

# THE CIRCUIT

AUTUMN/WINTER 2024 NEWSLETTER



FROM THE LEFT: ETU ORGANISERS ADAM WOODAGE, SIMON BREZOVNIK, ETU WA SECRETARY PETER CARTER, FEDERAL ENERGY MINISTER CHRIS BOWEN DISCUSSING THE PROPOSED OFFSHORE WIND AREA, OFF THE COAST OF BUNBURY - MARCH 2024



PETER CARTER

## Welcome to the Circuit Newsletter - Autumn / Winter 2024

The last few months have seen a major restructure in organisers due to growth in membership and losing Mark Mocerino over Christmas; we wish Mark well for the future. Mark's former role in representing Shipbuilding & Supply members has been taken by long time ASC delegate and Union activist Steve Graham, who's been flat-out since starting and is getting on well.

Our North West Lead Organiser Paul Ferreira was joined by Brant Softley late last year who has a wealth of experience and knowledge from

throughout the WA Union movement. Brant has now shifted to full-time in the NW, moving in to our new house in Karratha, and has hit the ground running with major incursions into BHP facilities on the coast and inland.

Our latest recruit Rob De Graaf is a long-time delegate & State Councillor and will be looking after the Lift Industry as well as the crucial role of Apprentice organiser.

**Apprentices are now joining the ETU in unprecedented numbers, increasing by nearly 300% over the last 6 years!** I urge our apprentices to

speak to their mates at work, TAFE & CET colleges about the benefits of joining the ETU – the only Union able to represent them in every aspect of their employment contracts, training and trade level needs.

### JOBS OUTLOOK

An important announcement by the Federal Government was made recently when public & industry submissions were requested for the proposed Offshore Wind (OSW) zone off our South West coast. We will be writing a submission in support and calling for the Government to

ensure that any approval process mandates secure high-quality jobs for local workers, increased local manufacturing content and to make sure they allow for recreational fishing activities adjacent to, and around, the turbines and related infrastructure.

It is frustrating, but not surprising, that the LNP and other right-wing interests are politically agitating against potential renewable energy projects such as OSW, and instead backing the hugely more expensive and environmentally dangerous nuclear option.

Follow the money trail and you see that they're acting on behalf of the powerful fossil fuel lobby, who know that we'll be more dependent on their oil & gas products for the decades it would take to bring nuclear power plants online to reach our future energy needs.

### POLITICAL OUTLOOK

We continue to lobby the State ALP Government on a regular basis over trade issues such as training, electrical licensing and apprentice matters; the state wages policy so our members in the public sector can win wage

## CURRENT ETU OFFICIALS

● PETER CARTER	STATE SECRETARY
● ANDY GIDDENS	ASSISTANT STATE SECRETARY GENERAL TRADES, UTILITIES, FOUNDRY, MANUFACTURING
● BRENDAN REEVE	PRESIDENT SUPPLY
● IAN GILL	LEAD ORGANISER ALL ELECTRICAL CONTRACTING AREAS
● PAUL FERREIRA	LEAD ORGANISER MID WEST & NORTH WEST
● ADAM WOODAGE	ORGANISER OFFSHORE HYDROCARBONS
● BRANT SOFTLEY	ORGANISER NORTH WEST
● ROB DE GRAAF	ORGANISER LIFTS & APPRENTICES
● RORY CUMINS	ORGANISER METRO, DRY FIRE & COMMERCIAL
● SIMON BREZOVNIK	ORGANISER SOUTH WEST & KWINANA
● STEVE GRAHAM	ORGANISER SHIPBUILDING & RENEWABLES
● DAVID VON KELAITA	POST TRADE TRAINER BAYSWATER TRAINING CENTRE
● PAUL O'LOUGHLIN	POST TRADE TRAINER BAYSWATER TRAINING CENTRE

### VALE COMRADES

Our thoughts are with family and friends who lost loved ones over the past year. We respectfully remember the following ETU members:

**JOHN EVERETT**  
**DAMIEN LUCEY**  
**JOHN WILLSON**

### 2024 AGM NOTICE

Notice is hereby given to ALL MEMBERS that the 2024 Annual General Meeting will be held:

**WEDNESDAY 5th June 2024**  
**4pm @ 3 Focal Way, Bayswater 6053**

Please RSVP attendance to [info@etuwa.com.au](mailto:info@etuwa.com.au)

increases in excess of cost of living expenses; and a better Procurement policy to force companies tendering on tax payer funded work into dealing with Unions to ensure wages & conditions are of the highest standard. We've also been speaking to them about increasing subsidies to apprentice wages to encourage more intake of apprentices throughout industry. **We need up to 37,000**

**more electricians by 2030 to build the necessary renewable energy projects and related infrastructure to meet the reduced emission targets and unless we do something different than we have for the last 20 years we won't have the tradespeople to do so.**

In 2022-23, Australian Federal and state governments provided a total of \$11.1 billion worth of spending and tax

breaks to assist fossil fuel industries (<https://australiainstitute.org.au/wp-content/uploads/2023/05/P1378-Fossil-fuel-subsidies-2023-Web.pdf>). Given their record profitability and low employment rates it's about time some of those subsidies are transferred into creating jobs for our younger generation. ⚡

**PETER CARTER**  
**0403 601 991**



ETU, AMWU, AWU & TWU MEMBERS VOTING FOR PROTECTED ACTION AT COCKBURN CEMENT, MAY 2024

enhanced availability payments and site allowances.

**Cockburn Cement's recent offer, featuring a two-year term with wage increases of 3.6% and 3%, was met with overwhelming disapproval from members, resulting in a 98% rejection rate.** Key sticking points include long-service leave entitlements and the removal of historical references to the Cockburn Cement Award 1991.

The joint Union members (AMWU, AWU, ETU & TWU) have now voted for a Protected Action Ballot Order considering the company's dismal counter. This will be an interesting fight, but our members are willing to take a stand.

DT Infrastructure has entered the negotiation arena, presenting a unique opportunity for Union engagement. With operations spanning South Australia and Western Australia, discussions are underway regarding rail infrastructure projects. While negotiations are still in their infancy, the prospect of long-term contracts and expanded employment opportunities is promising.

The Union seeks tailored agreements for each state, laying the groundwork for forthcoming deliberations and

potential agreements.

Looking ahead, several agreements are on the horizon, each presenting its own set of challenges and opportunities. From national agreements with Coates Hire to state-level discussions with Crown Perth and the Public Transport Authority, anticipation runs high.

With negotiations set to commence and log of claim's drawn up, our members are ready for the next phase of discussions, aiming for a successful year of EA's that will help our members with the cost of living.

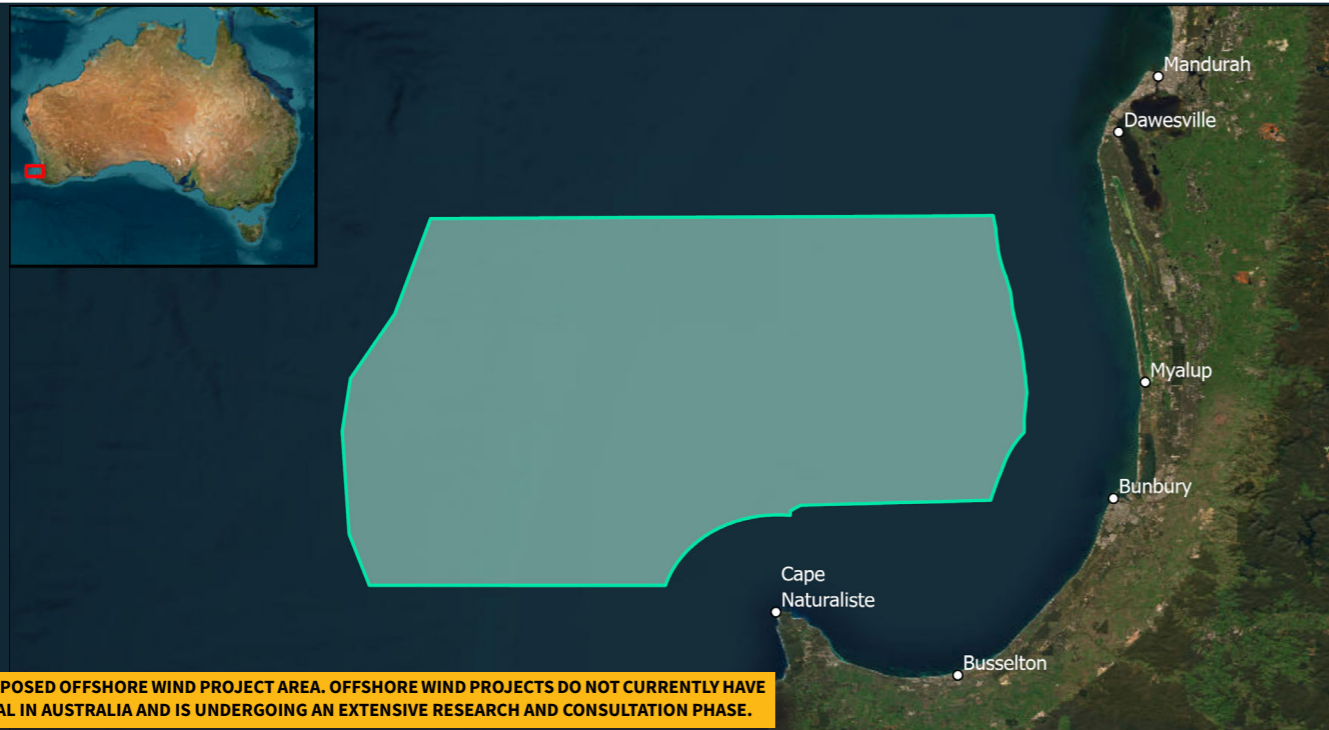
**ANDY GIDDENS** ⚡  
**0457 236 555**



ANDY GIDDENS

In the ongoing negotiations between ATCO and the Union, progress has been slow but steady since October 2023. With eight meetings under their belt, the focus remains on securing a wage increase to reach \$50.00 per hour by the second year of the agreement. However, the latest offer from ATCO falls short of this target.

ATCO's proposal spans a three-year term with wage increases of 4%, 3.25%, and 3%, totaling 10.25%. Additionally, adjustments to break times, availability payments, and allowances are on the table. Despite these concessions, the Union is standing firm on their demands for higher wage increments and additional benefits, including



THE PROPOSED OFFSHORE WIND PROJECT AREA. OFFSHORE WIND PROJECTS DO NOT CURRENTLY HAVE APPROVAL IN AUSTRALIA AND IS UNDERGOING AN EXTENSIVE RESEARCH AND CONSULTATION PHASE.

Offshore Electricity Infrastructure Act 2021 - Proposed Area - Bunbury

0 20 40 60 km

Map created by: Department of Climate Change,

Energy, the Environment and Water (DCCEEW)

Basemap source: Earthstar Geographics GDA94

# SUPPLY & SHIPBUILDING UPDATE



PICTURED - SOME OF THE SITUATIONS OUR MEMBERS HAVE TO DEAL WITH - IN SCORCHING TEMPERATURES.



BRENDAN REEVE

Hello members, this year is kicking off with a bang with much happening in the shipbuilding and supply space and it will another one year of pushing for more ground in the boardroom.

Negotiations have been finalised at BAE with the company and other Union members accepting 5/3/3% over three years and we've countered with an additional 1% each year and redundancy provisions. There is some uncertainty with BAE's future work prospects but we'll be monitoring that over the next 18 months, especially with the axing of the ANZAC class maintenance program.

**The majority of ETU Members voted NO to the agreement, however the scare campaign around future work appears to have swayed other Unions members to vote in favour of picking up the EBA - we will now have to push for stand alone electrical agreements in the future based on being out-voted this time around.**

At Ventia Defence, despite the Unions advising against the offer, the agreement has now been ratified with a 62% approval rate. Rumours suggest the company might lose its contract. Wage increases and allowance

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adjustments were the main features of the deal.

As Peter mentioned, Mark Mocerino has moved on and I wish him well. Following his departure, Steve Graham has stepped in to manage the Shipbuilding and Renewables sector, as well as assist with Supply.

His appointment brings relief as the Supply sector was previously managed single-handedly by me and, with over 1000 members to support and an industry poised for growth, Steve's addition is welcomed.

The focus at Horizon Power was achieving pay parity with Western Power which has now been done plus 2% giving members between 8-14% IN THE FIRST YEAR. The company have put an offer out to vote (at time of writing) FOLLOWED BY 4%, 35 and 3% in the following years.

The union has not endorsed or knocked back the offer, letting members decide whether the offer is acceptable or should go back to the table.

## CONTRACTORS

We've also seen an influx of Genus Supply members, highlighting wage issues and sub-par conditions. Genus have been open to discussions, more will be needed but the initial stages are looking promising. Also on a positive note, Zinfra is seeking a greenfields agreement to align their rates with industry standards. If only more were the same! At this stage those talks with Genus are progressing and tracking to dragging Genus up to Industry standards, especially with 3 major Contractors commencing work in WA from July - Zinfra, UGL and Ventia - all companies doing Greenfields Union agreements with the ETU that

deliver pay and conditions equal or better to Western Power - The labour competition already kicking off to snatch members from other companies to deliver their contracts - with 10 year's work worth \$70 billion in transmission and network upgrades across the nation, sourcing sparse labour around the world and at home is proving difficult.

Lastly, disciplinary issues marked the start of the year at Western Power, reflecting broader staffing challenges and employer reputation concerns. Preparations for the upcoming EBA process are underway, with delegates gearing up for discussions on a significant log of claims.

Steve and I have been visiting our regional and metro depots, having honest and open discussions with our members on what they feel is required. **As usual, Western Power is horrendously understaffed and have a very poor reputation in the industry. Their broader management need to wake up to themselves and change the toxic culture they have created following the ETU members handing them their arses in a bitter Industrial Dispute 2 years ago - this militant membership are focusing on how to do it again should the company not learn from last time.**

It's a big year coming up for the Branch and Supply members this year to set up the future transition to renewables. There is lots to do this year, as it is every year but with a bit more help in the Supply sector, we are well situated to making more improvements and gaining ground. ⚡

**BRENDAN REEVE**  
0488 585 227



STEVE GRAHAM

Hi everyone,

**It's been a great few months learning on the job and becoming an Organiser since coming off the tools at ASC back in February.**

Since joining, my role primarily involved shadowing Brendan and Andy while awaiting approval for my ROE. But I've now started site visits with members, focusing particularly on low-density shops like Austals, as well as high-profile sites such as BAE, currently immersed in EA negotiations.

## SHIPBUILDING:

As Brendan mentioned, negotiations for the EA are still underway with

the company proposing 5/3/3% increase over three years. Our counter included a better wage increase and enhancements to the redundancy clause, it will be interesting to see the feedback from BAE given recent voting on the EBA yielded a 54% rejection rate. BAE has hinted at work concluding by 2025.

ASC negotiations are slated for the second half of this year with a recent mass meeting in Kwinana, attended by Adam and Simon, aimed to rally support, particularly in light of membership loss. Efforts are underway to engage with delegates and members to discuss the Log of Claims more frequently. Several ROEs have been submitted at Austals with more expected in the short term. We've made some headway in signing up non-members, including apprentices, into the union but I'll have my work cut out for me across both of Austal's sites.

## SUPPLY SECTOR:

Working closely with Brendan, I've been assisting in various supply-

related matters. Horizon Power is currently engaged in negotiations to achieve pay parity for its members.

Similarly, Western Power has seen meetings focusing on outdated policies and disciplinary issues, prompting plans for a delegates' meeting and strike strategy sessions. I've come from a delegate background but the delegates at these depots are something else. They are very good at organising with their colleagues and one can learn a lot from them.

There's a lot of work ahead in both the shipbuilding and supply sectors to be done this year and I'm enjoying being an Organiser and learning what happens behind-the-scenes. Mostly, there's a lot of discussion, compromise, knowledge of the relevant Acts and past agreements and relationship building that will take me time to get around fully but it's been really interesting and satisfying when we get a win for our members. Give me a call if you need any help! ⚡

**STEVE GRAHAM**  
0438 792 865



L-R CLOCKWISE: FINDING THE POSITIVES ON A HOT DAY - WESTERN POWER MEMBERS DOING THEIR THING FOR RURAL COMMUNITIES; STEVE WITH MEMBERS OF HORIZON POWER IN BROOME AND KARRATHA

# ELECTRICAL CONTRACTING SECTOR



THE NILSEN CREW AT ECU PERTH HAVING RECENTLY ELECTED NEW DELEGATE MATT WILSON - ONE OF THE FIRST DELEGATES WE HAVE SEEN IN THE CONTRACTING SPACE IN A LONG WHILE, APRIL 2024



THE ETU DELEGATION AT MAY DAY 2024, FREMANTLE ESPLANADE



IAN GILL

This year has begun as another very active one, with constant site visits all over Perth, Kwinana strip, Midwest and Barrow Island to get amongst our members and grow our branch membership. There have been plenty of issues on sites to resolve around safety, as well as all the legal issues that arise when employers roll out dodgy baseline agreements or don't conform to the specifics in their agreements or contracts.

After knocking off, on appeal, the dodgy Acciona WA baseline EA, we are now in a position with the other Unions, to begin bargaining a Greenfields agreement for the \$1.8Bn+ Alkimos Desalination Plant in the northern suburbs. It appears already there will be a commitment to decent apprentice ratios.

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Covalent and Civmec at the Covalent Lithium Project in Kwinana are up to their old tricks by using more labour hire, this time with Eureka E&I to procure interstate electrical workers on a 2/1 roster and paying them around \$1000 a week less than the Civmec direct sparkies, an absolute disgrace. Adam Woodage is now involved with this and seeking better outcomes for these exploited workers.

**There are multiple EBA negotiations underway, not least of which is the ECI Commercial EBA 2024 campaign underway with Fredon, and now Everett Smith. Fredon are seven meetings in and Everett Smith at two. It is crucial that members hold out for the best possible EBA outcomes in this high cost of living environment and lock in quality rates, allowances, conditions and yearly increases.**

The Fredon crew have come a long way since 2019 when they were on low paying common law contracts.

On another front, the ETU WA Branch submitted a detailed submission for the State Government review into changes and improvements to the Construction Industry Portable Long Service Leave Act 1985, seeking to expand on and deliver better outcomes

for our members in this space. We should know more on this very shortly as to what has been accepted and to become law.

**There should be plenty of work in the ECI space this year in the commercial and industrial space, as renewables projects begin to gather pace, while the hydrocarbons space also remains active in negotiations with Ventia, IAS/UGL and Altrad currently.**

A recent MOU signed between the ETU and Synergy has assisted in locking in better rates, allowances, Protect Income Protection and Severance for any renewables work under Synergy control, such as the Kwinana KBESS 2 and soon the Collie Battery Storage job, which is a big one.

I wish to thank all the good members for their ongoing assistance, as well as Rory Cumins, Brant Softley and Simon Brezovnik.

We can also welcome Rob De Graaf, a long-term member, delegate and state councillor, who has now onboarded as an organiser looking after the Lift Industry and Apprentices. Rob has already hit the ground running! Great work Rob!

**IAN GILL**  
0403 601 996



RORY CUMINS

2024 has kicked off full steam ahead with all the major commercial contractor's enterprise agreements being negotiated this year.

Getting feedback from members is critical in presenting a log of claims to the employers and the ETU branch has been busy visiting sites to talk to as many of our members as we can.

We have also emailed surveys to members at Fredon, Everett Smith and Nilsen get a broader idea of members thoughts and ideas.

**I have to take this opportunity to thank Lead Organiser Ian Gill who has worked tirelessly on this EA campaign and has led the charge in creating a first-class EA to present to the employers.**

I am pleased to announce that we have a new delegate at Nilsen.

Hopefully we can build on that and get delegates at all the major sites in

Perth.

There are new laws protecting workplace delegates and it is of utmost importance having a delegate structure within the commercial contracting space as we already have in other sectors of our union. Delegates are there so you and your workmates are treated fairly and with respect at work.

As fellow employees, delegates automatically share some common experiences with you.

They are in the best position to support you and other union members in the workplace to stand up for your rights.

**When you're a union member and you encounter a problem or want to talk about making possible changes in your workplace, your delegate is the first person to approach.**

When you've got delegates at work, you never have to push through difficulties alone.

### Three New Protections

The new protections prohibit an employer from unreasonably failing or refusing to deal with a union delegate. Knowingly or recklessly making a false or misleading representation to a union delegate or unreasonably hindering, obstructing or preventing the exercise of the rights of a union delegate.

### Three New Entitlements

The new FW Act provisions entitle union delegates to reasonable communication with members, and any other persons eligible to be members, in relation to their industrial interests.

Reasonable access to the workplace and workplace facilities where the enterprise is being carried on and reasonable access to paid time, during normal working hours, for the purposes of related training. In 2024, enterprise agreements must include a term that provides for the exercise of the rights of union delegates. This will apply to those agreements that are voted on by employees after 1 July 2024.

I look forward to discussing your rights in the workplace so if you are interested in being a delegate or a point of contact then please contact me, Ian Gill or the branch to discuss further. The EA's being negotiated are going to set up a platform for our future members, families and our community. We need to get this right as we move into renewable energy because the opportunities that are going to present themselves will only strengthen the ETU's position for growth, better conditions with decency and dignity in the workplace.

**RORY CUMINS**  
0488 653 911

ETU WA BRANCH / 7

# WHAT'S ON IN THE NORTH WEST!



PAUL FERREIRA

Earlier this year ETU National officers, Yolla Abousleiman (National Employment & Industrial Lawyer) and Matt Murphy (National Industry Coordinator) joined myself for a round of organising visits in North-West WA. Sites visited included Rio Tinto Western Range (Paraburdoo), with

Civmec members, Woodside Karratha Gas Plant & Pluto project with Matera Electrical members as well as the Woodside Pluto 2 Project with Bechtel members.

Matt & Yolla gained a greater appreciation for the unique circumstances experienced by members working in the Pilbara, and are better able to take account of those matters in their work representing and advocating for all members in the North West of WA.

The ETU WA NW Rates Flyer continues to work wonders. Latest movements being Parc Engineering at FMG Solomon Hub. Rates plus penalties, 2/1 roster, 12-hour days, Approx Nett \$4000.00 PW. Also, Genus Group at FMG North Star Solar Farm.

They lifted their rates by \$3.00 per hour to \$53.00 & also paying 11-hour days which takes them to \$3600.00 PW Approx Nett. This is possibly a game changer in the renewable sector. These updates to the ETU WA NW rates Flyer now put Bechtel Pluto 2 as the worst paying project in the North West of WA.

The ETU WA Branch has achieved significant growth in membership in the Pilbara and has invested in the purchase of a new house in Karratha. The ETU WA now have two officials based full-time in Karratha to organise and represent workers more effectively whilst we are spreading the ETU WA footprint in the Pilbara. ⚡

**PAUL FERREIRA**  
0417 484 000



TOP TO BOTTOM - OUR NAT. INDUSTRIAL LAWYER YOLLA, IN PARABURDOO WITH OUR CIVMEC CREW @ WESTERN RANGE PROJECT & NAT. INDUSTRY COORDINATOR WITH MEMBERS AT WOODSIDE PLUTO 2



## A CHANGE IN THE NORTH

### & DEVELOPMENTS IN THE PILBARA



BRANT SOFTLEY

The first quarter of 2024 has seen some changes in my role to what was split between working in the Northwest with Paul Ferreira and helping in Commercial sector and the Kwinana Strip with Ian Gill and Rory Cumins. My role now will be fully based in Northwest and have just moved full time to Karratha.

#### **BHP Ports – Port Hedland – Nelson Point/Finucane Island**

ETU membership at the Ports has gone gangbusters, with density now at 85%. Peter Carter and myself met with BHP IR to discuss an Electrical Trades EA. The position for BHP is to bargain on an all-inclusive classification EA including operators and mechanical etc. I am sure BHP will be in no hurry to start the process and Peter indicated at the meeting that we wouldn't wait forever before exploring our options and that we would like to receive a formal response on when an EA would start following Easter.

That has not occurred.  
**We are now preparing a Majority Support Determination to force**

#### **BHP to the Bargaining table.**

**ETU members are seeing what they could get elsewhere – which is significantly higher and they are fully committed to fight for what is a fair deal. Given there is a shortage of good tradespeople that are highly skilled, it's an interesting (and arrogant) approach to bargaining where BHP expect their specialised – and highly sought after – crew to stay with better entitlements only a hop, skip and jump over the rail line to take up better deals with other big miners.** Time will tell if common sense prevails.

#### **BHP Newman & Inland Operations**

I have continued visits to and around the Newman area and completed a lot of mapping through site visits and meeting with ETU Members from the five main sites. With every inland run, there are more new members and more interest on what can be achieved with a plan for an inland BHP EA.

The outcome of the Port Hedland EA will heavily impact the workers here so members are jumping on to make a better outcome more likely.

#### **Rio Tinto Ports – Karratha Coast – Parker Point/Cape Lambert**

Members engagement has been really good at these sites and I have extensively mapped Parker Point, Cape Lambert and 7-Mile Rail. There has been membership gains

with every visit to Cape Lambert. There are some issues that we can organise around – i.e. Fitness for Work and Public Holiday Annual Leave deductions (i.e. Same as BHP backpay claim)

#### **Commercial and Kwinana Strip**

Campaigning continues with Everett Smith & Co, Fredon and Nilsen contractors as they are all entering bargaining in 2024 and we are continuing to fight for a multi-employer bargaining EA for the commercial space.

I have been visiting the newest Metronet Thornlie to Cockburn Line and the construction projects in and around the Kwinana Strip, namely Rockingham Waste Energy Project, Kwinana Waste Energy Project, Covalent Lithium Project and the Lendlease Project at Garden Island. All have good potential for growth for both trades, non-trades and apprentices.

I'm looking forward to living up in the Pilbara which means my time on the Kwinana Strip and Perth is up for now. It's been a pleasure working with the members there and thanks to Ian Gill and Rory Cumins in their support in the team in my time with the split Northwest/Perth role. To all those working in the North West, I'll see out in the red dirt soon. ⚡

**BRANT SOFTLEY**  
0492 484 495



# Cbus 40 years on: Created by workers, for workers

1 July 2024 marks Cbus Super's 40th anniversary since its establishment in 1984.

In the 1980s our founding members and unions, amongst them, the ETU, saw inequality in the retirement system and were determined to change it. They had a better idea: giving workers a say in the way that capital was invested for their futures to achieve an adequate retirement free from worry of going without. They fought for this reform, from the shop floor, site by site, workplace by workplace – to benefit union members and working people generally.

Cbus was established after a decisive advance by the building unions to convert a wage increase into superannuation. From our first members contributing \$9 a week in 1984, 40 years later Cbus has grown to 910,000 members with \$90 billion funds under management, as at 31 January 2024, and the default investment option, Growth (MySuper), averaging an annual return of 8.89%\* since inception.

### Protecting what really matters

Despite our size today, we haven't forgotten where we came from and why we are here. We are proud to be one of Australia's leading industry super funds, providing superannuation and income stream accounts to our hard-working members. We are a fund tailored to our members' circumstances and needs. Our insurance model was considered innovative in 1984, because it provided affordable insurance for workers in a dangerous industry – insurance that was otherwise prohibitively expensive. To this day, it continues to be an affordable scheme that takes account of the nature of the building, construction and allied industries, providing financial security to members and families in difficult times.

### Investing heavily in the building and construction industry

We have a proven track record of investing back into our communities – supporting industries that are important to our members and creating better retirement outcomes. A wholly owned entity of Cbus Super, Cbus Property† is a national integrated property investor and developer, with major investments and developments in the commercial office, residential and retail sectors across Australia. By investing in the industry through Cbus Property, we have delivered strong long-term returns for members and created thousands of jobs‡. Our continued commitment to investing in the real economy means we believe we'll be an active participant in affordable housing and the decarbonising economy.

In this anniversary year, we thank our founding members, unions and leaders for their vision, hard work and lasting legacy. Their collaboration improved, and continues to improve, the lives of working people in this country. We will continue to evolve, lead, advocate and create value from the strong foundation and vision that was created four decades ago.

To find out more, visit [cbussuper.com.au](https://cbussuper.com.au)

\* Performance as at 31 December 2023. The Growth (MySuper) investment performance is based on the crediting rate, which is the return minus investment fees, taxes and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance isn't a reliable indicator of future performance. The inception date is 1 July 1984.

† Cbus Property Pty Ltd is a wholly-owned entity of Cbus Super and is responsible for the development and management of a portfolio of Cbus Super's property investments.

‡ Estimated jobs since 2006 to June 2023 based on inductions for completed and committed developments.

This information is about Cbus Super. It doesn't account for your specific needs. Please consider your financial position, objectives and requirements before making financial decisions. Read the relevant Product Disclosure Statement (PDS) and Target Market Determination to decide if Cbus Super is right for you. Call 1300 361 784 or visit [cbussuper.com.au](https://cbussuper.com.au).

Insurance is issued under a group policy with our insurer, TAL Life Limited ABN 70 050 109 450 AFSL 237848.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 (Cbus and/or Cbus Super).



# 40 years of making hard work pay off.



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[cbussuper.com.au](https://cbussuper.com.au)



### Your local coordinators

Your Cbus Super Coordinator is available to visit your workplace to provide information and general advice on super. Depending on your workplace preference, you could have a group information session or have individual questions/issues answered onsite. This onsite service is available to Cbus Super members at no additional cost.

Call 1300 361 784 today to arrange for a Coordinator to visit your workplace.



Philip Milne

m: 0412 406 348 | e: [philip.milne@cbussuper.com.au](mailto:philip.milne@cbussuper.com.au)



Don Fowlie

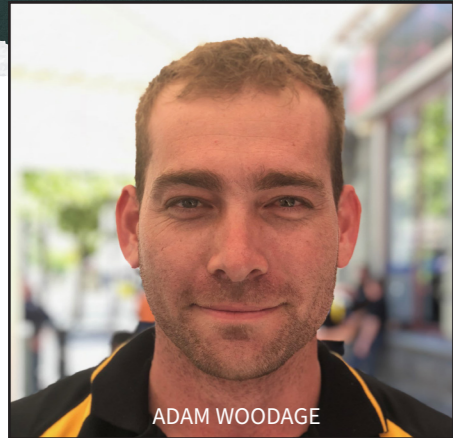
m: 0417 971 593 | e: [don.fowlie@cbussuper.com.au](mailto:don.fowlie@cbussuper.com.au)

This information is about Cbus Super. It doesn't account for your specific needs. Please consider your financial position, objectives and requirements before making financial decisions. Read the relevant Product Disclosure Statement (PDS) and Target Market Determination to decide if Cbus Super is right for you. Call 1300 361 784 or visit [cbussuper.com.au](https://cbussuper.com.au).

Insurance is issued under a group policy with our insurer, TAL Life Limited ABN 70 050 109 450 AFSL 237848.

United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 (Cbus and/or Cbus Super).

# WHAT'S NEW IN THE HYDROCARBONS SECTOR



ADAM WOODAGE

The FPSO Woodside agreement has concluded successfully, delivering substantial benefits to our members. In this agreement, base salaries and offshore allowances range from \$261,700 to \$323,200 per year. Performance-based pay is linked to Woodside's Company Performance Scorecard, offering bonuses of up to 20% for Job Grades A-E and 26% for Job Grade F. Additionally, equity rights of up to 10% are included in the

EBA, with superannuation set at 14%. We've also secured level progression within a new classification structure, ensuring clear progression pathways. Guaranteed annual increases have been locked in too, with a 4.2% raise recently attained on April 1, 2024. Over-cycle pay is secured at a rate of 1.5x, and additional allowances are available for specific circumstances such as transit or overnight accommodation in Regional WA.

In addition to these conditions, we've ensured minimum internet standards to support video calling loved ones, along with improved catering standards and significantly enhanced redundancy standards. Dispute arbitration will now be handled in the Fair Work Commission, and employee representation and CCM provisions are included in the agreement. Furthermore, the company will preference single cabin occupancy over shared rooms where

possible.

Moving forward, we're actively engaged in negotiations for several agreements, including Monos Shell Maintenance, Atlas Supervisor's Agreement, and Atlas Technician's Agreement. We're also anticipating offshore pipe laying agreements expected in September/October.

In other matters of note, significant developments are underway at Austal's and Genus, with ongoing negotiations and leadership changes. Additionally, we're addressing issues related to the exploitation of Eastern Staters by Civec for Kwinana Covalent.

These updates reflect our ongoing commitment to securing fair deals and advocating for our members' best interests. Stay tuned for further developments!

**ADAM WOODAGE**  
0403 601 997



**Protect**

The leading industry income protection, redundancy and severance scheme. Preferred by over 50,000 workers across Australia.

For assistance contact your local Protect Field Officer:  
John Cain 0429 109 215

 protectmembers | [www.protect.net.au](http://www.protect.net.au)



L-R: MEMBERS MARCHING IN FORMATION TO CELEBRATE AND RECOGNISE THE EFFORTS OF COLLECTIVE ACTION; IAN GILL MARSHALLING THE ETU DELEGATION IN PREPARATION FOR THE MAY DAY MARCH 2024.

# Worker Support

## Benefits of Unity Bank Membership

- 1 Protected Action clause in your loan contract<sup>1</sup>**  
Loan repayments may be deferred during protected industrial action (interest accrues).<sup>2</sup>
- 2 Community Support Loan<sup>3\*</sup>**  
Relieve financial hardship during industrial action.
- 3 Family Home Guarantee – for single parents/legal guardians with at least one dependent<sup>4\*</sup>**  
Buy a home with a deposit from just 2% and no LMI.<sup>5</sup>
- 4 First Home Guarantee<sup>4\*</sup>**  
Buy your first home with a deposit from just 5% and no LMI<sup>5</sup>
- 5 Home Loan refinance offer<sup>\*</sup>**  
Challenge us to save you money with a lower interest rate.<sup>6</sup>
- 6 New car fleet discount<sup>7\*</sup>**  
Get your car and your low-rate car loan all through Unity Bank, from the comfort of your home.

For more information contact **Chris Richards, Relationship Manager**

**E:** crichards@unitybank.com.au

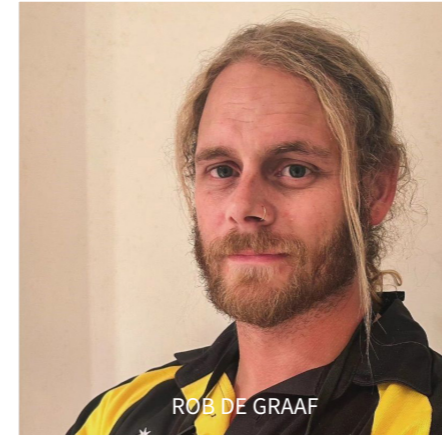
**P:** 0418 421 789

**W:** unitybank.com.au

\*Credit eligibility criteria, terms and conditions, fees and charges apply. 1. For loans contracted after 13.09.2021. 2. Subject to bank approval and only during 'protected industrial action' under Fair Work Act, 2009 (Cth) interest accrues and is capitalised during repayment deferral period. 3. Up to \$10,000 personal loan for recognised industrial action or community calamity. Available at the discretion of the bank and subject to approval. 4. Part of the Government's Home Guarantee Scheme where Government guarantees up to 15% of the value of the property for First Home Guarantee and up to 18% of the value of the property for Family Home Guarantee. Unity Bank is authorised to offer the Scheme in conjunction with its First Home Buyer Advantage Plus loan. The Guarantees are not cash payments or deposits for your home loan. 5. Scheme eligibility criteria, and property price caps apply. 6. Challenge applies to variable rate home loans held with another lender. Unity bank will endeavour to beat your existing variable rate but cannot guarantee in every case. 7. Fleet discount offered by National Car Search Australia ABN 51 090 920 059 for general information only. You should verify the accuracy and completeness of the information yourself. National Car Search Australia is not available in Tasmania or The Northern Territory. Limited service provided in Western Australia. The offer can be withdrawn at any time without notice. Unity Bank Limited. | ABN 11 087 650 315 | AFSL/Australian Credit Licence 240399.

# WELCOME ON BOARD, ROB

OUR NEW APPRENTICE & LIFT'S ORGANISER



ROB DE GRAAF

Well Comrades, where to start but the beginning?

**My name is Rob de Graaf and I have recently had the great honour to come on board with the ETU as an organiser in the lift and apprentice spaces.** I have known for a long time that my career would eventually lead me to working for the union, I think I knew from my first day on a picket line as a first-year apprentice back in 2009, with Peter Carter (then organiser) giving a rousing speech in that famous scouse accent of his on a bitter cold winter morning in solidarity park.

I have spent the last 15 years working in the elevator industry, a notoriously militant and union dense industry, and during that time I have seen the real and tangible benefits of trade unionism for workers and their families. For 7 of those years, I was also lucky enough to be a delegate in my workplace, a role that quickly became the best part of my job. The role of delegate is seen by some as fraught, however a good employer will often recognise that an effective delegate

can be instrumental to maintaining workplace harmony and resolving issues before they become larger than life. Of course, being the delegate also means you have a bit more leeway to tell the boss to get stuffed, which was probably what sold it for me.

**Since starting in my new role, I've embarked on a mission to put to bed some longstanding issues in the lift industry surrounding the need for proper licensing of ALL employees engaging in dogging and rigging work, to this end several submissions have been made to Worksafe and other government departments.** Further to this we have established and confirmed 12 new and existing delegates in the industry and provided them with a basic toolkit to assist them in their roles going forward

The automatic doors industry is heating up at the moment as well, with ongoing negotiations for Dormakaba and Kone doors, as we push for industry standard rates and conditions across the board. The apprentice space will no doubt be my biggest challenge due to a variety of factors. This area is absolutely CRITICAL for the coming just transition and the "silver tsunami" we are very likely to see in the next few years, with so many of our incredibly skilled and experienced tradespeople heading towards a well-earned retirement.

Apprentices in this day and age unfortunately have been given the rawest deal out of nearly any worker in this economy, they are underpaid (the award rate for a first year is \$10.60p/h), they are treated with little respect by many

employers, and they are not getting the experience and training in many cases that they need to be confident and capable tradespeople. We have to fix this. This is not a pie in the sky idea, it is absolutely critical to the future of almost every industry and piece of infrastructure that we address the issues around apprenticeships in this country, but especially for electricians, as we see the need for many thousands in the coming years.

**We have set up a new Instagram page to help us communicate directly with apprentices and offer them useful info around training, grants, issues affecting them and useful workplace tips. We will also be speaking with relevant ministers and people within RTO's and GTO's about how we can help our apprentices achieve better outcomes.** I am somewhat daunted by the challenges we face in this area, but I am far more excited with the possibilities and the outcomes we can achieve together.

To the staff and the other organisers at the ETU, I can't begin to thank them enough for all their help and encouragement as I find my feet in this exciting new role, especially Gilly and Rory who have given me the opportunity to have some involvement in the contracting patch where things are definitely heating up (shout out to the FREDON crew!).

I am absolutely stoked to have been given this opportunity and I look forward to seeing you all out there! ⚡

**ROB DE GRAAF**  
0475 575 551



UnityBank

### APPRENTICES: KNOW WHAT YOU'RE OWED!

RECENTLY WE HAVE FOUND A NUMBER OF APPRENTICES WHO ARE PAID UNDER THE ELECTRICAL, ELECTRONIC & COMMUNICATIONS CONTRACTING AWARD 2020 AND HAVEN'T RECEIVED THE APPROPRIATE RATES OF PAY OR THE CORRECT ALLOWANCES THAT THEY'RE ENTITLED TO.

Updated as of 01/07/23

Minimum all-purpose hourly rates (including license, industry and tool allowances)				
Electrical Apprentice ALL PURPOSE hourly rates	1st year	2nd year	3rd year	4th year
Junior - (did not complete Y12)	\$ 14.62	\$ 17.43	\$ 20.24	\$ 23.61
Junior - (completed Year 12)	\$ 16.03	\$ 18.84	\$ 20.24	\$ 23.61
Adult Apprentice	\$ 23.05	\$ 25.16	\$ 25.16	\$ 25.16

The following allowances are also payable:

TRAVEL TIME ALLOWANCE for everyday you present for work, including paid RDO's	1st year	2nd year	3rd year	4th year
Junior - (did not complete Y12)	\$ 4.23	\$ 5.08	\$ 5.92	\$ 6.94
Junior - (completed Year 12)	\$ 4.65	\$ 5.50	\$ 5.92	\$ 7.36
Adult Apprentice	\$ 6.77	\$ 7.36	\$ 7.36	\$ 7.36

**STARTING /FINISHING ON SITE:**  
- If you drive your own car to and from site you should be paid \$27.52/day up to 50km. Additional rates apply beyond 50km.  
- If your employer provides transport free of charge then a rate of \$4.94/day applies.  
You are also entitled to \$0.95/km if you use your own vehicle for work.

MULTI-STOREY ALLOWANCE	Floors	Hourly rate
- If you're working on a multi-storey building, the	0-15	\$ 0.68

**ARE YOU PAID AS PER THE AWARD?**  
**ARE YOU BEING PAID CORRECTLY?**  
**ARE YOU AWARE OF YOUR ENTITLEMENTS?**  
**WE ARE!**  
**WE CAN HELP YOU MAKE CLAIMS GOING BACK AS FAR AS 6 YEARS.**  
**ARE YOU A MEMBER?**  
**IF NOT, SCAN THIS QR CODE TO JOIN THE ETU NOW!**

**EWS (TRADEPERSON) RATE**

**FOR THE LATEST APPRENTICE RATES & INFORMATION CONTACT**

**ROB@ETUWA.COM.AU**

**GOT AN ISSUE? OR KNOW AN APPRENTICE THAT NEEDS HELP? GET IN TOUCH!**



## Statement of Comprehensive Income

for the year ended 31 December 2023

	Note	2023 \$	2022 \$
<b>Revenue from contracts with customers</b>	3		
Membership subscriptions		3,593,131	3,416,914
Capitation fees and other revenue from another reporting unit	3A	-	-
Levies / (Refunds)	3B	-	-
Other sales of goods or services to members	3D	282,993	259,491
Revenue from recovery of wages activity	3F	-	-
<b>Total revenue from contracts with customers</b>		<b>3,876,124</b>	<b>3,676,405</b>
<b>Income for furthering objectives</b>	3		
Grants, donations and sponsorships	3E	56,727	51,091
Income recognised from volunteer services	3G	-	-
<b>Total income for furthering objectives</b>		<b>56,727</b>	<b>51,091</b>
<b>Other income</b>			
Net gains from Sale of Assets	4J	22,448	-
Rental Income	3H	43,766	43,585
Interest income	3C	39,042	4,676
<b>Total other income</b>		<b>105,256</b>	<b>48,261</b>
<b>Total income</b>		<b>4,038,107</b>	<b>3,775,757</b>
<b>Expenses</b>			
Employee expenses	4A	2,106,342	1,988,394
Capitation fees	4B	431,601	435,598
Affiliation fees	4C	82,463	86,820
Administration expenses	4D	485,307	449,535
Grants or donations	4E	14,100	69,217
Depreciation and amortisation	4F	163,779	161,321
Finance costs	4G	36,607	24,793
Legal costs	4H	204,015	250,811
Write-down and impairment of assets	4I	(101,777)	33,887
Net losses from sale of assets	4J	-	8,481
Audit fees	14	34,083	33,138
Other expenses		185,361	227,166
<b>Total expenses</b>		<b>3,641,881</b>	<b>3,769,161</b>
<b>Surplus for the year</b>		<b>396,226</b>	<b>6,596</b>
<b>Other comprehensive income</b>			
Items that will be subsequently reclassified to profit or loss		-	-
Net gain /(loss) on debt instruments at fair value through other comprehensive income (FVTOCI)		-	-
Items that will not be subsequently reclassified to profit or loss		-	-
Gain on revaluation of land & buildings		-	-
Gain /(loss) on equity instruments designated at FVTOCI		-	-
<b>Total comprehensive income for the year</b>		<b>396,226</b>	<b>6,596</b>

The above statement should be read in conjunction with the notes.

## Statement of Financial Position

As at 31 December 2023

	Note	2023 \$	2022 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	5A	2,453,540	2,129,005
Trade and other receivables	5B	538,596	312,845
Contract assets	5C	-	-
<b>Total current assets</b>		<b>2,992,136</b>	<b>2,441,850</b>
<b>Non-current assets</b>			
Land and buildings	6A	3,874,055	3,951,382
Plant and equipment	6B	273,209	289,188
Other financial assets	6C	-	-
<b>Total non-current assets</b>		<b>4,147,264</b>	<b>4,240,570</b>
<b>Total assets</b>		<b>7,139,400</b>	<b>6,682,420</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade payables	7A	72,546	112,166
Other payables	7B	123,189	120,352
Employee provisions	8A	469,259	409,514
Contract liabilities	5C 7C	528,323	543,178
<b>Total current liabilities</b>		<b>1,193,317</b>	<b>1,185,210</b>
<b>Non-current liabilities</b>			
Employee provisions	8A	-	-
Provision for hardship relief	9A	326,438	273,791
Other non-current liabilities	9B	-	-
<b>Total non-current liabilities</b>		<b>326,438</b>	<b>273,791</b>
<b>Total liabilities</b>		<b>1,519,755</b>	<b>1,459,001</b>
<b>Net assets</b>		<b>5,619,645</b>	<b>5,223,419</b>
<b>EQUITY</b>			
General funds	10A	-	-
Retained earnings		5,619,645	5,223,419
<b>TOTAL EQUITY</b>		<b>5,619,645</b>	<b>5,223,419</b>

The above statement should be read in conjunction with the notes.

**The ETU WA is committed to transparency on how we use our members money and we welcome any questions regarding our financial position.**

Financial statements are made available at the request of our State Secretary.



# EUREKA LAWYERS

THE WORKERS UNITED

Eureka Lawyers are dedicated to fighting for workers and their families. We're here to help you with injury compensation claims or trouble at work.

We care about you as an individual and understand your circumstances. We take the time to get you the best results at affordable rates.

Union members are entitled to an initial free appointment and Eureka Lawyers offer a range of costs agreements, including 'No-Win, No-Fee' agreements where that's appropriate.



## FREE INITIAL CONSULTATION for UNION members



### Workers Compensation

Eureka Lawyers know that getting fair compensation is necessary for people who have been injured at work. The workers' compensation system is complex and often difficult to navigate. We can advise you about your workers' compensation entitlements as well as any negligence claim you can bring against your employer or a third party. If your workers' compensation claim has been rejected, we will assist you with having the claim accepted.



### Family Law

Divorce or separation can often be a difficult and stressful time, especially when it involves children. Eureka Lawyers understand the issues involved when someone is going through separation. We can help with divorce applications, parenting orders, property settlements and family violence restraining orders.



### Personal Injury

Eureka Lawyers specialise in all areas of personal injury law, including public liability, criminal injuries, medical negligence and institutional abuse. If you have suffered an injury at the hands of another individual, business or organisation then you should get legal advice. We can help.



### Criminal Law

Eureka Lawyers are focused on providing the highest quality representation and expert advice. We provide you with easy-to-understand advice and assist with every stage of your matter. We can assist you with criminal matters, traffic matters, restraining orders, coronial inquests and tribunal matters.



### Industrial Diseases

Workers who have the highest risk of asbestos exposure are those who worked in mining and manufacturing of asbestos, in construction of buildings, shipbuilding, railway carriage building and power industries. We have the expertise and experience to achieve the best outcome, quickly and with minimal fuss.



### Motor Vehicle Accidents

Workers who are injured in motor vehicle accidents, whether they are a driver of a vehicle, a bicycle rider or a pedestrian, may be entitled to claim compensation and damages for their injuries. We can help you with a motor vehicle accident claim and maximise the compensation you are entitled to.

'NO WIN, NO FEE' agreements where appropriate



## IN THE SOUTH WEST WITH SIMON



SIMON BREZOVNIK

The past few months have seen a lot of groundwork laid for agreements and conditions for our members in the Southwest. Amidst the challenges posed by typical corporate greed and the complexities of industrial relations, we've seen some good wins and a show of what good collaboration does when Unions work together.

At Albemarle, I have been doing a series of ROE's with Dan Hannan AMWU, to try to build support for an MSD. Maintenance workers are seeing the increased wages and conditions won my members at surrounding business and they want some of that. Albemarle have indicated they will negotiate if we can prove we have the numbers, but I doubt US Company owned Albemarle will just roll over. This journey will require workers realise their collective power and join the collective. It is the collective that has raised rates in the South West paving the way for Albemarle.

We've seen a slight win at Alcoa, with the company putting those made redundant at Kwinana through nationally recognised EEHA & HV training, however there is an

ongoing HV dispute centring around the undermining of the current EBA. I want to thank our Alcoa conveners, delegates and members that took to the stand to defend their fellow workers rights, this is no easy task especially when under cross-examination. We could not have done this without the support of James Fox from our national legal office and the hard work that he been put into this dispute over 9 months. Final submissions have been made by all parties and we now wait for the Deputy President of the FWC to hand down a decision, hopefully in our favour.

We managed to raise the rates for PARC in the Perth, Peel and Southwest regions but the lack of participation in the vote from a company with a majority civil workforce made our bargaining position difficult. The EA falls short in many places with low pay rises, no IP, no severance, low site allowance etc. I warned PARC management that if they push the rubbish EA to vote that the Unions will be watching closely and that they should be sure to follow the requirement of the FWA. As it turns out the EA was voted up by 7 votes with a 1/4 of employees not even voting. We along with the CFMEU identified many irregularities and opposed the agreement through the FWC. The Commissioner shared these concerns and asked PARC to make submissions to explain away these issues. PARC appointed lawyers and then withdrew the application and legal advice. We'll never know whether PARC actions were intentionally corrupt or just gross incompetence.

Companies that are using dodgy baseline agreements are losing workers faster than a dog shedding water due to

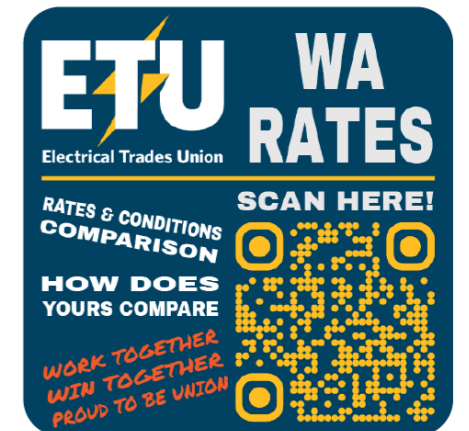
their well below market rates. UGL on their Collie BESS project were only paying \$49/hr and \$2/hr site. With some pressure from us, coupled with turnover, the rates have lifted to \$51.64/h, \$4/h site, introduction severance and a PCB.

I'm now turning my attention to the Talison CGP3 expansion and Monadelphous's grubby MOAG baseline EA. Talison posted a \$6.3 billion profit. They should have no problem paying market rates, \$48.70/h won't cut the mustard in 2024 during a cost-of-living crisis. If the rates are not lifted we starve the project of electrical workers by directing them to projects that pay market rates.

Overall, member growth, density and activism are important focus areas that I'll continue to work on. With this in mind, I've put together an easily accessible list of our rate flyers to show our members (and non-members) what can be achieved with a small amount of effort from everyone. [www.warates.info](http://www.warates.info)

I look forward to seeing you out on site. ⚡



**SIMON BREZOVNIK**  
0418 638 718



# POST-TRADE TRAINING UPDATE



DEMIRS ELECTRICAL INSPECTOR JAMIE HUGHES-OWEN PRESENTING THE LATEST SAFETY INFORMATION (WITH Q&A) TO TWO OF OUR NOMINEE COHORTS. INSET - THE SYMBOLS DENOTING RCD TYPES, APRIL 2024

Type	Description	Use
AC 	Type AC RCDs are designed to operate when residual sinusoidal alternating currents are detected.	Resistive, capacitive and inductive loads.
A 	Type A RCDs are designed to operate on both residual sinusoidal alternating currents and residual pulsating direct currents.	Circuits containing both AC and DC operated equipment with electronic components.

**CS TA** COMBINED SKILLS TRAINING ASSOCIATION (Inc)  
Electrical Industry Training Specialists RTO 4525



DAVID VON KELAITA

## RCD Changes

Last year we saw the mandatory introduction of the Type A RCDs to new installation as a replacement for the more common Type AC RCDs. This is stipulated in AS/NZS 3000:2018 Wiring Rules clause 2.6.2.2.2, Type AC RCDs must not be installed in Australia from 1 May 2023. **This change is due to the increased use of electronics, solar energy generation and other similar products with a high direct current (DC) waveform component.**

Only Type A, Type B or Type F RCDs may be installed from 1 May 2023. Type A RCDs are the most suitable replacement designed to operate on both residual sinusoidal alternating current and residual pulsating direct currents. This requirement also applies to builders' power pole supplies as they're regarded as an installation, and electronic components used by the building industry are plugged into these poles.

The symbols in the inset above can be found on an RCD to indicate the RCD type:

**Type AC and A RCD symbols**  
From 1 May 2023, Type AC RCDs must not be installed in any of the following circumstances:

- New electrical installations.
- New final sub-circuits.
- Alterations to an existing final sub-circuit that requires an RCD to now be installed.
- Existing equipment containing RCDs that is connected to fixed wiring and energised for the first time at a new location, including:
  - building and construction sites;
  - demolition sites;
  - shows, carnivals and similar events; and,
  - fixed or "hard" wired transportable structures.

This means a Preliminary/Notice of Completion submitted for any of the above circumstances from 1 May 2023 will require the fitting of the Type A RCD to help with the protection of circuits containing both AC and DC operated equipment with electronic components.

It is **NOT mandatory** to replace existing Type AC RCDs that have been installed in a permanent location, tested and certified prior to 1 May 2023. Also, when replacing electrical equipment with an equivalent item in a permanent location, such as socket outlets; luminaires; heating; cooling and the like, you are not required to replace the existing RCD provided the correct operation is ensured (this is considered as Maintenance Work, as it is like for like replacement and is exempt from replacement).

Although they are exempt, it is recommended to replace the existing RCD to the much superior Type A as it

provided added protection.

RCDs must be marked with the Regulatory Compliance Mark (RCM). This is in addition to any other marks which indicate the RCD type, such as the Type A symbol above. The RCM looks like this:



Regulatory compliance mark (RCM)

Marking with these approval marks is evidence that the RCD complies with the applicable Australian Standards for RCDs. Only RCDs that are marked with the RCM or an approval number may be used in electrical installations in Australia.

This is important to ensure that RCDs meet minimum safety and quality standards and are appropriate for use in Australia.

Be aware that some RCDs and other electrical equipment that are sold online may not comply with Australian Standards. It is always recommended to only purchase electrical equipment, such as RCDs from reputable retailers that offer a recall guarantee.

**Never purchase or install RCDs unless they are marked with either the RCM or relevant approval number.**

If you are unsure whether an RCD is compliant, request a copy of the certificate of conformity from your wholesaler or supplier before purchasing or installing.

You can also search the model number on the Electrical Equipment Safety Scheme register at [www.eess.gov.au](http://www.eess.gov.au).

DAVID VON KELAITA  
0416 261 198