

## Master Builders Association Awards Night

On a beautiful evening in May, the Mangrove Resort in Broome was the venue for the 2010 Master Builders Association Awards. KGT staff attended the awards night which recognised builders from all over the North West region from the Pilbara to the Kimberley. KGT host employer, Broлга Developments, won the Kimberley Group Training 'Employer/Trainer of the Year' award which was presented on the night by Ian Warrener, KGT Operations Manager. The highlight of the evening was when KGT Broome apprentice Shane Foster, who has just completed his Carpentry & Joinery Apprenticeship with Broлга Developments, won a finalist award for 'Building Construction Apprentice of the Year'. Congratulations Shane, we are very proud of you!



### Special points of interest:

- COMPLETIONS OF THE MONTH
- NEW YEAR PAYROLL CHANGES
- CONSTRUCTION INDUCTION TRAINING, CHANGES TO REGULATIONS
- APPRENTICE KICKSTART BONUS EXTENSION

## From the CEO... Ord - East Kimberley Expansion



The roll out of the Ord-East Kimberley Expansion is gaining momentum and this project will bring many benefits to the region particularly in training, employment, business development and community facilities.

Here at Kimberley Group Training we are conscious that this is a fantastic opportunity to provide the youth of the East Kimberley with meaningful employment opportunities through apprenticeships and traineeships, which will provide a career pathway and sustainable employment into the future. The roll out of major projects across the whole of the Kimberley will see an increase in demand for labour, in particular skilled labour, will be in high demand and not easy to find. Taking on an apprentice/trainee now makes perfect sense and will assist your business when labour demand increases.

In a previous newsletter, I mentioned that KGT would be offering Labour Hire Services to its customers. This service is now available. Host Employer Agreements and Labour Hire Agreements have been completed by our Lawyers. For more information on Labour Hire Arrangements please contact Simone Wardle (Broome Office 9192 8877) and/or Ian Warrener (Kununurra Office 9168 3808).

John Gummyery

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## Apprentice Kickstart Bonus Extension see page 4!!

## Ord Stage - 2 Commencement

Commencement has finally begun on the Ord Stage-2 expansion with Teddy Carlton, Premier Collin Barnett and Brendan Grylls there for the official opening on the 14th May 2010. KGT Civil Construction Apprentice Clive Morton was also in attendance as the media filmed Clive on the excavator. KGT will be commencing five new apprentices with Charles Hull Contracting in Certificate III Civil Construction. Clive Morton, Leslie Wilson, Shane Gordon, Kimberley Clarke and Ahmuth Bin Omar successfully completed an eight week pre-employment program in Civil Construction in 2009 in preparation for the expected increase in demand from industry. The guys have been waiting patiently since then and are now keen to commence work.



*Dreams will get you nowhere, a good kick in the pants will take you a long way.*

**Baltasar Gracian**

## New Year Payroll Changes

As the new financial year approaches, KGT will be implementing a few changes in response to the Federal Modern Award changes that kicked off in January 2010.

As of July, many trainees will be affected by minimum award pay rates. KGT is currently reviewing all trainee pay rates to ensure that they are receiving the correct rate of pay and will be making changes to pay rates that will begin on the first pay date after 1 July 2010. All Host Employers will be informed, in writing, of these changes throughout June.

KGT is also currently implementing a new payroll and invoicing system that will hopefully streamline our billing system and improve upon our invoicing format to make it easier for Host Employers to view the details of each bill.

Along with these changes, KGT will be reviewing its charge-out rate to incorporate the new costs associated with implementing the Modern Award system with the most obvious cost being the reimbursement of Training Fees to all trainees who satisfactorily complete a block of training. All of this information will be included in the mail out to all Host Employers during June.

### ODD SPOT

A typical bed is usually home to over six billion dust mites.



## Kununurra apprentice of the month Hannah Cooper

Qualification: Certificate II in Business.

Host Employer: Kimberley First National Real Estate.

Hannah started her traineeship early February 2010 and the best thing about the traineeship is *"the experience I am getting in the workplace that I wouldn't be getting otherwise. I love learning new things and I am working towards completing the traineeship and gaining full time employment"*.

Favourite food is lasagna.

Favourite music is anything with a cool beat.

Name of pets are Lilly (Shih Tzu) and Kiara (American staff).

Hobby is cooking.

Hannah Cooper has been nominated as Apprentice of the Month. Hannah completed her Certificate I in Leadership Development in 2009 whilst in year 10 and has now progressed to a School Based Traineeship in year 11 and is studying a certificate II in Business. Hannah works at Kimberley First National under the supervision of Sarah Williams. Progress reports from work, TAFE and school have indicated that Hannah has been a consistent and dedicated person throughout the traineeship. KGT congratulates Hannah on her hard work and effort.



# Go Bombers!

**K**GT are now proud sponsors of the Peninsular Bombers footy team which has players from Broome & the Dampier Peninsular. Jahved Cox, a KGT Broome Carpentry & Joinery apprentice & Bombers Vice Captain is pictured here fourth from the left, Jeffery Clarke, Bombers Captain is pictured fourth from the right & in the centre of the picture is Bombers Coach Robbie Wilson. GO BOMBERS!!!



## FUN FACT

We have over 6000 species of flies, about 4000 species of ants, and there are about 350 species of termites in Australia.



## Construction induction training, changes to regulations

It appears there is some confusion in relation to the Blue & White Construction Industry Safety Card. To summarise the following article we have been advised by Worksafe that if someone holds a Blue Card there is no requirement for them to obtain a White Card. The Blue card is valid for anyone undertaking work in WA, but if work is to be undertaken interstate then the Nationally recognised White Card will be required.

The following information has been sourced from the Worksafe Website, should you require any further information in relation to any changes to regulations please contact KGT or Worksafe directly, the contact information for Worksafe is at the bottom of this article.

### General information for industry

The Occupational Safety and Health Regulations (1996) have changed to reflect the national approach to construction induction training endorsed by industry Australia wide.

#### 1. Repeat Training

**There is no legislative requirement for repeat induction training. All cards already issued will remain valid under the regulations.**

The national code of practice for construction induction training, an advisory document, provides an option for repeat training if a person leaves the industry for more than two years, or, if the employer considers repeat training necessary. It may be the case that some employers require repeat induction training, in accordance with the code, as part of safety and health management processes.

#### 2. Training course

Construction induction training that is nationally accredited will be recognised under the amended regulations. From the end of August 2009 in WA, this will be a unit of competence CPCCOHS1001A Work safely in the construction industry from the CPC08 Construction, Plumbing and Services Integrated Framework Training Package. Those people who have completed the course 51466 Course in Safety Awareness Training will not have to repeat the training as it was also nationally recognised training, equivalent to the new unit of competence.

#### 3. Cards issued and recognised in WA

##### Western Australia

Across all States and Territories, including WA, both types of WA cards issued through training providers are accepted by the regulatory authority as evidence that induction training has been completed. In NSW, only cards dated after 1 July 2009 will be recognised.



**NB** If you are considering working interstate it is better to exchange your blue card with the RTO who did your training for a white card to avoid confusion.

#### Online Training

Online will continue to be available through registered training organisations, scoped to deliver training in WA. WORKSAFE Telephone: 1300 307 877 Facsimile: (08) 9321 8973 Email: [safety@commerce.wa.gov.au](mailto:safety@commerce.wa.gov.au)

The following link will provide you with up to date information in relation to cards issued in all states and their validity in WA

[http://www.commerce.wa.gov.au/WorkSafe/PDF/Thinksafe/Construction\\_Safety\\_Awareness/Reg\\_changes\\_construction\\_training.pdf](http://www.commerce.wa.gov.au/WorkSafe/PDF/Thinksafe/Construction_Safety_Awareness/Reg_changes_construction_training.pdf)

## DIARY DATES!



### JUNE PUBLIC HOLIDAY

Foundation Day  
Monday 7th

Broome Pay Period  
Ending  
Monday 7th June  
**PLEASE HAVE TIME SHEETS IN BY THURSDAY 3RD JUNE @ 4.30pm**

## SO MUCH MORE . . .

# KGT Support Service



Kimberley Group Training would like to introduce the KGT Support Service. This is a FREE counseling service which has been set up to support Indigenous trainees and apprentices throughout their training. Brooke Feltis (pictured right) is a Psychologist based at the KGT Kununurra Office and Kala Nilsen (pictured left) a Counsellor operating from the KGT Broome Office, together form the KGT Support Service.

The KGT Support Service offers assistance to KGT trainees and apprentices in overcoming a range of social and emotional wellbeing issues including; drug and alcohol use, gambling problems, relationship and family problems, domestic violence and abuse, grief and loss issues, depression, anxiety, anger and workplace stress.



Counselling is confidential and will not be discussed with your Host Employer or Field Officer without your permission. If you would like to know more or access this free counselling service please telephone Brooke at the KGT Kununurra Office on (08) 9168 3808 or Kala at the KGT Broome Office on (08) 9192 8877 or alternatively speak to your KGT Field Officer.

## CONGRATULATIONS!

Well done to our Apprentices who have successfully completed

- |                        |   |
|------------------------|---|
| <b>Eldine Macale</b>   | Certificate III Carpentry & Joinery<br><u>Host Employer</u> —Argyle Diamond Mine                        |
| <b>Corey Morgan</b>    | Certificate III Automotive Mechanical Technology<br><u>Host Employer</u> —Argyle Motors                 |
| <b>Lennard Jaffrey</b> | Certificate III Automotive Mechanical Technology<br><u>Host Employer</u> —Shinju Nissan                 |
| <b>Tristram Pigram</b> | Certificate III Furniture Making (Cabinet Making)<br><u>Host Employer</u> —Kimberley Woodworks          |
| <b>Manu Roberts</b>    | Certificate II Aviation (Ground Operations & Service)<br><u>Host Employer</u> —Northern Airport Service |

Pre-employment Rural Operations  
Hosted by Kimberley Group Training

- |                   |                   |
|-------------------|-------------------|
| Jamal Bin Kali    | Dale Brooking     |
| Rafferty Phillips | Johnathon Pearson |
| Paul Sebastian    | Jonny Graham      |
| Brandon McCarthy  | Eddie Ishiguchi   |
| Harold Madden     | Brandon McKenzie  |
| Thomas Djiagween  | Leon Miller       |
| Peter Griffith    | Kerstin Roe       |
| Neil Francis      | James Stephens    |

## Apprentice Kickstart Bonus Extension

The Australian Government's Apprentice Kickstart Bonus program is being extended from 12<sup>th</sup> May 2010 until 12<sup>th</sup> November 2010. Kimberley Group Training will pass on all Kickstart Bonuses to Host Employers. If you are considering employing an Apprentice in 2010, then now is the time to take advantage of this opportunity. For more information on the Kickstart Bonus contact KGT on 9168 3808.

## Kununurra Apprentice George Davis

George Davis has just completed his first month of a three year apprenticeship in Carpentry and Joinery. Before he arrived in Kununurra he worked as a fencer in the Northern Territory. He now has a goal of working as a sub-contractor to the building companies around town when he completes his apprenticeship. He has another short term goal of saving for a Land Cruiser. George reports that he feels more positive and motivated now that he is in a routine of getting up each day for work. In the short time he has been with his Host Employer Maglion Enterprises his growing confidence is obvious.

