

1.1A:

License Need: QBCC License

Classes Needed: Builders-low rise, Site supervisor's licence, builders restricted, Trade contractor

1.1B: Section 308 WH&S: The principal contractor for a construction project must ensure that signs are installed that:

Show the principal contractor's name and telephone contact numbers (including an after hours telephone number)

Work health and safety policy

Fantastic Builders is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as clients, visitors and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable.

The responsibility for managing health and safety ultimately rests with the person in control of the business or undertaking (PCBU), directors and management. Workers also have important responsibilities for health and safety in the workplace.

We are committed to complying with the *Work Health and Safety Act 2011*, the *Work Health and Safety Regulation 2011*, codes of practice and other safety guidance material.

Management will:

- Ensure the business complies with all legislation relating to health and safety
- Eliminate or minimise all workplace hazards and risks as far as is reasonably practicable
- Provide information, instruction and training to enable all workers to work safely
- Supervise workers to ensure work activities are performed safely
- Consult with and involve workers on matters relating to health, safety and wellbeing
- Provide appropriate safety equipment and personal protective equipment
- Provide a suitable injury management and return to work program

Workers will:

- Take reasonable care for their own health and safety
- Follow safe work procedures, instructions and rules
- Participate in safety training
- Report health and safety hazards
- Report all injuries and incidents
- Use safety equipment and personal protective equipment as instructed

Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, co-operation and commitment of everyone in the workplace.



Name: Josh Morris Position: Jr estimator

1.1C

Construction:

- The National Construction Code (NCC) will outline the requirements for various aspects of the building. At times, the NCC will reference Australian Standards regarding the materials to be used
- Building legislation, such as the Building Act 1975 (Qld) and Building Regulation 2006 (Qld) will outline further requirements specific to the region.
- Local government will also have specific requirements, including approvals. Refer to your Local Council's website for further detail

Insurance:

- The QBCC may require Home Warranty Insurance in some circumstances
- Contract Works Insurance (sometimes referred to as 'Construction All Risks Insurance') protects the construction-related activities of a construction project – including accidental risks of physical loss or physical damage to the contract works during construction as well as third party liabilities and the advance loss of profits.

POLICY STATEMENT The Corporation of the fantastic builders provides a range of physical, social and developmental services to the local community, visitors to the City and external stakeholders. To ensure effective environmental performance in all activities, the City of Marion is committed to achieving a "Healthy Environment" and aims to integrate environmental considerations with economic, cultural and social factors. This policy provides the guiding principles for setting and reviewing environmental directions, strategies, plans, policies, procedures and actions. **DEFINITIONS**

Healthy Environment

In a healthy environment interactions between natural assets (land, water, air, biota (all living things)), are diverse and yet occur with a stability causing changes to happen over very long periods of time. This term has been identified as one of the four community themes of the fantastic buidlers Strategic Plan 2006-2020.

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Is a process used by an organisation to implement its corporate environment policy and manage its activities that interact and change the environment, whether beneficially or adversely. The system provides a framework that embraces continual improvement in the management and coordination of our environmental activities.

Environmental Aspect

Any element of an organisation's activities, products or services that can interact with the environment. Environmental Impact Any change to the environment, whether adverse or beneficial, wholly or partially resulting from an organisation's environmental aspects.

Continual Improvement

Refers to the ongoing process of reviewing the environmental management system with the overall objective of improving environmental performance in line with the general environmental policy.

Environmental Responsibility

Refers to duty of care for the environment, particularly in relation to responsibilities and accountabilities of all employees, in accordance with the supporting procedures and relevant legislation.

AS/NZS ISO 14001

The international standard that specifies requirements for an environmental management system to enable an organisation to develop and implement a policy and objectives which take into account legal and other requirements, and information about significant environmental aspects (risks).

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1.1D

Payroll Tax Act 1971 (Qld).

Purchase Order Number	19ORE/365	Date Issued	08 Jun 2020
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Supplier: Wilkin Wide Bay Plastering
84 Geolcherts Road
Childers QLD 4680
Ph. 0405 419 832 JY Wilkin

Job Address: Lot 19, SP248349
384 O'Regan Creek Road Toogoom
QLD
Supervisor: Nathan Carter
ph 0438 423 492

Please Supply:

Product or Service Description		Qty	Unit	Cost	Total
Description					
Fix and Set Plaster Board and Villerboard Ceiling and Walls		604.8	m2		
10 lm of Square Set					
Install Cornice		205.2	lin m		
Square set 1200 Hampers		1	EACH		
Supply and Install Expansion Ceiling Joint		2	lin m		
External Corners		31.5	lin m		
11/2.4					
1/5.04					
Square Set Over The 10 Lm Allowance		3.5	lin m		
1/13.4					

Additional Notes and Instructions

Purchase order for a plaster board job.

This purchase order is for a contractor. Contractors run their own business, so they are responsible for their own tax, super, insurance and leave.

Purchase Order Number	19ORE/365.3	Date Issued	08 Jun 2020
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Supplier: **Greens Building Products**
39 Steptoe Street
EAST BUNDABERG QLD 4670
Ph. 0435 003 622 Tyler Savage

Job Address: **Lot 19, SP248349**
384 O'Regan Creek Road Toogoom
QLD
Supervisor: Nathan Carter
ph 0436 423 492

Please Supply:

Product or Service Description	Qty	Unit	Cost	Total
Description				
Supply 10mm MastaShield 75/6.0x1.200	540	m2		
Supply 10mm SpanShield 5/2.4x1.200	14.4	m2		
Supply 6mm Villaboard 4/3.6x1.200 7/2.4x1.200 6/1.8x1.200	50.4	m2		
Supply ClassicLook Cornice 75mm 5.4m	38	EACH		
Supply Mastablock Back Blocking Cement 20Kg Bag	1	Bag		
Supply P18 Int Plaster Corner	2	EACH		
Supply 6mm PVC Caps CM10 2.4m	3	EACH		
Supply 6mm Caps PVC6 cm10 3.0m	1	EACH		
Delivery Fraser Coast	004.8	m2		

This a purchase order for a supplier their prices include gst.

Once purchase orders are sent to either supplier or contractor the supervisor will contact both supplier and contractor to specify delivery dates and when contractor is to begin and finish jobs.

Once the order is delivered an invoice will be sent to admin from there the admin will send money owed.

Once the contractor's task is completed invoice will be sent to admin from there the admin will pay contractor.

Pay Slip Components		Hours/Units	Rate	
Wages and Earnings				
Permanent Ordinary Hours				
Notes: Stroud Homes Wide Bay (76 hours)				
Annual Leave Taken				
Taxes				
PAYG				
Superannuation Breakdown				
SG				
Bank Payments				
Jack Morris				
			Account	
			084598 - ****9118	
Super Contributions				
Super payments are processed on a quarterly basis				
Flat Super			Member Number	
Super Guarantee			****6391	
Leave Details				
			Accrued	
Annual Leave		5.85 hours	0 hours	4 hours
Personal/Carer's Leave		2.92 hours	0 hours	4 hours
Family and Domestic Violence Leave		N/A	0 hours	8 hours

All pay is automated as all employees are on salary packages

GST: (Goods and Services Tax) Act 1999 (Cth)

The purchase order does not include the employers gst only the suppliers or contractors gst, The employer/ owner adds their gst into the final price of contract which means (BOQ+ GST= CONTRACTED PRICE)

1.1E

The Independent Contractors Act 2006 (Cth)

Fair Work Act 2009 (Cth)

- An offer by Party 1
- Acceptance by Party 2
- An intention by both parties to create legal relations (i.e. more than just a friendly agreement, as legal consequences may result from a failure to meet the obligations of the contract)
- Consideration (e.g. money in exchange for goods/services)

This is a contract both parties have gone through quote stage once signed this becomes a legally binding contract and payment will begin.

Qty	Description	Unit Price (Inc GST)	Unit	Total (Inc GST)
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8a

AMENDMENT 2

Mirror design

AMENDMENT 3

1	Delete Media Room and Provide Kitchen as per marked plan			
12.2	Remove Standard Builders Range Carpet from Media Room			
12.2	Supply Sheet Vinyl Flooring (Includes Floor Prep)			\$470.10
1.5	Delete Internal Extension, Including Floor Coverings And Electrical Points, under eaves from previous Kitchen location			
1	Provide 21-24 Sliding Glass Door (Excludes Screens) to Living Room in lieu of 1818 SW			\$211.00

AMENDMENT 4

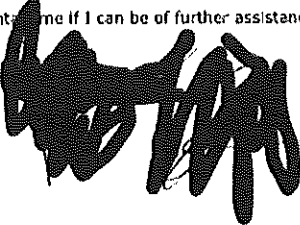
1	Provide additional Floor Cupboards With Tops Per IM to Kitchen Island bench as per marked plan to suit new location			\$103.50
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Let us know what you think of our service at enquiries@stroudhomes.com.au
Visit us on www.stroudhomes.com.au
See us on facebook at www.facebook.com/StroudHomes

Total (Inc. GST) \$1,114.60

Please contact me if I can be of further assistance.

Signature



Date

13, 6 2020

Contract for project:

Contract type: HIA new homes construction contract

Consulting with council:

BUNDABERG
REGIONAL COUNCIL
29 January 2020

ADN 22 427 035 190

Dear Sir/Madam,

Compliance Permit
Plumbing and Drainage Act 2018

RE: - Application for Compliance Assessment
- Permit Number: [REDACTED]

Please find attached 'Form 17 - Permit for plumbing, drainage and on-site sewerage work'.

The applicant is to provide a copy of this Compliance Permit approval and conditions to the responsible licensed plumber / drainer.

Please note that this approval is for plumbing works only and does not constitute a building approval to physically construct buildings or structures of any description. A Development Approval for Building Works must be obtained separately from a Building Certifier.

Site Address: [REDACTED]

Real Property Description: [REDACTED]

Description of Work: On Site Sewerage Facility - Dwelling

Permit Conditions:

- (1) Plumbing and Drainage Work is to be completed within two (2) years from the date of approval. Should you wish to apply for an Extension of Time please refer to the Plumbing and Drainage Regulation 2019;
- (2) A Form 7 - Notification of Responsible Person, signed by the Plumber/Drainer, is to be submitted for Council's records before an inspection can be booked;

C. Williams
C.J. Williams
Plumbing Officer

Consulting with finance broker:

[REDACTED]

Lending Officer: [REDACTED]
20 January 2020

[REDACTED] Increase in principal sum

Dear [REDACTED]
Borrower: [REDACTED]

Loan Account Number: [REDACTED]

Thank you for your request to switch your loan to a construction purpose and increase your loan term and increase your loan by [REDACTED]

- Construction of [REDACTED]

We are pleased to let you know that we have approved your request. The attachment sets out the details you need to know about this change.

To the extent of any inconsistency between the terms and conditions set out in your loan agreement and this document, this document prevails to the extent of any inconsistency.

This increase will be implemented only when all borrowers, and guarantors if applicable, accept the variation(s) and these acceptances are processed by us (in 2020/2021).

You can indicate your acceptance of the variation(s) by return email or mail, or by signing this letter and returning it to us by one of the below methods:

- Email to loans@ausbank.com.au
- Post to Lending Services, PO Box 1053 Bundaberg QLD 4670

We reserve the right to cancel this approval at any time prior to the change being implemented. If you have any questions please contact us on 1300 130 831.

Yours faithfully,
AUSBANK

Once communicating with local council and finance broker for approvals the builder will begin the build process where orders will be made to begin to build the house and have it completed by the agreed completion date failure to meet this day with fines to builder.

1.2A

Fair Work Act 2009 (Cth).

Queensland Industrial Relations Act 2016

Example: a worker is not been given his/her entitled wage and has brought up with employer an not further action is taken he/her would report to the fair work commission to resolve the issue.

1.a

Company subcontractor agreement:

- *trade contractor licensed?*
- *contractor against QBCC*
- *trade contractor's workmanship, reliability and client service*
- *trade contractor have a good track record*
- *trade contractor fit in with your schedule*
- *Adhere strictly to wh&S*
- *Follow ncc and Australian standards*

CONSTRUCTION SUBCONTRACTOR AGREEMENT

I. The Parties. This Construction Subcontractor Agreement ("Agreement") made on 20th of June, 2020, is between fantastic homes with a mailing address of 999 cali way, City of bundaberg, State of qld ("Contractor") and wide plaster service with a mailing address of 102 ride st, City of childers, State of qld ("Subcontractor") both of whom agree as follows:

II. The Client. The Subcontractor acknowledges that any work performed under this Agreement must be in accordance with the latest version agreement(s) ("Prime Contract") made between the Contractor and fantastic homes with a mailing address of 999 cali way, City of bundaberg, State of qld ("Client").

III. Services Provided. Subcontractor agrees to complete the following: fix and set plasterboard ("Services").

IV. Subcontractor Responsibilities. Subcontractor shall be responsible for providing the following when performing their Services: (choose all that apply)

☒ - **Labor** – Including, but not limited to, employees, subcontractors and any other individuals or agents.

☐ - **Materials** – Including, but not limited to, all supplies and products.

☒ - **Equipment** – Including, but not limited to, machinery, accessories, or devices.

☒ - **Travel** – Including, but not limited to, ensuring that the above-mentioned Responsibilities are provided at the Location mentioned in Section V.

☐ - **Other:** _____

1.2b:

Modern awards are the occupation based minimum employment standards

I Josh Morris agree to for fantastic homes for the modern award wage of \$40,400 per year.

Maximum of 38 weekly hours of work – plus reasonable additional hours

Annual leave

- 4 weeks' paid leave per year

Personal/carer's leave (includes sick leave), compassionate leave and unpaid family and domestic violence leave

- 10 days' paid personal/carer's leave (includes sick leave)
- 2 days' unpaid carer's leave as required
- 2 days' compassionate leave (unpaid for casuals) as required
- 5 days' unpaid family and domestic violence leave (in a 12 month period).

6. Community service leave – unpaid leave for voluntary emergency activities and up to 10 days of paid leave for jury service (after 10 days is unpaid).

7. Long service leave – a transitional entitlement for employees as outlined in an applicable pre-modernised award, pending the development of a uniform national long service leave standard.

8. Public holidays – a paid day off on each public holiday, except where reasonably requested to work.

9. Notice of termination and redundancy pay

- up to 4 weeks' notice of termination (plus an extra week for employees over 45 years of age who have been in the job for at least 2 years)
- up to 16 weeks' severance pay on redundancy,

1.2C

Still working within the:

• National minimum wage

National Employment Standards (NES)

As Josh is a unqualified junior estimator he is in a workplace agreement where he is played the national minimal wage until he is qualified once qualified he will be given the award wage.

1.2d

- Observing and implementing the principles of equal employment opportunity

Pro-active measure would be to displacing employee profiles on social media displaying different attributes such as ethnicity, sexual preference, abilities ect. Which shows that the business is a equal employer and gives employees a sense of acknowledgment.

- Ensuring that work is consistent with workplace standards regarding anti-discrimination and workplace harassment

A pro-active measure would be to make sure that employees know that they can come to their employer in a safe and disclosed manner once that is done the employer can resolve the manner with a dispute resolution process.

1.2E

An apprentice is being paid the state award but under the industrial relations act 2016 the apprentice is entitled to the wages of a federal award not a state award.

1.2F

Create a pcbu weekly email blast making sure all employees know what they have access to for example; wages, record keeping, superannuation, whs, diversity in the workplace, equal employment opportunity. Where it displays how to access a file with all documents also regarding industrial relations and/or legal information.

1.3A

Apply organisational dispute resolution process: Create a construction diary, this will record key events, details of meetings, phone calls, photos of completed work. These can be very useful when resolving disputes.

1.3b

Company Policy:

- We value your feedback and we are committed to resolving their issues in a fair, timely and efficient manner.

- Customers can make a formal complaint via email, phone or in at our local office.
- Know that we are committed to creating the best product and service for our customers
- Once the issue is reported we will: record all details on a formal document, get all the facts, discuss the fastest and best way to fix the problem, we will try our hardest to act in a quick manor,
- Once complaint has been fixed to the best of our ability we will follow up and make sure no recurring issues happen or any problem like this in the future

1.3c

Alice had a pricing dispute on a pricing of amendments during contract and could not see the value in the additional fee charged to add things such as down lights, extra shower heads ect.

Formal complaint:

Dear fantastic homes I am outraged at the substantial cost to add amendments to add shower points to my home the individual pc only cost \$100 I can not understand why the fee is an almost \$500 an amendment.

1.3D

Response:

Dear Alice, we are sorry you did not know the price to amend was so high. We can understand as someone not in this field you will not realise the hidden cost of amending it takes hours to change a plan to suit and also with factors such as extra plumbing point, labour, rise of contract price, gst, qbcc insurance and the time to push through council to get the plans re- approved.

Alice's return:

Thank you now I am more educated I see the value of the cost and how it can make a big difference on the plan and the way it effects the pricing of the whole build. Thank you fantastic homes!!

Maintaining out comes: When doing amendments, we like to briefly explain to customers why it cost what it does when beginning the process, so the outcome is not the same as Alice. We like to create the best possible servicer for our customers by doing this we can make sure they are not alarmed and upset by the prices.

A further call was made to make sure Alice was happy with her service and no further issues had made place.

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Name: James same

Position: Clerk

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- Public Liability insurance provides protection in the event of personal injury to a third party or damage to their property
- Employers are required to insure workers in the event of accidents or illness

ACORD [®]		CERTIFICATE OF LIABILITY INSURANCE			DATE (MM/DD/YYYY)	
THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).						
PRODUCER Fantastic commercial buildings				CONTACT NAME: XXXXXXXXX PHONE: XXXXXXXX FAX: XXXXXXXX (A/C No. Ext): XXXXXXXX (A/C No.): XXXXXXXX E-MAIL: XXXXXXXX ADDRESS: XXXXXXXX		
INSURED				INSURER(S) AFFORDING COVERAGE		NAIC #
				INSURER A: XXXXXXXXX		
				INSURER B:		
				INSURER C:		
				INSURER D:		
				INSURER E:		
				INSURER F:		
COVERAGES		CERTIFICATE NUMBER:		REVISION NUMBER:		
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.						
INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVR	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
☒	GENERAL LIABILITY ☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☐ OCCUR		XXXXXXXXX			EACH OCCURRENCE \$ 200000 DAMAGE TO RENTED PREMISES (if a occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$

For example:

Home Warranty insurance, Contract Works insurance, Public Liability insurance, WorkCover insurance

Sustainability:

- The NCC has outlined a number of different requirements for sustainability including; Energy efficiency, Building fabric, Glazing, Building sealing, Air-conditioning and ventilation systems, Artificial lighting and power, Heated water supply and Swimming pool and spa pool plant, Services, Facilities for energy monitoring.

Legislative requirements may also be found in the *Building Act 1975* (Qld).
Chapter 8A Provisions to support sustainable housing

Environment:

Environmental Protection Act 1994 (Qld)

Environmental Protection (Noise) Policy 2019: Schedule 1 Acoustic quality objectives

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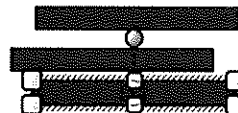
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Supply ClassicLook Cornice 75mm 5.4m	38	EACH		
Supply Mastablock Back Blocking Cement 20Kg Bag	1	Bag		
Supply P18 Int Plaster Corner	2	EACH		
Supply 6mm PVC Caps CM10 2.4m	3	EACH		
Supply 6mm Caps PVC6 cm10 3.0m	1	EACH		
Delivery Fraser Coast	604.8	m2		



This is a purchase order for a supplier their prices include gst.

Once purchase orders are sent to either supplier or contractor the supervisor will contact both supplier and contractor to specify delivery dates and when contractor is to begin and finish jobs.

Once the order is delivered an invoice will be sent to admin from there the admin will send money owed.

Once the contractor's task is completed invoice will be sent to admin from there the admin will pay contractor.

Pay Slip Components		Hours/Units	Rate	
Wages and Earnings				
Permanent Ordinary Hours				
Notes: Stroud Homes Wide Bay (76 hours)				
Annual Leave Taken				
Taxes				
PAYG				
Superannuation Breakdown				
SG				
Bank Payments			Account	
Jack Morris			084598 - ****9118	
Super Contributions		Super payments are processed on a quarterly basis	Member Number	
Rost Super	Super Guarantee		****6391	
Leave Details			Accrued	
Annual Leave			6.85 hours	0 hours
Personal/Carer's Leave			2.92 hours	0 hours
Family and Domestic Violence Leave			N/A	0 hours

All pay is automated as all employees are on salary packages

GST: (Goods and Services Tax) Act 1999 (Cth)

The purchase order does not include the employers gst only the suppliers or contractors gst, The employer/ owner adds their gst into the final price of contract which means (BOQ+ GST= CONTRACTED PRICE)

1.1E

The Independent Contractors Act 2006 (Cth)

Fair Work Act 2009 (Cth)

- An **offer** by Party 1
- **Acceptance** by Party 2
- An **intention by both parties to create legal relations** (i.e. more than just a friendly agreement, as legal consequences may result from a failure to meet the obligations of the contract)
- **Consideration** (e.g. money in exchange for goods/services)

This is a contract both parties have gone through quote stage once signed this becomes a legally binding contract and payment will begin.

QTY	Description	Unit Price (Inc. GST)	Unit	Total (Inc. GST)
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ca

AMENDMENT 2

Mirror design

AMENDMENT 3

1	Delete Media Room and Provide Kitchen as per marked plan			
12.2	Remove Standard Builders Range Carpet from Media Room			
12.2	Supply Sheet Vinyl Flooring (Includes Floor Prep)			\$470.70
1.5	Delete Internal Extension, Including Floor Coverings And Electrical Points, under eaves from previous Kitchen location			
1	Provide 21-24 Sliding Glass Door (Excludes Screens) to Living Room in lieu of 1810 SW			\$211.00

AMENDMENT 4

1	Provide additional Floor Cupboards With Tops Per LM to Kitchen Island bench as per marked plan to suit new location			\$103.50
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Let us know what you think of our service at enquiries@stroudhomes.com.au

Visit us on www.stroudhomes.com.au

See us on facebook at www.facebook.com/StroudHomes

Please continue if I can be of further assistance.

Total (Inc. GST) \$1,035.20

Signature

Date

13, 6 2020

Contract for project:

Contract type: Master builders Commercial building plus cost contract

Consulting with council:

BUNDABERG
REGIONAL COUNCIL
20 January 2020

ADN 72 427 B35 199

Dear Sir/Madam,

Compliance Permit
Plumbing and Drainage Act 2018

RE: - Application for Compliance Assessment
- Permit Number: [REDACTED]

Please find attached 'Form 17 - Permit for plumbing, drainage and on-site sewerage work'.

The applicant is to provide a copy of this Compliance Permit approval and conditions to the responsible licensed plumber / drainer.

Please note that this approval is for plumbing works only and does not constitute a building approval to physically construct buildings or structures of any description. A Development Approval for Building Works must be obtained separately from a Building Certifier.

Site Address: [REDACTED]

Real Property Description: [REDACTED]

Description of Work:

On Site Sewerage Facility - Dwelling

Permit Conditions:

- (1) Plumbing and Drainage Work is to be completed within two (2) years from the date of approval. Should you wish to apply for an Extension of Time please refer to the Plumbing and Drainage Regulation 2010;
- (2) A Form 7 - Notification of Responsible Person, signed by the Plumber/Drainer, is to be submitted for Council's records before an inspection can be booked;

C. J. Williams
Plumbing Officer

Consulting with finance broker:

[REDACTED]

Lending Officer: [REDACTED]
20 January 2020

[REDACTED] Increase in principal sum

Dear [REDACTED]
Borrowers:

Loan Account Number: [REDACTED]

Thank you for your request to switch your loan to a construction purpose and increase your loan term and increase your loan by [REDACTED].

• Construction of [REDACTED]

We are pleased to let you know that we have approved your request. The attachment sets out the details you need to know about this change.

To the extent of any inconsistency between the terms and conditions set out in your loan agreement and this document, this document prevails to the extent of any inconsistency.

This increase will be implemented only when all borrowers, and guarantors if applicable, accept the variation(s) and these acceptances are processed by us (effective now).

You can indicate your acceptance of the variation(s) by return email or mail, or by signing this letter and returning it to us by one of the below methods:

- Email to loans@ausyncebank.com.au
- Post to Lending Services, PO Box 1063 Bundaberg QLD 4670

We reserve the right to cancel this approval at any time prior to the change being implemented. If you have any questions please contact us on 1300 138 831.

Yours faithfully,
AUSYNCE BANK LTD

Once communicating with local council and finance broker for approvals the builder will begin the build process where orders will be made to begin to build the house and have it completed by the agreed completion date failure to meet this day with fines to builder.

1.2A

Fair Work Act 2009 (Cth).

Queensland Industrial Relations Act 2016

Example: a worker is not been given his/her entitled wage and has brought up with employer an not further action is taken he/her would report to the fair work commission to resolve the issue.

1.a

Company subcontractor agreement:

- *trade contractor licensed?*
- *contractor against QBCC*
- *trade contractor's workmanship, reliability and client service*
- *trade contractor have a good track record*
- *trade contractor fit in with your schedule*
- *Adhere strictly to wh&S*
- *Follow ncc and Australian standards*

CONSTRUCTION SUBCONTRACTOR AGREEMENT

I. The Parties. This Construction Subcontractor Agreement ("Agreement") made on 20 june, 2020, is between fantastic commercial buildings with a mailing address of 1234 wridge way, City of bundaberg, State of qld ("Contractor") and oppos plastering with a mailing address of 2444 mayne wat, City of childers, State of queenstand ("Subcontractor") both of whom agree as follows:

II. The Client. The Subcontractor acknowledges that any work performed under this Agreement must be in accordance with the latest version agreement(s) ("Prime Contract") made between the Contractor and Fantastic commercial building with a mailing address of 1234 wridge way, City of bundaberg, State of qld ("Client").

III. Services Provided. Subcontractor agrees to complete the following: fix and set plasterboard ("Services").

IV. Subcontractor Responsibilities. Subcontractor shall be responsible for providing the following when performing their Services: (choose all that apply)

- ☒ - **Labor** – Including, but not limited to, employees, subcontractors and any other individuals or agents.
- ☐ - **Materials** – Including, but not limited to, all supplies and products.
- ☒ - **Equipment** – Including, but not limited to, machinery, accessories, or devices.
- ☒ - **Travel** – Including, but not limited to, ensuring that the above-mentioned Responsibilities are provided at the Location mentioned in Section V.

1.2b:

Modern awards are the occupation based minimum employment standards

I John same agree to for fantastic commercial buildings for the modern award wage of \$41,300 per year.

Maximum of 38 weekly hours of work – plus reasonable additional hours

Annual leave

- 4 weeks' paid leave per year

Personal/carer's leave (includes sick leave), compassionate leave and unpaid family and domestic violence leave

- 10 days' paid personal/carer's leave (includes sick leave)
- 2 days' unpaid carer's leave as required
- 2 days' compassionate leave (unpaid for casuals) as required
- 5 days' unpaid family and domestic violence leave (in a 12 month period).

6. Community service leave – unpaid leave for voluntary emergency activities and up to 10 days of paid leave for jury service (after 10 days is unpaid).

7. Long service leave – a transitional entitlement for employees as outlined in an applicable pre-modernised award, pending the development of a uniform national long service leave standard.

8. Public holidays – a paid day off on each public holiday, except where reasonably requested to work.

9. Notice of termination and redundancy pay

- up to 4 weeks' notice of termination (plus an extra week for employees over 45 years of age who have been in the job for at least 2 years)
- up to 16 weeks' severance pay on redundancy,

1.2C

Still working within the:

- National minimum wage

National Employment Standards (NES)

As John is an untrained office clerk he is in a workplace agreement where he is paid the national minimal wage until he is trained once trained he will be given the award wage.

1.2d

- Observing and implementing the principles of equal employment opportunity

Pro-active measure would be to displaying employee profiles on social media displaying different attributes such as ethnicity, sexual preference, abilities ect. Which shows that the

business is a equal employer and gives employees a sense of acknowledgment.

- Ensuring that work is consistent with workplace standards regarding anti-discrimination and workplace harassment

A pro-active measure would be to make sure that employees know that they can come to their employer in a safe and disclosed manner once that is done the employer can resolve the manner with a dispute resolution process.

1.2E

An apprentice is being paid the state award but under the industrial relations act 2016 the apprentice is entitled to the wages of a federal award not a state award.

1.2F

Create a pcbu weekly email blast making sure all employees know what they have access to for example; wages, record keeping, superannuation, whs, diversity in the workplace, equal employment opportunity. Where it displays how to access a file with all documents also regarding industrial relations and/or legal information.

1.3A

Apply organisational dispute resolution process: Create a construction diary, this will record key events, details of meetings, phone calls, photos of completed work. These can be very useful when resolving disputes.

1.3b

Company Policy:

- We value your feedback and we are committed to resolving their issues in a fair, timely and efficient manner.
- Customers can make a formal complaint via email, phone or in at our local office.
- Know that we are committed to creating the best product and service for our customers
- Once the issue is reported we will: record all details on a formal document, get all the facts, discuss the fastest and best way to fix the problem, we will try our hardest to act in a quick manor,
- Once complaint has been fixed to the best of our ability we will follow up and make sure no recurring issues happen or any problem like this in the future

1.3c

Bob had a pricing dispute on a pricing of amendments during contract and could not see the value in the additional fee charged to add things such as tile niches and tile skirting .

Formal complaint:

Dear fantastic commercial buildings I am outraged at the substantial cost to add amendments to add tile niches and skirting tiles I cannot understand why the fee is an almost \$500 an amendment.

1.3D

Response:

Dear bob, we are sorry you did not know the price to amend was so high. We can understand as someone not in this field you will not realise the hidden cost of amending it takes hours to change a plan to suit and also with factors such as extra tiles, plasterboard, labour, rise of contract price, gst, qbcc insurance and the time to push through council to get the plans re- approved.

Bobs' return:

Thank you now I am more educated I see the value of the cost and how it can make a big difference on the plan and the way it effects the pricing of the whole build. Thank you fantastic commercial buildings!!

Maintaining out comes: When doing amendments, we like to briefly explain to customers why it cost what it does when beginning the process, so the outcome is not the same as bob. We like to create the best possible servicer for our customers by doing this we can make sure they are not alarmed and upset by the prices.

A further call was made to make sure bob was happy with her service and no further issues had made place.