



WASTE CONTRACTORS &
RECYCLERS ASSOCIATION
OF N.S.W.

ANNUAL REPORT 2020/2021

9th November 2021

Waste Contractors and Recyclers Association of NSW
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Annual Report 2021

Presidents Report, Mr Harry Wilson, Life Member



Throughout the year, the world has continued to deal with the many issues caused by the Corona virus pandemic (Covid-19). The unprecedented issues resulting from this pandemic have had significant and lasting impacts on our total way of work, life and travel. Lockdowns, isolation, physical distancing, hand sanitiser, face masks, working from home, staggered start times, border closures, Microsoft Teams and Zoom have all become the new norm.

In NSW, the ACT and every other Australian jurisdiction, public health orders were issued (and in many cases re-issued and varied) to protect the community and to reduce the spread of the infection. These health orders listed restrictions to activities and places that were

closed, however the waste and recycling industry which provides an important service for the community and businesses continued to operate. Both the Federal and the NSW Government responded with a range of business stimulus measures including Job Keeper, Job Seeker, Job Saver, Disaster Payments, instant tax asset write offs, PAYG tax refunds and various small business grants & rebates.

For the second consecutive year, everyone across our community has faced (and in some cases continue to face) some very difficult & challenging public health issues. In the waste management industry, throughout this time (and as always) our Members are at the frontline of providing an essential service to householders and those businesses that continue to trade. Without the efforts of our Members and their many wonderful authorised workers, we would be faced with some very major health, hygiene and sanitation issues.

WCRA attempted to off-set some of the financial pain of Covid-19 for Members and Sponsors. To this extent, I acknowledge the decision by the Executive to extend a fifty percent discount on all membership and sponsorship invoices in 2020/2021.

With the Federal Government banning the export of unprocessed mixed plastics, the following is a summary of the current market situation -:

- Despite the best efforts of the government to support industry, the infrastructure is not yet in place in Australia to deal with the volumes of mixed plastics currently in the market.
- There has been a development of some new facilities but there are other facilities that are in progress but not yet commissioned as well as many other plans in the making.
- MRFs across Australia will not be able to ensure processing of all mixed plastics without significant storage costs and potential EPA license breaches.
- Until there are enough facilities available to process the plastics, that are all mixed coming through the kerbside domestic collection process, alternative solutions need to be maintained.
- Some MRFs provide services to other MRFs, who have been unable to process stocks of mixed plastics.
- These MRFs will no longer be able to provide those services which will create issues for other operators in the recycling industry and result in stockpiles of plastics or in plastics going to landfill.
- Government needs to understand that, although we are supportive of the government's legislation, they use the exemption system to allow export of mixed plastics to continue as long as the appropriate supporting documentation is provided and until there are enough suitable, compliant facilities to process the mixed plastics.

The waste management & resource recovery sector continues to face a range of major issues and challenges, including:-

- Lower waste and recycling volumes throughout the year resulting from the forced closure of many parts of the construction, business, entertainment and travel sector due to Covid-19.
- Further increased regulations leading to complexity and higher compliance costs.
- Increasing insurance premiums.
- A federal ban on the export of unprocessed recyclables and changing specifications and demand.
- The many materials that are not designed for recycling.
- Decreasing revenues for commodities.
- A resource recovery order and exemption system that allows the EPA to make material changes without undergoing a proper regulatory impact study.
- A number of fires & accidents that have led to the formation of a WCRA WHS Group.
- A continued restructure of the NSW EPA with DPIE now less involved in resource recovery.
- A Minister for the Environment who is also the Minister for Energy (and also The Treasurer)

Despite these issues and challenges the simple fact is that recycling has never been as important to the Australian community as it is today. For most householders the practice of recycling via the bin with the yellow lid is their single biggest regular environmental contribution or initiative. And what drives many basic recycling programs is the need to conserve our finite, precious natural resources, to save limited landfill space and to save on costly disposal bills. As a result, it has never been more important for Australia's governments, at all levels, together with the waste and recycling sector to co-operatively solve these issues.



The operations staff at the Coffs Harbour MRF operated by Handybin Waste, where recyclable materials collected from Coffs Harbour, Bellingen and Nambucca Councils are processed. The vast majority of NSW householders have access to a yellow-lidded 240 litre bin for the fortnightly collection of recyclable material.

We continue to face a number of unique regulatory challenges including a dysfunctional NSW resource recovery order system that provides investors with little or no certainty, the lack of a regulatory procedure to deal with unexpected asbestos finds in a C&D recycling facility, the highest waste levy in Australia (most of which goes to Treasury) and major question marks over whether our regulators (EPA, SafeWork and Sydney Water are suitably resourced). These issues remain unresolved from previous years and do very little to create investor confidence in the waste management sector.

As we move towards a circular economy, energy-from-waste, FOGO and a focus on a better quality of recycling materials, the waste management industry and the key regulators are in a very interesting place. WCRA is proud of our many Members and Sponsors who through their dedicated workers, day-in, day-out provide for the safe, reliable, sustainable and cost-effective containerisation, collection, processing, transfer and disposal of the full range of waste and recyclable materials.

In our 73rd year, WCRA continues to play a significant role in highlighting the issues which impact our Members' businesses, in making sure the position of the industry is delivered and understood by other stakeholders and in bringing the key parties together in search of solutions.

And now that a safe vaccine program exists across most of Australia, we are optimistic that 2022 will be a year of solutions, partnerships and progress.

I thank our WCRA staff and Executive Members for their dedicated service and commend the 2021 WCRA Annual Report to you.

Message to Government -:

*“If you are planning on moving the goal posts,
then please detail all of the impacts and
undertake proper & meaningful consultation”*

Tony Khoury, Executive Director, WCRA

Finance & Administration

WCRA exists to provide information, advice and support to its Members on a broad range of technical, regulatory, employment and industrial matters. The WCRA membership represents the majority of the waste and recycling transport and processing operators in NSW and ACT.

WCRA funds the services it provides to its Members through:

- Annual fees paid by the Members
- Charges for the provision of training services
- Profits from hosting industry events
- Government grants
- Commercial arrangements with corporate partners and sponsors

WCRA continues to be recognised as a well-managed industry association with a secure financial position.

Stirling Williams provides financial auditing services to WCRA and has approved the 2020/21 financial statements. The deficit of \$32,431 reflects that WCRA is using its income to fund additional services to Members (compliance material, standards, research into training, online communications, etc.). It should be noted that the Executive considered the challenges posed by Covid-19 and extended a 50% discount to the Members and Sponsors in relation to their 2020/21 invoices.

Five-year historical comparison

Table 1

	2017	2018	2019	2020	2021
Net Surplus / Deficit	\$44,685	\$77,865	\$4,747	\$48,866	-\$32,431
Balance Sheet Net Assets	\$1,416,571	\$1,494,436	\$1,499,183	\$1,548,049	\$1,515,618

Key Ratios

Table 2

	2017	2018	2019	2020	2021
Current Ratio (Current Assets/Current Liabilities)	2.13	2.56	2.72	2.47	2.47
Total Asset Turnover Revenue/Total Assets	0.32	0.39	0.37	0.32	0.25
Return on Assets Net Surplus/Net Assets*100	3.15	5.21	0.32	3.16	-2.14

WCRA's 2020 AGM was held on 10th November at the WCRA office, Wetherill Park, with a Zoom attendance option for Members. Members were presented with an overview of the years activities by Mr Harry Wilson (President) along with the audited accounts by Mr Tony Khoury on behalf of Mr Roger Williams, Stirling Williams.

Financial statements for year ending 30 June 2020 were lodged with the Registered Organisations Commission and NSW Industrial Relations Commission in November and further letters were sent in December. The S269 certificate was issued. The Annual return for year ending 31 December 2020 was signed by WCRA's secretary Mr Brandstater and lodged with the Registered Organisations Commission.

WCRA is the oldest waste management industry association in Australia and one of the oldest in the world. Since 1948, WCRA has represented the NSW & ACT waste and recycling transporters and processing facility operators. WCRA is an independent association registered with the Industrial Relations Commission of NSW and Fair Work (Registered Organisations) 2009.

Our People

Members, Partners & Sponsors

Due to the impacts of Covid-19 there was minimal change to the structure of the industry over the last twelve months. As in previous years, WCRA continues to represent the majority of waste and recycling operators across NSW and the ACT.

Table 3

Members	2017	2018	2019	2020	2021
>40 Revenue Earning Vehicles	7	6	8	11	11
7-40 Revenue Earning Vehicles	40	40	42	40	42
Up to 6 Revenue Earning Vehicles	104	100	104	114	112
Associate Members	39	36	38	40	44
Total	190	182	192	205	209
Change on Prior year	-1.6%	-4.2%	5.5%	6.8%	2.0%

Staff & Support Services

WCRA offices and its services are available to Members via phone or in person Monday to Friday during business hours.

WCRA's current agreement with Transector Pty Ltd expires on 30 June 2022 and is due to be reviewed by the President and Vice-President and then ratified by the Executive. Transector provides the services of Executive Director, Tony Khoury to the Association.

Mr Khoury, is supported by the following staff and specialist advisors:

Administration, Invoicing, Debtors, Creditors and Bookkeeping	Ann Maree Kopos
Reception, Marketing, Events & Office Management	Jamal Alameddine
Environmental Planning & Regulatory Affairs	Ross Fox (Fishburn Watson O'Brien)
Employment & Industrial Relations	Jay Clowes (Fishburn Watson O'Brien)
Projects	Glenn Caffyn
Training Delivery	Tony Khoury Glenn Caffyn
IT and Maintenance Support	Peter Cochrane

WCRA Executive

The Members of the Executive on 30 June 2021 were:-

Harry Wilson	SMS Municipal Services	President
Susie McBurney	Remondis Pty Ltd	Vice President
Greg Turner	JR Richards & Sons	Treasurer
Jeff Brandstater	Brandster Services	Secretary
David Johnston	United Resource Management	Executive Member
Graham Knowles	IQRenew	Executive Member
Mark Falanga	Wastefree (Aust) Pty Ltd	Executive Member
David Harrison	Viscount Plastics (Australia) Pty Ltd	Executive Member
Ros Dent	Bingo Industries	Executive Member
David Gater	Veolia	Executive Member
David Clancy	Cleanaway	Executive Member

The following movements of the Executive took place in 2020/2021:-

- Nathan Ung resigned from the Executive on 18 August 2020
- Graham Knowles was elected to the Executive on 22 February 2021
- David Gater was elected to the Executive on 22 February 2021
- Glenn Gauslaa resigned from the Executive on 22 June 2021

Executive meetings are held on the second Tuesday of each month, except for January. The purpose and function of the Executive is particularised in the registered rules of the association. Executive meetings are open to all Members of the Association. Members can contribute to discussion and debate and raise points of general business. Voting is restricted to Executive Members.

Executive Members are drawn from the ranks and are the nominated representatives of Members. All are practising industry professionals with many years of experience and subject to heavy demands for their time. Sponsors are also invited to speak at meetings on matters of interest.

Meetings in the reporting year were well attended with a broad range of matters discussed and actioned. The overall attendance at Executive meetings stood at 88% for the financial year ending in June 2021 (this compares favourably with the minimum provision of 50% in the Rules).

Due to the continued impact of Covid-19 there was a reliance on meetings via the virtual world, to comply with social distancing and lockdown measures. This required Executive meetings to be conducted online. Whilst the Zoom option has allowed WCRA to meet its statutory compliance obligations, the preferred meeting style is face to face, as this provides for better dynamics, communications and decision making.

Elections for positions on the Executive Committee are conducted every four years according to the Associations rules. The term of office of the current Executive Committee will expire in November 2022. Throughout the year nominations were called to fill two casual vacancies. The Australian Electoral Commission supervised the process where two Members (Graham Knowles, IQRenew and David Gater, Veolia) nominated for the two available positions. As a result, no election was required. The results were posted on the Association's website in February 2021 and the Registered Organisations Commission, along with the NSW IRC were formally notified.

In April 2021 Mr Knowles & Mr Gater attended a Governance of Registered Organisations training course as required by the Registered Organisations Commission to fulfil their statutory obligations.

As a result of the resignation of Mr Gauslaa the Registered Organisations Commission has been notified and they are yet to confirm the election date and process. We acknowledge and thank Mr Gauslaa for his many years of service to the Executive and WCRA.



*Members of the WCRA Executive : Harry Wilson, Ros Dent, Glenn Gauslaa and Jeff Brandstater
The WCRA Executive generally meets on the second Tuesday of each month, with the current
four-year term for the Executive to expire in November 2022.*

Sponsors

WCRA was generously supported by key corporate associates. These organisations contributed essential funding for the Association as well as providing invaluable specialist advice, proposals and assistance to Members.

Wastedge.com	Waste operations and management software
TWU Super	Superannuation
Tyres4U	Heavy vehicle and plant equipment tyres
CJD Equipment/Volvo/SDLG	Construction and waste management plant and equipment
Daimler Trucks Huntingwood	Mercedes Benz, Freightliner and Fuso Heavy Vehicles
Work Options	Injury management
Arthur J Gallagher	Insurance broking
Green Goanna – Shell	Oil specialists
Bucher Municipal	Waste industry equipment

Our corporate Sponsors provide specialist expertise and options to our Members, together with essential funding for the services offered by WCRA.

On behalf of all Members, the Association acknowledges the support of its Sponsors and its gratitude to these organisations and their representatives.

Life Membership

Life membership is the highest honour that can be given to a member of the waste and recycling industry who is associated with WCRA. Life membership may be awarded to a member in recognition of outstanding service given to WCRA over a prolonged period.

The Executives, in accordance with the Guidelines for life nomination for Life Membership, considers the following with regard to prospective Life Members:

- Must never have brought the Association or the industry into disrepute.
- Must have consistently put the interests of the Association and the industry ahead of their personal and business interests in the discharge of WCRA duties and responsibilities.
- Must have, through their involvement with WCRA, enhanced the operation and reputation of the Association and the industry.

The following former and present Members are Life Members of WCRA

- Ron Horswell (deceased)
- Mike Creswell (deceased)
- Arthur Baker (deceased)
- Bernadette Byrnes
- Terry Dene
- Mike Noble
- Barry Thomas
- Harry Wilson

WCRA stays in touch with our Life Members by inviting them to attend our events such as the Annual Dinner and the Retiree's Lunch.

Front lift driver in 2021

- As per the Waste Management Award 2020
- Level 6
- \$973.14 per 38-hour week
- EBA's approx. 25% over the Award
- Time and a half rate \$38.42 / hour
- Meal allowance \$17.12

WCRA keep their Life Members and other Retirees updated with current information

Services

Industrial & Employment Relations

The Association continues to provide Industrial Relations support for all its Members. As well as providing key information about pay rates & conditions, leave, injured workers, HR, unfair dismissals, redundancy, public holidays, etc. WCRA continues to represent Members and the industry in various industrial relations discussions and negotiations.

WCRA is a registered body of employers under the Fair Work Act 2009 (Registered Organisation's Act) and NSW Industrial Relations Act 1996. WCRA representatives are involved in negotiations with Trade Unions and assist government bodies such as the Fair Work Commission and the Fair Work Ombudsman with industrial matters affecting the waste management industry. WCRA is recognised as the peak employer association representing the interests of its Members in both NSW and the ACT.

Following the mid-year introduction of the updated Waste Management Award 2020, an online training session via Zoom was conducted in December 2020 by WCRA using the services of Jay Clowes from Fishburn Watson O'Brien.

Members are informed about award changes through the year including updates to the Waste Management Award and FWO Pay guide. Information about general employment law has been circulated as well as information about leave accruals, casual employees, JobKeeper, JobSeeker and Covid-19 disaster payments.

On 1 July 2020 the Fair Work Commission announced that the National Minimum Wage along with all Modern Award wage rates was to increase by 1.75%. The Waste Management Award 2020 increase of 1.75% was effective from 1 November 2020. Members were informed of this decision.

Insurance and Workers Compensation

WCRA, in collaboration with our sponsor Gallagher (Specialist Insurance Brokers), have provided Members with advice on a broad range of insurance matters. In the last few years there has been an increased number of fires at waste management facilities resulting in significant insurance premium increases.

The issue of lithium-ion batteries continues to be a source of fire risk in transport, recycling, processing and across the rest of the industry. Insurers have commented on the significance of this risk and the need for better management.

In March 2021 WCRA and Gallagher met with waste and recycling operators, after which Gallagher issued an action plan to assist Members with better management of insurance risks, industry stigma and premium impacts.

Throughout the year Gallagher continued to support WCRA Members by providing discounted CTP rates for their vehicle fleets and ongoing advice to assist with better premium outcomes.

The Association meets with icare (workers compensation insurer for NSW) on an as required basis and then circulates updates to Members.

Training

WCRA offered Members a broad variety of highly industry focussed training courses dealing with contemporary issues affecting the waste management industry. In the delivery of these training services, WCRA has maintained a formal relationship with TAFE NSW Sydney Institute.

Training is a valuable and well utilised component of the Association's suite of services. Many Members rely on WCRA to provide high quality and industry tailored training for employees and contractors. Through its work in this area, WCRA makes a significant contribution to ensuring that safety, environmental standards and compliance are practiced at a high level of competence across the NSW and ACT sector.

Nationally accredited training courses covering Chain of Responsibility regulations and obligations, Fatigue Management regulations and Work Safely Near Overhead Wires were delivered throughout the year. Whilst most of these sessions were delivered at WCRA Wetherill Park, sessions were also delivered at Nowra, Moruya, Kirrawee, Blacktown, Smithfield and Canley Vale.

Due to the impacts of Covid-19 and the subsequent lockdowns WCRA's ability to deliver training throughout 2020/21 was severely limited, with many planned training sessions cancelled.

In relation to Chain of Responsibility, it should be noted that unit number TLIF0002 is no longer a nationally accredited training option. WCRA has identified a replacement CoR training unit, TLIF0009 and is working with TAFE NSW to develop the relevant training material.

In January 2021 WCRA lodged a formal submission for CoR training under the Heavy Vehicle Safety Initiative 2021-22, Round 6 with the NHVR.

Course	Unit nos.	No. of sessions	No. of Attendees
Chain of Responsibility	TLIF0002	5	50
Chain of Responsibility - Toolbox	N/A	8	104
Chain of Responsibility – non-accredited	N/A	0	0
Fatigue Management	TLIF2010	1	5
Work Safely Near Overhead Wires	CPPWMT3063A	6	74
Incident Cause Analysis Method (ICAM)	RIIWHS301D BSBWHS505B	0	0
Intro. to Waste & Resource Recovery	N/A	1	15

Throughout the Covid-19 pandemic, training sessions & conventions were forced to be delivered on-line.



AWRE Virtual 2020 Expo. WCRA led a session to discuss the impacts of Covid-19 on the waste sector session with Tony Khoury (WCRA), Jim Perry (JR Richards), Mike Ritchie (MRA Consulting) & City of Sydney Councillor Linda Scott (President of Local Government NSW)

WCRA working with Government



Ms Rayne de Gruchy, Chair of the Board, NSW EPA addressing a WCRA Breakfast Briefing at Dooleys Lidcombe Catholic Club on 9th March 2021. This event was attended by 130 Members.



From left to right, also at the WCRA Breakfast Briefing, Tony Khoury Executive Director WCRA, Rayne de Gruchy Chair of the Board EPA, Tracy Mackey CEO EPA and Harry Wilson President WCRA.

Waste & Sustainable Materials Strategy 2041

In June 2021 the NSW Government released the NSW Waste & Sustainable Materials Strategy 2041 along with a guide to future infrastructure needs and a plastics action plan. In releasing these plans, the Hon Minister Matt Kean confirmed that the NSW Government is committed to playing its part in making the transition to a circular economy over the next 20 years. Supported by \$356 million in funding, some of the key reforms will include:

- phasing out problematic single use plastic items
- financial incentives for manufacturers and producers to design out problematic plastics
- having government agencies preference recycled content and invest in research and pilots for recycling innovation
- introducing tighter environmental controls for energy from waste in NSW, with further consideration of planning and infrastructure needs underway
- mandating the source separation of food and garden organics for households and selected businesses
- incentivising biogas generation from waste materials.

Federal bans on the export of recyclables

Throughout the year a number of forums were attended by WCRA including discussions with the Hon. Trevor Evans MP, Assistant Minister for Waste Reduction and Environment Management. In summary the Federal Government has passed Recycling and Waste Reduction legislation confirming the following:

- From 1 January 2021, a licence is now required to export waste glass
- From 1 July 2021, the rules for what plastic can be exported have changed
- From 1 July 2022, a licence will be required to export all types of waste plastics
- From 1 December 2021, a licence will be required to export tyres
- From 1 July 2024, a licence will be required to export mixed paper and cardboard.

Waste industry challenges and developments

In April 2021 WCRA commissioned and received an updated report from A. Prince Consulting which detailed a significant and unprecedented number of issues and challenges for the waste industry. As a result of consultation with WCRA Members, the top five issues affecting their businesses in order of priority are:

1. Regulation compliance and dealing with the NSW EPA (diversify lobbying efforts to other Ministers with a focus on job creation. Convince the NSW Premier that the environment portfolio is important enough to have its own Minister. Lobby the Minister to diversify the EPA Board to include waste industry experience)
2. China Sword impacts (and the Federal restrictions on the export of recyclables)
3. CDS (the need for a review of the MRF protocol)
4. End markets for glass (stockpiling limits hinder the use of recycled glass in large projects)
5. Fire safety compliance (and the continued increases in insurance premiums)

The report identified twenty-nine proposed actions to support Members in addressing these issues. This updated report was sent to the EPA and the Minister for the Environment. The standard reply to WCRA has been that these issues will be addressed in the NSW 20-year waste strategy.

IPART Domestic Waste Management Charges Review

In October 2020 WCRA commissioned and received a report from A. Prince Consulting which WCRA submitted to IPART detailing the extraordinary issues and events that have occurred in the industry. WCRA stated that due to these issues and events and the wide and varied services offered to Councils, any attempt to control pricing by IPART is likely to hamper good outcomes for Councils. A full copy this submission is available to Members at www.wcra.com.au

Matters involving Government included:

- Member feedback to WCRA is that our industry is poorly represented on the Board of the EPA. This concern has been discussed and agreed by WCRA Executive.
- In June 2021 WCRA met with the Hon. Paul Scully MP, Member for Wollongong to discuss waste management issues relevant to the Illawarra area.
- WCRA continued discussions with the Hon. Kate Washington MP, NSW Shadow Minister for the Environment in relation to the need for C&D recycling sites to have an asbestos detection procedure and briefings on waste management issues across NSW.
- In August 2020 WCRA was interviewed by the NSW Department of Premier and Cabinet in relation to an energy from waste proposal for the Parkes Special Activation Precinct.
- In August 2020 Members were advised of opportunities to apply for grants from the Australian Renewable Energy Agency.
- In August 2020 Members were advised of opportunities to apply for Federal seed funding grants to cut Australia's food waste in half.
- In September 2020 the Hon. Minister Matt Kean advised WCRA of the appointment of a new Chair of the Board of the EPA, Ms Rayne de Gruchy.
- In September 2020 the NSW Greens proposed a bill the phase out single use plastics, with WCRA making a formal submission in April 2021. A NSW Parliamentary Inquiry was conducted into this bill with WCRA appearing to give evidence in June 2021.
- In November 2020 WCRA met with senior adviser to the Hon Minister Matt Kean discussing issues in WCRA's 2020 Annual Report, the 20-year waste strategy, funding for stockpile training and business confidence arising from the revocation of the RROs affecting AWTs.
- In February 2021 WCRA along with other peak resource recovery associations met with the Hon. Minister Matt Kean to detail our concerns in relation to the waste levy, energy from waste and the delays in announcing the 20-year waste strategy for NSW. The Minister responded with letters addressed to each association.

Work Health and Safety – SafeWork NSW

- The WCRA WHS Group met bi-monthly throughout 2020/21 with the following charter.

The WCRA WHS Group is a forum for advancing health and safety in the industry.

We agree to:

- ✓ *Maintain ethics and treat each other's contributions with respect.*
 - ✓ *Not to share commercially sensitive information and, if received, such information to not be shared outside of the group.*
 - ✓ *When sharing agreed information outside of the group (such as lessons learnt from an incident/ event) that best efforts are made to maintain the privacy / confidentiality of the people/ businesses involved.*
- A number of presentations were made to the Group by SafeWork NSW staff including Mr Robert Mayell & Mr Gregg Frost.
 - The WCRA & SafeWork NSW partnership arrangement is now in its twelfth year, (the original agreement was signed on 8th December 2009).
 - A working group made up of WCRA WHS Members, waste equipment manufacturers and SafeWork NSW started a review of the Occupational Health and Safety Guidelines for the Collection, Transport and Unloading of Non-hazardous Waste and Recyclable Materials 2003.
 - Fire risks, lithium-ion batteries, pedestrian separation from plant and overhead wire incidents were some of the consistent concerns throughout the industry discussed at the meetings.
 - Throughout the year WCRA distributed safety alerts from SafeWork NSW relating to mental health and a board range of workplace injury and fatality issues.
 - In October 2020 WCRA made a submission to SafeWork NSW on managing asbestos in soils.
 - In April 2021 a WCRA circular was sent to all Members following the tragic death of four police officers when a fatigued heavy vehicle driver was instructed by his supervisor to complete one more delivery.

*“Commercially we are fierce competitors,
but when it comes to workplace safety,
we need to share key learnings”*

Glenn Caffyn, Projects Manager, WCRA

Transport for NSW / NHVR

- Whilst WCRA was unsuccessful in its 2020/2021 application for NHVR funding to deliver Chain of Responsibility training workshops and toolbox sessions throughout the NSW & the ACT, the application for 2021/2022 has been successful.
- WRIQ is developing an NHVR endorsed national code for waste vehicle load management compliance. WCRA will continue to monitor and advise Members with any relevant updates.
- Ahead of the opening of the North Connex Tollway in October 2020 WCRA was successful in lobbying for exemptions for local work along Pennant Hills Road.



Throughout the year WCRA received a number of concerns from Members highlighting the operational issues with lawfully collecting solid & liquid waste from No Standing / No Stopping zones.

This sign demonstrates the level of confusion that drivers face on a daily basis.

EPA

The relationship between WCRA and the EPA is of critical importance to the effective operation of our industry and on occasions it continues to be challenging. WCRA has long advocated that a healthy dynamic waste management and resource recovery industry needs a strong, well-resourced, well-informed, politically independent & operationally transparent regulator to provide a level playing field for industry.

The current year has seen a further restructure of the EPA and DPIE. This has resulted in the EPA assuming direct responsibility for resource recovery as well as enforcement. WCRA, via Executive Director Tony Khoury, has continued to develop a solid working relationship with regular meetings and communications, including attendance at the EPA's quarterly Waste Advisory Group meetings. There have been many interactions between WCRA and EPA staff throughout 2020/21 and whilst we continue to have our differences, all discussions and interactions were conducted with a healthy professional respect. A feature of these discussions was the regular contact and clarification between Mr Stephen Beaman and WCRA throughout the Covid-19 crisis.

Throughout the year WCRA President Mr Wilson and Mr Khoury met with the EPA Chairs, initially Ms Carolyn Walsh and then Ms Rayne de Gruchy. The agenda at these meetings was to promote high level discussions on the key issue affecting our industry.

WCRA continued to pursue the EPA for a resolution to a broad range of issues such as:-

- The 20-Year Waste Strategy for NSW
- Better funding outcomes for the industry
- Off-balance sheet finance options for Financial Assurances
- To more effectively regulate rogue and unlicensed operators
- The National Sword, the recycling crisis and the Federal Government exports bans
- A realistic asbestos strategy that is not based on a zero-tolerance level at recycling facilities
- A waste levy rebate on shredder floc
- Funding for an industry support officer
- Funding for waste industry worker training
- A position paper on Resource Recovery Orders and Exemptions (prepared by Ross Fox)
- A range of recycling industry concerns, with solutions from WCRA
- Critical industry issues resulting from the Covid-19 pandemic
- Bushfire waste and recycling co-ordination
- Waste levy rates for 2021/22
- Audit General's Office review of the NSW waste levy and infrastructure performance
- Energy from Waste policy and issues
- Construction and demolition recycling issues

Covid-19 had a major impact on the health and safety of waste management industry workers. Throughout 2020/21, the NSW Government updated the fact sheets relating to the waste management sector. These fact sheets included "Keeping waste and recycling facilities open", "Information for the waste and recycling industry" and "Information for non-healthcare facilities". These fact sheets provided valuable advice that addressed the following:-

- Essential waste services continue
- Keeping waste and recycling facilities open for workers
- Worker health and safety
- How to protect yourself and others
- Covid-19 testing and compliance with the NSW Public Health Orders
- Covid-19 safe work plans (including business continuity plans)

As mentioned elsewhere in this Report, agreement on a procedure or protocol to deal with an unexpected find of asbestos in a C&D recycling facility is no closer now, than what it was in previous years.

Throughout the year there were a number of EPA sessions and draft documents on the proposed 20-year waste strategy. WCRA attended several focus group sessions and was interviewed by several EPA appointed consultants. This strategy was released in June 2021, entitled, “NSW Waste Sustainable Materials Strategy”, “Guide to Infrastructure Needs” and the “NSW Plastics Action Plan”.

The NSW Waste Levy rates for 2022/22 were advised by the EPA to WCRA and Members -: solid waste metropolitan area \$147.10 per tonne (2020 \$146) and regional areas \$84.70 (2020 \$84.10). It is worth noting that since 2010 the metropolitan area levy has more than doubled from \$70.30 per tonne to \$147.10

The sudden announcement by the EPA in 2018 that the processed outputs from AWT facilities would no longer be lawfully applied to agricultural, forestry and mining land continues to cause unease across the entire industry. The debate and the fallout from this decision has led to genuine wide-spread industry concern that Resource Recovery Orders and Exemptions (RRO/E) can be too easily changed and amended by the EPA. This decision has led to concerns for general investment in waste management infrastructure. These concerns have been further magnified by the EPA’s plan to revoke the RRO/E for recovered fines from mixed C&D waste inputs.

The implications of the China Sword recycling decision continued to trouble the recycling sector. To support the sector, WCRA continued to advocate for the Stakeholder Group to be reconvened. These requests were not acted on by either the EPA, DPIE or the NSW Government. WCRA and Members were firmly of the view that more needs to be done and appointed A. Prince Consulting to develop a strategy addressing AWT, CDS, MRF and recycling issues and a pathway forward. These matters continued to be a concern and this strategy was updated in March 2021.



*The new Bucher Municipal Urbin RL60 , rear loader.
100% Australian made with best-in-class performance ,versatility and reliability.*

Relationships

INDUSTRY REPRESENTATIONS

In December 2020 joint representations were made by WMRR, AORA and WCRA requesting the NSW Government to find a home for the 500,000 tonnes of misplaced material (ex MWOO).

In early 2021 joint representations were made by WMRR, NWRIC, ACOR, ALOA and WCRA executives to the Minister for the Environment seeking better waste management outcomes for NSW, including a review of the waste levy and clarification on the requirements for energy from waste.

WMRR

WCRA has a good working relationship with the Waste Management & Resource Recovery Association of Australia's (WMRR), in particular the C&D Waste Group, chaired by Jason Sweeney, where we jointly continue to work with the EPA to develop a procedure for the safe management of a small piece of asbestos at C&D recycling sites. WMRR is led by Gayle Sloan who is a strong industry advocate with regular comments on industry developments, regular media releases and branch activities in each Australian capital city.

NWRIC

WCRA is the NSW and ACT Affiliate of the National Waste & Recycling Industry Council (NWRIC), which is led by CEO Rose Read. Membership of the Council is restricted to organisations with national operations. The current Council members are:- Cleanaway, Veolia, JJ Richards, Resource Co, Sims and Solo. State and Territory Associations represented at Council meetings as observers are: WRIQ, WRINT, WRIWA, WRISA, VWMA and WCRA. Council meetings are held approximately every three months with venues alternating to different state capitals. WCRA NSW & ACT was represented throughout the year by Harry Wilson, Greg Turner and Tony Khoury. Executive Officer meetings are held each month, either by teleconference or at face-to-face meetings, where Tony Khoury provides a short update on relevant NSW and ACT matters. WCRA's involvement in NWRIC is an opportunity to progress contentious and national issues. These regular meetings & updates maximise the potential for better communication across all Australian jurisdictions. It should be noted that NWRIC competes with WMRR & ACOR.

AORA

Australian Organics Recycling Association, WCRA collaborates with AORA led by Peter Olah on matters of joint interest including the NSW Guidelines for waste facilities (Fire + Rescue NSW) and NSW Resource Recovery Orders and Exemptions.

VWMA

Victorian Waste Management Association (VMWA), led by Executive Officer Alex Serpo, and WCRA continue to enjoy a close relationship and work together on a number of matters including resource recovery, transport and stockpile management training.

WRIQ

Waste Recycling Industry Queensland (WRIQ) led by CEO Mark Smith and WCRA maintain a good working relationship. WRIQ is currently leading the national project on a code of practise for load management along with a review of waste levy and grants (across all Australian jurisdictions).

ALOA

Australian Landfill Owners Association (ALOA) and WCRA collaborate on matters of mutual benefit to our Members as and when they arise.

ACOR

Australian Council of Recycling (ACOR) is the peak national industry recycling association. WCRA continues to work with ACOR on matters of joint interest, in particular the Recycle Mate APP (to reduce contamination in kerbside recycling), general recycling, AWT (MWOO ban) and discussions on accreditation for recycling facilities. In June 2021 a new ACOR CEO was appointed, Ms Suzanne Toumbourou.

The Total Environment Centre (TEC)

The TEC has worked with Australian communities for over 40 years to preserve the ecosystems that support living landscapes and healthy communities across Australia. They also push for recycling infrastructure to protect our waterways and oceans from plastic pollutants, and sturdy legislation around native animals and plants to ensure food and water security for future Australians. They advocate for renewable energy by encouraging innovation, a more flexible modern energy market, and incentivising government investment.

In September 2020 WCRA organised a briefing for the TEC concerning unexpected asbestos finds in C&D recycling including visits for the TEC's Jeff Angel to several Member yards in Western Sydney.

Other Organisations

WCRA collaborates and cooperates with a large number of organisations whose interests and expertise are relevant, including -:

- Civil Contractors Federation
- Asbestos Diseases Foundation
- Clean Up Australia
- Keep Australia Beautiful NSW
- Australian Packaging Covenant Organisation
- Institute of Public Works and Engineering
- Waste Recycling Industry South Australia
- Waste Recycling Industry Western Australia
- Waste Recycling Industry Northern Territory
- Fiji Waste Management & Resource Recovery Association
- Secretariat of the Pacific Regional Environment Programme

AWRE

Australian Waste and Recycling Expo was scheduled to be held in Darling Harbour on 25th and 26th November 2020. Due to Covid-19 restrictions this was rebadged and held as AWRE 2020 Reimagined Online. Mr Khoury chaired the opening session and introduced the Hon Matt Kean, MP, Minister for Energy and the Environment. WCRA & AWRE continue to enjoy mutual support and promotion through an ongoing agreement which covers 2021 and 2022.

Groups

Within WCRA there are a number of single-sector, industry or regional sub-groups. Meetings and workshops for these groups are scheduled and facilitated by WCRA and reported in the WCRA Executive monthly meetings.

WCRA ACT GROUP

The introduction of the waste levy in the ACT continues to be on hold due to the impacts of the COVID-19 pandemic.

At the WCRA ACT Group meeting in March 2021 discussion was focused on the proposed export ban on recyclables and the proposed ACT waste levy.

WCRA had a series of discussions which were confirmed in writing to ACT No Waste Government representatives detailing industry concerns that ACT landfill and MRF price increases were not advised by 31 May 2021. Members have long expressed these concerns that ACT waste management price increases could not be communicated to customers in time to reflect actual cost recovery.

In August 2020 the ACT MRF received funding from the Recycling Modernisation Fund of \$21 million for an upgrade (to comply with the proposed export bans).

Liquid & Hazardous Waste Group

Many specific issues affecting this group relate to Sydney Water (who regulate the disposal of grease trap waste and trade waste discharges). Amongst the issues referred to Sydney Water were reminder notices for missed scheduled services, adjustments to service frequencies resulting from business shutdowns due to Covid-19, potentially non-compliant operators & concerns relating to waste tracking (lawful disposal).

Members continue to be concerned that Sydney Water has inadequate resources to fulfil its regulatory oversight of the sector. WCRA continues to seek reassurance and to address these concerns by obtaining a re-commitment from Sydney Water via our existing Code of Practice.

The EPA's waste levy on liquid waste was set at \$78.80 for 2021/22 (previously \$78.20). These funds are part of the consolidated revenue for NSW and are not hypothecated back for the benefit of the NSW liquid waste sector.

Throughout the year the EPA conducted a series of compliance audits on the resource recovery orders for the land application of treated grease trap waste. As at the date of this report these findings have not been tabled by the EPA for discussion with industry.

An enforceable undertaking issued by the EPA resulted in a Member engaging EnviroCom to develop national guidelines for the collection and management of PCB contaminated waste oil.

Looking ahead into the coming year, this sector will face a number of potential challenges including PFOS acceptance criteria at liquid treatment facilities, question marks over the EPA's Resource Recovery Orders (treated grease trap waste) and a strategy to pressure the regulators (EPA & Sydney Water) to enforce compliance with the NSW liquid waste & grease trap waste regulations.

C&D Waste Group

Throughout the year the Group met several times to discuss and address a range of issues including -:

- The group's activities continued to be chaired by Mr Brent Lawson from Concrete Recyclers.
- An allowable asbestos limit or procedure for dealing with a rogue piece or two of asbestos in a C&D recycling facility. This group along with WMRR's C&D group have had numerous meetings with the EPA in an attempt to address this matter. With a first draft having been produced in November 2011, however we seem to be no closer now to a resolution than we were in 2011.
- A series of meetings and discussions were held with the Office of the Minister for the Environment (Mr Christian Dunk) to detail the Group's concerns relating to the lack of an allowable asbestos limit or procedure for dealing with a rogue piece or two of asbestos in C&D recycling.
- The impacts & management of Asbestos on the NSW Construction and Demolition Industry, an Industry based exercise supported by the industry associations, WMRR and WCRA. The industry has collectively contributed \$111,500 to cover the cost including consultant's scientific report, economic analysis and legal advice. As at, 30 June 2021 a balance of \$24,525 remained unspent.
- The Group continues to work closely with WMRR C&D Group and meets jointly from time to time presenting a united voice in response to (often ill-considered) Government regulatory proposals.
- WCRA continues to promote the EPA's Standards for Managing Construction Waste in NSW to Members. These Standards detail how an incoming load is to be inspected. Further sections include sorting, storage and transport. There is also a section on training. On behalf of Members, WCRA lobbied the EPA and the Minister for the Environment seeking clarification on sorting requirements, inspection points, storage, rejected loads, funding for asbestos detection equipment and the education of waste generators.
- Early in 2021 Members reported a series of hooklift bin thefts from the inner Sydney area. WCRA provided information to the Redfern Area Police Command, who investigated.

In August 2019 the NSW Court of Criminal Appeal in EPA v Grafil Pty Ltd and Mackenzie overturned a decision of the NSW Land and Environment Court (LEC) that lifted the standard of proof for waste dumping offences and challenged the statutory definition of asbestos waste. The court's decision determined that one fragment of asbestos (regardless of its type or size) in a waste stockpile (no matter how large it is) will mean that the whole stockpile is classified as "asbestos waste". This judgement has significantly impacted the C&D recycling sector, in particular recovered fines and aggregates. As at the date of this report the LEC is yet to determine the sentencing in this case number 2016/00157886.

Looking ahead into the coming year, this sector is facing a number of major issues including an EPA review (with a possible revocation) of the Resource Orders and Exemptions for recovered fines and a continuation of the debate on a procedure for managing asbestos in recycling facilities.

Scrap Metal Group

Throughout 2020/21, a 47% waste levy concession applied on floc waste landfilled within NSW (from 1 July 2021 this concession will reduce to 42.5%). This concession is a NSW Government initiative designed to encourage scrap metal recyclers to accept scrap from regional areas along with products that have a marginal scrap metal value (eg. fridges, washing machines, etc. that contain significant plastic, non-scrap metal parts). An additional benefit of this concession was that it removed incentives to transport floc waste residue to cheaper SE QLD landfills. This concession will reduce to 25% by 1 July 2023.

Throughout the year, there were several fires at car wrecking yards across NSW. It was noted by Members and advised to Fire + Rescue NSW (and NSW EPA) that these yards are not covered by the NSW Fire Waste Guidelines. One such fire at a car wrecking yard in western Sydney had to be extinguished with access to bulk water tanks from a compliant neighbour (a WCRA Members' scrap metal yard).

NSW regulations pertaining to no cash payments for scrap metal continue in NSW, albeit with the Police no longer having a dedicated unit for the proper enforcement of these laws. This lack of enforcement continues to cause business issues for legitimate operators, whilst the business model of rogue operators flourishes. To this extent WCRA and Members lobbied Government to review the Scrap Metal Industry Act 2016 and the Motor Dealers and Repairers Act. WCRA and Members met with the Minister for Police, the Hon David Elliott in March 2021 to present their concerns.

It was reported to WCRA by Members that due to the significant volume of exported unprocessed scrap metal, to ensure there was adequate feedstock, NSW steel mills have imported scrap metal shipments from overseas.

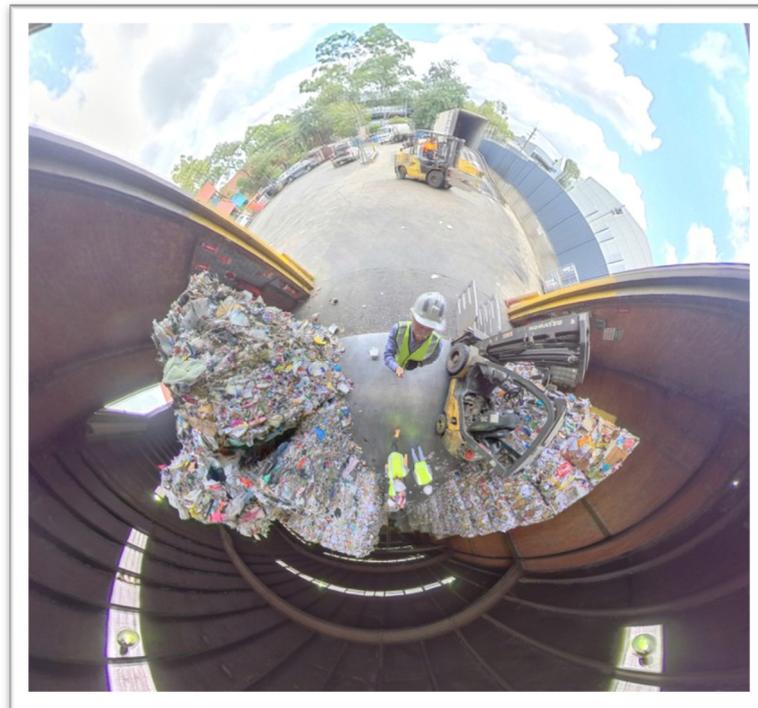


A tiny planet photo showing representatives from the University of Wollongong's sustainable building faculty visited Concrete Recyclers in February 2021 to better understand the principles of construction waste recycling.

Materials Recovery Facility (MRF) GROUP

In March 2021 the Executive decided to form a WCRA MRF discussion Group. The Group addressed a number of issues including:

- A review of the MRF protocol
 - An update of the recycling report produced by A. Prince Consulting
 - Meeting with ACOR to better understand project Recycle Mate
 - Discussions with Gallagher to address insurance risk and premiums
 - A letter to the Federal Government detailing concerns for the export ban of mixed plastics
 - Working with local government to achieve better contract collection and processing outcomes.
- This has led to several discussions and presentations from the Southern Sydney Region of Council (SSROC), including the regulatory reforms required for a circular economy.



A tiny planet photo showing representatives from the University of Wollongong's sustainable building faculty visited Polytrade in February 2021 to better understand the principles of municipal recycling, including circular economy objectives.

The Issues We Address

NSW Container Deposit Scheme

The NSW CDS has now been in operation for three and a half years with the NSW Government reporting that the scheme has been a phenomenal success story. Conceived as a litter reduction initiative, Return and Earn has now collected more than 6 billion containers in just over three years.

A number of issues remain unresolved:

- The NSW EPA has flagged to WCRA that the MRF refund sharing protocol will be reviewed.
- Several Members expressed concerns to WCRA that bin raiders are taking eligible CDS containers from kerbside bins. These concerns include public liability, personal injury, littering and loss of revenue.
- The issue of CDS refunds for commercial co-mingled materials remains unresolved.
- With South Australia reviewing its CDS regulations, there are possible implications for NSW (wine bottles, spirit bottles & value per eligible container all under review)



Members of the public support the convenience of using the Return & Earn Vending machines. In return the quality of recycled material is very high.

Glass Recycling

Several positive discussions have taken place with the RMS who have indicated that they propose to increase the percentage of recycled glass content in asphalt mixes.

WCRA continues to lobby the NSW Government to mandate the prioritisation of recycled glass content in road-making materials.

A number of WCRA Members continue to play a leading role in advancing glass recycling through the construction of recycling plants. However, the most significant issue that continues to face this sector is the inability to legally hold adequate volumes and stockpiles of end product to supply large scale infrastructure projects.

Load Management Waste & Recycling Industry Code of Practice

WRIQ is leading the development of a NHVR endorsed Waste & Recycling Industry Code of Practice for Load Management. The code is currently being reviewed by WRIQ prior to a re-assessment by the NHVR.

Long Distance Transport of Waste

Despite the failure by the NSW EPA to enforce the Proximity Principle, it continues to retain its place amongst NSW regulations. Despite the QLD waste levy, substantial volumes of waste continue to be transported north. Disappointingly, there were several major road accidents involving waste carted by long-haul trucks.

Standards Australia – MGBs and Mobile Bin Lifting Equipment

In mid-2020 the Technical Committee established for a review of the Mobile Waste Container Standard along with an additional part for mobile bin lifters began to take shape. In February 2021 WCRA, WMRR and Australian Industry Group representatives agreed on the 15 stakeholder organisations to be consulted in the review of AS4123.1 to AS4123.7. At the time of writing this report, Standards Australia had agreed to the constitution of Technical Committee PL-047 and the committee has now commenced the review.

National Clothing Textile Waste Roundtable

In May 2021 WCRA attended this roundtable in Canberra where the Federal Government advised that end-of-life clothing will be added to the priority list of waste to be diverted from landfill. To support this action the Federal Government has allocated \$1million. A summit will be convened in 2021/2022. In WCRA's view this may present an opportunity for the collection of textile waste in the kerbside recycling bin.



The statistics in support of consideration for the kerbside collection of textile waste recycling

Media

WCRA continues to review the industry and general media for articles of specific interest to WCRA Members. Across 2020/21, approximately 17 media articles per month were brought to the attention of the Executive. Amongst the key media themes were the following-:

- It's bin a wheely tough year, now garbage rates are going up.
- Return & Earn reaches 4 billion containers returned
- Welcome to new EPA Chair, Ms Rayne de Gruchy
- Federal budget 2020, \$250 million boast for Australia's recycling infrastructure
- AWRE takes a close look at waste management and Covid-19
- NSW Audit Office recommends review of waste levy settings
- New rules for the export of glass
- WCRA interview, ABC Radio, best practise collection systems and frequencies
- The role of Energy from Waste in meeting the resource recovery challenge
- Lithium-ion battery disposal causing fire hazard in recycling
- Four Victorian police officers killed by non-compliant heavy vehicle driver (fatigue & drug use)
- Insurance guidance for waste and recycling business operators
- Why is grease trap collected in dedicated trucks?
- NHVR approves electronic work diary
- Concerns on the export ban on recycled plastics
- Veolia & Suez agree on terms for merger
- Bingo agrees to \$2.3 billion Macquarie Bank takeover deal
- Canberra Times, "more cardboard recycled, but pizza scraps a problem"

What do WCRA Members want from Government?

WCRA Members

- We want a level commercial playing field;
- Regulations should provide certainty;
- We should be consulted & listened to;
- Waste including recyclables should be managed in a safe, sustainable & environmentally sound manner;
- Regulations and proper practices need to be enforced by all regulators, the EPA, DPIE, RMS, NHVR, Police, ATO, SafeWork NSW, Councils, Health, etc.
- NSW Government (with ~ \$750 m of waste levy to consolidated revenue) is well placed to intervene and assist in addressing issues that affect the waste management sector.

WASTE LEVY

- ▶ NSW waste levy has increased by 148% over the last 10 years, while Waste Less Recycle More funding has decreased by 43% over the last 8 years.
- ▶ 2020 NSW Auditor-General report recommended levy be regularly reviewed to ensure it encourages policy objective of waste minimisation and resource recovery.
- ▶ IPART indicates increased WARR investment by NSW government will stimulate competition and jobs; need for levy revenue transparency; state role in underwriting regulatory risk.



Functions and Events

WCRA Annual Dinner and Awards night – November 2020

The very popular WCRA Annual Dinner was scheduled for 27th November 2020 in the Sales Arena at the luxurious The William Inglis Hotel at Chipping Norton, however due to Covid-19 health restrictions the event was cancelled.

Whilst it was disappointing that this dinner was cancelled, a number of Members gathered for a virtual drinks and charity session where over \$3,000 was raised and donated to the Children's Hospitals at Westmead, John Hunter & Randwick.

Industry Update Conference – June 2021

This annual event was held at the Kirribilli Club in June 2021. 160 delegates attended the update sessions followed by dinner with special guests the Hon. Trevor Evans, Federal Assistant Minister for Waste Reduction along with the Hon. Kate Washington, NSW Shadow Minister for the Environment. A special presentation was delivered by Nestlé (the re-use of soft plastics in Kit Kat wrappers).

The update session presentations included:

- Regulatory update 2021 - current waste management & environmental matters
- Liquid the forgotten waste - industrial liquid, lessons from Covid-19, role of Sydney Water
- Recent waste industry changes, developments & impacts on recyclers.
- Regulations – the importance of enforcement
- NSW 20-Year Waste Strategy and updates from the NSW EPA



Industry Update Conference at the Kirribilli Club in June 2021



The Hon. Trevor Evans, Federal Assistant Minister for Waste Reduction, Tony Khoury Executive Director WCRA, Harry Wilson President WCRA and The Hon. Kate Washington NSW Shadow Minister for the Environment

Breakfast Briefing 9 March 2021

Ms Rayne de Gruchy, Chair of the Board, NSW EPA addressing close to 100 Members, Sponsors & other Stakeholders with a presentation on the objectives of the NSW EPA. Earlier, the industry outlined its position via a series of short presentations delivered by:-

- Ms Ros Dent, Bingo, waste management facilities
- Mr Brent Lawson, Concrete Recyclers, construction & demolition recycling
- Mr Richard Kirkman, Veolia Environmental Services, commercial & industrial waste
- Mr David Clancy, Cleanaway, municipal waste contracting & infrastructure.



Breakfast Briefing held at Dooleys Catholic Club, Lidcombe

Industry Updates via Zoom

Health orders may limit our ability to meet together in person however, they don't stop the need for our Members to be well informed. To this end WCRA hosted seven (7) online briefings via Zoom throughout the year to ensure Members were armed with the most up to date information. Hundreds of Members attended these online sessions covering the following topics:

- August 2020 – How to manage the risk and avoid the personal, professional and organisational impacts of conviction for environmental offences
- September 2020 – Trends in employment law including sub-contracting
- September 2020 – EPA prosecution trends and managing an EPA investigation
- October 2020 – Leading self and others with mental toughness
- December 2020 – Waste Management Award 2020
- January 2021 – NSW EPA Roadshow 2021
- February 2021 – Waste Industry Insurance Workshop 2021

WCRA Golf Day

The Ron Horswell Memorial WCRA Golf Challenge was held on Friday 13th November 2020 at Cabramatta. Nineteen teams of Members, Sponsors and their Guests enjoyed a wonderful day and spectacular weather. The four ball Ambrose format is a popular event, with the winning team being JJ's Waste and Recycling captained by Wayne O'Connor.



The Able Waste golf team captained by Dave Haugh

Retirees Luncheon

The annual luncheon for Retirees from across the waste management industry was held on 9th March 2021 at the Dooleys venue in Lidcombe. This is a very popular and well attended get-together. One of the guests was a very happy retired Rod Wenzel and his good mate Richard Carlyle who travelled down from St Huberts Island. Another guest was an equally happy Wally Forbes who was in sparkling form.

Harness Racing, WCRA Sponsor's Night

This annual event was due to be held at the Penrith Harness track on Thursday 18th March 2021 was cancelled due to a series of heavy storms that hit Western Sydney.

WCRA Premises

The premises owned by WCRA in Wetherill Park provides the Association and our Members with an excellent location for meetings, training and administration at no additional cost. The convenience of plentiful parking is an added advantage. WCRA is the only waste and recycling industry association in Australia to own its own premises. With the advent of Covid-19, the boardroom has been fitted out with the necessary hardware, laptop, speakers, camera and screen so that meetings can be held via either Zoom or Microsoft Teams.

Executive Director of WCRA, Tony Khoury



The waste management sector provides an important and essential service across all parts of the community, collecting a broad range of waste and recyclables from households and the business sector. What was once a relatively simple industry, is now complex and highly regulated. The key regulator in our sector is the NSW EPA and in recent years they appear to have lost touch with how to regulate to support good, legitimate waste management business operators. It is also a fact that many of our waste management laws, and regulations do not provide investors with consistency, certainty and fairness. Nor do they create an environment that promotes employment, resource recovery, recycling and circular economy outcomes.

If we are to achieve an 80% diversion rate by 2030 then the industry will need assistance from the NSW Government. We will also require a greater slice of the waste levy to be invested in new recycling infrastructure. We require a voice within the NSW Government to promote the procurement of

Australian recycled content and to generally champion the arguments that will support and encourage business to invest in better resource recovery outcomes.

As we enter WCRA's 74th year, I would like to extend a massive thankyou to WCRA's staff and contractors, the Executive, along with all Members, Sponsors and Stakeholders for your support and engagement.



WCRA's valued Sponsors

We would like to thank our generous Sponsors for their continued support of the Association. Sponsors assist us to provide better services to our Members and to the industry. When seeking a product or a service, we encourage Members to please support our Sponsors by requesting a proposal for their product or service offering. Here is a link to the Sponsor's page on the WCRA website, <http://wcra.com.au/Partnership.html>



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