

THE BRICKLAYER

magazine 

www.masonrycontractors.com.au

Official Publication of the Masonry Contractors Australia

VOLUME 7 | SEPTEMBER 2024



In this issue...

Industry News 16

Product Spotlight 29

Become a Member 32

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CONTENTS



PAGE
29

MASONRY CONTRACTORS AUSTRALIA

- President's Report.....4
- Position Vacant.....6
- Board Members.....7

MEETINGS

- September Meeting.....10
- Awards Night.....12
- Awards Entry Form.....14
- October Annual General Meeting.....28

INDUSTRY NEWS

- Aus Govt. ATO - Bricklaying Services.....16
- Aus Govt. ATO - Support Available.....20
- Brick and Block - Bricklayer Connection Update.....21
- NSW Govt. - Tough Laws on Worker Safety.....22
- NSW Govt. - Tips for Getting Paid Faster.....23

HEALTH AND SAFETY

- MBA NSW - Safety Services.....25
- MBA NSW - Asbestos Breifing.....26
- Changes to working with Silica.....27

PRODUCT SPOTLIGHT

- Leviat Architectural Elegance.....29
- Baines Masonry - Timeless Elegance.....30
- Steel Builders - SMART BUILDERS.....31

Join Now and
2024/25 CONTRACTOR MEMBERSHIPS

PAGE
32

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Support our Industry
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PAGE
33



PRESIDENTS REPORT

SEPTEMBER 2024



When it comes to the Construction Industry, we continually find ourselves in an unrelenting shifting evolution of demand and resources.

The reality is the Construction Industry is

facing a perfect storm. Pandemic prompted record investment in infrastructure by governments nationwide which caused significant delay and disruption to many development projects. This increase in work resulted in a significant demand for labour. Flooding events and ongoing wet weather on the East Coast have further delayed projects and in turn further increased the demand for labour. The icing on the cake, Russia invaded Ukraine, and with-it oil prices skyrocketed along with the cost of materials.

This year thus far we have seen a notable shift with a general slowdown in construction activity as projects have stalled and new tenders and project commitments have failed to materialise. Markets have continued to perform poorly and below expectation. Client confidence in general is relatively low and many developers have found it necessary to restructure their businesses and teams.

On the contrary, the forward pipeline across most states has been, and continues to remain, comparatively strong with the majority of projects in the public sector and a number of larger project commitments continuing to be pushed back, which on the flip side is having an impact on market confidence. The residential and private sectors are expected to hit some further bumps in the road, but it appears that some industry experts feel that the cycle will bottom out in 2024.

With the anticipated pipeline of projects over the next few years, labour shortages and contractor availability are going to become much more pronounced, which will further fuel demand and result in higher construction costs. It is no exaggeration that labour shortages are likely to become the defining challenge of the decade, but the answer is not to defer or cancel projects which would only be detrimental and could have significant unintended knock-on consequences for the industry far greater than the problem that is trying to be addressed.

Not only do we face diminishing general labour capacity, a substantial decrease in the availability of some construction focussed professional services has become evident. Of further concern are the latest enterprise agreements, either now in effect or soon to be, show considerable signs that the impact on future construction costs will almost certainly be significant.

On the residential front the ever-growing housing crisis continues to loom larger by the day. When you examine the figures, and somewhat ambitious target of construction of 1.2 million homes over the next 5 years, it is plain to see that governments and planning authorities have a veritable mountain of work to do before our industry can be expected to step up to its side of the challenge. To get anywhere close to this target our industry will need to double its current capacity.

It would appear that regulation enforced to provide energy efficiencies and changes to the National Construction Code, designed to improve sustainable living as well as include solutions for those with disabilities, have driven build costs so high that it has almost come to the point where a return on investment may not be beneficial and may offer some reason as to why when the requirement needed is to increase building approvals they have actually been on a downward trajectory since 2019.





The MCA is one of many industry bodies who have come to recognise and advocate, for some time now, the need for radical reform and change. The ambition is for the industry to be radically different in 10 years' time. We need to fundamentally change the system, so contractors compete on innovation, productivity, quality, and sustainability and not just price.

A strong focus on improving profitability, reducing risk, and attaining a degree of cost certainty is sorely needed. In many ways it may seem to be an impossible task but there are forces at work.

The first steps have been taken and there are measures underway to create reform both by government and industry. It will be a long road, but the past few years have I believe shown us that our priorities are the right ones, however perhaps our approach needs to become more agile, more responsive.

Brendan Coyle
MCA President

Masonry Contractors Australia (MCA) and its members continue to be a fundamental part of the Construction Industry. Our Team have an ongoing goal to support and contribute to innovative solutions to advance the Bricklaying and Blocklaying Industries for our Members whether they are a Sole Trader or a Tier 1 or 2 Contractor. We cannot thank all our Members and Sponsors enough for their continued support with which the MCA Team will continue to endeavour to surpass the potential of our members.



OVERALL WINNER
2023 Awards for Excellence in Brick and Block Laying
Darlington Public School
Chippendale by Southern Cross Masonry



POSITION VACANT

MCA EXECUTIVE COMMITTEE MEMBER

Committee Members will be nominated at the Annual General Meeting, or via email, with the appropriate Nomination Form. Their duties are to support and attend any Executive or General Meetings, continuing education events, Annual Awards Dinner and representative role as delegated by the President. Participate in discussions and decisions of the Executive Committee. Promote and encourage MCA Membership and Annual Dinner. The Executive Committee provides the office bearers with opportunities to discuss their respective duties and to develop collegiality and team-work.

Duty Statement

MCA Executive Committee Member

For further details, contact Tracey Van Breugel on 02 9296 6661 or tvanbreugel@mbansw.asn.au

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BOARD MEMBERS & EXECUTIVE STAFF OF MASONRY CONTRACTORS AUSTRALIA

Masonry Contractors Australia (MCA) is a voluntary run/operated Association by Company Directors (of their private companies) to assist Bricklayers/Contractors and the Masonry Industry.



■ BRENDAN COYLE PRESIDENT

Brendan has more than 30 years experience in the Masonry Industry. He has worked as a bricklayer in Ireland, England, New Zealand and across Australia. With more than 20 years' Senior Management experience, being employed by two Australian major brick manufacturers for approximately 15 years. Brendan also has Masters in Business (MBA).



■ TIM MURPHY EXECUTIVE MEMBER

Director – Fugen Holdings NSW Pty Ltd

Tim and his brother Dan established FUGEN (Bricklaying) in 1984, which Tim and Dan still operate today. Tim was a founding member of the MCA, under the leadership of 'Jock' Cameron (and John White). Tim is proud to still be involved with the MCA and the Masonry Industry.



■ CON ZARAFETAS EXECUTIVE MEMBER

Executive Director – Conrina Masonry Pty Ltd

Con Zarafetas, founder of the Conrina Group, has been involved in the Masonry Industry for more than 30 years. His love for the industry manifests in his commitment in promoting the positive aspects that masonry delivers, through his involvement with the MCA. Con, an experienced Director, demonstrates an ability to grow organisations to be both financially and ethically sustainable, rewarding all stakeholders in the process. Con has a Graduate Diploma of Management from Macquarie University and is currently completing his Master of Business (MBA) at MGSM.



■ JOHN WHITE EXECUTIVE MEMBER

Senior Commercial Business Development Manager – PGH Bricks & Pavers NSW

John has been involved with the MCA since 1997 and served as Executive Officer from 2003 to 2013. Primarily from a sales background, John has sold everything relating to the industry, including bricks, blocks, sand and cements through to wall ties, as well as bricklaying services. He has a basic knowledge of remedial and rectification work. Companies he has worked for include Aalborg, ABBTF, Austral, Boral, Brick & Block, Melcann, Statewide and Westox. John's motivation for his work with the Association is to contribute to the continuance of a trade which has fed and clothed him for over 30 years.



■ MARK FORBES

EXECUTIVE MEMBER

Area Manager – Mid North Coast & New England NSW –
CSR Masonry & Insulation – Bradford, Monier, PGH

Mark has dedicated over 30 years to the building industry. One of Mark's goals is to encourage and motivate more youth to acquire an apprenticeship so we can see our industry continue to grow into the future. Mark has a strategic plan to educate builders about the Masonry Contractors Australia (MCA) with commitment to drive growth and innovation within the construction sector.



■ JENNIFER BRAYBROOK

EXECUTIVE MEMBER

Masonry Division Manager - Leviat

Jennifer began her career with Leviat (Ancon) in the UK in 1999. In 2017 she seized the opportunity to bring her experience and skills to Leviat in Australia.

In her role as Masonry Division Manager, she brings a wealth of masonry support and restraint experience to the industry. She shares her passion for brick buildings and supports others in creating them.

Fun fact, she is also a qualified Zumba instructor.



■ JOHNNY EL-HACHEM

EXECUTIVE MEMBER

Senior Business Development Manager – Steel Builders

With over 12 years of experience in the building industry, Johnny's journey began in 2012 when he transformed a rundown property into a beautiful family home, sparking his passion for construction and renovation. His career has since flourished, with extensive sales and operational experience, including his role as a National Sales Manager in a scaffolding company. Johnny is also dedicated to helping future leaders in the industry, leveraging his hands-on expertise and leadership to mentor and guide others. He brings all this experience and passion to his current role as a Senior Business Development Manager at Steel Builders, with the goal of better servicing the Masonry Industry and its needs.



■ TRACEY VAN BREUGEL

EXECUTIVE SECRETARY

Master Builders Association of NSW & Secretariat to Masonry Contractors Australia

Tracey has been employed by the Master Builders Association of NSW (MBA NSW) for eight years working Tuesdays – Fridays 8:30am – 5:00pm. She administrates for two Industry Sectors; Masonry Contractors Australia (MCA) and the Metal Roofing and Cladding Association of Australia (MRCAA).

SEE PAGE 6 FOR POSITION VACANT

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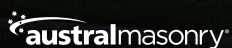
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Product: Austral Bricks – La Paloma Miro

Attention all members & guests...

BREAKFAST MEETING

Wednesday 18 September 2024

VENUE: Pennant Hills Golf Club, Vicars Room

ADDRESS: Cnr Copeland Rd & Burns Rd, South Beacroft

COST: \$50 +GST

TIME: 7:30am - 9:30am

AGENDA

- 7:30am - Registration
- 7:45am - Breakfast Served
- 8:15am
 - Welcome address by President
 - Guest Speakers
 - Conrina Masonry - ONEWALL - New Cavity Wall System
 - Cement Australia - New Product
- 9:30am - Meeting conclusion

Please advise your attendance by completing the registration form below and returning by email

tvanbreugel@mbansw.asn.au - NO LATER THAN WEDNESDAY 11 SEPTEMBER 2024

NAME	COMPANY	Breakfast Meeting (\$50+GST)

INVOICES WILL BE PROCESSED AND FORWARDED ON RECEIPT OF REGISTRATIONS

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C/ - MBA NSW, 52 Parramatta Rd, Forest Lodge, NSW, 2037

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are inviting you to

THE EXCELLENCE IN BRICK & BLOCK LAYING AWARDS

FRI **25** OCT
7-10.30 PM 2024

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LOFT ~ LEVEL 3 ~ JONES BAY WHARF

Canapes & Drinks
Cost \$205pp (+ GST)

Dress Code
Lounge Suit ~ Cocktail Dress

Parking
Directly across the road
Jones Bay Wharf Car Park

Tickets
To be purchased no later than
Friday 20th September

Any Other Info

Tracey Van Breugel
tvanbreugel@mbansw.asn.au

02 9296 6661



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venue collection + catering



Jones Bay Wharf

PYRMONT – SYDNEY CITY

DIRECTIONS · PARKING · MAP

LEVEL 3, 26-32 PIRRAMA ROAD, PYRMONT NSW 2009

Parking

WILSON JONES BAY WHARF CARPARK

Located on 17-23 Pirrama Rd Pyrmont (opposite Doltone House)

Wilson Carpark Ticket Validation available at our Pyrmont venues, please see our friendly staff who can validate your ticket for discounted parking rates.

Wilson Carpark pre-book parking at

bookabaywilsonparking.com.au with promotional code 'Doltone'.

THE STAR PARKING STATION

The car park entry is on Edward Street or Pirrama Road. For further information call (02) 9777 9000

Walking Distance

From Town Hall, take a short walk over the Pyrmont Bridge, follow Pirrama Road for approx 10 mins.

Water Taxi

For further information call Water Taxis Combined 1300 666 484

Light Rail

Departs from Central Station to The Star every 10 to 15 minutes and operates 24 hrs per day, 7 days a week.

For further information call 131 500 or visit transportnsw.info

Bus

The State Transit Bus Route 389 regularly departs from City – Town Hall Park Street to Pirrama Rd. For route and timetable information, call 131 500 or visit transportnsw.info

Train

Departs from Central Station to Town Hall Station regularly and operates, 7 days a week. 1.8km walk from Town Hall Station.

Ferry

Operates 7 days a week from Wharf No. 5 at Circular Quay and stops at Pyrmont Bay, from here's it's a 10 min walk to Jones Bay Wharf. For route and timetable information on State Transit's 'Darling Harbour' ferry to Pyrmont Bay call 131 500 or visit transportnsw.info

Bicycle

The area is easily accessible by a bicycle, with several on and off road cycle paths and bike racks nearby.



MAP LEGEND

	Doltone House Jones Bay Wharf		Harbourside car park
	Doltone House SoHo		Light rail line
	Doltone House Loft		Bus stops
	Doltone House Suite 55		Separate dedicated cycleways
	Doltone House Darling Island		Dedicated cycling lanes
	Jones Bay Wharf car park		Bicycle-friendly roads
	The Star car park		

THE EXCELLENCE IN BRICK & BLOCK LAYING AWARDS

2024 ENTRY FORM

CLOSING DATE - THURSDAY 19 SEPTEMBER 2024

Tax invoice will be issued on receipt of entries.

ENTRY SUBMITTED BY:

COMPANY: (Name to appear on Tax Invoice)

NAME: (Must be completed)

Company Address:

Person to Contact:

Business Telephone:

Mobile Number:

Email:

Category – Brickwork (Please tick appropriate box)

- Category 1 – Single Dwelling (Residential)
- Category 2 – Medium Density (Cluster Housing)
- Category 3 – Commercial and Public Buildings

Category – Blockwork (Please tick appropriate box)

- Category 4 – Single Dwelling / Residential / Medium Density
- Category 5 – Commercial and Public Buildings
- Category 6 – Face Blockwork

Categories 7 and 8 includes the use of brick and blockwork skills in restoration, decoration, a specific feature identified on a larger project - civil contract works, use of sandstone and / or feature work (retaining walls etc.).

- Category 7 – Ornamental and / or Landscape – Brickwork
- Category 8 – Ornamental and / or Landscape – Blockwork

The Overall Winner of the MCA Excellence in Brick and Block Laying Awards 2024 will be chosen from the Winners in the above Categories.

Entry Fee

MCA Member: **\$150 +GST**

Non Member: **\$450 +GST**

**A Tax Invoice will be issued upon receipt of Entry Form
to Email: tvanbreugel@mbansw.asn.au**

ENTRIES TO CONTAIN

- Completed Entry Form and any other documentation / material such as simplified floor plans, perspectives etc. that you may wish to include.
- All entries to be accompanied by no more than 15 high resolution (minimum 300dpi and no smaller than A4) photographs of the Project. Included in the 15 photographs must be 3 of the overall Project.
- Alternatively, if the photos are too high a resolution or large files it would be advisable to send them via OneDrive or insert them on a USB memory stick and deliver or mail to:

WHERE TO SEND YOUR ENTRY:

Masonry Contractors Australia
Attention: Tracey Van Breugel
"MCA Brick and Block Laying Awards 2024"
Private Bag 9 BROADWAY NSW 2007

OR DELIVER TO:

Attention: Tracey Van Breugel
Ground Floor – 52 Parramatta Road
FOREST LODGE NSW 2037
Email: tvanbreugel@mbansw.asn.au

CONSTRUCTION DETAILS

Bricklaying Contractor: (Must be completed & signature obtained)	
Contact Name:	Mobile Number:
Authorised Signature:	Email:
Name of Builder: (Must be completed & signature obtained)	
Contact Name:	Contact Number:
Authorised Signature:	Email:

OWNER DETAILS:

Name of Owner: (Must be completed & signature obtained)	
Contact Name:	Contact Number:
Authorised Signature:	Email:

YOU MAY WISH TO ATTACHED LETTERS IN SUPPORT OF THE ENTRY

1. The competition is opened to any licensed brick or block laying contractor or nominee in Australia.
2. The Judges reserve the right to determine eligibility of an entry.
3. All entries must be completed to occupation stage between 1 September 2023 to 31 August 2024.
4. Entrants may be required to provide further documentation when requested.
5. The owner of the entry must signify consent to the building being entered and willingness to be bound by the conditions of the contest, including publicity and print media, by signing the entry.
6. Permission must be obtained by the occupant in sufficient time prior to judging for internal and external access.
7. Each individual entry must be submitted on a separate form and supported by photographs and documentation no more than 3 pages explaining why the project has merit and should be awarded.
8. All documentation remains the property of the Masonry Contractors Australia.
9. The Judges' decision is final and no correspondence will be entered into.
10. All entry fees are to be paid prior to the closing date.
11. Judging will take into account the external appearance, value, quality of workmanship and finish.

JUDGING DATE - THURSDAY 3 OCTOBER 2024

FOR MORE INFORMATION CONTACT TRACEY VAN BREUGAL

tvanbreugel@mbansw.asn.au - 02 9296 6661 | <https://masonrycontractors.com.au/awards/>



Australian Government: Bricklaying Services

Bricklaying Services

Check the performance and input benchmarks for bricklaying services.

Last updated 14 March 2024

- Businesses in this industry
- 2021–22 benchmarks
- What are performance benchmarks
- Input benchmarks
- Key benchmark range

Businesses in this Industry

Businesses in this industry lay, cut and repair bricks, and prepare sites for the construction of buildings and other structures. These benchmarks do not apply to block layers, pavers or builders.

What are Performance Benchmarks

Performance benchmarks use information reported on tax returns for the 2021–22 financial year and are updated each year. This is the most current data. The benchmarks show ranges of business income to business expenses. Use these benchmarks to compare your performance against similar businesses.

Key Benchmark Range

Total expenses to turnover is the key benchmark range for this industry. It is the most accurate when predicting business turnover. You should fall within the key benchmark range for your annual turnover. If you fall outside the range for your industry, your business may have room to improve. Check that you have reported all income and accounted for any trading stock used for private purposes. Some businesses can use accepted amounts as estimates for the value of trading stock used for private purposes.

2021-22 Benchmarks

Key Benchmarks for 2021-22

Not all expenses are reported by every business. Only use this information as a guide if it applies to your business.

Annual Turnover Range	\$50,000 - \$150,000	\$150,001 - \$350,000	More Than \$350,000
'Total expenses' divided by 'Annual turnover'	29% to 48%	52% to 68%	70% to 83%
Average total expenses	38%	60%	77%

Other Benchmarks

Annual Turnover Range	\$50,000 - \$150,000	\$150,001 - \$350,000	More Than \$350,000
'Labour' divided by 'Annual turnover'	24% to 37%	30% to 44%	35% to 49%
'Motor vehicle expenses' divided by 'Annual turnover'	7% to 11%	4% to 7%	3% to 4%

For benchmarks for previous years, see [Small business benchmarks External Link](#).



Australian Government: Bricklaying Services

Input Benchmarks

These input benchmarks have been developed in consultation with the:

- National Federation of Bricklayers and Masonry Employers Association
- Tasmanian Master Bricklayers Association
- Masonry Contractors Australia
- Master Bricklayers and Segmental Paviers Association of Queensland.

They represent the industry norm and apply to bricklayers who:

- Work directly with household customers
- Are responsible for purchasing their own materials.

These benchmarks are current as at April 2015. To give feedback on the usefulness of these input benchmarks, email us at BusinessSegmentPublishing@ato.gov.au.

Input Benchmark Guide

Use these benchmarks to compare and check your business performance against the bricklaying industry average.

Remember:

- All dollar amounts are GST-inclusive.
- Calculations are based on a standard brick 230mm long × 110mm wide × 76mm high.
- Prices charged may vary between states and regions.
- If you are in Tasmania and you need to manually wash bricks, deduct 100–200 bricks (depending on size of job) from the bricks laid per day benchmark figure.

Input Benchmark for Bricklayers

Coverage rate – number of standard single bricks (230L × 110W × 76H) required per square metre	50
Coverage rate – tonnes of sand to make mortar to lay 1,000 bricks	1
Coverage rate – number of 20kg cement bags to make mortar to lay 1,000 bricks	8
Cost of materials – sand, cement and lime as a percentage of labour price charged to customer	10 to 15
Number of bricks for average job (for example, extension, garden walls or granny flat)	2,000
Days to complete average job (including one day for excavation) – tradesperson only	5
Days to complete average job (including one day for excavation) – 1 tradesperson plus labourer	4
Days to complete average job (including one day for excavation) – 2 tradespeople plus labourer	3
Price charged per 1,000 bricks – labour only (see note 1)	\$840 to \$1,260

Note 1: Add a further 10% to 15% to the labour charge if sand, cement and lime are supplied.



Australian Government: Bricklaying Services

Sales Turnover

Use these benchmarks to:

- Estimate your income and compare your income against the bricklaying industry average
- Check that your records accurately reflect your income.
-

Remember:

- All dollar amounts are GST-inclusive.
- Prices charged may vary between states and regions.
- Calculations based on a standard brick 230mm long × 110mm wide × 76mm high.
- The number of bricks laid per day may vary due to job conditions, different application and finish, and whether the job is new or renovation work.
- Add brick charges if supplying bricks.
- In Tasmania, bricks laid and sales per year may be less due to the local process of manual brick washing. The quantities of sand and cement required per year will need to be adjusted accordingly.

Sales Turnover Income Guide per Tradesman

Income Guide	Tradesperson only	Tradesperson + Labourer	2 Tradespeople + Labourer (Group of 3)
Tonnes of sand purchased or used per year	80 to 120	120 to 160	160 to 240
Bags of cement purchased or used per year (20kg bags)	640 to 960	960 to 1,280	1280 to 1,920
Bricks laid per day	350 to 600	600 to 800	800 to 1,200
Bricks laid per year	70,000 to 120,000	120,000 to 160,000	160,000 to 240,000
Price charged per 1,000 bricks - labour only	\$840 to \$1,260	\$840 to \$1,260	\$840 to \$1,260
Price charged per 1,000 bricks - labour only (see note 2)	\$58,800 to \$151,200	\$108,800 to \$201,600	\$134,400 to \$302,400
Sales Turnover Range - Labour Only (see note 2)	\$58,500 to \$151,200	\$100,800 to \$201,600	\$134,400 to \$302,400
Average labour charge per day per person	\$294 to \$756	\$252 to \$504	\$224 to \$504
Jobs completed per year	40	50	67
Days to complete average job	5	4	3
Days worked per year	200	200	200

Note 2: Add a further 10% to 15% to the labour charge if sand, cement and lime are supplied.



Australian Government: Bricklaying Services

Bricklaying Service Examples

This example shows a way to work out why your income is outside the benchmarks.

Example: Income less than expected

Ben runs a bricklaying business with one full-time labourer. They work on household jobs only.

Ben normally charges \$1,100 for 1,000 bricks laid. This includes \$100 per 1,000 bricks for sand, cement and lime. Together with his labourer they lay 800 bricks per day.

Ben's records show that he has used 150 tonnes of sand and 1,200 bags of cement during the year. Using the benchmarks he estimates that they have laid approximately 150,000 bricks. This should have brought in income of about \$165,000, including \$15,000 for materials.

Checking his business records, Ben finds he has only recorded income of \$136,000 for the year. Ben reviews his quote books and finds that he has not recorded some of his cash work. Ben contacts a bookkeeper for advice on record keeping. This example shows what to do if your income falls below the benchmark.

Example: Sales below the benchmarks

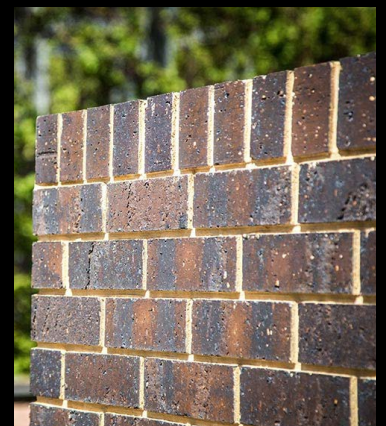
Harold and Sandy run a bricklaying partnership with a regular labourer (group of 3). They specialise in the domestic renovation and extension market. Harold and Sandy quote for work on the basis they can lay 1,000 bricks per day for which they charge \$900 plus \$100 for materials.

Checking their supplier purchase records for the year Harold and Sandy find they have purchased 200 tonnes of sand. For their business this equates to approximately 200,000 bricks laid and sales of \$200,000 (including materials).

Harold and Sandy have recorded sales of \$175,000 and decide to check their work diaries for cash work they have not recorded because they were busy. They identify \$22,000 in sales that were not recorded and adjust their business records to reflect this.



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AUSTRALIAN TAXATION OFFICE: SUPPORT AVAILABLE TO BUSINESSES EXPERIENCING DIFFICULTIES

Find out what you can do if you're struggling to pay your tax bill in full and on time.

Paying your tax bill in full and on time will help you avoid paying the general interest charge (GIC), which is currently 11.34% and accrues daily for any overdue debts. But if your business is dealing with some financial difficulties, there is support available.

Struggling to pay in full or on time?

You may be eligible to set up a payment plan. If you owe \$200,000 or less, you may be able to do this yourself using online services. If you can't, or you owe more than 200,000, contact us or your tax professional to discuss your options. It's important that you pay any overdue debt as soon as possible.

You may be eligible for a GIC remission

You can ask us to remit your GIC. When we look at your request, we'll take into account whether you paid your tax bill late because of circumstances that were:

Beyond your control and what steps you took to relieve the effects of those circumstances

Within your control but led to results that you couldn't foresee.

You can find out more about requesting a remission of interest charges on our website. This includes instructions on how to download the new GIC remission application form and submit it using secure mail in Online services for business.

Registered tax professionals can also help you with your tax and super obligations.



TRADITIONAL BRICKS WITH CONTEMPORARY STYLE

The Manhattan brick range provides the quality, longevity, thermal properties and weather protection you'd expect from PGH bricks along with a versatile and stylish aesthetic.

Available in three market relevant colours and patterns, the Manhattan range is designed to complement a multitude of material palettes.

Learn more about how the PGH Manhattan range can enhance your next building project. Visit www.pgh.com.au

Follow us on socials and tag your project using #MyPGHBrickHouse





BRICKLAYER CONNECTION AUSTRALIA UPDATE: BUILDING SUCCESS

BRICKLAYER CONNECTION AUSTRALIA

Since our last update in April 2024, Bricklayer Connection Australia has been making significant strides in laying the groundwork for our new initiative. Our International Project Manager, Kate Haywood, has been diligently connecting with bricklayer employers associated with Brick and Block Careers. By engaging in face-to-face meetings, Kate has fostered open discussions, clarifying how her role can benefit their businesses.

In addition to her interstate travels, Kate has collaborated closely with our Marketing Manager, Ayesha Dadlani, to develop a comprehensive marketing strategy. This plan focuses on leveraging social media channels and search engine optimisation to broaden our reach and attract inquiries. Our primary target is overseas migrants, encouraging them to engage with our newly launched website, where their inquiries are captured and addressed.

This strategy has already yielded impressive results, with a higher-than-expected volume of inquiries. Notably, we have successfully assisted several employers in offering sponsorships to UK migrant bricklayers.

There is still work ahead. Kate is eager to connect with employers seeking long-term resource solutions. Given that the process for a migrant bricklayer to arrive in Australia can take up to 12 months, now is the ideal time to start discussions with Kate.



Kate Haywood
International Project Manager
M: 04967 905 522
E: Kate.H@brickandblock.org.au
W: bricklayerconnectionaustralia.org.au



Rest assured; the quality of migrant bricklayers is very high. We have many highly skilled and experienced UK bricklayers eager to start a new life in Australia. What they need from you is sponsorship.

I recommend researching how sponsorship works in your state to stay ahead of the curve. Begin planning now and reach out to Kate Haywood to get started.

Michael Morrissey | CEO | Brick and Block Careers

To learn more about Bricklayer Connection Australia, please contact Kate Haywood.

IMPORTANT: Bricklayer Connection Australia does not offer legal or immigration advice. If you require these services, please contact an Immigration Lawyer.



NEW SOUTH WALES GOVERNMENT: TOUGH NEW INDUSTRIAL MANSLAUGHTER LAWS SEND STRONG MESSAGE ON IMPORTANCE OF WORKER SAFETY IN NSW

After 20 years of campaigning by families, friends, and unions whose members have been killed at work, today the Industrial Manslaughter Bill passed NSW Parliament. NSW is the last mainland state to make industrial manslaughter an offence.

The Minns Government has fulfilled its promise to legislate industrial manslaughter. Since 2019 more than 300 workers have been killed in NSW. The new Industrial Manslaughter law will give prosecutors the ability to hold a business or individual responsible for the death of a person due to gross negligence in the workplace.

The maximum penalty will be 25 years jail for an individual, which is consistent with the existing maximum penalty for manslaughter in the NSW Crimes Act.

There will be a maximum penalty of \$20 million in fines for a body corporate, the highest in Australia. It will be supported by a new unit established in the NSW Office of the Director of Public Prosecutions.

The new law does not create new work health and safety obligations or duties for employers but creates a strong new offence to deter unsafe practices and strengthen accountability.

The Government consulted widely before introducing the bill and the bill was supported by an overwhelming majority of the Parliament. A review is to be undertaken 18 months after the commencement of the provisions.

Minister for Work Health and Safety Sophie Cotsis said:
“This is an historic moment for worker safety in New South Wales. These are not laws we ever want to use. We want them to act as a deterrent and a reminder that this government takes worker safety seriously”

“We want those responsible for workplace safety – who are responsible for the lives of their workers – to take that role with utmost seriousness”

“The message sent today is clear - unsafe practices will not be tolerated. It is a fundamental right of every worker to go to work and come home safely to their loved ones.”

Co-Chair of the SafeWork Families and Injured Workers Support and Advisory Group (FIWSAG) Jacqueline Quinlivan said: “This has been such a long time coming, but we can now say we have the industrial manslaughter laws that are required. On behalf of the Family and Injured Workers Support and Advisory Group (FIWSAG) and all those who are injured or have lost a loved one through industrial death, we would like to say, ‘this is for them’. This is a step forward for NSW as a jurisdiction and I want to thank absolutely everyone who made this possible.”

FIWSAG Member Patrizia Cassaniti:
“I would like to thank and congratulate Minister Sophie Cotsis and her team for all the hard work and the Minns Government for making this Bill a priority and a long overdue reality. A big thank as well to everyone involved including Unions NSW, CFMMEU, and the Families and Injured Workers Support and Advisory Group for advocating and lobbying for industrial manslaughter to finally be accepted and become law.”

“Rob and I would like to dedicate this accomplishment to Christopher and every other worker who went to work and never came home.”

FIWSAG Member Dave White said:
“The passing of the industrial manslaughter bill is a milestone that the FIWSAG has been working towards over the past five years. This bill introduces an additional and significant deterrent for those individuals in the workplace who continue to risk the health and safety of workers”

“Whilst this won’t bring back our loved ones who’ve been lost in workplace incidents, this passing of the bill may save other families from having to endure the grief and pain of losing someone who never came home from work.”



NEW SOUTH WALES GOVERNMENT: SERVICE NSW BUSINESS BUREAU: TIPS FOR GETTING PAID FASTER

For small business owners, having invoices paid late or not at all can result in falling behind on rent, not paying staff on time, ordering inadequate stock or, in the worst-case scenario, closing their business. There are a number of steps small business owners can take to not only reduce unpaid invoices but get paid faster.

-
Court Sayer-Roberts, an independent advisor with Service NSW Business Connect, has experience running his own business. He also helped businesses recover from drought, bushfires and COVID-19 in his former role at the Rural Financial Counselling Service New South Wales.

Here is Court's advice on how to reduce unpaid invoices, get paid faster and improve your small business's cash flow.

Know who you're doing business with.

When providing products or services to another business for the first time, Court advises first identifying the risk.

'When you've been engaged to provide a service, do some fact checking around who you're about to do business with. Check the credit worthiness of new clients before setting them up on your books.'

At a minimum, search the Australian Business Register to confirm the business has a valid ABN. If you've done this but still have concerns, you can:

- Obtain a credit check
- Ask for references
- Request a company report from the Australian Securities and Investments Commission (ASIC)
- Conduct an online search for the business and, if relevant, its directors.

Be open, honest and professional.

'One of the first things you should do protect yourself from non-payment is to have written contracts in place and clear payment terms,' Court says. According to Court, setting a professional tone with customers from the outset will go a long way to getting paid on time.

You can do this by explaining the entire sales process with your customers, including the:

- Agreed scope of work
- Signing of a contract
- Terms and conditions
- Payment terms and consequences for late payment.

'Setting the groundwork in that first meeting will establish the foundation for a better working relationship,' Court says.

Quote well and quote fast

Court has seen firsthand the positive impact of issuing high-quality, well-structured quotes to securing prompt payment. He recommends following 3 simple steps when it comes to good quoting:

1. Include a detailed, itemised breakdown of the costs involved.
2. Consider the best payment terms for your business. When possible, have 7-day payment terms. Court also suggests asking for 50% upfront and 50% upon completion to improve cash flow if you're doing project-based work.
3. Send invoices as soon as possible after you've completed the work. 'The day you complete a job is the day you should issue the invoice', Court advises.

Incentivise prompt payment.

According to Court, offering a 2% discount could improve your cash flow by 10%. He says, 'You might offer a small discount to encourage customers to pay promptly.'

You can also introduce penalties for late payments – for example, a 2.5% increase of the quote for every 7 days it isn't paid.'

Court notes that cloud-based software can help you build incentives into your invoicing.

Automate the process

Paperwork is one of the most challenging parts of running a small business. Court explains that beyond saving you time, automated invoicing can also help reduce late payments and make accounting easier.



NEW SOUTH WALES GOVERNMENT: SERVICE NSW BUSINESS BUREAU: TIPS FOR GETTING PAID FASTER

By invoicing through the cloud, you can set up automated emails for payment reminders. When customers get these emails, they can simply click and pay.

Court says these automated processes can reduce late payments by up to 30%.

Also, if you can transfer your business model into accounting software, Court notes, 'it makes the entire process seamless.'

'If they can do this, business owners look forward to invoicing, especially when they can tell you how much money is yet to come into their business. It's very rewarding because they're on the path of taking full responsibility and accountability of their business,' Court says.

Want to learn more about how to reduce late payments? Find an independent advisor to discuss your unique business needs. You can also attend events and access online resources for practical tips and industry guidance.

Related links

- Business Connect online resources – cash flow
- Setting the right price for products and services
- Get help when your small business is in debt

Read more Service NSW Business Bureau tips and insights



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MASTER BUILDERS ASSOCIATION OF NSW (MBA NSW) SAFETY DEPARTMENT – MEMBER SAFETY SERVICES

INFORMATION SERVICES AND ADVICE

Our specialist safety team has a wealth of experience in both the commercial and residential sectors. The team responds to safety related issues and can advise on:

- Site inspections and audits-
- Safety procedures and associated documentation
- Safety Management Systems
- Desktop and surveillance auditing
- High Risk Construction Work (HRCW) Safe Work Method Statements (SWMS) templates
- Site Safety Plans

MANAGEMENT SYSTEMS

The NSW WHS Regulation 2017 at section 309 states: All construction projects (i.e. construction work costing \$250,000 or more) must have a written WHS management plan prepared by the Principal Contractor before work on the construction project commences.

Our series of Safety Management systems have been gap-audited by a JAS-ANZ Certification Accreditation Body attaining compliance for the following Safety Management Systems.

- **Work, Health & Safety Management System (WHSMS)**
- **Environmental, Health & Safety Management System (EHSMS)**
- **Quality, Health & Safety Management System (QHSMS)**
- **Integrated Management System (IMS)**

SITE SAFETY INSPECTIONS

The Master Builders experienced Safety Team can undertake Site Safety Inspections of construction sites to provide:

- A site safety walk to Identify any major WHS vulnerabilities and document solutions
- Provide a formalised inspection report
- Desktop and surveillance auditing.

Advice on:

- Requirements for identification of and removal of asbestos
- Scaffold requirements
- Electrical compliance

- On-site consultation arrangements
- Accident and emergency response procedures
- Site inductions
- Safety Management Systems
- HRCW
- Risk Management
- Safe Work Practices
- SWMS

Sydney Metro - Site locations within the Sydney basin do not incur any travel fees. **Distant Work Travel Time** - A set fee is applied to works conducted outside of the Sydney basin for travel time and any travel expenses are charged at cost price.

SUPERSAFE COURSE

SuperSafe is a two-day Building and Construction Industry specific work health and safety training course targeted at construction site-based staff. Including but not limited to construction workers, leading hands, supervisors, foreman, site managers.

COURSE AIMS

- To motivate participants to adopt a systematic, risk management style of management and leadership
- To provide participants with the practical skills needed to be an effective supervisor
- To provide participants with the skills and behaviours to positively affect the safety culture on their jobs

Next Courses Sydney MBA Office:

- Friday 13 Sep and Friday 20 Sep 2024 (attendance is required both days)
- Friday 15 Nov and Friday 22 Nov 2024 (attendance is required both days)

[REGISTER HERE ▶](#)

If you would like to book a site safety inspection, purchase a Management System or speak to a Safety Officer please contact us on below contact details:

MBA Safety Department
safety@mbansw.asn.au 02 8586 3555



ASBESTOS & SILICA

AWARENESS BRIEFING



DANGER ASBESTOS



BACKGROUND

Uncontrolled cutting, grinding or drilling of products or materials containing crystalline silica can generate hazardous levels of airborne dust. Breathing in this dust, usually over several years, leads to serious and fatal lung disease such as silicosis.

COURSE AIMS

Silicosis can kill, but exposure to silica dust is preventable. SafeWork NSW is spreading this message by educating workers and the public about the risks of exposure.

COURSE TOPICS

Eliminate or Substitute the Risk
Isolate the Hazard
Engineering Controls
Administrative Controls
Respiratory Protective Equipment (RPE)

WHO SHOULD ATTEND

Anyone who works with manufactured stone, concrete, bricks or rock.

COURSE LOCATION

MBA Office - 52 Parramatta Road, Forest Lodge 2037
Parking is not available at MBA Office for the duration of the course.

DATE AND TIMES

Please indicate your preference on the Registration Form provided.

COURSE COST

Masonry Contractors Australia (MCA) Company Rate:
Up to 10 employees - **\$500 +GST**
Up to 15 employees - **\$750 +GST**
Up to 20 employees - **\$1,000 +GST**

REGISTRATION DETAILS

To register your attendance for this course please complete the form in the link below and email it back to the MBA Safety Department using the details at the bottom of the form.

Please note that a confirmation email will be sent to you with full details.

COVID-19

Attendees who are unwell with cold/flu symptoms or have not received both doses of an approved COVID-19 vaccine may not attend. Attendees must show a current COVID-19 vaccination certificate when requested.

**Download Registration
form below** ↓ ↓ ↓ ↓

CLICK HERE

FURTHER INFORMATION

Master Builders Safety Department
(02) 8586 3523
safety@mbansw.asn.au



SAFEWORK NSW

Changes to Working with Silica-Containing Substances

Responsibilities for PCBUs will change from 1 September 2024 when new regulations for crystalline silica substances come into effect.

These changes will apply to all materials containing at least 1% crystalline silica, including engineered stone.

The stronger regulatory framework for working with silica-containing substances aims to protect workers from exposure across all industries.

This will include a prohibition on uncontrolled processing of silica-containing substances and the requirements for:

- The development of Silica Risk Control Plans for high-risk work
- Providing additional training for workers; and
- Reporting exceedances of the workplace exposure standard for respirable crystalline silica.

More information will be available soon about the amendments and what that means for businesses on the SafeWork NSW website.

The SafeWork NSW website has information, advice, and resources for any business.

On the building and construction webpage you can find an A-Z of safety topics and resources specifically relating to the construction industry including fact sheets, posters and toolbox talks.

<https://www.safework.nsw.gov.au/your-industry/construction>

You can also access our SafetyCasts and order or download a Pocket Guide to Construction Safety.

https://www.safework.nsw.gov.au/_data/assets/pdf_file/0004/386446/pocketguide-to-construction-safety.pdf

Get into contact with SafeWork NSW

Call us directly on 13 10 50 to seek advice, report a health and safety concern or to speak to an Inspector about any health and safety matter.

For information and guidance materials visit <https://www.safework.nsw.gov.au/>



OCTOBER

Attention all Members

ANNUAL GENERAL MEETING

Wednesday 23rd October

VENUE: Novotel Sydney Olympic Park - Forest Room

ADDRESS: 11A Olympic Blvd, Sydney Olympic Park NSW 2127

TIME: Breakfast Commencing 7:30am

FREE FOR ALL MEMBERS

Notice of Annual General Meeting

To transact the following business:

1. To receive and, if thought fit, adopt the Financial Statements for the period ended 30 June 2024 together with the President's Report.
2. To declare the election of the Office Bearers (President, Executive Officer and Treasurer) and Ordinary Directors (minimum of 4 Executive Members) of the Association.
3. To vote on a Special Resolution to be added to the Constitution.
4. General Business.

Please advise your attendance by email tvanbreugel@mbansw.asn.au - NO LATER THAN 9TH OCTOBER 2024

MASONRY CONTRACTORS AUSTRALIA | ABN: 33 803 726 188



Architectural Excellence: ABN Headquarters in Leederville showcases modern Brickwork

Bespoke Leviat Ancon masonry support solutions enabled contractor, PACT, to achieve the challenging details to the complex brickwork veneer of ABN's new purpose-built headquarters building, within a tight construction time frame.

Constructed on the car park of the old Leederville Hotel, ABN's stunning new 9400m² headquarters building creates a dynamic new hub for the country's leading construction, property and finance group, bringing together many of its Perth-based brands under a single roof.

Purpose-designed by award-winning international architects, Hassell, it will house around 800 staff in its multi-level offices, commercial spaces and stunning ground floor retail shopfront.

The Challenge

To meet the demanding 87-week build programme and challenges imposed by the tightly bounded site, the architect coupled a robust concrete frame with an elegant brickwork veneer, creating a high-quality building with stunning kerbside visual to reflect the company's dynamic image and provide a catalyst for major redevelopment of the local area.

The complexity of the brick soffit, however, meant that specialist bespoke brickwork support solutions were required to accommodate the variety of depths and overhangs involved.

The Solution

Working closely with Main Contractor, PACT, Ancon designed a bespoke, fully integrated support solution to accommodate the various cavity widths, below-slab projections and complex stepping detail above openings.

The solution involved almost 500m of Leviat Ancon 30/20, a compact high-performance cast-in channel supporting 300m of Leviat Ancon MDC bracket angle support, in various sizes to accommodate the differing projections and cavity widths. 750 Leviat Ancon hangers were also fabricated to support brickwork soffits, as well as 22 individual cleats, purpose-designed for use in the radiused wall section.

Conclusion

All components were manufactured to precise specifications at Leviat's manufacturing site in New South Wales and delivered to the Leederville site to meet the demanding build programme set by PACT, who, as a member of the ABN group will also now be based in the new headquarters building.



Timeless Elegance

Baines Masonry Blocks' Honed Masonry Blocks

Introducing Baines Masonry Blocks' Honed Masonry Blocks, a choice that transcends trends for those seeking an enduring touch in architectural design. Crafted with meticulous attention to detail, these blocks offer a classic and highly finished visual appeal enhancing any projects.

Baines Masonry's honed finished block range are unique and special in both appearance and composition. This speciality ensures a quality finished product by our highly skilled staff right from concept to completion ensuring consistency fulfilling client's desirability.

We take pride in making each block to order, guaranteeing a uniform aesthetic from a unique single batch. Available in three versatile thicknesses—90mm, 140mm, and 190mm—these blocks provide flexibility to match your project's needs.

Honed Blocks expose the beauty of the naturally sourced aggregates, resulting in a subtle, matte-like finish that can either

contrast or harmonize with the product's matrix colour, resulting in an understated touch of class. Elevate your architectural design with Baines Masonry Blocks' Honed Masonry Blocks, where sophistication meets timeless craftsmanship.

For more information contact, visit

www.bainesmasonry.com.au/coloured_honed_polished_blocks.

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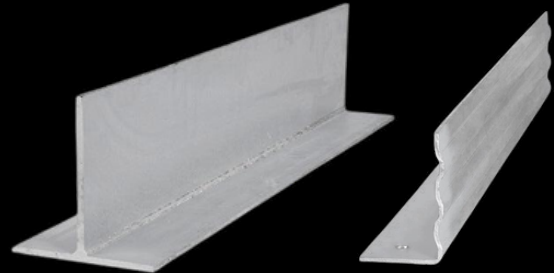
Our product range includes:

- Galvanised Smart Flat Bars™
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- Long span and heavy-duty Smart T-bars™ and custom Smart T-bars™
- Fabricated Smart Lintels™
- Concrete lintels
- Smart Maxi T-Bars™ for double brick masonry and cavity walls

All of our Smart Lintel and Smart T-Bar™ range include the following features and benefits:

- Fully hot dip galvanised to AS/NZS4680
- R3 Durability Rating to AS/NZS2699.3
- Full product warranty
- Fully engineered
- Compliant with relevant Australian Building Codes & Standards
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We offer next-day delivery in all suburbs of Sydney and provide free cutting and mitre cutting if required.



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STEEL BUILDERS PTY LTD IS A SUPPLIER OF QUALITY BRICKLAYERS HARDWARE PRODUCTS.

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- Vermin Wire
- Hoop Iron
- Termite Shielding, Ant Capping
- Weepa Products (plastic and stainless steel)
- Clouts and Nails
- Expansion Joint



All of our products are of the highest quality and meet all relevant Australian Standards. We offer next day delivery to all Sydney suburbs.

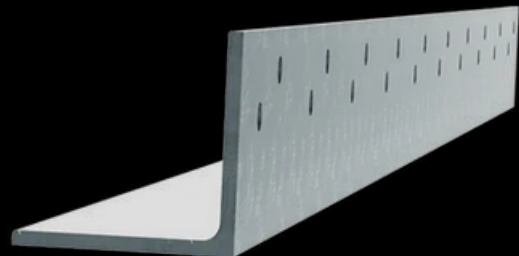
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- Customisation: Custom hole sizes and positions are available on request. Mitre cuts and welding services are also offered.



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Website
www.steelbuilders.com.au

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<p>\$99 YEARLY +GST</p> <p>MCA Special offers from sponsors</p> <p>Your company/business promoted via editorials</p> <p>Relevant and up to date information on industry laws and changes, new products and advice</p> <p>General meeting minutes</p> <p>FEES AS APPLICABLE</p> <p>General meeting invites</p> <p>Annual award entry for member/non-member</p> <p>SIGN UP NOW</p>	<p>\$300 YEARLY +GST</p> <p>MCA Special offers from sponsors</p> <p>Free listing on MCA website and the use of the MCA logo</p> <p>Your company/business promoted via editorials</p> <p>Relevant and up to date information on industry laws and changes, new products and advice</p> <p>General meeting minutes</p> <p>FEES AS APPLICABLE</p> <p>General meeting invites</p> <p>Annual award entry for member/non-member</p> <p>SIGN UP NOW</p>	<p>\$500 YEARLY +GST</p> <p>MCA Special offers from sponsors</p> <p>Free listing on MCA website and the use of the MCA logo</p> <p>Your company/business promoted via editorials</p> <p>1 complimentary tickets to MCA breakfast and general meeting</p> <p>Relevant and up to date information on industry laws and changes, new products and advice</p> <p>General meeting minutes</p> <p>FEES AS APPLICABLE</p> <p>General meeting invites</p> <p>Annual award entry for member/non-member</p> <p>SIGN UP NOW</p>	<p>\$800 YEARLY +GST</p> <p>MCA Special offers from sponsors</p> <p>Free listing on MCA website and the use of the MCA logo</p> <p>Your company/business promoted via editorials</p> <p>2 complimentary tickets to MCA breakfast and general meeting</p> <p>Relevant and up to date information on industry laws and changes, new products and advice</p> <p>30mins business coaching session by phone, on business issues and challenges</p> <p>General meeting minutes</p> <p>FEES AS APPLICABLE</p> <p>General meeting invites</p> <p>Seminar invites & Networking events</p> <p>Annual award entry for member/non-member</p> <p>SIGN UP NOW</p>

The MCA exists to help change the Masonry Industry, for the better. By following our motto, "Masonry Pride, Australia Wide", the MCA Committee, and all its partners, are striving to achieve the same common goal - to bring masonry back to the forefront of the Australian Construction Industry. By becoming a member, you open up a whole world of opportunity for both yourself as an individual and your residential or commercial level company.

JOIN NOW

Email: tvanbreugel@mbansw.asn.au | 02 9296 6661

HERE'S WHY YOU SHOULD BECOME A SPONSOR

SUPPORT OUR INDUSTRY

PLATINUM SPONSORSHIP

ANNUAL - \$5000 +GST

BENEFITS

- Recognition of support throughout the year on Masonry Contractors Stationary.
- Product Endorsement (subject to approval).
- Rotating display of your Sponsorship during the Annual Dinner.
- Company Name in larger print on Framed Awards recognising Sponsorship.
- Recognition of the MCA Annual Dinner supplement in the Master Builders Magazine February/March Edition.
- Placement of Company Logo and 12 months free exposure on the Association's Website.
- 4 Complimentary Tickets to the Annual Dinner.
- 1 Full Page Free Advertising in the Official MCA Publication 'The Bricklayer Magazine', issued twice a year to members.
- Placement of Company Logo on published 'Support Our Industry' Advertisement.
- Guest Speaker at 3 MCA General Meetings (preference).

GOLD SPONSORSHIP

ANNUAL - \$3000 +GST

BENEFITS

- Recognition of support throughout the year on Masonry Contractors Stationary.
- Product Endorsement (subject to approval).
- Rotating display of your Sponsorship during the Annual Dinner.
- Company Name on Framed Awards recognising Sponsorship.
- Recognition of the MCA Annual Dinner supplement in the Master Builders Magazine February/March Edition.
- Placement of Company Logo and 12 months free exposure on the Association's Website.
- 2 Complimentary Tickets to the Annual Dinner.
- 1 Half Page Free Advertising in the Official MCA Publication 'The Bricklayer Magazine', issued twice a year to members.
- Placement of Company Logo on published 'Support Our Industry' Advertisement.
- Guest Speaker at 2 MCA General Meetings.

SILVER SPONSORSHIP

ANNUAL - \$1500 +GST

BENEFITS

- Recognition of support throughout the year on Masonry Contractors Stationary.
- Rotating display of your Sponsorship during the Annual Dinner.
- Company Name on Framed Awards recognising Sponsorship.
- Recognition of the MCA Annual Dinner supplement in the Master Builders Magazine February/March Edition.
- Placement of Company Logo and 12 months free exposure on the Association's Website.
- 1 Complimentary Ticket to the Annual Dinner.
- Third of a Page Free Advertising in the Official MCA Publication 'The Bricklayer Magazine', issued twice a year to members.
- Guest Speaker at 1 MCA General Meeting.

SUPPORT OUR INDUSTRY

Email: tvanbreugel@mbansw.asn.au | 02 9296 6661

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For sponsorship details please call
Masonry Contractors Australia
on **02 9296 6661**