dulux, CTF, Haymes Paints, Inspirations Paint, Phillro Industries and Watty!

HIRE YOUR APPRENTICES FROM MPA SKILLS

MPA Skills Group Training Organisation [GTO] is run by the industry so you can be confident knowing that our Apprentices will get the best training and support. And so will you with:

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UNDERSTANDING YOUR BUSINESS FINANCIALS

Understanding business financials is a key skill for small business owners and being able to keep track of the financial health of your business throughout the year, without always relying on your accountant, will save time and money, and help your business grow.

Financial statements can tell you a lot about the performance of your business and provide answers to some tricky questions such as:

- How much profit am I making?
- Why are my profits not going up when my sales are increasing?
- How much is my business worth?

By recognising what your financials are telling you, you'll be able to react quickly to correct any downward trends or make the best of opportunities to invest back into your business.

It's not all about money

Essentially, you're in business to make money but financial management is not only about dollars and cents. Good financial management will also help you:

- manage your cashflow
- plan the future growth of your business
- meet your legal obligations on time
- maximise your profits, and
- better understand the strengths and weaknesses of your business.

What's the secret?

Here's a simple formula to help you check that your business is making a profit:

Sales – Cost of goods sold = Gross profit – Expenses = Net profit

If you monitor these performance indicators weekly, monthly or quarterly, you'll be able to see, at any time, how well your business is doing.

By using a basic accounting program you can put the results in table format and then convert them to a line graph. By calculating and analysing these figures regularly, you'll be able to make informed decisions on pricing your products and services correctly. [Tip: use a computer program that's compatible with that used by your accountant to help keep accounting costs down.]

Cashflow is a top priority for small business

To keep cash flowing into your business, an effective credit management policy is a must.

Display your terms of payment on all quotes and issue your invoices promptly. Taking a long time to send an invoice gives the impression you're in no hurry to get paid. To encourage customers to pay promptly, make it as easy as possible by having online payment facilities. If 'due dates' are missed send prompt reminder notices and chase overdue invoices immediately.

But keep in mind, sometimes people make honest mistakes and invoices are inadvertently overlooked, so maintain positive relationships with your clients and be polite when chasing up payments.

Minimise your outgoings

It may be possible to reduce or limit your cash outgoings by negotiating extended trade terms with suppliers or renegotiating leases with landlords.

For large-scale or time-lengthy projects you may be able to negotiate part payments at set stages. This could keep your costs down by reducing the need for additional credit or overdraft facilities to supplement working capital.

Plan for the future

Creating a realistic cashflow forecast can help you plan your financial management in the future. An effective cashflow forecast usually covers a 12 month period and should include all foreseeable revenue, regular outgoings, upcoming surpluses or shortages, and the cost of an overdraft or other credit facility.

By including every case scenario in your cashflow forecast, it's possible to see how your business will cope if it hits tough times or does better than expected.

Keeping on top of your business financials will help you plan for the future and avoid unexpected financial difficulties.

MP&DA members have access to a range of financial resources as part of their membership. To find out more, call 08 9471 6614 or email painters@masterpainters.asn.au



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MP&DA DULUXGROUP AWARDS FOR EXCELLENCE

Harry Potter wasn't the only top student at Hogwarts in 2018. In fact, there were 25 others who were the top of their class at this year's MP&DA DuluxGroup Awards for Excellence.

More than 220 people attended the Harry Potter-themed event at the Pan Pacific PERTH, which recognised and rewarded excellent workmanship and outstanding achievements in a number of painting and decorating categories.

The major award winners were Platinum Finishes Painting & Decorating, Jandakot [including Master Painter & Decorator of the Year – Large Business] and Hopkinson Painting, Geraldton.

This year, entries from the regions were very strong with Hopkinson Painting from Geraldton scooping the pool with five category wins including the top Master Painter & Decorator of the Year – Small Business.

Bob the Painter, and Roadrunner Painting & Decorating from Albany, were also multiple category winners this year.

The MP&DA also presented the 2018 Apprentice of the Year which was won by Natasha Sleath from Colourific Painting Contractors.

Thank you to judges David Anderson, Guy Brandon, Steve Mackie, Jack Mast, Terry Parsons, Karl Saxon, Doug Stewart, and Graham Williams for all their hard work judging this year's entrants.

Congratulations to all the finalists and winners. Thank you to DuluxGroup and all the other sponsors who made this a night to remember.

If you have any feedback or suggestions for next year's Awards, please call 08 9471 6614 or email painters@masterpainters.asn.au



If you wish to view or download images from the night, please call 08 9471 6614 or email painters@masterpainters.asn.au

2018 MASTER PAINTERS & DECORATORS AUSTRALIA DULUXGROUP AWARDS FOR EXCELLENCE



MASTER PAINTER & DECORATOR OF THE YEAR



LARGE BUSINESS OF THE YEAR

Sponsored By DuluxGroup

Platinum Finishes Painting & Decorating

Ted Bucknell [Dulux], Dave Smith, John Smith and Jonny Lomax [Platinum Finishes Painting & Decorating]



SMALL BUSINESS OF THE YEAR

Sponsored By DuluxGroup

Hopkinson Painting

Michael Hopkinson [Hopkinson Painting] and Ted Bucknell [Dulux]

MP&DA APPRENTICE OF THE YEAR

Sponsored by Construction Training Fund
Event Sponsored By Cbus



FINALISTS



WINNER
Natasha Sleath



RUNNER UP
Bailey Newton



THIRD PLACE
Jessica Ferguson

BUSINESS OF THE YEAR

Sponsored By ReddiFund



LARGE BUSINESS Higgins Coatings

Alan Walters [Higgins Coatings],
Paul Carpio [ReddiFund] Sarah
Mosconi [Higgins Coatings]



SMALL BUSINESS Hopkinson Painting

Paul Carpio [ReddiFund] and Michael
Hopkinson [Hopkinson Painting]

REPAINTS

Sponsored By DuluxGroup



COMMERCIAL UP TO \$100,000 Hopkinson Painting

Ted Bucknell [Dulux] and Michael
Hopkinson [Hopkinson Painting]



COMMERCIAL OVER \$100,000 Hopkinson Painting

Michael Hopkinson [Hopkinson Painting]
and Ted Bucknell [Dulux]



HOUSING UP TO \$20,000 Castle Painting & Decorating

Ted Bucknell [Dulux] and Gary Cox
[Castle Painting & Decorating]



HOUSING OVER \$20,000 Nu-Vision Painting Service

Ted Bucknell [Dulux] and Joel Dimasi
[Nu-Vision Painting Service]

NEW CONSTRUCTION

COMMERCIAL: Sponsored By EBM

HOUSING: Sponsored By Watty!



COMMERCIAL UP TO \$200,000 Goldings Painting Pty Ltd

Dylan Smith [Goldings Painting Pty
Ltd], Craig Goodwin [EBM] and Ravi
Patel [Goldings Painting Pty Ltd]



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Craig Goodwin [EBM] and Michael
Beer [L&M Painting Service]



COMMERCIAL OVER \$1 MILLION Platinum Finishes Painting & Decorating

John Smith, Jonny Lomax, Craig
Goodwin [EBM], Dave Smith [Platinum
Finishes Painting & Decorating]



HOUSING UP TO \$300,000 Bob the Painter

Bob Savage [Bob the Painter] and
Anthony Brennan [Watty!]



HOUSING \$300,000 - \$800,000 Bob the Painter

Bob Savage [Bob the Painter] and
Anthony Brennan [Watty!]



HOUSING OVER \$800,000 Roadrunner Painting & Decorating

Alanna Smith [Roadrunner Painting
& Decorating] and Anthony Brennan
[Watty!]

2018 MASTER PAINTERS & DECORATORS AUSTRALIA DULUXGROUP AWARDS FOR EXCELLENCE

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Sponsored By DuluxGroup [AcraTex]



INDUSTRIAL | PROTECTIVE COATINGS

NEW

L & M Painting Service

Mike Wilkinson [Dulux AcraTex] and
Daryl Sadler [L & M Painting Service]



INDUSTRIAL | PROTECTIVE COATINGS

REPAINTS

Higgins Coatings

Brendan Childs, Mike Wilkinson
[Dulux AcraTex], Sarah Mosconi and
Aldo Joveski [Higgins Coatings]



TEXTURED FINISHES

ROLL ON

Platinum Finishes Painting & Decorating

Mike Wilkinson [Dulux AcraTex] and
Jonny Lomax [Platinum Finishes
Painting & Decorating]



TEXTURED FINISHES

TROWEL ON

Barker-Whittle Pty Ltd

Mike Wilkinson [Dulux AcraTex] and
Peter Barker [Barker-Whittle Pty Ltd]



TEXTURED FINISHES

SPRAY ON

Bob the Painter

Mike Wilkinson [Dulux AcraTex] and
Bob Savage [Bob the Painter]

DECORATIVE FINISHES

Sponsored By Haymes Paint



PAINT EFFECTS SPECIAL FINISHES

OPEN VALUE

G England Decorating Service

Ryan England, Shannon Cole [Haymes
Paint] and Gary England [G England
Decorating Service]



WALLCOVERINGS

OPEN VALUE

Pretl & Williams

Tony Niven, Shannon Cole [Haymes Paint]
and Bill McLaren [Pretl & Williams]

High Commendation

Mandurah Painters & Decorators

HISTORIC RESTORATIONS

Sponsored By MPA Skills



HISTORICAL RESTORATIONS

OPEN VALUE

Hopkinson Painting

Amanda Kyras [MPA Skills] and Michael
Hopkinson [Hopkinson Painting]

WOODCARE

Sponsored By DuluxGroup [Cabots]



WOODCARE

UP TO \$10,000

Roadrunner Painting & Decorating

Andrew Nash [Cabots] and Alanna Smith
[Roadrunner Painting & Decorating]



WOODCARE

OVER \$10,000

Calibre Coatings

Andrew Nash [Cabots], Justin Ruane,
Ray Townsend and Paul Clarke [Calibre
Coatings]



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Featured: Porter's Mineral Paint in a custom matched colour for the Palais Theatre, St Kilda.



NEW MEMBER MEETS THE CHALLENGE OF THE ELEMENTS

There's so much to think about when you're starting out in a business of your own, but top of the list should be 'join the Master Painters & Decorators Australia [MP&DA]'.

When Ryan Moul arrived in Western Australia from New Zealand in 2008, he didn't come with a well-developed plan for success but rather an appetite for adventure and a desire to make the most of Western Australia's booming employment opportunities.

He cut his teeth in the searing heat of the Pilbara, taking on tasks that would daunt the toughest professional, and honed his skills dealing with the challenges of the north west. As a result, he now has a wealth of knowledge in the preparation and treatment of all surfaces exposed to harsh environmental conditions.

He says that over the years, he and his team have painted almost all of Rio Tinto's mine at Paraburdoo and much of the town.

"We painted houses inside and out, a four-storey transportable camp, minesites, steel structures, a huge satellite dish, tanks and offices," Ryan said.

"Although it meant spending a lot of time away from home and family which was tough on all of us, it proved to be very beneficial in the long run."

In 2011, Ryan established his own business RSM Painting Pty Ltd, and experienced many of the ups and downs that come with finding your way in the commercial world.

"It would have been great to have had the MP&DA on my side back in those days," Ryan said.

"I was new to negotiating contracts and lost a bit of skin with a client who was more skilled at driving a hard bargain than I was, but you live and learn."

"Now I am a member of the MP&DA, I can see how helpful it would have been in the beginning."

What happened to this accidental entrepreneur is an impressive progression from young, enthusiastic tradesman to hardworking business owner and master of his craft.

"I've been fortunate to have had some broad ranging contracts in the mining industry as well as luxury house constructions in the metropolitan area, and the knowledge we've built along the way put us in an ideal place to take on our latest project."

"Whether it's a multi-story house on the Cottesloe foreshore or a resort on Rottnest, there are precautions you have to take and coatings specially designed for the elements that you need to use."

Ryan's expertise in all-weather preparation and painting has led to his most recent and challenging contract with Bilco Constructions painting the new Discovery Rottnest Island eco-resort at Pinky's Beach, 18 kms off the coast of Fremantle.

"Buildings on the island are subject to sun, wind, rain, sand and salt from every direction, 24 hours a day, 365 days a year and the corrosion on all surfaces is unforgiving," Ryan said.

"I got to see this in action when the bumper on the van deteriorated in our first six weeks on the island, and we had to wash the bike chains at the end of every day or they'd corrode overnight."

Under these conditions, steel components that are not regularly washed by fresh water can corrode at four times the normal rate.

"Buildings on the island are constantly under repair and weatherproofing maintenance is unavoidable."

Such conditions can also affect the quality and durability of coating systems and Ryan needs to be across the full range of systems and application methods to choose the most suitable for these conditions.

Every centimeter of surface, from metal to timber, interior and exterior, beams to fine fretwork, needs to be properly prepared and coated with the right products.

Ryan says this job has all the challenges – being frustrated by weather conditions, getting equipment and materials barged to and from the island, and relying on bicycles for transport.

"But the upside is that we can go swimming or throw a line off the jetty when we've finished work."

But with summer on its way, and the eco retreat due to open early in 2019, Ryan and his team are working hard to meet the target schedule.

"I'm really proud to be part of this landmark project and I'm looking forward to seeing the final product. It's the first of its kind here on Rottnest and is set to become a major tourist attraction for the future," Ryan said.



Ewan Brownlee, Ryan Moul [Owner of RSM Painting Pty Ltd] and Jack Terence



PAULO'S PAINTING AND MAINTENANCE A FAMILY AFFAIR

Family businesses make up an estimated 70 per cent of all businesses in Australia and in the painting trade it's not unusual to find a father and son team, but *Brushstrokes* has met up with Paul De Abreu and his dynamic team that includes all three of his sons.

Paul, Jamie, Jacob and Brandon are following a strong family tradition, with many uncles and cousins in Australia and in Portugal also in the painting and decorating trade.

Paul arrived in Australia from Portugal 47 years ago and while still in primary school started helping his father in the family business. By 18 years of age he was ready to strike out and build a business of his own.

"It's an honourable profession and one that provides a real sense of achievement when you see a job well done," Paul said.

"Obviously, there's a lot more to most jobs we do – we're the ones who get to see everything, close up. Every doorway, every window frame and we're often the ones who fix things, or get them fixed, before we paint them."

"I'm really happy my sons have joined the business. Working with family comes easy for me because I've grown up with it. My dear old dad who's 95 now, still talks about the trade as though he's part of it."

"But the best thing is that I get to see the boys every day. Even when they move out of home, get married and have kids, I'll still get to spend a lot of time with them."

Paul says the key is communication and knowing everyone will do the right thing. "We're all in it together and my wife Cindy looks after the administration work as well."

"But this generation is a bit different to mine, they have more freedom. We don't have hard and fast start and finish times, we set goals to achieve every day and when that's done we go home – that might be early, or we might have to put in longer hours to meet a schedule."

"I've found I need to give some flexibility when it comes to things like social media and the use of phones. "We all know what needs to be done, and I don't have to drive anyone to do it."



Jamie

Eldest son Jamie [30] was keen to carry on the family tradition and worked with his father for several years before gaining his Certificate III and transitioning to a trade qualification. He says family is a high priority in his life.

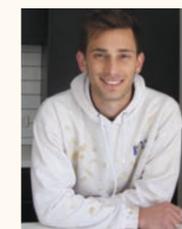
"I really appreciate the opportunity to work with Dad and my brothers every day, and I get great fulfilment from the work we do," he said.



Jacob

Curiosity saw Jacob [25] test-drive some other trades before realising painting and decoration was right for him.

"I did work experience with an electrician and a refrigeration mechanic but really liked learning the theory and techniques of painting and decorating at TAFE," he said. "I won some awards at the pre-apprenticeship training so went on to finish my apprenticeship with Dad".



Brandon

Brandon [23] also completed his apprenticeship with his father and loves the strong family ties that keep things running smoothly.

"There's a lot to like about this trade and I can see there are strengths and weaknesses around working in a family business. Brandon says his eye for detail and the ability to be very organised – even in school – prepared him well for his career. [He also says there could be truth in the theory that some people are born to be painters!]

Brushstrokes is always on the lookout for MP&DA member profiles. If you would like to feature your business, please call 08 9471 6614 or email painters@masterpainters.asn.au

HOW MANAGERS CAN CREATE A MENTALLY HEALTHY WORKPLACE

Danielle McNamee
ProcessWorx

The mental wellbeing of employees is an extremely important part of creating a safe and healthy workplace. While all employees have a responsibility in looking after their own mental health, managers also play a critical role in creating a mentally healthy workplace.

Managers will be in close contact with their employees, allowing them to observe their behaviour and influence their work environment. Alternatively, staff will also look to their managers for leadership, guidance and support. Workplace mental health should be a high priority for any business, and there are several things managers can do to improve the workplace environment.

1. Increase your own knowledge about mental health and be aware of the support available

This will help you to better understand what someone with a mental health condition may be experiencing and how to best support them. You will be able to identify early signs and symptoms of conditions like anxiety and depression and suggest appropriate support methods.

2. Educate staff and encourage open conversation about mental health

Education and training will equip staff with the information and tools they need to recognise if they or one of their colleagues are struggling. Sharing personal experiences and encouraging conversation will also help reduce the stigma around mental health in the workplace.

3. Demonstrate healthy work habits

This could include taking regular breaks, avoiding emails and calls outside of work hours and leaving work on time. As a manager, it can sometimes be isolating, so taking the time to look after yourself will show your staff they should be doing the same.

4. Provide support to employees who are struggling with mental health

Supporting an employee who is struggling with their mental health is crucial in helping that person stay in their role, which results in various benefits for both the employee and business. Every workplace has a legal responsibility to make reasonable adjustments to help a person remain at work, provided they can meet the core requirements of the job. This could include offering flexible working hours, adjusting the person's workload and providing additional guidance and support.

You should also consider putting a Mental Health Workplace Procedure in place. This is an important document outlining how mental health issues in the workplace will be managed.

For more information on this topic, please contact MP&DA on 08 9471 6614 or email painters@masterpainters.asn.au who will refer you to ProcessWorx. Remember, member discounts apply where applicable.

Receive up to \$25,000 to help train an apprentice.

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

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For details on eligibility, visit ctf.wa.gov.au or call 9244 0100.



SAFETY AND HEALTH UPDATE

Graeme Franklin
Safety Solutions WA

There have been some major developments in safety and health for Western Australia at the latter stages of 2018, a summary of these are detailed below:

1. AS/NZS: 4801 has now officially been superseded by an international Standard [ISO: 45001 – Occupational health and safety Management Systems].

If your company currently holds AS/NZS: 4801 Certification, it is suggested you look at starting to move your system across to the new ISO for future certification audits. AS/NZS: 4801 will be phased out over the next three years.

If your company is currently working towards certification, it is worth considering heading directly towards the new ISO as initial establishment now will be easier than establishing to AS/NZS: 4801 and then transitioning to ISO: 45001.

2. The ISO: 45001 standard is more aligned to the upcoming Work Health and Safety Act and aligns with the ISO: 9001 [Quality Management] and ISO 14001 [Environmental Management] making it easier for those organisations seeking the trifecta of Certification.

The WHS Act is due to be implemented within Western Australia during 2019 and will bring with it additional duties of care for businesses as well as individuals. Penalties and Regulatory powers will also be increased.

Safety Solutions WA will be running a number of presentations on the new legislation over the coming months – please see safety-solutions-wa.com.au or follow us on LinkedIn for information on dates and locations.

3. The Federal Senate Education and Employment References Committee has handed down its findings on the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia. The report makes a number of recommendations which, if the recommendations are introduced, will see some significant changes.

The report says it is 'absolutely necessary' for corporate entities to be held accountable for their actions, including facing prosecution for industrial manslaughter for the worst examples of corporate or individual behaviour.

Several recommendations were released including:

- Implementing industrial manslaughter laws across Australia making corporate entities to be held accountable for their actions.
- Including within the WHS Act, a ban on insurances against fines, changing the legislation to state that such arrangements are unlawful for insurance companies to offer insurance for directors against WHS penalties.
- Amend the model WHS laws to provide that a WHS regulator must in all relevant circumstances provide a published, written justification for why it chose not to bring a prosecution following an industrial death.
- Amend the model WHS laws to provide for unions, injured workers and their families to bring prosecutions.
- Corporations that repeatedly breach WHS obligations and cause death or serious injury should not be awarded Commonwealth, State or Territory government contracts.
- Amend the model WHS laws to include the establishment of a dedicated WHS prosecutor in each jurisdiction, similar to the model introduced in Queensland.
- Safe Work Australia work with WHS regulators in each jurisdiction to develop a policy which stipulates that all industrial deaths must be investigated as potential crime scenes.
- Safe Work Australia work with WHS regulators to develop a policy to formalise collaboration and evidence sharing between WHS regulators and law enforcement agencies during investigations following an industrial death.
- Safe Work Australia work with Commonwealth, State and Territory governments and WHS regulators to develop and deliver standardised training modules to ensure that all investigators have the appropriate skills, experience and attitude to carry out high-quality investigations of industrial deaths and other serious breaches of WHS laws.

For more information on this topic or for any other OSH | WHS inquiry, please contact MP&DA on 08 9471 6614 or email painters@masterpainters.asn.au who will refer you to Safety Solutions WA. Remember, member discounts apply where applicable.

SUN PROTECTION IN THE WORKPLACE

With more Australians dying of skin cancer each year than on our roads, sun protection in the workplace has become one of the most important health and safety issues for business.

You may be surprised to know that in Australia, an estimated 34,000 non-melanoma and 200 melanoma skin cancers are caused by workplace overexposure to UV radiation. In fact, Western Australia has some of the highest rates of skin cancer in the world.

The harsh reality is that overexposure to UV radiation has been identified as the cause of many skin cancers and Australia experiences some of the highest UV levels in the world.

At UV level 3, sun protection is required to reduce your risk of skin cancer. Perth frequently experiences UV levels of 13 or 14 during summer, almost five times higher than the safe limit of under 3.

The good news is that sun protection can be easy and doesn't have to cost a fortune. It could help save you from painful or life threatening skin cancer later in life.

What you can do:

Invest in a good sun protective long sleeved shirt, long pants, a broad-brimmed hat, eye protection and sunscreen.

If you find a broad-brimmed hat gets in the way and you prefer to wear a cap - try a legionnaire style hat instead. It's just like a cap but protects the ears and the back of the neck - areas that can be common for skin cancer.

SPF lip balm is also a great investment as the lips are another common location for skin cancers.

Make sure your protective glasses have UV protection. They don't need to be tinted, so you can wear clear or lightly tinted glasses outdoors provided they have UV protection. With white house paint reflecting up to 22 per cent of UV radiation - UV protected glasses is an essential piece of equipment when working outdoors.

Download the free SunSmart App to get your daily UV forecast or check uvdaily.com.au to find out when sun protection is required.

For more information, call the Cancer Council on 13 11 20.



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Oldfields is a specialist scaffolding company, supplying painters with a complete scaffolding solution from HIRE and SERVICE to NEW SALES. From a small mobile scaffold tower right through to a new construction project, Oldfields have you covered. For a free quotation, call 13 62 60 or visit oldfields.com.au

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FROM THE MAKERS OF **TAUBMANS**



THE LATEST IN TIMBER FINISHES

By Geraldine Chua

Lightweight, robust and sustainable, timber is a common material for outdoor decks, weatherboards and furniture. However, its ability to weather rain and shine over the years is dependent on regular maintenance. Without frequent care and coating, wood is prone to mould, mildew, termites and discolouration.

Two easy ways to extend the life of your timber project is oiling or staining. Timber oils, for instance, will penetrate deep into the material to shield it from UV rays and water damage. Because they are typically clear and not tinted, oils act as a protective and preventive measure, while enhancing the natural colour, tone and grain of the wood.

On the other hand, stains alter the colour of the wood in the course of sealing it and providing a high level of UV protection. For example, a stain can transform a light pine to look more like dark Merbau, but without hiding its natural grain.

The first step to choosing the best product for your project therefore lies in establishing whether the client wants to change the aesthetics of the timber completely. If so, a stain is preferred. The next is choosing between oil-based or water-based alternatives. The former typically achieves a more classic oiled timber look, while the latter provides a slightly higher sheen finish. For projects that require quick turnaround times, water-based products are ideal because they dry quicker.

Finally, test your selected oil or stain on an off-cut to verify the desired colour and depth of finish—and always follow manufacturer instructions and suggestions about whether the finish is safe for the particular timber species you're working with.

Here are some products to get you started:

HAYMES SIMPLY WOODCARE DEXPRESS DECK & TIMBER STAIN



A water-based option, this low lustre two-coat stain enhances the look and longevity of Australian timbers such as Merbau, Spotted Gum and Treated Pine. It is UV and mould resistant, quick drying, and specially formulated with Hybrid Polymer technology to prevent cracking and peeling. It is also tintable to the full Woodcare colour offer, and tested and proven to withstand the harsh Australian climate.

CABOT'S AQUADECK

This lightly pigmented water-based decking oil is formulated with advanced dual technology, which allows the oils to penetrate and nourish the exterior timber, while allowing its natural grain to shine through. Water repellent, and dirt and mould resistant, Aquadeck shortens recoat times from two hours to just one, and has double the lasting power of other oil-based decking oils.



INTERGRAIN ULTRADECK & NATURAL STAIN

The UltraDeck is a long-lasting timber oil made with Hydroguard technology that protects the timber against foot traffic and harsh weather conditions. Designed to enhance the appearance of various timber species, its natural finish resists



stain absorption, and dirt and dust adhesion. For a semi-transparent stain alternative, Intergrain's NaturalStain is a durable product that alters the colour of timber without the need for a topcoat. Both products are water-based, emitting less VOCs than traditional oil-based coatings without compromising on performance.

JOHNSTONE'S PROFESSIONAL DECK OIL

Johnstone's Professional is a new woodcare brand in Australia that offers a water-based exterior oil crafted with Aqua Protect™ technology. The technology introduces advanced biocide formulations, which create a barrier that repels water, resists mould and provides UV protection against harmful rays. Specially designed for decking around pools, wet areas, steps and ramps, this slip resistant deck oil comes in a non-yellowing clear gloss and satin finish, and is tintable to 15 trend colours.



MPA SKILLS TRAINS WINNERS



MPA Skills Winners: [L to R] Terah-Jade Cross [Gold - Painting & Decorating] and Nicholas Lozanovski [Silver - Painting & Decorating]. Photo by WorldSkills Australia. All rights reserved. Used by permission.

It has been a great year for MPA Skills with two of its students winning gold and silver at this year's WorldSkills National Australia Competition.

MPA Skills' Apprentices, Terah-Jade Cross, won gold and Nicholas Lozanovski took home the silver medal in the Painting and Decorating category. Held at Sydney's International Convention Centre, Terah-Jade and Nicholas were two of 500 competitors from across Australia, aged 16-24 years representing over 50 trades and skills.

All students performed to an exceptional level with both Terah-Jade and Nicholas doing extremely well in the wallpaper hanging and door painting components of the competition. Winning is not only a testament to their hard work, but also reinforces the quality of training they receive from MPA Skills. They are also a part of the MPA Skills Apprenticeship Employment program, which means they are employed by MPA Skills for a Host Employer.

MPA Skills is run by the industry, so you know that you will get the best trained and best employed apprentices available.

To find out more, call **08 9471 6600** or visit **mpaskills.com.au**



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

PRODUCT NEWS

NEW SERIES OF PURDY PAINT BRUSHES NOW AVAILABLE IN AUSTRALIA

For more than 90 years, Purdy professional paint brushes have been the 'brush of choice' for discerning master painters around the world, so word of a new, extended range available over the counter in Australia has got the Aussie trade talking.

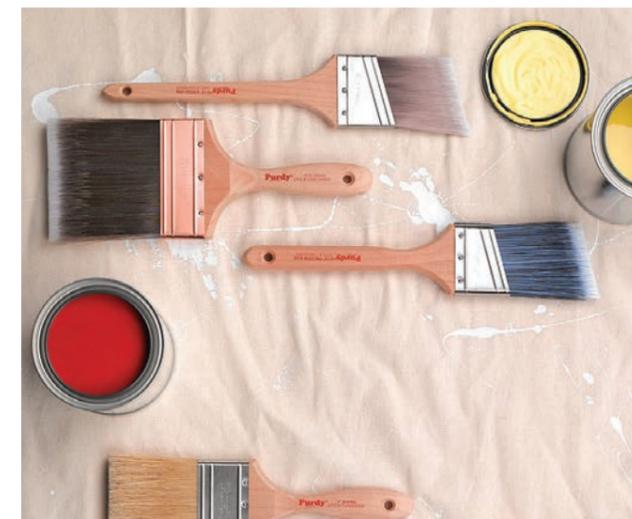
Produced in Portland, USA, the new hand-crafted Purdy collection comprises a series of seven brushes, each dedicated to a particular aspect of painting, and designed to produce optimum results. Sizes range from 38mm and 50mm to 63mm, 76mm and 100mm.

The newest brush in the collection is the XL High Capacity, a medium stiff, angled sash style, excellent for cut-in tasks. It has a beavertail handle and produces 94 per cent more coverage than the previous XL Glide brush. Overall, the Purdy XL series is the most versatile of the range, crafted for increased pick-up, smooth release and an outstanding finish.

Although still hand-crafted in the traditional Purdy way, the new series of brushes is now more affordable than ever. Prices range from \$14.30 for the XL Bow 5cm, to \$36.30 for the Clearcut Elite Angular Pip 7.5cm. Now's a good time to start building your collection.

The full range of 51 brushes, 33 preparation tools, rollers, trays and buckets will be available nationally from Solver and Watty Paint Centres.

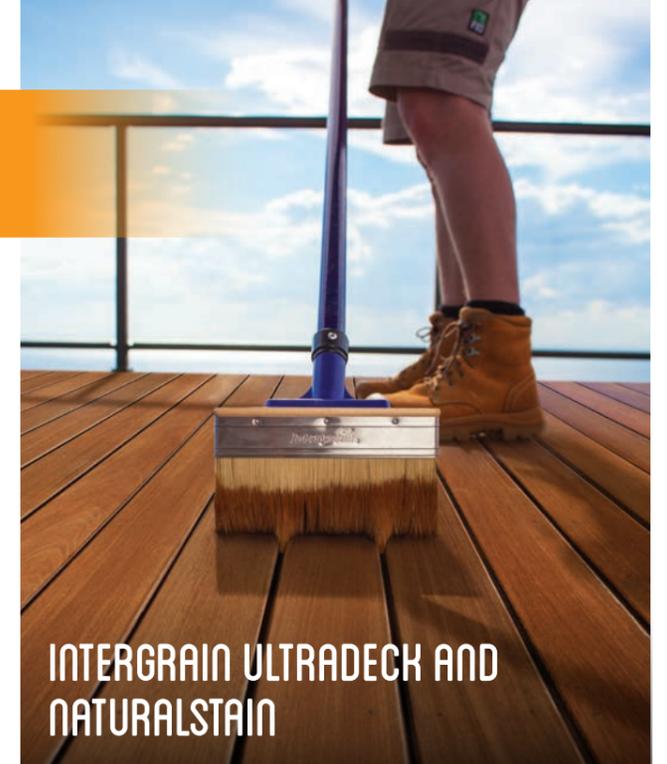
Visit solverpaints.com.au for more details.



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 or call 08 9244 0100.



INTERGRAIN ULTRADECK AND NATURALSTAIN

Intergrain UltraDeck and NaturalStain are designed to protect the natural beauty of timber, providing long lasting protection against UV, water and foot traffic. Intergrain UltraDeck is a water-based, penetrating oil, designed to enhance the appearance of popular timber species. Intergrain NaturalStain is an extremely long lasting, durable timber stain, designed to change the colour of timber without the need for a topcoat. Both UltraDeck and NaturalStain are water-based, emitting substantially less VOCs than traditional oil-based coatings, meaning that they are a more environmentally responsible option – without compromising on performance.

To find out more, visit intergrain.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.

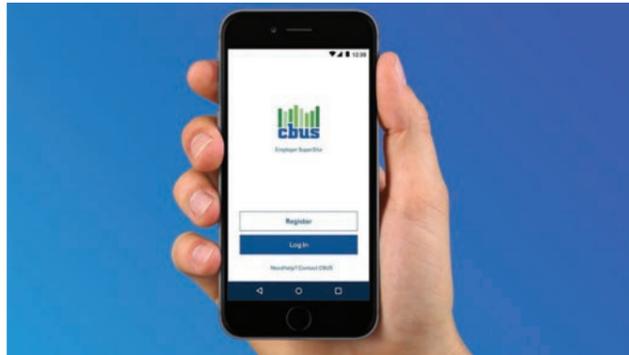
Any work that requires physical labour is going to carry with it some level of risk, and a painting job is no different. You will need cover against spills, property damage, paint overspray, loss of records, theft of tools (including from unlocked vehicle or premises) and the related repercussions.

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



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 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

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

ONLINEMEASURES.COM - SMARTER QS FOR PAINTERS AND PLASTERERS

Finally there's a simple, affordable way for painters and plasterers to have projects accurately measured. Online Measures is an online quantity surveying business offering great value pay-per-use services that give you accurate take off measures for your painting, plastering and steel stud requirements, fast.

It's so easy; most jobs fit within one their convenient packages. Then it's just a matter of uploading plans and specifications with information about the requirement. Each substrate is accurately measured and itemised in a detailed, yet clear spreadsheet sent back to you within five days. For more complex projects, give them a call to discuss your needs.

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 or visit 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



and rejuvenate weathered, coated and new hardwood timber including decking, windows, doors, bi-folds, fences, gates weatherboards and cladding.

Johnstone's Professional water-based Exterior Oils also delivers superior, long lasting formulas using Aqua Protect™ technology, which allows painters and decorators to recoat in only one hour* and is touch dry in 30 minutes. The range incorporates:

- **Deck Oil** - exceptionally durable and long lasting
- **Slip Resistant Deck Oil** - specially formulated for decking around pools, wet areas, steps, ramps and stairs
- **Fences and Screens** - designed to withstand the rigors of timber movement, allows the coating to remain flexible and resist to cracking
- **Timber Oil** - designed to withstand the rigors and abrasion of opening and closing doors, windows and gates
- **Interior | Exterior Clear** - durable, non-yellowing clear gloss or satin finish, tintable to 15 trend colours.

Johnstone's Professional is available in Taubmans stores, leading independent paint specialists and independent hardware stores.



JOHNSTONE'S LAUNCHES NEW PROFESSIONAL WOODCARE RANGE

Johnstone's Professional recently launched its new woodcare range in Australia with specially developed advanced formulas and built-in technology to provide nourishment and protection to keep timber looking better for longer. From the makers of Taubmans, the Johnstone's Professional premium range includes top performing, preparation and maintenance products, as well as innovative interior and exterior coatings.

Providing a complete woodcare system, Johnstone's Professional begins with specially formulated high-strength, powerful, fast-acting, low-odour preparation and maintenance products such as Hardwood Tannin & Oil Remover, Deck & Timber Cleaner and Timber Stripper. The Prep & Maintenance range is designed to brighten

MORE PAINTBACK COLLECTION SITES IN WA

Australians buy more than 100 million litres of paint each year but around five per cent of it ends up as waste, making paint and its packaging a major source of liquid waste into landfill. Now with Paintback, trade and household painters have a cost-effective solution to dispose of unwanted paint and packaging.

Paintback is a national scheme that diverts architectural and decorative waste paint from landfill and waterways. A world-first, cost effective way to dispose of paint waste responsibly, the Paintback initiative is aiming to keep 45,000,000 kilograms of paint waste and packaging out of Australian landfill over the next five years.

There are now 16 collection points located in Western Australia including Broome, Busseton, Canning, Canning Vale, Cockburn, Dunsborough, Eastern Metropolitan Regional (Red Hill), Fremantle, Kalgoorlie, Karratha, Kwinana, Mandurah, Mindarie Regional, Port Hedland, Rockingham and Stirling.

Visit paintback.com.au to find out more.



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.



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 for details.



QUALITY FILLERS BY POLYFILLA

Polyfilla Professional Gap Fillers are known for quality and performance painters can rely on. The latest addition to the range is NEW Polyfilla Professional W50 Weatherboard Gap Sealant. Formulated with an advanced acrylic based polymer system, the product offers up to +/- 25 per cent joint movement capability and a +350 per cent stretch capacity.

The superior flexibility of the new W50 Weatherboard Gap Sealant helps withstand the movement associated with weatherboard and with excellent adhesion properties also locks out water. Paintable with water or oil based paints, W50 is also ultra-durable as it remains flexible once cured protecting against cracks, crumbling and falling out ensuring long lasting, outstanding results.



THE FINISHING TOOL YOU'VE BEEN WAITING FOR FROM WAGNER

Wagner recently launched a new HLP sprayer which has received excellent industry feedback already. The unique FC9900 Plus is suited to a wide range of applications, both indoors and out. The superfine spray pattern is perfect for doors and trims, furniture, cabinetry and metal work. The lightweight gun can be infinitely adjusted; with paint flow, air and spray fan settings all positioned within easy reach right on the gun.

The five-stage turbine will spray all types of paints, primers, lacquers and stains at very low pressure resulting in minimal overspray, and material savings of up to 40 per cent when compared to high pressure spraying.

The optional remote two-litre pot and whip hose allows for increased spraying time between re-fills without adding the cost and weight of a bulky air compressor. This system reduces fatigue by removing the weight of the paint at the gun and makes it easier to spray inside cabinets and other hard to reach areas.

The FC9900 Plus comes complete with 5-Stage Turbine, 9-metre Air Hose, Maxum II Gun with #4 needle. Features include:

- Suite to a wide range of applications
- Up to 40 per cent material savings
- Light to handle
- Ultra-powerful 5-stage turbine

To find out more, visit wagner.com.au



UPCOMING COURSES

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.

For details, call 08 9471 6614 or email painters@masterpainters.asn.au

UPCOMING COURSES

MPA Skills are now taking expressions of interest [EOI] for the following accredited courses:

• Accredited Training

52784WA Painters Registration [CTF subsidy may be available]

Business 2 Days MP&DA MEMBER RATE: \$355

Estimating 4 Days MP&DA MEMBER RATE: \$605

Preparing Surfaces 5 Days MP&DA MEMBER RATE: \$635

Practical Trade Test 1 Day MP&DA MEMBER RATE: \$910

CPCCPD3029A Remove Graffiti and Protective Coatings*

[CTF subsidy may be available]

2 Days MP&DA MEMBER RATE: \$355

CPCCPD3029A Implement Safe Lead Paint and Asbestos Work Practices in the Painting Industry*

[CTF subsidy may be available]

2 Days MP&DA MEMBER RATE: \$450

*A pre-requisite unit CPCCOHS – Apply OHS requirements, policies and procedures in the construction industry is delivered within the course. NOTE: Participants who already hold the particular units of competence will be issued with a non-accredited certificate of completion.

• Advanced Training

Decorative Finishes

1 Day MP&DA MEMBER RATE: \$200

Wallpapering

1 Day MP&DA MEMBER RATE: \$200

For more information, please call MPA Skills on 08 9471 6605 or email advancedtraining@mpaskills.com.au

FUTURE PAINTERS: PRE-APPRENTICE COURSES

Students interested in pursuing a successful painting career can now apply for a Pre-Apprenticeship at MPA Skills.

Master Painters and Decorators Australia [MP&DA] partner, MPA Skills, is the largest provider of specialised apprentice training in Western Australia and is renowned for producing the state's best tradesmen and women.

MPA Skills is a Registered Training Organisation [RTO] as well as a Group Training Organisation [GTO], which means it is a mentor and employer of apprentices to Host Employers too.

The next Pre-Apprenticeship course Building & Construction Certificate II 52443WA: Painting Pathway starts Monday 11 February 2019* at MPA Skills Maylands Campus.

Applications close Friday 18 January 2019. Hurry as places are limited.

To find out more, please call MPA Skills on 08 9471 6000 or visit mpaskills.com.au

*Date may be subject to change. Please call MPA Skills to confirm commencement date. RTO No 1892. Pre-apprenticeship and apprenticeship training are subject to funding by Jobs & Skills WA.

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