

# NEWSLETTER AUGUST 2018



## Building Service Contractors Association of Australia Limited

### BSCAA Update

#### BSCAA National

BSCAA National welcomes a new Executive Director, Cassie Ruhe-Hodge. BSCAA National held a networking function on 27 July 2018 which was attended by members of the BSCAA National Board, State Presidents, Business Partners and Associates. This story was also covered by INCLEAN. To view it click [here](#).



#### Submission

In July BSCAA National engaged the services of the Workplace Advisory Group to make a submission on behalf of BSCAA Members on the Inquiry into the exploitation of general and specialist cleaners working in retail chains for contracting or subcontracting cleaning companies. Further details were sent in the BSCAA National News Flash email. [To view the BSCAA submission \(and all other submissions on the subject\) please click here.](#)

## BSCAA Victoria

- BSCAA Victoria are in the process of engaging a new secretariat.
- The Victoria Excellence Awards are proposed for October and will be held in Melbourne.

## BSCAA New South Wales

- Workplace Advisory Group was engaged to assist with an executive summary of the recently amended Clean Start Agreement.
- A members breakfast is scheduled for Wednesday 29 August in Sydney.
- The NSW Excellence Awards are scheduled for October and will be held in Sydney.

## BSCAA Queensland

- The QLeave Levy has been reduced from 1% to 0.75% effective 1 July 2018.
- The [Labour Hire Licensing Act 2017](#) (the Act) establishes a mandatory licensing scheme for all labour hire providers operating in Queensland. [About the scheme](#).
- The Queensland Excellence Awards is confirmed for Friday 16th November and will be held at Victoria Park in Brisbane.

## BSCAA South Australia

- BSCAA SA is currently working with the SA Education Department and local members to ensure good communication between all parties. The contracting system has been in place through several cycles, and we want to work with the SA Government to ensure that issues which have faced other state education systems do not happen here.

## BSCAA Western Australia

Currently working on two projects with the Department of Finance:

- Reviewing the existing contract of engagement for cleaning services.
- Seeking the formation of a Common Use Arrangement Panel for Cleaning Services in WA.

## BSCAA Tasmania

- The new President of BSCAA Tasmania is David Webb of Corporate Cleaning Services.
- BSCAA Tasmania are working with Government organisations to implement a Statutory Declaration document.
- The Tasmania Excellence Awards are proposed for Friday 16th November and will be held in Launceston.

## Business Partner

Do you need help with comparing super funds, meeting superannuation obligations and running education seminars? Or would you like to join AustralianSuper's free clearinghouse?

Please call 1300 300 273 or contact your state representative directly -

National/VIC/NSW/TAS: [Steve Collins, scollins@australiansuper.com](mailto:scollins@australiansuper.com)



AustralianSuper has been partnered with BSCAA for over 13 years and support multiple cleaning and property management businesses and their staff.

More resources:

QLD: John Simpson,  
[jsimpson@australiansuper.com](mailto:jsimpson@australiansuper.com)  
SA/NT: Gary Bridle,  
[gbridle@australiansuper.com](mailto:gbridle@australiansuper.com)  
WA: Kelly Shay,  
[kshay@australiansuper.com](mailto:kshay@australiansuper.com)

- [Five simple steps to make the most of your Super.pdf](#)
- [Federal budget 2018.pdf](#)
- [\\$1M Retirement Myth.PDF](#)
- [www.australiansuper.com](http://www.australiansuper.com)

## Industry News

### Workplace Relations Tip from [Workplace Advisory Group](#)

How long can an employee be absent from work?

This is one of the most asked questions in Australian workplaces and one of the least understood. Here is the correct information about this vexed point:

- Permanent employees (i.e. employees who are not casual) accrue 10 days every year on a rolling basis for what is now called “Personal Leave”. It used to be called Sick Leave but can now also be taken as Carers Leave, hence the name change.
- However, once an employee has exhausted his/her Personal Leave this does not mean that their employment can be terminated.
- Section 352 and Regulation 3.01 of the Fair Work Act give absolute protection to an absent employee for **three months**. The absence must be related to illness or injury.

Remember, this is NOT about Workers Compensation. If an employee has a valid Workers Compensation claim the statutory protection extends to six months and in some jurisdictions two years. However, for non Workers Compensation absences due to illness or injury there is a three month protection.

### Australian Taxation Office

The [Phoenix Taskforce](#) aims to reduce the impact of illegal phoenix activity and protect honest businesses, employee entitlements and public revenue.

Illegal phoenix activity occurs throughout Australia and has significant impacts on much of the community, including private businesses, employees, contractors, and state, territory and federal government.

Download [The economic impacts of potential illegal phoenix activity report \(PDF 773KB\)](#)

### Fair Work Ombudsman

Sandra Parker PSM was appointed to the position of Fair Work Ombudsman for a 5 year term by the Governor-General on 15 July 2018. Under the Fair Work Act 2009 Sandra is responsible for:

- promoting harmonious, productive and cooperative workplace relations and
- ensuring compliance with Commonwealth workplace laws.



[For more details click here.](#)

### **New family and domestic violence leave entitlements**

From 1 August 2018, modern awards will be varied to give employees access to 5 days of unpaid family and domestic violence leave each year.

The leave can be taken by employees to deal with the impact of family and domestic violence. This includes (but isn't limited to) taking time to:

- make arrangements for their safety, or the safety of a family member
- attend court hearings
- access police services.

Eligibility - This entitlement applies to all employees (including casuals) who are covered by an industry or occupation based award.

Find out more - You can find more information about domestic and family violence leave and who it applies to at [fairwork.gov.au](http://fairwork.gov.au)

Confidential information, counselling and support for people impacted by domestic and family violence is available at [www.1800respect.org.au](http://www.1800respect.org.au)

### **Pay Guides**

The 2018 Cleaning and Security Service Award 2010 Pay Guides have been released and can be found here:

[Cleaning Services Award 2010 \[MA000022\] Pay Guide](#) 

[Security Services Industry Award 2010 \[MA000016\] Pay Guide](#) 

### **Helpful Links**

- [Public Holidays](#)
- [Daylight Savings](#)
- [School Holidays](#)

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