



**A message from the EO**



Dear Members,

On behalf of the Committee, a sincere thank you for your support during 2019. We have achieved much during this year with a strong emphasis to enhance member benefits and address Industry concerns. Here’s a snapshot on our achievements for 2019

- Review of the Home Building Contracts Regulations 1992 is progressing nicely with Ministerial approval of Option 1 on the Consultation Paper (see next page)
- New CMAWA Residential Contract for our Cabinet Maker members
- Our very own Standards and Installation Guidelines for kitchens and bathrooms is well underway and almost complete— members input welcome
- Member referral system and a chance to enjoy a FREE annual membership
- Audit of the 2018 financials conducted in Jan’19 to confirm an excellence in Management of our members funds.
- Steady increase in membership with 12 new Cabinet Makers and 3 Suppliers partnering with us this year
- Two major community projects only possible with the fantastic support of key members: Kellerberrin Men’s Shed and Judith’s story
- Maintaining the level of annual subscriptions for all members
- An increased uptake on the Major Sponsorship positions with enhanced benefits

There are positive aspirations for 2020. Committee are keen to give CMAWA a new face lift with the introduction of some innovative networking events; possible reintroduction of the hard copy magazine; and enhancing the eNews bulletin to make it more user friendly for our members. We are also looking into the opportunity of setting up a members only Facebook page. This will be an easy and quick method of communicating with each other, obtaining those much needed materials to complete a job or even off loading materials or machinery. These are just a few ideas on how this idea might assist in business productivity. If you have any other suggestions, Committee would love to hear them.

As a not for profit member based Association, we rely on the subscriptions we receive from members to maintain operations as this our only major source of income to date. There may be opportunities to secure some Government project funding and I as your Executive Officer will review this. However, in the meantime, we hope you will continue your patronage and partner with us during 2020, a year that is already showing signs of positivity within our Industry.

It has been a great pleasure and a privilege to assist you during this year and I look forward to fostering our relationships throughout the New Year.



**CMAWA Current Committee of Management 2019**

President	Frank Trichilo	Crown Cabinets and Design Balcatta
Vice President	Ugo De Laurentis	Delta Cabinets Bayswater
Treasurer	Rodney Mills	Master Class Cabinets Forrestdale
Secretary	Sam White	Samuel Cabinetry Wangara
Ordinary Member	Tony Casella	Style Side Cabinets Malaga
Ordinary Member	Mark Wood	Veejays Renovations Malaga
Associate Member	Malcolm Brewer	Brewer Machinery Wangara
Executive Officer	Sheila Payne	eo@cmawa.com.au 0439 944 660



### Major Sponsors July to December 2019

For a small additional fee, Major Sponsors are recognized as such on each page of the CMAWA site. In addition, promotion in our monthly eNews is available. These are our current Majors who pledged commitment from July to end of December this year. We will be highlighting our next 6 monthly Majors in our first edition eNews of 2020.

**A big thank you to all our Sponsors both previous and current**

MAJOR SPONSORS



### Ministerial Approval to review Home Building Contracts (HBC) Act

The Hon John Quigley MLA, Minister for Commerce, has approved the drafting of a regulation to the HBC Act that will increase to 20 per cent the allowable maximum deposit for cabinet makers undertaking 50% or more of the work off-site. This deposit amount will be uncapped. The Regulation will be an amendment to the HBC Act and apply only for Cabinet Makers. After consultation with relevant industry groups, the regulation goes to Executive Council and Joint Standing Committee on Delegated Legislation. The timeframe in this process is anticipated to be 4 months so all going well, we will see an Amendment to the HBC Act come into force May 2020.

CMAWA members are to be congratulated for their united approach and diligence in their dealings with Government and for maintaining the commitment to address the constraints which the Cabinet Makers of WA have had to endure for many years.



### CMAWA Residential Contract Agreement

We are now able to provide our members with a new Contractual Residential Agreement updated to cater for current industry best practices and regulations. Whilst we wait in abeyance on the advice for an amendment to the HBC Act which will call for this document to be further amended to lift the deposit allowable from 6.5% to 20%, we are providing the current Contract as a pdf document which members can print out as required. It may be beneficial for our members that we revert back to the hard copy Contract booklet format at the appropriate time when a further update is required in a few months time.

Members advice on this however will be most welcome.



### Give Variety kids a happy Christmas

This Christmas why not help create precious family memories and give happiness to a WA child living with disability, illness or disadvantage. Even a small donation helps

<https://www.variety.org.au/wa/donate/>

**Variety – the Children’s Charity of WA**

102 Burswood Road, Burswood WA 6100





## **New Fair Work Information Statement**

Do you give all new employees a copy of the Fair Work Information Statement? All employers are required to give it to every new employee so they are aware of their entitlements. We've recently updated the Fair Work Information Statement, so make sure you're providing the new version. And remember, you should also make the relevant award available to all employees

### **Public holiday pay**

Public holidays are a different entitlement to annual leave, so they can't be taken from an employee's annual leave balance. Remember, you also can't change an employee's regular days off so they miss out on public holiday entitlements. And if staff take sick leave before or after a public holiday, you can't automatically deny them the leave, but you can ask for evidence

### **Leave doesn't expire**

Annual leave and sick leave doesn't expire just because an employee didn't use it by the end of the year. Once they've accrued it, it is theirs to use. And if they don't use it, accumulated leave has to roll over to the following year – that's the law. What about cashing out annual leave? If the applicable award or agreement doesn't specifically say that it's allowed, then it isn't lawful. '

### **Asking staff to work public holidays**

You can ask staff to work, if your request is reasonable. But remember, they can refuse on reasonable grounds.

### **Annual leave loading**

Staff will sometimes assume they get annual leave loading without checking the rules. Not all businesses need to pay annual leave loading when their staff take annual leave. Do you know if you should pay it? Whether you do or not will depend on the rules in the applicable award or enterprise agreement. Make sure you check what applies for your business so you're getting it right

[www.fairwork.gov.au](http://www.fairwork.gov.au).

## **What is the true cost of hiring the wrong person?**

As a business owner or manager, you know that *hiring the wrong* person is the most costly mistake you can make. A *bad hire* can cost a business up to 2.5 times the salary of the *employee* in question. 39% of businesses report a decrease in productivity due to a *bad hire*.

**To prevent a bad hire from destroying your bottom line, keep the following in mind:**

- \* Ask yourself if you really need to hire someone for this position. ...
- \* Be very specific about your needs for the position. ...
- \* Ask for referrals and obtain written references
- \* Ask for a current Police Clearance Certificate or obtain one

### **Some of the signs of a bad hire:**

- \* They don't have the skills you expected. ...
- \* A bad attitude from the outset. ...
- \* A general lack of understanding about the role. ...
- \* Being late or taking a lot of unexpected time off. ...
- \* Making endless complaints. ...
- \* Self-importance or arrogance

To help you through this process, here are two useful links provided by the Small Business Development Corporation

[employing staff](#),

[Jobs & Skills Centre](#)

Or visit [smallbusiness.wa.gov.au](http://smallbusiness.wa.gov.au)



**They are here to help you....**

**The Small Business Development Corporation (SBDC)** is an independent statutory authority, established in 1984 under the [Small Business Development Corporation Act 1983](#). Their primary role is to encourage, promote, facilitate and assist the establishment, growth and development of small business in Western Australia.

They provide free business advice to help current and aspiring small business owners including but are not limited to:

starting a small business  
helping you assess new business ideas  
business structures  
writing your business plan  
market research  
business licences and permits  
leasing commercial premises  
financial management and tax  
marketing – on and off-line  
managing business disputes

All of their business advice is free and provided in total confidence.

Business Skills workshops will provide the guidance and support you need to build a successful and dynamic business.

[Digital Marketing Advanced](#)  
[Marketing your Business](#)  
[Website Planning](#)  
[Understanding Business Financials](#)  
[Digital Marketing Essentials](#)  
[How to Write a Business Plan](#)  
[Starting a Business - FREE](#)

They also offer a low-cost [dispute resolution service](#) to assist with resolving business-to-business and business-to-government disputes.

Free business advice is available by contacting one of their business advisers.

By phone: 133 140

Email: [info@smallbusiness.wa.gov.au](mailto:info@smallbusiness.wa.gov.au)

**Small Business Development Corporation**  
Level 2, 140 William Street, Perth WA 6000

[smallbusiness.wa.gov.au](http://smallbusiness.wa.gov.au)



[facebook.com/smallbusinesswa](https://facebook.com/smallbusinesswa)

*Merry*  
*Christmas*

*To all our Members, both past and present, and each of our  
Industry Partners.*

*Have a wonderful festive season with family and friends.*

*Here's to a happy and prosperous New Year for all.*