



## Combined Small Business Alliance of Western Australia Inc. (CoSBA)

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## **NEXT MEETING: XMAS/BOARD MEETING**

**12.00pm, TUESDAY 1 DECEMBER 2009**

**Royal Perth Yacht Club, Australia II Drive (off Hackett Drive), Crawley**

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Coalition to oppose telco reforms  
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### **ATTACHMENTS:**

CORRESPONDENCE.PDF  
Fair Work Act-first 100 days.pdf  
unfairdismissalwhitepaper.pdf  
SBA Melbourne cup.pdf  
BiZFiT flyer 1.pdf  
BiZFiT flyer 2.pdf



## Union wants to cross the collar bar

UNIONS have launched legal action to test their ability to rope white-collar professional and managerial staff into a single collective workplace agreement, in a case that employers say could have significant implications. In a sign of the importance of the case, a full bench of Fair Work Australia, headed by its president Geoff Giudice, has set aside five days in December to hear the union application.

The United Firefighters Union is seeking an order requiring its Melbourne employer to negotiate a single collective agreement covering middle and senior management, as well as operational employees. The Metropolitan Fire and Emergency Services Board wants separate agreements for the employees.

The Australian Industry Group and the ACTU have applied to intervene in the case. It shapes as a test case of Fair Work Australia's power to step in when there is a dispute about the scope of bargaining. AI Group's director of national industrial relations, Stephen Smith, said blue-collar unions had previously failed in attempts to cover white-collar administrative, sales and professional staff under the collective agreements applying to blue-collar employees.

"The AI Group appear to believe that so-called 'blue-' and 'white-collar' employees do not share common interests. That is for the employees to decide, and doesn't preclude there being different pay rates for different roles and different jobs."

University of Adelaide law professor Andrew Stewart said employers wanted an unfettered capacity to choose whether to bargain across an enterprise or to divide an enterprise up. But "even if the scope order is made, it doesn't dictate the same conditions have to apply to everyone". (SOURCE/EXTRACT: *The Australian*, 16.10.09)

### **\$100m boost for new apprentices: Govt**

The property sector has welcomed the federal government's \$100 million pledge to encourage employers to take up apprentices this summer, as a report reveals a 20 per cent drop in new apprentices. The government today launched the Apprentice Kickstart Program, which aims to support up to 21,000 young Australians entering traditional trades in the coming summer season.

It comes on the back of a report, released today, that shows a 20 per cent drop in people starting trade apprenticeships over the past year. The program will boost the amount of funds employers receive for taking on an apprentice, with the starting bonus increasing from \$1,500 to \$2,350 and employers to receive a further \$2,500 at the nine-month market. Employers will receive a total of \$4,850 for each apprentice they hire. The Housing Industry Association today welcomed the government's commitment. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 16.10.09)

### **Big banks put credit squeeze on small business**

Small and medium-sized businesses are bearing the brunt of tighter credit, paying relatively higher interest rates and being shut out of obtaining working capital for new ventures despite the improving economic outlook. *The Fin Review* (SOURCE/EXTRACT: *WA Business News*, Today's Business Headlines, 19.10.09)

### **Jobs watchdog takes union to court for strike**

UNIONS are being targeted by the nation's workplace watchdog, with 20 investigations being conducted into allegations of unlawful industrial action by workers. In its first prosecution of a union, the Fair Work Ombudsman Nicholas Wilson has taken the Transport Workers Union to court over a strike by Qantas baggage handlers that disrupted domestic flights.

In an agreed statement of facts to the Federal Court, the TWU has admitted to committing two breaches of workplace laws by organising Qantas baggage handlers to engage in unlawful industrial action at the Adelaide and Melbourne airports in December 2007. While two breaches could attract a maximum penalty of \$66,000, the ombudsman and the union have jointly submitted to the court that a \$35,000 fine would be an appropriate penalty.

The TWU has also agreed to ask members employed at all capital city airports to participate in a one-hour training session on the rights and obligations of employees, unions and union officials under the Fair Work Act.

Mr Wilson said the prosecution was the first against a union since the ombudsman's office was created in March, 2006. "The decision to prosecute the TWU was made because the industrial action was clearly unlawful and resulted in significant cost to the company and disruption to services to the public," he said. "Workplace laws regarding how industrial action can be lawfully conducted must be adhered to."

Mr Wilson is overseeing a further 20 investigations into alleged unlawful industrial action by unions. Asked why the ombudsman had only prosecuted one union in more than 3 1/2 years, Mr Wilson's spokesman said the investigation into the TWU had been very lengthy, and "obviously we only prosecute if we can sustain allegations". "We investigate 30,000 cases against employers a year, and only 78 got to court last year," the spokesman said. (SOURCE/EXTRACT: *The Australian*, 19.10.09)

### **Inflation to push rates up by 1.75pc in two years: Access**

HIGHER inflation will force the Reserve Bank to put interest rates up by 1.75 per cent within two years, contributing to a less dramatic economic recovery than in previous downturns. Access Economics, in an assessment of the economic outlook released today, predicts unemployment will peak at 6.8 per cent as the Rudd government's stimulus spending and cuts in interest rates allow the economy to outrun the worst of the global financial crisis.

But the economic forecaster cautions that Australia will not get off "scot free" as the recovery gathers pace, with the

effects of government handouts decreasing and rises in interest rates meaning "stiffer headwinds into the recovery than most recognise".

Wayne Swan yesterday defended the government's fiscal settings but said they were subject to review. The Treasurer said stimulus spending had already peaked, and would ease growth next year when it was gradually withdrawn as the private sector recovered. (SOURCE/EXTRACT: *The Australian*, 19.10.09)

## **WA to boost national economy**

WA's importance to the national and global economy is set to accelerate despite the global recession and in the face of climbing interest rates, a key forecaster has predicted. Access Economics, in its quarterly report out today, believes unemployment will increase only marginally in coming months while the State's shoppers, miners and engineers continue to march ahead. And it comes amid signs that the Federal Budget is already much better placed for the current financial year than even Treasurer Wayne Swan could have imagined when the economy faced disaster earlier in the year.

Access believes strong population growth and WA's ties to China, and increasingly to India, have helped the State through the worst of the global financial crisis and will continue to aid the local economy. Even though it believes official interest rates will rise to 5 per cent, from 3.25 per cent, by early 2011 this will do little to slow WA. "We don't think WA is out of the woods with the rising risk of China's commodity purchases falling away in 2011 and perhaps taking down commodity prices at the same time," it said. "But as a longer-term story, WA remains on the right side of history."

In a sign of where WA is headed, Access believes the State will account for about 14.3 per cent of Australia's total economic output within three years from just below 14 per cent at present. NSW's share will fall from 31.5 per cent to 30.5 per cent. Nationally, Access believes the way Australia "outran" rather than dodged the global recession bullet will force the Reserve Bank to move more quickly on official rates than originally believed. Even though the Government's economic stimulus had peaked and was now withdrawing, Access expects inflation to pick up, in turn forcing the Reserve's hand. (SOURCE/EXTRACT: *The West Australian*, 19.10.09)

## **Police warn of rise in thieving workers**

A spate of staff staling from their employers has triggered a police warning from firms to carefully check the backgrounds of new workers. The major fraud squad has laid more than 1000 stealing as a servant charges in the past 12 months, up from 694 the previous year. Police sad repeat offenders were being employed in trusted positions despite previous fraud convictions.

GT Glass owner Greg Turner had to sell a property to stop his glazing business going broke after realising his trusted bookkeeper Thelma Gail Wilson had been stealing from him for months. "I gave her total trust to handle the wages and payments but she was sending extra money to her own account," Mr Turner said.

Det-Sen. Sgt Pete Davies, from the major fraud squad, warned employers not to give one person sole access to the internet banking, regardless of their position. "It is the same as giving one person hundreds of thousands of dollars in cash and would you do that," Det-Sen. Sgt Davies said.

He said any firm advertising for new staff should request a police clearance certificate and an affidavit, which stated the applicant was not facing criminal charges, had no criminal convictions interstate or overseas and had not changed their name. "This will deter most criminals, they are less likely to apply for a job at a business which looks security savvy," he said. Businesses should also check-a prospective employee's references and qualifications.

District Court Judge Allan Fenbury called Wilson's crimes "a disgraceful piece of, what can really only be described as bastardry". He sentenced her to 3.5 years jail in March for stealing about \$96,000 from eight employers, although victims alleged she stole more. (SOURCE: *The West Australian*, 19.10.09)

## **WA private firms top profit growth**

The time lag with New South Wales and Victoria has served private businesses in Western Australia well with the state topping the nation in terms of profit growth, a new survey has found. In the latest private business barometer, PricewaterhouseCoopers found private entities in WA reported an average of 12.8 per cent profit growth in the months from March to September this year.

While the growth is smaller than the previous survey's 14.4 per cent growth and a far cry from the average profit growth of 26.2 per cent from a year ago, PwC partner Billy Meston said it was a good performance. "Private businesses in Western Australia were well warned the economic downturn was coming because they saw Victoria and New South Wales impacted well before the West," he said.

"This time lag allowed businesses to plan ahead and to brace for the impact. By taking heed of the warnings, they battened down the hatches ahead of time and as a result performed comparatively well. "Western Australia and Queensland continue to be the 'engine rooms' of the nation." (SOURCE/EXTRACT: *WA Business News, Daily Business Alert*, 19.10.09)

## Business hit as dismissal claims soar

Unfair dismissal applications almost doubled in the first few months of the Rudd government's new workplace relations regime, prompting business to warn the rise will drive up costs and create a disincentive to hiring new staff. *The Fin Review* (SOURCE/EXTRACT: *WA Business News*, Today's Business Headlines, 20.10.09)

## **New Fair Work Laws - Small Business**

To help small businesses find out how the new laws affect their business, Telstra has partnered with Workforce Guardian, the Council of Small Business of Australia and the Australian Government to establish an education and information website at: [www.fairworkforsmallbusiness.com.au](http://www.fairworkforsmallbusiness.com.au). This web site will be very useful for your small business members.

A "White Paper" on unfair dismissals for small business has been downloaded from that web site and is attached for your information: [unfairdismissalwhitepaper.pdf](#)

## Coalition to oppose telco reforms

The coalition will oppose the federal government's telecommunications reforms, introduced as part of its plan to build the \$43 billion national broadband network. In a joint party room meeting today, the coalition agreed the legislation, which paves the way for the break-up of Telstra, should be opposed in its current form.

The coalition will try first to defer consideration of the legislation until the completion of an implementation study into the NBN project. But, if unsuccessful with its deferral move, the coalition will try to defeat the bill on its second reading in the Senate. If it cannot get the necessary support to defeat the bill, the coalition will move a range of "significant" amendments.

Telstra has also called for the legislation to be delayed. Labor wants Telstra's wholesale and retail businesses separated - either voluntarily or by force - to create a more level playing field before rolling out the NBN. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 20.10.09)

## 39 shopping centre developments for WA

A shopping centre survey has identified 39 developments in Western Australia, with most of the future projects categorised as sub-regional and neighbourhood centres. Property developers are looking beyond the current economic gloom and are preparing for further expansion in retail business in Western Australia. The latest survey of future developments proposed in the WA retail property sector has identified some 39 major new developments and extensions over the next five years.

The 2009 Retail Development Survey prepared by the Property Council of Australia with the assistance of retail property experts Lease Equity uncovered retail developments that will add some 263,274sqm of new retail space in WA between 2008 and 2012. Development of retail space is being fuelled by the substantial growth in population and expansion of national retailers business into Western Australia, largely as a result of the resources boom. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 20.10.09)

## Gillard's 'secret deal' for union

JULIA Gillard has changed the rules for assessing workplace agreements on taxpayer-funded construction projects, provoking employer claims there will be a return to unproductive work practices throughout the building sector. Documents seen by *The Australian* show the Construction Forestry Mining and Energy Union became aware of the rule changes at least weeks before employers were told about them by the Deputy Prime Minister's department.

Family First Senator Steve Fielding yesterday accused the Rudd government of striking a "secret deal" with the union to change the workplace rules and allow the reintroduction of inefficient work practices. The Master Builders Association has written to Ms Gillard, the Workplace Relations Minister, seeking to have the decision reversed.

"We have written to the Deputy Prime Minister seeking an urgent meeting to discuss the industry's concerns and hopefully allay the worst fears we have about the fact that it may override the newly enunciated industry code and guidelines," the association's executive director Wilhelm Harnisch said.

On October 6, the Department of Education Employment and Workplace Relations wrote to employers and unions informing them Ms Gillard had instructed it to change the way workplace agreements in the building industry were assessed, essentially to bring them into line with Labor's Fair Work Act.

Under the Howard government, a building industry code of practice and guidelines introduced in 2006 deemed a raft of work practices to be prohibited content and non-compliant with the code. These included "one in, all in" arrangements such

as in relation to overtime payments, and no "last on, first off" clauses that set down criteria for redundancy and ignored the employer's operational requirements. The former code also banned clauses that determined redundancy solely by reference to the seniority of employees.

In July this year, Ms Gillard introduced new guidelines to apply to all projects that were the subject of an expression of interest or tender from August. Employers believed all projects operating before that date would remain subject to the 2006 guidelines.

A spokeswoman for Ms Gillard last night rejected the employer criticism. "At the last election, the Australian people overwhelmingly rejected the extreme and unfair Work Choices laws imposed on them by the Howard government," she said. "The minister is aware that there are some who long for the return of Work Choices and, in particular, prohibited content arrangements.

"The minister has clarified, for the benefit of both employers and employees, that the 2006 guidelines continue to apply to construction projects which were under way prior to the commencement of the Fair Work Act. Where there is inconsistency between the 2006 guidelines, an administrative instrument, and the Fair Work Act, the Fair Work Act will, of course, prevail."

Senator Fielding accused the government of being "pretty sneaky" and trying to give the unions "a bit of a leg-up". (SOURCE: *The Australian*, 21.10.09)

### **Building employers branded as 'Taliban'**

THE nation's main building union which lobbied Julia Gillard to change the rules for assessing workplace agreements in the construction industry, yesterday described employers described the new arrangements as the "Work Choices Taliban".

The Construction Forestry Mining and Energy Union yesterday said it first wrote to the Deputy Prime Minister on August 11 seeking the changes that employers claim could lead to a return to unproductive work practices in the building industry. Family First senator Steve Fielding has accused the Rudd government of striking a "secret deal" with the union.

The Department of Education, Employment and Workplace Relations wrote to employers and unions informing them that Ms Gillard had instructed it to change the way workplace agreements in the building industry were assessed. Ms Gillard introduced new guidelines in July to apply to all projects that were the subject of an expression of interest or tender from August. The Master Builders Association has written to Ms Gillard seeking to have the decision overturned.

Dave Noonan, the national secretary of the union's construction division, said it had pointed out to Ms Gillard there was confusion about how the arrangements should apply. "What is clear is that what will be able to be in certified agreements in the construction industry is exactly what will be able to be in certified agreements anywhere else under the Fair Work Act and that those things that are prohibited under Fair Work will be prohibited in the building industry," he said.

"The point about the Master Builders Association is they fail to recognise there has been a change of government. "They are the Work Choices Taliban and they are clearly infested with former Liberal Party staffers whose attitude to industrial relations is akin to the Japanese soldiers who spent 30 years in the jungle after World War II refusing to believe the war is over." (SOURCE: *The Australian*, 22.10.09)



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### ***SBC UPCOMING COURSES***

[Breakfast Mentoring](#)

[Employment Obligations under the New Fair Work Act](#)

[Marketing - The Foundations of Revenue and Profit](#)

[Building Business for Bottom Line Results](#)

## **Systems Mastery**

**Develop & Implement the Systems your Business Needs**

During this practical, hands-on, one-day workshop we will share with you how to develop and implement the systems your business needs.

We all know that “working on” the business will increase its value, however in order to do this you need to have systems in place to ensure your business runs smoothly even when you are not there. The development of robust systems will improve your time management, reduce human resource costs and increase profitability and business value.

Great businesses have exquisite systems however knowing how to begin the “systems project” can be quite daunting. With the right systems in place you can duplicate the outcomes again and again without having to “recreate the wheel” every time. During this one-day, hands-on workshop we will show you how as you will begin to systematise your business.

During the workshop we will be looking at every area of your business including marketing, financial management, team management and operations, identifying the systems you should be implementing as well as the “how-to”. We will give you the systematisation tools you need as well as show you how to apply those templates to your business. This is a must-attend workshop for those who want to increase the value of their business.

- How to develop a comprehensive systematisation project plan;
- How to start with your “systems project” and get everyone working towards the same goal;
- The key elements to effective systems;
- How to get everyone using and innovating the business systems;
- How to maintain momentum to ensure your systematisation project gets completed;
- Tools for ensuring the business is always working on its systems and increasing the value of the business;
- The different tools and templates you can use to make the job easier.

This workshop will be delivered by Anthea Moffat from Business Fusion. She has in excess of 15 year’s business and financial management experience and has helped many West Australian business owners to develop more profitable and rewarding businesses. Renowned for her down to earth style and passionate delivery, Anthea will ensure that you get excellent value from attending this workshop.

This program is partially funded by the Australian Government.

- Dates:** Thursday 29th October, 2009
- Venue:** Small Business Centre - Stirling, 45 Delawney St, BALCATTWA 6021
- Time:** 9.00am – 5.00pm
- Cost:** \$430.00 per person inc GST, includes morning tea, lunch, afternoon tea and workbook

Don't miss out!! [Register Now](#). Your business may be eligible for a FREE training voucher to go towards the cost of this workshop.

Please direct any queries to [Maxine Scott](#) on 9240 6337.  
Small Business Centre - Stirling (SBCS), 45 Delawney St, Balcatta WA 6021.



## **SCC e-news 16th October 2009**

### **Scott Fleming is WA’s 2009 Visitor Centre Manager of the Year**

Scott Fleming of the Swan Visitor Centre has been named as the WA 2009 Visitor Centre Manager of the Year. Scott was nominated by the Chamber’s CEO Sandra Wallis, for his outstanding work in visitor servicing.

### **Midland Tourism Precinct Application**

The City of Swan has already lodged an Expression of Interest with the State Government for Midland to become a tourism precinct to enable Sunday Trading. With the Premier’s announcement this week it is possible we could have Sunday trading before Christmas.

### **GEH/Roe Hwy Interchange Upgrade Pulled Forward**

The Great Easter Hwy-Roe Hwy interchange upgrade has been brought forward by 3 months. Main Roads WA this week called for pre qualifications from contractors. In January 2010 detailed proposals will be required from the three firms short listed with tender being awarded in June 2010 and completion date of January 2012. Main Roads WA expects to commence demolition and pollution remediation from end of December 2009 on land being leased from them by local businesses.

### **Road works on the Great Northern Highway October 2009 to June 2010**

Please be advised that work to upgrade Great Northern Highway between Lennard Street and Haddrill Road is due to commence in October 2009. For more details click the link.

[http://www.swanchamber.com.au/download.asp?file=download/GNH Upgrade.pdf](http://www.swanchamber.com.au/download.asp?file=download/GNH%20Upgrade.pdf)  
<<http://www.swanchamber.com.au/download.asp?file=download/GNH%20Upgrade.pdf>>

## **Charlie Gregorini Golf Classic 2009**

Invitation to play in the Inaugural Charlie Gregorini Golf Classic.

The Inaugural Charlie Gregorini Golf Classic will be held at The Vines Resort and Country Club. The proceeds from this golf day will provide the opportunity of a new beginning for disengaged youth, the indigenous community and other community members within the City of Swan family that need assistance in their journeys through life.

If you are able to donate any items to be auctioned for the day please advise the Chamber on 9374 5000 or email [admin@swanchamber.com.au](mailto:admin@swanchamber.com.au)

The Registration form is available by clicking:

[http://www.swanchamber.com.au/download.asp?file=download/Charlie Gregorini golf day flyer.pdf](http://www.swanchamber.com.au/download.asp?file=download/Charlie%20Gregorini%20golf%20day%20flyer.pdf)  
<<http://www.swanchamber.com.au/download.asp?file=download/Charlie%20Gregorini%20golf%20day%20flyer.pdf>>

## **Meet the Premier – Sundowner Wednesday 9th December**

Time: 5.00pm to 6.30pm

Venue: Midland Atelier at the Railway Workshops

Put this in your Diary now...more information and booking forms at a later date.

## **Midland Micro Brewery**

Midland Micro Brewery(MMB) in Cale St is opening in November, keep an eye on the e-news for the date.

## **New Fair Work Laws**

To help you find out how the new laws affect your business, Telstra has partnered with Workforce Guardian, the Council of Small Business of Australia and the Australian Government to establish an education and information website – [www.fairworkforsmallbusiness.com.au](http://www.fairworkforsmallbusiness.com.au)

<<http://bigpond.custhelp.com/rd?1=AvUY~wrtLv8ShVHWGuQe~yL~Jvsq~6b~ITCNjr~&2=5296>>

## **Coming Events**

### **Bassendean Means Business Breakfast- Wednesday 21st October**

Time: 7.15am - 9.00am

Venue: Maltese Club, 1 May Holman Drive, Bassendean

Cost: \$20 per attendee

Speaker: Tony Watts, Chief Executive Officer

Small Business Centre (SBC), East Metro, Midland

For more details [http://www.swanchamber.com.au/download.asp?file=download/Bassendean means Business Breakfast.pdf](http://www.swanchamber.com.au/download.asp?file=download/Bassendean%20means%20Business%20Breakfast.pdf)

<<http://www.swanchamber.com.au/download.asp?file=download/Bassendean%20means%20Business%20Breakfast.pdf>>

### **SCC /Network 2000 Christmas Function**

**Date:** Tuesday December 1st

**Venue:** Gomboc Gallery

**Time:** 5.30 to 7.30pm

**More details to follow soon**

### **Do You Want a Quick & Easy Introduction to Twitter - Monday 26th October**

Do you want a quick and easy introduction to Twitter? Getting the best out of Twitter means having a grounding in some of the background knowledge on how it works, when it works best and how to take advantage of its special features. With over 7,000 Twitter followers, a personal Twitter Grading of 99.96% and having already written a Twitter manual that is highly recommended; Lesley Dewar can give you an easy start into using Twitter effectively for personal and business needs. For more information and bookings, go to

<http://storiesmyanatelts.ning.com/group/twitter/forum/topics/do-you-want-a-quick-easy>

### **Breakfast Club - Date to be confirmed.**

**Hon Dr Elizabeth Constable MLA, Minister for Education; Tourism; Women's Interests** speaking on Education & Tourism in the swan region.

## **Members News**

### **West Coast Water Filter Man**

Richard Scholes of West Coast Water Filter Man has just collected his certificate for being the WA Winner for Services in the Small Business Champion Awards. He will now go to Sydney on the 14th November for the Nationals to represent WA in the Services category.

He is so excited that he has a great offer for you. Anyone installing a twin under sink water purifier (booked this month only) will also receive a shower filter fully installed free of charge. It doesn't get much better.... Be quick.... Call Richard on 1300 663 037. To check out the Certificate

click on this link <http://www.swanchamber.com.au/download.asp?file=download/WFM Award.pdf>  
<<http://www.swanchamber.com.au/download.asp?file=download/WFM%20Award.pdf>>

**Brooker Swan River Horse Trials Update 2009**

What's new at the Brooker Swan River Horse Trials - New Beer Gardens, Expanded Trade Village for more details click on the link.  
<http://www.swanchamber.com.au/download.asp?file=download/Brooker Swan River Horse Trials.pdf>  
<<http://www.swanchamber.com.au/download.asp?file=download/Brooker%20Swan%20River%20Horse%20Trials.pdf>>

**Small Business Centre East Metro**

The next course is "How Are Your Adverts Working For You?" For more details  
<http://www.swanchamber.com.au/download.asp?file=download/Advertising.pdf>

**Small Business Smart Business Training Vouchers for 2009**

The West Australian Department of Education and Training continues their program in 2009 and offers your business up to a \$200 Small Business Smart Business Training Voucher, to assist you with the cost of training to improve your business management skills. Download the SBSB 2009 [Application Form](#)

Swan Chamber of Commerce PO BOX 166 MIDLAND 6936 Ph: 93745000 Fax: 92743369  
[www.swanchamber.com.au](http://www.swanchamber.com.au)



**THE SMALL BUSINESS PARTNERS**



Combined Small Business Alliance  
of Western Australia Inc. (CoSBA)  
[www.cosba.com.au](http://www.cosba.com.au)



<http://www.sbdc.com.au>

**West Coast Small Business Training Institute**

<http://smallbusinesssolutions.wa.gov.au>

