



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

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NEXT MEETING: SPECIAL BOARD MEETING

5.30pm, THURSDAY 16 JULY 2009

CITY of MELVILLE OFFICES, 10 Almondbury Road, BOORAGOON

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Grapevine _ AGM Invite – July 09.pdf



Wages freeze to protect jobs as Julia Gillard and unions furious at decision

THE Fair Pay Commission has cited economic pressures on employers and frozen the minimum wage for the first time since the 1982 recession, forcing the nation's lowest-paid workers to accept a cut in real wages.

The decision was welcomed by business groups, but Julia Gillard said it was "disappointing" and would leave workers worse off. Stunned union leaders accused the Howard government-appointed commission head Ian Harper of delivering workers "another kick in the guts". The wage freeze, the last decision of the Fair Pay Commission, will apply from October this year to June next year. A specialist minimum wage panel within the new Fair Work Australia will assume responsibility for federal minimum wage-setting from July next year.

Professor Harper ruled a minimum wage increase would result in job losses and company closures. He found the Rudd government's tax and transfer changes, combined with the stimulus packages, had delivered "significant" disposable income increases to the low-income households. Unions had sought a \$21-a-week increase and the government had asked the commission to support a "considered rise" but the minimum wage will remain unchanged at \$543.78 a week.

The Workplace Relations Minister said the government did not believe the commission's decision struck the right balance. "The reality is that the pay packets of low-income working Australians have gone backwards," Ms Gillard said. "In real terms, in relation to wages, Australians who are reliant on minimum wages are going to experience a real wage reduction. "Obviously, inflation has been moderating, in these difficult economic days, but zero movement in minimum wages does equal a real wage reduction for these workers."

Professor Harper said the commission's chief concern had been to ensure that minimum wage levels did not exacerbate the forecast unemployment rise. He said the jobs of low-paid workers employed in industries that operated with low margins, including shop assistants, cafe and restaurant workers, cleaners, labourers and office staff, were most at risk from the impact of wage increases. "Our concern is that a blanket increase in minimum wages, while affordable to some businesses, may not be sustainable for all businesses and will therefore result in lower employment and even in some business closures," he said.

ACTU president Sharan Burrow said the "appalling" decision punished the poorest workers by forcing them to bear the brunt of an economic crisis not of their making. "It will not only make things harder in the homes of working Australians - 1.3 million Australians - it will be felt in the high streets, in those shops, and in small business, in every main street, in every community or suburb across Australia," she said. "It is a decision that shows no respect. It doesn't do anything to alleviate the pressures of purchasing power for working Australians. It will not only be felt in the kitchens, but in businesses, in every community across Australia."

Ms Burrow said the decision, the last ruling by the Howard government-appointed body, was not independent. ACTU secretary Jeff Lawrence said many workers had "already lost their jobs, had their hours cut and now more than a million families are facing a pay freeze despite rising living costs". "Only a week after new IR laws came into operation, Work Choices is back from the dead," he said.

The Australian Industry Group, which had supported a pay rise of up to \$8 a week, said the decision to freeze minimum wages was "understandable, given the current economic circumstances". The Australian Chamber of Commerce & Industry, which backed a pay freeze, said the decision was sensible and would protect jobs. (SOURCE/EXTRACT: *The Australian*, 8.7.09)

Sound ruling draws asinine harangue

The Australian Fair Pay Commission has put jobs first WHILE deeply unpopular among low-paid Australian workers, the decision of the independent Australian Fair Pay Commission to leave the minimum wage at \$543.78 per week, or \$14.31 per hour, will save many of them from unemployment, poverty, welfare dependency and the prospect of losing their homes. Commendably, in a severe downturn, the AFPC's main concern was to avoid exacerbating the risk of unemployment for the nation's most vulnerable families. It also recognised that price rises had been offset by changes to tax transfers and the Rudd government's fiscal stimulus.

Even by its own standards, the ACTU's asinine response was an economically illiterate harangue. ACTU secretary Jeff Lawrence fumed that the commission "showed no respect" for workers and claimed the correlation between a minimum wage rise and jobs was "a furphy put about by the same free-market fundamentalists that brought us deregulation and who contributed to the GFC (global financial crisis)." His response matches colleague Sharan Burrow's mind-boggling claim that without significant wage hikes in manufacturing and other industries, "our rocky economy gets even rockier".

Neither class warrior, apparently, has read the survey in the Queensland Chamber of Commerce and Industry's submission to AFPC. While the ACTU demanded a \$21-a-week minimum wage rise, 51 per cent of employers surveyed by the chamber said a \$10 rise would have forced them to cut staff. A \$10 to \$15 rise would have forced 81 per cent to do so. (SOURCE/EXTRACT: *The Australian*, 8.7.09)

Reserve Bank leaves rates at 3%

The Reserve Bank of Australia (RBA) has opted to leave the cash rate unchanged for a third straight month, but is keeping the door open for a cut later this year. As widely anticipated by economists, the central bank left the cash rate at a 49-year low of 3.0 per cent after its monthly board meeting today.

"The board's current view is that the outlook for inflation allows some scope for further easing of monetary policy, if needed," RBA governor Glenn Stevens said in a statement. "In assessing how it might use that scope, the board will continue to monitor how economic and financial conditions unfold and how they impinge on prospects for a sustainable recovery in economic activity." (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 7.7.09)

Bring down IR barriers: Gillard tells WA

Western Australia needs to stop putting up barriers to industrial relations and safety laws, Deputy Prime Minister Julia Gillard says. Ms Gillard said the federal government was making good progress on its productivity agenda but WA, the nation's only Liberal governed state, was resistant on two vital areas.

"We need the West to cooperate fully in a national cooperative effort to harmonise our industrial relations and occupational health and safety laws and to create a seamless national economy," Ms Gillard told a breakfast crowd in Perth on Thursday. Industrial relations and occupational health and safety reforms were vital to boosting Australia's productive capacity, Ms Gillard said, a day after the Fair Work system came into force, replacing the Howard government's Work Choices.

"All states should get on board, there is a once in a lifetime opportunity for the states and commonwealth to work together to secure national unitary workplace relations as the system for the whole nation," she said. "Or conversely

there's a once in a lifetime risk of letting that opportunity go past and continuing to see multiple systems in different states with all of the costs and diseconomy that means for employers."

While a framework of uniform laws had been agreed and new model laws were anticipated by December to guide state and territory parliaments in enacting new legislation, WA was having "second thoughts", she said. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 2.7.09)

Building unionists face court

THE building industry watchdog has taken fresh legal action in two states against construction union officials, including militant Joe McDonald, accusing them of making threats and provoking strikes. The Australian Building and Construction Commission yesterday launched legal proceedings against the Construction Forestry Mining and Energy Union in Western Australia and Victoria. The ABCC filed proceedings in the Federal Court alleging Mr McDonald encouraged workers to walk off the job at Diploma Construction's Hay Street site in Perth last month.

Mr McDonald, assistant state secretary of the CFMEU, said he was innocent and that there were serious safety concerns at the site. On Wednesday he admitted three trespassing charges on Perth sites in 2007. In Melbourne, the ABCC launched proceedings against the union's assistant Victorian secretary, John Setka, over his alleged conduct at the ANZ project at Docklands, where Bovis Lend Lease is the head contractor.

The ABCC was yesterday granted an interlocutory injunction in the Federal Court banning Mr McDonald and Mr Buchan from advising workers to stop work or walk off the job. (SOURCE/EXTRACT: *The Australian*, 3.7.09)

Gillard defies union call on building watchdog

Workplace Relations Minister Julia Gillard has not only refused union demands to dismantle the building industry watchdog, but said yesterday she might beef up the WA branch. Speaking at *The West Australian's* Leadership Matters breakfast, the Deputy Prime Minister said WA and Victoria were "problem areas" for unlawful industrial activity in the construction sector.

She said she had asked the Australian Building and Construction Commission to report on its resources so she could consider which States needed a bigger allocation. "I know a common complaint for building industry employers in WA has been the insufficient allocation of the resources (of the ABCC) to the west," Ms Gillard said. "To address concerns, I have directed the ABCC to provide me with a report that will enable the better direction of resources to problem area. "

Construction, Forestry, Mining and Energy Union secretary Kevin Reynolds, who wants the watchdog abolished, said he was not surprised at Ms Gillard's comments. "She has made it clear she is a great supporter of the ABCC, and that she is going to keep that organisation, in so me name or other, and keep it well funded," Mr Reynolds said. "I'm sure she will tip more resources into it if it suits her lot." (SOURCE: *The West Australian*, 3.7.09)

Shops council urges care on retail reform

COMMERCE Minister Troy Buswell will introduce legislation into parliament the government says will create a more equitable retail environment. The amendments, which were tabled in a review of the Commercial Tenancy Agreements Act in 2002 by (then) small business minister, Clive Brown, will go before parliament in September. Sixty-one recommendations for reform were published in February 2003.

Mr Buswell said the measures were intended to improve transparency and accountability in the act. "Retail tenants had to wait until 2006 for Labor to take any action, and even then, only nine of the 61 recommendations were included in legislation that did not commence until May 2007," Mr Buswell said in a statement released last week.

"This government will implement the outstanding legislative amendments, such as requiring landlords to include additional information in disclosure statements and prohibiting landlords from passing on legal fees to tenants."

Shopping Centre Council of Australia executive director Milton Cockburn said the council supported most of the reforms, but was concerned about the effects of retracting exemptions for stores with more than 1,000 square metres of retail floor area. Currently, retailers with a floor space of less than 1,000sqm are protected by the act, while stores with a larger floor space are not.

"Most of the recommendations came out of a fairly thorough review; all parties were given the opportunity to make submissions to that review and we're not opposed to most of the measures that the review recommended," Mr Cockburn said. (SOURCE/EXTRACT: *WA Business News*, 25.6.09)

Bosses face new industrial relations laws on workplace bias

THE Fair Work Ombudsman will use new powers to investigate companies for discriminating against workers,

prompting employers to claim they risk being treated as "guilty until proven innocent". Employers said the inclusion of anti-discrimination provisions in the Fair Work Act was the "great unknown" in the legislation. The new laws carry a reverse onus of proof so an employer must show the alleged discrimination did not occur.

In his first interview since being appointed Fair Work Ombudsman, Nicholas Wilson confirmed he would be able to investigate allegations of discrimination in the workplace, and initiate legal proceedings on behalf of an employee. "It is a new part of the legislation, it's an Australian first," Mr Wilson told The Australian yesterday. "We see it as something which is an area we need to be cautious about," he said.

"It's an adjunct to powers we have at the moment, but we're obviously very much aware of the kind of sensitivities that might be around the provisions. "For that reason, we'll tread carefully, but I think the point that should be made is we'll tread nonetheless in accordance with the obligations in the act."

The trade unions, which can initiate prosecutions, have indicated they see the new provisions as an opportunity to recruit new members. The ACTU is conducting courses for union organisers that offer to show them how to use the provisions of the law and "act on matters that have not been included in industrial legislation before". "Learn how to use discrimination and harassment in the workplace as an organising opportunity," the ACTU website advertisement says. (SOURCE/EXTRACT: *The Australian*, 7.7.09)

[Small] Business win in Northam

SMALL business in Northam has had a court win over the local council, in the process providing some clarity about the type and scale of business that can operate from a residential property. The State Administrative Tribunal has overruled the Shire of Northam's decision to deny an application for a home printing business.

Mark and Raelene Potter in May 2008 applied to operate a small-scale printing operation, but council refused the application despite the shire's planning officers twice recommending approval. The business proposed to take on small printing jobs such as business cards, letterheads and invoices, with the operation including a pick-up and delivery service. Mr and Mrs Potter applied to print the stationery in an insulated shed at the rear of their property, on which they had spent \$40,000 fitting out with machinery and an extraction fan.

In undertaking this review, State Administrative Tribunal member Peter McNab overruled the council's decision when he said: "A relatively small scale printing press can, in my opinion, be quite compatible with a home business. "In any event, there is nothing in the scale of this business operation that suggests a detrimental impact on amenity. "Some marginal increase in noise during the day will be apparent if the door is opened from time to time, but I stress that this is marginal."

"Likewise for the chemicals to be stored on site; these will be of a very small scale and the fumes that are likely to be produced extracted from the shed are likely to be of negligible impact on immediate neighbours. "Given the modest scale of this proposal, I also do not see the need to adopt any precautionary approach in this case."

The ruling, handed down earlier this year, also concluded that the business was consistent with the local planning framework, a specific policy dealing with home businesses. "The policy expressly contemplated the use of nonindustrial machinery," the judgement said. "The tribunal held that the policy contemplated non-industrial small home-based businesses, such as this one." (SOURCE/EXTRACT: *WA Business News*, 2.7.09)

Business upbeat for September quarter

Businesses expect improved trading conditions in the next three months, having struggled through the June quarter at historically low levels, a new survey shows.

The Australian Chamber of Commerce and Industry (ACCI) survey of investor confidence showed business conditions at an index of 51.3 in the June quarter, down from 52.1 in the March quarter. This is the index's lowest level since the survey began in 1998. An index above 50 indicates that conditions are marginally positive and not yet critical. (SOURCE/EXTRACT: *WA Business News*, Daily Business Alert, 8.7.09)

Stimulus sends confidence soaring

THE downturn is over, according to consumers, and a majority forecast that both economic conditions and their family finances will improve over the next year

The consumer confidence index compiled by the Melbourne Institute and Westpac has jumped a record 232 points over the past two months and at 109.4 points, is at its best level since December 2007. New housing finance figures also released yesterday show consumers are backing their judgment about the economy, arranging a record \$12.9 billion in new home loans in May.

Westpac chief economist Bill Evans hailed the rise in consumer confidence as a tribute to the government's second round of stimulus payments. "It has now been almost fully disbursed and has resulted in an instant boost to retail sales and supported this surge in confidence"

Since September last year, the pace of retail sales growth has picked up from 1.4 per cent to an almost boomtime rate of 7.1 per cent. The consumer confidence survey found that the number of people who think now is a good time to buy major household items outnumbers those who remain cautious by 24 per cent.

It also found that 52 per cent of people expected house prices to rise over the next 12 months, up from 32 per cent two months ago. Mr Evans said the improved attitude towards housing was particularly strong among people aged 35 to 54, indicating it was not just the euphoria of first-home buyers. (SOURCE/EXTRACT: *The Australian*, 9.7.09)

Workers are accepting pay cuts, say employers

EMPLOYERS yesterday declared workers had accepted extraordinary changes to their conditions, including pay cuts and shorter hours, and generally understood the need for a freeze in minimum wages during the economic downturn.

But unions said the freeze imposed by the Fair Pay Commission had effectively cancelled out the Rudd government's \$900 stimulus payment to low-paid workers, and attempts would be made at next year's hearings to try to recoup the \$16 a week that workers lost. In handing down the first wage pause in 27 years, the commission relied on modelling suggesting an extra 12,000 jobs would have been put at risk if it had delivered minimum wage rises similar to those in the past three years.

The Australian Chamber of Commerce & Industry said employees had been prepared to take leave, cut working hours and accept 12-month wage pauses to hold on to jobs. "A lot of workers have seen that these are exceptional times," the chamber's workplace policy director, David Gregory, said. "I have been amazed at the speed with which things have turned around (in the economy)."

"I think that is the reason workers have been prepared to negotiate what is, certainly in my working experience, pretty much unprecedented change. "They would rather try and preserve some form of ongoing job rather than see jobs gone." (SOURCE/EXTRACT: *The Australian*, 9.7.09)

TAFE Response Unit TAFE WA

...tafe professionals supporting industry and workers affected by workplace redundancies...

Industry Helpline 1800 303 319

What is the TAFE Response Unit?

The TAFE Response Unit has been established to provide immediate and direct support to West Australian industries affected by the global economic downturn. It is a central point of contact where employers and employees involved in workplace redundancies can get assistance with further training options and recognition of existing skills.

How does it work?

Employers who are planning redundancies and employees experiencing retrenchment can phone the TAFE Response Unit's free helpline. TAFEWA professionals will provide immediate information and referral on career development, training options at TAFEWA colleges and Recognition of Prior Learning.

How can it help me?

If you are an employer, the TAFE Response Unit can support you to support your workers through a very difficult time.

If you are an employee, contact with the TAFE Response Unit can help increase your prospects of finding a new job by offering you a range of training pathways.

I need the support of the TAFE Response Unit!

Call the free helpline on 1800 303 319 during business hours or visit the TAFE Response Unit website at www.tafe.wa.edu.au/taferesponseunit

Central TAFE // Central West TAFE // Challenger TAFE // Swan TAFE // West Coast TAFE // CY O'Connor TAFE // Great Southern TAFE // Kimberley TAFE // Pilbara TAFE // South West Regional College



One Page Business Plan
Profit from Change
ATO Activity Statements - FREE
Social Media/Viral Mktg AM

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 be able 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 years 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: Wednesday 15th July, 2009
Venue: Small Business Centre - Stirling, 45 Delawney St, BALCATTWA 6021
Time: 9.00am – 5.00pm
Cost: \$430.00 per person incl GST. Includes morning tea, lunch, afternoon tea and workbook

Your business may be eligible for a FREE training voucher to go towards the cost of this excellent workshop. Don't miss out!! **Register Now**. Please direct any queries to **Maxine Scott** on 9240 6337. Small Business Centre - Stirling (SBCS), 45 Delawney St, Balcatta WA 6021



SCC e-news 25th June 2009

REMINDER: Lunch with The Hon. Malcolm Turnbull MP, Leader of the Opposition

This is the first time we have had the opportunity to host the Federal Leader of the Opposition and national Leader of the Liberal party. It is important for our business community to show its support and commitment for our region and there is only two weeks to go for this event. So if you haven't already booked for this lunch on **Wednesday 8th July 2009** at Belvoir 1177 Gt Northern Hwy Upper Swan, **DO SO NOW!**

Get your table or tickets now and please fax or email through the attached registration form.

Venue: Belvoir, 1177 Great Northern Hwy, Upper Swan

Date: Wednesday July 8th
Time: 12 noon - 2.00pm
Cost: \$110 per person or \$1000 for a table of 10
More info click the following link....[Flyer](#)

Hanson Swan Business Awards 2009

Last Chance to Enter the Hanson Swan Business Awards as entries close Friday 3rd July. Entry forms have been mailed to all businesses in the City of Swan and the 6056 postcode area. If you do not have one please contact the Chamber office on 93745000 and we can send you one out or [download](#) it from our website.

When entering make your entry stand out with photos of your business, as a picture speaks a thousand words. Start your entry now as entries close on Friday 3rd July. For more information link to the following <http://www.swanchamber.com.au/page.php?page=46>

Response to Survey on Extended Trading Hours

Thank you to those members who responded so quickly to our survey on extended trading hours. The final results from the 78 responses we had are: 58% support extended week day trading hours and 42% do not support it. Of those who support, 24% believe trading hours should be extended to 7.00pm, with 5% believing the extension should be to 8.00pm and 21% want a 9.00pm closing time.

In regard to the question on Sunday trading for Midland if it were to be designated a tourism precinct, 53% supported this while 43% opposed with 5% undecided.

This information will be included in a submission to the Premier, Leader of the Opposition and has already been forwarded to the City of Swan.

Coming Events

Tuesday 7th July - SCC Network 2000

The host will be Midland Police & IC Frith & Associates
Time: 5.30pm-7.30pm

Members News

City of Swan & NRM Free Energy Audits

The City of Swan in association with the Perth Region Natural Resource Management (NRM) is providing 20 free energy audits to the first 20 businesses who request an audit within the City of Swan. To take advantage of this FREE energy audit offer, please contact Mick Pattison or Scott Favacho at Perth Region NRM on 9374 3333.

For more information[Energy Audits](#)

“Remove Cambell’s Pony Tail Fundraiser”

Cambell Giles has finally agreed to have his very famous pony tail removed to raise funds for Charity. This has been a talking point for some months now with many members offering cash contributions. We have set a target of \$20,000 to be raised from Swan’s business community and all of the Australia wide crew from First National Real Estate. To date Cambell has a commitment of \$7,500 and Richard Affleck has offered \$500 if he can personally cut the pony tail off. We are open to higher bids for this privilege.

We are urging all members to get behind this very momentous occasion. This will be a public event and we will notify you as to when and where. All money raised is going to First National Foundation Red Cross Emergency Appeal. Any monies donated will be 100% tax deductible. Donations can be made online at www.firstnationalfoundation.org.au or please ring Giles Jones Real Estate on 9274 5033.

Swan Valley Visitors Centre

End of Year Financial Year Sale for more info click the following link...[End of Financial Year Sale](#)

Midland Gate Shuttle Service

Shuttle Service due to start on the 6th July for more info click the following link...[Midland Shuttle Bus](#)

AELC Innovation Club

Next Meeting with Guest speaker Rick Hart on the 6th July for more info click the following link... [AELC Innovation Club](#)

Small Business Centre East Metro Information Session

Tuesday 14th July presenter Martin Kerrigan is talking on the topic of Importing & Exporting for Small Businesses. More info click the following link....[SBCEM Information Session](#)

East Metropolitan Crime Bulletin

For your copy of the East Metropolitan Crime bulletin please [download EMCPU Bulletin.](#)

Midland Gate Tops National Marketing Award

For more info click the following link....[Media Release](#)

Membership Drive

Any member who introduces or recruits more than 3 new members to the Swan Chamber of Commerce will **receive 1 years free Chamber membership** for the following financial year. Remember to put your name next to 'Recruited By' on the application form.

Download the Membership Application Form now....[Membership Application Form 08/09](#)

Small Business Smart Business Training Vouchers

The West Australian Department of Education and Training, 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 Application Form..[SBSB Application Form 2008](#)

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THE SMALL BUSINESS PARTNERS



Combined Small Business Alliance
of Western Australia Inc. (CoSBA)
www.cosba.com.au



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

West Coast Small Business Training Institute

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

A Government sponsored Program you can't afford to miss

- Improve cash flow
- Grow your Business
- Make more money
- Be better prepared
- Focus on key concerns
- Independent Business advisors
- 100% Confidential
- Business advice from real Business leaders who have run successful businesses
- Recognition of your skills leading towards a business qualification.

These are some of the areas where this new heavily subsidised program can help your small business.

Ring today 1300 40 60 80
Real help for Western Australian Business

West Coast Small Business Training Institute

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