



FLOOR COVERING  
INSTITUTE  
of AUSTRALIA

OCTOBER, NOVEMBER & DECEMBER 2024

# UNDERFOOT

NEWSLETTER



## A LOOK BACK AT THE YEAR THAT WAS FOR FCIA

BENEFITS OF HIRING  
APPRENTICES

LOOKING AHEAD  
TO 2025

# THE YEAR THAT WAS... 2024: A LOOK BACK AT AN EVENTFUL YEAR FOR FCIA

written by. Fiona Wischnewski , FCIA Group

As we approach the close of 2024, it's time to reflect on the highlights of what has been another incredibly busy and productive year for the Flooring Covering Institution of Australia (FCIA). From significant events to impactful workshops, 2024 has been a year of growth, learning, and collaboration. Here's a look back at some of the key moments that made this year so memorable.

## FCIA Gala Ball – A Night to Remember

The year began with the much-anticipated FCIA Gala Ball, where 442 industry guests came together to celebrate another fantastic year in the flooring sector. It was an evening filled with fun, networking, and recognition of the hard work and dedication that defines the FCIA community. The Gala Ball set the tone for what would be an action-packed year ahead.



## Workshop at Ronald McDonald House – Making a Difference

In February, FCIA hosted a successful workshop at Ronald McDonald House, where apprentices and employers worked together to complete two family homes and a learning centre. The project was a powerful example of how the flooring community can come together to support those in need. Special thanks go to Mapei Australia, MJS Floorcoverings, and Karndean, for their invaluable support and contribution to this initiative.

## South Australian Career Expo – Connecting with the Next Generation

In May, FCIA participated in the South Australian Career Expo, an important event that allowed us to engage with

young people interested in careers in the flooring industry. This event was a fantastic opportunity to showcase the diverse and rewarding careers available within the flooring sector and to connect with potential future apprentices.

## Inaugural Golf Day – Fun and Laughter on the Course

September saw the launch of the first-ever FCIA Golf Day. While the day featured some seriously competitive golf, it was the fun and laughter that truly defined the event. The golf day proved to be a great way for industry professionals to relax, network, and enjoy the outdoors together. It's an event that is sure to become a staple in the FCIA calendar for years to come.



## Women's Shelter Workshop – Giving Back to the Community

In an inspiring community project, 11 apprentices attended this workshop to refurbish the floors of a women's shelter. Over the course of a week, they redid the floors, providing a much-needed upgrade to the shelter's facilities. This project exemplifies the FCIA's commitment to not only advancing the flooring industry but also giving back to the community.



A special thanks goes to Ardex, Airstep, Karndean, Beaulieu of Australia Pty Ltd, Forbo and MJS Floorcoverings for their invaluable assistance and involvement in this initiative.

### Females in Flooring – Celebrating Women in the Industry

2024 also saw the launch of the first two “Females in Flooring” events, aimed at recognising and celebrating the



contributions of women in the flooring industry. The High Tea events, held at The Langham Hotel in Melbourne and Rydges in Parramatta, attracted 44 and 30 guests, respectively. These gatherings provided an opportunity for women in the industry to network, share experiences, and build connections. We are already looking forward to continuing this important initiative in 2025.

### Support for Apprentices and Training

As part of FCIA’s ongoing commitment to developing the next generation of



flooring professionals, we hosted several successful training days at Mapei, which provided practical, hands-on learning experiences for apprentices. The support of manufacturers like Mapei is essential to ensuring that training opportunities continue to be of the highest quality. We’re excited to build on this foundation in 2025, with plans for more collaborations with other manufacturers to offer even more training options.

### Flooring Taster Days

FCIA held two Flooring Taster Days in South Australia in August and November as part of the SA Skills Grant initiative which are an important step in helping raise awareness of the flooring trade amongst young people. These hands-on sessions allowed attendees to explore the flooring profession in a practical setting, providing a valuable introduction to the industry.

### AGM

In November, FCIA held its Annual General Meeting, a key moment for reflection and planning for the future.



### Looking Ahead to 2025

As we look to 2025, FCIA is excited about continuing the momentum built in 2024. With more training days, events, and collaborations on the horizon, we are committed to supporting the growth and development of the flooring industry. We’re especially eager to expand our initiatives for women in the industry and to continue working with manufacturers to offer valuable training opportunities.

We are also very excited to be launching our FloorTec convention in February 2025.

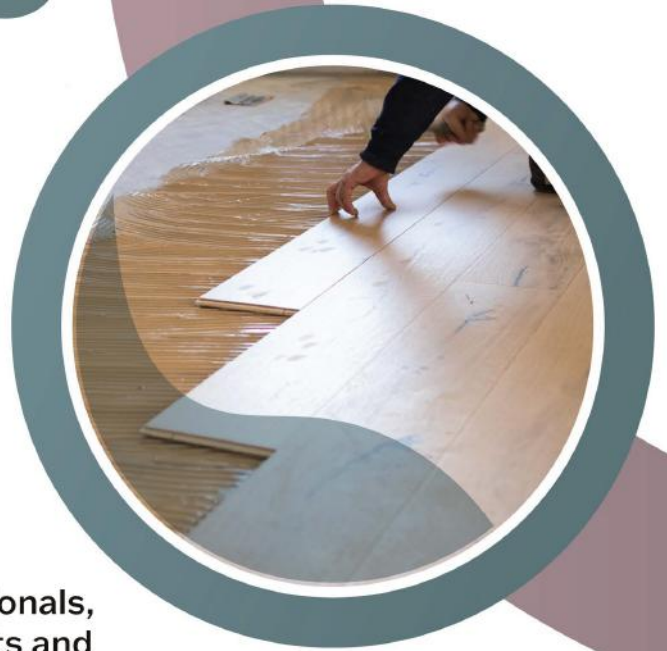
As the year draws to a close, I’d like to extend my heartfelt thanks to everyone who contributed to making 2024 such a successful year for FCIA. On behalf of the FCIA team, I wish you all a very Merry Christmas and a safe, bright New Year. Here’s to another busy, rewarding year ahead!

# FLOORTEC 2025



**FCIA**  
FLOORTEC 2025

Join us at FCIA's Inaugural FloorTec Expo, where innovation meets craftsmanship in the world of flooring solutions.



FloorTec brings together leading industry professionals, suppliers, and manufacturers showcasing products and industry best practices in flooring solutions for the commercial and semi-commercial contracting arena.

Attendees can speak to suppliers and manufacturers about new products/ technologies and hear from industry experts addressing key industry issues including the various Australian standards that impact the Australian flooring industry.

## KEYNOTE SPEAKERS

- Don Considine (ATTAR) - Australian Standards
- Aaron Martin (Procom Flooring)- Navigating Building Contracts
- RLA Panel - Water Proofing Standards
- Dale Richter (Premium Floors) - Acoustic Standards
- Tarkett - SLIP Standards

## EVENT DETAILS

- 28 February 2025, 9.30am - 6.00pm
- Grand Hyatt Melbourne, 123 Collins Street Melbourne
- For more info, contact: [info@fcia.org.au](mailto:info@fcia.org.au)

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Floorcoverings



*Speak to these manufacturers & many more!*

# FLOORTEC 2025: A KEY EVENT FOR FLOORING PROFESSIONALS

written by: Fiona Wischnewski , FCIA Group

FloorTec brings together leading industry professionals, suppliers, and manufacturers to showcase the latest products and best practices in flooring solutions for the commercial and semi-commercial contracting sectors.

Attendees will have the opportunity to engage with suppliers and manufacturers about new products and technologies, as well as hear from industry experts addressing key issues.

## Keynote speakers include:

- Aaron Martin: Navigating Building Contracts
- Don Considine: Australian Standards
- RLA Panel: Water Proofing Standards,
- Dale Richter: Acoustics
- Tarkett: Slip Standards

Suppliers already confirmed include: RLA, MJS, Tarkett, Mapei, Ardex, Kevmor, Nexus, DTA, Vortex, Gerflor, CleverChoice, Urban

Turf, Leister, and RBM Plastic Extrusions.

## Individual, Apprentice and Tradie Tickets include:

- Entry ticket
- Morning tea, lunch, afternoon tea and drinks
- Access to all speakers and participants

## Corporate Booth Ticket prices include:

- 2 Entry tickets
- Morning tea, lunch, afternoon tea and drinks
- Access to all speakers and participants
- Table
- Table cloth with your logo
- Teardrop banner with your logo
- Booth partitions

Looking forward to seeing you there. To register please [click here](#).



# KODY'S JOURNEY WITH CARPET COURT MURRAY BRIDGE: A STORY OF GROWTH, DEDICATION, AND POSITIVITY

At Carpet Court Murray Bridge, we have the privilege of working alongside a range of talented individuals who bring passion, enthusiasm, and commitment to their roles. One of these individuals is Kody, who, in his short time with the team, has already made a significant impact.

Kody's journey with Carpet Court began six months ago, and during this time his story has become one of determination, personal growth, and a fresh perspective on the workplace. Here's a look at Kody's experiences and his contributions to Carpet Court Murray Bridge.

## A New Beginning

Kody joined Carpet Court after a bit of a serendipitous meeting. Initially, his effort to visit the store and introduce himself was difficult and confronting for him as he struggles with anxiety and has been diagnosed with autism.

After receiving valuable advice and support from others including mentors from Headspace, Kody's job search took a positive turn. Despite the company not having any open positions, they saw potential in Kody and created a role for him. His determination to find work, gain independence, and start building a career made him a perfect fit for the team.

Kody believes "While being on the Spectrum has had its challenges over his life, being at Bridge Carpet Court has helped meet those challenges head on and he can wholeheartedly say that disabilities, disorders of any kind should never stop anyone achieving their goals in life and never doubt that they can."

## Gaining Independence

For Kody, working is about more than just earning money; it's about gaining independence and building confidence. Having completed high school, Kody found himself feeling somewhat stuck and unsure of the next step in his life. But at Carpet Court, Kody has found a place where he feels a sense of purpose and is motivated to push himself to grow.

"I came here because I wanted to gain independence and become more confident. Working here gives me a purpose," says Kody.



His new role has helped him become more self-reliant, and it's clear that the job has provided him with the structure and support he needed to thrive.

## Daily Responsibilities

Each day at Carpet Court brings a variety of tasks for Kody. He works closely with Mark in the warehouse, helping to set up and cut carpets in preparation for sale or installation. Kody's duties include ensuring the warehouse remains clean and well-organised, which plays a critical role in ensuring efficiency within the team.

Kody has also taken on some computer-based tasks, including maintaining an inventory of tools, tracking their availability, and managing other aspects of warehouse logistics. Though the computer work can be challenging at times, Kody embraces these challenges with a positive attitude, constantly seeking feedback to improve.

"I want to impress everyone I work with, and I actively ask for feedback. If I get negative feedback, I take it as an opportunity to learn and grow," he shares.

## A Supportive Environment

Kody's approach to his work has been well-received by his colleagues. His positivity and enthusiasm are contagious, creating a pleasant atmosphere in a fast-paced work environment. Merrilyn, one of the directors at Carpet Court, highlights Kody's impact on the team:

“Kody brings a breath of fresh air to the office. His positivity helps remind everyone of the importance of being organised and structured. When things get busy, it’s easy to forget the basics, but Kody helps keep things in perspective. His approach has encouraged the team to communicate more efficiently and stay focused on the fundamentals.”

Mark, the warehouse manager, has also been impressed with Kody’s work ethic. “Kody has helped relieve some of the pressure in the warehouse, and his attention to detail with numbers is spot on,” Mark says. “He’s a few steps ahead and always keeps the area clean and tidy. It’s been a pleasure working with him.”

### Volunteer Work and Past Experience

Before joining Carpet Court, Kody had some experience in various roles. He worked as a kitchen hand at a pasta place, but it didn’t provide the challenges he was seeking. He also worked at another venue, where he was thrown into the deep end without much training, which left him feeling under prepared.

But his volunteer work at the food bank helped Kody build skills that would later support his application to Carpet Court. At the food bank, he was responsible for setting up bags of fruit and vegetables, cleaning, and maintaining stock. His commitment and determination to succeed in volunteer roles played a role in landing his current position.

### Looking Ahead

While Kody is currently focused on his role at Carpet Court, he has bigger dreams for the future. He’s interested in pursuing a career in teaching and acting, with aspirations to one day apply to university and become a teacher or tutor. He has always loved being on stage, and education seems like a natural next step for him.

“I’ve always wanted to be involved in teaching,” Kody explains. “It’s hard to get into, but I think it would be an amazing job to help others learn and grow.”

### Why Carpet Court Took a Chance on Kody

Merrilyn, shares why they decided to bring Kody on board. “Kody came in with his resume and immediately impressed us,” she says. “His support person stood back, allowing Kody to take charge of the conversation. He presented himself so well, professionally, and respectfully, which made a huge difference. Even though Kody had been turned away from other jobs, we could see his genuine desire to work and succeed.”

Kody began with a work experience placement, and it was clear from the outset that he was someone the business wanted to invest in.

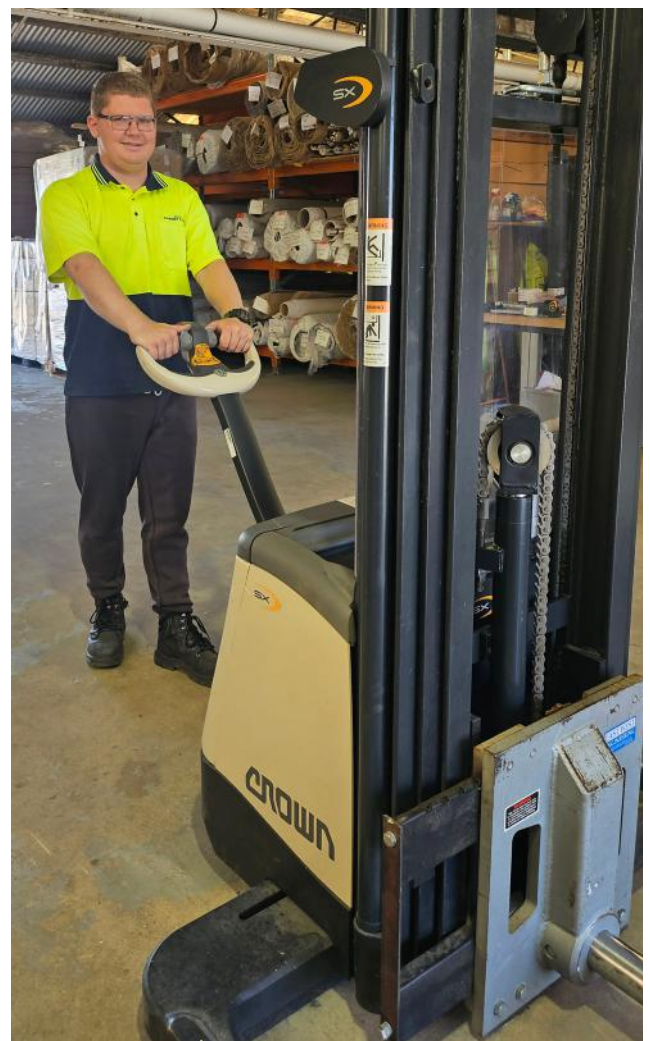
### The Benefits of Kody’s Presence

Kody’s time at Carpet Court has been beneficial

not only to him but also to the business. His positive attitude, work ethic, and attention to detail have contributed to the overall success of the team. His ability to stay organised and his willingness to ask for feedback have made him an invaluable member of the team.

“I’m proud of how far I’ve come,” Kody says. “I want to keep learning and improving, and hopefully, one day, I’ll be able to make a bigger impact.”

In just a very short time, Kody has proven that he’s more than capable of handling the responsibilities placed before him. His story is a reminder of the importance of giving people opportunities, believing in their potential, and supporting their personal growth. Kody’s journey at Carpet Court is just beginning, and the future looks bright for this talented, hardworking young individual.



# FCIA WELCOMES NEW MEMBERS TO SUPPORT THE INDUSTRY

written by: Fiona Wischnewski , FCIA Group

FCIA is excited to welcome a number of new members who have joined to support the flooring industry. We are thrilled to have the following companies on board:

- Procom Flooring
- Quest Carpets
- Southside Flooring
- Layright Commercial
- F. Ball and Co. Ltd.
- Corporate Design Floors SA Pty Ltd
- Next Gen Flooring Pty Ltd
- Project-Link AU

- Lukes Floors Pty Ltd T/A Floors Plus
- Flooring Solutions (SA)
- Southern Diamond Tools
- Urban Turf Solutions
- Bob Crotty Consultancy
- SRS Worldwide

We look forward to collaborating with all of you and working together to continue advancing the industry.



## Needed!! Floor Covering Trainers and Assessors

Share skills and knowledge

Teach the next generation of tradespeople

Ideal for retiring installers or those who need to get off the tools

Have experience in all aspects of flooring installation

Part-time options available

Email us at  
[info@fcia.org.au](mailto:info@fcia.org.au) to hear more  
about the roles



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# THE FCIA ANNUAL AWARDS DINNER 2025

written by: Fiona Wischnewski , FCIA Group

Attending the Flooring Gala Ball is an important opportunity to celebrate the achievements of the flooring industry while recognising the hard work of apprentices who are the future of this industry. The event provides a platform to honour those who have contributed to the industry's growth, innovation, and success.

The Gala is also a chance to recognise the dedication and talent of apprentices who are the backbone of the industry. Apprenticeships play a crucial role in developing skilled workers who will shape the future of the flooring profession. By celebrating their accomplishments, we

encourage the next generation to pursue excellence and innovation in their careers.

Moreover, the Flooring Gala Ball is an excellent networking opportunity. It brings together industry leaders, suppliers, and professionals from all areas of the flooring sector. Whether you're a business owner, manufacturer, supplier, or apprentice, the event offers valuable connections that can lead to future collaborations and career growth. It is a chance to build relationships, share knowledge, and inspire others to continue pushing the boundaries of what's possible in flooring.

*You're Invited to the*

# FCIA

ANNUAL GALA AWARDS DINNER

Join us for a glamorous evening as we celebrate and honour the achievements of emerging talent and leaders in the flooring industry.

**Saturday, 1 March 2025**  
**6:30pm – 11:30pm**

**Plaza Ballroom, 191 Collins St, Melbourne VIC**

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**HAVE YOU REGISTERED FOR FLOORTEC**  
**FRIDAY 28 FEB 2025?**

**REGISTER NOW!**

# EMPLOYERS SUPPORTING APPRENTICESHIPS WITH BUCKLEYS CARPET COURT

written by: Suchitra Ahlawat, FCIA Training Academy & Craig Buckley, Buckleys Carpet Court

Buckleys Carpet court in Orange employs two apprentices – Oscar Watson and Saxon Buckley. Oscar is entering the fourth year of his apprenticeship while Saxon is in his third year. Both apprentices have shown a great commitment towards their apprenticeship by consistently completing their theory work on time and to a high standard, while also documenting their practical efforts through photos and videos.

Below is what their trainer Ryan Van Den Heuvel said about them after his last visit in November:

**Oscar** – “He did very well and supplied a lot of evidence for the projects. Oscar puts significant effort into his theory work, diligently reads the learner guide, and understands the assessment requirements.”

**Saxon** – “Although currently on light duties, Saxon has made excellent use of his time by completing the majority of his theory work. Once back on the tools, he will focus on gathering the practical evidence needed for his units.”

Completing theory work after a long hard day of being on tools is not easy, but Oscar and Saxon have shown that with dedication and commitment, everything is possible!

Buckleys Carpet Court has a strong history of nurturing apprentices. The business has previously employed two other apprentices who successfully completed their training, with one earning recognition as a finalist for the NSW Apprentice of the Year Award 2024. Their ongoing support for apprenticeships, including providing the time and resources needed to succeed, is a testament to Buckleys Carpet Court’s commitment to fostering the next generation of skilled and qualified installers in the flooring industry.

Here is what Craig Buckley, owner of the business has to say about Oscar and Saxon:

“I am very proud to have Saxon and Oscar as part of the Buckleys Carpet Court team.”

“They are both very committed to their apprenticeship and learning, it is an obvious priority in their daily conduct and attitude at work.”

“As an apprentice it takes a certain degree of independent learning whilst being mentored on the tools. They never hesitate to ask questions or go the extra mile for the business on a daily basis.”

“They never hesitate to admit their short comings but instead use their learnings to grow and improve their overall knowledge base which is not just related to carpet laying but to the business operation as a whole. This is what will make them industry standouts as they get closer to their goal of being fully qualified.”

“Buckleys carpet court is a very family orientated business, and both the boys embrace their employment and enjoy what the company culture has to offer.”

“Employing and mentoring apprentices is a necessity to secure the future of the business, but what makes it fulfilling for myself is watching the boys grow and learn with enthusiasm and integrity. I am very proud of them both.”

“They are both assets to the business and I am sure they will benefit our industry for years to come.”



Saxon Buckley - Buckleys Carpet Court



Oscar Watson - Buckleys Carpet Court

# 11 BENEFITS OF HIRING AN APPRENTICE

written by: Fiona Wischniewski, FCIA Group

For years, I've heard companies debate the benefits of taking on apprentices, with some not fully recognising the value of this investment—not only for their own business but also for the industry as a whole. Here are a few key benefits of bringing an apprentice into your flooring business:

## 1. Cost Savings

**Lower labour costs:** Apprentices typically earn less than skilled tradespeople, providing a more affordable labour force for routine tasks and basic installations.

**Reduced overhead:** By having apprentices, employers can manage budgets more efficiently without compromising the quality of work.

## 2. Skilled Workforce Development

**Tailored training:** Apprentices can be trained according to the specific needs and standards of the company, ensuring they are well-prepared for the contractor's unique requirements.

**Future talent pool:** Apprenticeships create a pipeline for skilled labour, allowing employers to hire their apprentices as full-time employees or contractors once they complete their training.

## 3. Increased Productivity

**Support for senior staff:** Apprentices can assist experienced workers with less complex tasks, freeing them to focus on higher-value, more complex work and enhancing overall productivity.

**Faster project completion:** With an extra pair of hands, apprentices can help speed up installations and repairs, helping meet deadlines and take on more projects.

## 4. Higher Employee Retention

**Loyalty and job satisfaction:** Apprentices who are trained and developed within the company are more likely to stay long-term, reducing turnover and improving retention rates.

**Career progression:** Offering apprenticeships demonstrates a commitment to career advancement within the company, which can increase job satisfaction and morale among all staff.

## 5. Improved Reputation and Community Engagement

**Reputation as an industry leader:** Employers that take on apprentices gain a reputation as companies that invest in developing the next generation of skilled workers.

**Community ties:** Apprenticeships can build relationships with local trade schools and vocational programs, strengthening the company's connection to the community and enhancing its profile in the local market.

## 6. Adaptability and Scalability

**Flexibility in labour force:** Apprentices can be gradually integrated into larger projects as they progress through their training, helping the employer scale operations during busy periods.

## 7. Mentorship and Leadership Opportunities

**Skill development for senior staff:** Experienced employers have the opportunity to mentor and develop leadership skills by training apprentices, which can improve team cohesion and overall expertise.

**Building a positive work culture:** The mentorship dynamic fosters a positive workplace culture based on learning, growth, and teamwork.

## 8. Access to Incentives and Grants

**Government funding:** In many regions, employers can access grants or tax incentives for hiring apprentices, reducing the financial burden of training and supporting new workers.

## 9. Knowledge of Emerging Trends and Technologies

**Fresh perspectives:** Younger

apprentices may bring new ideas or technological awareness that could improve efficiency or introduce innovative approaches to flooring installation.

**Staying ahead of trends:** Apprentices are often more tech-savvy and may be familiar with the latest tools, materials, and techniques in the flooring industry, helping employers stay competitive.

## 10. Support for Specialised Work

**Flexibility in task allocation:** Apprentices can be trained to support specialised flooring projects (e.g., luxury vinyl, tile, carpet), allowing employers to expand their service offerings without hiring additional skilled workers.

**Long-term specialised skills:** Over time, apprentices can be trained in niche areas of flooring installation, ensuring the company has expertise across various materials and project types.

## 11. Reduced Hiring Risks

**Test run before full-time employment:** Apprenticeships serve as a probationary period, giving employers a chance to assess an apprentice's skills, work ethic, and compatibility with the company before offering full-time employment.

**Lower turnover costs:** By developing workers internally, employers reduce the risk of hiring workers who might leave after a short period, saving on recruitment and training expenses.

In summary, for commercial flooring contractors, hiring apprentices provides long-term benefits such as reduced costs, a steady pipeline of skilled workers, increased productivity, and a positive impact on company culture and reputation. Not to mention helps introduce new people and skills to the flooring industry.

# COTTER FLOORS – IT'S IN THE BAG!

The “It’s in the Bag” charity initiative is a heartwarming fundraiser that encourages people to donate handbags filled with essential hygiene items for women and girls in need.

Each bag contains toiletries, sanitary products, and a few thoughtful extras, offering a small but meaningful gesture to those facing homelessness or difficult circumstances. The goal is to make their lives a bit more dignified and humane.

Over the past three years, Cotter Floors has successfully organised two incredible “It’s in the Bag” events, collecting an impressive number of bags and items for those less fortunate.

We spoke with Michelle, Senior Estimator at Cotter Floors and Deb, Accounts Manager who played a key role in organising the event. When asked why Michelle chose this particular charity, her answer was immediate and heartfelt:

“The story really tugged at my heartstrings. We’ve all been in situations where we could have easily found ourselves in their shoes. No one plans to end up on the street or in dangerous circumstances. Without family support, any one of us could be there. Mothers, in particular, often put everyone else before themselves—children, partners, friends—especially when the budget is tight. It’s so nice to be able to do something for a mother that helps her feel like a real person again.”

This year’s event at Cotter Floors attracted 30-40 incredibly generous individuals. What Alana, Michelle and Deb found particularly moving was the support from men, many of whom went out and purchased the hygiene products themselves. The response from the industry was overwhelmingly positive, and at times, it felt like a school reunion, with people reconnecting after a long time or changing roles and companies.

This year, nearly 50 filled bags were collected, and the quality of the items was exceptional. Donors contributed homemade scrunchies, bath bombs, lip balms, along with essential items like shampoo, conditioner, soap, toothpaste, toothbrushes & female sanitary items.

All bags were delivered to their drop-off point at Bunnings, where Michelle, Deb & Alana were thrilled to see the container packed to the brim. Michelle shared how seeing the full container brought her immense joy. “Why? Because every bag will bring a smile to someone!” she said.

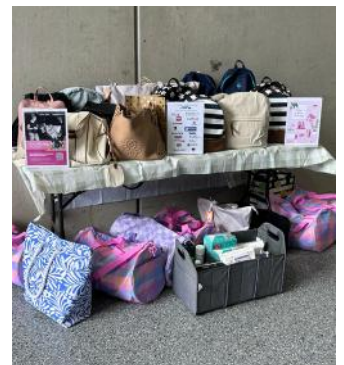
When asked why they believe people are so eager to give to this charity, their answer was simple:

“People love this event because it’s so tangible. You buy the items, hand them over, and know that 100% of what you’ve collected will directly help someone in need.”

The success of the event would not have been possible without the tireless work of Alana Blackman, who acted as the “steam engine” behind the event, ensuring everything ran smoothly. Additionally, Jarryd Bailey generously donated his team’s time and venue to make the event possible.

It’s a powerful reminder of what we can achieve when we work together.

A heartfelt thank you to Michelle, Deb, Alana, and Jarryd for spreading a little sunshine to those who need it most!



# F. BALL AND CO. LTD.



Founded in 1886, F. Ball and Co. Ltd. is the UK's leading manufacturer of subfloor preparation products and adhesives. It has a long track record of innovation focused on the creation of next generation products to help flooring professionals work to ever higher standards. While it has been operating for over 135 years, the company is fairly new to the Australian market. It has recently appointed Kevin Hardy as the new business development manager for the country.

Voted 'Adhesives Manufacturer of the Year' for more than 25 years in a row at the UK's premier flooring industry awards, F. Ball makes adhesives for practically every type of decorative floorcovering. Continuous investment in research and development, working closely with international floorcovering manufacturers, enables the company to develop new formulations with revolutionary combinations of properties.

The company has also developed high-performance smoothing compounds for a range of general purpose and specialist applications, including fast-track installations, use over underfloor heating systems and preparing flexible subfloors of metal and wood. Its repair and finishing compounds help ensure a perfectly smooth subfloor finish to optimise the appearance of finished installations.

Subfloor preparation products include a range of solutions for identifying and dealing with subfloor moisture to avoid floor failure, including moisture measurement tools and liquid waterproof surface membranes.

## Ongoing development

F. Ball is known for innovation focused on creating high-performance products with specialist features.

For example, advancements in hybrid polymer adhesives enabled F. Ball to create Styccobond F49 Hybrid PS, the first in a generation of high-performance vinyl adhesives that combines both pressure sensitive and temperature tolerant characteristics.

In recent years, F. Ball has used the latest cement technology to create a new generation of water-mix smoothing compounds, including Stopgap 1500, which can be applied over old adhesive residues, and Stopgap 1600, a fibre-reinforced smoothing compound that is formulated especially for use over water-fed underfloor heating systems.

## Technical expertise

Research and development is managed by a committee of specialists from sales, marketing and technical departments and supported by dedicated on-site laboratories and testing facilities at its UK manufacturing site.

This steadfast commitment to quality means that flooring contractors can rely on the F. Ball Guarantee, which states that its products will perform for the entire lifetime of floorcoverings, as long as advised subfloor preparation and installation processes are followed.

Another goal of research and development is to ensure compatibility of adhesives and floorcoverings, new versions of which are constantly entering the market.



For this purpose, F. Ball produces its industry-leading Recommended Adhesives Guide (RAG®), which lists adhesives recommended for use with over 6,000 floorcoverings produced by over 200 international manufacturers and is available online from the F. Ball website [www.f-ball.com](http://www.f-ball.com) and as a free app. An updated version has been published annually for over 50 years. Recommendations are included in the guide only after the completion of a rigorous seven-week testing programme at F. Ball's state-of-the-art testing facilities and subject to endorsement by the relevant floorcovering manufacturer.

### Customer focus

Advanced technology is backed up by industry-leading customer service in order to get the most out of F. Ball products.

The F. Ball website also features an array of high-quality learning materials, including a library of video tutorials and articles covering all aspects of subfloor preparation and flooring installation, as well as an FAQ section and other tools, such as a handy coverage calculator.

It is also where you can find details of how to contact the company's head office-based technical service department, which is on hand to answer questions about subfloor preparation

and floorcovering installation and provide expert advice on the best course of action for particular flooring projects when using F. Ball products.

Kevin Hardy commented: "We are currently looking to partner with more flooring distributors whose values align with ours so that we can add value with the support that we have become known for in the UK."

Find out more at [www.f-ball.com](http://www.f-ball.com)





F. Ball and Co. Ltd.

CI/Sfb | (43) | Yt3

January 2024



# RAG<sup>®</sup> 2024

RECOMMENDED ADHESIVES GUIDE



YOUR COMPLETE GUIDE TO FLOORING ADHESIVE SELECTION. **GUARANTEED.**

# DTA AUSTRALIA: UNDERSTANDING STAIR NOSINGS

Stair nosings are an essential component in both commercial and residential buildings, providing safety, durability, and aesthetic appeal. DTA Australia, a leading supplier of flooring tools, accessories, and profiles in Oceania since 1976, offers an extensive range of compliant stair nosings designed to meet various applications and ensure adherence to Australian Standards.

Compliance with standards is crucial in the construction industry, particularly when it comes to safety features like stair nosings. Standards such as AS1428.1-2021 and AS4586-2013 in Australia, set out specific requirements to ensure that staircases are safe and accessible for all users, including those with visual impairment.

In Australia, stair nosings must comply with AS1428.1-2021, which focuses on design and luminance contrast, and AS4586-2013, which addresses slip resistance. These standards ensure that stair nosings provide adequate visual contrast and slip resistance, reducing the risk of accidents. For instance, the luminance contrast strip on stair nosings must be between 50mm and 75mm wide. Additionally, the slip resistance rating for dry surface conditions is P3, while for wet surface conditions, it is P4.

DTA Australia offers a wide range of stair nosings designed to comply with the Australian Standards. Products include:

**Universal Stair Nosings:** Available in both short and long riser options, these nosings are supplied in 3.66m lengths and come in matt silver and matt black anodised finishes. They are designed for use with Gecko Grip Anti-Slip tape or ASN152 inserts to ensure compliance.

**Vinyl Stair Nosings:** These nosings are also available in short and long riser options.

**Carpet Stair Nosings:** In several designs for use with carpet tiled and broadloom

carpeted stairs, these nosings are available in matt silver anodised finish and comply with the relevant standards.

**Fiberglass Industrial Stair Nosings:**

Suitable for high-traffic areas, these nosings provide a non-slip surface even in wet, oily, or greasy environments. They are waterproof, UV resistant, with a P5 slip resistance rating.

**All-Weather Stair Nosings:** Designed for outdoor and rugged applications, these nosings are waterproof and inlaid with high slip-resistant black silicone carbide.

Compliance with standards is not just about meeting legal requirements; it plays a crucial role in ensuring the safety and durability of staircases. Properly designed and installed stair nosings significantly reduce the risk of slips, trips, and falls, particularly in high-traffic areas or environments where moisture is present. By providing adequate visual contrast and slip resistance compliance.

DTA Australia's extensive range of stair nosings solutions ensures that builders and property owners can confidently meet Australian Standards, providing a safe and durable solution for their staircases. Whether for commercial or residential applications, DTA products offer the perfect balance of safety, durability, and aesthetic appeal. By ensuring all products are designed to adhere to Australian Standard AS1428.1-2021 and AS4586-2013, DTA Australia continues to lead the way, providing high-quality, compliant stair nosings that cater to a wide range of applications.



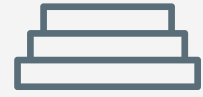




# STAIR NOSING

DTA offers a versatile range of high-quality stair nosing profiles to enhance safety and style. Compliant with Australian standards, our profiles suit various surfaces—including carpet, wood, vinyl, and tile—providing reliable grip across applications. Available in a selection of contemporary finishes, DTA's profiles seamlessly integrate into any space, elevating functionality and design.

EXPLORE THE RANGE



Range of applications

P3 & P4  
Slip Resistance  
Rated



Compliant with  
Australian  
Standards



**& MORE**



VISIT OUR WEBSITE  
[www.dta-us.com.au](http://www.dta-us.com.au)

CONTACT US  
**1800 505 045**

# OFFICIAL OPENING CEREMONY OF ARDEX AUSTRALIA'S OCEANIA HQ

written by: Monique Fenech, Ardex Australia

ARDEX Australia is gearing up provisions to address the housing availability crisis in New South Wales within its new state-of-the-art Industry 4.0 facility in Western Sydney, officially opening today.

The launch takes place as the NSW Government commences the first sites for a trial of modular social housing.

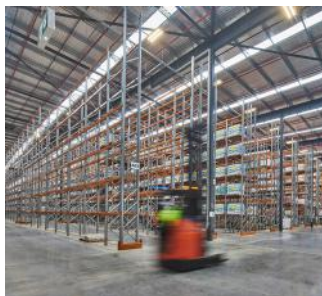
ARDEX is a global company that specialises in the development and manufacturing of high-performance building materials. The company offers a wide range of products and solutions for various construction applications, primarily in the areas of subfloor and wall levelling compounds, flooring, tiling, waterproofing and concrete repair.

The new \$140 million targeted 6 green star manufacturing regional headquarters features a world-class 35-metre high powder manufacturing tower used to vertically mix raw materials efficiently. Another new liquids manufacturing plant is an industry-first for its orientation and size and includes a 20-metre silo tower for storage and transfer of raw materials to the multi-level mixing plant.

According to Fabian Morgan, ARDEX Regional Managing Director - Oceania, the new HQ brings certainty and stability to customers as well as new possibilities and partnerships like those required for offsite-built modular social housing.

“A typical challenge of off-site building methods for housing is the stresses acting on the elements due to transportation to the construction site and lifting operations. Building materials must be uniquely designed to ensure safety against cracks and detachments. ARDEX is globally aligned and well positioned to provide such high performing solutions. For these reasons, we support inclusion of uniform standards for manufactured homes constructed offsite, which the NSW Government is seeking from NSW Building Commission.

“Our expert local team include chemists, engineers, technicians and production operators who are highly



trained and already producing new formulations and bespoke solutions for the industry.”

ARDEX HQ is also well positioned within the largest employment catchment area in Sydney with jobs expected to increase as the production towers speed manufacturing and outputs.

The new HQ location is strategic for an optimal national logistics network for the warehouse, located nearby the 24/7 Western Sydney International Airport and future Southern Link Road in the Western Sydney Aerotropolis, close to the M4 and M7, and within Greater Western Sydney's sought-after industrial zone, alongside Microsoft and Amazon.

The site complements the other 9 manufacturing and 14 distribution centres around Australia and New Zealand.



Innovative click-together plank design

Resilient Solutions

# Hybrid | Immortal Chevron

Discover the innovative **Immortal Chevron Boards** – a first-to-market *breakthrough* in flooring. This unique design combines elegance with advanced functionality, featuring a **super matte finish** and **multi-pattern variation** that mirrors the beauty of real timber. Elevate your space with the latest in flooring *innovation*.



BEDROOM



KITCHEN



LIVING

# MEET THE TEAM: NIRANJAN PETER

20

Underfoot Oct-Nov-Dec 2024

Niranjan has been working for the business for the last two years in the Marketing Department. He is the FCIA's sole Marketing & Communication Officer, and his role is focused on the marketing and collateral design requirements of the business.

Niranjan has been working as a marketing professional for just under a decade. He graduated from his Bachelor's in Business majoring in Accounting & Marketing but chose to pursue a career in Marketing. In his early years he was exposed to the digital transformation space where he managed the website and application development for New Zealand's largest floor tile retailer. From there he began to expand on these skills and eventually started his own business where he provided his clients with general marketing strategy, the implementation of those strategies and the management of the development of digital products such as websites and applications.

Over the years Niranjan worked with a number of different businesses including technology startups, hair and beauty salons, financial brokerages, event management, retail businesses and more. This experience exposed him to a vast number of projects and has helped him develop the skillset he brings to the FCIA.

## His key role within the business is:

- The design of Marketing collateral for the use of the business including brochures, magazines and social media assets
- Management of both our core social media channels
- Development and dispatch of email marketing
- Design and dispatch of the Underfoot magazine
- Aiding FCIA events through marketing initiatives
- Supporting the needs of the business where required

We asked Niranjan a few key questions to get a better understanding of who he is as a person.

## What are your greatest achievements to date?

When I was at university digital marketing was not yet a qualified discipline however it was clearly having an impact on businesses I worked with. I then self-taught myself the skills I needed to be an asset to a marketing landscape that was shifting from traditional practices to digital. I see the success I found through self-teaching myself those skills as my greatest professional achievement.



## What's your favourite thing about your role at FCIA?

I enjoy working with the team we have here at the FCIA. We are a passionate group of individuals who are striving for the betterment of the industry. This passion leads us to large amounts of varied opportunities and it's the journey to reaching our goals that I enjoy the most.

## What are you focused on in the business now?

My current focus is to manage the various events that we have in 2025 whilst also developing better processes for the Marketing and Communications initiatives.

## What are you most looking forward to in 2025?

Professionally I am looking forward to being a part of the first ever FloorTec event in 2025 and also attending my first FCIA workshop so I can get a hands-on experience of the work we do. I am also welcoming my first child in February 2025 so that is also something I am really looking forward to.

## What's your dream vacation destination?

My dream vacation would have to be travelling around Japan. I have great respect for the Japanese culture and the way they maintain their cities and towns. I would love to spend my days eating okonomiyaki and visiting fashion boutiques in Tokyo or drinking beer and exploring the landscape in Hokkaido.

Niranjan is a vital part of our team and is always willing to go the extra mile to support the needs of our team. He loves to learn and has made a real impact on the many marketing initiatives of the business.

# Insurance for Flooring Businesses

Flooring Protect is a Insurance Broking company solely dedicated to protecting businesses in the Flooring Industry via tailored Business Insurance covers. We are also the preferred insurance provider for the Floor Covering Institute of Australia.

Some of the benefits of letting us look after your insurances are:

- ▶ Best industry pricing for Flooring Retailers, Wholesalers/Manufacturers & Installers
- ▶ Highly experienced insurance brokers in the flooring industry
- ▶ 24/7 Dedicated customer support for claims
- ▶ Exclusive cover enhancements designed for the Flooring Industry
- ▶ Up to 20% discount for FCIA members.



SCAN FOR A QUOTE



FLOORING PROTECT

# UPCOMING EVENTS

FEMALES IN  
FLOORING  
VIC

27 FEB 2025

Floor Tec  
Trade Show  
VIC

28 FEB 2025

FCIA Gala  
2025  
VIC

1 MAR 2025

Melbourne  
Workshop  
VIC

MAR 2025

FCIA  
GOLF DAY  
NSW

SEP 2025

**IF YOU WOULD LIKE INFORMATION ABOUT THESE  
OR ANY OF OUR OTHER EVENTS THEN PLEASE  
CONTACT [INFO@FCIA.ORG.AU](mailto:INFO@FCIA.ORG.AU).**

FCIA WOULD LIKE TO WISH  
EVERYONE A VERY

# Merry Christmas

AND A SAFE AND  
HAPPY NEW YEAR

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