



EXECUTIVE REPORT

November, 2011

Members, Associates, Sponsors and Other Interested Stakeholders,

It is with a great deal of pleasure that I present to you the Annual Report for 2011 for the Waste Contractors & Recyclers Association of NSW (“WCRA”), representing our sixty-third year of service to the waste & recycling industry in NSW.

Over this period WCRA and its Members have continually adjusted to the needs of the industry, the service demands of the clientele and the requirements of Government. In 2011 WCRA remains as relevant to its Members and to the industry as at any point in its history.

It is with a great deal of satisfaction that I am able to report to you that our audited Profit & Loss Statement for the year ending 30 June, 2011 has a recorded surplus of \$129,058 and a Balance Sheet which details net assets of \$683,447. As a consequence, for the eighth consecutive year WCRA has not had to burden its Members with a Special Levy. The Association on a whole is in a very sound financial position.

WCRA continues to occupy the purchased premises at Suite 2, 12-16 Daniel Street Wetherill Park which provides value to Members for meetings and training sessions. As at 30 June, 2011 the balance owing on this property loan was \$244,051.

Since 1948 WCRA has proudly retained its independent identity, with registration at the Industrial Relations Commission of NSW and other statutory bodies, whilst continuing to provide direct service to our Members. On 28 January 2011 Fair Work Australia approved the application by WCRA for registration as an Association of Waste Management Employers under the Fair Work (Registered Organisations) Act 2009 granting the Association permanent Federal Registration.

To accommodate the needs of our Members and to assist our Executive Director Mr Tony Khoury in the management of WCRA, we have the following arrangements in place:

- Through a commercial agreement with Hunt & Hunt, Special Counsel Mr Martin Dunne acts as Employment Relations Advisor to WCRA and Members.
- In October, 2011 a retainer agreement was entered into with Mr Lee Smith for the provision of government relations & PR services to WCRA.
- Mrs Jan Bell and Mrs Juliette Quagliata are contracted to WCRA on a permanent, part-time basis assisting with membership services, administration and book-keeping.

As at 31st October, 2011 the Association has 148 Members (this time last year 131 Members). We continue to represent the majority of waste management and recycling contractors in NSW and in almost all cases wherever a Council contracts its waste and/or recycling collection service, it is contracted to a WCRA Member.

The Executive Members as at 31st October, 2011 were the following:

• Harry Wilson	SMS	President
• Jim Perry	Thiess Services	Vice President
• Gary Leach	SITA	Secretary
• John Kernahan	Sulo Recycling Services	Treasurer
• Ritchie Venn	URM	
• Greg Turner	JR Richards & Sons	
• David Harrison	Superior Pak	
• Jeff Brandstater	Brandster Services	
• Glenn Gauslaa	Viking Waste Services Pty Ltd	
• Scott Bond	Veolia Environmental Services	
• Dean Naudi	Transpacific/Cleanaway	
• Adam Greenwood	Tox Free	

I would like to extend my personal thanks and appreciation to the Executive Members of WCRA for the valuable time that they have provided to the Association in attending meetings and in the support of Industry issues. We are very fortunate to have such a committed group of experienced people who are prepared to give up their valuable time to address the many challenges that face our industry.

On the 9th May 2011 the Association (through the Executive) acknowledged the contributions of Mr Barry Thomas (previously Thiess Services) who served as the Association's Secretary from March 2003 to May 2010, by admitting Mr Thomas as a Life Member.

We have had to manage a variety of issues over the last twelve months including the following:

- As a consequence of the Federal Award Modernisation process which includes complex transitional provisions for wages, loadings and penalty rates WCRA continues to advise Members in relation to the Waste Management Award 2010. This advice included wage rates, classifications, application of the industry allowance, casual loading calculations, public holidays, ordinary hours worked on weekends, etc.
- To ensure that Members better understand this Award (and to clarify the complex nature of the transitional provisions) WCRA met with the Fair Work Ombudsman in July 2011 after which a detailed circular was issued on 2nd September, 2011.
- A circular to Members in relation to the decision of Fair Work Australia to increase minimum wage rates in all Awards by 3.4% from the first full pay period after 1 July, 2011.
- Notification and advice to Members on a broad range of Employment Relations issues including the Waste Management Award 2010 matters, unfair dismissals, deeds of release, contractor disputes, award interpretation, disciplinary issues, representations at FWA, representations to the Fair Work Ombudsman, rise and fall formulae, etc.
- Continued to advise Members on the requirements and implications of the Mutual Responsibility in Road Safety Award and Contract Determination, including the requirements relating to Workplace Drug and Alcohol policies / testing and Blue Card.

- The Liquid Waste Group met periodically throughout the year with representatives of OEH and Sydney Water. The key issues have included OH&S (and public liability) concerns surrounding corroded grease trap lids, the Wastelink System, issues surrounding the Liquid Waste Levy, systematic review of grease trap rebates by Sydney Water, trade waste discharge requirements, emergency pump-outs, Code of Practice for Transporters, OEH exemption for drilling slurries, etc.
- On 9th March 2011 WCRA lodged a comprehensive submission with Sydney Water addressing the issues surrounding the review of the Wastesafe Operating Model. WCRA has been invited to address IPART in November 2011 and to elaborate on this submission.
- The Skip Waste Group has also met periodically throughout the year and amongst the key issues discussed were OEH record keeping requirements, OEH resource recovery exemptions, Load Restraint Guide compliance matters, the Section 88 waste levy, recycling specifications, WorkCover guide for asbestos in C&D waste, asbestos levels in C&D Waste, waste classification, RTA chain of responsibility compliance and liaising with the WMAA Construction & Demolition Group.
- The issue of Government Tendering and Policy has continued to be of concern for Members with continued confusion over Government Tendering Regulations where Councils are to consider the working entitlements of existing Employees when making decisions on new collection contracts. This problem has been compounded by the modern award wage rate process. WCRA also advised operational concerns to the Department of Health in relation to the NSW clinical & related waste collection tender, dealt with the failure by some Councils to comply with the Domestic Waste Code of Practice and the Model Collection Contracts/Service Timelines that have been developed by the OEH, etc.
- Facilitated discussions on behalf of Members with NSW OEH in relation to a broad range of issues including Better Practice Guide for Multi Unit Dwellings, Resource Recovery Exemptions, Section 88 waste levy, better communications on regulatory and enforcement practices, used tyre disposal, surveyed Members on behalf of OEH relation to commercial waste and Throughout the year the Association distributed many updates to Members from OEH
- In early 2011 WCRA finalised a commercial arrangement with OEH for the promotion and delivery of a waste and resource recovery training course where 229 Workers attended 9 workshops across metropolitan and regional parts of NSW. A further workshop is planned for November 2011 at Darling Harbour.
- On several occasions throughout the year senior OEH Staff addressed WCRA Members on these and other critical issues (WCRA Convention and several Member gatherings).
- WCRA was also invited to address OEH Staff in August 2011 on WCRA capabilities and the commercial priorities for the waste industry.
- In December 2010 the then Minister for the Environment Hon. Frank Sartor announced a review of waste planning and strategy in NSW. In March 2011 the Government announced 5 proposed focus areas for waste management (Household waste, Business waste, Problem waste, Waste Infrastructure and Reducing illegal dumping). WCRA and Members were

consulted by OEH Staff and provided with a number of opportunities for input into this review and the Executive Director currently sits on a CEO Forum that has been convened to meet on a regular basis to give effect to the above focus areas.

- The Minister for the Environment & Heritage Hon. Robyn Parker formally opened the WCRA Convention in June 2011(over the course of the 2 days 160 Delegates attended).
- It is worth noting in March 2011 the Department of Environment, Climate Change & Water (DECCW) had a name change to the Office of Environment & Heritage (OEH). As at the date of this report NSW parliament are considering a further name change (and possibly a change in departmental structure) to the Environmental Protection Authority (EPA).
- WCRA continued to work with Bluescope Steel to develop guidance material for the Industry to ensure compliance of Hooklift, Dino & Marrel trucks with the Load Restraint Guide. As at the date of this report WCRA is waiting for Bluescope Steel's lawyers to sign off on this material so that WCRA can obtain formal signoff from the RTA.
- Met with representatives of the RTA in relation to issues affecting waste and recycling transport including the Load Restraint Guide, Fatigue Management, Road Rules, etc. This included presentations from RTA staff on these matters at various WCRA meetings including the Convention in June, 2011.
- Continued to make representations to the RTA and to the Minister for Roads in relation to the National Heavy Vehicle Fatigue Reforms. As a result RTA has granted an exemption to waste drivers from these laws when responding to emergency incidents. Over the last 3 years, via our training partnerships, WCRA has provided training for in excess of 600 Drivers & Supervisors in these Fatigue Management regulations.
- WCRA addressed issues for the Scrap Metal Transport Group of Members including a review meeting with OEH on possible exemptions from the waste levy on flock waste residues sent to landfill.
- Met with WorkCover over concerns by Members that the Domestic Waste Code of Practice is not being adequately referred to by Councils. This included a presentation by WCRA to Local Government OH&S Staff on 7 September 2011. WCRA plans to continue to pursue this matter with the objective of better recognition by Councils on the importance of safe working conditions for Waste & Recycling Employees and Contractors.
- Throughout the year WCRA continued the formal partnership agreement with WorkCover for the promotion of better OH&S outcomes in the waste industry, which included four quarterly meetings to discuss a broad range of OH&S issues affecting the industry and the approaches to resolve these concerns.
- Continued to liaise with both WorkCover NSW and Safe Work Australia in relation to the impacts of the introduction of a national harmonised Workplace Health & Safety System (commencing 1st January 2012).
- Provided advice to the ACCC on the market impacts of sale of the WSN business, (concerns over solid waste class one market power issues in the Sydney waste disposal & transfer market). The WSN business was sold to SITA by the NSW Government in January 2011.

- Held a meeting of the WCRA Credit Bureau on 27 October 2011 (confidential information exchange on debtors). Due to the limited participation by Members this service was ceased.
- WCRA continues to manage agreements with a panel of two training providers (TAFE Sydney Institute and Academy Green/Sustainable Learning) in an attempt to ensure that our Members have access to good quality training for their Employees and Contractors. This includes assistance with access to Government Funded Traineeships, Blue Card (OH&S and Induction Training), Fatigue Management Training, Overhead Electrical Wires, etc.
- In mid-2010 WCRA was granted funding from the Industry Skills Council (with TAFE as the RTO partner) to deliver a Certificate IV in Transport & Logistics (Road Transport) to 10 Workers from Member Companies. The training was successfully finalised in July 2011.
- In October 2011 WCRA (with TAFE as the RTO) was granted funding by DEEWR to deliver Certificate IV traineeships to Owner/Drivers that are engaged in waste management. Via our partnership with TAFE this has also been extended to Operations and Supervisory Staff and as at the date of this report there are 28 enrolments.
- Represented the industry in submissions relating to waste management issues with Local Councils (in particular the City of Sydney, Armidale Dumaresq & Blacktown).
- WCRA met with representatives of WCRA Queensland and the Victorian Waste Management Association to discuss issues affecting the three Associations. Two meetings were held (November 2010 and September 2011) for information sharing on industry issues.
- Held regular Executive meetings on the second Tuesday of each month – which were open to all Members and Sponsors to attend. All meetings were well supported and issues were openly and frankly discussed.
- Continued to promote the WCRA Worker's Compensation Scheme with Allianz (Sponsor).
- Continued to work with our alliance partner Work Options (an Associate Member) for Members to obtain injury management advice including instances where trauma counselling services have been required.
- Sent Circulars & E Mails to Members informing them of a range of issues including workplace safety matters, RTA requirements for waste truck drivers, Heavy Vehicle Fatigue Management issues, fuel price movements, CPI increases, etc.
- Throughout the year WCRA held events for the benefit of Members and Sponsors that included race nights at Menangle Park Paceway, Breakfast Briefings, the Annual Convention and Twilight at Taronga.
- The WCRA Annual Dinner will this year be held on 25th November at the Novotel Sydney Olympic Park with entertainment to be provided by the very popular Mr Vince Sorrenti along with The Beatnix.

At this point I would like to acknowledge the very generous support of the Sponsors of WCRA for the 2011/2012 year:

- Eco Soft (previously Software Integrators)
- TWUSUPER
- Tyres4U (also Tyreright)
- OAMPS Insurance Brokers
- TAFE NSW, Sydney Institute
- Volvo Construction Equipment (with CJD Equipment)
- MEGT
- Allianz
- Encompass Credit Union
- Fuso Trucks & Buses and
- Hunt & Hunt

Everyone associated with WCRA appreciates the support extended by these quality organisations and this support is very much appreciated by our Members and the whole of our industry.

With the continued support of all Members, Sponsors and other Stakeholders, everyone associated with WCRA is hopeful of a very promising future and we are certainly well positioned to increase the positive impacts and the profile of our Association. However, we operate in an industry that is extremely competitive, constantly changing and very tightly regulated. In terms of the immediate 2012 outlook we anticipate that it will be even more the case and WCRA will look to expand if necessary the range of services that we provide to Members.

Finally on behalf of the Members I would like to thank our Executive Director Mr Tony Khoury (who in his 9th year with WCRA) continues to show a great deal of commitment to oversee and control a period of significant change for WCRA and the impacts on Members. With guidance from the Executive and the assistance from the rest of the team at WCRA – we have consolidated on the previous year's achievements, and continue to establish an efficient platform for the operation and growth of WCRA long into the future.

To all of our Members - we look forward to your continued support at WCRA meetings and events. WCRA is your industry Association and for the long term benefit of your businesses we urge you to continue the outstanding past support that you have extended to WCRA.

I wish all Members and Sponsors a happy and prosperous 2012 and thank everyone concerned for their support of our Industry Association.

With best regards,

Harry Wilson
 President
 Waste Contractors & Recyclers Association of NSW
 8 November 2011