



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

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NEXT MEETING: AGM & BOARD MEETING

5.00pm, TUESDAY 16 MARCH 2010

Stirling Small Business Centre, 45 Delawney Street, BALCATTA

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CORRESPONDENCE.PDF
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BizFit.pdf
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CoSBA ANNUAL GENERAL MEETING

The AGM is set down for Tuesday 16 March 2010. The Meeting Notice and Nomination Form for Office Bearers and Committee are attached.

One man can make Abbott PM

One man has the potential to single handedly make Tony Abbott Prime Minister of Australia – Assistant Treasurer Nick Sherry. Sherry appears to be concocting one of the biggest attacks ever mounted on the small business community by a government minister in direct violation of solemn promises made by Kevin Rudd's ALP at the last election.

Once Tony Abbott understands what Sherry has on his agenda, the Coalition will realise that unless Sherry is well and truly put back in his box, Anthony John Abbott has a real chance to be Prime Minister later this year.)Read on in Attachment: One man can make Abbott PM.pdf)

The boom will be bigger, longer and better than most imagine

IN a recent speech RBA Deputy Governor Ric Battellino commented that the present resources boom may be the longest running of the past 160 years. Much of the discussion of the impact of the boom has focused on the benefits for the resources

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sector. However, when commentary has shifted to the impact on the rest of the economy it has tended to take on a more negative tone, with a focus on the various stresses the economy faces.

This unduly negative focus misses the broader effect that the resources boom is having on the Australian economy and the prospect for strong growth in the years ahead. The key components of medium-term economic growth are: capital accumulation (how much we invest), labour force growth (how many people we employ) and productivity growth (how smart we work).

Emerging market economies, such as China and India, are growing much faster than developed economies such as the US and Europe for three reasons. Their working-age population growth of 1.8 per cent in 2009 is much faster than the 0.3 per cent in the developed countries. And their young populations, in contrast to the ageing developed world, are saving and investing at a high.

Australia is caught in the slipstream of this rapid investment. Emerging markets have driven the past decade's strength in capital accumulation, in contrast to modest gains in the developed economies. As one of the world's major raw material producers, Australia is helping the world build and run its economic infrastructure by exporting commodities such as iron ore, coal and gas. (SOURCE/EXTRACT: *The Australian*, 1.4.10)

Barnett lashes out at GST cuts

Premier Colin Barnett says Australia's economic growth will be endangered because resource powerhouse Western Australia's share of the good and services tax revenue has been slashed. He said the country depended on WA for the future growth of the whole nation and some of the big projects in the north of the state require massive expenditure on infrastructure.

Mr Barnett said he'll raise the issue with Prime Minister Kevin Rudd at the next COAG meeting, and he has warned WA voters may make their anger known at the federal election, due this year. The Commonwealth's Grants Commission review shows WA's share of the GST revenue pot will fall to 7.1 per cent next year from 8.1 per cent, an expected \$223 million decrease. The state was the biggest loser in the annual carve-up of the GST. Total GST revenue is expected to increase by \$2.76 billion in 2010/11 to \$45.06 billion. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 26.2.10)

Ferguson knows what is at risk

RESOURCES Minister Martin Ferguson knows Australia needs a flexible labour market to make the most of the resources boom. "Collectively, employers, unions and governments cannot afford to abandon the goal of productivity growth and the real reforms that have strengthened the Australian economy progressively over the last 30 years," he wrote in a speech published in this newspaper yesterday. We hope Employment Minister Julia Gillard was reading and changes her industrial relations policy accordingly.

Ms Gillard has recreated the old union-centred arbitration system that shackled the Australian economy for almost all of the 20th century, with wages set and strikes settled by a centralised quasi-court. The old arrangement left workers with no opportunity to improve their individual productivity and be paid more for their efforts in return. As a way of empowering unions, it was also hard to beat. And thanks to Ms Gillard, the old system is stirring. Fair Work Australia is making industry-wide decisions that suit neither workers nor employers in many businesses, and strikes are starting in energy exporting companies. In calling for a flexible labour market, Mr Ferguson is warning union leaders and Ms Gillard they could blow up the boom. We hope they are listening. (SOURCE: *The Australian*, 3.3.10)

New small business push

THE Chamber of Commerce and Industry WA has launched a small business advisory network designed to provide companies employing less than 30 people with a platform to be heard on policy matters concerning the sector. The WA Small Enterprise Network (SEN) will leverage off CCIWA's resources to provide networking opportunities for the chamber's estimated 4,300 small business members.

SEN will provide a range of services, including an advisory panel, advocacy programs, networking, and access to CCIWA's flagship publication *Business Pulse*, as well as providing financial health checks, health and safety briefings, and industrial relations briefings.

The network's inaugural chairperson, Kate Lamont, said advocacy and advisory services will be tailored to complement those already provided by the Small Business Development Corporation (SBDC), its affiliated Business Enterprise Centres, and the Council of Small Business Organisations of Australia (COSBOA).

"CCI broadly offers that practical advice but SEN is a renewed focus on issues that are particularly around small business," she told *WA Business News*. "There's an argument that business is business, small or large, but at the end of the day it's the way that advice is delivered that matters and I think SEN will bring a renewed focus to CCI about the way they deliver that advice."

Ms Lamont said the network will remain independent of CCIWA and have its "own voice" with a separate focus in terms of issues surrounding small business, rather than a broad brush approach.

SEN manager and former small business owner Andrew Canion said with 80 per cent of CCIWA's members employing less than 20 people, there was an inherent need to provide those members with a louder voice.

"I think we're complementary to organisations like SBDC; we're in a position where we can provide advocacy on behalf of small business and leverage off the strength of the Chamber of Commerce and Industry, which has been around for over 100 years," he said. "It has a strong track record in the market and I think that brings to SEN a level of credibility and certainty that we're here for the long-run and that we're here to help small businesses and advocate on their behalf."

COSBOA chief executive Jaye Radisich welcomed the new network, saying it will give WA small business owners more representation in the state. Ms Radisich said she intended on contacting CCIWA "in the coming weeks" to forge a partnership with SEN and outline ways both entities could work together.

SBDC acting managing director, Jacky Finlayson, said SEN would provide additional benefits the state's small sector, which represents an estimated 97 per cent of all businesses in WA. "CCIWA's new service is for its small business members so in that sense it will have little or no impact on what we do here at the SBDC for the broader population of small business operators," she said. (SOURCE: *WA Business News*, 25.2.10)

COMMENT: The CCI/SEN's web site in promoting the SEN states: *"a voice for small business"; "Small businesses make up over 80% of all businesses in Western Australia and are essential to the success of our State economy. But as a small business owner, you already knew that. What you may not know is that now you have a big voice, support and networking opportunities through CCI's newly launched WA Small Enterprise Network (SEN)."*

"Our services are comprehensive and primarily free, and our online networks provide a great opportunity for small business operators in groups such as young business owners, women in business, and home-based business owners, to network both online and face to face", and "Membership of the WA Small Enterprise Network is open to all businesses in Western Australia with 30 or fewer employees. Membership is priced at a low \$214.50 (inc. GST) per annum."

The Membership Application states: *"Upon acceptance of this application by the appropriate Board and/or Council your membership is continuous until such time as written intent to resign the membership. The applicant agrees to be bound by the conditions of entry of the Chamber of Commerce and Industry Western Australia and/or the Retail Traders' Association of WA (Inc) and to comply with the rules and regulations of the Board and/or Council as appropriate."* (SOURCE: CCIWA website, www.cciwa.com, WA Small Enterprise Network).

CoSBA, for its part, welcomes any and all organisations that exists to further the skills and addresses the needs and aspirations of small business, and there are a number that do so very effectively, and that too is CCI's role, for its members.

As *"a voice for small business"*, the SEN will add to the voices that represent small business, in particular the unaligned and independent peak small business organisations, of CoSBA, the International Business Council, Local Chambers and others, that are not contaminated by the policies and influences of the big end of town.

The statement from the membership form gives credence to the contention that by joining the SEN small businesses become members of CCI. Will that be in addition to the *"chamber's estimated 4,300 small business members"*, which the article suggests will be members of the SEN. CCI will no doubt hope this will boost its flagging small business membership numbers. Are they counted twice – e.g. 4,300 CCI members + 4,300 SEN members = 8,600?

Additionally, The article makes mention of Council of Small Business Organisations of Australia (COSBOA), which is a national peak small business organization (whose CEO is Jaye Radisich - a former ALP WA State MP) with which CoSBA (Combined Small Business Association of WA) is NOT affiliated. (CB.)

Average WA wage grows to \$69k

Western Australians remain the country's most highly paid workers with the state's average annual wage rising 7.2 per cent, new figures show. The Australian Bureau of Statistics said today that Western Australians on average earn \$69,435 a year, higher than the national average wage of \$63,788.

Nationally, the average weekly wage in Australia is now \$1,226.70, after rising by 5.9 per cent in the year to

November. The quarterly seasonally-adjusted pace of average weekly ordinary time earnings (AWOTE) rose 2.0 per cent in the three months to November, Australian Bureau of Statistics (ABS) data released on Thursday showed.

This was a sharp acceleration on the 0.9 per cent quarterly growth recorded in the three months to August, lifting the annual rate well above the Reserve Bank of Australia's perceived "line in the sand" at 4.5 per cent. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 25.2.10)

WA tipped to lead Qld in recovery

Western Australia's economy is expected to recover much quicker than Queensland's as the two resource giants recover from the global financial crisis, an expert says. Dean of the business school at the University of Queensland, Professor Tim Brailsford said Queensland had boomed in the years leading up to the GFC, but had come down with a thump when crisis struck. He said Queensland is likely to experience a patchy recovery, while Western Australia looks likely to recover more quickly and more strongly. (SOURCE/EXTRACT: *WA Business News*, Daily Business Headlines, 25.2.10)

Business welcomes Fair Work verdict

FAIR Work Australia has overturned a decision that business feared would jeopardise hundreds of enterprise agreements by subjecting employers and workers to compulsory arbitration of workplace disputes. A tribunal full bench, headed by president Geoff Giudice, upheld an appeal by Woolworths against an earlier ruling by Commissioner Greg Smith rejecting a proposed agreement between the retail giant and the shop assistants union.

The full bench ruled that while the tribunal can deploy voluntary methods of dispute resolution with the consent of parties, it "can only arbitrate if it has been specifically empowered to do so". A spokeswoman for Workplace Relations Minister Julia Gillard said the decision resolved "unnecessary uncertainty" about the framework for making agreements.

A spokeswoman said the intention of the government had always been that "arbitration is not a mandatory step, and this is a matter for the parties to agree in bargaining". "The government encourages parties to provide for a final, binding stage in their disputes process, as we believe this an effective way of avoiding unnecessary disputes, but the act clearly does not compel this and does not impose a one-size-fits-all model," she said.

The Australian Chamber of Commerce & Industry's chief executive, Peter Anderson, said business was relieved the full bench "stopped the tribunal from broadening its compulsory arbitration powers beyond those given by the parliament". "In the light of this decision, the government's model dispute resolution clause in the Fair Work Act, which contains mandatory arbitration, should now be reviewed to ensure that it also correctly reflects parliament's intention and the law."

ACTU secretary Jeff Lawrence said the decision was disappointing. (SOURCE: *The Weekend Australian*, 27.2.10)

Fury as migrant workers keep jobs and Australians let go in Pilbara

INDUSTRIAL tensions in the Pilbara are escalating after an engineering contractor sacked 54 Australian workers at a \$5.2 billion Chinese-owned iron ore project while retaining up to 70 Filipinos with similar skills.

The Australian Manufacturing Workers Union will today meet representatives of the Adelaide-based Ottoway Engineering in a bid to find out why migrant workers are apparently being favoured ahead of locals at Citic Pacific's mine at Cape Preston, near Karratha. The AMWU says the Australian workers were "irate" after being told last week they had been retrenched.

One of the sacked workers who spoke to The Australian yesterday, but did not want to be named, said: "Legally, it (sacking Australians but keeping on foreigners) may be right, but ethically and morally it's wrong. I am competing against foreign workers for a job and now my livelihood has been taken away from me. "I feel like my own country has let me down."

It is understood the Filipino welders and boilermakers who were retained include temporary residents brought to Australia on section 457 working visas, as well as migrants who have been in Australia for some years and have achieved permanent residency. Some of the permanent residents may even have become Australian citizens. (SOURCE/EXTRACT: *The Australian*, 2.4.10)

Unions clash with ALP on award

FRESH tensions have erupted between the Rudd government and key unions, after union officials demanded an immediate review of Labor's award revamp and warned that the overhaul risked cutting the safety net for women in female-dominated industries.

An ACTU vice-president, Linda White, said the award modernisation process had been "soul-destroying". She lashed out at a new Fair Work Australia ruling that she said risked leaving thousands of her members in the airline industry worse off. "Our safety net has been lowered and it is because of the government's award modernisation process," she said. "While the government may not have wanted this to occur, unfortunately their system has let this happen."

Ahead of an ACTU executive meeting tomorrow, Transport Workers Union federal secretary Tony Sheldon said the government should bring forward a proposed review of the legislative changes underpinning the awards. "The fact that wages and conditions are at risk is an unintended consequence of the current modern award, and it is time we had a good look at it to prepare for a second round of industrial relations changes," he said.

But Julia Gillard last night reiterated that workers could not have their take-home pay cut. "I want to make clear that under the Fair Work laws, no employee can have his or her take-home pay reduced as a result of the making of a modern award," she said. "Take-home pay orders are available in the event any employer attempts to cut pay. (SOURCE/EXTRACT: *The Australian*, 2.4.10)

Sweeping reforms for franchises

The federal government plans major reforms to the Franchising Code of Conduct, including a new requirement for franchisors to produce a plain English guide to their business, in order to better protect franchisees. Small Business Minister Craig Emerson today announced the most sweeping reform of the Franchising Code of Conduct since its inception 12 years ago.

"In making these reforms the Government is not throwing the baby out with the bathwater," Dr Emerson said. "The reforms will put franchisees in a better position to understand the risks of going into franchising by giving them clearer information up front about the terms and conditions on offer".

Dr Emerson said the reforms will also better protect franchisees from unconscionable conduct and false and misleading representations from unscrupulous franchisors while retaining for good, honest franchisors the flexibility they need to make franchising a commercial success for themselves and their franchisees. Franchisors will be asked to provide prospective franchisees with a short, simple plain English document which sets out their rights and responsibilities, he said. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 3.3.10)

Small traders struggle to shake off gloom

SMALL businesses say trading conditions have deteriorated after sales dropped in the last quarter and big businesses began moving in to take their good staff. A national survey conducted last month of 1800 small to medium-sized enterprises (businesses with fewer than 200 employees), found 17 per cent were struggling with a lack of work or sales, up two percentage points from three months earlier.

Businesses in Queensland and South Australia reported the biggest concerns. The Sensis Business Index, released yesterday, shows the sales indicator fell by six percentage points to minus two per cent over the quarter, the first decrease in a year. A negative indicator means more businesses are experiencing a decline rather than an increase in sales.

The survey found that overall, business confidence among small business softened over the quarter, after rising for the three consecutive quarters. But it is still about three times stronger than it was this time last year, when the index recorded record low levels in business confidence. (SOURCE/EXTRACT: *The Australian*, 4.3.10)



SBC UPCOMING COURSES

[The Power of Influenc](http://woocomcampaigner.woocom.com.au/ch/4259/2dc22yc/1150533/4d85avxh6.html) <<http://woocomcampaigner.woocom.com.au/ch/4259/2dc22yc/1150533/4d85avxh6.html>>

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[Small Business Matters](mailto:Maxine@stirlingbec.com?subject=Small%20Business%20Matters) <<mailto:Maxine@stirlingbec.com?subject=Small%20Business%20Matters>>

[How to Start Workshop](http://woocomcampaigner.woocom.com.au/ch/4259/2dc22yc/1150535/4d85agjvp.html)

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Managing People for Results

Strategies and Tools to Switch People On How to Achieve More Through Others

DEVELOP THE TALENT WITHIN YOUR WORKFORCE

If you want to switch on employees and build team motivation then this is the program for you.

Learn what wins through in our changing workforce with a mix of Gen Y,s, Gen X,s & the Baby Boomers!

People may not be the greatest asset in the business!

You,ve heard it said „people are the greatest asset in the business.‰ Fine words indeed, but in reality this may not be true.

Some may not be an asset; rather they could be a serious liability , de-motivated, unhappy & disenchanting walking time-bombs. No it,s not all people, rather it,s having the right people in the business that are the greatest asset. Learn how to get the right people and retain them.

Motivation, Myths and Realities in a Changing World

People do different things for different reasons. Every day each individual brings a complex set of values, motivation and perceptions to the workplace. Most work in a team and the collective attitudes and values of the people create either a positive or negative culture in the business. Learn what you need to do to directly influence the development of a positive business culture to build the team for success.

The Leadership Challenge

Leadership is the achievement of results through people. And because everyone is unique with special needs you must have highly flexible leadership to switch people on to high performance. Learn about different management styles that work in different circumstances and how you can apply these to achieve more with others.

Ideas & Concepts to Use Immediately

This is a highly interactive, practical, results driven program to develop and reinforce skills to achieve more through others. Create a positive, supportive work environment where people will want to excel. Take the opportunity to recharge your batteries and provide the tools for people management success. **Communicating for Success** Communication is not what you say, it,s what people think they hear and there,s always a difference. What you say and how you say can often be interpreted in different ways. Learn what works and what doesn,t and how to make a positive impact to achieve results with customers and staff.

<<http://woocomcampaigner.woocom.com.au/ch/4259/2dc22yc/1150532/4d85atm43.html>>

PROGRAM CONTENT

Working with Different Age Groups

Gen Y,s have well & truly arrived in the workplace and often bring a different set of values and perceptions as to what they expect from a job and the boss. Learn the skills you need to harness the talent of the new generation of bright, technology savvy people.

What Makes People Tick?

Everyone we work with is different. People have different beliefs and values with varying levels of motivation. The right people with the right attitude can create high achievement, whereas the wrong people can quickly turn the business into a non profit organisation. Learn what is likely to switch people on and how to maintain the momentum.

Motivation: What Works and What Doesn,t?

People bring to work skills in the ‘how to, do of the job and attitudes about the ‘want to, of the job. The ‘want to, is their personal level of motivation. Learn proven, key principles to create ‘want to, winners rather than losers in your business.

Building A Winning Team

Often teams at work can be very small; however the certainty is that everyone needs to rely on someone to assist in achieving results. The session provides a 15 point checklist to take away to measure against your own team performance.

Managing Performance Issues

When a customer has a problem to be resolved, you need a set of skills and a checklist to manage the discussion. It,s the same in managing behaviour or performance issues with staff. Learn practical ideas to address issues as they arise.

Winning Communications

Every area of business is about communications. Just as every interaction with a customer creates a powerful impression, so does every communication with people in the business. Learn how to achieve outstanding pay-offs by

maintaining poise and projecting positive professionalism in all areas of communication.

Brian Greedy Brian is one of Australia,s leading professional speakers in business development. Each year he delivers over 150 speeches, seminars and workshops for clients in all states, NZ and the UK. He draws from over 20 years grassroots business experience in management, marketing and sales, including the development of highly successful food distribution business from start up to a multi-million dollar turnover.

An engaging and inspiring presenter with a pragmatic „how to% approach in communicating his knowledge makes him one of Australia,s most sought after conference and seminar speakers.

Dates: Tuesday 16th March, 2010

Time: 9.00am to 4.00pm

Venue: Small Business Centre - Stirling, 45 Delawney St, BALCATTWA 6021

Cost: \$330.00 per person incl. GST, Includes morning & afternoon teas, lunch & workbook

<<http://woocomcampaighner.woocom.com.au/ch/4259/2dc22yc/1128066/4d85a15bsz.html>>

This program is partially funded by the Australian Government

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Register Now

Please direct any queries to **Maxine Scott** <<mailto:maxine@stirlingbec.com>> on 9240 6337.

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