

# PPTEU

NATIONAL JOURNAL EDITION 1 2025

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# IN THIS ISSUE

**NATIONAL JOURNAL** EDITION 1 2025

National PPTEU Secretary's Report	<b>1</b>
National President's Report	<b>2</b>
Your vote, your future	<b>5</b>

## What's happening in Victoria **8**

National PPTEU Secretary's Report	<b>10</b>
Bella Whelan: getting it done on and off the tools	<b>12</b>
VIC RDO Calendar	<b>15</b>

## What's happening in NSW and the ACT **16**

NSW PPTEU Secretary's Report	<b>18</b>
NSW RDO Calendar	<b>22</b>
ACT RDO Calendar	<b>23</b>

## What's happening in Western Australia **24**

Western Australia's PPTEU Secretary's Report	<b>26</b>
WA RDO Calendar	<b>29</b>

## What's happening in Queensland **30**

Queensland PPTEU Secretary's Report	<b>32</b>
Mates in construction	<b>34</b>
QLD/NT RDO Calendar	<b>37</b>

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# EARLE SETCHES

We're facing a critical moment for our members,  
and one which will directly impact your finances.

**At the union, we have spent a lifetime working with you, deeply committed to the prosperity, rights, and dignity of working people. It's never been more important that we stand together, stay informed, and continue to support one another.**

It's an uncertain world. We need stability, and you need to think of your family budget.

We are proud of the strong foundations we have built, and redundancy funds are a key part of that safety net. They represent security, and fairness for hardworking Australians in an industry which is always uncertain. All our members get industry-leading training and first-class insurances. The next step is to deliver a dividend.

Members deserve the same level of respect and recognition that workers in New South Wales receive. That's why we are pushing hard for Incolink to follow the NSW model and pay a dividend to Victorian members when returns are good. That would mean that every member in redundancy funds gets a return on their balances when the balance sheet of that fund allows. Let's be clear: we want members to get free training, first-class insurances with bespoke funds management and a dividend on their balances,

There will be good and bad years for funds, and that will change what the dividend is: just like any other company.

But under the Liberals, there will be no good years. Michaelia Cash and the Liberal Party are waging a war against workers' rights, and redundancy funds are in their crosshairs. Cash wants to make it illegal for employers to contribute to these funds, which is a direct attack on the financial security of our members and their families.

State Secretaries across the country, alongside the Federal Government, are standing firm to ensure this doesn't happen. We are on the front foot, working with Ministers to secure standards and protect the rights of our members. Make no mistake, the Liberals will not stop with redundancy. If they get back into power, we will be forced to fight for every condition and entitlement all over again.

The upcoming federal election is not just a political event; it's a decision point for our future. While we may be frustrated with aspects of the current Labor government, there is no question that a Liberal victory would spell disaster. The choice is clear: we must put the Liberals last. A Labor government is not perfect, but it is our best shot at preserving and strengthening the rights of working Australians. We need a government that listens, engages, and understands that unions are no — we are partners in building this nation.

The Government's decision to place the CFMEU into administration amid allegations of corruption has been nothing short of disgraceful. Like any organisation, the union movement isn't immune from needing a clean-up now and then. But what's happening here

reeks of double standards. The CFMEU is facing allegations, not proven offences or convictions, yet the Government's response has been to place them into administration, as if the whole membership is *guilty*, and using that as an excuse to smear every honest, hardworking member is appalling. Meanwhile, corporate giants like Woolworths, Coles, and Qantas have been found guilty — not just accused — of wage theft and systemic exploitation, but were they put into administration? No. They were given a slap on the wrist and told to clean up their act. The hypocrisy is staggering. We stand by the members who go to work every day, do the right thing, and uphold the integrity of their union. They don't deserve to be dragged through the mud while cash-hungry corporations get away with robbing workers blind.

While others debate and dismantle, we continue to build. PICAC, the Plumbing Industry Climate Action Centre, is a beacon of what can be achieved when unions, industry, and governments work together. With five campuses across Victoria, NSW and QLD, plus new land just purchased in Tasmania, PICAC is growing its national footprint with one goal in mind: protecting and future-proofing the trade.

Training is at the heart of everything we do. As technology and sustainability initiatives evolve, our members must be ready to lead. Plumbers, refrigeration mechanics and electricians — these are the trades that will shape our clean energy future. Through Certificate III and IV qualifications, we ensure our people are not just employed but truly equipped. The reality is the current workforce cannot meet the demand. We need

to train, upskill, and grow our ranks with workers who are competent, confident, and proud.

That's why our collaboration with the ETU in Tasmania is so exciting. For the first time, the two licensed trades — electricians and plumbers — are working together on a joint training operation. It's more than a partnership. It's a new way forward. A model for national cooperation that could well define the future of trade training in Australia. Shoulder to shoulder, we are protecting the trades, and by doing so, we are protecting jobs, wages, and conditions.

We're also watching closely the upcoming overhaul of licensing in fire protection and sprinkler fitting. In Western Australia, we expect the Cook Government to introduce new laws requiring apprenticeships for these roles — and that's a good thing. Proper training means real skills. Real skills mean real safety. It's not about red tape. It's about making sure the people doing these high-risk jobs are up to the task.

As we look forward, I want every member to know that your union is here for you. We are not just administrators or negotiators — we are advocates, builders, and fighters. We back our members because we know that every win we achieve together strengthens the whole movement. We will continue to push for better redundancy protections, for stronger licensing standards, and for the expansion of world-class training facilities like PICAC.

Thank you to every member who continues to stand with us. Your strength is our strength. In unity, we are unstoppable.





# PADDY MCCRUDDEN

I want to take this opportunity to talk straight with you. No spin, just the truth about what's at stake for workers in the plumbing and pipes trade across the construction industry.



**Now, I'm not going to tell you who to vote for. That's your decision. But what I will tell you is this: your vote matters, and you need to understand exactly where it's going — especially if you're considering voting for a minor party or an independent.**

Because here's the thing, even if you don't vote for the major parties directly, your vote will eventually end up with one of them through preferences. So, if you cast your ballot without knowing where those preferences land, you might be giving your support to someone who doesn't have your back.

And we need to be crystal clear about this — if the Liberal Party wins this election, working people will cop it. They've made it clear time and again: they exist to make the rich richer. They back big business, not the men and women on the tools. They don't care if you're struggling to pay the bills, or if your job is on the line.

## Let's talk facts.

Michaela Cash has said she wants to make it illegal for employers to pay into redundancy funds. That's not just a policy — that's an attack on your entitlements. Redundancy payments are something

we've fought tooth and nail for. Depending on what state you're in, that's \$140 to \$200 out of your pocket every week — gone. That's your safety net if work dries up or a project shuts down. And they want to rip it out from under you.

The Liberals also want to slash 40,000 public sector jobs. That's 40,000 people who serve our communities — gone. It is still unclear which federal public service jobs will be cut, but regardless of whether it's nurses, teachers, or essential services — it's the people who keep this country running who are usually first on the chopping block under a Liberal government.

And what about cost of living? Anyone who's filled up a car, paid a power bill, gone to the doctor, sent a child to childcare or done the weekly shop knows things are crook right now. Working families are doing it tough. The Liberals won't fix it — they can't fix it — because they simply don't care. Their loyalty is to corporations, not communities.

Now, let me be honest about Labor. I've voted Labor my whole life. It hasn't been easy to say this, but for the first time, I've got serious doubts. What they've done to the CFMEU is nothing short of disgraceful. Pushing through laws in the dead of night to put our comrades into administration? That's a kick in the guts to every union member in this country.

They've done the dirty on us — no two ways about it. But as angry as we are, we've got to keep our eyes on the big picture. Because while Labor's screwed us, the Liberals will *bury* us.

Look at the pipeline of work on the horizon — the Brisbane Olympics, hospital upgrades in NSW and WA, the Suburban Rail Loop in Victoria. These are major projects that mean jobs — long-term, stable jobs for those in the construction industry.

The Liberals have already flagged scrapping projects like the Suburban Rail Loop. That's not just bad for infrastructure in a rapidly growing state, it's a direct threat to your job security. While Labor's actions have raised serious questions, at least they're keeping the lights on for the construction industry. The Libs? They'll shut the whole show down.

And let's not forget they've openly said they'll go after the CFMEU and deregister them if elected. What does that mean for the rest of us? If they can come for one union, they can come for all. It could be your union next. That's your rights, your safety, your wages — all on the chopping block.

But we won't let them get away with it. The PPTEU stands shoulder to shoulder with our brothers and sisters in the CFMEU. We're in this fight together for safe workplaces, good conditions, and fair pay. We've always stood up

for what's right, and we always will.

I also want to make something very clear: there is no place for violence — not in our homes, not on our job sites, nowhere. The PPTEU condemns all violence against women, men, and children. It's our job as union members and as human beings to call it out, to educate, and to support each other. We will continue to campaign on this issue because creating safe communities — at work and at home — matters.

To all our members, thank you. I know these are uncertain times. I know the cost of living is biting. I know there's frustration with politicians, no matter which side they're on. But through it all, your union is here. We'll keep fighting to protect your wages, your rights, and your future.

Elections come and go — but the work we do, the rights we protect, and the solidarity we show each other, that's what keeps us strong.

So, when you cast your vote, do it with open eyes. Don't waste it. Don't hand it to someone who's going to sell you out. Understand where your preferences go. Understand what each party stands for. Because your future — and the future of this industry — depends on it.

**Paddy McCrudden**  
National President



The Libs only want  
to make the rich *richer*.



Authorised by Earle Setches, CEPU Plumbing Division, 52 Victoria Street, Carlton South VIC 3053.



**YOUR VOTE,  
YOUR FUTURE**

**WHAT YOU NEED TO KNOW  
ABOUT THE FEDERAL ELECTION**



# YOUR VOTE, YOUR FUTURE

**With the federal election coming up fast, it's time for those working in the construction industry to take a look at what's going on and how it could affect your work, your pay, and your future on the tools. You might think politics isn't your thing, but the decisions made in Canberra can hit your job site hard. So, it's worth knowing what's what. We're not here to tell you who to vote for. But we are here to say this: your vote matters. And if you're going to vote, make it count by knowing exactly who you're backing and what they stand for.**

## The Big Dogs: Liberal and Labor

The two main players – Liberal-National Coalition and Labor – have some pretty different ideas about how to run the country, especially when it comes to unions and the construction industry.

- **Liberals** talk up business and cutting red tape, but that usually benefits big companies, not workers on the tools. They back flexible work laws that can mean less job security and weaker unions. Now they're saying they'll deregister the CFMEU if elected.
- **Labor** is known for backing workers. They talk a lot about lifting wages, supporting apprentices, and cracking down on dodgy bosses and wage theft. They also usually support union rights and safety on the job.

But here's the twist, Labor went against everything they've traditionally stood for by pushing through laws to put the CFMEU into administration,

which they did overnight. They took away the power of a strong union that's fought hard for safe site conditions, good wages and workers' rights. Other unions are seriously fired up about it, calling it a betrayal, and it's got a lot of people in the industry asking – if they can do it to the CFMEU, then who's next?

## What About the Greens?

The Greens push hard on climate action, social justice, and keeping big business in check. They want more renewables, cleaner buildings, and stricter environmental rules – so expect a bigger focus on energy-efficient systems, especially on commercial sites.

They support workers' rights, public housing, and major infrastructure spending. But some worry their policies could drive up costs and add red tape. If you're all in on sustainability, they might be worth a look.

## Concerns About the Greens:

- **More Red Tape:** stricter standards could slow projects down with extra compliance and approval hoops to jump through.
- **Gas Phase-Out:** Their push to get rid of gas could impact plumbers who rely on gas fitting work.
- **Increased Costs:** Higher taxes and strict regulations might hike up supplier prices.
- **Idealistic Plans:** Some reckon the Greens focus too much on ideals and not enough on what actually works on a real-world job site.

## The Wild Cards: Independents and Smaller Parties

It's not just about the big parties. More and more, independents are calling the shots, especially in the Senate. Here's a quick rundown of some to keep your eye on:

- **Teal Independents** — Big on clean energy and government honesty. Their climate policies could shake up the construction game, especially with building codes and materials.
- **One Nation** — Push for Aussie-made, more apprenticeships, and stricter immigration policies. Popular with some tradies who want to see more support for local workers.
- **Jacqui Lambie Network** — loud and proud for blue-collar workers. Jacqui's big on fairness for vets and tradies, especially in government contracts.
- **Trumpet of Patriots** — New on the scene, but really, they're a re-brand of the **Palmer United party**. They're talking up Aussie values, less red tape, and backing trades and small businesses, but in reality, they're all about money and big business.

If no party wins enough seats, we'll get a minority government — meaning the smaller parties and independents hold the power. That can be good, since it forces the big players to listen and work with others. These guys might not run the show, but they often help decide what gets passed and what gets binned. If one of them lines up with your values, don't count them out.

## Why It All Matters to You

No matter how you vote, this election will shape:

- **Your pay and rights on site** — more rules or fewer protections?
- **Training and apprenticeships** — more funding or less support for new tradies?
- **Job security and site conditions** — will laws protect your rights, or make it easier to be pushed around?
- **Taxes and costs for consumers** — higher taxes and tougher rules can drive up construction costs, leading to tighter budgets, rushed timelines, and boss' cutting corners.
- **Work opportunities** — big projects mean jobs, but who benefits?
- **Union power** — if they can gut the CFMEU, what could happen to other unions?

## Bottom Line: Don't Waste Your Say

Look, you're out there busting your guts every day. Don't let someone else decide what your future looks like. Take five, have a yarn with your mates, check out the policies, and vote for who's actually going to back you and your trade.

**YOUR VOTE IS MORE  
THAN JUST TICKING  
A BOX. IT'S YOUR  
SAY IN HOW THIS  
INDUSTRY RUNS. SO  
MAKE IT LOUD, AND  
MAKE IT COUNT.**



# WHAT'S HAPPENING IN VICTORIA





# EARLE SETCHES

Our Union has a proud history in being at the forefront of establishing a safety net for plumbers in the commercial construction industry, having been a founding member of Incolink when it was established in 1988.

**Since then, our union has been on Incolink's Board and has played a critical role in Incolink growing to become Australia's largest redundancy fund, with over \$1.2 Billion in Funds Under Management — protecting your entitlements and wellbeing.**

As Incolink has grown, so has its capacity to deliver new services for our members such as:

- Free industry training, at our nation leading training centre PICAC
- Income protection including weekly payments, WorkCover Top-up and TAC Top-up
- Leisure time accident insurances
  - Ambulance cover
  - Portable sick leave insurance
  - Funeral cover
  - Accidental dental cover
  - Bill payer benefit
  - Childcare assistance
- Health checks and skin checks
- Employment services for members out of work
- Free counselling — 10 sessions per member
- Toolboxes on mental health awareness, alcohol and drug mis-use, gambling harm reduction, family and relationships, sun safety

- BlueHats suicide prevention program
- Critical incident support
- Free financial counselling and advice to members
- Women in construction program

It has paid for these services by investing your redundancy money and through additional collections we have successfully negotiated in EBAs.

At this critical juncture in our industry, it is imperative that we consider how we build on Incolink's solid foundations of good governance and leading industry services to maximise the benefits to you — our members — and build on the foundations laid throughout progressive EBA campaigns.

That's why, **I will be advocating strongly for Incolink to adopt a model that delivers a dividend to our members.**

This will ensure that you receive an annual payment based upon your Incolink balance when investment returns are good, helping you with the cost-of-living crisis.

And this isn't just a short-term fix. While the dividend will absolutely help members during the current cost-of-living crisis, it's a structural change that's designed to continue well beyond this period. When investment returns are strong, you'll receive a dividend annually it's your money, and you should benefit from it. What you choose to do with it is entirely up to you. You might use it to help make ends meet now, or you may choose to reinvest it, allowing your balance to grow further and deliver

even greater returns in the future. It's about giving members more control, more flexibility, and more value from the hard-earned money you've put into the system.

Importantly, I will be advocating that this additional benefit be delivered to members without compromising or sacrificing any of Incolink's existing services — like BlueHats, and free counselling, and free industry training for our members at PICAC.

We will bring you into line with our brothers and sisters in NSW and make sure you get an annual cash payment when investment returns are good.

But this change will make you will be the first group of union members in this country to receive an annual cash payment, free industry training, and a full suite of services from your redundancy fund.

Because here in Victoria, the birthplace of the unionism, we lead the nation.

As we continue to build on our strong foundations here in Victoria, we must also turn our attention to the bigger picture — the upcoming federal election.

The outcome of this election will have a direct impact on everything we've worked for, and everything we aim to protect. Redundancy funds. Industry-specific training. Fair pay. Safe conditions. The Liberals have shown time and again that they have no interest in defending the rights of working people they've declared war on the very systems that protect you and your families.

Michaelia Cash and the Liberals have made their position crystal clear. They want to outlaw employer contributions to redundancy funds. That means gutting the very programs and services that Incolink delivers like free mental health support, income protection, and training at PICAC. It's an all-out attack on the protections you rely on. If they win government, we'll be forced to fight for every condition and entitlement all over again.

This isn't about party loyalty. It's about survival. It's about ensuring that hardworking Australians aren't made to pay the price for the Liberals' obsession with crushing unions and dismantling worker protections. Yes, we may have frustrations with some decisions made by the current Labor Government — but let's be absolutely clear, a Liberal government will not just ignore us, it will try to destroy what we've built.

So, when it comes time to vote, I'm urging every member to put the Liberals last.

Talk to your family, your mates on site, your community — this election matters. We can't afford to be complacent. We need to elect a government that will stand with workers, not against them. A government that listens, engages, and understands that unions are not the enemy — we are partners in building this nation.

We'll keep fighting here in Victoria. But we need a government in Canberra that doesn't pull the rug out from under us. Our power is in our unity. Let's use it.





# BELLA WHELAN:

## GETTING IT DONE ON AND OFF THE TOOLS

If you haven't met her yet, let us introduce you to Isabella Whelan — a third-year apprentice plumber with RAW, working through Cooke & Dowsett. She's a gun on the tools, proud to be a sanitary plumber, and absolutely loves what she does. But it's not just her work on-site that's turning heads — it's what she's doing off-site too.

On March 8th, for International Women's Day, Isabella pulled together a massive effort to raise awareness and funds to help end violence against women. She organised a 33km walk from Chelsea to St Kilda — yep, you read that right — 33 kilometres. It took them six and a half hours, and over 25 people showed up to walk alongside her.

**The result?** They smashed their fundraising goal. What started as a target of \$3,000 ended up bringing in \$4,841. That's bloody impressive!



But this wasn't just about a long walk, it was about shining a light on something serious. "Two out of three women have experienced violence since the age of 15," Isabella said. "Think about that — it could be your daughter, your sister, your partner, or your mum."

She's not just talking about physical violence either — **it's also emotional, financial, psychological, even in the workplace.** It's happening all around us, and it's not something women can fix on their own. As Isabella puts it, "we need men to help us. We can't fight this fight alone. Please speak up for us."

Isabella's proving that being in the trades isn't just about getting the job done — it's also about looking after your mates and standing up for what's right. She's making a real difference, and we reckon that deserves a solid shoutout.

**Nice work, Bella — you're leading from the front.**



**WANT TO CHECK  
OUT HER FUNDRAISER  
OR CHUCK IN SOME  
SUPPORT?**







# 2025 RDO

## VICTORIAN CALENDAR

### JANUARY

S	M	T	W	T	F	S
			1	2	3	4
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### FEBRUARY

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### MARCH

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### APRIL

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### MAY

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### JUNE

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30						

### JULY

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### AUGUST

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30						

### SEPTEMBER

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### OCTOBER

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### NOVEMBER

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### DECEMBER

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21	22	23	24	25	26	27
28	29	30	31			

Public Holiday Annual Leave RDO Lock Down Weekends School Holidays Picnic Day World Plumbing Day Return to work on 13 Jan 2026

#### VICTORIAN SCHOOL TERM DATES

TERM 1: 29 January 2025 - 4 April 2025  
 TERM 2: 22 April 2025 - 4 July 2025  
 TERM 3: 21 July 2025 - 19 September 2025  
 TERM 4: 6 October 2025 - 19 December 2025

#### PUBLIC HOLIDAY DATES

New Year's Day: Wednesday 1 January  
 Australia Day: Monday 27 January  
 Labour Day: Monday 10 March  
 Good Friday: Friday 18 April

Easter Saturday: Saturday 19 April  
 Easter Sunday: Sunday 20 April  
 Easter Monday: Monday 21 April  
 Anzac Day: Friday 25 April  
 King's Birthday: Monday 9 June

Grand Final Eve: Friday 26 September (TBC)  
 Melbourne Cup Day: Tuesday 4 November  
 Christmas Day: Thursday 25 December  
 Boxing Day: Friday 26 December



WHAT'S HAPPENING IN

# NEW SOUTH WALES & THE ACT





# THEO SAMARTZOPOULOS

2025 is shaping up as a massive year for PPTEU members across NSW and the ACT.



## The Minns Labor Government is delivering on its election commitments, and we're seeing positive signs for our industries.

Most importantly, they've kicked off a major overhaul of building laws in NSW through the introduction of a brand-new Building Bill. This is more than just a name change — this is a complete re-think of how the construction industry operates, and it has the potential to shape our working lives for years to come.

A key part of the Bill is a long-overdue focus on licensing and regulation of our industries. We've been pushing hard for a framework that properly recognises and protects our skilled trades, and we've made it crystal clear to government: our trades need dedicated licences, proper training pathways, and real enforcement to make it all mean something.

It's not good enough to have a system where anyone with a white card and a few weekend courses can touch complex building systems. That's not how you keep buildings safe. That's not how you build a strong future workforce. And it's certainly not how you maintain good pay and conditions for highly skilled workers like our members.

Licensing is the backbone of our industry. It's what sets the standard and creates the value of

the trade. Without it, the door opens to cowboys, undercutting and corner cutting. We've been at the table through this whole process to make sure that doesn't happen. We're pushing for licensing reforms that are clear, trade-specific, and tied to proper Certificate III-level apprenticeships. That's the gold standard, and we're not backing down from it.

In the fire protection space, the review of AS1851 is another important step. For members working in testing and maintenance, this standard underpins how we do the job — and more importantly, how we protect the lives of building occupants. Improving AS1851 is about lifting the quality of work, making compliance easier to enforce, and making sure our qualified fire techs have the recognition and structure they deserve.

Another major milestone we're proud of is the planned expansion of our PPTEU Training Centre. We're in the final stages of council approval, and with a bit of luck we'll be starting construction soon. Once completed, this expansion will give our apprentices and members across NSW and the ACT access to the very best training facilities in the country. It'll also allow us to future-proof

our training offerings, especially as the industry adapts to new technologies like hydrogen, heat pumps, and modern prefabrication systems.

Apprenticeships and training are the lifeblood of our industry. We've been saying it in every forum that will listen — the best way to address skills shortages is to train our own. Bringing in workers from overseas might seem like a quick fix, but without the right local context and retraining, it's often just a band-aid. Long-term, sustainable industry strength comes from investing in young workers, developing pathways, and keeping the quality high.

And let's not forget what's happening on the ground. We've got major infrastructure projects firing up all over the state. Sydney is humming with activity. The St Marys to Airport Metro is well into gear, Metro West is ramping up, and there's plenty of work to come on the Western Harbour Tunnel. We've also got big health infrastructure jobs kicking off or underway. Ryde Hospital is in early works, while Shellharbour, Eurobodalla and five more metro hospitals are all moving into construction phases. These are job-rich projects, and they'll keep plenty of boots on the ground.

In the ACT, we're continuing to push the agenda with the Territory Government around workforce planning, apprentice numbers, and compliance

enforcement on big projects. We're making sure our members' voices are heard, and we're working to strengthen licensing and training systems in line with national best practice.

With all this activity happening, the upcoming federal election will be one to watch closely. We'll be making sure that the issues that matter to our members — like licensing, skills, safety, and workers' rights — are front and centre. There's a clear difference between parties that back workers and unions, and those that want to strip it all back. Our job is to stay active, stay united, and keep the pressure on.

Finally, I want to say thank you to all our members across NSW and the ACT. Your work is the foundation of our industry, and your union will always have your back. Whether you're on a tunnel, in a hospital build, working on a tower crane job, or training up the next generation — you're part of something bigger, and it's something to be proud of.

Look after yourselves, look out for your mates, and let's keep building a better industry together.

**Theo Samartzopoulos**

State Secretary, PPTEU NSW & ACT







# 2025 RDO

## NSW CALENDAR

JANUARY	FEBRUARY	MARCH
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5 6 7 8 9 10 11	2 3 4 5 6 7 8	2 3 4 5 6 7 8
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APRIL	MAY	JUNE
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13 14 15 16 17 18 19	11 12 13 14 15 16 17	15 16 17 18 19 20 21
20 21 22 23 24 25 26	18 19 20 21 22 23 24	22 23 24 25 26 27 28
27 28 29 30	25 26 27 28 29 30 31	29 30
JULY	AUGUST	SEPTEMBER
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13 14 15 16 17 18 19	10 11 12 13 14 15 16	14 15 16 17 18 19 20
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27 28 29 30 31	24 25 26 27 28 29 30	28 29 30
OCTOBER	NOVEMBER	DECEMBER
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19 20 21 22 23 24 25	16 17 18 19 20 21 22	21 22 23 24 25 26 27
26 27 28 29 30 31	23 24 25 26 27 28 29	28 29 30 31

Annual Leave (optional) Flexible RDO Designated Long Weekend Public Holiday World Plumbing Day Picnic Day Scheduled RDO

#### SCHOOL TERM DATES

Autumn Holidays - 14th Apr 2025 to 24th Apr 2025  
Winter Holidays - 7th Jul 2025 to 18th Jul 2025  
Spring Holidays - 29th Sep 2025 to 10th Oct 2025  
Summer Holidays - 22nd Dec 2025 to 26th Jan 2026

#### PUBLIC HOLIDAY DATES

New Year's Day: Wed 1st January  
Australia Day: Mon 27th January  
Good Friday: Fri 18th April  
Easter Saturday: Sat 19th April  
Easter Sunday: Sun 20th April  
Easter Monday: Mon 21st April  
Anzac Day: Fri 25th April  
King's Birthday: Mon 9th Jun

Labour Day: Mon 6th October  
Picnic Day: Mon 1st December  
Christmas Day: Thu 25th December  
Boxing Day: Fri 26th December

# 2025 RDO

## ACT CALENDAR

JANUARY	FEBRUARY	MARCH
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26 27 28 29 30 31	23 24 25 26 27 28	23 24 25 26 27 28 29
APRIL	MAY	JUNE
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13 14 15 16 17 18 19	11 12 13 14 15 16 17	15 16 17 18 19 20 21
20 21 22 23 24 25 26	18 19 20 21 22 23 24	22 23 24 25 26 27 28
27 28 29 30	25 26 27 28 29 30 31	29 30
JULY	AUGUST	SEPTEMBER
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13 14 15 16 17 18 19	10 11 12 13 14 15 16	14 15 16 17 18 19 20
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27 28 29 30 31	24 25 26 27 28 29 30	28 29 30
OCTOBER	NOVEMBER	DECEMBER
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26 27 28 29 30 31	23 24 25 26 27 28 29	28 29 30 31

Public Holiday RDO Canberra Day Reconciliation Day

#### SCHOOL TERM DATES

Autumn Holidays - 12th Apr 2025 to 28th Apr 2025  
Winter Holidays - 5th Jul 2025 to 21st Jul 2025  
Spring Holidays - 27th Sep 2025 to 13th Oct 2025  
Summer Holidays - 17th Dec 2025 to 31st Jan 2026

#### PUBLIC HOLIDAY DATES

New Year's Day: Wed 1st January  
Australia Day: Mon 26th January  
Canberra Day: Fri 10th March  
Good Friday: Fri 18th April  
Easter Saturday: Sat 19th April  
Easter Sunday: Sun 20th April  
Easter Monday: Mon 21st April  
Anzac Day: Fri 25th April  
Reconciliation Day: Mon 2nd June

King's Birthday: Mon 9th June  
Labour Day: Mon 6th October  
Christmas Day: Thu 25th December  
Boxing Day: Fri 26th December



**WHAT'S HAPPENING IN**

# WESTERN AUSTRALIA





# BRIAN BINTLEY

It's been a massive few months for the WA Branch of the PPTEU, and I'm proud to share some important updates and wins for our great Union. From licensing advancements to strong EBA outcomes, and with major construction activity ahead, the future's looking solid for our members across the state.

**The push for Fire Protection Licensing and Registration in Western Australia has officially progressed to the policymakers in State Government. This is a huge milestone, and something we've been fighting hard for, showing that we're being heard.**

We're working vigorously alongside the Government to get a proper licensing system in place. It's time our industry gets the recognition and regulation it deserves, and that workers in the Fire Protection sector are licensed professionals — just like other trades. This will lift standards, protect jobs, and ensure quality across the board. Rest assured, the PPTEU will continue to drive this forward with determination.

In other great news, we've met with all the major Mechanical Plumbing contractors and reached agreement on a new EBA. This will be signed off shortly and represents a fantastic result for our members. These agreements lock in fair pay, safe conditions, and secure entitlements — the stuff that keeps our industry strong.

We've also successfully wrapped up negotiations with Wormald and Chubb Fire Protection. Their

new EBAs have been voted up, and members will now benefit from improved terms and conditions.

Negotiations are ongoing with ARA Fire Protection, and we'll soon begin bargaining with NFS, Firesafe and Roar Fire. We'll keep fighting to make sure all workers in this sector get a fair deal — no exceptions.

A big congratulations to Roger Cook on being re-elected as Premier of this great state. The WA Branch looks forward to working with the Cook Government on key issues like:

- Increasing Plumbing Apprenticeships
- Enhancing the training pathways for apprentices
- Introducing licensing for Mechanical Plumbing and Medical Gas

These are critical areas for our industry and our future workforce. We'll be making sure the Government knows exactly what's needed on the ground, and we'll be pushing to see action.

With a federal election this month, it's more important than ever for our members to have a say in the direction of our country. This election will shape national policies including, industrial relations, federal funding for apprenticeships and training, national safety standards, and

infrastructure investment that flows directly into jobs for our members. We need a government in Canberra that backs workers — not big business. That means supporting TAFE, lifting apprenticeship numbers, investing in public construction, and strengthening workers' rights and protections. Our Union will be active in this election, holding all sides to account and standing up for what matters most — good jobs, fair pay, and a future for the next generation of tradespeople.

Looking ahead, there's a strong pipeline of construction projects across WA, and that means one thing — jobs. These major developments will create a lot of work for our members, including:

- The New Women & Babies Hospital
- Perth Convention Centre redevelopment
- Midland Hospital upgrades
- Bunbury and Geraldton Regional Hospital projects
- New terminals at Perth Airport
- Apartment developments at Belmont Racecourse and Scarborough (The Dunes)
- Student accommodation projects in Central Perth

This is the kind of activity that keeps our branch strong and our members working. We're committed to staying active on these sites and ensuring union conditions are upheld throughout.

I want to give a big shout out to our organiser, Troy Smart, who's been doing a top job on site representing members, solving issues, and keeping the union visible where it counts. Keep it up, mate — your work makes a real difference.

And of course, a massive thank you to all our members and your families for your ongoing support. You are the strength of this union, and we don't take that for granted. Every time you show up, back your delegate, or stand together on the job — you're building something bigger than yourself.

The WA Branch is growing, and we're focused on the future. With strong leadership, solid agreements, and more construction on the horizon, our members are in a good position for the year ahead. Let's keep pushing, stay united, and look out for each other on site.

**Brian Bintley**  
State Secretary, PPTEU WA







# 2025 RDO

## WESTERN AUSTRALIA CALENDAR

### JANUARY

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### APRIL

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### JUNE

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Public Holiday School Holidays RDO

#### WA SCHOOL TERM DATES

TERM 1: 5 February 2025 - 11 April 2025  
 TERM 2: 28 April 2025 - 4 July 2025  
 TERM 3: 21 July 2025 - 26 September 2025  
 TERM 4: 13 October 2025 - 18 December 2025

#### PUBLIC HOLIDAY DATES

New Year's Day: Wed 1 January  
 Australia Day: Mon 27 January  
 Labour Day: Mon 3 March  
 Good Friday: Fri 18 April

Easter Sunday: Sun 20 April  
 Easter Monday: Mon 21 April  
 Anzac Day: Fri 25 April  
 Western Australia Day: Mon 2 June

King's Birthday: Mon 29 September  
 Christmas Day: Thu 25 December  
 Boxing Day: Fri 26 December



# WHAT'S HAPPENING IN QUEENSLAND





# GARY O'HALLORAN

As State Secretary of the PPTEU QLD, I'm proud to share some key updates from the Sunshine State, where our union continues to grow and stand strong in the fight for what's right.

**Right now, it's a bit of a bittersweet landscape in Queensland. The announcement of the 2032 Olympic infrastructure program has injected some much-needed momentum into the industry, with a major pipeline of work on the horizon. These projects will offer long-term opportunities and we'll be making sure our members are front and centre.**

But while that's great news for the future, the here and now tells a different story. The current Liberal State Government has paused or scrapped a number of critical health projects. These weren't just any builds; they were vital hospitals and healthcare facilities that Queensland communities need. It's short-sighted and disappointing, and we won't sit by quietly while this happens.

We will continue to lobby the government and fight for these projects to go ahead. These aren't just job opportunities for our members — they're essential services for Queenslanders. We know that putting off health infrastructure today only makes tomorrow's problems worse.

Our membership is expanding, and that's no accident. Workers across Queensland know the value of standing together. Whether it's for wages, conditions, safety, or respect on site, the PPTEU is the union plumbing and pipe trades turn to when they want to be part of something bigger. Our growth reflects our commitment to building a union that's strong, inclusive, and always ready to back its members in.

We've also got an important federal election on the horizon, and the stakes are high. Decisions made in Canberra directly impact our industry, our rights at work, and the future of licensing and regulation across the trades. It's vital that we elect a government that respects hard working Aussies, backs fair wages, and invests in training and infrastructure. The PPTEU will be out in force making sure our members understand what's on the line, and how powerful their vote really is.

Through it all, we remain focused on making sure our trades are ready and recognised. We're committed to ensuring that qualified, skilled, and licensed tradespeople have access to the education, schooling, and resources needed to deliver these major projects to the highest standard. Whether it's a hospital, a school, or an Olympic stadium, the PPTEU will make sure our members are on the tools and doing the job right.



Our union remains at the forefront of a skilled, ever-evolving industry. We're leading the charge in pushing for stronger licensing, better regulation, and tougher compliance to ensure cowboy operators don't undercut the trades we've all worked hard to build up.

And while our work starts on-site, it doesn't stop there. We're here to look after our members not just during work hours, but on weekends, at home, and wherever support is needed.

Remember, your union has your back.

Queensland's future is bright and the PPTEU will be right there helping to build it.

In unity,

**Gary O'Halloran**  
State Secretary, PPTEU QLD





# MATES IN CONSTRUCTION

**April is the month to support your MATES and show some solidarity for those in the trades community tackling mental health challenges. This month, Jaslyn McClear, a third-year apprentice and proud member of the Next Gen Queensland crew, is stepping up to raise awareness and funds for MATES in Construction by running 10 kilometres every day in April — a huge 300 — kilometre effort!**

Jaslyn, a passionate campaigner for mental health awareness, says, “it’s all about helping your MATES, and MATES in Construction is a fantastic cause. It’s well worth raising as much money as possible for.” She’s using her personal challenge to shed light on the importance of mental health support in the trades and raise funds for the critical work MATES does in the industry.

MATES in Construction is a life-saving program that promotes ‘mates helping mates’ on the job. It’s designed to raise awareness about suicide in the industry and provide workers with the tools and support they need to look out for one

another. By increasing awareness, MATES aims to create a work environment where workers feel comfortable talking about their struggles and offering help to others.

MATES Field Officers play a key role in delivering support on worksites. They offer training, run toolbox talks, and regularly check in with volunteers or anyone who may need to talk. There’s also a 24/7 helpline, 1300 642 111, where trained professionals are available to assist workers dealing with mental health issues, relationship problems, gambling, drinking, domestic violence, or any other personal concerns.

Remember, if you’re feeling off, you’re never alone. Don’t hesitate to reach out to a MATE — we all need to look out for one another.

Every dollar raised through MATES Big Lap helps fund programs that save lives in our industry. Let’s show our support and demonstrate what true union solidarity looks like!

**So, get behind your MATES this April and help raise awareness and funds for a cause that impacts us all.**



**IF YOU WANT TO SUPPORT JASLYN AND THE CAUSE, HEAD OVER TO [MATESBIGLAP.ORG.AU](https://matesbiglap.org.au) TO DONATE OR FIND OUT MORE. YOU CAN ALSO SCAN THE QR CODE TO DIRECTLY CONTRIBUTE.**







# 2025 RDO

## QLD/NT CALENDAR

### JANUARY

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### MARCH

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### APRIL

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### JUNE

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### JULY

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### AUGUST

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### SEPTEMBER

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### OCTOBER

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### NOVEMBER

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### DECEMBER

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Public Holiday School Holidays EBA RDOs Industry RDOs Brisbane Holidays





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# Past performance isn't a reliable indicator of future performance.

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