

# Submission

to

Senate Employment, Workplace Relations and Education  
References Committee

## Building and Construction Industry Inquiry

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**Submission no:** 74

**Received:** 09/02/2004

**Submitter:** Mr Phillip Tatler  
Construction Manager

**Organisation:** Sunland Constructions

**Address:** PO Box 1301  
SURFERS PARADISE QLD 4217

**Phone:**

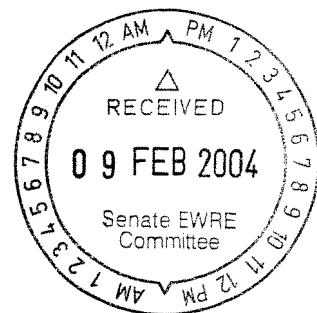
**Fax:**

**Email:**

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MR PHILLIP TATLER  
CONSTRUCTION MANAGER  
SUNLAND CONSTRUCTIONS  
PO BOX 1301  
SURFERS PARADISE QLD 4217

January 29, 2004



Mr J Carter  
The Secretary  
Senate Employment, Workplace Relations and Education  
References Committee  
Suite SG.52  
Parliament House  
CANBERRA ACT 2600

Dear Sir:

Enclosed please find my submission to the Senate Inquiry into the Building and Construction Industry in Brisbane.

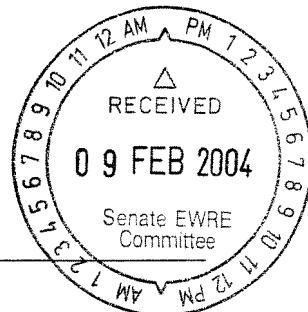
Sincerely,

See: 

Phillip Tatler  
Construction Manager  
Sunland Constructions

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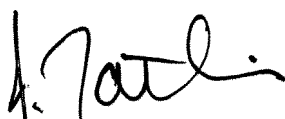
## STATEMENT OF PHILLIP JOHN TATLER




I, PHILLIP JOHN TATLER c/- Sunland Constructions, PO Box 1301, Surfers Paradise Queensland 4217 state:

1. I am currently the Construction Manager for the National Business of Sunland Constructions and have been in that role for the last three (3) years.
2. I have worked in the construction industry for nearly thirty-eight (38) years. I started out in the building and construction industry as an apprentice carpenter with AW Edwards in Sydney and graduated to a trade carpenter. I was transferred to Brisbane in the later 1970s; I spent two (2) years in Queensland and then went back to Sydney. I moved back to Queensland again in 1981.
3. I left AW Edwards in 1987 and joined The Wilson Group, after that I joined the labour hire company then known as Gemvale and now known as Adecco. I then joined B + B Construction. In all of these positions I was in senior management roles.
4. In 1995 I joined Sunland Constructions as a Project Manager, looking after a number of projects, and graduated to the Construction Manager. I look after projects in three states, which are Queensland, New South Wales and Victoria. Currently we have projects under construction in two states.
5. Sunland Construction currently has approximately \$400,000,000.00 worth of projects under construction, including the tallest residential project in the World, The QI (80 storey's).
6. Sunland Construction currently has 110 employees and staff employed in the Construction Division, which includes 6 apprentices and 3 trainees.
7. Sunland Constructions, in 2004, are going to engage more apprentices and trainees.

SHEET 1

  
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PHILLIP JOHN TATLER

  
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Witness

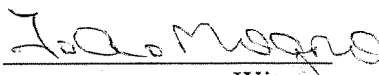
Tuesday, 27 January 2004

8. The company that I represent has a current Memorandum of Understanding (MOU) and prior to that an agreement called the Statement of Intent (SOI), we have had a number of these over the years since I commenced with Sunland Constructions. This Agreement with the union spells out the industrial arrangements regarding what will be paid on our projects in Queensland. I have always been involved in those negotiations with the unions for those agreements.
9. I have negotiated those agreements in a very good spirit with the union, who have always tried to address my concerns and issues. I believe the agreements reached with the unions work well for our sites because it allows a benchmark regarding pricing for tendering, you know what to expect, you know how to conduct yourself and you get on with the job. To me the Agreement gives certainty in labour costs and industrial harmony but gives clarity on how works will be carried out on our projects.
10. The contractors that work on our sites have EBAs in place with the unions before they start in many cases and I never hear complaints from those contractors, who are quite happy to pay those rates and conditions.
11. I would describe my relationship with the union as good and cooperative and I work to maintain my relationship with the unions, as I do with other players in the industry.
12. My view is that if you are fair dinkum about what you do in this industry, people are fair dinkum back and the relationship will be good.
13. I believe the biggest issue going around the industry is the lack of well trained people. This is a result of years of the industry failing to maintain an adequate number of young people coming through the industry and a lack of employers prepared to take on the cost of training apprentices and trainees.
14. Disputation on our sites has been low with only recent disputes on one particular job. However, those issues were sorted out fairly quickly; they were all dealing with safety issues. For our company safety is paramount and that is why these issues were addressed quickly.

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SHEET 2

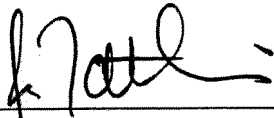
  
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PHILLIP JOHN TATLER

  
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Witness

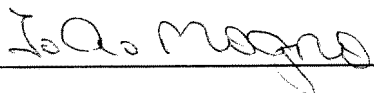
Tuesday, 27 January 2004

15. With regards to compliance on our projects, because the relationships that we develop with contractors are good we know that compliance is good and the workers receive all of their entitlements. If there is an issue we will fix it as soon as possible.
16. With regards to the use of labour hire, this company has at times used labour hire for short periods and have been very selective with the use of it. We find labour hire is of value especially as a top up during peak work loads. We also use labour hire teams for specific specialised tasks such as crane crews, waterproofing, jointing and rigging.
17. My experience with the interim taskforce established by the Federal Government to date was one of an introduction. Whilst I have nothing to say either good or bad about the taskforce, I believe that by maintaining good relationships with the unions we manage the business and we sort out our problems and we do not need the influence or interference of outside parties. To elaborate on this, for example we hardly ever use the services of big employer groups like the Queensland Master Builders Association.
18. This statement is to the best of my knowledge true and correct.

Dated this 27<sup>th</sup> day of Jan. 2004



PHILLIP JOHN TATLER

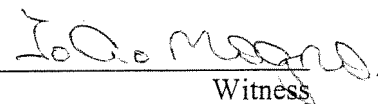
WITNESS: 

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SHEET 3



PHILLIP JOHN TATLER

  
Witness

Tuesday, 27 January 2004