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COVER STORY P 3

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Manufacturers feeling Victoria's timber ban

DOOR manufacturer Specialty Doors has moved away from Australian hardwoods as a result of the Victorian Labor government's decision to ban native forestry. Director Marcus Bastiaan laments the impact on his business' ability to support the local timber industry.

"We were buying 10 packs of Australian hardwood a month, and one or two packs of imported timber. Today that is the opposite," he said.

For the building industry the loss of Victorian Ash has driven up the price of building supplies. The timber species was most used by manufactures of doors, windows, flooring, furniture and staircases, and was well regarded due to its density and suitable for exterior uses in the Australian climate.

Due to the industries inability to use the timber, manufacturers like Specialty Doors have begun offering several imported species as replacements, including

American oak, European beech and Eucalyptus grandis.

"American Oak is beautiful, but the price point is 50% higher than Ash. Beech is great on price, but it's no good for external use. For now, our closest substitute on price, appearance and utility is grandis," Mr Bastiaan said.

Eucalyptus grandis is a common species on the north coast of NSW and southern Queensland. However, the species is currently being imported from plantations in Uruguay.

Mr Bastiaan is frustrated that Australian manufacturers are forced to rely on imported timber.

"Grandis is an Australian species being grown overseas and sold back to Australians. We should have been developing plantations thirty years ago. Instead, we are rewarding everyone else who has," he said.

He believes the Victorian forestry industry should not

Tasmania. With both states logging industries fighting activists in court.

Mr Bastiaan believes policy needs to change to ensure the survival of the local timber industry.

"The union, forestry industry and government need a better approach on timber. We should be planting, milling and selling our own," he said.

As the timber industry navigates a changing environment, mills and manufacturers must look toward alternatives to continue the supply of hardwood to the domestic construction industry. Mr Bastiaan sees the uncertainty as a major detractor long term for the industry.

"Short term and inconsistent timber policy has driven up the price to manufacture and blown out lead times. The industry is losing skilled workers and struggling to attract apprentices. Ultimately all of this increases the cost of construction," he said.



1/ Lining boards are one of the many products that are now being adversely affected by the closures of native logging.

2/ Marcus Bastiaan... director of Specialty Doors. Photos: courtesy Specialty Doors

have been shut down. He pointed to a similar series of events happening in NSW and

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Expanding carbon credits to native forests

Forestry Australia's new proposal.

FORESTRY Australia is leading an Australian initiative to expand Australia's carbon credits across all native forest tenures, including state forests, private native forests, forests managed by traditional owners, national parks and conservation reserves.

The Forestry Australia 'Enhancing Native Forest Resilience' proposal is a forest-sector-led submission to the Australian Government's Emissions Reduction Assurance Committee EOI process for Australian Carbon Credits Units (ACCU) Scheme methods.

This innovative model is based on a growing body of published work that shows forests that are actively managed can have greater carbon potential.

Under this method, active management means deliberate human care of forests through implementing practices to restore and improve carbon, forest health and resilience outcomes.

Forestry Australia President Dr Michelle Freeman said there were huge untapped opportunities.

"There is a growing body of published work that shows our forests are not only more resilient if they are actively managed, but they can deliver greater carbon abatement benefits," Dr Freeman said.

"Our proposed new Enhancing Native Forest Resilience method is specifically focussed on unlocking the carbon potential across all types of native forests – when they remain forest land.



There is a 2050 goal of reaching net zero carbon emissions referred to as the Paris Target. This means we are actively reducing as much carbon as we are emitting resulting in a net zero change in carbon going into the atmosphere.
Image: Shutterstock

"This would provide additional revenue streams for our national parks, state forests and private forests, specifically to support more investment in ecologically sustainable forest management, thereby enhancing landscape resilience, biodiversity and social outcomes from our forests.

"It would maximise carbon market opportunities to more land owners, from state government agencies managing state forests and national parks, as well as community groups, not-for-profits, private land owners and First Nations Peoples."

This alternate approach to carbon credits will incentivise investment in the resilience and ecologically sustainable management of Australia's native forests, while also allowing for continuing supply of locally and sustainably sourced timber and wood products - unlocking greater opportunities for Australia to meet its Paris Targets.

"Our approach is more

nuanced than approaches that entertain only one option for improving forest carbon outcomes," Dr Freeman said. "This method recognises that the problem and solution requires a more holistic approach, it's based on considering and providing options for applying a broader range of different forest management tools in the toolkit.

"If we extend the potential options for earning carbon credits, we not only generate extra eligible carbon abatement opportunities for Australia, but we also enhance the resilience and ecological values of the Australian forest landscape while continuing to supply local high quality wood products from areas where that is appropriate, it's a win-win-win.

"Active management can also support sustainable livelihoods for regional communities and open up options for self-determination by land holders and managers to achieve the best possible and holistic outcomes.

The proposed project activities under Enhancing Native Forest method can be grouped into three groups:

- Restorative forestry practices: projects that restore ecological health and carbon through forest restoration and regenerative forestry practices where forests have been degraded by wildfires, pest and diseases, or other significant disturbances.
- Adaptive harvesting practices: projects that reduce carbon emissions and improve carbon storage in forests currently available for timber harvesting, while allowing for a level of ongoing supply of wood products, by altering timber harvesting approaches or resting areas from harvest.
- Improved utilisation of harvested wood products: projects that improve carbon storage in wood products by shifting the production of lower grade logs for short-lived wood products into higher grade logs and long-lived wood products.

Forestry Australia is pleased to have this opportunity to contribute directly to the further development and growth of the ACCU Scheme in Australia, and to present a proposal to the Australian Government that highlights the importance of supporting ecologically sustainable forest management for all native forests, especially in the face of increasing threats from wildfires, invasive pest species and other factors exacerbated by climate change.

For more information on Forestry Australia, click here.

New supply chain resilience package

Victoria to get some support for impacted hardwood manufacturers.

THERE is a grant/voucher on offer in Victoria to support manufacturers of native hardwood who have been highly impacted by the end of native harvesting in Victoria. The grant is for \$25K and closes on August 30, 2024. It is not a cash-in-hand grant but it does offer some support.

OVERVIEW

The grant makes funding vouchers available for businesses to access services or procure advice from a preferred qualified service provider to assist with business continuity and future planning. The service provided by the qualified service provider must include one or more of the below:

- advice and analysis regarding the management of cash flow, preparation of cash

flow budgets and projections

- profitability analysis and formulation of financial management and/or operational business strategies
- tax advice and planning
- strategic analysis to revise business planning
- advice regarding the management of debts and liabilities
- legal advice relating to the business.

To be eligible, businesses must:

- derive between 5% and 40% of the business's material



Hardwood is now hard to come by in Victoria. Manufacturers have been forced to look to importing other hardwoods. Image: Shutterstock

inputs for manufacturing processes from native hardwood from Victorian state forests (this figure must be for the financial year either 2021-22 or 2022-23)

- be an employing business located in Victoria that is registered with WorkSafe Victoria
- be legally structured with an

active Australian business number (ABN) and have held that ABN on and from 1 July 2021.

Additionally, businesses must be in the manufacturing industry classified under one of the following Australia and New Zealand Standard Industrial Classifications (ANZSIC) codes as of 23 May 2023:

- 1413 Timber Resawing and Dressing
- 1492 Wooden Structural Fitting and Component Manufacturing
- 1499 Other Wood Product Manufacturing n.e.c.
- 2511 Wooden Furniture and Upholstered Seat Manufacturing.

For more information and to apply, click here.

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Australian Forest Products Association

AFPA THE LEADING VOICE FOR AUSTRALIA'S FOREST PRODUCTS SECTOR

Forestry firefighters train for bushfire season

FORESTRY Corporation firefighters on the North Coast are preparing for the bushfire season, refreshing skills and planning for the fire season they will face in spring and summer.

As one of the state's four fire authorities, Forestry Corporation staff serve in firefighting capacities as part of their job roles to protect the native and plantation forest estate.

North Coast and Far North Coast firefighters have attended preseason fire days near Grafton for training refreshers on equipment, fireground procedure, command, control, communications and safety.

Forestry Corporation's Fire Training and Operations Officer Adrien Thompson said firefighters across NSW are currently testing equipment and procedure in preparation for the coming season.

"We get to see all of our firefighting staff across the state for this part of the year and discuss how we can best prepare for the bushfire season and manage our estate when it comes to fire,"

Mr Thompson said.

"It's one of the core parts of our business to protect the forest estate and each year we run preparedness events including training new recruits, upskilling existing staff and Pre-Season Fire Day refreshers to get people thinking about the way we communicate, the interactions between the incident ground and the incident management support teams and the collaboration across agencies to effectively and efficiently manage bushfire across all tenures.

Forestry Corporation also conducts hazard reduction burns as part of the prevention phase of incident management while also meeting sustainable forest

management objectives.

"As a firefighting authority and a land manager we enjoy working in collaboration with the NSW Rural Fire Service, National Parks and Wildlife

and NSW DPI across emergency management situations," Mr Thompson said.

Forestry Corporation trains its firefighters to a world-class standard. In Issue #813 we covered the four staff members deployed to British Columbia to assist with Canada's wildfire emergency. They were able to be deployed because of the high level of training and experience they have.

In managing 2-million hectares of native and plantation state forests across NSW, Forestry Corporation uses

the latest technology and systems to detect fires early and provide a timely bushfire response.

Find out more about Forestry Corporation here.



1



2

1/ Marc Brown tests systems on Forestry Corporation's new North Coast category 1 fire tanker.

2/ Pre-season includes training new recruits and upskilling existing staff. Photos: courtesy FCNSW

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National Forestry Day

Australia's forest industries to celebrate on Tuesday 20 August 2024.

ON National Forestry Day – Tuesday 20 August 2024 – I encourage everyone to recognise the excellent work Australia's forest industries do for us all fighting climate change, supporting the national economy and creating the essential and sustainable products Australians love, need and use every day, Australian Forest Products Association (AFPA) CEO, Diana Hallam said.

"Australia's forestry supply chain is responsible for

“THE SECTOR CONTRIBUTES \$24 BILLION TO THE ECONOMY ANNUALLY

renewable and vital everyday items from timber house-frames to home furnishings and paper and packaging products like cardboard boxes and paper cups. These are climate-friendly items we cannot live without! We provide 80,000 highly skilled and direct jobs across Australia's workforce, along with another 100,000 indirect jobs, many in rural and regional areas. The sector contributes \$24 billion to the economy annually and is Australia's 6th largest manufacturing sector," Diana Hallam said.

"This year's National Forestry Day theme is Nature's Carbon Store which highlights how important the sector is as a climate change solution. As production trees grow, they absorb carbon,



Celebrating Nature's Carbon Store
Join us on Tuesday 20 August 2024.

which then continues to be stored in timber and wood fibre products and the built environment, long after the trees are sustainably harvested. We are a big part of the answer to Australia reaching its net zero goals.

"With demand for timber and wood fibre expected to quadruple by 2050, the Australian forest products sector plays a significant role leading the world in sustainable forest management. Our careful

environmental management practices are an example to other nations looking to maximise the potential of their forest sectors, through active replanting and prudent regulations.

"Whether it's the timber house-frame inside the walls of your home, the cardboard boxes your latest delivery arrived in, or the hardwood dining table in your living area, without Australia's sustainable and renewable forest products sector, we wouldn't have these locally made products.

"I strongly encourage everyone across industry and the consumers of all of our wonderful products to celebrate National Forestry Day on Tuesday 20 August," Diana Hallam concluded.

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DATAMATRIX CODES - DATABASE MANAGEMENT

AUGUST

12-13: Timber Construct Conference – Rydges, Melbourne. The Timber Offsite Construction Conference and Exhibition has been rebranded as the Timber Construct Conference to encompass the full spectrum of timber building. The conference provides an invaluable forum to address pressing challenges and opportunities influencing timber's role across the built landscape. Technical sessions will cover research updates, emerging products, building code enhancements, and best practice case studies. For more information, visit <https://timberoffsiteconstruction.com>

SEPTEMBER

7: WFTN 'Cocktails for Charity' event, 2.00 - 6.00pm – Loft West End, Brisbane. Join us for an afternoon of cocktails and charity to support RizeUp, an organisation dedicated to providing life-changing practical assistance to families affected by domestic and family violence. To purchase tickets and for more information,

visit: <https://www.ntha.com.au/eventdetails/25321/wftn-cocktails-for-charity>.

13: NTHA NSW/ACT State Awards – Hilton, Sydney.

Join us in celebrating the New South Wales & ACT Timber and Hardware Industry. Nominations open at <https://www.ntha.com.au/events/2024-nswact-state-awards-nominations/> Contact Tahlia at events@ntha.com.au

23: Latin America Forest Investment Conference – Porto Alegre, Brazil.

24-25: International Woodchip and Biomass Trade Conference – Porto Alegre, Brazil.

25-27: Field Trip – Rio Grande do Sul State, Brazil.

OCTOBER

22-23: International Woodchip and Biomass Seminar and Networking Event – Singapore.

29-31: Forestry Australia's 2024 Symposium – Mercure Ballarat Convention Centre, Golden Point, VIC. Theme:

Healthy and resilient forests for our future, will facilitate conversation and collaboration

that regardless of land tenure and ownership, healthy and resilient forests should be the objective for all forest and land managers. The Symposium is a focused three-day gathering, consisting of two days of plenary and concurrent sessions, and a day of Field Trips. The two-day program will feature a range of Keynote and Invited Speakers, who are experts and thought leaders in their field. The Symposium will also feature several social functions, facilitating networking and collaboration in an informal and relaxed environment. For more information, visit <https://www.forestry.org.au/2024-symposium/>

NOVEMBER

13-15: AFCA annual Gala dinner & conference – Launceston, Tas. For more information visit: <https://www.afca.asn.au/Events/afca-2023-conference-photo-gallery>

SAVE THE DATES 2025

MARCH 22: NTHA SA/NT/WA State Awards – National Wine Centre, Adelaide. Join us in

celebrating the SA, NT & WA Timber and Hardware Industry. Contact Tahlia at events@ntha.com.au

MAY 30: NTHA QLD State Awards – Brisbane City Hall, Brisbane. Join us in celebrating the QLD Timber and Hardware Industry. Contact Tahlia at events@ntha.com.au

MARCH 25-28: DANA Global Wood Products Supply and Demand Trends Seminar, Global Forest Investment Conference, and WWII Battle of the Bulge Battle sites tour – Europe. Contact admin@dana.co.nz

JUNE 22-26: World Conference on Timber Engineering – Brisbane. WCTE is the world's leading scientific forum for the presentation of the latest technical and architectural solutions and innovations in timber construction.

OCTOBER 20-22: International Woodchip and Biomass Seminar and Networking Event – Singapore.

OCTOBER 23-24: Field Trip – Vietnam.



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Checkup time and the 4c's

The changing world of people management.

By **PETER MAGUIRE**

THE world of people and culture management and what organisations need to do to ensure their compliance with legal obligations is going through the most significant upheaval there has been for a very long time.

Over a period of 3 years from 2022 to 2025, there are in excess of seventy changes already occurring in employment laws and jurisdictions with more to come. Here we explore the questions of why this is happening and what you should be doing about it.

WHY IS THIS HAPPENING?

COVID created changes for peoples' work experiences



1/ *The requirements for engagement and consideration given to employees in the workplace has changed with the numerous shifts in employment laws.*

Image: Shutterstock

2/ *Peter Maquire... an expert in workplace relations compliance and high-performance leadership coach.*



and life balance especially in relation to remote and hybrid working which have fundamentally shifted the paradigm for people's expectations regarding work and flexibility in their lives.

Younger generations are challenging employers to be more engaging, more progressive and socially responsible, more invested in their people and more advanced technologically so as to fit with their needs and desires regarding their present and future working lives and workplaces.

The rising costs of mental injuries and illness have given rise to a positive duty to eliminate psychosocial hazards from our workplaces because there is no doubt

that traditional people and risk management processes have made a contribution to the problem.

We are also seeing the highest ever levels of burnout among our leaders because of the complexities involved in managing organisations, talent shortages and increased exposure to serious sanctions for misconduct (e.g. in relation to wage theft or industrial manslaughter) including massive fines and imprisonment.

At the same time, we are having the most significant period of change in workplace relations law and modern award provisions for decades.

Gender equality and security of employment are now primary considerations for the Fair Work Commission in all of its deliberations and there are multiple new jurisdictions for prosecuting sexual harassment, gender-based behaviour and parental leave and related entitlements.

So, it is a perfect storm with change coming from lots of different angles but with

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Share observations, comments, opinions, by email and, subject to normal editorial rules, your feedback will be published. Send media releases, news stories, events, any timber and forestry news related information anytime to Nicky, Donyale and Jess at the following dedicated email address - editors@timberandforestrynews.com

From P 8

one common denominator - we have to fundamentally change the way that we manage people's engagement, performance, development and wellbeing.

WHAT DOES COMPLAINT LOOK LIKE?

Historically, compliance has been interpreted as requiring an organisation to set policies, tell people what the rules are and the consequences of not complying with them and acting on any complaints or reports of breaches.

Often, it has been a tick box exercise e.g. get the employee to sign on the bottom line and you can prove that you told them the rules, so you have done your duty and you're protected.

That is really not compliance and that has now been recognised forcibly through the introduction of positive duties.

The reality is that compliance involves a lot more than having a policy and procedure - compliance is really about what happens in practice, not just what is on paper.

We developed our 4C compliance model back in 2005 and it is still pretty much on the money today.

The 4Cs are:

C1: COMMITMENT:

We demonstrate acknowledgement and intention through formulation of formal policy and consultation and communications with stakeholders.

C2: CAPABILITY: We invest in the resources that are necessary to give the policy life - the procedures, the people, the tools and other resources.

C3: COMPETENCY: We provide our people and those

with specific responsibilities, the training, coaching and support that they need to play their roles in line with our policies and procedures and hold them accountable for doing so.

C4: CULTURE: We consistently apply the policy and processes competently to embed them in everyday practice always seeking to improve and adapting to changes in our needs and regulatory requirements.

Unless your business and your leaders consistently do all four of those, your organisation is not compliant and hasn't really been for a long time.

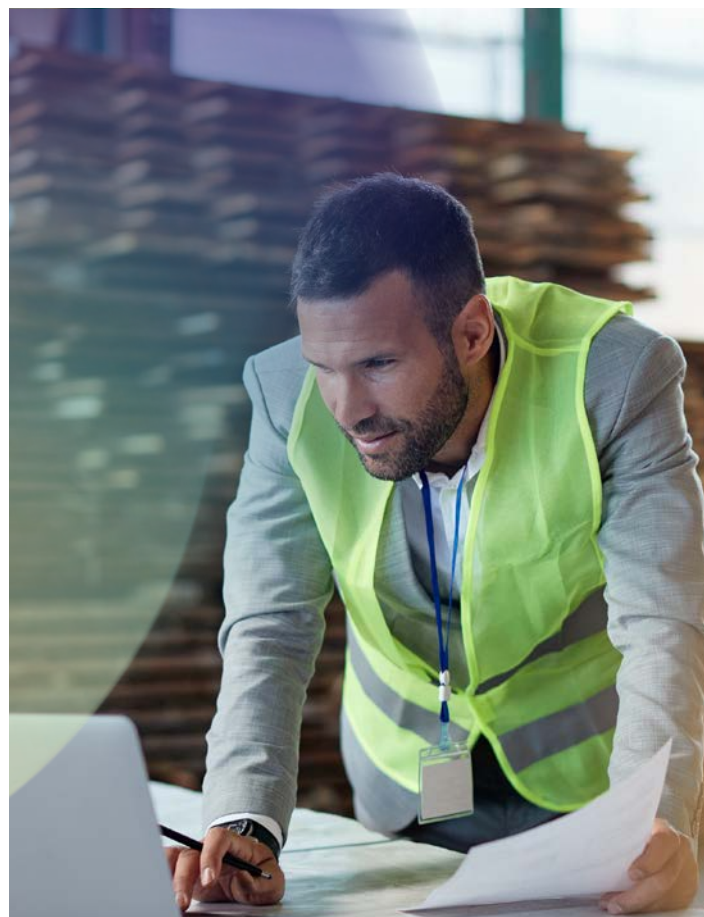
WHAT ELSE CAN YOU DO?

In January 2024, Gallup released a "2024 Employee Engagement Strategy Checklist" in which it tells us that 44% of employees worldwide say they are stressed and proposes some things that organisations can do to get people more engaged and less stressed.

HERE IS GALLUP'S LIST:

1. Check in on your managers because they are more likely to be feeling burned out and stressed and you need them to feel supported and capable of leading their people effectively.
2. Prepare managers to have meaningful conversations with employees in which they recognise strengths and achievements, set and refine goals and priorities and support them in relationships and collaboration.
3. Prioritise promoting vision and purpose, especially among remote workers for whom Gallup's research says that only 28% feel connected to their organisation's

Cont P 10



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to bring the timber industry
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From P 9

mission and purpose.

4. Measure engagement to show employees that you care about their feedback and want to know how they are doing.
5. Take action on survey results - nothing builds positive momentum for an engagement initiative more than asking for feedback, doing something about it and sharing and celebrating positive results.

They say that their research shows that 80% of employees who say they have received meaningful feedback in the past week are fully engaged, regardless of how many days they worked in the office.

When it comes to having meaningful conversations with employees, Gallup said that they should include:

1. Recognition or appreciation

- of recent work.
2. Collaboration and relationships.
3. Current goals and priorities at work.
4. Employee strengths and the things that they do well.

How long should these conversations be? If they are done regularly (i.e. weekly), they should take no longer than 15 to 30 minutes.

YOU NEED THE RIGHT HR ADVISOR

All employers have a duty to have access to professional advice on workplace health and safety and workplace relations matters.

And what is happening in these areas now makes these fields among the most complex to manage in a business.

For small to medium businesses which cannot justify their own dedicated

HR/WHS resources, that means that you really do have to engage with an external professional either through an industry association or a consulting service.

Make sure that whoever that is knows about the positive duty and doesn't just deliver you the same old set of policies, contracts, and job descriptions. They have to be able to do a lot more than that to be the right HR Advisor.

Peter Maguire is the owner and practice leader of Ridgeline HR, an award winning HRM consulting practice which he founded in 2000. Peter is an acknowledged expert in workplace relations compliance and a high-performance leadership coach with over 40 years' experience in HRM. Ridgeline HR's by-line is Helping PEOPLE in BUSINESS and that is essentially what Peter does – help business people with their people business.

Source: Timber Trader News

Choose sustainability

THERE are many ways to help Australia achieve net zero and promote sustainability.

One effective method is choosing products with Forestry Certification symbols. Two active certifications are the Australian Forestry Standard (AFS), now known



as Responsible Wood, and the Forest Stewardship Council (FSC). Internationally, Responsible Wood is recognized by the Programme for Endorsement of Forest Certification

(PEFC). By choosing sustainable products, you support and promote sustainable practices.

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- The global status of the tree based carbon credit industry
 - Global Wood Chip Trade: Regional user and supplier updates
 - Details of 160+ dedicated woodchip vessel shipping fleet
 - Global Biomass: w/chips, white/black pellets and PKS
 - Global pulp-mill status/expansions/future: Market pulp trends
 - A 'New Projects, New Products' panel.

Optional 2 day field trip to Guangxi, China

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- Eucalyptus nursery/plantations/harvesting
 - Wood panel plants
 - Pulp mill
 - Wood import port

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Sustainability is thriving at Cambium

CAMBIUM is a shining light for sustainable forestry in the USA. Cambium takes local wood waste such as fallen trees that are damaged, decayed, or have fallen due to disaster or development problems and they turn these trees into viable resources. Normally these trees end up in landfill or turned into wood chips. However, this group sees far more potential in this wood, they have been working with arborists to help them sell the timber to sawmills who are able to turn the timber into sustainable building materials that can be used for a range of things like furniture that continues to help decarbonise the environment.

As part of its ongoing work and passion for sustainability Cambium has announced



Cambium may have just acquired Forward Forestry but its partnerships with sawmills are equally as important in their processing stream. Image: Shutterstock

that they are acquiring Forward Forestry which is the largest USA network of arborists and tree care companies that sell timber logs. The network consists of 80 partners across the USA. This acquisition will

help boost the timber supply for Cambium and boost the production of their Carbon Smart Wood.

Carbon Smart Wood is a building material that isn't just carbon neutral but carbon negative and made by upcycling fallen trees. Cambium is passionate about ensuring their sawmill partners are able to work

with the highest quality fibres and believe that adding Forward Forestry to their portfolio will only take that to new heights.

To learn more about Cambium, click here.

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Urgent review needed

Government constraints on productivity need to be identified.

UP to half of the cost of a new house and land package is government taxes, fees and charges," stated HIA's Chief Economist, Tim Reardon.

The HIA had a complete investigation from the bottom to the top on the statutory taxes and regulatory costs involved in housing. This report was created by the Centre for International Economics and found that \$51 billion in revenue was collected from the housing industry via taxes such as: stamp duty, rates, and land tax.

"Constraints on the industry reflect the large impost governments place on home building in Australia, not the efficiency with which the industry operates," added Mr Reardon.

"The detached home building in Australia is one, if not, the most efficient in the world. A workforce that is largely engaged as subcontractors and are paid to complete a task, not by the hour, has developed an efficient industry.

"An inquiry into productivity in the sector is important to highlight the imposts that governments continue to add to home building, which cause delays, add costs and reduce labour productivity.

"Governments have recently introduced a range of measures through the National Construction Code that will add around \$25,000 to the cost of a new home. These regulations add additional upfront costs, but they also place additional restrictions on house designs



**\$51
billion**
Housing sector
tax revenue
annually



**Up to
50%**
Taxes &
regulatory
costs on new
homes



14%
GST from
ownership &
construction

The report shows a tough picture of the depth of the taxation on the housing industry.
Source: *Taxation of the Housing Sector Report (2019)* - Centre for International Economics (CIE)

that further reduce the supply of homes. These measures were introduced despite their respective cost/benefit analysis recommending that alternate options be pursued.

"These changes will also see new home buyers paying a higher cost for carbon abatement than any other households in the economy, further reducing the supply of housing.

"These are just the latest additions to the cost imposts that reduce productivity and constrain housing supply.

"Perhaps the worst 'own goal' from governments is the imposition of taxes on foreign owned building companies. State governments impose

punitive rates of stamp duty on foreign owned building companies that prevent them from developing new homes.

"If the goal is to continue to increase the level of pre-fabrication, the industry will require access to overseas finance, and the repeal of planning restrictions that prevent standardisation of materials and building systems.

"There are barriers in the design rules, approvals processes and financing arrangements, particularly for housing, that can make the use of prefabrication more difficult, if not impossible. These barriers are clearly impeding the productivity benefits that industry and governments understand and expect to flow from the prefabricated building sector.

"There are some common misconceptions regarding productivity in house building. This includes a misunderstanding of ABS 301 Res Bldg, which measures employment by building businesses. Direct employment by building

businesses does not include those typically involved in onsite activities such as carpenters, joiners, electricians, etc. It measures direct employment of accountants, sales staff, lawyers, etc.

"Direct employment in the industry has increased since the Global Financial Crisis, as the industry has become

increasingly vertically integrated, and with the rise in pre-fabrication and to navigate increasingly complex systems. This has occurred with support from overseas investors and results in more labour off-site, and less labour onsite.

"Secondly, the rise in the number of trades persons, as measured by ABS 32 Construction Trades is not only a measure of trades in the building industry but across the economy. The rise in the number of trades people likely reflects, at least in part, the growth in trades in mining and public infrastructure sectors," concluded Mr Reardon.

To view the taxation report by the Centre for International Economics, [click here](#).

For more information on prefab and modulation, [click here](#).

To find out more about productivity in the building industry by downloading the report [here](#).

“DESIGN RULES, APPROVALS, AND FINANCING BARRIERS HINDER THE PRODUCTIVITY BENEFITS OF PREFABRICATED HOUSING

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A great upheaval

Tropical storm 'Debby' flooding Eastern USA.

A TROPICAL storm has plagued the eastern side of the USA. There have been mass floodings across Florida and severe warnings across Georgia, South Carolina and North Carolina for the next few days.

The tropical storm has been named Debby and is a category 1 hurricane. So far there have been several reports of trees falling across roads and onto homes in its path. PSCO Special Operations Deputies have been out on the roads around Tampa Bay in Florida clearing the roads from trees to help restore access for residents.

Trees have been falling onto homes and crushing roofs in. This is obviously not only inconvenient for the timely and expensive fixes but also very dangerous. So far five people have died including one teenager who was killed by a tree falling on his home in Florida. The storm is also already causing destruction in Savanna, Georgia. A tree fell onto the roof of a house belonging to a single mother and her four children who will now be forced to find somewhere else to live until the roof is fixed.

I remember in 2007 when NSW, Australia saw three weeks of straight rain. Not just light rain but very heavy rain. The ground turned to mush and then we had a huge storm that took the power out for three days. It wasn't a category 1 hurricane, but



1/ One of our neighbors had a tree crush part of their roof, with the roots ripped right out of the ground.

2/ The SES was out in force with cranes and chainsaws after the storm passed, clearing roads and removing trees from atop people's homes. All photos: courtesy Jess Hockridge

this storm raged for days and knocked down trees all over the suburb I lived in. One of our neighbours had a tree fall on his roof, while others around us had sheds and fences destroyed. I remember going upstairs

to my bedroom and seeing the huge gumtree about 10 meters outside my window standing despite the storm. Within a half hour I heard a huge crash, and that tree had fallen down ripping roots and all out of the ground. Most of

the damage was easily fixable, the State Emergency Service worked hard to clear the roads and remove all the fallen trees and there was lots of extra firewood available. But for our neighbour with a tree crushing his roof it was months before he was able to return to his home.

These storms are an important reminder to us all to keep an eye on the trees around us and be checking on their health. It is also important to do your research before planting trees around your home, consider things like the root systems of the trees you want to plant. The trees that fell all around us during the storm were trees with small root balls like gum trees. However, the swamp mahogany with its vast

root system didn't budge at all. Also make sure, when planting, that you consider what trees are ideal for your area and climate, selecting plants and trees that are weather resistant is ideal.



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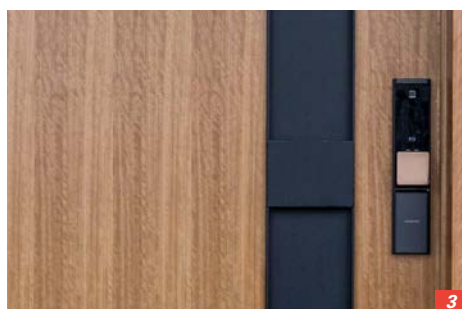
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Response to allegations of non-compliance

RECENT media reports have highlighted regulatory actions against the Corporation. Most of the alleged breaches mentioned in these articles occurred around four years ago.

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FCNSW is committed to protecting and caring for the forests they manage and continually improving their practices in the face of errors. Image: Shutterstock

and we review each incident to identify what went wrong and enhance our systems, processes, procedures and training accordingly. Additionally, we have increased staff presence in the forest, upgraded our technology and established a dedicated compliance

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Image: VidaWood

Accsys celebrates a win in Belgium



the new SILT coastal hotel and casino in Belgium with its stunning Accoya wood exterior. Image: courtesy Accsys

ACCYSYS' high performance and sustainable product Accoya wood was specified for the façade of the SILT building, a new coastal hotel and casino in Middelkerke, Belgium.

Encompassing a hotel and casino surrounded by a wooden skeleton-like facade, the SILT building was designed by renowned Architect firms ZJA, OZ, DELVA, and Bureau Bouwtechniek. Visible along the coastline from Oostende to Westende, this landmark project constructed by Furnibo and Democo spans 39,200m².

Accoya glue laminated beams were used for the façade of the casino. When deciding the material for the façade, the designers wanted a material that would stand the test of time while being durable and resistant to harsh environments. Given the coastal location, Accoya was the ideal material for this demanding project. Accoya is durability class 1, tried and tested not to shrink and swell as much as other wood

species and also comes with a 50-year above ground warranty.

Main contractor HESS TIMBER, specialist in timber engineering, known for its work on Google's HQ in King's Cross, London played a pivotal role in this project. The SILT casino's impressive structure, measuring 42 metres by 33 metres with a height of 25 metres, is made from 115m³ of glue laminated Accoya. The use of wood and natural materials were instrumental to the project, with manufacturer, Hasslacher Holzbauteile and installer, Arwo Bouw ensuring the factory made components fitted together quickly on site to form the modern façade.

In terms of planning and coordination, it was a challenging project, according to HESS TIMBER, "The installation was challenging because the other works on

the casino were already well advanced. Accessibility and free workspace were limited, and completed works had to be protected. The load-bearing capacity of the balconies and allowed free zones was also limited, meaning that the use of heavy machinery in the immediate vicinity of the building was not an option. However, the relatively low weight of the components was an advantage."

John Alexander, Group Commercial Director, Accsys, explained, "Accoya was specified for this project due to its remarkable durability and stability. With the highly anticipated Google HQ Accoya façade demonstrating its longevity in a polluted urban setting, the SILT building's Accoya façade will showcase its exceptional resistance in a coastal environment. This is proven in some of the harshest conditions globally, including oyster farms in the ocean around Australia. We are thrilled that Accoya is part of what is set to become a landmark in Belgium."

“ ACCOYA GLUE LAMINATED BEAMS WERE USED FOR THE FAÇADE



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