



FROM THE DIRECTORS

As 2015 comes to a close, we would like to note the completion of some of Australia's largest infrastructure projects; Barrow Island Permanent Buildings, Melbourne Airport's new T4 Terminal and Post Entry Quarantine. Whilst these projects have no doubt thrown challenges our way, they could not have been completed without the dedication and professionalism of our staff.

A special mention goes out to Ross (Squidy) McHenry for agreeing (or being tricked) to oversee a 'little' island project on the West Coast (Barrow Island) that has seen him basically living away from his family for just on four years. We could not have done this without Ross' commitment and dedication, so a big thank you to him!

With a 7.6% drop in construction activities in 2015 and a further 3.6% fall predicted for 2016, we are endeavouring to secure our fair share of available works over the next few months in order for us to hold the line. This is not an easy task for the estimating team in such a highly competitive environment. The market place across all states is still working on tight or next to zero margins which makes it difficult to secure projects going forward. In such a market, productivity is the key to success not only for the organisation but also for the individual with a sense of achievement and fulfillment.

C&D has successfully negotiated the new RACV Cape Schanck redevelopment with Kane Constructions. There are a number of exciting projects emerging in the new year that we will be trying our best to secure.

To all our office staff, site staff and project associates - we thank you for your hard work this year and look forward to continuing to grow our relationship with all of you in 2016.

We wish each and every one of you a Merry Christmas and a safe New Year with your family and friends. Stay safe!

Cheers,
Scott Dowsett & Chadd Cooke.

REGISTERED AND LICENSED PLUMBERS

Any person carrying out plumbing work in the state of Victoria must be registered or licensed with the VBA. There are significant penalties for anyone undertaking plumbing work who is not registered or licensed. A 'licensed' plumber is one who has the appropriate qualifications and experience for the class of plumbing work in which they are licensed.

Although licensed and registered plumbers are both accredited by the VBA, they differ in that:

1. A licensed plumber is required to complete higher qualifications than a registered plumber. They must also hold a prescribed level of insurance that ensures the consumer is protected for any defective plumbing work.
2. Only a licensed plumber is able to issue a compliance certificate. If a registered plumber is undertaking work which requires a compliance certificate, their work needs to be supervised by a licensed plumber, who will then issue the certificate.
3. A licensed plumber may supervise both registered and licensed plumbers or plumbing apprentices in the same class of plumbing work they hold a licence in.
4. All registered and licensed plumbers are issued with a photo ID card which lists the type of work they are eligible to do.



Done and dusted! Woolworths
Barrabool Hills in completion.
(Image courtesy of the Maben Group website)



GREETINGS FROM NSW

Summer is well and truly here on the Murray River and it is shaping up to be long and dry; great for excavation works! As 2015 closes, a number of Cooke & Dowsett Albury (CDA) projects are coming to an end; Baker Hyundai extensions, Wangaratta Livestock Exchange upgrade, Borella House and SSA Club refurbishment. Well done to all crews involved with these projects.

A substantial extension and upgrade was carried out at Bunnings Penrith. A considerable amount of work was successfully carried out in a short timeframe by Clemo and his boys. Thanks to all the guys who travelled to Western Sydney for this project along with Jonathon Flett from the C&D design team who we worked closely with on this one.

Our largest project, Wagga Wagga Base Hospital is now complete. This has been a fantastic project for all involved; the builders, Health NSW and CDA. Our team, lead by Luke Dimieri and Tim Carberry have provided an excellent end product they should be very proud of. Luke managed a young team of plumbers on this project which came with its challenges. However with plenty of support and encouragement, they have stepped up and gained invaluable experience for the future. Hansen & Yuncken have showered the team with praise for their positivity, proactivity, quality of work and professional manner over the past two years. Luke is now heading north to Brisbane; our loss will certainly be Pittsy's gain in 2016. It has been a pleasure having Luke on board. In my opinion there is no project he couldn't take on successfully. On behalf of the CDA crew we wish Luke, Andrea and Caleb all the very best for the future.

Albury Wodonga Regional Cancer has slowed down somewhat but from a hydraulic point of view is well advanced. Craig Proctor, Paul Harrington and the boys are doing a stellar job on site and will no doubt bring this home successfully. Craig Proctor has been overseeing most of Albury's projects over the past year and has proven to be a reliable, loyal and committed Project Manager - which makes my job rather easy!!

New projects are rather scarce at the moment as the market is still quiet and competitive. A few weeks ago we began a refurbishment at Astra Ski Lodge (Falls Creek) and are also doing a small fire service upgrade at Bunnings Port Macquarie. We hope to lock in a few projects we've set our sights on prior to the Christmas break.

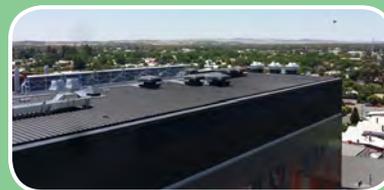
Recently the Masters Plumbers, PICAC, C&D and CDA collaborated to run a Backflow Prevention Course over three nights out at our Albury office. This was a bit of a test case to see how taking a training course by PICAC on the road would turn out. I am pleased to report it was a great success as it exposed our CDA guys and other local plumbers to training we rarely have access to in the bush. Thanks to Scott and Alexi from Master Plumbers for their persistence on this one.



Thanks to all site staff for the level of commitment and high work standards shown throughout 2015, as well as John in estimating and Bree in the office who keep things ticking over. Thanks also to the C&D Melbourne admin and design crews who support us up here and put up with my stupid humour and abruptness! The CDA team wishes everybody a happy holiday season!

Stay safe,
Ian Avage.

Site Manager Tim Carberry poses on the Wagga Base Hospital rooftop helipad.



Wagga Base Hospital Solar Hot Water Installation.

One of Chadd's bargain sells being utilised as a training prop for the Splitters Creek Fire Brigade after being pensioned off the road.



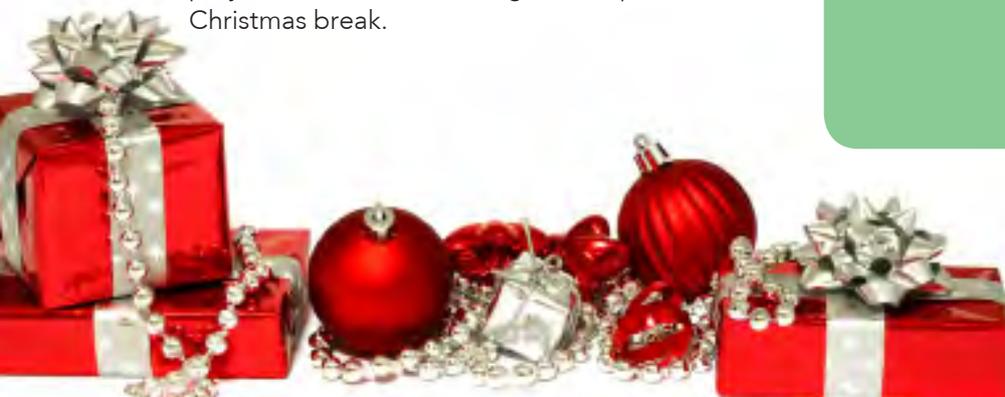
Luke Dimieri, Ian Avage & Tim Carberry celebrate the completion of Wagga Base Hospital (below left).



Luke shows off his karaoke skills with some of the Hansen Yuncken boys (below right).



New Wagga Wagga Acute Hospital.



THE BROOME BEAT

The NUDJ team have continued in a forward trend to finish the year in a pleasing and positive position. We have a very healthy workbook with projects like Looma Package 3 (Kullarri Builders), Lombadina and Beagle Bay Training Centres (Kullarri Builders), Beagle Bay 7 house package (Kullarri Builders), Broome Road Industrial Park (Brierty) and Beagle Bay Store (H&M Tracey Builders) currently underway.

Ethan has had his hands full on the work front but is handling it like a champion and continues to grow and improve in his role as NUDJ manager.

This year we unfortunately said goodbye to Judas and also Kale, who returned to Perth to chase the love of his life. Tehani has started maternity leave and is awaiting the arrival of her new baby. We wish Tehani and Davo the best of luck with their upcoming arrival.

Previous employee Tom Godfrey has returned to assist the guys and Mick Pigram has also returned from a serious health scare for a short stint and is now recovering after further surgery to be fighting fit for the new year. We are ecstatic to know you won the battle Mick and we are looking forward to having you back on a full time basis.

A big thank you to Chantelle Raniolo for her great work in helping to finally get the NUDJ accounts in good shape and managing our finances. Thank you also to Ethan and his team for a great, solid performance this year. I am really excited to see where 2016 takes us.

On a final note, we would like to acknowledge the generosity of Maree Mills and the team at Arthur J. Gallagher for their generous monetary donation towards NUDJ Plumbing. We greatly appreciate your support in keeping the NUDJ dream alive.

On behalf of the NUDJ team we wish everyone a very Merry Christmas and a safe and prosperous New Year.

Regards,
Darren Dawber.



HIGH FIVE FOR OUR GORGON GUYS!

It's always great to hear from a happy client! Congrats to Darren Berg and our C&D team out at Barrow Island on the feedback below:



"Well done team, a great achievement. I would like to acknowledge the special contribution made by certain individuals in bringing the last Warehouse Sub System (Hydrant Fire system) across the line which enabled us to achieve this Warehouse CCC milestone date. The following individuals: Pdraig Lyons, Steve Le, Adel Seville Richard Vacic, Darren Berg and the C&D team went the extra mile to get us to this stage. I would personally like to thank them for their contribution to achieving this significant milestone.

Regards,
Hugh Kennedy
Construction Manager, Infrastructure Northwest
Gorgon NPI

On Monday 19th October, we hosted a day of product training for our VIC staff and suppliers. Gentec Tapware, Milwaukee and Drillcut supplied a fully operational display of products, assisting with demonstrations and training where required. The team at Milwaukee also provided a BBQ on the day which was very generous and definitely a hit amongst the boys!

Milwaukee have recently announced a new Press type tool to aid the market with another option for copper press systems.

Cooke & Dowsett would like to thank George and Steve from Gentec, Dylan and James from Milwaukee and Tim and Gary from Drillcut for their participation.



THE WILD WEST

Construction across the board in WA this year has been slim pickings on the back of a down turn in mining which essentially drives the direction of this state.

For most of the year there has been a glut of office space and a reasonably slow sales rate for apartments which has not helped. Fortunately though residential apartment sales increased in the latter part of the year which has seen confirmation of residential tower projects out for tender. There are also plans for some big developments around East Perth foreshore and Belmont Racecourse that should be a big push for 2016.

Given that town planning tends to be reactive instead of proactive, the shortage of hotel rooms and skyrocket prices experienced during the mining boom will soon be old news as many hotel developments including the Ritz Carlton, Sheridan, Hilton Double Tree and many smaller hotel chains are all due to start next year. So all signs are pointing towards a buoyant year ahead which we will definitely be fighting hard to get a piece of.

A big thank you to Ross McHenry for his tireless work on the Gorgon project. We wish you well with your next venture. Also, our deepest sympathies go out to you and your family for the sad passing of your sister.

Sadly with a decline in our workload this year, we have had to let a number of our valued employees go. This is unfortunate and never an easy decision or process to go

through.

On a brighter note , congratulations to Mike and Jill Murphy on the safe arrival of their new baby boy.

A number of WA projects are reaching completion this year, including:

- * Treasury Hotel - 6 star boutique hotel refurb of a heritage-listed early 1800's building resulting in the most highly anticipated opening by Prince Charles himself on 12th November 2015.
- * KS1 - 20 storey commercial tower for John Holland Group. It is the first of 7 commercial and two residential towers planned for the exciting new Kings Square precinct which links the city with Northbridge. Matt Yanez has done a fantastic job on hydraulic design of this D&C project.
- * KS3 - 9 Storey commercial tower for Probuild.
- * KS4 - 10 storey commercial tower for Broad.
- * Monarch Apartments - development of a 67 apartment block in Highgate for Jaxon.
- * Encore Apartments - 87 apartment development in Subiaco for Jaxon.
- * Kalgoorlie Hospital - Stages 2 and 3 for Pindan.
- * Gorgon Project (Barrow Island) - Finally wrapping up this project which was originally programmed for 18 months but actually took 4 years!

I wish all Cooke & Dowsett employees a safe and happy festive season. Remember...enjoy but don't over-indulge!

See you next year!
Darren Dawber.

Supreme Court Site Manager Paul Callaghan received a quality recognition award from Broad management for his high standard of workmanship.



The Wheatstone boys' indoor cricket team shirt... the "Sewer Rats" are currently sitting in third place on the ladder with Alan Kok as team captain.



And then there were two... the remaining members of the Gorgon team: Project Manager Sven Mysor & Peter McMorine.



An American Sloan pan specifically watermarked for installation on the Wheatstone project.



IN OTHER NEWS...



Justin Pitts & best man Jake Young scrub up nice! Congrats Justin on your recent nuptials!



Luke Dimieri with our newest C&D recruit, his baby boy Caleb.



Steve Spooner...
ahem... 'working' away!



It's beginning to look a lot like Christmas on site at Monash!!



WA Manager Dawbs raised \$2180 in the spirit of Movember. Great effort mate!



Getting the ball rolling on site at Bunnings Orange with H. Troon.



VIC

- 🌿 Monash Uni Matheson Library (Hansen Yunken)
- 🌿 Dawson Street Carpark (Kane Constructions)
- 🌿 Simonds Stadium - Stage 4 (Kane Constructions)
- 🌿 80 Market St, South Melbourne (Maben Group)
- 🌿 Hilton Hotel (Hilton Melbourne - South Wharf)

TAS

- 🌿 Bunnings Kingston (H. Troon)

NSW

- 🌿 Bunnings Orange (H. Troon)

QLD

- 🌿 Coorparoo Square (Probuild)



Back to the Future...
Check out Trev telling the operator to stop while RG points for him to keep going!

Meanwhile in Tassie...
Nice blankie Chadd!



PM Jamie Dyer rubbed shoulders with good ol' Warwick Capper down at Simonds Stadium in Geelong.



Next year will be all about our growth and expansion in an insanely competitive market. We have forged relationships with Queensland's key players and aim to strengthen these. The rollover of all previous FDS employees is complete along with the welcoming of new blood. It is great to see everyone embracing C&D's culture of loyalty, ownership, respect and leadership.

The Queensland construction market is one of the healthiest yet competitive in the country. With the EBA currently up for negotiation, we need to be savvy about our path forward.

180 Ann Street for Watpac is now complete. I want to give a big thanks to Chris Mutimer for closing this project out and taking on a role that was far from ideal. It's not easy taking over the reigns of a job that is already in progress. There were surely some breaking moments but Chris made the project his own within a matter of days; a commendable testament to his ability and professional attitude. Thanks also to the core group of guys who worked on the job since the beginning.

Toowoomba Shopping Centre is full steam ahead. A portion of the job needs to be handed over by May 2016 (even though the structure isn't even complete!) so we have lots to do in the coming months. The site is growing daily so rest up over the break boys...we have our work cut out for us in the new year!

Over the last few months we have had Chadd Cooke fly back and forth to lend his knowledge for the Sonic Health project; a laboratory building for Hutchinsons. The project has been challenging on a few fronts but between Chadd, Bruce, Jeremy and myself, we have completed the design component and are into the construction swing.

We have secured new project Coorparoo Square for Probuild (consisting of 2x basement levels, 2x retail levels and 3x multi-storey apartment towers ranging from thirteen to eighteen levels). This is an exciting opportunity for us and our second job for the year with Probuild who we see as being a huge part of our future in Queensland.

Fingers crossed that the new year brings us good news for the projects we have recently submitted tenders for! Until then, have a safe Christmas and New Year. May 2016 be a prosperous year for us all!!

Cheers,
Justin Pitts.



As is always the case, the six weeks leading into the festive period remains a high risk time for the construction industry, and the last thing one would want is to be laid up with a work-related injury instead of being able-bodied and enjoying this great time of year with family and friends. Take care and remember - Safety First!

Recently I read a safety journal and one interesting part of it stuck out. It related to an OHS survey that found employees directly intervene in only two out of five unsafe actions and conditions they observe in the workplace. So what exactly does that mean? It means that workers will walk past and ignore three out of five safety issues they see. Although those three issues might only be seen as a minor issue for them, for someone else it potentially could be catastrophic. If you observe it, report it!

Interestingly, that very same journal identified that the two main reasons people fail to act is for fear of confrontation and repercussions from the individual and also the view that getting involved wouldn't make a difference anyway. Intervening in a safety issue can be an uncomfortable situation, I completely understand that, but if it was a member of your family or a friend at risk I am sure you would want someone to intervene on their behalf. With this in mind, here are a few tips to help:

1. Never assume that the person is taking a short-cut; maybe it is a lack of knowledge or skill and these are things that can be overcome.
2. Be polite and respectful, this isn't a time to get on your soap box. As the old adage says "You catch more flies with honey than vinegar!"
3. Be prepared to be challenged; if you intervene you need to know what you are talking about.
4. If in doubt - escalate to Management.

I would like to take this opportunity to congratulate all the Cooke & Dowsett personnel on a fantastic 2015. It has been the safest on record and we need to recognise this achievement. I hope everyone has a safe and relaxing holiday period. See you all in 2016.

Take care,
Matthew Gipp.



SULLY'S NEWS

PROJECT UPDATE :: BENDIGO HOSPITAL

As you can see by the following webcam photos (courtesy of the Bendigo Health website), Bendigo Hospital has really progressed since our August newsletter update. With most of the external façade now complete and most of the rough-in services topped out, we are now concentrating on fit-off across two fronts.



I would like to pass on a big thank you to everyone who has been involved with this project; for the high standard of management, administration and site works across the board. This collaborative effort enabled us to win the 'Project Of The Year Award' at the Plumbing & Fire Industry Awards. Held at Melbourne's RACV Club on October 10th, the inaugural awards night brought together the plumbing and fire industries to recognise excellence in training and achievements of individuals in the field.

Keep up the good work guys!



Proud winners at the Awards night!

Some of the C&D team hamming it up in the photo booth.



C&D INTERN NEWS

We recently had our first C&D employee head overseas to complete an internship with our Danish counterparts at Finn L & Davidsen. Tom Fenwick spent a successful five weeks over in Denmark learning all about their plumbing practices and how they differ to the way we operate in Australia.

The internship was an unmitigated success and upon his return it was clear to see Tom's beaming excitement about the opportunities this experience has given him in both his career and life experience.

Following is an email excerpt from Tom to Anders who looked after him while he completed his internship:

"It was an absolute pleasure to work (with) and be a part of Finn L & Davidsen. Every person I met in the firm went out of their way in comforting me in my stay in Denmark. All your extra work put in place for the planning of my trip was so kind and generous...such an amazing company both you and Lasse are driving and I wish you, Lasse and all your work colleagues at Finn L & Davidsen nothing but success for the future".

As Tom said, C&D sends a big thank you to Lasse and the team over at Finn L & Davidsen for the professionalism and courtesy they provided to both Tom and us as a company. It was great for us to know that Tom was in safe and capable hands.



Tom leaving for Denmark.

With the collaborative success of our first Australian internship, we are looking to do it all again next year. We will disclose more details as the time nears. We are currently in discussion with the Master Plumbers to try and get this up and running as an industry scheme. I will keep you informed on what comes of such discussions. This is an industry first that Scott, Chadd and I are proud to be part of.

Cheers,
Mark Sullivan.





UP CLOSE & PERSONAL with Leon Wilken

WA ESTIMATOR



Q. What is the last gift you received?

A. New cycling kit from the Mrs.

Q. What makes you laugh?

A. Some of the shirts Dawbs wears to the office.

Q. What is one guilty pleasure you enjoy too much to give up?

A. Coffee - Double Espresso!!

Q. What is the best compliment you have received?

A. How did you end up with a girl like that?!

Q. What is one thing you would rather pay someone to do than do yourself and why?

A. Painting - Man I hate painting!!

Q. What is the oldest item in your wardrobe you still wear?

A. My wetsuit.

Q. Who was the last person you kissed?

A. Haha... actually my best mate's girlfriend (hello/goodbye).

Q. If you had to give up one of your senses which would it be and why?

A. Hearing - There are too many things to be experienced through site, taste and smell.

Q. If you were an animal, which one would you be and why?

A. Lion - King of the jungle.

Q. What position do you sleep in?

A. A safer question is which position I don't sleep in... Here, there and everywhere!



COOKE & DOWSETT PTY LTD
THE FUTURE & STRENGTH IN PLUMBING®

ABN 18 129 065 694
ACN 129 065 694
www.cookedowsett.com.au
info@cookedowsett.com.au

Western Australia
1/15 Exchange Road,
Malaga WA 6090
P: 08 9249 4955
F: 08 9209 2464

South Australia
PO Box 176,
Brighton SA 5048
P: 03 9365 7000
F: 03 9365 7099

Victoria - Head Office
25 McGregors Drive,
Keilor Park VIC 3042
P: 03 9365 7000
F: 03 9365 7099

NUDJ (WA)
29 Clementson Street,
Broome WA 6725
P: 08 9192 5144
F: 08 9192 1005



New South Wales
3A/39 Bennu Circuit,
Albury NSW 2640
P: 02 6043 2910
F: 02 6043 2549

Queensland
4/525 Lytton Road,
Morningside QLD 4170
P: 07 38993519
F: 07 33996407

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