

# On the Job

INDUSTRY TRENDS & INSURANCE UPDATES



## Welcome

Welcome to the summer edition of *On the Job*.

Looking back, it seems 2018 has been another mixed bag for the building and construction sector. Builders and tradies are becoming accustomed to the peaks and troughs, phone ringing off the hook and then crickets, scrambling to get qualified workers one minute and then contemplating whether they'll need to let employees go the next.

What's in store for the year ahead? Without the benefit of a crystal ball, expectations are that 2019 will be much the same as this year – blowing hot then cold, doomsday headlines with dire predictions for the industry quickly squashed by better-than-expected figures for dwelling approvals, finance approvals and building activity.

All aboard the industry rollercoaster!

In this edition, we look at:

- liability in the age of #MeToo
- summer safety tips
- protecting your tools this summer and
- robots in construction.

Traditionally, many builders and tradies down tools for a couple of weeks over the festive break, so if you are taking some well-earned R&R, have-a-good-one! And if you'll still be slogging away on-site (or catching up on all that paperwork in the office), keep safe and don't forget to take some time to relax. We are all hoping for a busy year ahead in the building and construction industry.

On behalf of everyone at EBM, we wish you a joyous festive season and a prosperous 2019!

**The BuildCover and TradesPlus teams**

## #MeToo

**If you think the Hollywood-instigated #MeToo movement has nothing to do with you and your tradies, then it's time to think again.**



Launched in October 2017, not long after sexual misconduct allegations against Hollywood producer Harvey Weinstein were revealed, #MeToo is a movement against sexual harassment and sexual assault, especially in the workplace. Although it initially drew attention to bad behaviour in the entertainment industry, it soon spread across many countries and all industries, bringing the prevalence of workplace harassment, bullying and discrimination under the global spotlight (and not just the treatment of women, but all workers). The campaign has put accountability firmly on the agenda for all businesses – including those in building and construction.

For many working in the trades, a bit of “harmless jibbing”, being the butt of bad-taste jokes, not-so-subtle innuendo and even “horseplay” was part and parcel of being “one of the boys” and you were expected to “cop it on the chin” with good humour. Today, even if you don't have a sexual predator like Weinstein on the team, one of the crew might be putting your business at risk. What some consider a “bit of a laugh” is often seen by others as bullying and harassment...and, these days, they are much less likely to let it slide.

In 2012, a survey by the Australian Human Rights Commission into workplace sexual harassment indicated that:

- 1 in 4 women and 1 in 6 men had been sexually harassed in the workplace in the past 5 years
- 79% of harassers were men
- 90% of women were harassed by a man and 61% of men were harassed by a man

If harassment or bullying is happening on your job site or in your office and you know about it, or even if you should know about it, your company is liable. And you can find yourself being sued.

If you do find yourself looking down the barrel of a lawsuit, you could kiss goodbye to your financial future – any legal action against your company could not only threaten the survival and cash flow of your business, but also impact your personal assets. Even if the claim is not successful, you could end up drowning in legal bills (defence costs and damages) and see your finances sink if you aren't covered.

Employment litigation is an increasing risk for business in Australia – with a trend towards claims against individual managers and directors, multiple claims, higher value claims and adverse action claims. Due to complex legislation surrounding employment-related issues, employers are finding themselves being sued by employees for issues such as unfair dismissal/termination, sexual harassment and discrimination.

The bottom line: If you run a business with employees you need to safeguard your assets and the assets of the business with the right Management Liability insurance covers.

In today's heightened-awareness #MeToo environment – where employees are more acutely aware of their rights and far more likely to be litigious – it's imperative to cover your proverbial with Employment Practices Liability (EPL) insurance. EPL is designed to financially protect both your company and its directors if they are found to be legally liable for claims brought by your employees, contract workers, temporary workers or any person applying for a position. It provides indemnity in respect of defence costs and losses flowing from a range of employment-related issues, ensuring that your business has the ongoing ability to run as it should when defending EPL claims (reducing business stress and associated cost exposures).

With an EPL policy in place, your business is covered for:

- Sexual or workplace harassment (provides for claims, including those of a workplace environment conducive to harassment, and extends to not only the legal liability of the alleged act but also any associated defence costs, court ordered payments, or claims for psychiatric/mental injury alleged to be resultant from them)
- Wrongful dismissal or termination of employment (claims made against a business for allegations of unfair or wrongful dismissal/termination of employment)
- Discrimination (provides for costs associated with wrongful discrimination claims such as race, sex, pregnancy, marital status, disability, age, equal pay, training, promotion, and conditions of employment).

Generally, EPL policies exclude damages for personal injury but cover payments for hurt and humiliation. Losses covered in this type of liability insurance policy include the amount payable in respect of a claim against the employer, including damages, judgements, settlements, interests, costs, defence costs and any back-pay where reinstatement is ordered by a court.

Aside from direct financial losses, if an employee pursues a legal claim against your business, there are also several indirect consequences for your business:

- bad publicity
- poor industrial relations
- workplace disruption and
- loss of productivity.

As the old saying goes, “prevention is better than a cure”, so the best way employers can help reduce the risk of EPL suits is to make sure your workplace fosters an anti-bullying, anti-discrimination and anti-sexual harassment environment – and that you have processes in place for dealing with any complaints.

The takeaway: As the boss, the best protection you can get combines excellent employment practices and procedures with the right EPL policy. This combination will significantly reduce both the risk of claims and the negative impact of any unforeseen employment law complaints. Talk to an EBM Account Manager about the best types of [Management Liability](#) cover for your business.

## Feeling hot, hot, hot

**As the heat rises, so do the risks on the worksite. Use these tips to keep your cool and stay safe.**

It goes without saying that you and your crew are as tough as a pair of old boots. But when the sun is scorching it can be like Kryptonite to even the most super of men and women.

Heat stress and heat illness in the workplace costs Aussie employers \$6.9 billion every year in productivity loss, not to mention the associated safety issues – dizziness and heights is a recipe for disaster, as is delirium and power tools. The fact is, blue collar workers are particularly at risk as most will either work outdoors during the day or in confined spaces such as roofs and under floors where the temps can really soar. Did you know that on a 40°C day, a ceiling cavity can get to over 70°C?



### Know the signs of heat illness

If a worker exhibits any of these symptoms, take them to a cool place to rest, get any heavy kit (hard hat, boots, shirt) off them and give them water immediately – they may also need a cold compress or to be fanned (if it's serious\*, get medical attention ASAP as heat stroke can be fatal): headaches; light-headedness; dizziness or fainting; disorientation; nausea and vomiting; blurred vision; mood swings; rapid heart rate; redness of skin/rash; pale skin; excessive sweating; swollen lips; chills; clumsiness; weakness; leg or abdomen cramps; dry hot skin\*; very high body temp\*; skin red without sweat\*; incoherent\*; collapse\*; convulsions\*; or unconscious\*.

### Limit your risk

- *Go slow:* As the temps climb over the summer, ease yourself and your crew into working in the heat (build up tolerance slowly).
- *Keep an eye out:* Be particularly mindful that newbies on site (particularly those new to the job, those from interstate or overseas, and apprentices and work experience students) take care of themselves. The same goes for those who are a bit older or not so fit – over 65s, the overweight, those with heart disease or high blood pressure, or who take meds are at a greater risk of heat-related illnesses.
- *Hold ya horses:* If it's going to be a scorcher, hold off on the physically intensive tasks during the heat of the day. Schedule hot jobs during the cooler part of the day. Use work cycles to limit prolonged exposure to hot work areas and allow workers routine breaks in the shade.
- *Chill:* If possible, stay out of the sun during peak UV times (10am to 3pm).
- *Take cover:* Make sure there is plenty of shelter on-site – set up canopies or awnings if there is no building to retreat to. Beware of reflected UV light from surrounding surfaces like concrete, metal and glass even when working under shade. If possible, have a 'cool room' on-site, or at least get the aircon going in one of the work vehicles.
- *Smoko:* Make sure you take regular breaks. You may be under the pump to get a job done, but if you skip meals or don't take breaks you're likely to experience energy dips and lack of concentration, meaning you'll end up taking longer not less time.
- *Drink up:* Dehydration can reduce cognitive function, impair decision-making, slow reaction times and reduce productivity. Make sure there is plenty of fresh/potable water available. The MBA recommends '200ml every 15 mins'. Also keep some re-hydration fluids on-hand to restore electrolytes and salts lost through sweat. Icy-poles are also a good option for smoko.

- *No bull:* Avoid alcohol and drinks with large amounts of caffeine or sugar. Hot drinks won't quench a thirst.
- *Slip, slop, slap:* Aussies have the highest rate of skin cancer in the world and outdoor workers are exposed to 5-10 times more UV rays than those who work indoors. Slap on the SFP50+ (and don't forget SFP50+ lip balm) and re-apply throughout the day. Don a wide-brimmed hat (make sure you cover your ears and neck) or a hardhat with a detachable brim with neck guard.
- *Gotta wear shades:* Use sunnies or safety specs with UV protection and an anti-fog coating.
- *Bug off:* Don't forget the pest repellent and a heavy-duty fly net on the hard hat. Let co-workers know if you are allergic to insect or bee stings so they can administer first-aid (let them know where your EpiPen is located).
- *Dress for success:* Opt for lighter coloured, loose-fitting clothing (but not so loose it gets in the way) which allows air circulation. Remember to layer clothing when you work both outdoors and in (it can be up to 25°C cooler indoors thanks to aircon).
- *No Chippendales:* Always keep your shirt on. Singlets and stubbies don't belong on-site. Long sleeves and long trouser legs offer the most UV protection.
- *Ice, ice baby:* Even if it's hot and uncomfortable, personal protective equipment (PPE) is still a must. Wear PPE with UV protection. You can even get some clobber that has built-in ice packs.
- *Buddy up:* Make sure your crew know the risk factors and signs of heat illness – and how to treat them. Use a buddy system to monitor worker conditions.
- *Animal planet:* Watch out for snakes outdoors and also for animals taking shelter inside buildings – if they feel threatened, they may attack.
- *Grub's up:* If you bring your lunch, keep it cool in an in-car or on-site fridge (a lunch box with an ice block might not cut it) – no-one wants food poisoning or a mouthful of curdled chocolate milk.
- *Mate:* Don't forget about Bluey – make sure dogs on-site have a shady spot to lay down and plenty of fresh water, and never leave them in the cab or tray of the ute.

Aussie summers can be killers. If you don't look after yourself, you could end up in a bad way. Too much sun and heat exposure can result in poor concentration, lack of focus, memory issues, impaired judgement and reaction time, inability to recognise risks and poor physical coordination – all of which are bad news on a job site and can result in stuff-ups and injuries. No matter where you and your crew are working, take care to avoid sun exposure, heat stroke and dehydration. Your body will thank you for it, you'll meet your OHS obligations, the site will be safer – and you'll have less grumpy employees too!

## On the tools

### What's a tradie without their tools? Unemployed. Protect your income by protecting your tools.

For many builders and tradies, a New Year means new tools. But it isn't just the trades suppliers and tool shops that love this time of year – thieves do too. Shiny new tools fetch a better price down the pub, online, or at a pawn shop (even if they only get a small percentage of what you paid for them, it's still easy money).



Tools have a habit of taking a 'walk' on job sites – whether it's another tradie 'borrowing' a bit of kit, a light-fingered passer-by or some lowlife making like *The Fast and the Furious* and taking off with your fully-loaded trailer/ute/van. But your tools are also just as likely to be stolen from your home at night.

The unscrupulous don't think twice about parting you from your hard-earned, so don't make it easy for them to get their hands on your tools (and by tools we mean hand tools, power tools and all the electronic devices you need these days including smartphones, laptops/notepads and EFTPOS machines).

### ID and own them

- Paint, engrave or use technology like ultra-violet markers or DataDot to mark equipment with your details
- Police suggest using your licence number prefixed with your state
- You can also 'decorate' tools to make them more distinctive and less attractive (paint them an odd colour, use stickers that would be a nightmare to get off – fluro-pink stripes anyone?)
- Go hi-tech and consider using GPS tracking devices on high-value tools and equipment
- Consider investing in power tools that can be locked via apps
- Record tool types, makes, models and serial numbers of tools and equipment (have a master file in the office)
- Register them with the manufacturer
- Emphasise with employees, subbies, apprentices and work experience kids using your kit that they are a big part of your livelihood (and theirs if they get paid by you) and must be treated like the Crown Jewels!
- Make sure your crew is trained to put tools back in the toolbox or work vehicle when not in use, rather than just setting them down
- You might want to employ a formal or informal tool sign-out sheet to keep track of where they are – or should be (put some responsibility for the tools on your workers who are using them).

### Lock them up

- Make sure you lock your vehicle when unattended (however briefly)
- Secure your tools in heavy-duty tool boxes with quality padlocks, chains, shackles or locking systems
- Check the hinges on toolboxes are in good nick to stop them being easily broken and the contents nicked!
- Bolt your toolbox to the tray of your ute
- Consider a van safe/secure cabinet
- For equipment that doesn't fit in tool boxes, chain it to your vehicle with a padlock

- Use a purpose-built van (look for slam locks and interior deadbolts), ute or trailer which is secure and fully lockable
- When locking up with a key fob or any other electronic system, remember to double check the doors are secured (some crims use jamming devices to block the signal, leaving your vehicle open and exposed)
- Store power tools minus their battery and charger (they fetch much less)
- Keep tools and equipment at a storage facility, fitted with an alarm system and sensor lights
- Make sure your workshop/office is secure too – best locks, grills, security screens, sensor lights, alarms, CCTV, security patrol.

### Secure them

- When they are in the vehicle, if possible, keep tools out of sight
- If possible, take the tools out of the vehicle when you leave it unattended
- If you'll be leaving your van unattended for a prolonged period during the day, park with sliding or rear doors against a wall or sturdy fence so that they can't be opened
- Secure trailers when not attached to vehicles (you can buy wheel clamps or chain to a bolt bedded in solid cement at HQ or home)
- On-site park your vehicle within eye-shot
- Tempting as it might be, never leave tools on-site overnight/over weekends
- Try to park in a garage or in a driveway at home/back at the office
- If practical, get your workers to return vehicles to your workshop/office, where they can be locked in the garage, and not take them home overnight
- Avoid parking on the street or in dark, unlit or isolated areas
- Install a vehicle alarm (Bluey is a pretty effective deterrent too!).

### Insure them

- Keep a register of each and every tool (from the most expensive 'big guns' to every last screwdriver) – it's amazing how quickly all the 'little bits and pieces' add up and you'll want to be fully covered if the lot are stolen or destroyed
- Retain receipts – this will help figure out the right insured value and also be useful if you need to make a claim as you'll need proof of ownership
- Photograph items to help with insurance claims
- Make sure you consider the replacement value of your tools/equipment when you set up or renew your insurance
- Remember: you'll need to specify any items valued over \$5,000
- Most insurers only cover items that are stolen by forcible entry (i.e. someone breaks into your vehicle or pries open your tool box and makes off with your gear) – our [TradesPlusCover](#) provides cover if your tools are stolen from an unlocked vehicle too.

Tools are a tradie's lifeblood. They are expensive to buy and without them no work can get done. Preventing stolen tools isn't just protecting the tool itself, but the money you make using them every day. Speak to your [TradesPlusCover Account Manager](#) to make sure you have the right tool cover in place.

## Future forecast: I Robot

### Does the future of construction rest with a robot that looks like the love child of Bob the Builder and the Terminator?



Historically, construction has been one of the least automated industries, instead relying on manual labour to get the work done. Automation and robotics are slowly making headway in the construction sector. The first construction robots were designed in Japan for manufacturing prefabricated modular homes in the 1970s. Today, we are seeing everything from 3D printed houses to a robo bricklayer (Hadrian X), and the introduction of autonomous machines like bulldozers, excavators and other construction vehicles that can drive themselves.

At a time when there is a lack of skilled tradies (and a reluctance in the next generation to pursue trades), coupled with a backlog of building (stimulating demand for more project managers, construction managers, labourers and contract administrators), could robots hold the answer?

Earlier this year, the Australasian Centre for Robotic Vision (ACRV) launched Australia's first Robotics Roadmap, designed to benefit the construction industry by guiding and supporting the development of critical new robotic technology.

ACRV notes that advances and more investment in robotic technology and automation will help address the skills shortage, enhance workplace safety, reduce injury rates (by removing repetitive tasks), improve productivity and deliver significant cost savings for construction projects.

Robot technologies such as motion control, navigation and computer vision are increasingly integrated in previously manned platforms such as cranes. As outlined in the Robotics Roadmap, advances in technology will see robotics tackling increasingly complex physical and cognitive tasks. With a strong industry need for regulation technology in construction, advanced robotic and vision systems can be deployed to monitor and enforce worker safety and identify and ameliorate potential hazards.

"As a community, we need to build on Australia's strengths in robotic vision to change the way we approach construction," said ACRV's CEO Dr Sue Keay.

"This is not just about making industries more automated; it's about making sure our future robotics and computer vision technologies drive the transformation of existing industries, and create safer and more productive workplaces for Australian workers and businesses."

On the plus side: When construction workers are taken out of the role of completing the mundane tasks able to be managed by robots, they can use their time to do more skilled work, bolstering efficiencies and timeline management for most construction job sites.

In addition to autonomously completing tasks, robotics in construction may also influence the level of safety construction workers experience. Over in the US, tech firms are developing wearable robotics for construction industry professionals, such as exoskeletons that help improve mobility for contractors and robotic arms to reduce the impact of repetitive tasks on the job.

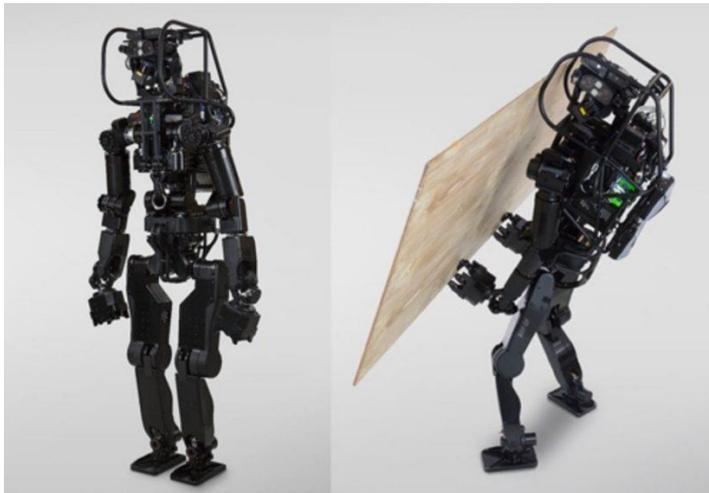
These additions to construction projects may pave the way for a safer job site, increased productivity, and a reduction in the time it takes to complete a job. The combination of the benefits robotics is adding to the industry could ultimately lead to lower operations costs, from surety bond pricing to insurance expenses.

On the downside: The prospect of robots taking over many traditional tradie jobs (especially those that are less highly-skilled and more manual in nature) is concerning for those currently (and those planning on) doing those jobs. You can check out the odds of a robot taking your job at <https://willrobotstakemyjob.com> (spoiler alert: those on the tools are far more likely to be passing the baton to a robot than those in charge).

While there may be some attrition in the future, the most likely scenario is that robots will be used alongside human workers to take on more of the menial labour, keeping people safer and boosting productivity. In the longer term, there is the real prospect that technological unemployment (which was being spruiked by John Maynard Keynes as far back as 1933) will be realised. As a result, governments, employers, academics, inventors, innovators and the like will need to find new ways for manual workers to earn a living and contribute to society. ACRV suggests we prepare the next generation for the jobs of the future by providing education and upskilling opportunities to equip all Australians with Industry 4.0 relevant skills.

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### Meet the new guy on-site



The latest robot making its mark on the industry is [HRP-5P](#) (C-3PO may have worked on *Star Wars* but they're gonna need a better name if they want these to be welcome on-site). About the height (182cm or 6 foot) and weight (101kg or 220 pounds) of the average Aussie tradie, the robot moves like one with knackered joints too (just picture your super getting their groove on doing 'the robot').

Designed by Japanese engineers from the National Institute of Advanced Industrial Science and Technology, HRP-5P has a whole suite of sensors that it uses to monitor its surroundings and recognise objects that it can manipulate with its mechanical claws, allowing it to autonomously carry out various building tasks such as picking up a plasterboard and screwing it to the wall.

While it looks like the lovechild of Bob the Builder and the Terminator, and is still slow off the mark, it's got some good skills and proponents note that you won't hear it say "I'll be back" as it heads off for smoko. Well, perhaps not until AI and machine learning is incorporated and the humanoid robot starts to 'think' for itself!

## News briefs

- **Dwelling approvals fall.** According to the ABS, the number of dwellings approved in Australia fell by 1.9 per cent (trend terms) in September. The fall was mainly driven by private dwellings excluding houses, which decreased by 2.7 per cent. Dwelling approvals fell in the ACT (8.4 per cent), NT (6.9 per cent), SA (3.9 per cent), Qld (2.3 per cent), WA (2.1 per cent), NSW (1.3 per cent) and Vic (1.0 per cent). Tasmania was the only state to see an increase in dwelling approvals (1.5 per cent). Private sector houses also fell by 1.5 per cent (trend terms) with declines recorded in Qld (3.1 per cent), SA (3.0 per cent), WA (2.2 per cent) and Vic (1.7 per cent). NSW recorded an increase of 0.5 per cent. The value of total buildings approved fell 1.3 per cent (trend terms), and has fallen for eleven months. The value of residential building fell 1.7 per cent while non-resi building fell 0.7 per cent.
- **Home building on the up.** While the country's \$240 billion-plus construction industry will dip as the apartment-boosted home building sector declines, the downturn has been pushed back, with the Australian Construction Industry Forum raising its expected output for the financial year to \$99.5 billion. The home building pipeline will add an extra \$7 billion to the construction industry in FY19. An extra \$1 billion in home building in 2020, along with stronger-than-predicted growth in non-resi building and a boost in engineering construction from infrastructure spending will also bode well.
- **Tradies in the top 10 tax deduction claimants.** According to Etax.com.au's analysis of ATO data, tradies are the profession making the fifth highest tax-deductible claims. On average, tradies claim \$4,998 in deductions.
- **Uber Eats trumps kitchens.** The *2019 McGrath Report* identified a couple of housing trends to watch in the coming year. First was a tendency towards smaller homes, with Aussies requiring less space due to a trend for minimalism and also higher numbers of people opting for dining out or meal delivery services over kitchen and dining space. Second was shared spaces in modern developments allowing for smaller residences, with added function built into these areas which encourage activity outside of apartments or townhouses.
- **Resi land demand up.** The median residential lot price for capital cities rose by 3.8 per cent to \$336,124 over the June quarter, according to the *HIA-CoreLogic Residential Land Report*. Although the price of resi lots rose, the number of sales over the June quarter was down 22 per cent compared to the previous year.
- **NT Govt extends home reno scheme.** The NT Government has extended the popular [Home Renovation Grant](#) for first homebuyers for another two years. Under the scheme, first home buyers can receive a \$10,000 grant to renovate/improve established homes they have purchased. The renovations must be carried out by a NT business employing Territorians. DIY renovators and owner-occupiers are ineligible.
- **NSW payments Bill.** On 24 October 2018, the NSW Government introduced the *Building and Construction Industry Security of Payment Amendment Bill 2018 (NSW)* to Parliament. If passed, the Bill is likely to have widespread implications across the building and construction sector as it contains several reforms intended to further improve cash flow and transparency, as well as provide greater protections to subcontractors, suppliers, and workers in the industry.
- **ACT calls out rogue tradies.** Construction industry groups, including the construction union and MBA, are calling for an overhaul of the ACT's contractor licensing regime, noting that unlicensed contractors are undercutting qualified tradies and delivering shoddy work.

- **Aussies can't be bothered renovating.** A survey by State Custodians has found 48 per cent of respondents want to buy a home that is ready-to-live-in as they don't want to deal with a renovations. A quarter said they only want to buy a partially un-renovated home so they can make it their own, and another 25 per cent said they wanted to buy an un-renovated home (19 per cent a totally un-renovated home) because it will be cheaper and they can make improvements in time as equity is increased.
- **Ending negative gearing to impact construction.** Independent modelling of Labor's \$32billion plan to end negative gearing for existing homes and slash the capital gains discount indicated the measure would lead to a fall in new housing construction of up to 42,000 dwellings over five years and 32,000 fewer jobs across the country. A report commissioned by the MBA has forecast a potential \$12billion downturn in construction activity in the first five years of the policy's implementation.
- **Millennials reckless drivers.** Finder.com.au's *The Safe Driving Report* revealed 78 per cent of millennials said they'd behaved recklessly while driving (in comparison, 59 per cent of baby boomers claimed they never engaged in risky behaviour while in control of a vehicle). The most common potentially dangerous activities were eating takeaways, driving in thongs and sending text messages. Smoking and answering phones without a handheld device were also common behaviours, while 9 per cent of motorists admitted to driving with their knees.
- **Building tool wins WA Innovation Award.** The innovators of an online tool that allows homeowners and contractors to instantly design, engineer and approve their own building projects won the Mitsubishi Western Australia Innovator of the Year award. The online system, called Udrew, is synced directly with local government authorities and national building regulators, providing instant fully-certified council and engineering approvals.
- **Gender pay gap increases.** The annual snapshot from the Workplace Gender Equality Agency revealed the pay gap in the construction industry increased 2 per cent in 2018. At 29.4 per cent, it is a difference of \$26,454 in the average base salary and an average difference of \$39,950 in total pay between male and female workers.
- **Robotic bricklayer passes test.** Perth-based FBR (formerly Fastbrick Robotics) has achieved what it says is a world-first with the fully automated construction (by Hadrian X) of a three-bedroom, two-bathroom house in less than three days – with civil and structural engineers verifying that the structure met relevant building standards.

## **Lighter side – Wombat 1, Tradie 0**

It's fair to say that most tradies face quite a few risks each time they head to a job... power tool mishaps, repair fails, trip hazards, cranky clients, even crankier foremen, chocolate milk gone sour in the sun... but few would expect to come face to face with an irate wombat.

Back in August one Bathurst tradie came off second best after an encounter with the usually placid and cuddly wombat.

Wombie must have been having a bad day, as it decided to 'go' the tradie (and not just once...):

<https://www.youtube.com/watch?v=A2pASJsi654>

While the injury sustained was nothing compared to what could have happened to the hapless tradie if he'd run foul of a kanga, he did get a few teeth in his shin. And a good yarn to tell at the pub!