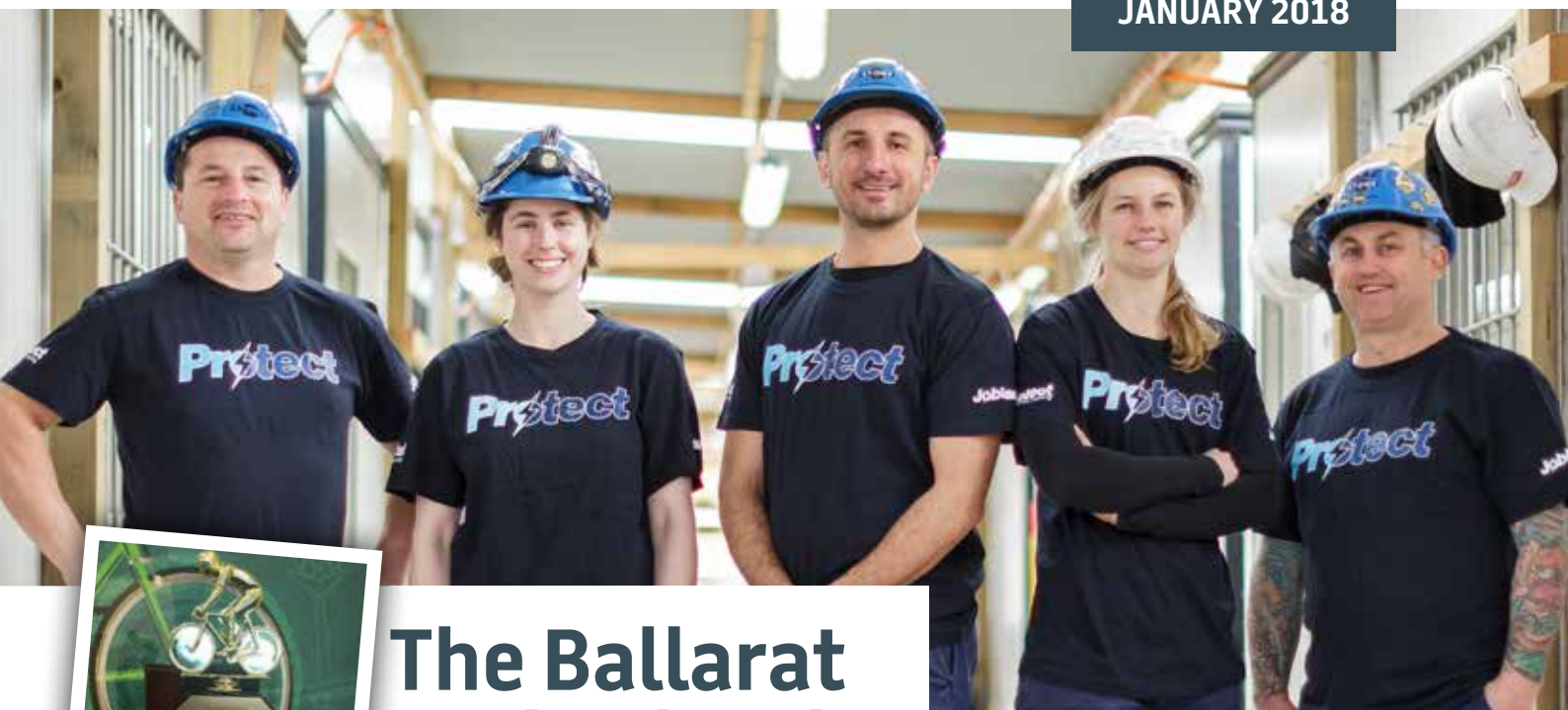


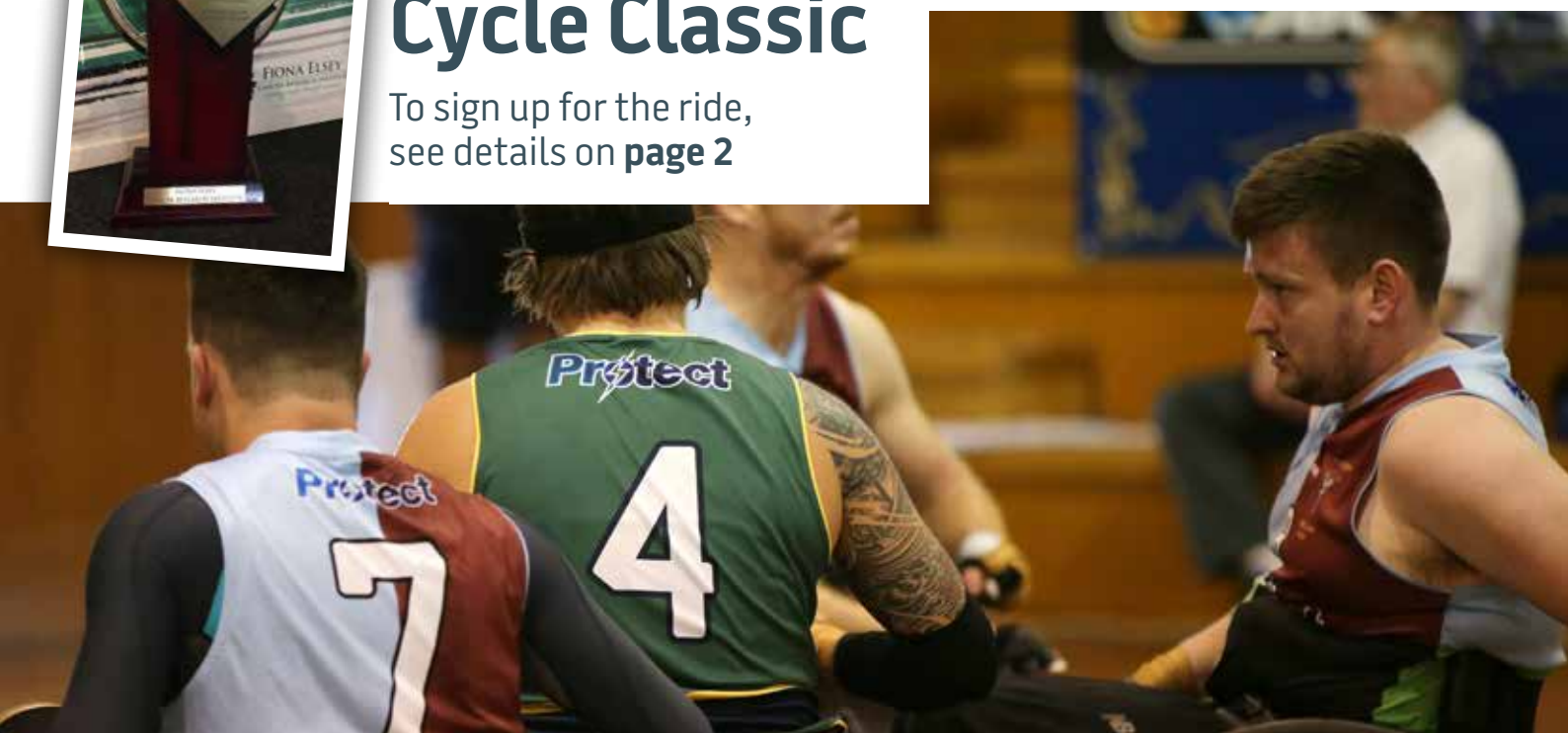
THE BUZZ

JANUARY 2018



The Ballarat Cycle Classic

To sign up for the ride, see details on [page 2](#)





Since my appointment as CEO in April last year there have been several challenges faced by the industry. 2017 has been a year of review as well as planning for the future.

Investments

Despite a modest investment outlook, Protect's primary objective to safeguard members funds has been supported by a strong investment return of 8.77% for the year ended 30 June 2017.

Protect's Investment & Finance Committee reviews the Scheme's portfolio, performance and investment recommendations on a monthly basis together with discussions with our investment advisors.

Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2017.

A Bill was introduced into Parliament in October, seeking to regulate redundancy funds across Australia, as an outcome of recommendations made by the Heydon Royal Commission in 2015. The draft Bill seeks to formalise many of the governance practices Protect already has in place, such as audited accounts, independent directors on the board, director training, a risk management framework and the management of conflicts of interest.

Protect has operated with a strong governance framework for some time. While we are supportive of strengthening

governance, the draft Bill in its current form creates significant operational uncertainty and imposes regulations on the industry which do not apply elsewhere in the corporate world. For instance, the Bill proposes that power is granted to the Minister to make Rules to alter the definition of a Fund, to impose requirements on a Fund's constitution and impose investment and governance requirements on the Funds. There is no transparent process for these Rules to be created and no guide as to how long funds would have to comply with those Rules. This extensive rule-making power provided to a Minister is far beyond what other industries such as superannuation need to contend with.

2018

This year I'm looking forward to continued improvement in our processes and systems to deliver excellent service to our members. I hope you and your families had a safe holiday period. Please take the time to join the 1000+ members to have downloaded our app to check your entitlements and update your contact details with us.

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THE BALLARAT CYCLE CLASSIC,

*in honour of
Alex McCallum*

The Reach4Research Ballarat Cycle Classic is an event that is close to us at Protect. Not only does the annual event raise funds for Ballarat's leading cancer research centre, it is also an event previously supported by former Protect CEO and avid cyclist Alex McCallum, who sadly passed away last May.

Started in 2008 by a volunteer committee, the Ballarat Cycle Classic, now in its 11th year has raised over \$1.6 million for the Elsey Cancer Research Institute. This year's event was launched last November by Ballarat-born football great and cancer research ambassador, Mick Malthouse.

On the **18th February**, riders from across Victoria and interstate will head to Lake Wendouree to participate in this wonderful event and make a difference. This year Protect is sponsoring the event with the 'Alex McCallum perpetual trophy' which will be awarded to the largest team to participate.

As a sponsor, Protect has been given six free registrations for the event which will be made available to Protect members, interested in taking part. If you'd like to participate in the Ballarat Cycle Classic alongside Protect staff to honour the memory of Alex and raise funds and awareness for the Elsey Cancer Research Institute, please contact Catherine Eyre at Protect on 03 9373 7622 to assist you with registration.

For all the event details you can also jump online
www.reach4research.com.au.



ETU HOSTS

A CLASS ELECTRICIANS' LICENSE REFRESHER

Troy Gray
ETU State Secretary

The electrical profession is hazardous, technically complex and subject to constant change. Having taken this into consideration, along with the industry's poor culture of training, the ETU has developed and is committed to delivering a refresher for A Class Electrician license holders.

The vision of this program is to raise the standard of all A Class electricians in the State of Victoria to ensure they are safe, current and compliant.

Due to the high risk nature of electrical work, the ETU have taken it upon themselves to ensure professional development is undertaken on a regular basis. The need for a course of this nature was clear and the ETU recognised that there was no continuing professional development package for Victorian electricians. As a result, the established course aims to refresh the skills and knowledge of electrician's within the industry.

Upon completion, the key program outcomes include enhanced workforce productivity and economic growth, improved social impacts, enhanced relevance of training to the industry and improved culture of training and industry professionalism.

Course duration is one day, 8am – 4pm, taking place in metropolitan Melbourne and regional Victoria at venues to be determined. For more information on upcoming courses or registration, contact Michael Collins on 03 8329 000 or michaelc@etu.asn.au

Course Inclusions

The course will cover the main obligations and identify changes to current laws to make sure all participants are informed in the following areas:

- Not to work 'live'
- Adhere to Part 3 of the Electricity Safety Act 1998
- Adhere to the Electricity Safety (Installations) Regulations 2009
- Certify that the electrical installation work is completed in accordance with the Australian New Zealand Wiring Rules (AS/NZS 3000) and any other relevant standards
- Complete testing in accordance with the legislation, regulations and Wiring Rules and provide relevant certificate of compliance with certificates of electrical safety



MANAGING YOUR CONTRIBUTIONS

AN EMPLOYER'S GUIDE TO LODGING MONTHLY CONTRIBUTIONS

It is important for employers to remember that contribution returns are due for submission and payment by the 14th of each month.

Failing to pay your employee's contributions may result in them having no insurance cover for the entire duration that the account remains unpaid. Not only is this unfair to your employees, but it also means

that action may be taken by the worker against their employer should they be required to make a claim during the period that payments were owing.

It's easy to avoid this occurring, simply stay on top of your payment deadlines and we'll make sure the rest is under control.

If you find yourself having issues with payments, our administrative staff will be more than happy to discuss your options, give us a call on 1300 344 249.

WORKERS A REMINDER TO CHECK YOUR CONTRIBUTIONS

When was the last time you checked your Protect contributions?

To ensure you and your family are covered during unexpected times of difficulty, it is important that you constantly monitor your employer's monthly contributions to Protect.

Should your employer withhold contributions to Protect for any reason, you may find yourself without insurance, in the case of unexpected illness/injury.

If ongoing contributions aren't made by your employer, it is important that you speak to them directly.

To make things easier for worker members, our new app allows you to check your account balance at any time of the day and see when contributions have been paid.

To stay on top of your contributions, simply download the Protect app or log into the worker web portal at www.protect.net.au. Users will require a username and password so if you don't have one, give us a call on 1300 344 249.



DISABILITY, SPORT & RECREATION'S

WHEELCHAIR RUGBY EVENT

Across two action packed days on Friday 6th and Saturday 7th October, Disability Sport & Recreation (DSR) held the Victorian Wheelchair Rugby at the Frankston Basketball Centre. Protect were proudly involved for the fourth consecutive year as the major event sponsor.

Battling it out to take the title of the inaugural Victorian Wheelchair Rugby Classic, supporters were able to experience all the action in Seaford with some of Australia's leading wheelchair athletes participating each day. This included key team members from the Rio 2016 Paralympic gold medal team, who were each representing their current club teams.

DSR's wheelchair rugby representative, Jason Lees explained the event gained great support and was highly competitive.

There were two final matches held on Saturday, which would dictate the top three teams for the DSR Tournament. Powerhouse VS New South Wales battled it out for 3rd place, which resulted in Powerhouse defeating New South Wales by 6 points, with a final score 28 – 22.

The Grand Final enabled spectators to watch The Unicorns VS The Harlequins in a nail biting game, where The Harlequins defeated The Unicorns, 27 – 22. Harlequin's star player, Matt Lewis was also awarded most valuable player of the tournament.

Protect's relationship with DSR was formed through one of Protect's valuable employees, Ben Fawcett. Ben has worked at Protect for six years and has also made the Australian Wheelchair Rugby team. After Ben's involvement with Wheelchair Rugby was identified, Protect agreed it was a worthwhile cause to support, recognising that the sport upholds many of Protect's key values.

Protect look forward to supporting DSR at the Victorian Wheelchair Rugby in 2018.



IT'S HERE!
WE'RE PROUD
TO ANNOUNCE
THAT SINCE
SEPTEMBER
2017, THE
PROTECT PHONE
APPLICATION
HAS BEEN LIVE!



Compatible on both iOS and Android, as a Protect worker member you're now able to head straight to the App Store on your mobile device and download Protect's app today.

We're thrilled with the positive feedback that we've received from our members who are busying themselves with the new Protect app. To this date, the app has been downloaded by over 1300 members!

As a Protect worker member who's already registered for online access, the app allows users to:

- View and update your personal details
- Check your current account balance
- See contributions that have been paid or are outstanding from your employer(s)
- View your employment history
- Lodge an initial claim
- View your claims history
- Check the latest Protect and industry news
- Contact us

Are you a Protect worker member but not yet registered for online access?

No problem, just give our Contact Centre a call on 1300 344 249 to arrange a custom password.



Protect's first claimant using the app

Protect recently caught up with member, Adam Steel. Helping Protect make history, Adam was the first ever Protect worker member to make a claim through Protect's new phone app and has shared some insight on his experience!

ADAM, HOW WAS YOUR EXPERIENCE MAKING A CLAIM THROUGH PROTECT'S NEW APP?

The app was extremely easy to use. Once I finished the claim I was left thinking I had missed something as it was that simple! There was no waiting on hold to speak to someone and no hassle with filling out forms.

WOULD YOU REFER THIS PROCESS TO A FELLOW PROTECT MEMBER?

I highly recommend getting the app to not only lodge a claim but to view your account balance too.

WOULD THERE BE ANYTHING YOU'D SUGGEST WE COULD IMPROVE ON?

As I lodged my claim in the early stages of the app release, there seemed to be a small bug saying the server could not be located. My understanding is this has since been updated so it's basically perfect!

HAVE YOU USED ANY OTHER FUNCTIONS ON THE PROTECT APP?

Yes, just the other day I learnt just how easy it was to change your contact details. As I have moved recently, I had to update my contact details for a lot of different things. Being able to simply use the app to do this was such a time saver with Protect!

HOW LONG HAVE YOU BEEN A PROTECT MEMBER?

I have been a Protect member since I started my apprenticeship back in 1999 (a long time ago!).

PROTECT GOING GREEN

WITH CARBON NEUTRAL

Protect's Carbon Neutral initiative was born in 2015 following environmental concerns from a number of proactive Protect employees.

Once discovering the National Carbon Offset Standard (NCOS) - Carbon Neutral Program, Protect's employees identified the programs credibility and the fact that it would help Protect work toward their desired changes. With the assistance of an external auditor, it took over 12 months to establish Protect's carbon footprint. The team also discovered a community based, sustainability focused, Timor-Leste carbon offset initiative, 'WithOneSeed'.

In April 2017, Protect acquired the NCOS carbon neutral organisation certification, proudly becoming the first severance scheme in Australia to do so.

As Protect enter their second year of actively being carbon neutral under the National Carbon Offset Standard (NCOS) - Carbon Neutral Program,

the Protect Carbon Neutral Team have again purchased the carbon offset units from WithOneSeed, showing their continuing support for the wonderful work they do in Timor-Leste.

As well as purchasing the offset units, Protect are forever aspiring to identify new and creative ways to reduce Protect's carbon emissions. In 2017, Protect's Carbon Neutral team switched their energy provider to Powershop. Promising 100% green power, Powershop's energy is generated from renewable sources.

Protect will continue to focus on their carbon footprint and would like to say a special thank you to the Protect Carbon Neutral team for their dedication and commitment.

**IN APRIL
2017, PROTECT
ACQUIRED THE
NCOS CARBON
NEUTRAL
ORGANISATION
CERTIFICATION,
PROUDLY
BECOMING
THE FIRST
SEVERANCE
SCHEME IN
AUSTRALIA TO
DO SO.**



James Keegan
Executive Director – NECA Victoria

ARE YOU READY?

NEW WIRING RULES ARE COMING

The new version of the Australian/New Zealand Standard for Wiring Rules is set to be released in the first quarter of 2018.

It is estimated that over 300 changes will be made to the existing AS/NZS 3000 and a complete revision of the 2007 edition will provide updated work methods and installation practices that are 'deemed to comply' with the associated performance outcomes and safety conditions. It specifies the minimum set of electrical safety rules for the design, construction and testing of electrical installations in all Australian and New Zealand premises.

The proposed changes to the Wiring Rules are likely to include the following:

- More information on mandatory test failures and continuity of the installations earthing system
- Mandatory RCD requirements for protected circuits and alterations and repairs clarified
- Improved installation safety requirements for cables that pass through bulk thermal insulation
- Enhanced requirements for switchboard installation and minimum clearances
- Revised requirements for lighting equipment and accessories
- New requirements for electrical equipment that may produce hot particles or hot surfaces
- Improved safety requirements for cooking appliance switching devices
- Gas appliances and equipment isolation requirements clarified
- New installation requirements for each type of safety service
- Installation requirements for electricity generation systems updated in line with applicable standards
- The date of initial energisation is now mandatory at the installation switchboard

COMPLIANCE WITH THE WIRING RULES EXTENDS TO EVERYONE INVOLVED IN ELECTRICAL INSTALLATIONS SUCH AS:

- Electricians
- Electrical contractors
- Design consultants
- Inspectors and regulators
- Electrical industry training bodies
- Manufacturers
- Importers
- Retailers and wholesalers
- Electricity distributors

Speculation is rife that the new Wiring Rules will be released on March 1st, 2018. This date is not guaranteed and may be pushed back further depending on the continuing debate. Regardless of the release date, NECA can confirm that the Victorian regulator will allow a grace period to enable the electrical industry to shift from the Old Wiring Rules (AS/NZS3000:2007) to the new, but once this period has passed compliance will be enforced.

In order to ensure that members of the industry are familiar with the new standards and procedures outlined in the Wiring Rules, NECA played host to over 3,600 electrical and communications contractors across Victoria. The roadshows educated and instructed attendees on the top 50 changes that must be known. Attendees also had the opportunity to liaise with industry experts for further insight into these potential changes. Furthermore, NECA members will have digital access to the new AS/NZS3000 via the online NECA Technical Knowledge Base which is free to use for all NECA Victoria members.

→ For more information on these changes or to obtain a free copy of the NECA ESV 2017 Information Handout, email NECA at www.necavic@neca.asn.au

→ PROTECT INTRODUCES

NEW COUNSELLING PROVIDER, HUNTERLINK

On the 22nd of August, Protect warmly welcomed a partnership with Hunterlink announcing they would take over as the new Protect counselling provider.

With Hunterlink quickly becoming the preferred industry Employee Assistance Provider in Australia, Protect and Hunterlink have confidently teamed up to ensure that together they provide a supportive reliable service, tailored specifically to Protect worker members' needs and the needs of their families. This around the clock service is a free support program - independent of Protect and available to all members.

With a mutual goal to promote mental health and wellness especially through times of need, Hunterlink are able to assist workers with a wide range of concerns including financial difficulties, depression, substance and physical abuse or anxiety.

Their known experience and association with the Maritime industry enables Hunterlink to liaise directly



with union representatives, ensuring Hunterlink remain up to date with any concerns impacting the industrial landscape.

With countless Protect members already utilising Hunterlink's services, Protect look forward to an ongoing and positive working relationship with Hunterlink.

HUNTERLINK
employee assistance provider

For more information about Protect's free counselling services you can also access the counselling portal through our website - www.protect.net.au/Counselling or by calling one of their trained, professional counsellors on **1300 725 881 (free call)**.

AMWU'S WORKER TRANSITION SCHEME

The AMWU will take a prime role in working with the Victorian Government to ensure hundreds of Latrobe Valley members get the best chance of new work and proper redundancy following the closure of Hazelwood Power Station.

On 3rd November 2016, Engie announced that the entire Hazelwood Power Station would be closed at the end of March 2017, giving workers and local communities only five months notice of the closure, resulting in over 1,000 redundant workers, a devastating blow for Gippsland.

Further to that, it was announced in May 2017 that Morwell Sawmill owned by Carter Holt Harvey would no longer continue to operate, causing even more job losses for the region.

As a direct response of the closures, the Gippsland Trades and Labour Council (GTLC), other unions, the Latrobe Valley Authority and the Victorian Government undertook a position of support, developing the Workers Transition Scheme, the first of its kind. The scheme aims to deliver practical assistance, redeployment opportunities and support for our members throughout the difficult transition, in particular guidance and peer to peer support.

The scheme has been well received by workers in the area

- the Gippsland Trades and Labour Council has over 700 workers that have accessed the services on offer whilst our Project Officers have arranged over 80 courses in the past 12 months with over 750 certificates being distributed. These courses have included White Card, Confined Space, Working at Heights, Rail Induction, Traffic Management and First Aid.

The Gippsland Trades and Labour Council is looking to the future, with a focus on Gippsland and other regions facing similar issues, where the Transition Scheme may be useful. Their focus is to continue the provision of relevant training courses to affected workers, assisting them to gain employment close to home. The on-site team also assists workers with updating resumes, job applications and interview practice, something which has been very well received and utilised by workers.

AMWU, together with the Gippsland Trades and Labour Council have confirmed that this support service will continue for the next two years to support those affected.

As a direct response of the closures, the Gippsland Trades and Labour Council (GTLC), other unions, the Latrobe Valley Authority and the Victorian Government undertook a position of support, developing the Workers Transition Scheme, the first of its kind.

2017 NECA EXCELLENCE AWARDS

Each year, NECA recognises Victoria's best Electrical and Communications contractors and apprentices by acknowledging their work at the Victorian Excellence Awards.

The awards showcase ultimate recognition and outstanding contributions towards dedication in the electrical industry.

Having taken place in early August at Crown Palladium, NECA hosted over 800 contractors, suppliers, educators, government representatives, family and friends and Protect, who were one of the evening's key sponsors.

Protect CEO Michael Connolly was in attendance to present the Apprentice Award. As part

of Protect's sponsorship of the NECA Awards, Protect gifted each Apprentice of the Year Award winner \$5,000 for them to continue their professional growth and hard work. Second and third place didn't walk away empty handed either, each receiving \$2,500 and \$1,000 respectively, bringing the total award prize money to \$17,000.

With winners announced across 14 categories (including 12 excellence awards and apprentice awards), there was a feeling of excitement as

all attendees were amazed by the calibre of projects presented this year. It was clear that all nominees have a strong knowledge of the trade, which will no doubt set the benchmark for the industry.

Protect would like to congratulate all the nominees and winners on their incredible efforts in 2017. It is an honour to be associated with an industry that adds so much value to Victoria and Australia.





PROTECT WOULD LIKE TO CONGRATULATE ALL THE NOMINEES AND WINNERS ON THEIR INCREDIBLE EFFORTS THIS YEAR. IT IS AN HONOUR TO BE ASSOCIATED WITH AN INDUSTRY THAT ADDS SO MUCH VALUE TO VICTORIA AND THE REST OF AUSTRALIA.



MEET THE

PROTECT FIELD OFFICERS

Gary Robb



Position with

Protect: Gary is both our Industry Liaison Manager and head of the Protect Field Team. He has been

with us for six years. Gary enjoys having the opportunity to assist Union members across all industries.

Before Protect: Gary is a Boilermaker/Welder by trade and was a union official at the AMWU VIC branch where he worked as an organiser in Geelong and the Western Suburbs for six years and then as the Metal Secretary for a further 6 years.

Gary can be contacted on:

0458 602 155

Glenn Janes



Position with

Protect: Since joining Protect in 2009, Glenn's position evolved into what is now our

Industrial Compliance Coordinator, assisting employers, employees and unions with Protect related industrial relations questions and issues. He also conducts routine promotional site visits, regular compliance checks and assists with debt recovery and legal action. Additional duties include overseeing back end management of the rates charged to our employers and assisting our insurer in the income protection claims process. He rates job satisfaction as the most rewarding aspect of his current role.

Before Protect: Prior to joining Protect, Glenn spent 16 years working in the electrical trade, including as an onsite elected ETU shop steward in later years.

Glenn can be contacted on:

0419 556 571

John Cain



Position with

Protect: John is our newest Field Officer and has been with Protect for nearly two years. He is based in

WA. John's position involves talking to unions about joining Protect, having meetings with members and answering questions about our products. He also looks at the relevant clauses for their agreements and assists members in completing their claim forms. He assists members in their dealings with our IP insurer and he enjoys assisting workers and ensuring they have good conditions in the workplace.

Before Protect: John was a delegate with the metalworkers' union and worked in construction with the CFMEU. He then became an organiser with the TWU for 17 years.

John can be contacted on:

0429 109 215

Brett Buckingham



Position with

Protect: Brett has been one of our Field Officer's for the past seven years, which entails supporting members with claims both in IP and Severance, explaining to members both account types (TER and GRA) and the advantages and disadvantages of each accounts, while helping to recruit new members to Protect.

Before Protect: Brett has been an electrician for 29 years by trade and a shop steward for the ETU for 10 years. He has also done some delegation work for the ETU before joining Protect.

Brett can be contacted on:

0448 027 200

Craig Johnston



Position with

Protect: Craig has been a Field Officer for five years now, mainly working within the maritime

and metals industries. He goes on regular site visits to inform members of their entitlements and assist them with their claims.

Before Protect: Prior to working with Protect Craig worked in the metals and construction industries and was a shop steward for both the AMWU and CFMEU. He was also an official for the AMWU for approximately 14 years.

Craig can be contacted on:

0400 671 274

Joyce Hadjiantoni



Position with Protect:

Joyce is our Employer Relations Manager and has been with us for eight years. She is responsible

for maintaining relationships with employers and related matters. Her responsibilities include employer visits to their worksites and ensuring accounts are opened in accordance with employer obligations as outlined in their industrial agreements. She also assists employers with their Protect enquiries concerning industrial questions about their EBA's.

Before Protect: Joyce was employed at National Australia Bank (NAB) as a Learning and Development Manager and Change Manager in Retail Banking. There she developed and delivered professional learning programs nationally for leadership and change initiatives to build employee engagement and ensure take up of changes to achieve business outcomes.

Joyce can be contacted on:

0458 028 326