

MANAGING FOR RETAIL SUCCESS - CERTIFICATE IV

A Retail Management Development Program specially designed for owners, managers and senior staff in the Hardware Industry.

WHAT'S IN IT FOR ME?

- Develop essential hardware-specific retail skills & knowledge
- Formalise your skills to provide greater opportunity for career advancement
- Achieve a national qualification of Certificate IV and/or Diploma of Retail Management
- Also incorporates the *Retail Executive Program* for developing retail executives
- Assessment through workplace projects. No formal exams
- Industry specific training

WHERE: TAFESA, Adelaide City Campus

WHEN: Commences February 2011

DURATION: 12 months

COST: Government funding may be available to suitable applicants.

THE MANAGING FOR RETAIL SUCCESS PROGRAM

This program aims to develop your management and leadership skills as a Retail Hardware Manager and is framed around the National Retail Qualifications SIR40207 Certificate IV in Retail Management and/or SIR50107 Diploma of Retail Management.

The program is designed to deliver major workplace improvements through work-related projects participants undertake in consultation with their manager or a workplace mentor.

Flexible delivery strategies available include recognition of prior learning (RPL), work based learning and online learning, with full mentor support.



Combination of workshop and self paced workbooks provide intensive training on a wide range of topics directly relevant to your own workplace including:

- Building an effective work team
- Managing Inventory
- Buying and Merchandising
- Financial Budgeting
- Providing a Safe Workplace
- Managing Sales and Service Delivery
- Controlling Store Security
- Business Planning
- Training and Development
- Administering Human Resources

INTERESTED?

Register your interest now by phone or email to: Jim Bost TAFESA Project Manager on 82078212 or james.bost@tafesa.edu.au

HASA NEWSLETTER

Hardware Association
of South Australia

December 2010

From The President

Merry Christmas and a prosperous New Year to you all.

There are a number of issues to talk about.

Paul Anderson our Executive Officer has resigned for health reasons and now we are advertising for a replacement on Career One (check it out you may know someone would fit the position). This has obviously slowed down some of our initiatives. We hope to appoint someone in the New Year.

The Gala Awards Night was another success and the centre spread in this Newsletter recognises the finalists in the various categories. Congratulations to those who are involved.

We were pleased to be able to recognize the successful graduates of the Certificate IV training course at the Awards Night and you will see a promotion for this on the back page. Please consider whether one of your people and your business would benefit.

There is some confusion around holidays and over Christmas and New Year. So this is what is happening. Christmas Day - (Closed but not a public holiday, Sunday - Sunday rates, Monday and Tuesday are public holidays. New Year - Saturday normal, Sunday - Sunday rates, Monday - Public holiday).

OH&S Manual holders that are registered will have received a renewed manual electronically. I urge those of you that are not registered to receive to subscribe to this invaluable service HASA provides.

FORESTRY SELL OFF

The committee of HASA is extremely concerned that the Government is considering selling the rights to 3 rotations of South East pine plantations. This could deny access to that timber for over 100 years. We have had dialogue with the HIA, MBA, TABMA and The City of Mt Gambier and we will continue this into the New Year and demand the Government to give us a clear indication of what its intentions are with this irreplaceable resource.

TAX MATTERS

New Australian Tax Office (ATO) crackdown on "cash" business.

The ATO has issued another warning to small businesses saying that it is going to look closely at companies, whose cash sales fall outside of new benchmark figures issued recently, including hardware stores.

The ATO benchmarks have been developed by data matching programs and information provided by banks about the level of credit /debit sales typically entered by small businesses. Audits have already been carried out utilizing this data with some companies in various degrees of difficulty complying.

The ATO is suggesting that the gap between the cost of goods sold and net profit was too great suggesting that the business owner was pocketing too much undeclared cash. Discuss any concerns with your trusted financial advisor and don't think you will get away with it!

WATER MATTERS

The Home Rebate Scheme continues so you should be getting sales from it - Make sure the products that attract a rebate are highlighted.

Garden Goods - from 1 December 2010, receive 50% of the cost of eligible water efficient garden goods, including Smart Approved WaterMark efficient sprinklers (contact your supplier to confirm the correct sprinkler, I understand HR Products has one), when you spend a minimum of \$100 through to \$400 (maximum rebate available is \$200 for 2010-11).

Showerheads - Up to \$30 to purchase an install a low-flow (3 stars or more) showerhead.

Dual Flush Toilets - \$150 for retrofitting a dual flush toilet suite with WELS rating of 3 stars or better.

Home Water Audit - \$100 (\$110 for regional areas) for a Home Water Audit and plus up to 2 free low-flow showerheads.

Rainwater Tanks - Between \$200 and \$1000 towards the cost of purchase and retrofit of a rainwater tank into your home for uses such as toilet flushing, clothes washing or for hot water supply and as of 11 March 2010 up to \$200 for a stand alone rainwater tank (a tank that is not required to be connected to the house).

Hot Water Re-circulator - \$150 rebate for the purchase and connection to an entire heated water system (purchased on or after 28 September 2009).

Pool Covers and Cover rollers - Up to \$200 rebate for the purchase of approved pool/spa covers and cover rollers (purchased on or after 28 September 2009).

Washing machines - \$200 rebate modified for water efficient washing machines with a minimum of 4.5 stars. Ends Dec 1st 2010.

Thanks, that's all from me for 2010.

Rod Evins, President

HASA EXECUTIVE COMMITTEE 2010/11

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Annual Golf Challenge

The Annual Group Golf Challenge is on
Wednesday 23rd March 2011.



A registration form will be circulated in the New Year for you to register, please put the date in your diary.

Sponsorship opportunities are available, contact Rod Evins, rod@bannerhardware.com.au

Your Committee

The HASA Executive Committee
for 2010/11.



2010 Gala Awards Night

First and foremost, a big thank you to all our sponsors as without them we would not have been able to put on such a spectacular Awards Night.

Winners and finalists, pictured within this Newsletter, are to be congratulated as should all the nominees. To be considered worthy of being put forward for an award is in itself recognition of an excellent performance.

To determine the winners we rely on our members to take the time to complete the various voting forms. Thank you to those who did participate and we look forward to a greater number of returns next year.

What an array of items for the silent auction. With such generous donations from both supplier and retail members, we were able to present a cheque to the value of \$7,155.50 to Make A Wish Australia.

Something a little different this year - Graduation Certificates were presented to those who completed their Management for Retail Success Course - Jonathan Guidera, Balhannah Mitre 10, Jeffrey Thomas and Matt Cornish, Banner Hardware Blackwood, April Ainsworth, Banner Hardware Beverley, Judy Higginson and Konny Srou, Peterborough Home Hardware, Maree Staehr, Glynde Mitre 10 and Andrew Crayford, Mann's Mitre 10.

The night was rounded off with a very colourful revue by Drags Aloud, and the ever popular Chunky Custard provided some memorable music which set the feet tapping for some and dancing for others.

Planning for next year's event will commence in February. If you have some suggestions for next year, please contact Brenton Thain on 8359 1660, mobile 0417 892 352 or e-mail to hasa2@ozemail.com.au.



President Rod Evins presents the cheque to Frank Jackowiak of Make A Wish Australia.

FINALISTS & WINNERS:

SUPPLIER REPRESENTATIVE OF THE YEAR

Tammy Cope, Cyclone Industries (**Winner**)

Denise Collett, Arthur Yates (**Finalist**)

Leigh Newman, ITW Proline (**Finalist**)



L - R: Leigh Newman, Tammy Cope, Denise Collett

SUPPLIER OF THE YEAR

ITW Proline (**Winner**)

HR Products (**Finalist**)

Robert Bosch (**Finalist**)



L - R: Robert Bosch, ITW Proline, HR Products

SALES PERSON OF THE YEAR

Fiona Rosalia, Bob's Home Hardware & Timber Whyalla Norrie (**Winner**)

Lynton Francis, Shippy's Hardware Moonta (**Finalist**)

Tom McKnight, Banner Hardware Blackwood (**Finalist**)



L - R: Tom McKnight, Fiona Rosalia, Lynton Francis

LOCAL AGENT REPRESENTATIVE OF THE YEAR

Anthony McDonald, Umcos Hardware (**Winner**)

Kevin Keany, William C. Keany (**Finalist**)

Rick Nowaczyk, Impact Agencies (**Finalist**)



L - R: Kevin Keaney, Anthony McDonald, Rick Nowaczyk

LOCAL AGENT OF THE YEAR

Umcos Hardware (**Winner**)

Impact Agencies (**Finalist**)

William C. Keaney (**Finalist**)



L - R: Impact Agencies, Umcos Hardware, William C. Keaney

CATEGORY A STORE OF THE YEAR UNDER 1000m²

Keith Mitre 10 (**Winner**)

Pink's Mitre 10, Clare (**Finalist**)

Home & Hose Mitre 10, Sheidow Park (**Finalist**)



L - R: Major Sponsor DuluxGroup represented by Jay Bedford, Keith Mitre 10, Home & Hose Mitre 10. Pink's Mitre 10 unable to attend.

CATEGORY B STORE OF THE YEAR 1000m² - 2500m²

Home Timber & Hardware, Pt. Lincoln (**Winner**)

Banner Hardware, Millicent (**Finalist**)

McLaren Vale Mitre 10 (**Finalist**)



L - R: McLaren Vale Mitre 10, Home Timber & Hardware Pt Lincoln, Banner Hardware Millicent.

CATEGORY C STORE OF THE YEAR OVER 2500m²

Better Homes Supplies Mitre 10 Home & Trade, Pt. Augusta (**Winner**)

Barossa Mitre 10, Nuriootpa (**Finalist**)

Mt. Barker Mitre 10 Home & Trade (**Finalist**)



L - R: Mt. Barker Mitre 10 Home & Trade, Better Homes Supplies Mitre 10 Home & Trade Pt. Augusta, Barossa Mitre 10

STORE OF THE YEAR

Home Timber & Hardware Pt. Lincoln



L - R: Major Sponsor DuluxGroup represented by Jay Bedford, Megan from Home Timber & Hardware Pt. Lincoln.

EVENT SPONSORS

MAJOR:



GOLD:



SILVER:



BRONZE:

