

BSCAA NATIONAL NEWSLETTER

APRIL 2019



Building Service Contractors Association of Australia Limited

BSCAA Update

National

The BSCAA have been very busy over the last month with the Tasmanian Excellence Awards, BSCAA NSW Breakfast, BSCAA Queensland Golf Day! More on these events below.

Several representatives of the BSCAA National Board also attend the CAF (Cleaning Accountability Framework) Launch in Melbourne (L-R Peter Rundle, Cassie Ruhe-Hodge, Debbie Delimitros & Kim Puxty). To read more see: ['National scheme for ethical cleaning launches'](#) BSCAA is working closely with CAF to ensure a fair playing field for BSCAA Members.



Black Economy - strengthening the Australian Business Number system

BSCAA National has been thanked by The Treasury for making a submission on potential reforms to the ABN process.

The Government announced as part of last Tuesday's [Federal Budget](#) reforms to the ABN system in line with recommendations of the Black Economy Taskforce and informed by feedback from public consultations held last year. Details of this announcement are outlined below.

The Government will strengthen the Australian Business Number (ABN) system to disrupt black economy behaviour by requiring ABN holders:

- from 1 July 2021, with an income tax return obligation, to lodge their income tax return; and
- from 1 July 2022, to confirm the accuracy of their details on the Australian Business Register annually.

The new conditions will make ABN holders more accountable for meeting their government obligations, while minimising the regulatory impact on businesses doing the right thing.

Currently, ABN holders are able to retain their ABN regardless whether they are meeting their income tax return lodgement obligation or the obligation to update their ABN details.

The Treasury and ATO plan to hold future consultations on how best to implement the announced measure and specific aspects around the announced reforms. BSCAA will respond to these consultations when appropriate.

BSCAA Tasmania Excellence Awards

BSCAA Tasmania would like to congratulate all of the nominees & winners at the 2019 BSCAA Tasmania AustralianSuper Excellence Awards 2019.

WINNERS

Excellence in Cleaning Maintenance - Noelene Perkins
Excellence in Maintenance of a Commercial Site - Leanne Reeve
Excellence in Maintenance of an Education Site - Lynette Webb
Excellence in Health and Safety Commitment - Daniel Robnik
Excellence in Customer Service - Robyn Holland & Mandy Rae
Excellence in Supervision of a Cleaning Team - Paul Potter
Manager of the Year Award - Suzanne Davis
Outstanding Company in Cleaning 2019 - North West Cleaning





BSCAA NSW Breakfast

A very successful Breakfast event was held in Sydney on Wednesday 27 March 2019 by BSCAA NSW. Speakers included Taxable payment reporting system, preventing lower back injury and laws on sub-contracting.



BSCAA Queensland Golf Day

What a great day at the BSCAA QLD Golf Day! Thank you to our sponsors: [Infoware Services](#) [Agar Cleaning Systems](#) [Compliant Cleaning Supplies](#) [Hako Australia](#) [GJK Facility Services](#) [EBM](#) [NB Lawyers - Lawyers for Employers](#) [Tennant Australia](#) [Abco Products Pty Ltd](#).

Congratulations to CMBM Our 2019 Winners!



Gross Prize Winner - Ellems Cleaning Team 1 & **Championship Winner - CMBM Facility Services**



WeComply

We Comply is a free service to BSCAA members and contains a full suite of Human Resources and Workplace Health and Safety Policies, Work Method Statements and Procedure templates. For more details visit <https://bscaa.com/national/wecomply/>

The following article has been added to WeComply:

Refresher Training: Child Safety in the Workplace

Children in public places are drawn to anything they can touch, ride on or play with. Spray cans, ride on scrubbers, electrical equipment are all kid magnets.

Use the 'Child Safety in the Workplace' training package to remind supervisors when scheduling work, and cleaners when working to avoid situations that could cause harm.

[Child Safety in the Workplace](#)

If you have forgotten your WeComply password please contact your state's BSCAA Office.

Bizversity

BSCAA have recently introduced a new member benefit 'Bizversity'. An intranet website like no other, dedicated to teaching business differently. At BSCAA we work closely with our Business Partners to ensure

our members find great solutions to improve their business's. The below story from Martin Callan, CEO of freshOps, tells you how we came to offer our members a free 12 month subscription Bizversity:

'In an effort to not only learn more about our own Business but to find resources to help our Clients, I stumbled upon the [Bizversity App](#) which helps you Learn from the World's Best Business minds anywhere and anytime. The Bizversity App has become my first source of truth whether I'm looking to setup some Ads, Use a New Tech Tool or simply Manage my team better. Dale Beaumont from [Business Blueprint's 52 Ways](#) and his entourage of successful Business owners share their experiences on how they've grown their business but also practical help on things such as setting up Facebook Ads, all delivered seamlessly via Video.

Once I really got into it I started to share Bizversity with our Users and thought I should also share it with the BSCAA and it's members too. It was with great pleasure to see the QLD and National Boards negotiate an awesome deal for all its Members of a 12 month's Free Trial of Bizversity.

Not only that but freshOps is also offering all BSCAA Members a [30 Day Free Trial, 50% Discount on their 1st Month's Subscription of freshops and a 30 Day Money Back Guarantee](#) on your first month too. All aimed at giving you absolute comfort that freshOps can help you Grow your business while saving you Time & Money

If you are keen to grow your Cleaning Business and haven't checked it out Bizversity yet email your state office today to sign up'.



Victoria - bscaavic@bscaa.com

- [Small business workshops and webinars - VIC](#)

We are committed to delivering a better client experience for our members. Helping you access the right information, at the right time, in the right way and building strong relationships is an important part of this commitment. ATO Victoria offers free metro and regional workshops and webinars covering tax essentials, good record-keeping and employer essentials – all to support your business.

[For more information click here.](#)

- Department of Premier and Cabinet has approached BSCAA Victoria to participate in an actuarial study of the Portable Long Service Benefits Scheme. BSCAA will keep our members informed as information comes to hand. This benefit will significantly improve the personal benefits of those working in Victoria, within the cleaning industry. Read more (use this link <http://www.business.vic.gov.au/hiring-and-managing-staff/long-service-leave-victoria/portable-long-service-leave>)

New South Wales - bscaansw@bscaa.com

- Save the date - BSCAA NSW AGM - 7 June 2019

- icare update - Last month icare hosted a webinar for employers about the NSW Government's workers compensation dispute resolution reforms that commenced on 1 January 2019. During the webinar, employers asked questions about the changes to weekly payments, medical expenses, permanent impairment, complaints and dispute resolution pathways. Check out the questions and answers [here in our FAQs](#) about the reforms.

Queensland - bscaaqld@bscaa.com

- [BSCAA Qld AGM](#) will be held on Friday 17th May 2019 at the Broncos Leagues Club. Nominations and further information will be sent out this month.
- Save the Date – [BSCAA Qld Australian Super Excellence Awards](#) will be held on FRIDAY 1st November 2019 at the Victoria Golf Club.
- Queensland government passed legislation [reintroducing a waste levy](#) from 1 July 2019. Also known as a landfill levy, this tax is applied on all waste sent to landfill. Find out more here https://www.qld.gov.au/data/assets/pdf_file/0021/69060/transforming-qlds-recycling-waste-industry-directions-paper.pdf
- The Department of Transport and Main Roads (TMR) will begin rolling out new cards from 1 April 2019. The Photo Identification Card and Marine Licence Indicator card will be the first cards to be introduced with the driver licence and other industry cards to be rolled out in June 2019.
- BSCAA Qld attended a Workcover Qld stakeholder forum held by the CEO, Bruce Watson on the 4th March. The event was a forum for stakeholders to provide feedback with other similar stakeholders on topics such as; importance of return to work and the provision of suitable duties; working together and in partnership with WorkCover and others; opportunities available to influence and invest in injury prevention. More information can be found here about how Workcover Qld are piloting a new approach to managing workplace injury claims which is designed to achieve better claim and return to work outcomes. <https://www.worksafe.qld.gov.au/about-us/workcover-queensland-research-initiatives/recovery-blueprint>

South Australia - bscaasa@bscaa.com

- To tender for Government contracts in South Australia visit the 'SA Tender and Contracts' website and register: <https://www.tenders.sa.gov.au/welcome>

Western Australia - admin@cleaningcouncilwa.com.au

- WA had a Department of Finance Workshop to discuss Tendering Practices on the 4th April 2019.

The workshop will discussed the following items:

- The services being purchased by Government.
- The '+/- 10%' tender assessment rule.
- Costings for the scope of services requested by Government.
- Scoping specialised services.
- Environmental standards in cleaning.
- Other industry issues (e.g. 'sham' contracting etc).

Particular attention and time was put towards the interpretation of the '+/- rule' and illegal sub contracting arrangements.

Following this BSCAA WA AGM was held.

- [WA cleaning firm wins first contract under new procurement policy: INCLEAN Article](#) Contract dubbed the first example of Mandurah's new local procurement policy at work, introduced in late 2018.

Tasmania - bscaatas@bscaa.com

- [Tasmanian Government Tenders](#) - Browse Tenders or Register for eTendering here!

Business Partner Update





InfowareServices

Holistic Business Solutions

Fully Integrated Payroll, Job costing and Accounting

- Web based rosters, timesheets and payroll –Fully job costed
- ATO compliant for Single Touch Reporting Payroll and Subcontractor Reporting
- Site inspection forms including 'Sign on glass'
- Integrated financials with powerful easy to use reporting
- Low monthly subscription—cloud or server based solutions

Special BSCAA members offer—Quote "19BSCAA" to receive

- Free business process review
- First month subscription free
- One hour help desk support each month
- No long term lock in contract

Contact Leighton Atkins for more info:

1300 INFOWARE

sales@infowareservices.com.au

www.infowareservices.com.au

Industry News

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

“Can sub-contracting survive?”

As we all know, the supply of labour to the cleaning industry has been significantly controlled through sub contractors for much of the last ten years. Sub contracting itself has been around for way longer than ten years but its pervasive presence in contract cleaning has only been present for the last decade.

It is worth spending a few sentences analysing why there has been such an explosion in sub contracting.:

- 1. **The entry of the Clean Start Agreements to the scene.** Clean Start created a two-tiered wage structure (companies paying Clean Start rate and companies paying Award rates). That immediately opened the door to rampant sub contracting. Faced with being squeezed on jobs the major Clean Start signatories did what they had to do to save their businesses. Sub contracting exploded almost overnight.
- 2. **The GFC.** We should never forget that the GFC put pressures on the cleaning industry (primarily in terms of lower pricing) that we still see today. The combination of Clean Start and the GFC was a huge influence on cleaning prices right across Australia. That in turn fuelled a drive towards sub contracting as a means of ensuring that cleaning businesses remained profitable.
- 3. **Momentum itself.** once sub contracting really got going it became the (perhaps unintended) industry labour model.

Ultimately sub contracting became so prevalent that it attracted the attention of those government agencies whose job it is to bring in revenue: the ATO, the various state agencies for payroll tax, etc. These agencies started to focus on who was paying tax in the cleaning industry and, more

At the same time the Fair Work Ombudsman was turning its attention to the industry. Investigations by FWO led to a view within FWO that sub contracting was inherently non compliant and that the industry needed to be brought into line.

So where is this leading us? It is leading us to a place where the contract cleaning industry can no longer rely on the sub contracting model. The results of sub contracting for cleaners are results that cannot be sustained i.e. wage outcomes below the award. Everyone has to acknowledge that an industry built on paying wages below award levels is an industry without a future. There simply has to be change.

I think that the change is happening **now**. I cannot see that sub contracting will survive increased vigilance by FWO together with the payroll reporting system introduced by the ATO with effect from 29 August 2019. This latter change in particular will shine a harsh light on sub contracting to such an extent that the practice will largely have to cease within the industry.

INCLEAN Article

BSCAA responds to franchise inquiry report

The Building Service Contractors Association of Australia (BSCAA) has welcomed the release of [the parliamentary report into Australia's franchising sector](#), which has called for significant reform to the current state of the market.

The report, released last week, identified "systematic exploitation" of franchisees in Australia, stating the current regulatory framework fails to provide adequate protection against such practices.

The report called for a suite of changes within the industry, including giving the ACCC more responsibilities and greater enforcement powers, including intervention powers to target egregious behaviour by franchisors.

The report recommended the taskforce examine making unfair contract terms contained in small business contracts and franchise agreements illegal; and called for civil pecuniary penalties and infringement notices to be applied, where the provision of a standard franchise agreement to a small business contains an unfair contract term. Other recommendations included giving franchisees the right to exit franchise agreements under certain conditions, and more accountability on marketing funds.

BSCAA national president George Stamas said while BSCAA has not been involved with inquiry, any change that assists franchising to operate successfully is good news for the cleaning industry.

[Read the whole article here](#)

INCLEAN

Fair Work Commission

Law Week 2019: Commission to hold information sessions

As part of [Law Week 13-19 May 2019](#), the Fair Work Commission will be holding a series of information sessions. The Commission will host 3 sessions at our Melbourne office on the topics of:

- Advocacy training
- Making compliant agreements
- Making & defending unfair dismissal applications

For more information, and to book, please visit our [Law Week 2019 information sessions](#) event page.

Livestream of information sessions

If you are unable to attend these sessions in person, please note they will be livestreamed.

A link to the livestream will be published on the [Law Week 2019 information sessions](#) page closer to the dates.

Australian Taxation Office

It's tax time! It pays to learn what work-related expenses you can claim

Lodging your tax return is easy when you have everything ready that you will need.

When completing your tax return, you may be able to claim deductions for some work-related expenses.

To claim a work-related deduction:

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.

If the expense was for both work and private purposes, you can only claim a deduction for the work-related portion. Deductions for cleaners may include:

- travel expenses
- clothing expenses
- self-education expenses
- home office expenses
- phone expenses
- tools and equipment
- other expenses.

You are accountable for the claims you make in your tax return, even if you use a registered tax agent to prepare and lodge it on your behalf. There's no such thing as a standard deduction – this is a myth. There's no 'safe' level to claim a deduction where you haven't spent the money or it's not related to earning your income. Make sure you have records to prove your claims.

The best time to lodge your tax return is mid-August, when all financial information the ATO receives from employers, banks, government agencies and more, will be pre-filled. You must also remember to declare all income when lodging your tax return.

For more information or to download the cleaners work-related expense guide go to www.ato.gov.au/cleaner

Single Touch Payroll

STP is now law and employers with 19 or fewer employees are required to start reporting their tax and super information to the ATO from their payroll software from 1 July.

As part of this change, we wanted to reach out and share some useful content the ATO has developed to help support you to transition to STP. In the below Dropbox link you will find the following content:

- An article outlining your requirements
- A factsheet
- Videos

You can access this content

here: <https://www.dropbox.com/sh/m3rauhynp3hsfx1/AABYHeSekEyw77J1hSNaDWfda?dl=0>

The ATO has also developed two videos; the first is an awareness video to tease the introduction of STP (<https://www.youtube.com/watch?v=g9MkzzAfNhl>) and the second is an educative video to help employers understand STP (<http://tv.ato.gov.au/ato-tv/channel?c=c-bd9wqka>).

Additionally, you can find more information about Single Touch Payroll at <https://www.ato.gov.au/stp>

In the news

Hospital cleaning trial cuts infections

A major trial of a bundle of hospital cleaning practices in 11 Australian hospitals has made significant reductions in healthcare-associated infections and demonstrated cost-benefits.

The NHMRC-funded study, "An environmental cleaning bundle and health care-associated infection in hospitals (REACH): a multi-centre randomised trial", was led by Queensland University of Technology (QUT) health economist Professor Nick Graves from the Australian Centre for Health Services Innovation (AusHSI) at the Institute of Health and Biomedical Innovation (IHBI) and is published in *The Lancet Infectious Diseases*.

The research project is believed to be the largest prospective, multi-site and multi-factorial trial of hospital cleaning in the world. Its aim was to investigate whether a change in cleaning practices was effective in reducing the 165,000 healthcare-associated infections in Australia each year.

Professor Graves said the REACH (Researching Effective Approaches to Cleaning Hospitals) project introduced a bundle of cleaning initiatives, tailored to each hospital in the study, to improve both routine and discharge hospital room cleaning. [Read more here](#)

'This isn't going to fix itself': Economists demand end to slow wages growth

Wages in Australia are at their lowest point since official records began in the late 1950s, as a percentage of economic activity.

The revelation comes as part of an unprecedented public demand by a large group of economists and employment experts to overhaul policies to boost wages.

More than 120 economists, lawyers and labour market analysts have signed an open letter, published in *The Australian Financial Review*, demanding action to address Australia's stagnant wage growth, citing an "unprecedented slowdown" despite Australia enjoying employment growth and a modest unemployment rate, the letter states. [Continue Reading](#)

Airbnb launches ethical cleaning partnership

In an Australian first, Canberra-based cleaning firm Harmony Community Cleaning has partnered with online marketplace Airbnb to launch a pilot program designed to promote fair pay and conditions for its workers.

Launched in Canberra on Wednesday 27 February, the pilot will see Airbnb promote Harmony Community Cleaning – Canberra’s first social enterprise cleaning firm – via the platform as the preferred cleaning company for Airbnb hosts.

Harmony Community Cleaning was started in Canberra following a two-year legal battle by a group of S’gaw Karen refugees for their entitlements from a school cleaning contractor. The Federal Court judgement found their previous employer had breached the Fair Work Act. [More info here](#)

Superannuation

2019 Federal Budget Update

Highlights from this year’s Federal Budget include tax cuts for low to middle income earners and significant spending on infrastructure projects. Small to medium business will see the instant asset write-off increase from \$25,000 to \$30,000 and made available to companies with a turnover of up to \$50 million.

For super, only a few proposed measures were announced. From 1 July 2020, people aged 65 and 66 can add extra to super without meeting the current work test. Also, topping up their accounts will be easier as they’ll be allowed to make three years’ worth of after-tax contributions (currently capped at \$100,000 a year), to their super in one year. The age limit for spouse contributions will also increase from 69 to 74 years.

Super proposals at a glance

- 1 People aged 65 and 66 won’t need to meet the current work test to add extra to their super
- 2 People aged 65 and 66 can add up to \$300k to their super in a single year
- 3 Age limit for spouse contributions will also increase from 69 to 74 years

For more details on the 2019 Federal Budget visit australiansuper.com/FederalBudget

Insurance Price Changes

On 1 June 2019, the cost of Death, Total & Permanent Disablement (TPD) and Income Protection cover is increasing for members in the AustralianSuper Plan, Personal Plan, Super Options, GHD Superannuation Plan and Super Only. If you have any questions about this change, please call me on 07 3112 2321

Australian Super - Get your super admin sorted with Quicksuper

Super admin probably isn’t your thing and with Quicksuper, it doesn’t have to be. QuickSuper is an online payment solution that’s government compliant, secure and free. It offers simple super payment processes whether you’re a large or small business including making one payment for all your employees, no matter what super fund they belong to. To use QuickSuper, you’ll need to register your business with Australian Super first and fill in an online application form. Call Australian Super on 1300 300 273 for a chat about how Quicksuper can help your business.



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AustralianSuper is the preferred Superannuation fund for the Building Service Industry. To find out when the next Business Briefing is taking place please [click here!](#)

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

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

National/VIC/NSW/TAS: Steve Collins, scollins@australiansuper.com

QLD: John Simpson, jsimpson@australiansuper.com

SA/NT: Gary Bridle, gbridle@australiansuper.com

WA: Jo Naquesage, JNaquesage@australiansuper.com

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

Helpful Links

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

Pay Guides

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

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

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

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